



CORPORATE
SOCIAL
RESPONSIBILITY
REPORT

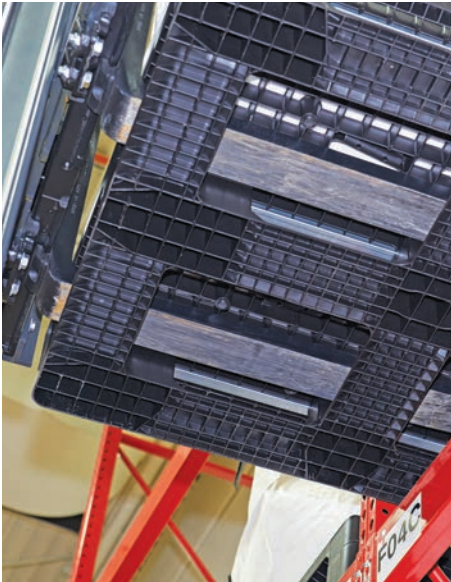


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L to R: ORBIS' award-nominated Odyssey® pallet is designed for heavy loads of 2,800+ lbs.; ORBIS attends several trade shows a year and communicates its role in driving a circular economy; safe business practices were elevated at all Menasha Corporation locations during the pandemic; Menasha Packaging assembles and packs Abbott's BinaxNOW tests.



From Our CEO

*At Menasha Corporation, our tagline, **The power behind possible®**, has never taken on more meaning than during the last few years. Our company, and each of us individually, have navigated through unique challenges over the course of a global pandemic and the resiliency our nation, company and employees have shown is nothing short of extraordinary, demonstrating the power behind what is truly possible.*

Living The power behind possible®

Like many companies, Menasha Corporation was challenged in new ways over the last two and a half years because of the COVID-19 pandemic. For many of our customers, their needs changed quickly. In response, we tapped into our vast network, showing them our ability to scale with their needs, while simultaneously ensuring our people were safe with increased protocols to protect their health and wellbeing.

I am especially proud of the everyday perseverance and commitment of our people. And I am inspired by the dedication of our customers and suppliers in their work to meet new realities. We all worked together and accomplished much in our fast-paced and evolving industries.

Focusing on the power of sustainability

Today, as industries and customer needs continue to change, Menasha Corporation continues to focus on smart, sustainable progress concerning our company, the environment, and our people.

Providing economic value

As a 173-year-old company, being economically sustainable is in our roots. Our agility is powered by our ability to prepare for the long term. As leaders in our industries, we challenge ourselves to think ahead. Expanding our capabilities and geographies began before the pandemic and contributed to our ability to shift and meet new customer needs during COVID-19. Our long-term approach was clearly evident this past year when we developed new products and continued to expand our capabilities. From an operations standpoint, we made growth investments into equipment and facilities. And on the organizational development front, we launched programs to enhance our diversity and inclusion efforts, as well as took steps to ensure employee learning and development actions stay at the forefront (p. 28).

Ensuring environmental stewardship

Protecting the environment for future generations has been important for decades at our company. In 2010, we established a 10-year environmental commitment aimed at reducing energy, water, and waste. During that time, we surpassed our water reduction goal twice and made notable accomplishments in energy and waste reduction, even while undergoing significant growth by more than doubling the size of the company.

Our focus now is to build on that progress with our new, “30-by-30” commitment to further reduce waste, water, and emissions by 10% each by 2030. We are up for the challenge, but just as important as our reduction goals is our involvement and progress around supporting a circular economy (p. 16). The way we design our products, the materials we use and how we manufacture products all contribute to being environmentally responsible. It’s a role we don’t take lightly, and we are proud to proactively work with our customers and suppliers to make a difference and meet sustainability goals.

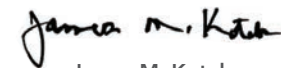
Putting people first

We would not be able to thrive, grow, and serve customers without the dedication and insight of our people. Part of our commitment as a socially responsible company is ensuring our employees are safe and feel included, have opportunities for growth, and are rewarded for their work (p. 25). Our employee programs always evolve to stay relevant and engaging in a world where new needs shape our workforce and our work environment. We are proud of both the strength of our existing programs and the development of new initiatives outlined in the pages of this report.

Our company impacts the people in the communities where we operate, too. Thriving communities rely on people and companies to step up to contribute. Employees who volunteer in support of causes outside of work keep our communities moving forward, and I am especially grateful for the many Menasha Corporation employees who are involved in community betterment, no matter the level of involvement.

Menasha Corporation Foundation also plays a significant role in our company’s philanthropic efforts. Our Foundation is funded through an annual contribution from Menasha Corporation. In 2021, Menasha Corporation Foundation donated more than \$2 million to help people, causes, and our communities (p. 29). As a socially responsible organization, our Foundation manages its financial reserves wisely so that regardless of the company’s contribution, our Foundation remains financially able to continue supporting the needs in our communities at expected levels. I am proud of this effort, just as I am proud of our employees’ community volunteerism. Our community activism and our financial giving impact many worthy organizations where we live and work.

Thank you for taking some time to look at who we are and what we do. My hope is that through this report, you will gain a better understanding of how Menasha Corporation operates, makes progress, and proves there is power behind possible.






















James M. Kotek
President and Chief Executive Officer
Menasha Corporation

“Part of our commitment as a socially responsible company is ensuring our employees are safe and feel included, have opportunities for growth, and are rewarded for their work.”

We Are Honored

2021-2022 AWARDS

We are proud and honored to be recognized by our customers and in our industries. These awards and recognition demonstrate our commitment to operating responsibly, focusing on customers and employees, and creating value.

 <p>2021 U.S. Best Managed Companies, Deloitte and Wall Street Journal – Menasha Corporation</p>	 <p>2021 and 2022 Toyota Packaging Supplier of the Year – ORBIS</p>	 <p>2021 OMA Awards: 13 Gold, Silver, Bronze, and Budget Awards – Menasha Packaging Company</p>	 <p>2021 General Motors Supplier of the Year – ORBIS</p>
 <p>2021 Green Supply Chain Award, Supply & Demand Chain Executive – ORBIS</p>	 <p>2021 and 2022 Inbound Logistics G75 Green Supply Chain Partner – ORBIS</p>	 <p>2021 General Mills Partner of the Year – Menasha Packaging Company Strategic Partnership and Executional Excellence</p>	
 <p>2021 Supply and Demand Chain Executive, Top Supply Chain Project Award ORBIS</p>	 <p>2021 Outstanding Emerging Leaders Award – United Way Fox Cities Campaign – Menasha Corporation</p>	 <p>2021 Readers' Choice Product of the Year, Containers, Totes & Bins Category – ORBIS Material Handling Product News and Material Handling's 247</p>	
 <p>2021 and 2022 Wisconsin's top private companies – Menasha Corporation</p>	 <p>2021 Business of the Year; Large Employer Manufacturing, Fox Cities Chamber – Menasha Corporation</p>	 <p>2021 Hormel Spirit of Excellence Award – Menasha Packaging Company</p>	
 <p>2021 Food Logistics Top Green Provider – ORBIS</p>	 <p>2021 HD Hudson Supplier of the Year – Menasha Packaging Company</p>	 <p>2021 John Deere Partner Level Supplier of the Year – ORBIS</p>	
 <p>2021 Unilever Social Impact Award and 2022 Unilever Supplier Excellence Award - Menasha Packaging Company</p>	 <p>2021 Excellence Award for Achievement in Sustainability and Innovation – Menasha Packaging Company The Paperboard Packaging Council</p>	 <p>2021 and 2022 The Milwaukee Journal Sentinel's Top Workplaces – ORBIS</p>	

Company Overview

OUR MISSION

We help our customers protect, move and promote their products better than anyone else.

OUR VISION

Menasha Corporation is the essential partner and the first choice for our customers' packaging and promotional requirements.

