



ThermoSafeTM
BECAUSE EVERY DEGREE MATTERS

2025 Sustainability Report



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A Note to Our Customers and Partners

For many years, ThermoSafe’s sustainability reporting was part of a broader Sonoco story—one rooted in responsible packaging, operational discipline, and long-term stewardship. In 2025, as ThermoSafe became a standalone company under Arsenal Capital Partners, we reached an important milestone: the opportunity and responsibility to tell our sustainability story directly.

This report marks that transition.

While our ownership structure has changed, what has not is our purpose. ThermoSafe remains focused on protecting temperature-sensitive medicines, supporting the people who rely on them, and designing cold chain solutions that perform reliably in the real world. Sustainability has always been integral to that mission, not as a separate initiative, but as a design requirement alongside quality, compliance, and patient safety.

Standing on our own allows us to be more precise and expansive about our initiatives. This report reflects ThermoSafe’s specific footprint, decisions, and impact across our products, systems, and operations. It focuses on where we can make the greatest difference for our customers: reducing waste before it is created, lowering emissions through smarter design, and delivering solutions that integrate seamlessly into regulated supply chains.

You will see familiar principles throughout these pages: engineering rigor, material neutrality, and an unwavering commitment to performance. You will also see how ThermoSafe is evolving: expanding reusable and service-based systems, advancing material innovation where reuse is not feasible, and applying digital tools to optimize efficiency upstream.

Our transition to Arsenal Capital Partners supports this focus. It gives ThermoSafe the flexibility to invest, innovate, and scale in ways that align directly with customer needs and long-term sustainability outcomes. It reinforces our belief that responsible growth and operational excellence go hand in hand.

This report is not a declaration of arrival. It is a continuation, grounded in our history, informed by our customers, and focused on measurable progress.

We are grateful for the trust you place in ThermoSafe, and we look forward to building the next chapter together.



Jim Lassiter

Jim Lassiter
President & CEO, ThermoSafe



Built on Experience. Focused on the Future.

ThermoSafe designs and delivers temperature-controlled packaging solutions that protect life-saving medicines across the global cold chain. For decades, we have supported pharmaceutical, biotech, clinical trial, and healthcare organizations with systems engineered for reliability, compliance, and real-world performance.

Today, as a standalone company, ThermoSafe brings a sharper focus to what we do best: engineering cold chain technologies that work not just in theory, but across complex, regulated supply chains.

Our portfolio spans parcel and pallet solutions, single-use and reusable systems, and service-based models that support both short and long thermal duration shipments. From durable reusable containers to material optimized single-use shippers, every solution is designed with one priority in mind: protecting temperature-sensitive products without adding unnecessary risk, waste, or complexity.

Sustainability at ThermoSafe is not a standalone program. It is embedded in how we design, test, and deploy our solutions. We take a material neutral approach, recognizing that no single material or format is universally “best.” Instead, we focus on system level outcomes - matching performance, duration, lane, and reuse potential to deliver the lowest environmental impact possible while maintaining compliance and patient safety.

Equally important is how we work with our customers. ThermoSafe serves as both a solution provider and a partner - helping customers navigate evolving regulations, operational constraints, and sustainability goals with clarity and confidence. Our teams bring deep technical expertise, global experience, and a practical understanding of what works at scale.

As ThermoSafe enters this next chapter, our commitment remains unchanged: to engineer cold chain solutions that protect patients, support our customers’ operations, and deliver measurable progress toward a more sustainable supply chain.





Introduction

ThermoSafe at a Glance

2025 Sustainability Achievements

Supplier Recognition

Shaping the Future of Cold Chain

Our Sustainability Strategy

Innovation

Materiality

Sustainability Reporting



ThermoSafe at a Glance - 2025

Who We Are

ThermoSafe is a global provider of temperature assurance solutions, serving the life sciences and healthcare industries with packaging systems designed to protect temperature-sensitive products across the cold chain.

What We Do

We design, test, and deliver temperature-controlled packaging solutions that ensure product integrity, from manufacturing through final delivery. Our portfolio spans single-use and reusable systems, supported by engineering, testing, and operational expertise.

How We Operate

Our approach is grounded in science, data, and real-world application:

Design with Purpose

Tailored solutions based on product, lane, and duration

Validate Through Testing

Proven performance under real-world conditions

Scale with Confidence

Systems built for operational efficiency and reliability

Why it Matters

In temperature-sensitive supply chains, performance is critical. Our solutions help ensure that essential products, particularly pharmaceuticals and biologics, reach patients safely and effectively.

Our Commitment

At ThermoSafe, we apply engineering rigor, operational discipline, and continuous improvement to everything we do.

Because every degree matters™.

