

Ranpak[®]

Deliver a
Better World[™]

2020 ESG Impact Report

A Word from Our Chairman & CEO



2020 was a watershed year. From a global pandemic driving economic dislocation to waves of protest against enduring inequality, each of us was affected personally in our own way. At the same time, 2020 brought an unmistakable consensus that we, as business leaders, have a responsibility to be proactive agents of positive change both inside and outside our organizations.

Within Ranpak, we were more fortunate than many in 2020, as our level of COVID-related illness remained low. And while we did see modest declines in our industrial product lines, the dramatic growth in demand for e-commerce activity more than offset them. Moreover, our team demonstrated remarkable resilience while meeting the needs of our customers for sustainable packaging solutions. As a result, we can report that our business remains strong as we enter 2021.

It is with this perspective that I am pleased to present Ranpak's 2020 ESG Impact Report. This is our second ESG report and we focus not only on the progress Ranpak made in 2020 on ESG matters, but also where we have chosen to draw lines and set concrete targets for the future.

Specifically, in this report, we announce targets to reduce our absolute greenhouse gas emissions by at least 46%, to source an aggregate paper supply consisting of at least 75% recycled pulp, including at least 25% from post-consumer waste or alternative pulp, and to sell 100% of our paper products as FSC-certified, all by 2030. These targets are ambitious, but achievable and, more importantly, necessary.

We are proud that since 1972, Ranpak products have helped decrease reliance on unnecessary plastic and reduce plastic pollution.

Equally important however, by announcing these targets, we hope to demonstrate our greater responsibility to our stakeholders, to the communities in which we live, to our employees and our families, and to our collective future as

fellow members of a shared global vision.

We are engaged global citizens that believe in community, diversity and inclusion.

Our business is to Deliver a Better World™.

Omar Asali | Chairman & CEO



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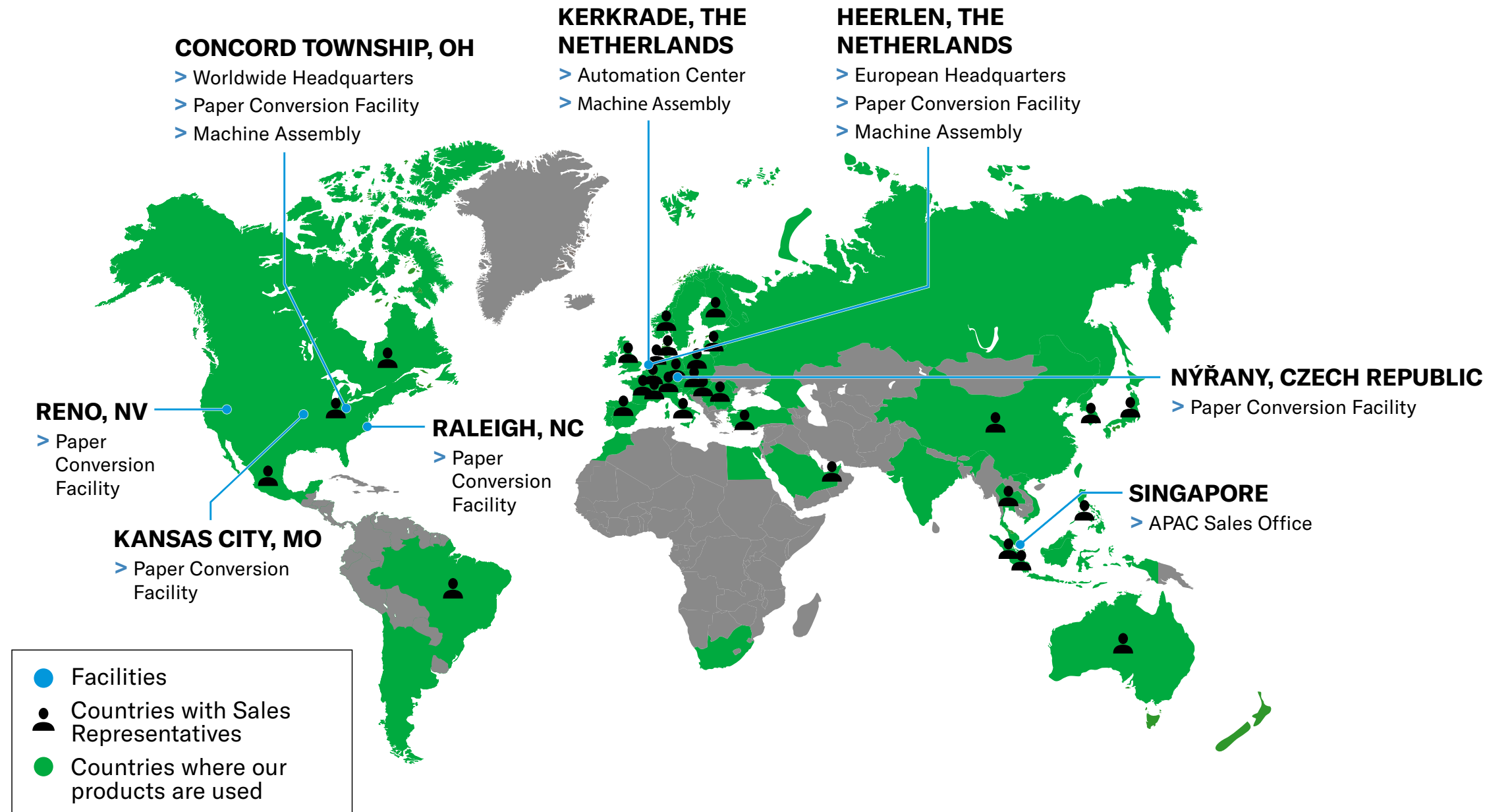
OUR MISSION: To Deliver a Better World™

At Ranpak, we have always believed in the power of paper.

Since our founding in 1972, we've been a paper-only business, focusing on driving performance from one of the world's most historically important materials. Our products are used in approximately 50 countries spanning 6 continents.

OUR GLOBAL MISSION IS TO DELIVER A BETTER WORLD™.

With approximately 650 employees around the world, our operations span North America, South America, Europe and Asia Pacific. Our global headquarters are located in Concord Township, Ohio, and our European headquarters are located in Heerlen, The Netherlands.



OUR MISSION: To Be a Leader in Sustainability



Ranpak strives to be a recognized leader in sustainability.

As part of this 2020 ESG Impact Report, we have identified targets for metrics that are at the core of Ranpak and our values. Specifically, we have set ambitious targets for greenhouse gas (GHG) emissions, as well as recycled content, post-consumer waste (PCW) content and FSC certification for our paper products.

As we move along our sustainability journey, we will further refine our management and reporting on these and other topics.

Sustainability is at the very core of Ranpak as a provider of protective packaging solutions made from paper that is renewable, biodegradable and curbside recyclable.

As part of developing our inaugural ESG report in 2019, our ESG Steering Committee identified the following ESG topics as most material to Ranpak. In connection with preparing this 2020 ESG Impact Report, our ESG Steering Committee reconfirmed these ESG topics as being the most material to our business.

ENVIRONMENTAL

- › Raw material sourcing
- › Biodiversity / ecological impacts
- › Lifecycle management
- › Sustainability partnerships and opportunities
- › Waste and hazardous materials management
- › Energy management
- › GHG emissions

SOCIAL

- › Health and safety
- › Product quality and safety
- › Diversity and inclusion

GOVERNANCE

- › Corporate governance
- › Stakeholder engagement



HIGHLIGHTS: Ranpak at a Glance



Ranpak has committed to ambitious targets to improve our overall ESG performance.

- › We commit to reducing absolute scope 1 and scope 2 greenhouse gas emissions by **46%** by 2030, which is in line with the global reductions necessary to keep global warming to 1.5°C.
- › We commit to sourcing an aggregate paper supply consisting of at least **75%** recycled (PIW & PCW) pulp by 2030.
- › We commit to sourcing an aggregate paper supply consisting of at least **25%** PCW or alternative pulp by 2030.
- › We commit to obtaining FSC certification for **100%** of our paper packaging materials by 2030.



As of March 15th, 2021, 100% of Ranpak paper products produced in the EMEA region are sold as **FOREST STEWARDSHIP COUNCIL® (FSC) CERTIFIED**, meeting the gold standard in responsible forestry management.



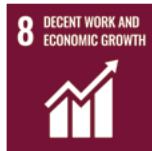
Ranpak is honored to be included on the Fast Company List of the **WORLD'S MOST INNOVATIVE COMPANIES** for 2021, recognized for transforming the packaging, supply chain and logistics industries by leveraging the power of paper and automation technology.

HIGHLIGHTS: Ranpak at a Glance



RANPAK'S 2020 ESG REPORT HIGHLIGHTS 5 KEY UN SDGs that align with our corporate values, selected from the 17 sustainable development goals developed by the UN in 2015.

Their icons appear throughout the report.



Promote inclusive and sustainable economic growth, employment and decent work for all.



Build resilient infrastructure, promote sustainable industrialization and foster innovation.



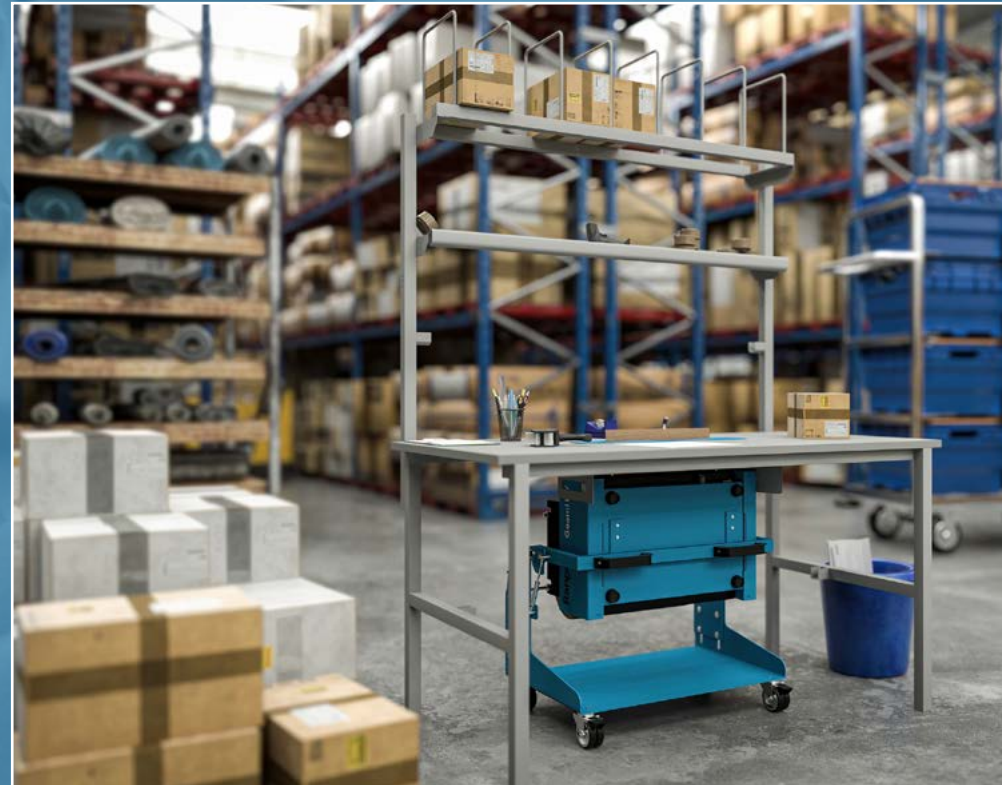
Ensure sustainable consumption and production patterns.



Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss.



Revitalize the global partnership for sustainable development.



In response to the COVID-19 global pandemic, Ranpak **PARTNERED WITH LOCAL ORGANIZATIONS TO PROVIDE SUPPORT FOR EDUCATION, HEALTHCARE WORKERS, AND FOOD BANKS.**



In 2020, **100% OF RANPAK EMPLOYEES COMPLETED OUR ANNUAL ETHICS PLEDGE**, reaffirming their commitment to our core values as well as our code of conduct as outlined within our employee handbook.



In recognition of the importance of ESG issues to our core values, Ranpak's Nominating and Governance Committee is now our **NOMINATING, ENVIRONMENTAL, SOCIAL, AND GOVERNANCE COMMITTEE.**

INNOVATION: Reinventing What Paper Can Do

We believe in the power of paper.

IN 2020, WE CONTINUED OUR TRADITION OF INNOVATION. Our engineers expanded our solutions and tested new methods of packaging and protecting goods during shipment. **WHERE APPLICATIONS DO NOT YET EXIST, WE INVENT THEM.**



Paper Science

Paper is a 2,000-year-old product. Yet, with the advent of new science, paper technology is evolving. Both in our own labs and in cooperation with universities, other companies and research institutions, we conduct research for new ways to make paper a preferred option for complex packaging applications.

From exploring alternative pulp sources (such as grass, bamboo or sugar cane), to creating processes to make packaging material from mixed paper waste (including post-consumer waste), to harnessing paper's natural thermal qualities to ship cold chain products (such as food and pharmaceuticals), **WE ARE COMMITTED TO MAKING PAPER AN EVEN MORE SUSTAINABLE AND MORE EFFECTIVE PACKAGING SOLUTION FOR THE GLOBAL SUPPLY CHAIN.**

INNOVATION: Using Less

Trident

Notwithstanding the significant practical impediments to recycling even 'recyclable' plastic films, the use of plastic air pillows is a common method of protection. Particularly within e-commerce applications, air pillows are used frequently because of their low weight.