- Our businesses collaborate to offer customers unbiased paper and plastic packaging solutions that deliver compelling value.
- Our employees thoroughly understand our customers' businesses and develop innovative offerings that anticipate their needs.
- Our people, products, and services make a positive difference for our customers and in the communities where we live and work by respecting and protecting the environment.
- Our commitments to growth, operational excellence, and a diverse workforce enable us to attract and retain the best employees.
- Menasha Corporation provides superior returns, resulting in a meaningful investment for current and future generations of shareholders.
- We are a family-owned company that embraces the core values that have been our foundation since 1849.

OUR VALUES

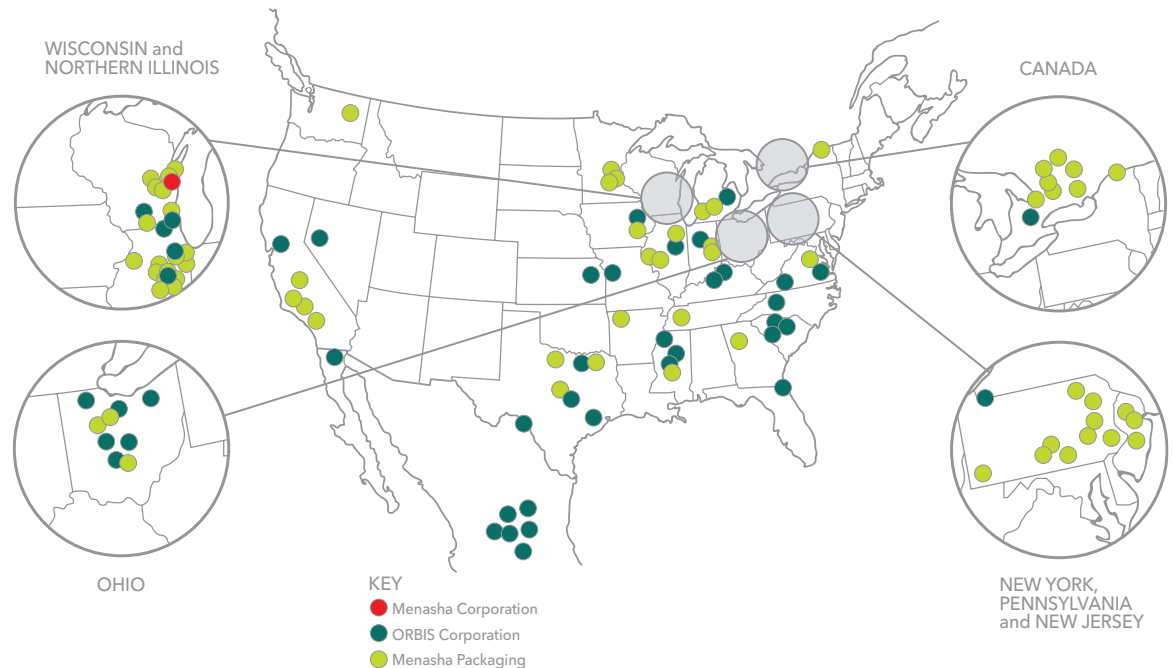
Meet our commitments
 Excellence in servicing our customers
 Neighborhood involvement and improvement
 Ability to see and embrace change to continually improve
 Sincerity, candor, and teamwork in everything we do
 Honesty, integrity, and respect at the highest level
 Accountability to customers, each other, suppliers, & shareholders

ABOUT MENASHA CORPORATION

Headquartered in Neenah, Wis., Menasha Corporation is a leading corrugated and plastic packaging manufacturer, contract services resource, and supply chain solutions provider. Menasha Corporation has two primary operating companies: Menasha Packaging Company and ORBIS Corporation.

Together, our companies manufacture products and provide services that are used by major food, beverage, consumer products, healthcare, pharmaceutical, industrial, and automotive companies.

NUMBER OF LOCATIONS	NUMBER OF EMPLOYEES	HEADQUARTERS	FOUNDED
112	7,026 <small>As of May 31, 2022</small>	Neenah, WI	1849



OUR COMPANIES



Powered by Menasha Corporation

packaging
displays
merchandising
fulfillment
omnichannel supply chain

Headquarters: Neenah, WI

Number of Locations: 63

Number of Employees: 3,740

www.menasha.com

Business: The nation's largest independent, retail-focused packaging and merchandising solutions provider with a network of design centers, manufacturing plants, contract packaging, and fulfillment service centers. Menasha Packaging designs, prints, and produces high-end graphic packaging displays and merchandising products for in-store and online. It works with the world's leading retailers and consumer packaged goods companies to deliver the greatest measurable value across the entire integrated omnichannel supply chain.

Major Markets Served:

food, personal care, household products, confections, healthcare/selfcare





Powered by Menasha Corporation

reusable plastic containers totes and pallets dunnage carts and racks supply chain management



Headquarters: Oconomowoc, WI

Number of Locations: 48

Number of Employees: 3,152
www.orbiscorporation.com

Business: ORBIS optimizes today's supply chains with reusable packaging products and packaging management services. As the North American reusable packaging leader, ORBIS helps world-class companies move their product faster, safer, and more cost-effectively with reusable totes, pallets, containers, protective interiors, carts and racks.

Major Markets Served:
food, beverage, retail, consumer products, pharmaceuticals, heavy equipment, automotive, agriculture



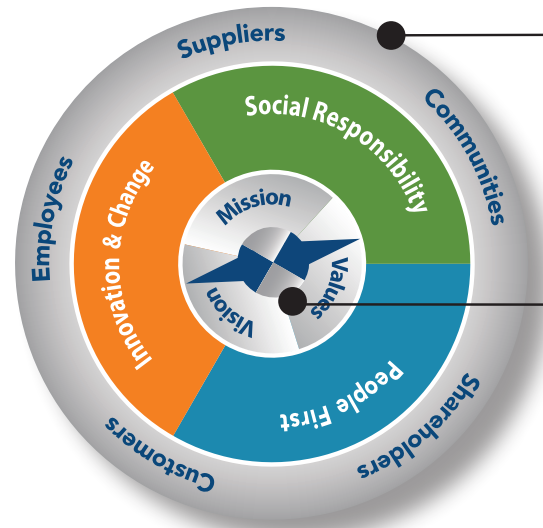
Our Culture

THE POWER BEHIND POSSIBLE®

We encourage a company culture that empowers our people to be innovative and embrace change. We support efforts to strengthen connections within our company and with customers and communities. Our Power Behind Possible Compass represents our culture and the key drivers behind Menasha Corporation's success and how we set direction as a company.

The Compass provides a visual guide for the following:

- Our Values, Vision and Mission as our foundation
- Three color-coded areas of cultural alignment important to our success
- Our key stakeholders who benefit from our efforts



OUR KEY STAKEHOLDERS

Customers
Employees
Suppliers
Communities
Shareholders

OUR VALUES, VISION AND MISSION

Provide the clarity of direction and guidance for how we operate Menasha Corporation.

PEOPLE FIRST

We develop and sustain strong employee engagement through a balanced focus on people, work, organization, opportunity, and rewards.

INNOVATION & CHANGE

We deliver significant stakeholder value by embracing continuous improvement, technology and diversity of thought. We are easy to work with and take calculated risks, allowing us to anticipate, change, and lead.

SOCIAL RESPONSIBILITY

Responsible business practices are embedded in our business strategies, processes, corporate governance, customer solutions, supplier relationships, employee engagement, and community involvement.

About This Report

Menasha Corporation's approach to social responsibility includes empowering our people to innovate and engage in activities that positively impact and strengthen our economic, environmental, and social commitments to operating responsibly. Each year we report on progress toward our economic, environmental, and social goals in our annual Corporate Social Responsibility Report. This 18-month report provides data and information on activities and progress from calendar year 2021 and the first half of 2022.

MATERIALITY

Menasha Corporation is not a formally registered member of the Global Reporting Initiative (GRI), however the material presented in this report aligns with similar disclosures set forth in the GRI Standards and serve as the foundation of the three sections of our Corporate Social Responsibility Report. We evaluated more than 150 potential internal and external indicators on their relative impact and importance to our company and stakeholders. Our material indicators are shown on page 32.