Our Operations

 **14**

Global Manufacturing Sites and Service Rental Centers Across 5 Countries

 **FORTUNE 500**

Trusted by Top Fortune 500 pharmaceutical companies

 **840+**

Global Employees

 **ISC Labs™**

ISTA Accredited ISC Labs with 2 facilities serving and shaping the future of temperature-controlled packaging



Validated thermal solutions supporting clinical, commercial, and direct-to-patient delivery worldwide



Enabling patient access across global healthcare supply chains in the Americas, Europe, and Asia

Innovation Timeline

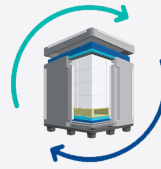
Milestones That Have Shaped Our Capabilities



1989

ISC Labs Open

Dedicated, state of the art lab facilities to support thermal testing and custom packaging design.



2002

Pallet Shipper Reuse Program

We introduced the first return reuse pallet shipper program.



2004

Pre-Qualified Range of Shippers

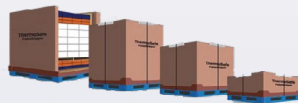
We launched the Nomadic™ range, the industry's first pre-qualified range of solutions for shipping pharmaceuticals and clinical trials.



2016

Laminar Medica Acquired

Significantly expanding our global presence and providing our customers with local access.



1994

Pallet Shippers Launched

Transition from custom lab focus to development of pre-qualified off-the-shelf thermal solutions.



2002

Durable Containers

We began manufacturing of our range of roto-molded durable containers, ideal for bulk shipping and temporary storage of products.



2010

Parcel Shipper Reuse Program

First reusable product to anticipate the move towards more sustainable packaging options for Life Sciences and Healthcare.



2016

Certis Launched
Making it easy for users to switch between refrigerated, CRT & frozen solutions.

Innovation Timeline

Milestones That Have Shaped Our Capabilities



2017
ChillTech™ Launched
Pre-qualified systems using PCM to provide exceptional temperature control.



2020
EOS™ Launched
Sustainable, one way, temperature-controlled paper-based parcel shippers.



2023
Expansion of ISC Labs in the UK
Major investment to upgrade the UK lab to enhance global offering to the pharmaceutical industry.



2025
Acquired by Arsenal
Arsenal Capital Partners completed the acquisition of ThermoSafe from Sonoco Products Company.



2019
Orion™ Rental Launched
Full end-to-end rental parcel program, designed to help lower risk, cost and environmental impact.



2022
COVID Thermal Packaging
Designed specialized parcel packaging to support distribution of the COVID-19 Vaccine.



2023
Biodegradable Pallet Shipper
Launched the industry's first biodegradable EPS QPMC pallet shipper.



2026
Launched Orion™ Express
A new configuration within the Orion™ platform designed to support domestic routes and express lanes with right-duration shippers.

Not Just in Good Company— We’re the Only Packaging Partner Featured in *Newsweek*, “The New Era of Life Sciences”

Our Customers Are Shaping the Future—and So Are We—
a testament to our role in enabling pharma innovation at scale.



“

Over the past decade, about 95 percent of ThermoSafe’s products have transitioned to bespoke designs, reflecting the industry’s shift towards personalized medicine. Customers now require solutions that address not just temperature and time but also specific payload and delivery needs, signaling how rapidly medicine and science are advancing.



Jim Lassiter

President & CEO, ThermoSafe

2025 Sustainability Highlights



Sustainability & Environmental Progress

- Accelerated progress toward more sustainable cold chain solutions.
- Advanced the adoption of recyclable and alternative materials while strengthening environmental reporting and supporting customers in reducing waste and emissions.



Commercial & Market Enablement

- Enabled new distribution pathways for temperature-sensitive therapies.
- Supported customers in implementing evolving commercial models, including direct-to-patient and specialty pharmacy, expanding access across global healthcare market.



Operational Excellence & Safety

- Strengthened implementation across global operations.
- Enhanced cross-functional alignment and maintained a strong focus on safety, quality, and reliability across all programs.



Product & Solution Innovation

- Advanced next-generation thermal packaging solutions.
- Expanded and refined the portfolio across fiber-based, reusable, and high-performance systems designed to meet real-world distribution and regulatory demands.



Compliance & Governance

- Strengthened industry clarity by delivering compliant product documentation aligned with latest regulations, while interpreting emerging packaging Extended Producer Responsibility requirements.



Industry & Customer Engagement

- Deepened partnerships across the healthcare ecosystem.
- Collaborated with industry organizations and customers to address complex cold chain challenges and contribute to broader advancements in temperature assurance.



Best Practice Greenhouse Gas Accounting

- Calculated our full Scope 1, 2, and 3 Greenhouse (GHG) emissions footprint aligned with GHG Protocol and Science-Based Targets (SBTi).



Culture & Transformation

- Built the foundation for ThermoSafe as an independent organization.
- Strengthened internal alignment, advanced brand positioning, and reinforced a culture rooted in accountability, transparency, and showing up when it matters most.

Supplier Recognition

ThermoSafe participates in the Supplier Leadership on Climate Transition (Supplier LOCT), an online learning collaborative that provides guidance on measuring and reporting on greenhouse gas emissions and setting science-based targets. This program is a collaboration of global brands and suppliers committed to carbon emissions reductions. Through our participation in the global LOCT collaborative, we developed a Scope 1, 2 and 3 greenhouse gas footprint that meets GHG Protocol and Science-Based Targets initiative standards and achieved both the GHG Scope 1 & 2 footprint and GHG Scope 3 footprint badges. These badges signify our shared ambition to reduce GHG emissions and alignment with industry standards.