Ranpak realized that without a viable, eco-friendly alternative to plastic air pillows, many businesses would continue to use them despite their desire to be more sustainable.

As an answer to this problem, we developed FillPak Trident™. By developing a system that converts our paper into a distinctive, more rigid, triangular profile, Ranpak engineers were able to create a solution that **USES LESS PAPER, WEIGHS LESS IN THE BOX, AND PROVES THAT FOR MANY PACKAGING APPLICATIONS, THERE IS NO COMPROMISE NEEDED WHEN GREENING THE SUPPLY CHAIN** and eliminating reliance on plastics.



INNOVATION: Harnessing the Power of Automation



Automation

Ranpak Automation is redefining innovation in packaging and end of line equipment. As e-commerce and high-volume warehouses flourish, the packing process needs to increase in efficiency while not compromising on sustainability.

Ranpak's AccuFill® uses sensor technology to dispense just the right amount of paper, on-demand, requiring less packaging material while increasing productivity and improving worker safety.

The EVO Cut'it!® automated in-line packing machine reduces voids in parcels before shipping, cutting down on shipping costs. It automatically shortens cartons to match their highest point of filling, and then glues a lid securely in place.

Automation amplifies the speed at which employees can package goods for shipment, freeing them up to work more effectively on other labor-intensive activities in the warehouse.

Additionally, Ranpak Automation is expanding with the addition of its R-Squared Robotics unit, whose mission is to **HARNESS THE POWER OF ARTIFICIAL INTELLIGENCE AND ROBOTICS** to further transform the fulfillment and packaging industry.



**What's good for the
environment can also be good
for the bottom line.**

THE CIRCULAR ECONOMY: A Moral Imperative

What is the circular economy?

BEING A PART OF THE CIRCULAR ECONOMY MEANS CREATING A PRODUCT WITH A LIFECYCLE THAT FORMS A CLOSED LOOP.

The lifecycle of our paper begins with wood, a renewable resource, harvested from responsibly

managed forests. It continues through its relatively short useful life where it protects goods on the way to consumers. And after use, paper packaging can be recycled into new paper, incinerated to generate energy, or returned to the earth as it safely biodegrades in a matter of weeks.

Why is the circular economy good for business?

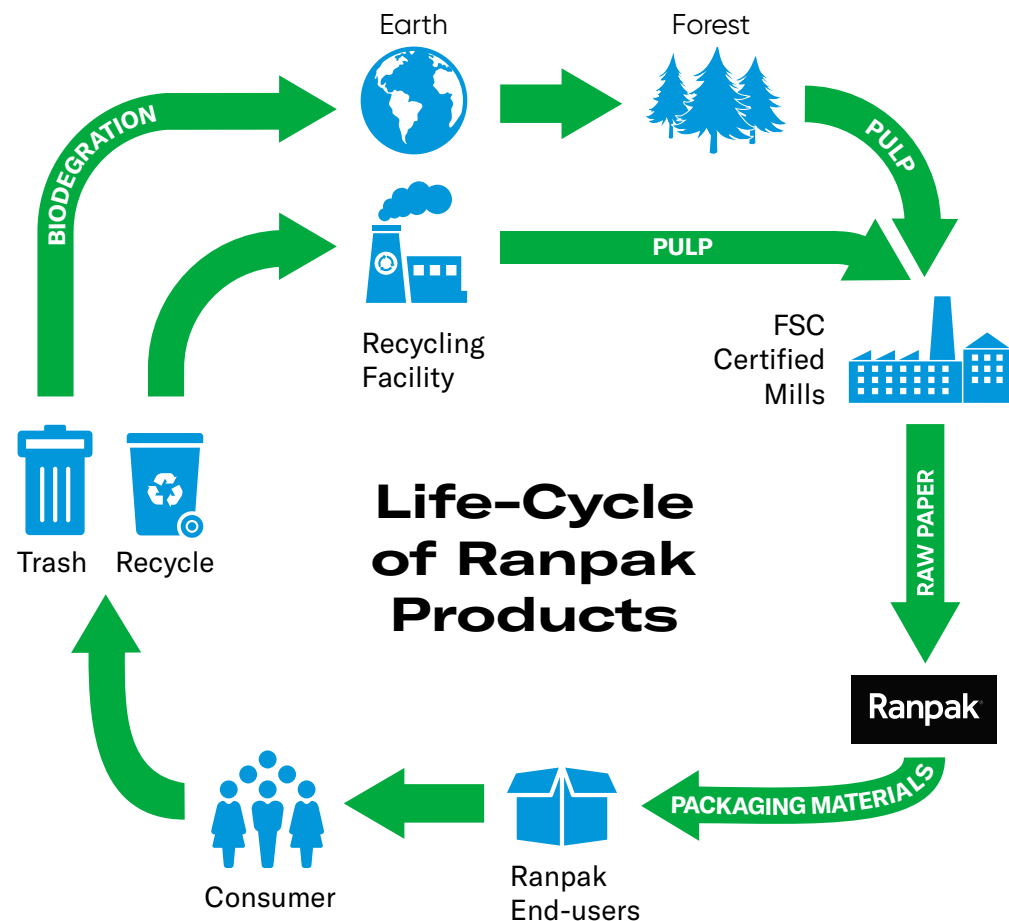
The circular economy is more than just good for the environment. It's also good for business. The circular economy is estimated to create \$4.5 trillion in economic growth globally by 2030.²

By decoupling growth from the consumption of finite resources and creating products that can be recycled or reused, any business anywhere can become part of the solution rather than part of the problem. And being part of the solution means greater potential for investment, greater access to resources, and a more equitable approach that moves away from extractive processes that disproportionately impact developing economies and future generations.

Participating in the circular economy not only makes sense—it's the right thing to do. At Ranpak, **WE BELIEVE THAT ECONOMIC GROWTH AND OPPORTUNITY DO NOT NEED TO COME AT THE EXPENSE OF OUR PLANET OR OUR CHILDREN, AND THAT TOGETHER WE CAN DELIVER A BETTER WORLD™.**

Why is the circular economy good for the environment?

A traditional linear economy sustains growth by consuming new resources. This 'take-make-waste' model, extracts value from finite resources, produces products without regard to harmful externalities, and leaves unusable waste as a byproduct.¹ Ultimately, the linear economy leaves a growing set of problems for future generations to address – the increasing scarcity of resources, global climate change, plastic pollution in our oceans and waterways, and the loss of biodiversity along with crucial habitats. **THE TRADITIONAL LINEAR ECONOMIC MODEL IS SIMPLY UNSUSTAINABLE.**

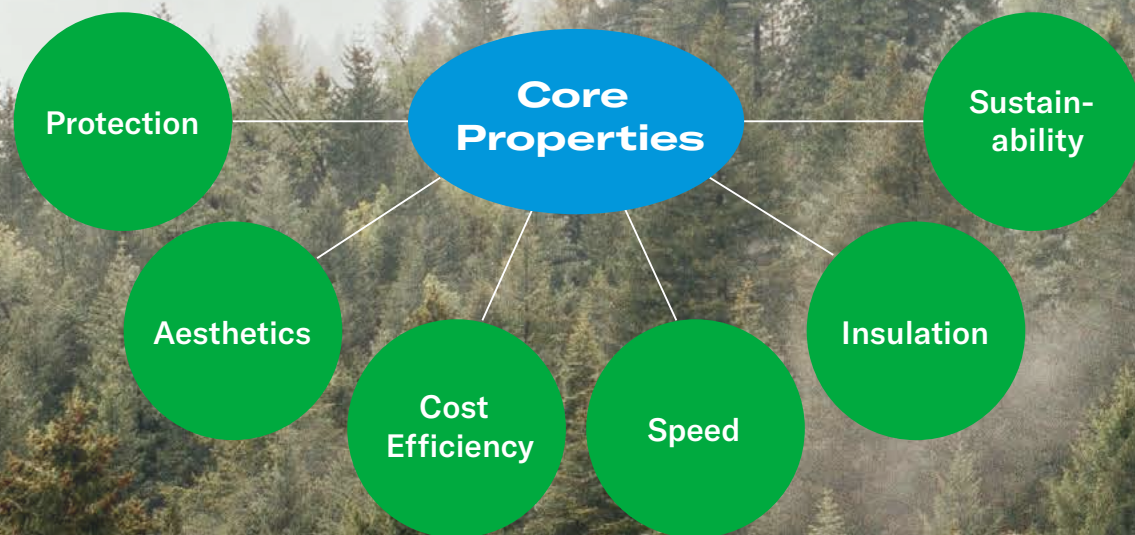
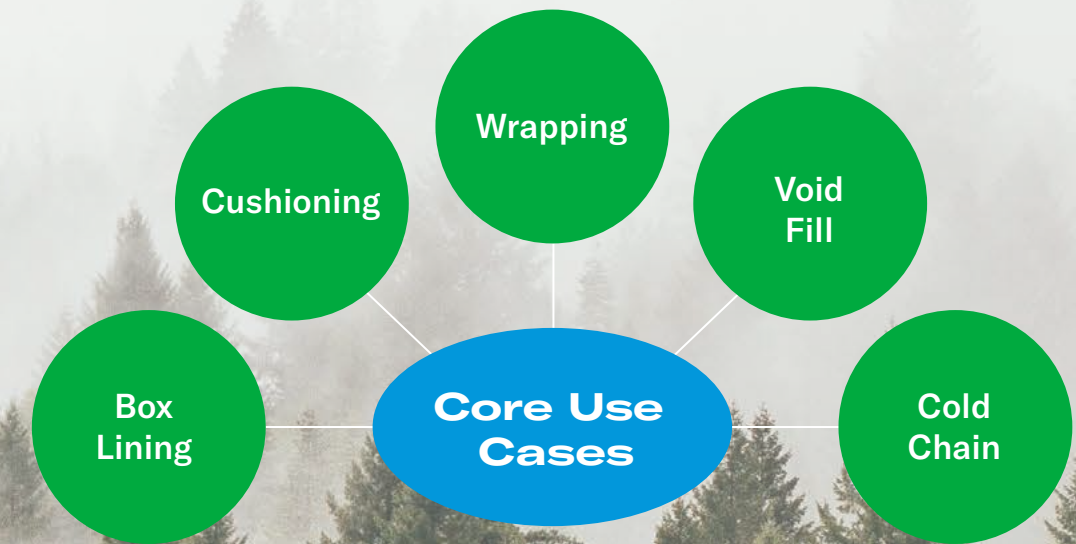


THE CIRCULAR ECONOMY: Bringing Supply Chains into Balance

How can we bring supply chains into balance?

As businesses look to improve the sustainability of their operations and supply chain, using paper to provide effective protection for products in transit allows them to make their own business models a part of the circular economy.

The steady growth of e-commerce over the past decades – and explosive growth in 2020 - exemplify both the opportunity and the imperative for businesses to **DEVELOP GREEN SOLUTIONS TO SUPPORT THE CHANGES IN CONSUMER BEHAVIOR THAT WILL CONTINUE TO BECOME OUR NEW NORMAL.**



How can we help others with their sustainability goals?

Wherever businesses require secondary packaging for their fulfillment or logistics operations, Ranpak can provide safe and sustainable products that help them meet their own ESG goals.

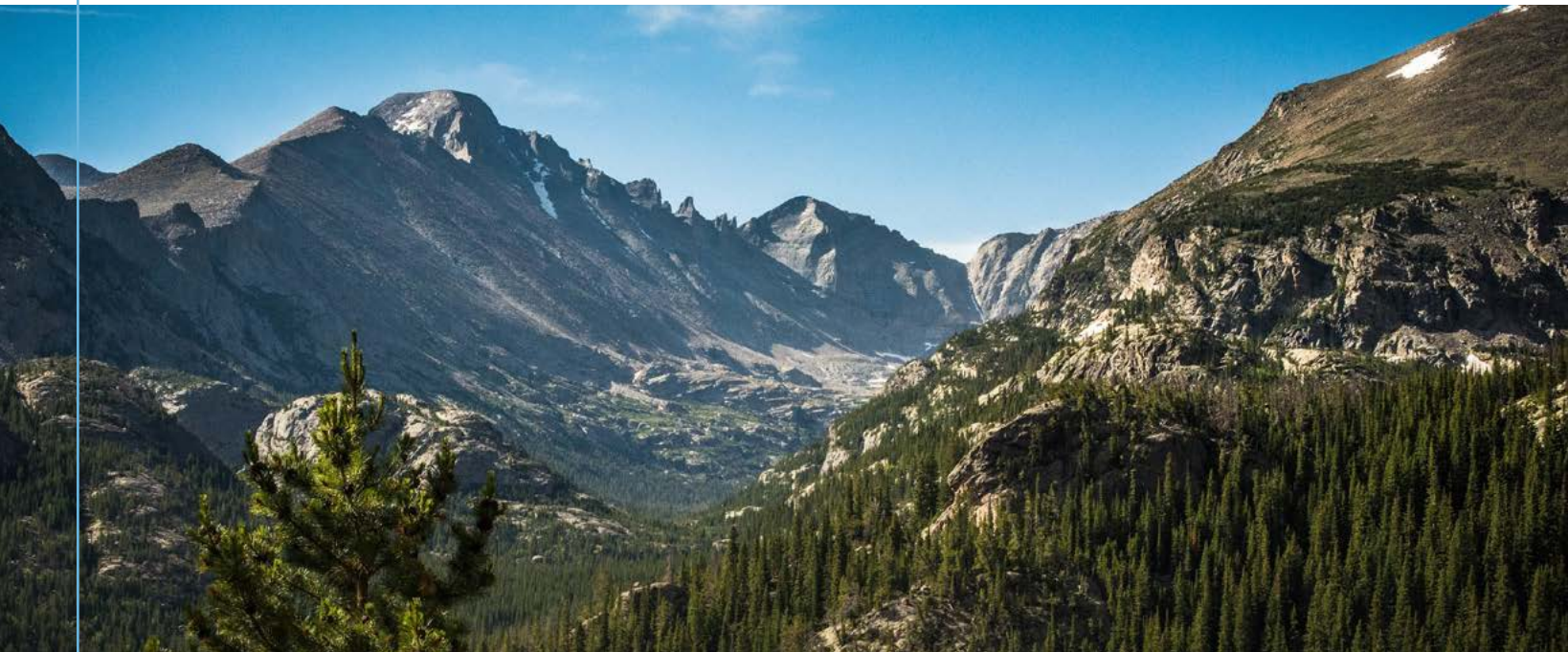
By unlocking the protective power of paper, **WE ARE DOING OUR PART TO DECOUPLE BUSINESS GROWTH FROM LINEAR RESOURCE CONSUMPTION AND ENABLE A MORE CIRCULAR, AND GREENER, GLOBAL ECONOMY.**