Goals and Progress



Recyclable Products

Reducing waste by providing recyclable products positively impacts a circular economy.

Status: 100% of the core raw materials used in our manufacturing operations today are recyclable.



Recycled Raw Material

Driven by sustainable product innovations, we proactively play our part in supporting a circular economy by increasing the manufacture of products made with recycled raw material without compromising product performance. Since 2015, our companies, Menasha Packaging and ORBIS, have increased the use of recycled content.

Goal: We commit to meeting the sustainability needs of customers by being intentional in the use of recycled raw material in order to repurpose waste that could otherwise end up in landfills.

Status: In 2021-2022 we met our ongoing commitment to intentionally use recycled raw material in our products.



GHG Emissions

We track our GHG Scope 1 (direct) and Scope 2 (indirect) emissions annually with a focused effort on reduction. Over the past 10 years, Menasha Corporation more than doubled in size, yet reduced our total GHG emissions by 3.51%.

Goal: Reduce total GHG emissions 10% per ton of production by 2030 (2020 baseline).

Status: From 2020 to 2021, we have reduced our total GHG emissions 3.16% per ton of production.



Water Use

From 2010 to 2021, we reduced our use of gallons of water per production ton **nearly 90%**, surpassing our water use reduction goal of 20%. Through conservation and reuse, we continue to strive for additional reductions.

Goal: Reduce our gallons of water used per production ton by 10% by 2030 (2020 baseline).

Status: From 2020 to 2021, our gallons of water used per production ton increased by 1.19%.



Waste

Recycling and process improvements intended to reduce waste have driven down our companywide pounds of waste per production by 9% over the last 10 years.

Goal: We commit to reducing landfill waste per ton of production by an additional 10% by 2030 (2020 baseline).

Status: From 2020 to 2021, we have reduced landfill waste per ton of production by 5.83%.



Fiber Certification

Our goal is to maintain certification to SFI® and/or FSC® standards for all paper-based products. All Menasha Packaging manufacturing facilities are certified to SFI, and we are certified to produce fiber-based products to the forest sustainability standards of the Programme for the Endorsement of Forest Certification (PEFC), FSC® Chain of Custody, SFI® Chain of Custody, and SFI® Certified Sourcing.



Safety

Our goal every year is zero workplace accidents and to maintain our safety record in the top 25% of the industries in which we operate. Our TRIR (Total Recordable Incident Rate) has continuously improved every year since 2010.

Goal: Zero workplace accidents. Uphold a stringent safety program that has contributed to company incident rates in the top quartile of the industries in which we operate.

Status: In 2021, Menasha Corporation's TRIR improved to 0.72 from the 2020 rate of 0.87; Menasha Packaging Company's TRIR improved to .70 from the 2020 rate of .77, and ORBIS' TRIR improved to .79 from the 2020 rate of 1.19. Both Menasha Packaging and ORBIS achieved 2021 TRIR below industry average.



Supply Chain Material Sourcing

We are implementing new technologies in all of our Menasha Packaging facilities by updating to the newest Enterprise Resource Planning (ERP) system. The new system will streamline supplier management and data. In addition, our ORBIS company is installing a new transportation management system in 2022.

Goal: Complete the update of our ERP system in all Menasha Packaging facilities in 2022.

Status: The update of our ERP systems is on track as of May 31, 2022.



Supplier Safety and Diversity

We have worked closely with suppliers throughout the pandemic to ensure safety precautions were met and material supply was maintained, resulting in no major production disruptions. We will continue our supplier safety efforts, which include quarterly business reviews. We value a diverse supply base and recognize the contributions of new processes and technologies that result from diversity.

Goal: Commit to growing a diverse supply base at each of our companies with increased targets for 2022-2024.

Status: Supply base commitments are ongoing as of May 31, 2022.



Ethics and Business Conduct

Our success is based not only on the results we achieve, but how we achieve them. We are committed to honoring our company values and being accountable, honest, and trustworthy in all that we do.

Goal: Every year our goal is 100% of employees will review our Code of Ethics and Business Conduct and affirm their compliance.

Status: Goal achieved in 2021.



Employee Engagement

Our biennial Employee Engagement Survey provides feedback that is used to improve employee involvement, growth, and innovation in company activities. In early 2022, we achieved 79% employee participation in the survey.

Goal: Use the 2022 Employee Engagement Survey results to finalize improvements and goals by mid-year 2022.

Status: Improvements and goal-setting based on 2022 Employee Engagement Survey results are on track as of May 31, 2022.



Philanthropy

Since our founding, Menasha Corporation has invested in community needs and programs to help ensure the health and welfare of citizens. Each year Menasha Corporation Foundation provides grants to nonprofit organizations across North America.

Goal: Continue Menasha Corporation's legacy of giving back through monetary donations and reporting annually on the contributions.

Status: Goal accomplished in 2021 with over \$2 million in grants provided by Menasha Corporation Foundation.



**Menasha Packaging Company - Neenah Plant,
Neenah, Wisconsin**

Our Response to COVID-19

Our People First philosophy is at the core of our business and became our foundation to guide our actions when the pandemic began in 2020. Our commitment to supporting the health, safety, and wellbeing of our employees, customers, communities, and all stakeholders was prioritized as we remained operating as an essential supplier during COVID-19. We implemented wide-ranging safety protocols, conducted daily monitoring and tracking of cases in our facilities and communities where we operate, and we adhered to the Centers for Disease Control and Prevention (CDC) guidelines. We recognized the vital role our businesses played in the nation's food, pharmaceutical, household,

personal care, automotive, and industrial supply chains. Our company remained open, providing valuable products, services, and solutions to our customers. Throughout the pandemic and continuing today, our employees are involved in organizations in the community that provide relief for pandemic-induced needs. And Menasha Corporation Foundation increased its donations, providing over \$2 million in grants in 2021. Today, our efforts and actions continue to prioritize people, safety, and innovation as our customers move forward with new and evolving objectives.

ECONOMIC VALUE

Executive Leadership

Our executive leaders carry the ultimate responsibility for ensuring that our company provides the guidance, resources, and tools needed to support employees and deliver meaningful value to stakeholders. With principled acumen in business matters, our Executive Leadership team takes ownership in the long-term health and responsible operation of our Corporation.

Our Executive Leadership team, shown in the photo below, is comprised of, from left to right, Thomas M. Rettler, Senior Vice President and Chief Financial Officer; Denise S. Starcher, Vice President and Chief Human Resources Officer; Mark P. Fogarty, Vice President, General Counsel and Corporate Secretary; James M. Kotek, President and Chief Executive Officer; Michael D. Riegsecker, President, Menasha Packaging Company; William F. Ash, President, ORBIS Corporation.



Board of Directors

Menasha Corporation's Board of Directors oversees the business and affairs of the Corporation. The Board operates in accordance with a governance framework established by all applicable laws, the Corporation's Articles of Incorporation and Bylaws, and other corporate governance policies that are benchmarked against public company best practices.

The Board is comprised of 10 directors including the nonexecutive Chair, who is a fifth-generation descendant of founder Elisha D. Smith; the Corporation's Chief Executive Officer, three other Smith Family directors; and five outside non-family directors.

The Board meets at least four times per year and schedules regular monthly update calls. It has four standing committees: Audit; Compensation & Leadership; Governance & Nomination; and Shareholder Affairs. Each year the Board discusses and approves the strategic plans for the Company.

Governance

In governance, we are anchored to our values while being guided by our vision. This ensures that effective controls are in place to empower accountability and uphold the commitments we have made to our stakeholders. We operate ethically and transparently at every level of the company to maintain the trust of customers, employees, suppliers, and shareholders. Our Corporate Code of Ethics and Business Conduct is a guide and reference point for day-to-day business decisions and activities made on behalf of Menasha Corporation.

Economic Performance

Menasha Corporation identifies and responds to societal trends and customer needs. This ensures our paper and plastic packaging solutions continually evolve and deliver compelling value. Our economic performance is driven by operating responsibly while serving customers.