UN Sustainable Development Goals (SDGs)

For many years, Sonoco, our former parent company upheld the principles of the United Nations Global Compact (UNGC), embedding responsible business practices across operations. Following our divestiture, we are proud to carry this commitment forward by soon becoming a UNGC signatory ourselves. This step reaffirms our dedication to the Ten Principles on human rights, labor, environment, and anti-corruption, and shows our intention to build on this legacy with transparency, accountability, and meaningful contributions to the UN Sustainable Development Goals (SDGs).



Scope 1 and 2



Signifies our development of a Scope 1 and 2 greenhouse gas footprint that meets GHG Protocol and Science-Based Targets Initiative standards with the support of the Supplier LOCT collaborative.

Scope 3



Signifies our development of a Scope 3 greenhouse footprint that meets GHG Protocol and Science-Based Targets Initiative standards with the support of the Supplier LOCT collaborative.

We will prioritize the SDGs, where we have the greatest ability to influence outcomes through our products and operations.

Trusted Sustainability Partner

ThermoSafe was recognized as a company accelerating impact and a Trusted Sustainability Partner, by a leading global supplier in the pharmaceutical and life sciences industry.



Shaping the Future of Cold Chain

At ThermoSafe, our approach to industry engagement is grounded in a simple belief: the future of the cold chain is built through shared responsibility. The challenges facing the life sciences supply chain: ensuring product integrity, navigating evolving regulations, and reducing environmental impact, are too complex for any one organization to solve alone.

That is why we take an active, contributing role across the industry. Not as passive members, but as participants who bring forward real-world experience, data, and a practical understanding of how solutions perform outside the lab.

Our teams regularly engage in technical discussions, working groups, webinar and industry forums where standards are shaped and best practices are defined. In these settings, we advocate for approaches that are grounded in science, aligned with operational realities, and focused on protecting both patients and product integrity. This includes contributing to conversations around performance testing, distribution models, material innovation, and end of life considerations.

Importantly, our perspective is guided by what we see every day across global pharmaceutical and healthcare supply chains. We understand the trade-offs between performance, cost, speed, and sustainability and we bring that balanced view into the broader industry dialogue.

We also believe that progress requires a material-neutral mindset. Rather than advocating for a single solution or material, we support the development of standards and practices that prioritize application fit, proven performance, and continuous improvement. This ensures that innovation remains practical, scalable, and aligned with the needs of our customers.

Through this collaborative spirit, ThermoSafe helps move the industry forward, contributing to a cold chain that is more reliable, more efficient, and more sustainable.

Because advancing the supply chain is not about standing apart. It's about showing up, contributing, and building it together.



“

Sustainability in the cold chain requires more than good intentions; it requires collaboration, transparency, and a willingness to challenge assumptions. At ThermoSafe, we engage across the industry to help shape solutions that balance performance, operational realities, and environmental impact. By taking a material-neutral, science-led approach, we support progress that is both credible and achievable.



Vivian Berni

VP of Business Development, ThermoSafe

**Worldwide
Partners**



Our Sustainability Strategy Built on 5 Core Pillars

ThermoSafe’s sustainability strategy is built to support the safe delivery of temperature-sensitive products to patients while advancing environmental and operational efficiency across the cold chain.

As an independent organization, we are strengthening our approach through dedicated resources, expanded reporting, and a clear strategic framework.

Our 5 Sustainability Strategy Pillars



Sustainability is never one size fits all. By working closely with our customers, we design solutions that reflect their unique goals while ensuring critical pharmaceuticals reach patients safely. It’s a long-term, evolving journey and we’re committed to refining and improving together as needs, technologies, and expectations continue to grow.



Alison Crawley
Global Sustainability Manager, ThermoSafe

Innovation



Orion™: When Sustainability Became a System

Orion was designed to solve a reality the life sciences industry knows well: single-use thermal packaging was reliable, but inherently wasteful, and most alternatives either compromised performance or shifted the burden elsewhere. Sustainability, in practice, had become a materials debate. Orion challenged that assumption.

From the start, Orion was engineered as a reusable thermal packaging system - not a product. Its sustainability impact came not from what it was made of, but from how it performed, how often it could be reused, and how reliably it protected temperature-sensitive medicines across real-world lanes.

The result was a system that reduced waste before it was created.

By replacing dozens of single-use shippers with one durable container used repeatedly, Orion significantly reduced landfill contribution per shipment. At the same time, its high-performance insulation enabled customers to use less dry ice and fewer refrigerants, cutting both material use and associated CO₂ emissions upstream.

But sustainability gains were only meaningful if performance held. Orion proved that durability and reuse did not come at the expense of patient safety. In fact, consistency improved. Customers who made the switch experienced operational, quality, and sustainability gains - each Orion shipment representing both a patient-centric win and an environmental one.

Instead, Orion embedded sustainability directly into the shipment itself, through controlled reuse, system recovery, and continuous performance monitoring. Packaging became part of the supply chain infrastructure, not disposable overhead.