SOURCING: Paper is a Renewable Resource

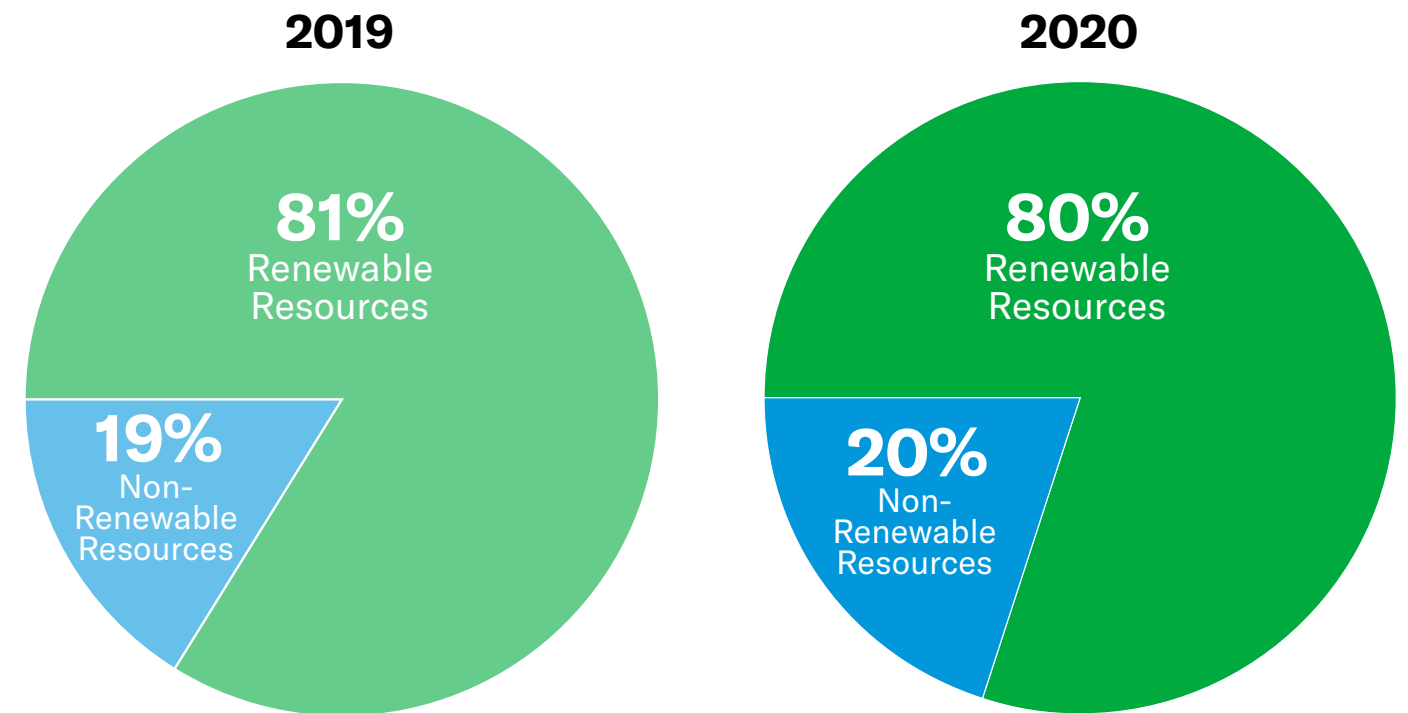
As a biomass, paper is 100% renewable.

Thanks to this fact the vast majority of our raw material supply consists of renewable resources. In 2020, we continued to identify areas of our operations where non-renewable resource use can be eliminated, as well as where we can become more efficient with our current resource use.

We track our total raw material supply by dollars spent on renewable resources vs. non-renewable resources. **WE SET A BENCHMARK IN 2019 WHERE 81% OF OUR RAW MATERIALS SPEND WAS ON RENEWABLE RESOURCES.** In 2021, we will continue to push to utilize an even greater proportion of renewable resources compared to non-renewables.



TOTAL RAW MATERIALS SUPPLY
(By dollars spent on raw materials)



SOURCING: Made From Recycled Content & Recyclable After Use

Paper is our most important raw supply.

In 2020, Ranpak purchased 148,097 metric tons of paper for conversion into paper packaging consumables. The substantial majority of the paper we purchase is Kraft paper of various weights and specifications.

CAREFULLY MANAGING THE PROVENANCE OF OUR PAPER IS OF CRITICAL IMPORTANCE TO ENSURE THAT OUR FORESTS AND NATURAL ENVIRONMENTS ACROSS THE GLOBE ARE PROTECTED AND SECURE.

At Ranpak, our packaging material consists of paper manufactured from virgin pulp, recycled pulp (both consisting of post-industrial waste, or PIW, and post-consumer waste, or PCW), and blends.



Recycled Content Target:

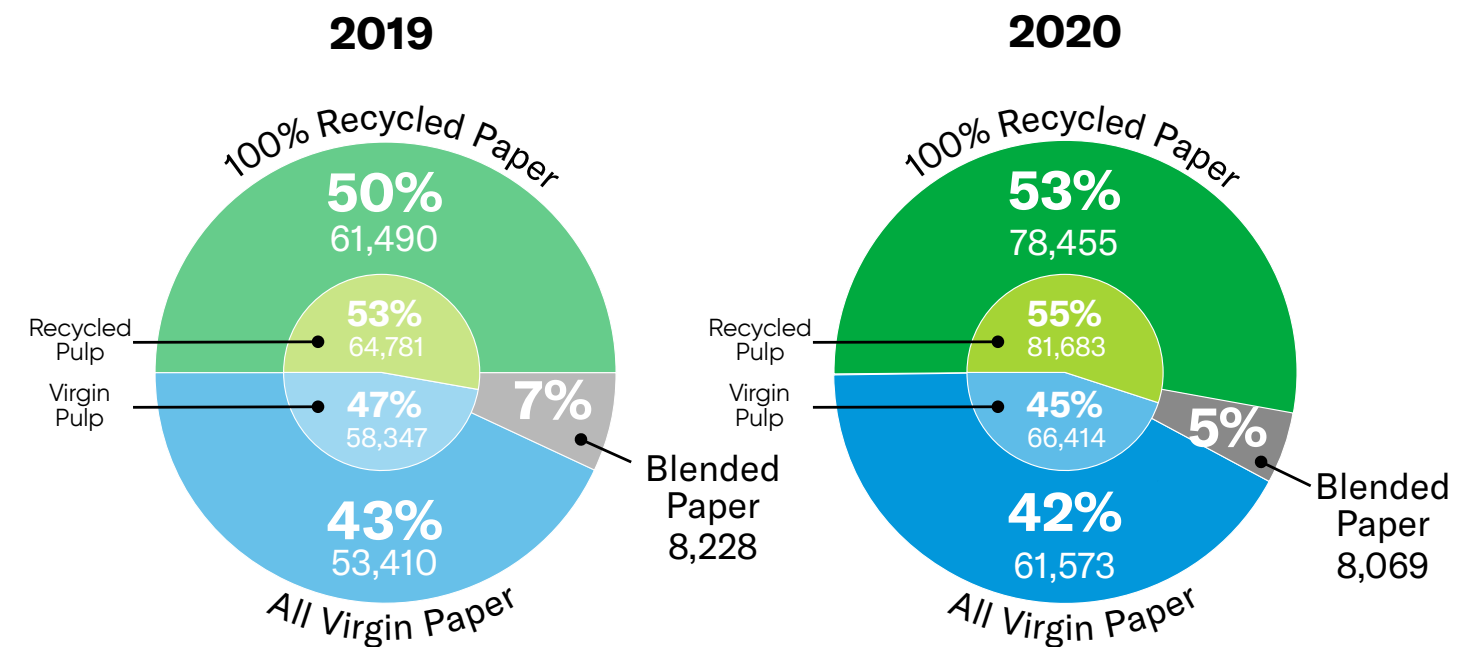
We commit to sourcing an aggregate paper supply consisting of at least 75% recycled (PIW & PCW) pulp by 2030.

While we seek to use recycled paper for packaging material whenever possible, many packaging applications require the strength and rigidity of virgin fiber.

IN 2020, RANPAK INCREASED USAGE OF RECYCLED FIBER BY 3%.

RAW PAPER SUPPLY

(Total weight by metric tons)



SOURCING: Improving on 100% Recyclable



While 100% of our paper products are curbside recyclable and can be recirculated into the circular economy after their useful life ends, there is more we can do at the beginning of our products' lifecycle.

By prioritizing innovations including the development of our use of post-consumer waste and our research efforts in alternative pulp papers, Ranpak aims to use even more renewable and recycled inputs to our supply chain.

In 2020, 18% OF OUR PAPER, OR 25,014 METRIC TONS, WAS MANUFACTURED FROM POST-CONSUMER WASTE (PCW).

While we are proud of these results, we aspire to do better.



PCW/Alternative Pulp Target:

We commit to sourcing an aggregate paper supply consisting of at least 25% PCW or alternative pulp by 2030.

SOURCING: Promoting Responsible Forestry Management

The Forest Stewardship Council® (FSC)

All of the mills from which we purchase paper are certified by the FSC, an international non-profit that promotes responsible management of the world’s forests, and the majority of our supplier mills located in North America are certified by the Sustainable Forestry Initiative (SFI), a North American non-profit that sets standards for responsible forestry.



FSC Certification Target:

We commit ourselves to obtaining FSC certification for 100% of our paper packaging material by 2030.

Nevertheless, historically, Ranpak has not had formal FSC chain of custody certification for the majority of its products. **THAT, HOWEVER, IS CHANGING.**

In 2020, we did the leg work to expand our FSC chain of custody certification for our European manufacturing facilities.

As a result, we are proud to report that, from March 15, 2021, 100% of our European-manufactured product is now sold with full FSC certification. In 2021, we are also planning a staged transition to FSC chain of custody certification for select product lines manufactured in North America. **WHILE THIS PROGRESS IS NOT REFLECTED IN OUR NUMBERS FOR 2020, FSC CHAIN OF CUSTODY CERTIFICATION IS AN IMPORTANT PART OF RANPAK’S FUTURE.**