Factors that contribute to financial performance* include:

- The insight to anticipate, innovate, and support the changing needs of our customers
- The ability to responsibly manage the social, economic, and environmental challenges of accelerated growth
- The ability to invest in and engage employees
- The stability and sustained strength to serve as a trusted business and community partner

Curbside delivery is streamlined with ORBIS' Pally®, which features a proprietary design of a static pallet that converts to a mobile pallet.



Anticipating and supporting societal trends ensures our businesses provide compelling value. Changing consumer demographics and preferences led grocers and retailers to fulfill online orders from physical stores for easy curbside pick-up. Our ORBIS subsidiary develops in-store fulfillment tote/cart systems that help grocers quickly and accurately fulfill orders.



*As a privately-held company, we do not disclose detailed financial information.



Economic Growth

In 2021-2022, Menasha Corporation continued to navigate the impacts of the COVID-19 pandemic on our employees, our business, and our customers. We met new customer needs that required innovative solutions driven by the pandemic, and we provided the efficiencies and fast turnaround our customers needed for products and services.

As a privately held company, we are able to meet new, short-term demands while maintaining a long-term approach to meeting our objectives. Throughout the past year, we continued to invest in equipment, technologies, and facilities. We expanded product lines and capabilities at many sites.

Our growth objectives were supported with activities that include:

- Two new injection molding presses at our ORBIS business
- Automation capabilities at both businesses. An auto stapler and automated fulfillment lines at two Menasha Packaging sites; and automated decorating and scanning functions at ORBIS sites
- Robotic palletizer at a Menasha Packaging location
- A cooling water system at an ORBIS site

These investments and more ensure our facilities are operating with the highest efficiency and our services provide value for customers while maintaining economies of scale.

Investing in automatic stapling equipment at one of our plants reduced temporary labor costs by 33% and eliminated ergonomic challenges of using manual staple guns.



Our Menasha Packaging Company opened a new site in Canada in 2022 to serve packing and fulfillment needs for customer Kraft Heinz. Menasha Packaging Company now has six locations in Canada that are fulfillment or converting operations and one "home office." Our Menasha Packaging Company and our ORBIS Corporation provide packing, fulfillment, and supply chain services either onsite at a customer's location or near a customer's facility.

Ethics and Business Conduct

We are committed to the highest level of integrity and responsible behavior. Our values-based culture forms the foundation for our reputation, and trust in Menasha Corporation is fundamental to our mission. All employees are held accountable for conducting business in an ethical manner. We emphasize our conduct programs and expectation with new employees and as we acquire or expand businesses and locations. Our Code of Ethics and Business Conduct Guide is a central tool used companywide to communicate our ethical standards and expectations.

Covering conduct from day-to-day actions to big-picture decisions, our guide features topics ranging from substance abuse to the handling of proprietary information.

Employees are expected to exercise personal responsibility in upholding the standards of our Code, and they are required to annually certify that they have read and will follow its guidance.



Employees are required to review Our Code of Ethics and Business Conduct guide every year.

REPORTING A CONCERN

We also maintain a safe workplace grounded in ethical behavior with our 24-hour, toll-free "ethics" helpline for reporting an ethics or compliance concern.

Risk Management

Menasha Corporation's risk management approach is a key factor in corporate responsibility and extends beyond regulatory compliance to encompass all parts of our operations and culture. Our procedures and policies, internal programs, audits, certifications, best practices, and sound corporate governance are all addressed as part of managing risk. All employees are expected to understand our risk exposures and take the initiative to mitigate them, including risks associated with the day-to-day decisions that are specific to a particular job or facility. At a high level, we identify, evaluate, and monitor operational, financial, and business environment risks pertaining to people, products, locations, and general business. Our Board of Directors annually assesses our material risks and risk management processes. Senior management is accountable for proactively managing our high-level exposures.



ORBIS' Odyssey® is an award-nominated product designed for heavy loads and has unique features like optional steel reinforcements and molded-in frictional elements. The Odyssey pallet is used in applications and markets that include food processing, cold storage, dry goods, agriculture, pharmaceuticals, and raw materials.

Supply Chain

Every Menasha Corporation supplier is a valued part of our work stream. Our goals to improve agility, increase competitive value, and reduce our environmental impacts demand a deep level of commitment from our suppliers, and we make a significant investment in developing suppliers and diligently monitoring their performance.

Our suppliers are evaluated using metrics for contributing continuous improvements and providing reliable price, delivery, and service. We review supplier performance through periodic audits and reviews as well as analysis of regulations and best practices. Our suppliers are expected to follow our Code of Ethics and Business Conduct guide, and maintain our rigorous

qualifications and standards related to food safety certifications and sustainability-related elements.

Product Responsibility

Our products and services have evolved over time, but our reputation for high performance and reliability is an asset that defines who we are. We focus on products and services that deliver new opportunities and differentiated value to our customers. Furthermore, we collaborate closely with our customers on the design, manufacture, and performance of our products and services and involve them in key decisions. As a result, many of our solutions are not only effective but also award-winning.

ENVIRONMENTAL STEWARDSHIP

Supporting a Circular Economy

Our environmental efforts are grounded in our long-standing commitment to operate responsibly by continuously improving how our processes and practices impact the environment. Our approach involves reducing our carbon footprint, water use and waste, and improving the recyclability and reusability of our materials and products. In addition to maintaining compliance in all aspects of operations, material use, and supply chain activities, we engage in circular economy concepts to improve the innovation of our designs, production methods, and service offerings.



ORBIS®

Powered by Menasha Corporation

ORBIS CORPORATION

Our ORBIS company is an international leader in reusable packaging. Its reusable totes, pallets, containers, dunnage, carts, and racks replace single-use products and are used over and over during the course of their service life. At the end of their life, ORBIS' reusable products can be recovered, recycled and reprocessed into new packaging products,

without entering the solid waste stream. ORBIS' entire business model is based on offering a variety of packaging solutions that reduce a customer's impact on the planet and includes primary packaging applications and supply chain solutions for markets that include e-commerce, automotive, and retail.

One of ORBIS' products, the OPTEBulk™ System, is a reusable pallet, top cap, and sleeve system that is stackable, collapsible, hygienic and lightweight resulting in environmental benefits that include more product per truckload and reduced freight costs.

FRONT



BACK



- Zero Single-Use Plastic
- 100% recyclable, paper-based material
- Reduction in overall paper use
- Greater package design optimization
- Easy-open features



Powered by Menasha Corporation

MENASHA PACKAGING COMPANY

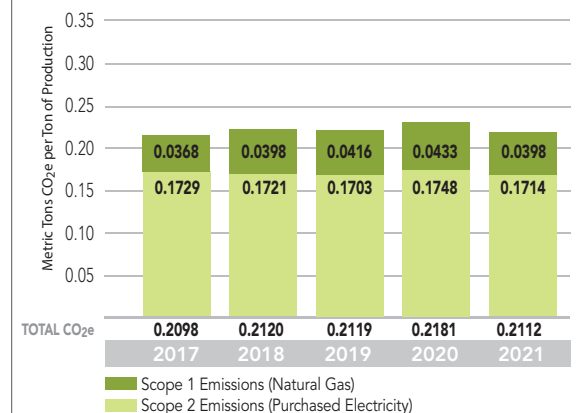
Our Menasha Packaging Company designs packaging that is optimized to reduce material use and drive efficiencies throughout the entire supply chain without compromising a company's brand. Company designers and engineers work closely with customers to understand needs and to develop effective, low-impact product solutions that include minimizing package sizes and creating environmentally friendly options.

Beyond Good, a maker of premium, single-origin chocolate, relied on Menasha Packaging's ResponsiPak™ packaging to uphold Beyond Good's commitment to operating responsibly and ethically by putting sustainability and humanity at the forefront of their efforts. This package design does not have any single-use plastics, and the corrugate is 100% recyclable. What's more, packaging designs can be optimized to reduce cost and complexity while enhancing a brand experience. Beyond Good's sustainable packaging includes a scannable barcode to allow consumers to see where Beyond Good's chocolate comes from: individual farmers that practice regenerative farming and no labor exploitation. These Beyond Good packages are sold in club stores.