Perhaps most importantly, Orion changed the sustainability conversation.



Sustainability in temperature controlled packaging starts with performance. When solutions protect products in real world conditions, we can then confidently innovate with sustainable materials and design to reduce waste and environmental impact.



Ben VanderPlas
Director of Engineering and R&D, ThermoSafe

It moved discussions away from “Which material is better?”. And toward “How many times can this system protect a shipment safely?”.

That shift matters. Because true sustainability in cold chain logistics isn’t about choosing the right label - it’s about designing systems that perform reliably, repeatedly, and responsibly at scale.

Orion demonstrated that when thermal packaging is treated as a service rather than a disposable product, sustainability stops being an aspiration and starts becoming measurable progress.

Why Orion™ Matters



Designed as a reusable thermal packaging system, not a disposable product



Reduces waste and CO₂ before it’s created, through reuse and performance driven design



Delivers sustainability without adding operational complexity



Proven to protect temperature-sensitive medicines across real-world life sciences lanes



Enables customers to advance sustainability without compromising quality or compliance

ChillTherm™ Bio 1313: Advancing Sustainability Through Smarter Materials

Not every shipment is suited for reuse. In 2025, ThermoSafe recognized that for certain palletized, high-volume, or long-distance lanes, single-use thermal packaging remains operationally necessary. The question was not whether to eliminate these solutions but how to make them more responsible.

The ChillTherm 1313 biodegradable EPS pallet shipper was developed to address that challenge.

Designed for pallet-scale thermal protection, ChillTherm Bio combines the proven thermal performance of EPS with a biodegradable formulation, delivering reliable temperature control while reducing the long-term environmental footprint associated with traditional single-use materials. It represents a pragmatic step forward for applications where reuse is not feasible, but performance and protection cannot be compromised.

ChillTherm Bio helped customers meet sustainability goals without introducing risk. Its insulation performance supported temperature-sensitive medicines across demanding lanes, while its biodegradable design addressed growing pressure around waste reduction and material accountability. Customers were able to maintain existing shipping workflows while advancing environmental objectives, without retraining teams or redesigning supply chains.

Importantly, ChillTherm Bio was never positioned as a universal solution. It was designed as part of a broader, material-neutral portfolio, offering customers an option that balanced performance, scalability, and sustainability for specific palletized use cases.

By improving the sustainability profile of necessary single-use shipments, ChillTherm Bio reduced the environmental impact of cold chain operations where alternatives remain limited. It allowed progress where perfection is not yet possible.

The 1313 biodegradable EPS pallet shipper demonstrated that material innovation still plays a critical role in sustainability - when applied thoughtfully, transparently, and in the right context.



Designing Smarter: Using AI to Reduce Weight, Waste, and Risk

ThermoSafe accelerated sustainability by rethinking how thermal packaging is designed, before it ever reaches the supply chain.

As customer expectations around efficiency and environmental impact increased, so did the need to reduce unnecessary weight, excess materials, and over-engineering in thermal shippers. Traditional design approaches, while effective, often relied on iterative physical testing and conservative safety margins that could unintentionally drive higher material use.

ThermoSafe expanded its use of advanced thermal simulation combined with artificial intelligence and machine learning to address this challenge.

By applying design-of-experiments methodologies within thermal simulation environments, ThermoSafe generated large, high quality expansive data sets that captured how variables such as insulation thickness, geometry, payload configuration, refrigerant placement, and ambient conditions interact within a wide array of real world scenarios. These data sets became the foundation for machine learning models capable of identifying optimal design configurations faster and with greater precision.

The result was smarter shipper design, using only what was needed to protect the product, and nothing more.

Importantly, this approach did not replace engineering expertise - it amplified it. Engineers used AI-generated insights to make better-informed decisions, balancing performance, sustainability, and risk across diverse shipping lanes and use cases.

By embedding intelligence earlier in the design process, ThermoSafe reduced environmental impact upstream, before shipments were packed, transported, or disposed of. Sustainability was achieved not through compromise, but through precision.

The integration of AI and machine learning into thermal shipper design demonstrated how digital tools can quietly but meaningfully advance sustainability - delivering efficient, right-sized cold chain solutions that perform reliably at scale.

Why ChillTherm™ Bio 1313 Matters



Designed for palletized shipments where reuse is not practical



Maintains proven EPS thermal performance with a biodegradable formulation



Enables waste reduction progress without operational disruption



Supports sustainability goals while protecting temperature-sensitive products

Enabling Access to Temperature-Sensitive Vaccines at Scale

When AstraZeneca prepared for the launch of its FluMist® nasal spray vaccine, the opportunity was clear but so was the challenge. Unlike traditional injectable vaccines, FluMist is a live attenuated influenza vaccine that requires strict temperature control throughout distribution to maintain its efficacy. Ensuring that each dose arrived within specification, across diverse and often complex distribution channels, was critical to protecting patient outcomes.