FSC-CERTIFIED PRODUCTS

2019	2%
2020	3%



WASTE MANAGEMENT: Maximizing Opportunity while Minimizing Waste

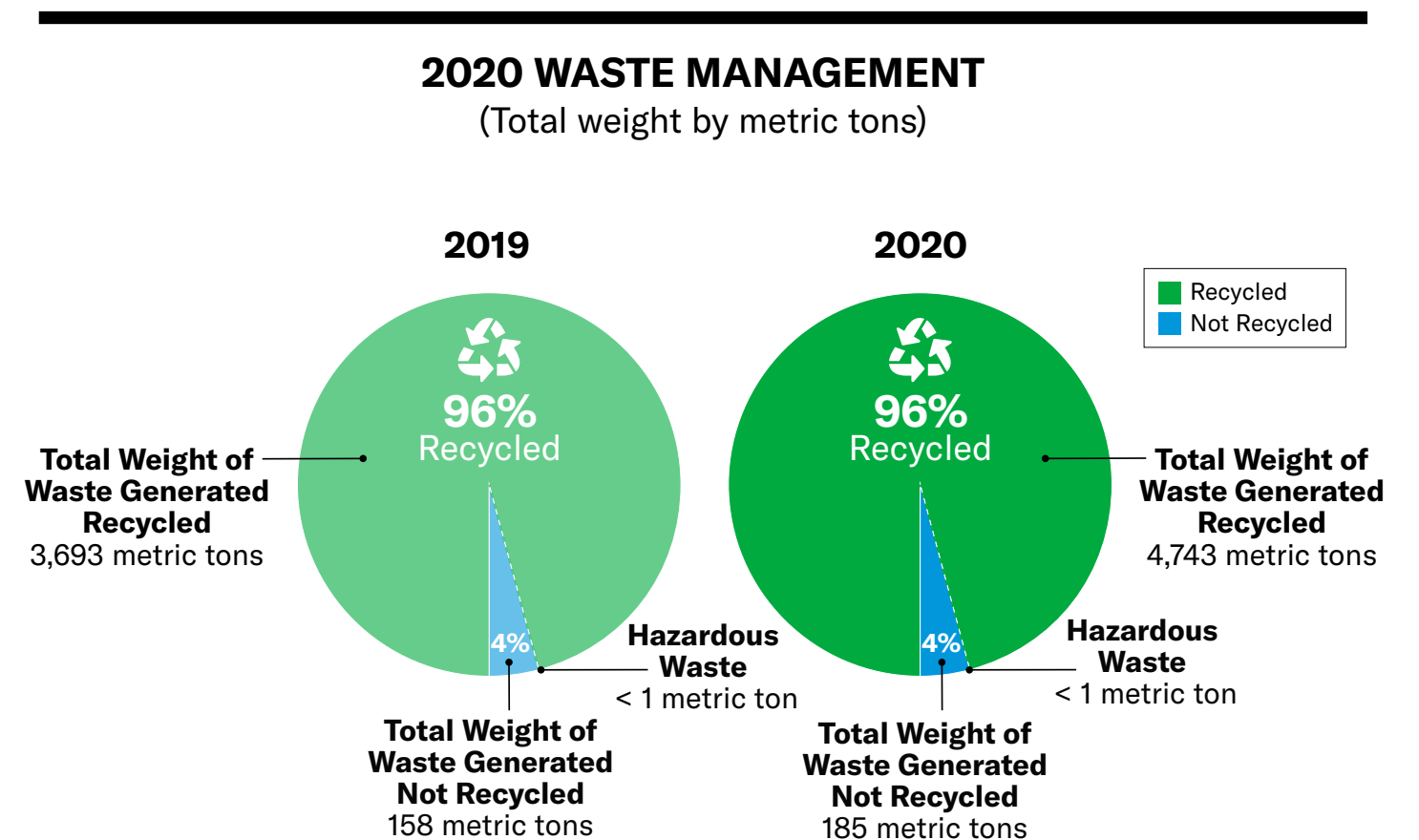
Creating a Culture of Reuse.

In 2020, we continued to develop our “Ranpak Recycles” initiative, enabling our employees to lead by example and embrace a culture of reuse by recycling as much waste as possible generated within our offices. As part of this comprehensive review of recycling activities in our US manufacturing and corporate facilities, Ranpak is working in consultation with its recycled waste vendors to identify additional waste streams for recycling.

The work we do continues to unlock more sustainable practices for our customers and distributors. By embracing the philosophy of the circular economy in our daily lives, we connect with our responsibility to our planet and our fellow global citizens.

WE BELIEVE THAT BUSINESS GROWTH AND SUSTAINABILITY ARE NOT MUTUALLY EXCLUSIVE GOALS. We have been able to demonstrate the efficiency and viability of our commitment to waste reduction through maintaining a total waste recycling rate of 96% in 2020, the same as our benchmark 2019 performance.

Chemical and hazardous waste generation within our business continues to fall below one metric ton year-over-year from 2019 to 2020, another point demonstrating the **COMMITMENT TO A LOW-WASTE BUSINESS MODEL PRESENT SINCE OUR FOUNDING.**



CASE STUDY: The Circular Economy Applies to More than Just Paper

Ranpak's commitment to participation in the circular economy extends to the assembly and reliability of our machines and Automation solutions.

While our paper is a naturally renewable and recyclable resource, we believe that the same principles of creative reuse that we apply to paper can apply to our machine solutions as well. Ranpak assembles many of its Void-Fill, Cushioning and Wrapping machines, as well as its Automation systems, by hand from parts it purchases from outside suppliers. Ranpak retains ownership of its machines located in its customers' warehouses and production facilities, making it easy to swap out or add machines based on a customer's need. This also allows Ranpak's skilled machine assemblers to salvage parts from returned machines as they assemble new machines for shipment.

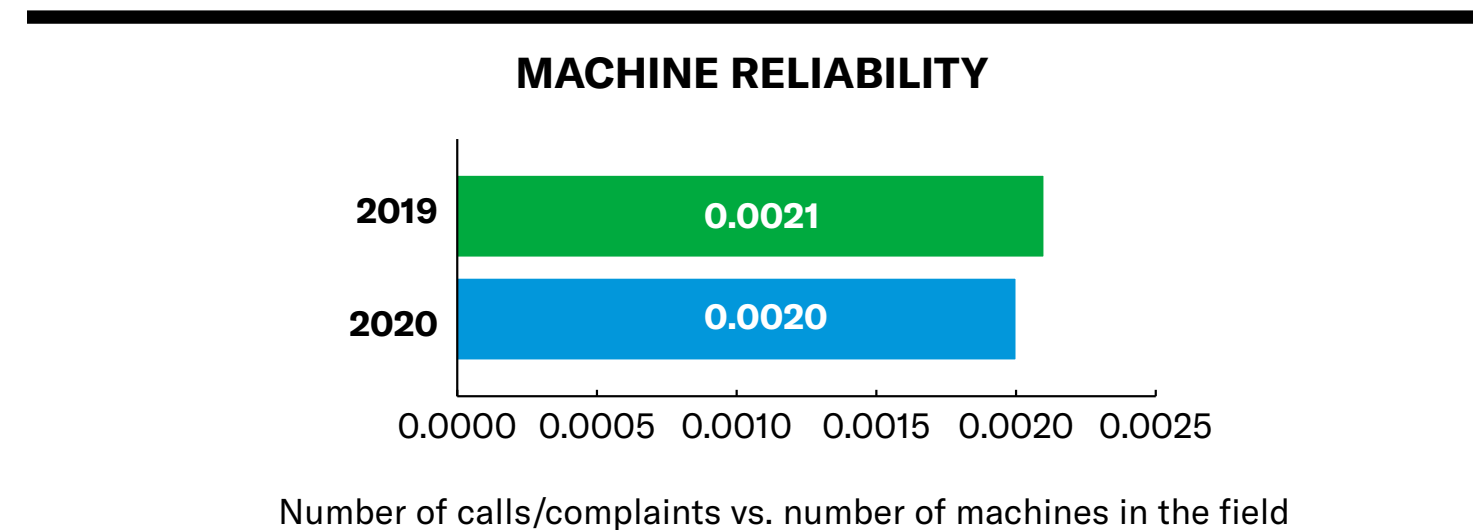
In mid-2020, we initiated a machine parts recycling pilot program for our AutoPad systems. Through this pilot program, we were able to reintroduce 4,673 machine parts back into active use, leading to savings of \$72,943, in the last 6 months of 2020 alone.

Delivering reliable performance.

Machine reliability also serves the circular economy. Efficient and reliable machines mean less downtime for our end users, fewer service calls for our technicians and longer useful life for individual machines, further contributing to our reduction in waste. Tracking monthly calls and complaints (excluding preventative maintenance calls) allows us to gauge our machine reliability, and to continue to improve on an already solid track record.

In 2020, this resulted in slightly fewer incidents reported across our machine population in the field.

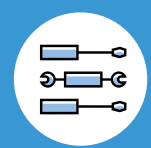
WE ARE PROUD THAT OUR MACHINES CONTINUE TO BE EFFECTIVE AND RELIABLE IN THE FIELD.



2020 AutoPad Savings:



\$72,943 Dollars Saved



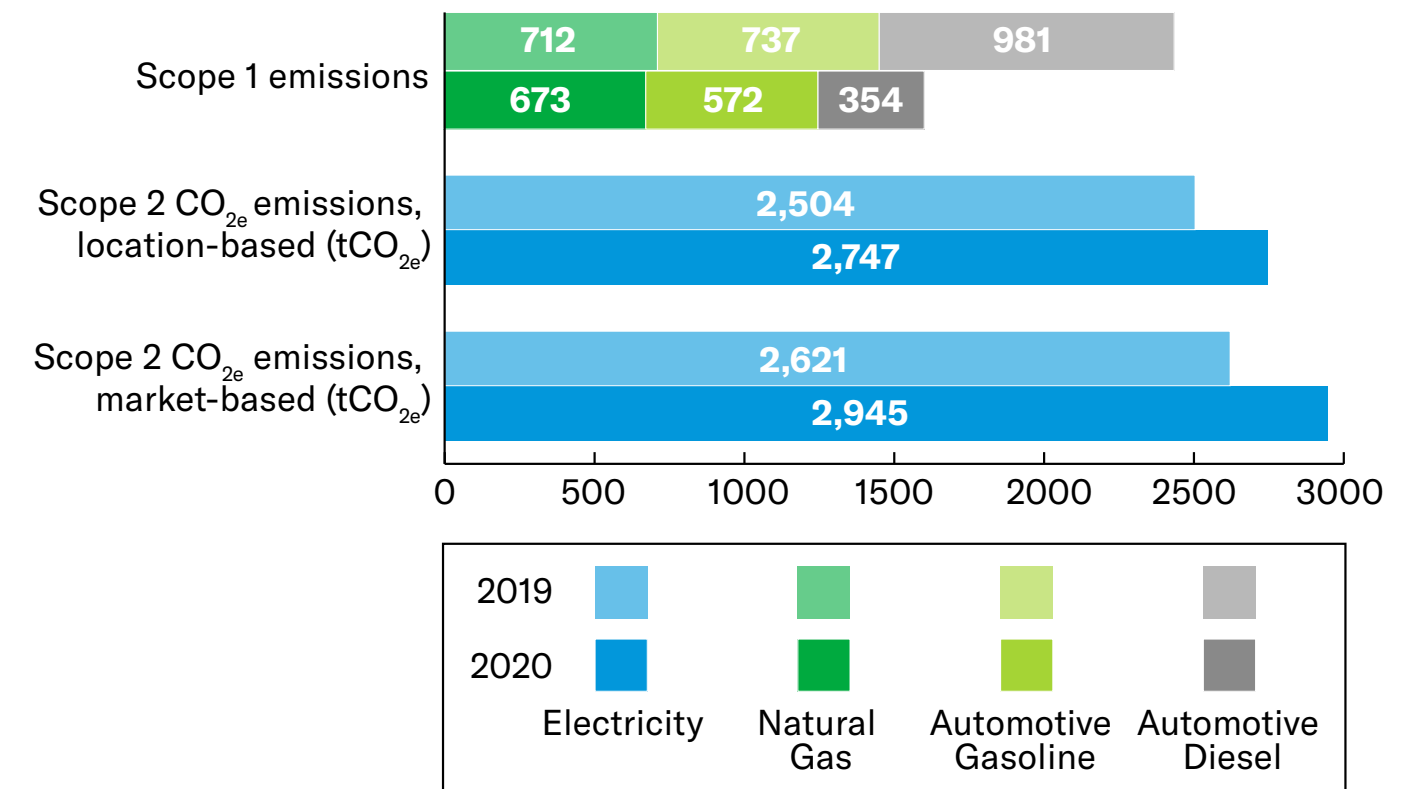
4,673 Parts Saved

ENERGY & GHG: Managing Energy Usage

In 2020, 44% of the energy Ranpak consumed was electricity used to manufacture our products and power our office spaces, 28% was natural gas used to heat our offices and manufacturing facilities, and 28% was fuel used by our vehicle fleet (both gasoline & diesel).

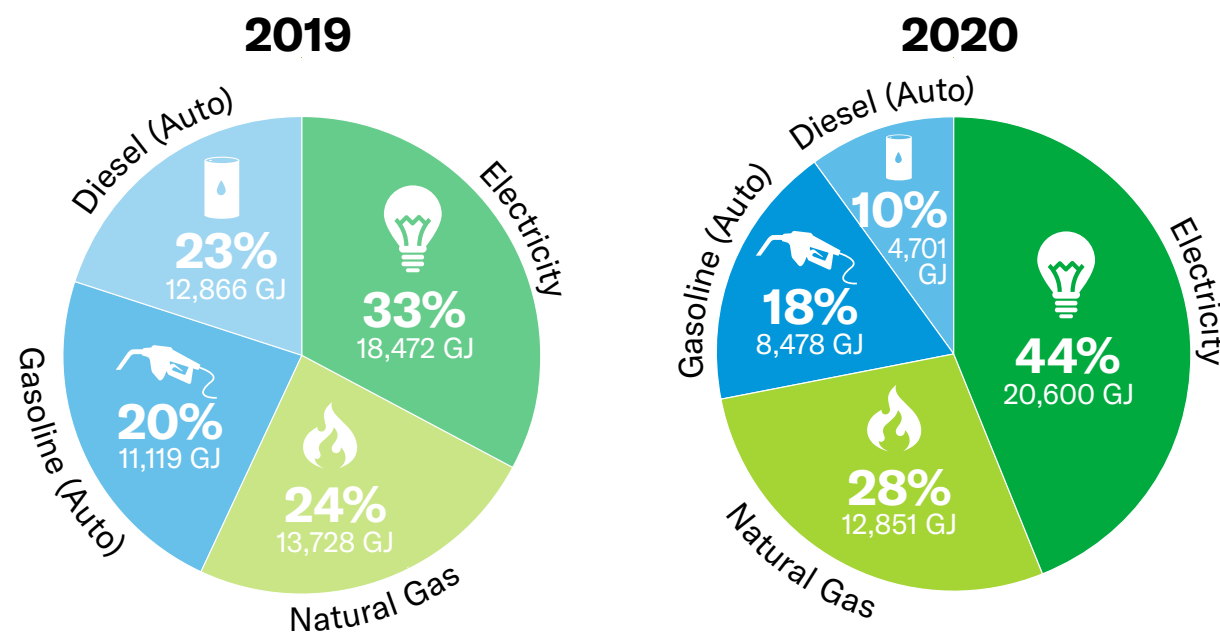
This energy usage resulted in the emission of 4,543 metric tons¹ of greenhouse gas emissions (CO_{2e}) in 2020, approximately 35% of which was Scope 1 (i.e., direct emissions from the burning of fossil fuel) and 65% was Scope 2 (i.e., indirect emissions from the purchase of electricity generated off-site). We report our emissions following the GHG Protocol on an operational control basis.