Emissions

We are committed to climate protection by continuously working to reduce greenhouse gas (GHG) emissions. We track our emissions and measure our progress, and we report our data annually to the Carbon Disclosure Project (CDP), an independent nonprofit organization holding the world's largest database of primary corporate climate change information. Our CDP reports are available to customers upon request. Emissions from our own operations fall into Scope 1 (direct emissions generated by production activities) and Scope 2 (indirect emissions from purchased electricity). Our GHG reduction efforts include reducing the amount of energy we consume through operational efficiency and technological advances. We evaluate energy consumption and sources of energy associated with projects, equipment, and expansions. From 2011 to 2021, we decreased total CO₂ emissions per ton of production at our manufacturing facilities 3.5%. This reduction was accomplished while undergoing significant growth and more than doubling the size of the company during that time.

Carbon Emissions





**3.2 million kWh
SAVED
ANNUALLY**

ORBIS' facility in Bardstown, Kentucky, installed a new water cooling system. The system uses high-efficiency chillers that provide a number of benefits, including saving 3.2 million kWh annually, requiring less downtime, lowering repairs and maintenance costs, reducing scrap rates, and assisting faster cycle times.

Energy

Conserving energy is a focus at all our facilities. We use data to understand and improve our energy use. Energy consumption is controlled with monitoring devices that provide detailed readings on peak energy usage. We use corresponding data to assess our progress in meeting our goals and to guide further improvements.

We look for opportunities to invest in our current facilities with high efficiency lighting, ventilation, and air conditioning systems to help us save energy, reduce carbon emissions, and lower our energy bill. Our energy reduction initiatives, along with our culture of promoting eco-friendly choices, combine to make significant impacts in energy efficiency at our facilities.

**UPGRADE USES
66% Less Energy**

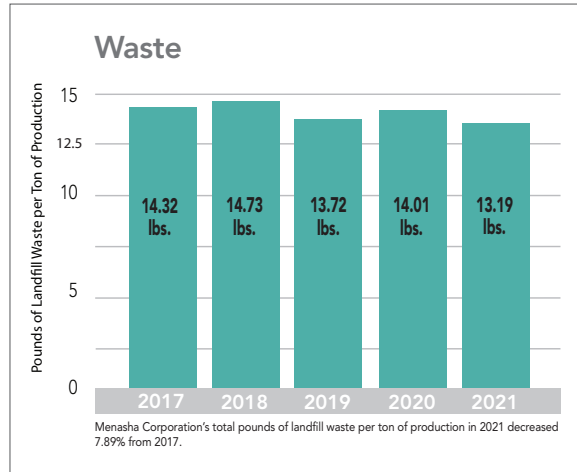
Upgrading lighting to LED bulbs consumes less energy. Many Menasha Corporation facilities such as our Menasha Packaging's PrePrint facility in Neenah, Wis., have replaced fluorescent fixtures with LED lighting. The LED bulbs contain zero mercury and automatically dim. The PrePrint plant uses 66% less energy in the areas where they installed the LED lighting.



Waste

Our manufacturing plants drive out waste through a variety of approaches that include the Kaizen method of continuous incremental improvements; Value Stream Mapping to identify waste and reduce process cycle times; and Lean Transformation techniques. These programs target specific material waste reduction activities, maximize machine capabilities, improve plant layouts, optimize press-line efficiencies, and streamline tool changeover processes and shipping practices.

Our employees find innovative yet practical ways to reduce waste levels, and by working together, they make major inroads in limiting and diverting solid waste from landfills. From our 2013 baseline to 2021, we have reduced waste levels 8.5%.



NEW PROCESS
Yields 50%
Less waste

ORBIS upgraded the production line in its Urbana, Ohio, plant for the production of its StakPak Plus™ reusable container. Replacing the old process with the new line reduced waste by 50%.



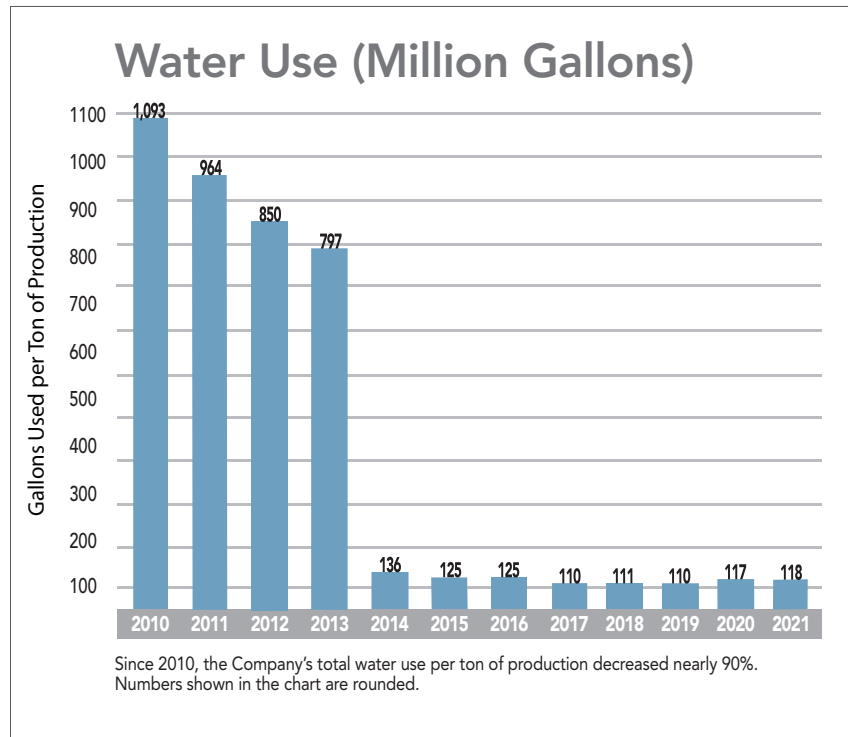
Recycling

Menasha Corporation continually looks for ways to recycle the materials we use, including using recycled materials in our products whenever possible. Our designers and engineers consider our customers' needs around sustainability from product design through operational considerations that many times result in resource savings. Recycling is an important contributor in a circular economy. Many of our products are completely recyclable, and 100 % of the core raw materials used in our manufacturing operations today are recyclable.



Water

We manage our water use wisely and have met aggressive water reduction goals in our processes. In 2010, we set a 10-year, 20% water reduction goal and surpassed the goal in three years. After establishing a new goal to further reduce water use by 20% from 2014, we again surpassed our goal in 2017. Since 2010, we achieved nearly a 90% reduction in overall water use. Today, we continue our sustainable water reduction practices in our plants and offices.



HOW IT WORKS



ORBIS' Ocean in Mind program reclaims and reuses plastic material recovered near major waterways. The program helps to clean up coastline waste and stimulate local economies.



Sustainable Products

In support of a circular economy and driven by sustainable product innovations, we proactively work to produce products that are made with renewable, reusable, or recyclable materials. Both Menasha Packaging and ORBIS use recycled raw material in products. Recycled raw material successfully repurposes waste that could otherwise end up in landfills. In addition, we have made great progress in implementing leaner business and manufacturing processes, and our stakeholders can be confident that our products are produced in an environmentally responsible way without compromising product performance.



PlastiCorr® is a plastic, reusable corrugated box featuring a patented technology design that allows it to seamlessly drop into a customer's existing automated packaging line. PlasticCorr decreases water consumption by 89%, cumulative energy by 74%, and solid waste by 61% compared to alternative material. Designed to travel 70 trips in the supply chain, PlasticCorr's plastic edges provide cleanliness and resistance to water and moisture, making it an ideal solution for food, beverage, and consumer packaged goods.