ThermoSafe partnered closely to support this effort, bringing a deep understanding of real-world cold chain conditions and the performance requirements of temperature-sensitive therapies. The focus was not simply on packaging, but on designing a system that could reliably perform across varying transit times, handling environments, and seasonal fluctuations.

Action through Collaboration

Through a combination of validated thermal packaging solutions, lane-specific testing, and a practical understanding of distribution realities, ThermoSafe helped enable a cold chain that was both resilient and scalable.

This work was further strengthened through close collaboration with Carli Deerfield from Cold Chain Consult, who played an integral role in both the development and commercialization of the FluMist AZ launch. From early planning through execution, this partnership helped align packaging performance with real-world operational needs, supporting a scalable and reliable distribution model.

Solutions were designed to maintain required temperature ranges while supporting efficient pack-out processes and minimizing operational burden during peak vaccination periods.

Protecting temperature-sensitive therapies isn't about the package alone - it's about designing a system that performs in the real world.

“

Our role is to ensure customers can deliver with confidence, especially when the stakes are this high. By combining real-world validation with close collaboration, we help translate complex cold chain requirements into scalable, reliable solutions that support both operational success and patient access.



Andrew Sinnen
Chief Revenue Officer, ThermoSafe



Materiality



ThermoSafe's sustainability priorities are informed by a structured assessment of the environmental, social, and governance topics most relevant to our business and stakeholders.

As part of Sonoco Products Company in 2025, a comprehensive double materiality assessment was conducted using a methodology that included market analysis, peer benchmarking, value chain evaluation, and stakeholder engagement. This process identified key ESG topics and associated impacts, risks, and opportunities from both a business and societal perspective.

This work provides a strong foundation for ThermoSafe. While now operating as an independent organization, there is meaningful alignment between these findings and the core aspects of our business, particularly across manufacturing, supply chain, and temperature-controlled packaging. As such, these topics continue to inform our sustainability reporting and priorities.

To further refine our understanding, we actively engage with customers and industry stakeholders. In 2025, feedback highlighted sustainability as a continued priority, with emphasis on:

- Sourcing more environmentally responsible materials and packaging
- Embedding sustainability within organizational practices
- Strengthening supplier strategies with sustainability criteria
- Improving data transparency and integration across the supply chain

These insights reinforce the importance of balancing environmental considerations with performance requirements, especially in temperature-sensitive applications.

As we continue to evolve as a standalone company, ThermoSafe will conduct its own materiality assessment to ensure our approach reflects the specific needs of our business, customers, and the markets we serve.

Double Materiality Assessment¹

Financial Materiality

- Customer Health and Safety
Training and Development (Own Workforce)
- Pollution Prevention and Control
Water Management

Financial & Impact Materiality

- Energy and GHG Emission
Waste and Circularity
- Corporate Culture
Supplier Relationship Management
- Climate Change Risk Management

Impact Materiality

- Supply Chain Worker Fundamental Rights
Sustainable Employment (Own Workforce)

- **Environmental**
- **Social**
- **Governance**

¹ Based on Corporate Sustainability Reporting Directive aligned double materiality assessment conducted by Sonoco

Sustainability Reporting

As part of Sonoco Products Company, ThermoSafe contributed to established sustainability reporting and disclosure frameworks, including CDP, EcoVadis, and the Science Based Targets initiative (SBTi). Sonoco’s reporting aligned with recognized standards such as the Global Reporting Initiative (GRI) and the United Nations Sustainable Development Goals (SDGs).

Sonoco’s greenhouse gas (GHG) reduction targets were validated by the Science Based Targets initiative (SBTi) in 2021, establishing a structured approach to emissions reduction across Scope 1, 2, and 3. These targets include:

- Reducing Scope 1 and 2 absolute GHG emissions by 25% by 2030 (from a 2020 baseline)
- Reducing Scope 3 absolute GHG emissions by 13.5% by 2030 (from a 2019 baseline)
- Supporting reductions through improved energy efficiency and increased use of low-carbon energy