SCOPE 1 AND 2 EMISSIONS FOR 2019 AND 2020



ENERGY CONSUMPTION BY ACTIVITY

(In gigajoules)



While these results reflect a significant reduction in our Scope 1 emissions from our 2019 results, this reduction is predominantly due to the impact of the COVID-19 pandemic on our salesforce's ability to travel. At the same time, our Scope 2 emissions increased by approximately 12% due to our increased paper production resulting from organic business growth.

¹ - 2019 scope 1 emissions have been updated to reflect the correct energy content for diesel, resulting in a slight increase (2%) in emissions compared to what was reported in Ranpak's 2019 sustainability report. Starting in 2020, Ranpak has started calculating its scope 2 emissions using the market-based and location-based methods, in accordance with the GHG Protocol Scope 2 Guidance. In Ranpak's 2019 sustainability report, scope 2 emissions were reported using the location-based method only.

ENERGY & GHG: Our Commitment to Reducing Harmful Emissions

As we continue to scale our operations, we are committed to identifying green sources of energy and following environmental best-practices while reducing our emissions.

WE BELIEVE THAT BY SETTING AN AMBITIOUS TARGET FOR EMISSIONS REDUCTION, WE ARE ACCOUNTABLE TO OUR MISSION AND VALUES. This goal is also based on careful deliberation relative to what practices we can put into place to lead by example and make a positive difference.



GHG Target:

We commit to reducing absolute scope 1 and scope 2 greenhouse gas emissions by 46% by 2030, which is in line with the global reductions necessary to keep global warming to 1.5°C, as explained in the scientific report of the IPCC 'Global Warming of 1.5°C Special Report'.

We are excited to pursue this target over the coming years and are considering taking a number of actions to meet this target, including a vehicle fleet conversion, a full renovation of our corporate headquarters in Ohio, and the purchase or on-site generation of renewable energy.

Moreover, we have already begun the process of planning a new facility to serve as our European headquarters in Heerlen, The Netherlands, that will meet rigorous sustainability standards.

RANPAK IS COMMITTED TO BOTH GREEN ENERGY PROCUREMENT AND THE DEVELOPMENT OF GREEN INFRASTRUCTURE, allowing our corporate offices and manufacturing facilities to be integrated into our sustainable business model.

WATER: Water Management

Unlike many of our paper and packaging peer companies, Ranpak's manufacturing processes consume no water.

As a result, nearly all of the water we consume consists of the water used in our restrooms and pantry or food facilities.

Nevertheless, **WE REMAIN COMMITTED TO IDENTIFYING NEW WAYS TO REDUCE OUR WATER USAGE** as part of our holistic approach to sustainable energy and resource use.

In 2020, our total water consumption was 15,701 m³.

We assessed our locations to analyze the levels of water stress by using the World Resources Institutes (WRI) Water Risk Atlas tool, Aqueduct.

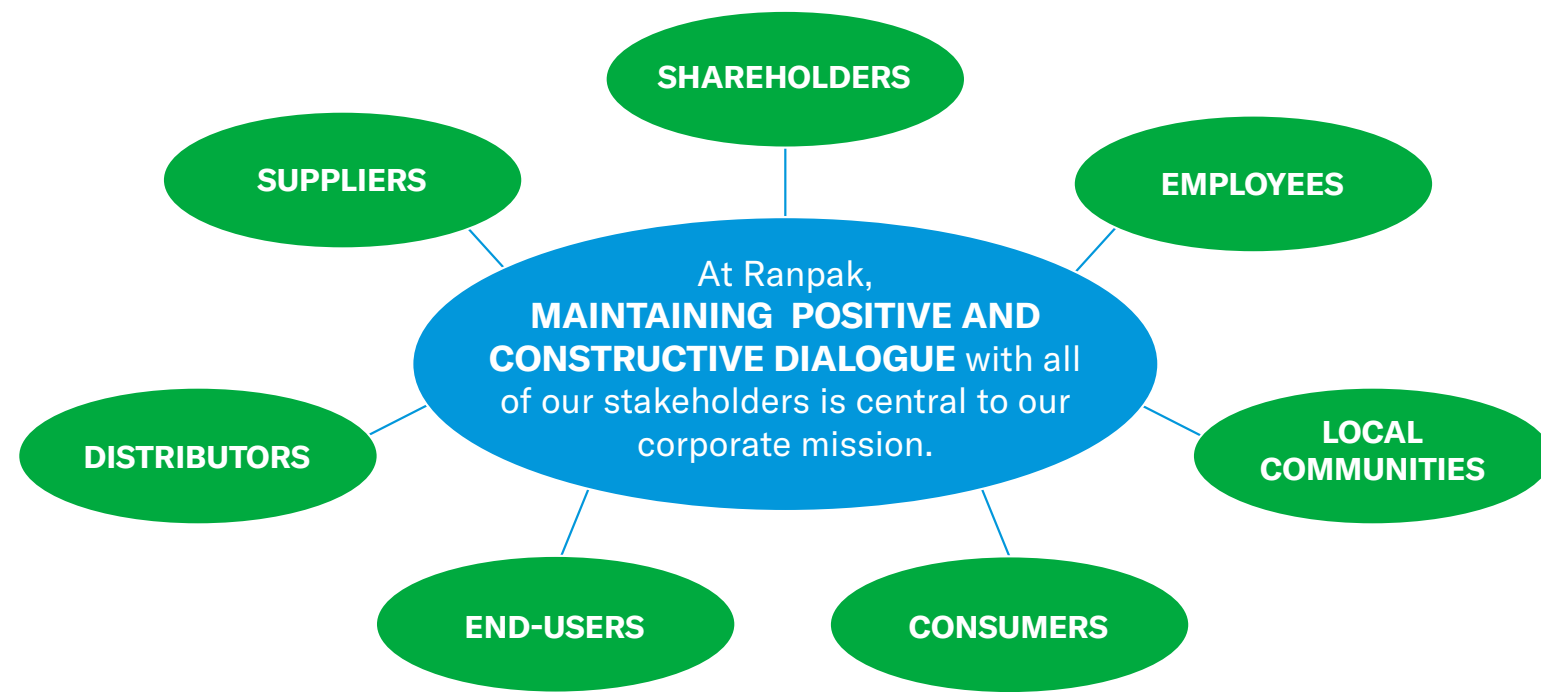
None of our locations are in Extremely High water stress areas. We will continue to monitor water consumption at all of our locations.



Ranpak is proud to report **ZERO INCIDENTS OF NON-COMPLIANCE** associated with water quality permits, standards, and regulations, as well as low rates of water consumption by cubic meter across all of our operational locations.



STAKEHOLDERS: Serving a Range of Stakeholders



Our Community of Stakeholders

Our community of stakeholders includes our shareholders and our employees, as well as our suppliers, distributors, and end-users. Ultimately, we also include consumers and our local communities within our stakeholder group, as our operations have an impact on them as well.

We regularly communicate with all of our stakeholders across several communication channels, with frequency varying by stakeholder group. Responsibilities are assigned by specific steering committee members.



Serving our Distributors through mutual partnership and support.

In 2020, we continued the process of improving on our distributor training and customer education strategies, initiating an overhaul of our digital distributor training and resource portal planned for release in 2021.

As part of our stakeholder engagement strategy, we assign high value to two-way communication. Our annual Distributor Council meeting is a sales-led event focused on trainings and education, as well as collecting feedback from our distributor community that we actively work on to improve our internal processes. In 2020, this meeting was temporarily convened digitally, part of a rapid digital transformation initiative that has allowed Ranpak to maintain our relationships with our distributors and continue to provide high-quality product education and trainings. Our digital support initiatives have included hundreds of webinar training and information sessions delivered over 2020 alone.

Despite major disruptions to traditional meetings, Ranpak has viewed 2020 as an opportunity to proactively reach out to and collaborate with our distributor community.

CULTURE: Forging an Ownership Culture

At Ranpak, we believe in the power of ownership to bring out the best in our employees.

We encourage our employees to share the same sense of purpose in their roles at Ranpak that we bring to our participation in the circular economy, where every positive action has the potential to make a difference. And, for us, forging an ownership culture is more than just a slogan.

In June 2019, when we became a public company, every single one of our employees received an equity award. **WE ARE PROUD TO BE A COMMUNITY OF EMPLOYEE-OWNERS, EACH OF WHOM CAN PERSONALLY SHARE IN THE REWARD OF ALL OF OUR COLLECTIVE SUCCESS.**



What makes an ownership culture?

OWNERS ARE PROUD of their work, their colleagues' work, and the collective success of their organization.

OWNERS ARE ACCOUNTABLE to themselves, to their colleagues and to the entire organization. **OWNERS ARE RESOURCEFUL**, and they constantly seek to make their function work better and more efficiently.

CULTURE: Amplifying Employee Voices

We believe in taking care of our employees.

Ranpak provides highly competitive benefits, including subsidized medical and dental coverage, company-paid life insurance, as well as a 401k matching program. Ranpak provides competitive compensation packages, including annual bonus eligibility for all employees based on company performance. Personal performance is also rewarded with the opportunity for a merit-based increase tied to employee annual reviews. As part of our investment in continuous learning, Ranpak also provides job-related training and tuition reimbursement for bachelor and post-graduate degrees.



Year-over-year, Ranpak has been able to **REDUCE OUR GLOBAL EMPLOYEE TURNOVER RATES ACROSS ALL REGIONS BY 1%**, from 18% to 17%.

WE BELIEVE THAT A POSITIVE CULTURE INCLUDES THE OPPORTUNITY TO SHARE A STAKE IN SUCCESS. For this reason, we embrace equity awards wherever possible—another way in which we promote a sense of ownership in our mission.

Defining our core values.

In 2020, Ranpak ran our first business-wide opinion survey for all employees within the North American region. By analyzing responses, **WE IDENTIFIED AREAS OF THE BUSINESS WHERE EMPLOYEES HAD SIGNALLED CHANGES WERE NEEDED TO ADDRESS COMMUNICATION AND CULTURAL CONCERNS** and established internal action plans for addressing them.

Accordingly, we have recently retained ERC, a leading provider of HR consulting services based in Cleveland, to lead us in a global culture-shaping initiative. The goal of this initiative is to facilitate the identification and creation of a toolbox for a culture leadership team of

employees throughout our organization to help reinforce **OUR CORE VALUES:**

- > environmental sustainability
- > diversity and inclusion
- > employee actualization
- > customer centricity
- > data-driven decision making
- > community engagement
- > ownership culture

The roadmap in development will serve as a framework for a broad range of culture change initiatives.

Based on the success of our first initiative, Ranpak has standardized the collection of employee feedback with a survey effort scaled up by four times planned for early 2021 to identify areas of challenge not addressed on our previous survey and to extend our survey scope to include all global employees.

A second survey is planned for Q4 2021 to continue to follow up on our employee feedback and quantify the successes of our ongoing change initiatives.

DIVERSITY & INCLUSION: Our Commitment to Varied Perspectives

Ranpak's commitment to our employees includes promoting an environment where individuals from all backgrounds can feel valued, included, and secure.