89% Less Water Consumption
74% Less Cumulative Energy
61% Less Solid Waste

Transportation

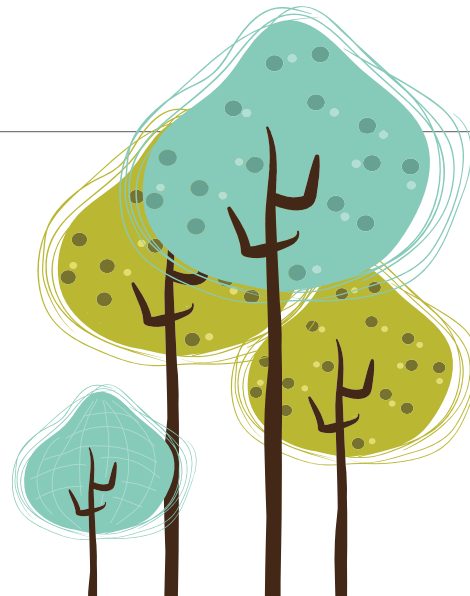
We work to improve fuel efficiencies by minimizing the miles driven and leverage pack-out per truck. In addition, we align workflow, improve planning, and optimize capacity in our facilities to reduce our transportation impacts. Our operations are strategically located near major customers, industries, and markets.

We also improve transportation solutions for our customers, leveraging our logistics expertise to help them make the most efficient use of their own containers, including truckload containers that maximize cube space and minimize cost.

Return Load 84 assembled containers VS 252 collapsible containers



Freight costs are reduced by eliminating wasted space on return truckloads. ORBIS' heavy-duty BulkPak® containers are collapsible, allowing more containers to be packed for a return truckload... gaining up to 20% in shipping density.



Recycling Saves 2 Million Trees

Menasha Packaging's partnership with Mid America Paper Recycling reclaimed more than 256 million lbs. of paper - a savings of 128,000 tons of carbon emissions, or the equivalent of more than 2 million trees.

SOCIAL RESPONSIBILITY

Safety

Safety has always been a top priority at Menasha Corporation. Every day our goal is zero accidents and safety incidents. In 2020, safety took on added urgency as we implemented rigorous countermeasures to protect our employees and customers and to help prevent the spread of the COVID-19 virus. Our robust safety measures during that time included enhanced cleaning and sanitation procedures, temperature monitoring, mask requirements, physical distancing rules, and limiting the number of people in a designated area. While pandemic-related protocols have loosened in varying degrees depending on geographic location and cases, we continue to closely monitor conditions where we have operations and we continue to abide by the Centers for Disease Control and Prevention (CDC) guidelines.

Our employees are provided the tools, training, and resources needed to ensure their safety. We promote a culture that empowers safe behavior and we invest in practices that continuously improve and strengthen our protocols. Our Environmental Health and Safety (EHS) department monitors and tracks safety performance at our facilities using industry-standard OSHA metrics. Each facility has a safety team to ensure compliance with environmental and safety regulations.

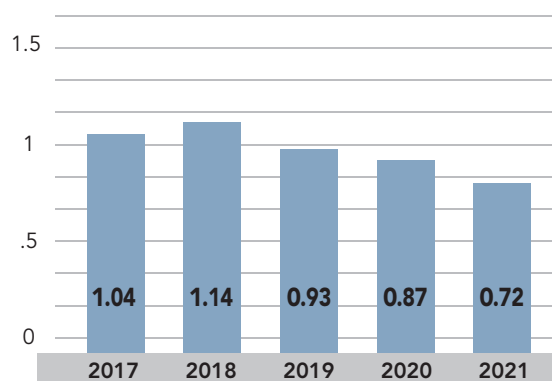
Our Total Recordable Incident Rate (TRIR) is consistently well below the industry averages. Over the last five years, our total company TRIR decreased from 1.04 in 2017 to 0.72 in 2021. Both Menasha Packaging and ORBIS achieved incident rates significantly below their respective industry averages, with Menasha Packaging's TRIR at .70 in 2021 compared to a 2020 industry average of 2.2, and ORBIS' TRIR at .79 in 2021 compared to its 2020 industry average of 3.6 (2021 industry averages not available at time of publication.)

ORBIS developed an ergonomic process for the production of its GEN250 Seed Bin. Tables were created at an ergonomically correct height that allows the operator to push the product onto the conveyor versus lifting the product. This same production process installed a robotic cell to assemble and stack Seed Bins without human intervention, further ensuring safety during the production of this product.

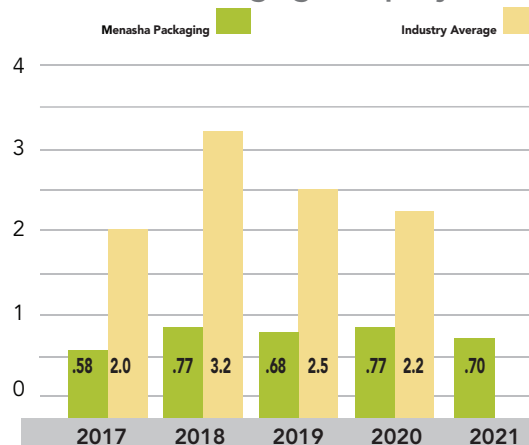


Menasha Corporation TRIR*

*Total Recordable Incident Rate



Menasha Packaging Company TRIR



ORBIS Corporation TRIR



SAFETY TRAINING

Both new and tenured employees receive mandatory training customized to each job function in our plants, and our office employees are required to complete online safety courses annually. Menasha Corporation also provides safety equipment to employees as required by their jobs. We engage in continuous coaching and hands-on training to improve process safety and expand employees' understanding of a variety of safety topics.



Our employees are empowered to work toward the goal of zero safety incidents. One way they are involved is through our Safety Snags program. This employee-led reporting program provides a method to identify and report potentially unsafe situations. Employees report the "snags," which are corrected and shared companywide as learning opportunities for all facilities. One Menasha Packaging Company facility conducts a Safety Snag award program to encourage employees to be on the lookout for safety hazards. As shown above, the winner and the runner-ups are recognized.



Stakeholder Engagement

Active engagement with stakeholders is a cornerstone of operating our business responsibly. Our stakeholders include customers, suppliers, employees, shareholders, and local communities. We use a variety of methods to interact with our stakeholders, receive feedback, and address their expectations. Customer satisfaction surveys, Voice of Customer surveys, questionnaires, employee surveys, annual shareholder meetings, and quarterly board meetings are some of the channels used to communicate and engage with our stakeholders.

Informal employee meetings are held in our plants and offices, sometimes daily or weekly, to deliver updates on business activities, reminders around safety and health, notices of customer visits, and more.





No-Cost Mental Health Care Provides Support

Menasha Corporation offers employees and their family members access to a confidential and no-cost Employee Assistance Program (EAP) to address a wide array of concerns that impact health and wellbeing. The program includes various methods to access free counseling through visits conducted in-person, telephone, video, text or chat.

Employee Compensation and Benefits

Fair, competitive compensation and benefits are among the most important requirements for gaining and retaining motivated employees. We provide compensation and benefits packages that support our employees' long-term health and financial stability. We also offer nonfinancial incentives such as development programs, learning opportunities, involvement in supporting community causes, and volunteer work that our employees care about.

Benefits full-time employees and their families value include:

- Medical, dental, vision, and prescription drug coverage
- Basic life, disability, and accident insurance
- 401(k) plan
- Healthcare Flexible Spending Account
- Educational reimbursement
- Matching donations
- Wellness program and reimbursement policy

Employee Engagement and Development

Menasha Corporation offers dynamic and rewarding careers in a variety of fields with opportunities to grow and advance. Employees may explore jobs and navigate their careers with tools, resources, mentors, and training. By facilitating career mobility within and across our businesses, we develop and tap into our employees' diverse skill sets, experiences, and perspectives that set the stage for successful professional development and growth for our company.