Reduction Targets by 2030

↓ **25%**

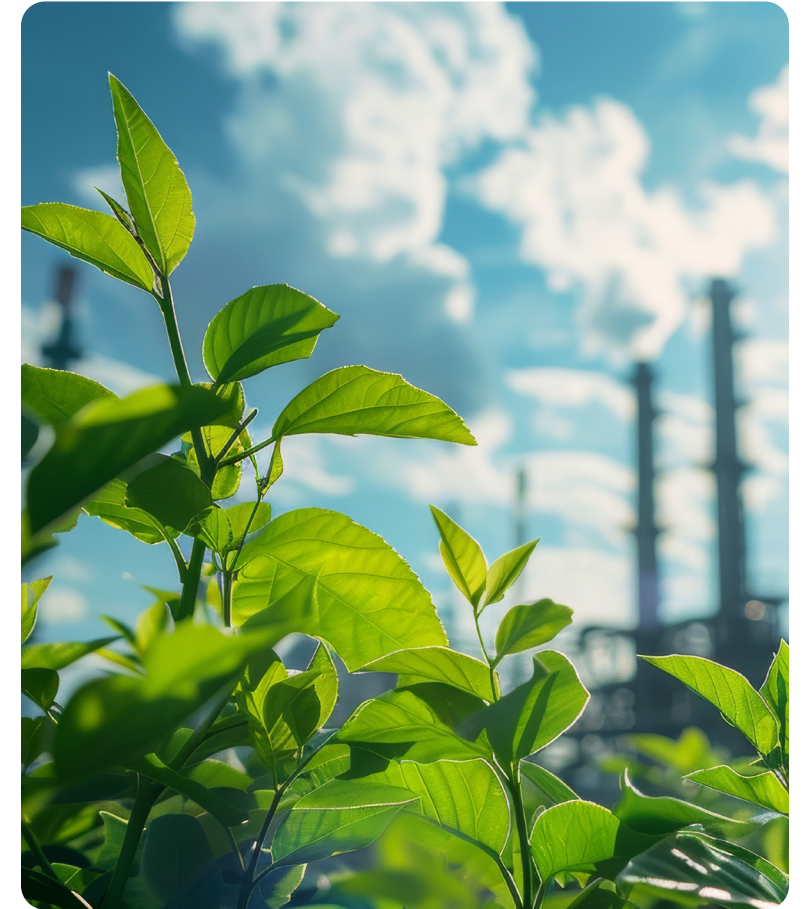
Scope 1 and 2

↓ **13.5%**

Scope 3

This foundation provides important context for ThermoSafe as we continue to evolve our sustainability strategy as an independent organization.

In 2026, ThermoSafe is advancing its own sustainability reporting and governance framework, including the development of company-specific disclosures and the establishment of science-based targets aligned to our business and operations.



Sustainability Reporting Partners





Environmental

Climate Change and Energy Use

Advancing a Circular Economy

Driving Circularity Through Design and Recovery

Responsible Material Use



Climate Change and Energy Use

Scope 1, 2, and 3 Greenhouse Gas Emissions

ThermoSafe completed its full fiscal year 2025 greenhouse gas (GHG) inventory across Scope 1, 2, and 3, aligned with the GHG Protocol and Science Based Targets initiative (SBTi) methodologies.

Scope 1 includes direct emissions from fuel use in company-owned and controlled facilities and vehicles, as well as emissions from refrigerants and process-related sources. Scope 2 represents indirect emissions from purchased electricity used across our operations. Scope 3 includes indirect emissions across the value chain, including purchased goods and services, transportation and distribution, capital goods, operational waste, business travel, employee commuting, and end-of-life treatment of sold products.

In FY2025, ThermoSafe’s total greenhouse gas emissions were **162,617 MT CO₂ eq**, with the following distribution:

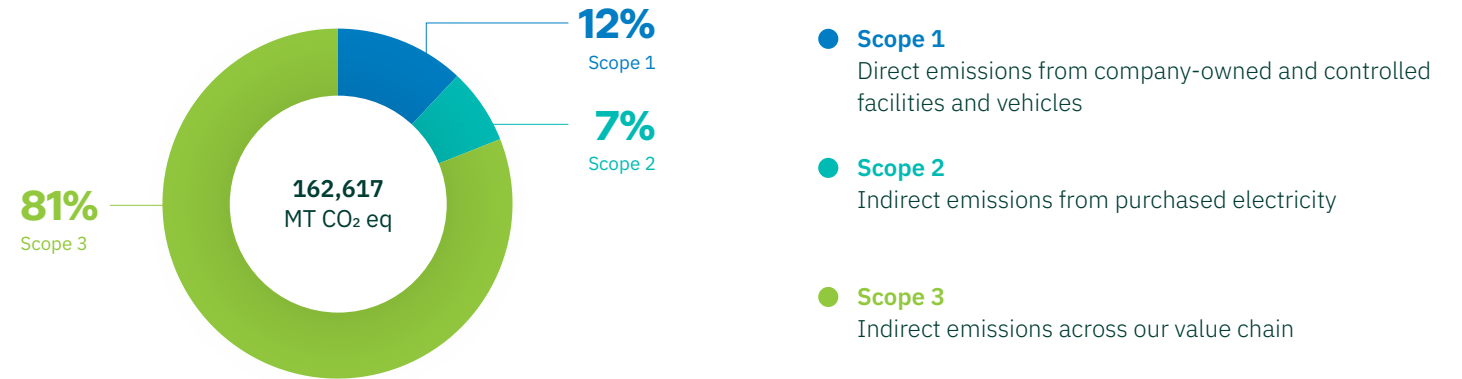
- **Scope 1:** 19,750 MT CO₂ eq, 12%
- **Scope 2:** 10,498 MT CO₂ eq (market-based), 7%
- **Scope 3:** 132,369 MT CO₂ eq, 81%

Within Scope 1, emissions are primarily driven by fuel use across facilities. Scope 2 emissions are largely attributable to electricity consumption. Scope 3 represents the majority of our footprint, with key contributors including purchased goods and services, customer preconditioning of refrigerants, and end-of-life treatment of products.