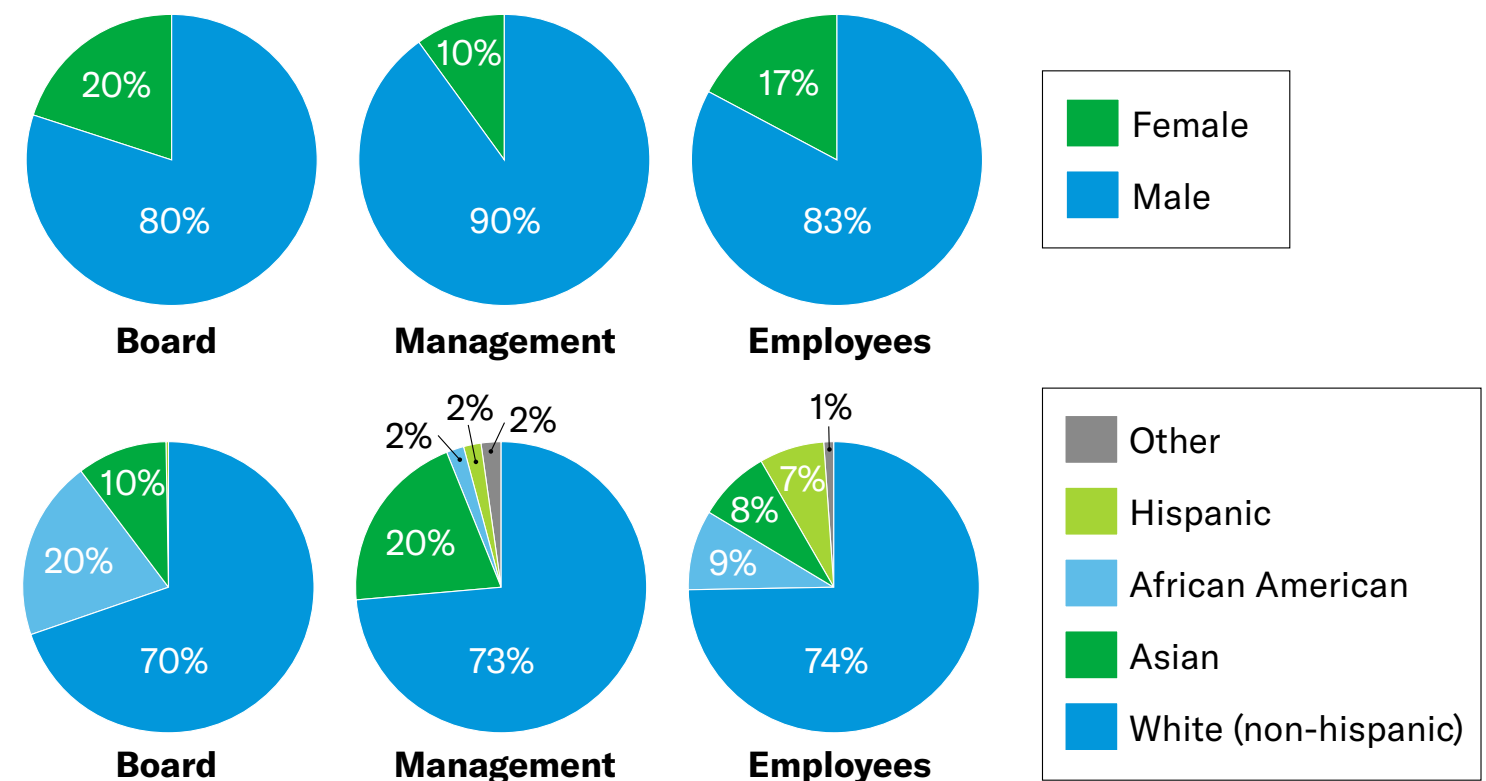
As a global organization, **WE UNDERSTAND THE IMPORTANCE OF DIVERSE PERSPECTIVES** and prioritize an environment where feedback can be easily shared and acted upon. This holds true at the board and management level, with initiatives being launched towards having Ranpak represent the diversity of the communities in which we operate.

In 2020, we welcomed a new female member of our board, increasing gender diversity and providing valuable new perspective that will continue to shape our global culture change initiatives.

To better support our diversity and inclusion goals, in 2020 Ranpak created interview guides for the identification of different competencies in the hiring process across all full-time hiring positions, including senior management. These include diversity, equity, and inclusion competencies to ensure that new hires are developed in this area.

Going forward, we are further improving our attention to diversity and inclusion within the hiring process by developing robust anti-bias training for hiring managers to implement in 2021, ensuring that every potential candidate is given a fair and merit-based evaluation of their skills.

GLOBAL DIVERSITY TOTALS¹



WE ASPIRE TO CULTIVATE TEAMS THAT REFLECT THE RACIAL AND ETHNIC DIVERSITY OF EACH COMMUNITY IN WHICH OUR FACILITIES ARE LOCATED.

SAFETY: Prioritizing Employee Well-being

The unique circumstances of 2020 served to reinforce the importance of employee safety and to drive home the need for continuous improvements in our working environment.

Remaining committed to our purpose and values has allowed Ranpak to rapidly adapt to the challenges of an unprecedented year while continuing to improve our safety and employee education initiatives.

OUR RESPONSIBILITY TO OUR EMPLOYEES INCLUDES PROVIDING THEM WITH THE SAFETY TRAINING AND EQUIPMENT REQUIRED TO PERFORM THEIR JOBS SAFELY.

On a facility level, plant managers drive safety and cooperation through quarterly meetings to reiterate the importance of proper work equipment, steel-toed boots, helmets, goggles, ear plugs, and other Personal Protective Equipment (PPE).

To ensure that all employees are outfitted with the correct PPE, Ranpak offers a full reimbursement for the purchase of steel-toed boots for our manufacturing and assembly employees, allowing them to obtain protection that will fit comfortably and perform effectively.



SAFETY: Emphasizing Active Safety Measures

Employee health is protected through annual hearing tests for all employees. First aid and CPR trainings are also provided annually, with certified responders on-site at all times.

In 2020, this process continued with the publication of a new “Ranpak US Safety and Health Program Manual.”



In 2019, we initiated a **GLOBAL UPDATE OF OUR SAFETY STRATEGY** across our plant floors.

Label auditing and updating were conducted in 2020 for all machines in the field and in the warehouse for both the European and American markets. This update process ensured that existing labels conform to newer ANSI Z535-2017 safety label standards for the US and ISO-3864 in Heerlen.

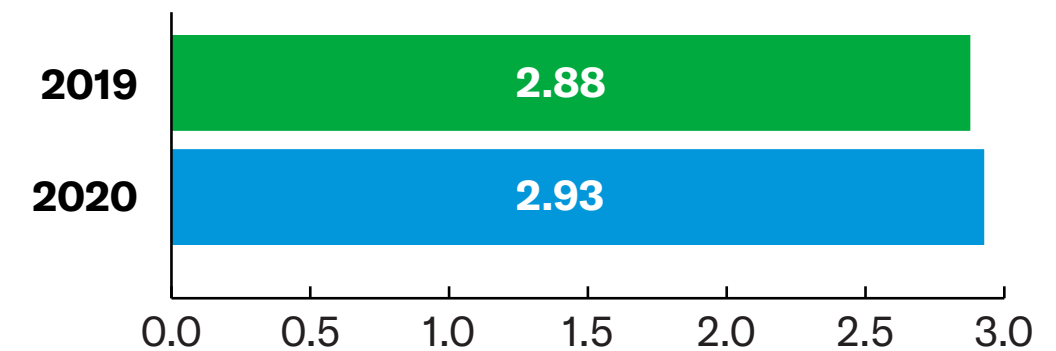
New converter models are currently being evaluated under ANSI/ISO 12100 Safety of Machinery guidelines in the US for US-designed models and in Heerlen for Heerlen designed models.

Cross-compliance on all labeling is monitored and updated regularly to ensure that US and European-produced models are held to the same standards. For CE certification purposes Heerlen may cooperate in

evaluating US-designed new machines. All EU units are validated with Sistema Machine Safety software. Newer US units are also evaluated with Sistema to verify electronic safety control systems. Sistema is an ISO-13849 Safety of Machinery verification software for the European Union.

RANPAK ALSO ENGAGES THE SERVICES OF INDEPENDENT SAFETY EVALUATORS FOR SOME UNITS AS DETERMINED BY EITHER CUSTOMER OR ENGINEERING REQUESTS.

TOTAL REPORTABLE INCIDENTS/200,000 HRS WORKED



Ranpak reported zero fatalities in both 2019 and 2020.

SAFETY: Rising to the Challenge of COVID-19

At Ranpak we responded to the COVID-19 crisis by upholding our responsibility to our employees and communities, as well as identifying where negative disruptions created room for potential innovations.

As the pandemic escalated in early 2020, **WE ESTABLISHED AND CONTINUE TO HOLD WEEKLY MEETINGS OF A COVID-19 GLOBAL TASK FORCE** consisting of senior managers from NA, EU, and APAC regions, tracking employees who are sick or under quarantine and providing regional updates while sourcing solutions for common challenges.

Within the greater Cleveland community, Ranpak donated money to a local Cleveland school district (Painesville City Schools) to help children participate in distanced learning, as well as to a local food pantry (McKinley Community Outreach Center) helping to provide 500 families each month with food and other essential supplies. In the EU, Ranpak donated to Voedselbank Heerlen, a regional food bank in The Netherlands.

Ranpak also partnered with The Cleveland Clinic and Mount Sinai Hospital in New York City to provide meals to first-line medical staff and their families during the height of COVID-19 hospitalizations.

As an essential business, Ranpak sourced and provided high-quality PPE for all employees and adopted measures to create a safe work environment

including sanitation stations, one-way hallways, and clear signage for health best practices.

As vaccines roll out, we also do not count vaccination appointments against employee personal or sick days and encourage our employees to take the time they need to prioritize their health. These policies apply globally to all Ranpak employees.



We are proud to have **EXCEEDED US FEDERAL GUIDELINES FOR EMPLOYEE PROTECTIONS** and we do not cap the illness pay or quarantine pay for our employees who are absent due to COVID-19 infections.



BOARD: Fostering a Commitment to Our Values



Ranpak's board embraces the opportunity to have a positive impact on our communities and our planet.

Our board believes that participating in a circular global economy is our moral imperative as stewards of our business and as citizens of the world. Five of Ranpak's nine directors are "independent" as defined by the New York Stock Exchange listing standards. Ranpak's Chairman and CEO and Vice Chairman and Managing Director—North America, are Ranpak employees, although neither receives any cash compensation.

RANPAK'S BOARD HAS THREE STANDING COMMITTEES:

- › [Audit Committee](#)
- › [Compensation Committee](#)
- › [Nominating, Environmental, Social, and Governance Committee \(formerly our Nominating and Governance Committee\)](#)

Each committee is comprised entirely of independent directors. Each of the members of our Audit Committee also meets the SEC independence requirements for Audit Committee members.

In recognition of the importance of sustainability and fairness to our core values, we have also added oversight responsibility for our sustainability and social initiatives to the charter of our Nominating and Governance Committee and renamed that committee, the Nominating, Environmental, Social, and Governance Committee.

With this change, **RANPAK HAS FORMALLY ACKNOWLEDGED THAT OUR COMMITMENT TO SUSTAINABLE, ETHICAL, AND INCLUSIVE BUSINESS PRACTICES WILL CONTINUE TO BE A CENTRAL FOCAL POINT FOR OUR LEADERSHIP AND AN ESSENTIAL PART OF HOW WE DEFINE OURSELVES AS AN ORGANIZATION.**

MANAGEMENT: Driving Sustainability from the Top Down

As part of our governing philosophy, Ranpak takes a proactive approach to exploring cost-effective measures to preventing environmental degradation and believes precautionary measures should be taken in otherwise uncertain situations.

Our commitment to the environment extends to our appointment of a Chief Sustainability Officer in 2019 who reports directly to our CEO and continues to spearhead the pursuit of sustainability initiatives across the organization, including target-setting and the tactical implementations of projects including emissions reduction goals, certifications for our paper sourcing, procurement of renewable energy, and many more.

Management Structure

At Ranpak, our Operations, Sales and Marketing functions are organized geographically, with a Managing Director for the North America, Europe and Asia-Pacific regions who reports directly to our Chairman & CEO. Our Finance, Legal, Business Development, Innovation and Sustainability functions operate company-wide, with the head of each department also reporting directly to our Chairman & CEO.



ETHICS: Leading an Ethical Business

In 2020, Ranpak implemented several organization-wide initiatives to provide guidance and resources on ethics and our core values.

First implemented in 2020, 100% of Ranpak employees are required to take an annual ethics pledge, reaffirming their commitment to our core values as well as our code of conduct as outlined within our employee handbook. With implementation led by HR, this program saw full adherence, with all 650+ global Ranpak employees completing the pledge.

Our entire senior leadership team meets quarterly to discuss all aspects of our business, including our values regarding ethics and related issues. In addition, in 2021, we established a standing ethics committee comprised of senior leadership team members who have responsibility for identifying and addressing ethical issues and overseeing our response to any concerns raised through our whistleblower hotline.

In Q2 2021, Ranpak is rolling out monthly training for management on ethics, Sarbanes-Oxley compliance (data-secured financial reporting), Internal Control Over Financial Reporting (ICFR), anticorruption and antibribery, as well as practical training including evidence retention.

Finally, **RANPAK WILL CONTINUE TO DEEPEN OUR INVESTMENT IN ETHICAL DEVELOPMENT** by incorporating ethics into our ongoing schedule of audits, expanding our audit process beyond financial risk to include fraud, bribery, and other ethical risk assessments and the creation of corresponding recommendation-based action plans.