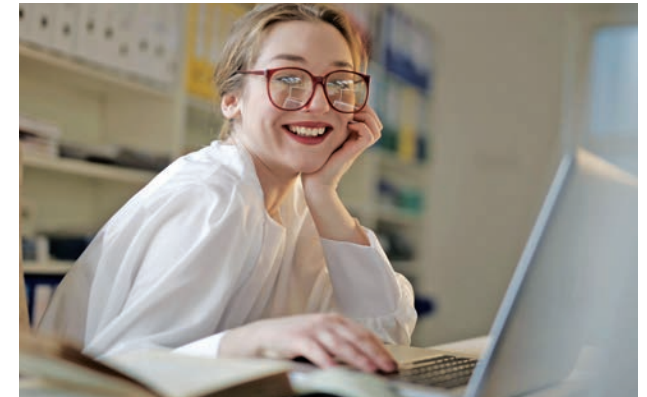
Communication Connects Employees and our Businesses

Seeking employee perspectives along with providing transparent company information is crucial to establishing trust and collaboration. We value the insight and experiences of employees and strive to let them know they make a difference and are valued.

Our methods of communication include a variety of methods such as:

- Face-to-face and online meetings, update gatherings, and information-sharing material
- Annual and pulse employee surveys
- Quarterly and monthly company videos that share company strategy, industry position and financial performance
- Onsite presentations
- A company intranet
- Social media

- Communication screens and kiosks within our facilities
- Company material including our Code of Ethics and Business Conduct guide, Corporate Social Responsibility Report, internal newsletters, employee survey results, and Menasha Corporation Foundation annual report
- Bilingual communications
- Companywide award programs designed to communicate and encourage successful contributions in support of our Vision and Mission.



Our online employee recognition platform, *The Loop*, gives employees a fast and easy way to recognize colleagues for special achievements, doing a great job, or going above and beyond.



Our biennial employee engagement survey is provided to all 6,000+ employees. A third-party, Quantum, administers the survey and collects confidential results and comments. Leaders at all locations review results and develop commitment plans that address areas of concern.



Training and Education

Our training and development programs are designed to encourage our 6,000+ employees to meet their personal goals while working with others to achieve our company objectives. We support continued education as a way our employees can foster growth and reach their full potential. Our educational and tuition reimbursement benefits assist with costs for courses in accredited educational institutions, including colleges and universities, and vocational or technical schools.

Using a systematic training process, we incorporate core competencies, both in onboarding new employees and in achieving improvements among longtime employees. Employees receive specialized training as needed throughout their career to be prepared for rapid changes in our industries, markets, and customer needs.

INTERNSHIPS AND APPRENTICES

We tap into the potential of students through our Internship Program and Apprenticeship Program. Student interns at our company gain experience in the fields of their study in our formalized Internship Program.

Our Apprenticeship Program allows high school students to spend part of the day working in a Menasha Corporation site while finishing their high school requirements. Menasha Corporation employees are trained to be skills coaches to mentor our apprentices. Our goal is to hire apprentices upon completion of the program. One of our Menasha Packaging Company facilities in Neenah, Wis., has provided space to be used as an Education Center for GPS Education, which is a work-based learning program that we participate in and sponsor. The Education Center serves as a classroom for local GPS students who are in the program.

Company-supported tools and a systematic training process include:

- Goal setting and continuous performance conversations
- 360° assessments
- Leadership training programs
- Internship Program
- Apprenticeship programs
- College courses
- Lunch & Learn sessions
- External development opportunities funded by the company
- Menasha Learning online portal with online development resources such as Mindtools® and Skillsoft®
- Searchable employee profiles capturing capabilities add interests

Students who are a part of our Internship Program gain experience in the fields of their study and many times become employees of Menasha Corporation.



President's Excellence and Living the Vision Award Programs Recognize Valued Contributions

Recognition and rewards contribute to a company culture that encourages innovation and new solutions. The Living the Vision award is the highest company award given by Menasha Corporation's CEO, Jim Kotek. George Breese, pictured, received a Living the Vision award in 2022 for his innovative solutions. More than 30 employees across the company received President's Excellence or Living the Vision awards over that last year.



Menasha Packaging Company Provides Classroom Space

Menasha Packaging partners with GPS Education Partners' apprentice program, and provides space for the program's classroom instruction component.



Leadership Development

We prioritize and invest in developing employees' skills and expertise to build their careers and ensure we have a strong pipeline of highly engaged leaders. Our long-term planning provides learning opportunities that are carefully structured to prepare employees for personal, interpersonal, team, and organizational skills. We continually refine learning and mentoring programs to foster a values-centered, high-performing organization.



Our companywide Mentoring Program is an annual, six-month program that matches mentor and mentees and provides support and development check-ins for those who want guidance in their careers.



Menasha Corporation's Onboarding Program guides new employees through a year-long orientation process with clear markers and milestones.



Menasha Corporation improves organizational effectiveness through initiatives that impact multiple disciplines and furthers the company's goal to put people first and provide an inclusive, equitable work environment.

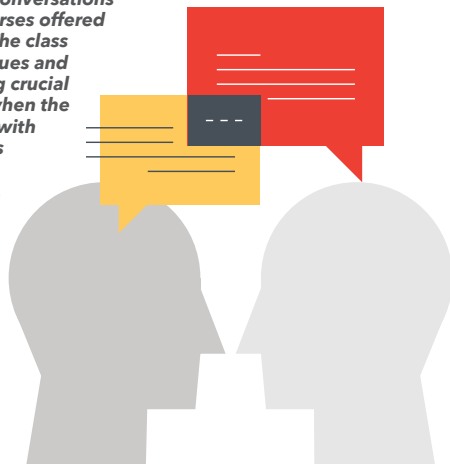
Leadership DNA Program Inspires Trust

A six-month transformational leadership program teaches Menasha Corporation employees that great leadership is intentional. The Leadership DNA class highlights how to inspire trust, create a compelling vision and strategy, align core systems to execute strategy, and reach potential through coaching and feedback.



Development Classes Support Employees' Personal Goals

Menasha Corporation added Crucial Conversations to available courses offered to employees. The class teaches techniques and tips for handling crucial conversations when the stakes are high with strong emotions between two or more people.

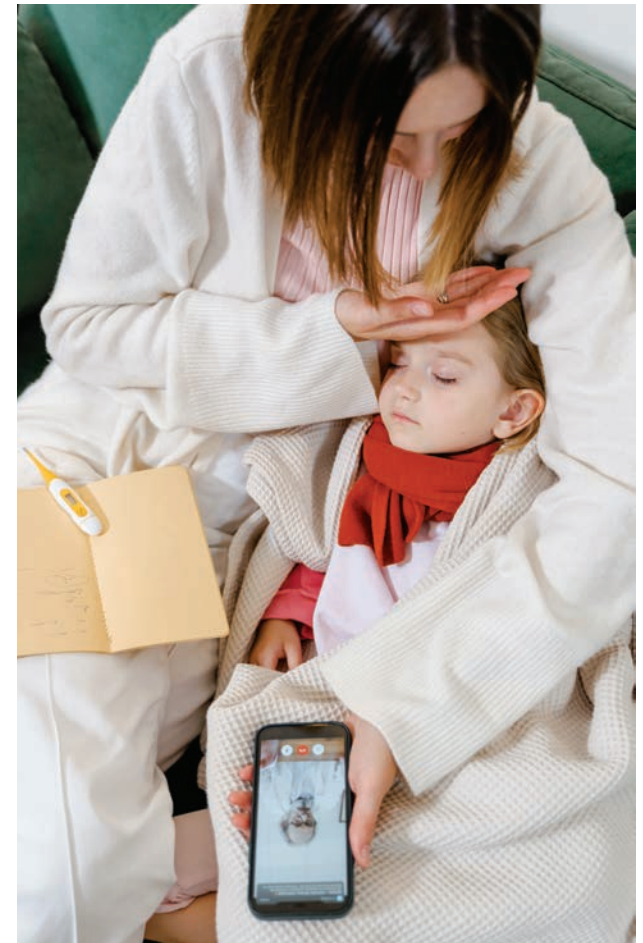


Health and Wellness

Living a healthy life is a cornerstone of employee wellness. We support employees in their daily efforts to be healthy by offering a companywide wellness program that reflects our commitment. The program challenges our employees to take personal responsibility in managing their health and wellness and includes tools to help them meet that challenge.