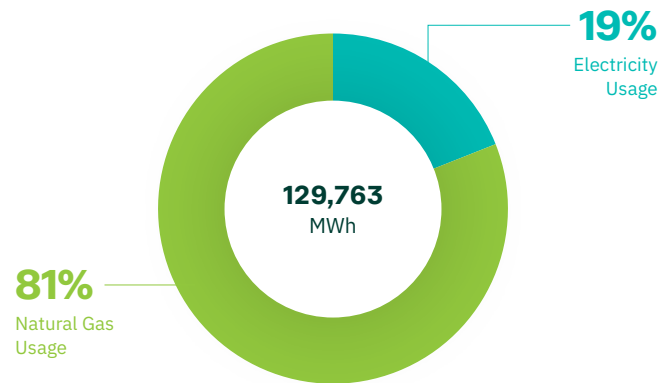
The FY2025 inventory establishes a baseline for ThermoSafe as we advance our emissions reduction strategy. Through 2026, we are developing a science-based roadmap to address emissions across all scopes, supported by enhanced data collection, supplier engagement, and operational improvements.

ThermoSafe will continue to update its GHG inventory annually and refine its approach to measurement and reduction as part of our broader sustainability strategy.

Total ThermoSafe 2025 Greenhouse Gas Emissions Breakdown



Energy Usage (MWh)



Energy Usage and Reduction Efforts

ThermoSafe calculated its total fiscal year 2025 energy consumption across all facilities under operational control, including manufacturing sites, warehouses, and temperature-controlled testing environments.

In FY2025, total energy consumption was **129,763 MWh**, with the following distribution:

- **Natural Gas:** 81%
- **Electricity:** 19%

Energy use is primarily driven by natural gas consumption for manufacturing processes, particularly boiler operations, while electricity supports facility operations, warehousing, and cold storage systems.

The FY2025 inventory establishes a baseline for ThermoSafe as we evaluate opportunities to improve energy efficiency and reduce emissions. Current efforts include assessing renewable energy sourcing options, such as virtual power purchase agreements (VPPAs), and engaging with utility providers to increase access to lower-carbon energy.

ThermoSafe will continue to monitor energy consumption annually and identify opportunities to improve efficiency across operations as part of our broader sustainability strategy.

Water Management and Usage

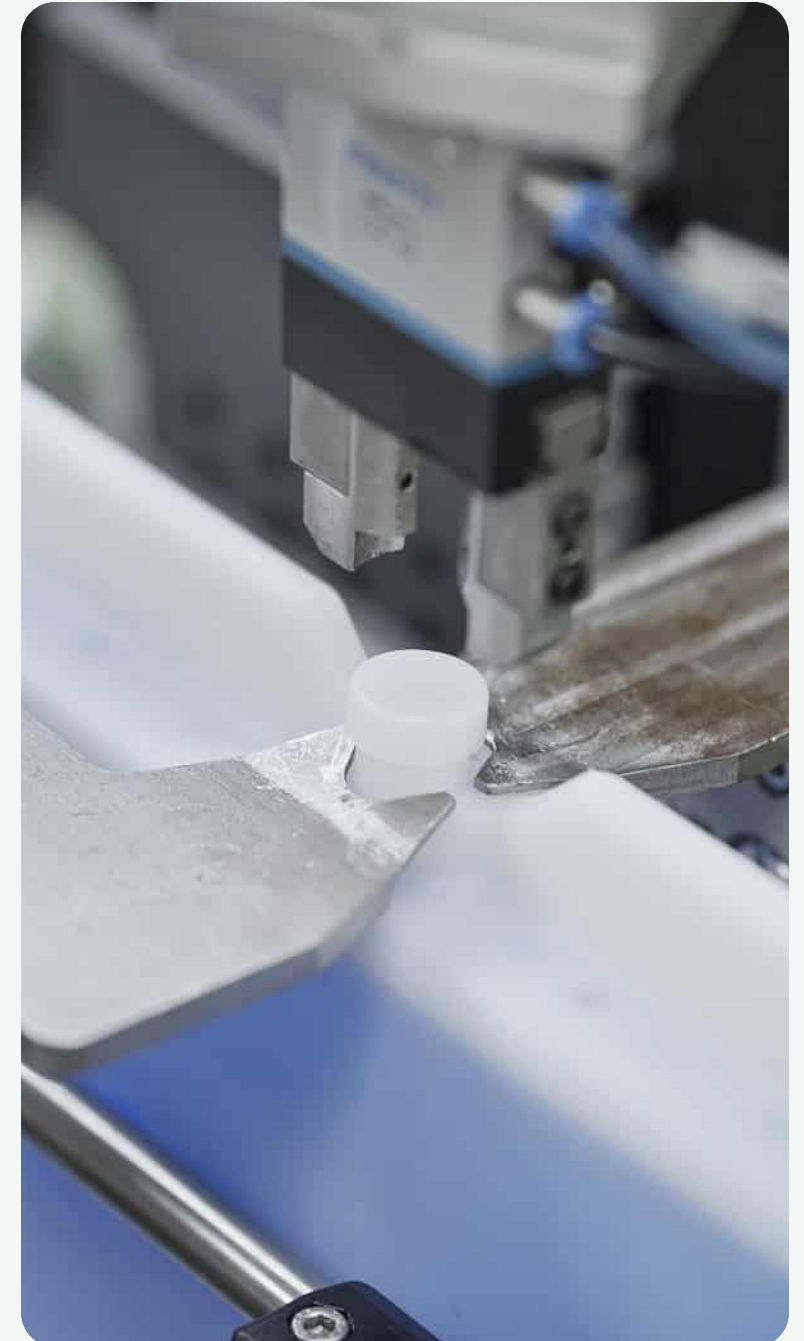
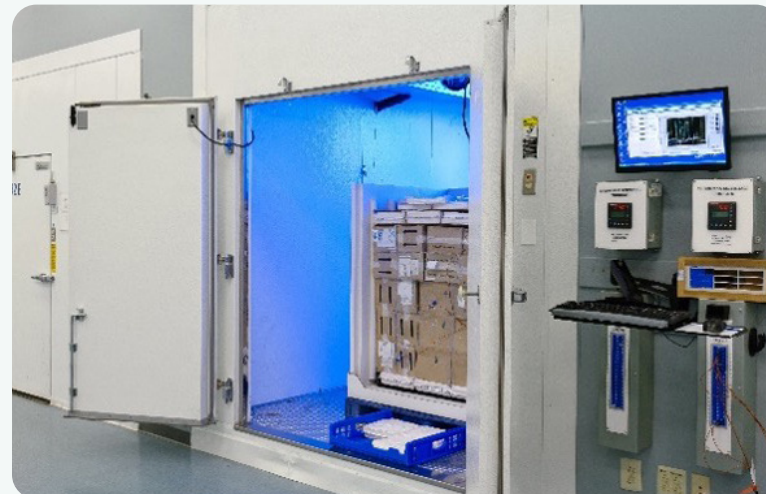
Water is not a primary driver of environmental impact within ThermoSafe's operations; however, we are committed to responsible use and improved visibility across our facilities.