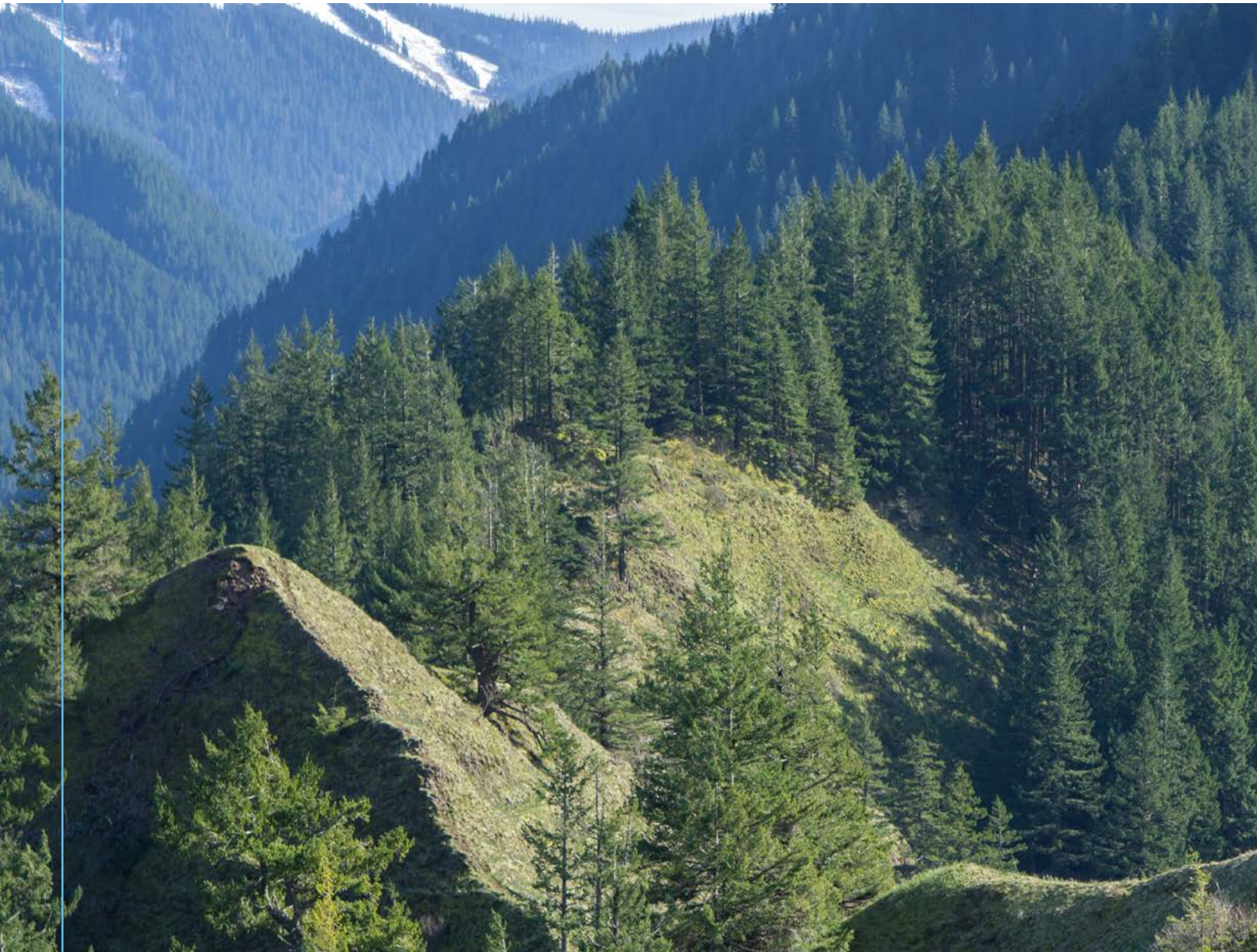
Supplier Code of Conduct:

Our commitment to the highest level of ethical conduct is reflected in all of Ranpak's business activities including, but not limited to, relationships with employees, customers, suppliers and other stakeholders.

We expect all our contractors, suppliers and third parties to conduct themselves in accordance with the highest ethical standards.

To reinstate that commitment further, we are developing Ranpak's Supplier Code of Conduct to guide suppliers further in doing business in an ethical, environmentally and socially responsible manner.

ETHICS: Whistleblower Hotline & Accountability



Ownership and accountability are intrinsically linked.

Ranpak has taken steps in 2020 to provide our employees with the resources that they need to ensure that our entire organization remains accountable.

TO FACILITATE STRONGER MUTUAL STEWARDSHIP BETWEEN OUR INTERNAL STAKEHOLDERS, WE HAVE ESTABLISHED AN INDEPENDENTLY MONITORED ETHICS AND COMPLIANCE PORTAL.

Our community can take responsibility for protecting our standards within an anonymous environment where they can disclose any potential violations of Ranpak standards as well as the law without self-identification or fear of reprisal.



An essential part of creating a safe working environment is creating tools that **GIVE ALL OF OUR EMPLOYEES AN OPPORTUNITY TO BE HEARD.**

About this Report

Data Integrity

The data presented in this report has been collected, reviewed, and internally validated to ensure completeness and accuracy, representing the most current information at the time of publication.

RANPAK IS COMMITTED TO THE HIGHEST LEVEL OF TRANSPARENCY IN OUR REPORTING. To better classify Ranpak's commitments, achievements, and values, we have aligned the content of this report with several sets of reporting standards. This report references the 2016 Global Reporting Initiative (GRI) Standards as well as the Sustainability Accounting Standards Board (SASB) 2018 Containers Packing Standard, 2018 Industrial Machinery Goods Standard and 2018 Multiline and Specialty Retailers & Distributors Standard.

In this report, Ranpak aligns select GRI and SASB Standards, or parts of their content, to report specific information. Ranpak strives to further integrate global standards for sustainability reporting into its future ESG Impact Report frameworks for improved accuracy, comparability, reliability, and transparency.

Sustainable Development Goals

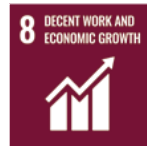
In September 2015, the United Nations, including all 193 Member States, set out 17 goals to achieving a better and more sustainable world for all, known as the Sustainable Development Goals (SDGs).

As societies push for more inclusive, equitable and environmentally-sound growth and development, the SDGs offer a blueprint to creating the world we want—applying to all nations and leaving no one behind. The SDGs reflect the values and society we envision for future generations and require participation at all levels, including civil society, governments and industry.

Ranpak recognizes the key role responsible business plays in achieving these goals. While not every SDG may apply directly to our operations, **WE ARE COMMITTED TO ALIGNING OUR CORPORATE MISSION WITH ESG VALUES**, leveraging these goals for the benefit of our customers, supply chains, industry partners and the communities we work in.



UN Sustainable Development Goals



8: PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH

Ranpak strives to support achieving global resource efficiency in consumption and production and decouple economic growth from environmental degradation by replacing traditional petro-chemical-based packaging with renewable, biodegradable and curb-side recyclable alternatives.

Ranpak's corporate policies support safe and decent work environments for all workers.



9: BUILD RESILIENT INFRASTRUCTURE



12: SUSTAINABLE CONSUMPTION AND PRODUCTION

Ranpak works with manufacturers and e-commerce supply chains to upgrade packaging equipment for increased resource-use efficiency and greater adoption of environmentally sound technologies in industrial processes.

We promote procurement practices that reduce packaging waste with innovative, natural alternatives, helping consumers minimize the impact of their e-commerce purchases while responding to growing global business needs.



15: SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS

Ranpak advocates for sustainable use of terrestrial and inland ecosystems and forestry management by sourcing all paper from mills that are certified by the Forest Stewardship Council® (FSC) and many in North America certified by the Sustainable Forestry Initiative (SFI). Ranpak holds FSC Chain of Custody Certification for 100% of paper products produced in Europe and tracks its total raw material supply by dollars spent on renewable resources vs. non-renewable resources.

Ranpak recognizes that its business depends on sustainable forestry management and works with its suppliers to reduce the degradation of natural habitats and prevent biodiversity loss.



17: PARTNERSHIPS FOR THE GOALS

Ranpak recognizes that achieving its environmental, social, and governance (ESG) goals requires a collaborative multi-stakeholder approach. With our organization spanning globally and our products used in approximately 50 countries, we rely on our industry partnerships to help us shape our corporate values while staying current on international sustainable manufacturing trends.

We reflect this through our corporate membership and partnerships, including with Plastic Pollution Coalition and Sustainable Packaging Coalition.

GRI & SASB Content Index

Global Reporting Initiative

The Global Reporting Initiative (GRI) is the most widely used sustainability reporting standard.

The GRI Standards enable organizations to measure and communicate their management approach to environmental, social and governance standards for improved transparency and accountability.

This is the second year Ranpak has chosen to use the GRI Standards in its ESG Impact Reporting.

Sustainability Accounting Standards Board

The Sustainability Accounting Standards Board (SASB) is an independent non-profit organization that sets standards to guide the disclosure of financially material sustainability information by companies to their investors.

Organizations are able to use the SASB Standards to identify, measure and manage the subset of ESG topics that most directly align with their industry and related stakeholder needs.

This is the second year Ranpak has chosen to use the GRI Standards in its ESG Impact Reporting.



Organizational Profile

#	GRI DISCLOSURE	LOCATION
102-1	Name of the organization	Ranpak Corporation
102-2	Activities, brands, products and services	OUR MISSION: To Deliver a Better World, pg. 2 HIGHLIGHTS: Ranpak at a Glance, pg. 4-5 INNOVATION: Reinventing What Paper Can Do, Using Less, Harnessing the Power of Automation, pgs. 6-8
102-3	Location of headquarters	OUR MISSION: To Deliver a Better World, pg. 2
102-4	Location of operations	OUR MISSION: To Deliver a Better World, pg. 2
102-5	Ownership and legal form	OUR MISSION: To Deliver a Better World, pg. 2
102-6	Markets served	OUR MISSION: To Deliver a Better World, pg. 2
102-7	Scale of the organization	OUR MISSION: To Deliver a Better World, pg. 2
102-9	Supply Chain	THE CIRCULAR ECONOMY: Bringing Supply Chains into Balance, pg. 11 SOURCING: Made From Recycled Content & Recyclable After Use, pg. 13 SOURCING: Improving on 100% Recyclable, pg. 14 STAKEHOLDERS: Serving a Range of Stakeholders, pg. 21 ETHICS: Leading an Ethical Business/ Supplier Code of Conduct, pg. 30
102-11	Precautionary Principle or approach	MANAGEMENT: Driving Sustainability from the Top Down, pg. 29

Strategy

#	GRI DISCLOSURE	LOCATION
102-14	Statement from senior decision-maker	A Word from Our Chairman & CEO, pg. 1
102-15	Key impacts, risks, and opportunities	THE CIRCULAR ECONOMY: A Moral Imperative, pg. 10 THE CIRCULAR ECONOMY: Bringing Supply Chains into Balance, pg. 11 ETHICS: Leading an Ethical Business, pg. 30

Ethics and Integrity

#	GRI DISCLOSURE	LOCATION
102-16	Ethics and integrity	CULTURE: Forging an Ownership Culture, pg. 22 CULTURE: Amplifying Employee Voices, pg. 23
102-17	Mechanisms for advice and concerns about ethics	BOARD: Fostering a Commitment to Our Values, pg. 28 ETHICS: Leading an Ethical Business, pg. 30 ETHICS: Whistleblower Hotline & Accountability, pg. 31

GRI & SASB Content Index

Governance

#	GRI DISCLOSURE	LOCATION
102-18	Governance Structure	BOARD: Fostering a Commitment to Our Values, pg. 28
102-19	Delegating authority	MANAGEMENT: Driving Sustainability from the Top Down, pg. 29
102-20	Executive-level responsibility for economic, environmental, and social topics	ETHICS: Leading an Ethical Business, pg. 30 ETHICS: Whistleblower Hotline & Accountability, pg. 31
102-21	Consulting stakeholders on economic, environmental, and social topics	A Word from Our Chairman & CEO, pg. 1 STAKEHOLDERS: Serving a Range of Stakeholders, pg. 21 ETHICS: Leading an Ethical Business, pg. 30
102-22	Composition of the highest governance body and its committees	DIVERSITY & INCLUSION: Our Commitment to Varied Perspectives, pg. 24 BOARD: Fostering a Commitment to our Values, pg. 28
102-23	Chair of the highest governance body	BOARD: Fostering a Commitment to our Values, pg. 28
102-24	Nominating and selecting the highest governance body	BOARD: Fostering a Commitment to our Values, pg. 28
102-26	Role of highest governance body in setting purpose, values, and strategy	BOARD: Fostering a Commitment to our Values, pg. 28
102-27	Collective knowledge of highest governance body	BOARD: Fostering a Commitment to our Values, pg. 28
102-28	Evaluating the highest governance body's performance	BOARD: Fostering a Commitment to our Values, pg. 28
102-29	Identifying and managing economic, environmental, and social impacts	BOARD: Fostering a Commitment to our Values, pg. 28
102-30	Effectiveness of risk management processes	BOARD: Fostering a Commitment to our Values, pg. 28
102-31	Review of economic, environmental, and social topics	BOARD: Fostering a Commitment to our Values, pg. 28
102-32	Highest governance body's role in sustainability reporting	BOARD: Fostering a Commitment to our Values, pg. 28
102-33	Communicating critical concerns	BOARD: Fostering a Commitment to our Values, pg. 28

Reporting Practice

#	GRI DISCLOSURE	LOCATION
102-46	Defining report content and topic Boundaries	About this Report, pg. 32
102-47	List of material topics	OUR MISSION: To Be a Leader in Sustainability, pg. 3 About this Report, pg. 32
102-48	Restatements of information	About this Report, pg. 32
102-49	Changes in reporting	About this Report, pg. 32
102-50	Reporting period	January 1, 2020 - December 31, 2020
102-51	Date of most recent report	January 1, 2019 - December 31, 2019

Reporting Practice (continued)

#	GRI DISCLOSURE	LOCATION
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	About this Report, pg. 32
102-54	Claims of reporting in accordance with the GRI Standards	About this Report, pg. 32
102-55	GRI content index	GRI & SASB Content Index, pg. 34-36
102-56	External assurance	Ranpak's 2020 ESG Impact Report has not be externally assured