One popular component of our wellness program is onsite health screenings, which employees can attend at their work location. If employees complete the screening or their annual physical as well as complete an online questionnaire, they are eligible to earn an incentive. Employees and spouses who are enrolled in a Menasha Corporation medical plan are eligible and can earn a deposit of \$150 each into their HSA or HRA each year.

Employees enrolled in a company medical plan have access to Teladoc®, a tele-medical health provider. Patients can talk with doctors through phone calls or video or mobile apps about a variety of health concerns.



Diversity and Human Rights

A culture of inclusiveness requires that we are aware of and focused on the impact that we have on others, and that we see, embrace and value differences of all kinds. At Menasha Corporation, we know that when people are treated equitably, they feel free to contribute and are empowered to be creative and challenge norms. Our Equity, Inclusion, and Diversity initiative consists of actions and programs designed to influence inclusivity and support a diverse work environment. Our commitment to a culture that nurtures, encourages, and values differences and diversity include:

- Signing the CEO Action for Diversity and Inclusion Pledge by our CEO, Jim Kotek
- Publishing and promoting our Equity, Inclusion, and Diversity mission
- Developing and sponsoring events that support cultural diversity
- Forming an Equity, Inclusion, and Diversity committee
- Offering diversity and inclusion courses and training, including an Unconscious Bias course and various articles and videos
- Promoting career exploration opportunities for under-represented groups including girls and women in STEM fields and at-risk youth
- Forming the company's first Employee Resource Group (ERG) in 2021, a Women's ERG, with additional ERGs underway
- Establishing data tracking mechanisms to measure inclusion progress around key indicators such as age, gender, and race
- Increasing awareness of our support for inclusion through internal and external communication methods

Menasha Corporation's Unconscious Bias course is a five-week session that focuses on learning how to identify biases and exploring ways to cultivate connections. Quarterly meetings with all who have taken the program are held to support learning sustainment.

Our employees lend their expertise and knowledge to a variety of organizations and events by serving on boards, being keynote speakers, and contributing to diversity awareness initiatives.

Women of Worth (WOW) is Menasha Corporation's first Employee Resource Group (ERG). This employee-led group is comprised of individuals from across the entire company. WOW formed three committees focused on education, relationships/community, and mentoring.



Our Equity, Inclusion, and Diversity mission is shared across the company and includes our company's toll-free Employee Ethics Helpline for reporting workplace concerns.



an ERG Powered by Menasha Corporation

Menasha Corporation Foundation

Our belief in strong communities continues a tradition of social responsibility begun by our founder, Elisha D. Smith, in the late 1800s. Long before the term “corporate social responsibility” was coined, Menasha Corporation was known for sharing financial resources and talent to improve communities or support those in need.

Elisha D. Smith’s legacy of giving back was formalized in 1953 with the establishment of the Menasha Corporation Foundation. In 2021, Menasha Corporation Foundation donated more than \$2 million in grants to nonprofit organizations. The Foundation focuses on nonprofit organizations in North America that provide services focused on safe and healthy citizens, education, community improvement, and cultural activities as well as environmental sustainability.

COLLEGE SCHOLARSHIPS

For more than 50 years, Menasha Corporation Foundation has awarded one- and four-year college scholarships to eligible dependents of our employees.

MATCHING GIFTS

Menasha Corporation Foundation matches financial gifts, dollar for dollar, to qualified educational institutions that our employees or shareholders support. Matches range up to \$1,000 per year.

DOLLARS FOR DOERS

We provide a \$250 donation to any school in which a Menasha Corporation employee or spouse volunteers more than 20 hours during a school year. At the end of the school year, all schools that received a \$250 donation are entered into a drawing for a \$2,500 grant that can be used for educational materials.



Menasha Corporation Foundation’s College Scholarships and its Dollars for Doers and Matching Gifts programs support employees’ educational efforts.

\$2+ million
In **GRANTS** were
given to more
than **640**
Nonprofit
Organizations
in **2021**

Menasha Corporation Foundation also supports the local communities where we have operations. Our businesses each have charitable-giving budgets funded by our Foundation to be used to support organizations and efforts that are meaningful to employees in the communities where they live and work. Our locations form committees that understand local needs and decide where their grant dollars should go. Of the \$2 million in grants given by our Foundation in 2021, over \$700,000 was designated for nonprofits that were chosen by employees for use in their local communities.

In the event a community project will make a significant contribution to the livelihood, care, and lives of a vast number of people, Menasha Corporation Foundation considers a donation from its “Field of Interest” category, a special budget designated for contributions that go beyond the Foundation’s philanthropy guidelines.

Volunteerism

Volunteerism is an integral part of our company culture, and many of our employees view volunteer opportunities as part of their career. Across our company, employees use their teamwork, leadership, problem-solving and public-speaking skills in activities that benefit a wide variety of community organizations and causes.



Left Top: Our employees enjoy and take pride in their volunteer work, which includes serving on boards, helping to fundraise, and coaching youth sports.

Right Top: We proudly supported Girls on the Run of Northeast Wisconsin, which reaches girls in third through eighth grade with a 10-week education and empowerment program to teach essential life skills, how to build healthy relationships, and learn about community service.

Right Bottom: We donated to Northwest Arkansas Food Bank, an agency that distributes food in northwest Arkansas. Food is provided through mobile and school pantries and soup kitchens.





Employees at our Menasha Packaging Company in Neenah, Wisconsin, volunteered to clear litter from the roadways and Menasha Packaging was a Adopt-a-Highway sponsor.

Associations

- American Bakers Association
- American Seed Trade Association
- American Society of Baking
- Association of Independent Corrugated Converters
- Automotive Industry Action Group
- Canadian Compost Council
- Carbon Disclosure Project (CDP)
- Contract Packaging Association
- Corrugated Packaging Alliance
- Fibre Box Association
- Forest Stewardship Council®
- Foundation for Strategic Sourcing
- International Corrugated Case Association
- Material Handling Industry
- National Association of Chain Drug Stores
- Packaging Manufacturing and Machinery Institute
- Path to Purchase Institute
- Private Label Manufacturers Association
- Reusable Packaging Association
- Shop! Association
- Sustainable Forestry Initiative®
- Sustainable Packaging Coalition
- Wisconsin Sustainable Business Council

Certifications

- American Institute of Baking (AIB)
- Forest Sustainability
 - Forest Stewardship Council Chain of Custody (FSC® CoC)
 - Sustainable Forestry Initiative Chain of Custody SFI® Sourcing (SFI® CoC)
 - PEFC (The Programme for the Endorsement of Forest Certification Schemes)
- G7 Master Qualified (for printing and equipment)
- Global Food Safety Initiative (GFSI)
- LEED Gold® Certification – Menasha Corporation Headquarters Building
- ISO 9001 – ORBIS
- ISO 134875
- SHARP Certified – ORBIS Corporation's Georgetown, Kentucky, facility

(Certifications and participation may vary by facility.)

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This table identifies company information that is most material to our corporate responsibility and the associated effects on the economy, environment, and people. Menasha Corporation is not a formally registered member of the Global Reporting Initiative. Our publicly disclosed material in this report aligns with similar disclosures set forth in the GRI Standards.

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¹As a privately held entity, Menasha Corporation does not divulge detailed financial information.

²The company's most recent previous report is 2021.

³No significant fines or nonmonetary sanctions occurred during the reporting period.

⁴Number of newly hired employees* with a start date in 2021:
Salaried Employees: 231
Hourly Employees: 1,571
Total Employees: 1,802

Annualized 2021 YE Turnover %*:
Salaried Employees: 13.8%
Hourly Employees: 39.4%
Total Employees: 30%

*United States and Canada (excludes Mexico)

⁵Safety rules and expectations are part of union contracts. Both the Company and our workers agree to abide by 100% of controlling Occupational Safety and Health legislation.



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Printed with vegetable-based inks;
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