ENVIRONMENT: Materials

STANDARD	#	DISCLOSURE	LOCATION
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	INNOVATION: Reinventing What Paper Can Do, Using Less, Harnessing the Power of Automation, pgs. 6-8 THE CIRCULAR ECONOMY: A Moral Imperative, pg. 10 THE CIRCULAR ECONOMY: Bringing Supply Chains into Balance, pg. 11 SOURCING: Paper is a Renewable Resource, pg. 12 SOURCING: Made From Recycled Content & Recyclable After Use, pg. 13 SOURCING: Improving on 100% Recyclable, pg. 14 SOURCING: Promoting Responsible Forestry Management, pg. 15
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 301-1	301-1	Materials used by weight or volume	THE CIRCULAR ECONOMY: Bringing Supply Chains into Balance, pg. 11 SOURCING: Paper is a Renewable Resource, pg. 12 SOURCING: Made From Recycled Content & Recyclable After Use, pg. 13 SOURCING: Improving on 100% Recyclable, pg. 14 SOURCING: Promoting Responsible Forestry Management, pg. 15
	301-2	Recycled input materials used	
SASB- Product Lifecycle Management	RT-CP-410a.1	Percentage of raw materials from recycled content, renewable sources, and renewable and recycled content	SOURCING: Improving on 100% Recyclable, pg. 14 SOURCING: Promoting Responsible Forestry Management, pg. 15
		Total wood fiber procured, % from certified sources	



ENVIRONMENT: Energy

STANDARD	#	DISCLOSURE	LOCATION
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	ENERGY & GHG: Managing Energy Usage, pg. 18 ENERGY & GHG: Our Commitment to Reducing Harmful Emissions, pg. 19
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	ENERGY & GHG: Managing Energy Usage, pg. 18 ENERGY & GHG: Our Commitment to Reducing Harmful Emissions, pg. 19
SASB- Energy Management	RT-CP-130a.1	Total energy consumed, % grid electricity, % renewable, total self-generated energy	

GRI & SASB Content Index



ENVIRONMENT: Water & Effluents

STANDARD	#	DISCLOSURE	LOCATION
GRI 303: Management Approach 2018	303-1	Interactions with water as a shared resource	WATER: Water Management, pg. 20
	303-2	Management of water discharge-related impacts	
GRI 303: Water and Effluents 2018	303-5	Water consumption	
SASB- Water Management	RT-CP-140a.1	Total water withdrawn, total water consumed, % of each in regions with High or Extremely High Baseline Water Stress	
SASB- Water Management	RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	
SASB- Water Management	RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	



ENVIRONMENT: Emissions

STANDARD	#	DISCLOSURE	LOCATION
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	ENERGY & GHG: Managing Energy Usage, pg. 18 ENERGY & GHG: Our Commitment to Reducing Harmful Emissions, pg. 19
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	
	305-2	Energy indirect (Scope 2) GHG emissions	



ENVIRONMENT: Waste

STANDARD	#	DISCLOSURE	LOCATION
GRI 306: Management Approach 2020	306-1	Waste generation and significant waste-related impacts	WASTE MANAGEMENT: Maximizing Opportunity while Minimizing Waste, pg. 16
	306-2	Management of significant waste-related impacts	
GRI 306: Emissions 2020	306-3	Waste generated	
SASB- Waste Management	RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	



SOCIAL: Occupational Health & Safety

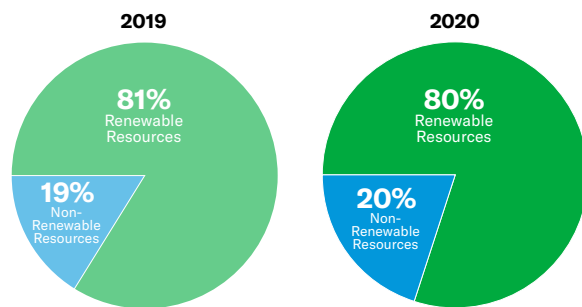
STANDARD	#	DISCLOSURE	LOCATION
GRI 103: Management Approach 2016	403-1	Occupational health and safety management system	CULTURE: Forging an Ownership Culture, pg. 22 CULTURE: Amplifying Employee Voices, pg. 23 SAFETY: Prioritizing Employee Well-being, pg. 25 SAFETY: Emphasizing Active Safety Measures, pg. 26 SAFETY: Rising to the Challenge of COVID-19, pg. 27
	403-2	Hazard identification, risk assessment, and incident investigation	
	403-3	Occupational health services	
	403-4	Worker participation, consultation, and communication on occupational health and safety	
	403-5	Worker training on occupational health and safety	
	403-6	Promotion of worker health	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	
SASB- Employee Health & Safety	RT-IG-320a.1	Total recordable incident rate, fatality rate, and near miss frequency rate	

SOCIAL: Diversity & Equal Opportunity

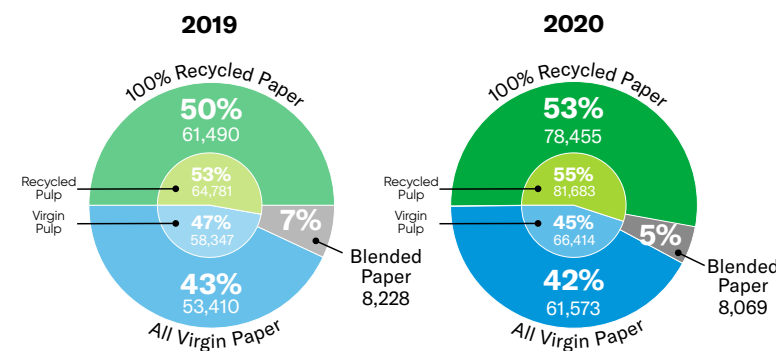
STANDARD	#	DISCLOSURE	LOCATION
GRI 103: Management Approach 2016	403-1	Occupational health and safety management system	DIVERSITY & INCLUSION: Our Commitment to Varied Perspectives, pg. 24
	403-2	Hazard identification, risk assessment, and incident investigation	
	403-3	Occupational health services	
	403-4	Worker participation, consultation, and communication on occupational health and safety	
	403-5	Worker training on occupational health and safety	
	403-6	Promotion of worker health	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	
SASB- Employee Health & Safety	RT-IG-320a.1	Total recordable incident rate, fatality rate, and near miss frequency rate	

2020 Performance Summary

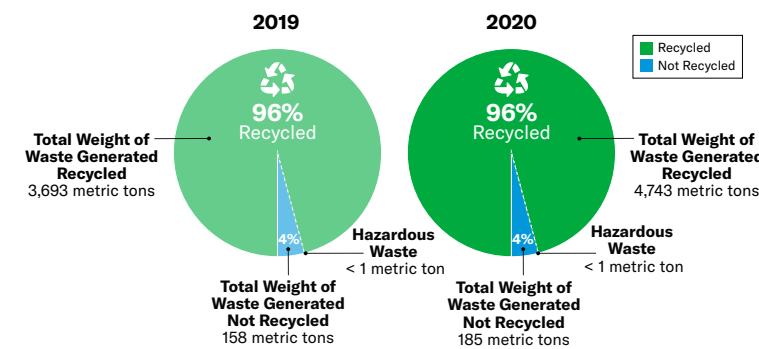
TOTAL RAW MATERIALS SUPPLY (By dollars spent on raw materials)



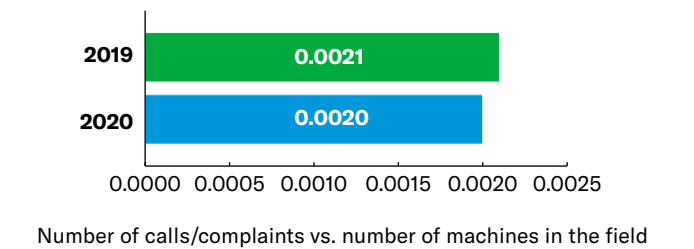
2020 RAW PAPER SUPPLY (Total weight by metric tons)



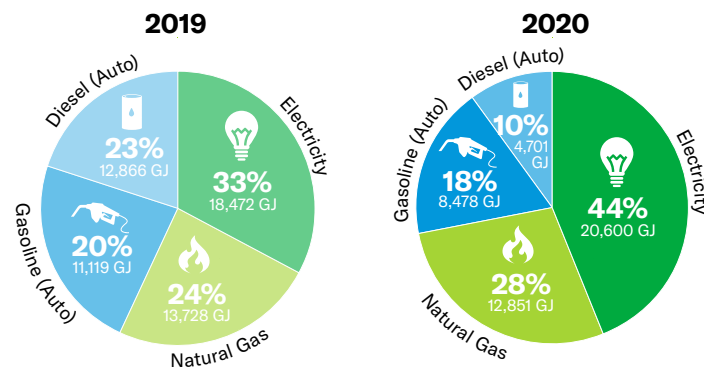
WASTE MANAGEMENT (Total weight by metric tons)



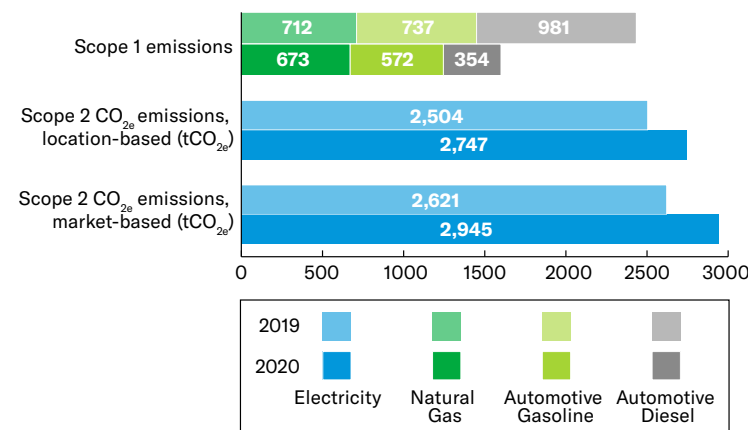
MACHINE RELIABILITY



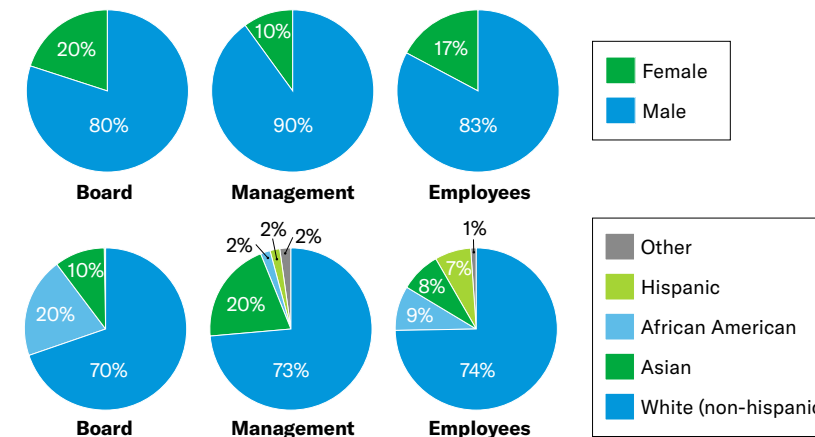
ENERGY CONSUMPTION BY ACTIVITY (In gigajoules)



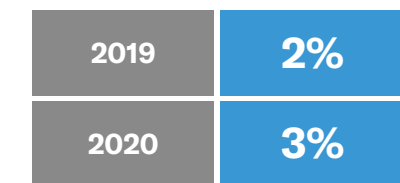
SCOPE 1 AND 2 EMISSIONS FOR 2019 AND 2020



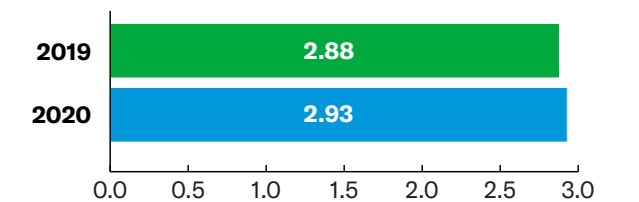
GLOBAL DIVERSITY TOTALS¹



FSC-CERTIFIED PRODUCTS



TOTAL REPORTABLE INCIDENTS/ 200,000 HRS WORKED



FOUNDED IN 1972, RANPAK'S GOAL WAS TO CREATE THE FIRST ENVIRONMENTALLY RESPONSIBLE SYSTEM TO PROTECT PRODUCTS DURING SHIPMENT. The development and improvement of materials, systems and total solution concepts have earned Ranpak a reputation as an innovative leader in e-commerce and industrial supply chain solutions.

Ranpak is a global organization of approximately 650 employees that is headquartered in Concord Township, Ohio.

Ranpak is listed on the New York Stock Exchange under the symbol 'PACK.'

The Sustainability Accounting Standards Board, or SASB, is an independent organization that establishes industry-specific disclosure standards across environmental, social, and governance topics that facilitate communication between companies and investors.

The Global Reporting Initiative, or GRI, standards are the first global standards for sustainability reporting and seek to represent the global best practice for reporting on a range of economic, environmental and social impacts.

All statements other than statements of historical fact included in this report, including those regarding our business strategy and the plans and objectives of management for future operations, are forward looking statements. Such forward-looking statements are based on the beliefs of management, as well as assumptions made by, and information currently available to, management. No assurance can be given that results in any forward-looking statement will be achieved. Actual results are subject to risk and uncertainty, could differ materially from those contemplated by such forward-looking statements, and could be affected by one or more factors, including, but not limited to, those detailed in our filings with the U.S. Securities and Exchange Commission. The cautionary statements made in this report should be read as being applicable to all forward-looking statements whenever they appear in this ESG Impact Report. For these statements, we claim the protection of the safe harbor for forward-looking statements contained in the Private Securities Litigation Reform Act. All subsequent written or oral forward-looking statements attributable to us or persons acting on our behalf are qualified in their entirety by this paragraph. Ranpak disclaims any obligation to update any forward-looking statement contained in this ESG Impact Report.