Based on FY2025 utility data, water usage has been estimated as part of our broader resource tracking efforts. As we continue to evolve our independent reporting framework, we are enhancing data collection processes to improve accuracy and consistency.

Operational initiatives to reduce water use and improve efficiency include:

- Optimizing expanded polystyrene (EPS) molding processes to reduce water and steam demand
- Upgrading boiler systems to improve water efficiency
- Implementing recirculation systems to enable reuse across facilities

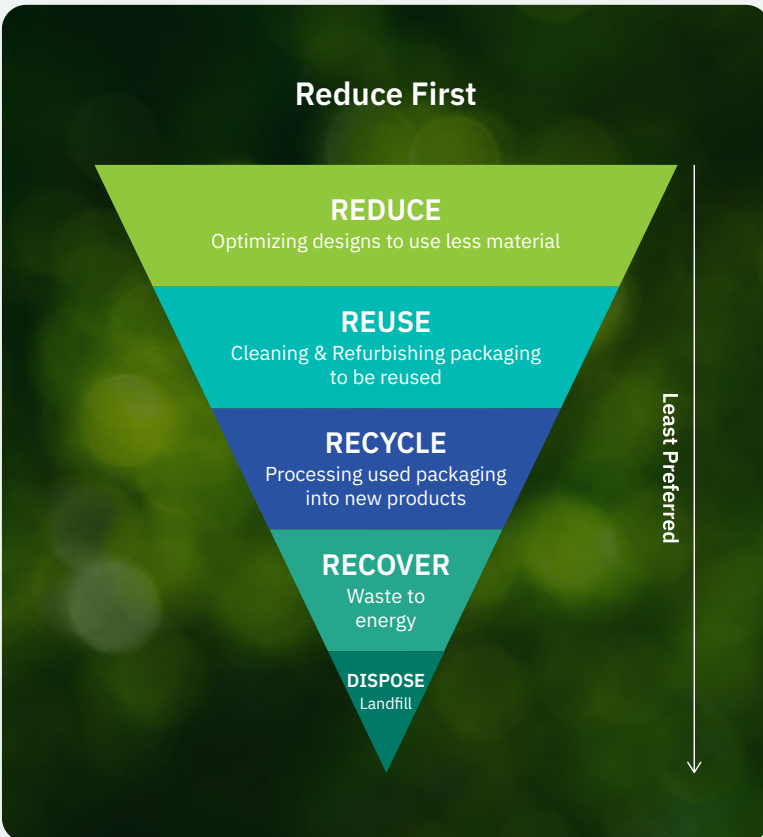
These efforts support more efficient resource use while maintaining the performance and reliability required in our manufacturing operations.



Advancing a Circular Economy

ThermoSafe’s packaging strategy is designed to minimize waste across the product lifecycle, with a focus on material efficiency, reuse, and responsible end-of-life management.

We prioritize a **“Reduce First”** approach, optimizing designs to use only the material necessary to meet performance requirements. By right-sizing packaging and improving material efficiency, we aim to reduce overall resource consumption and environmental impact at the source.



Utilizing How2Recycle®

For our paper-based insulation EOS™, we use the How2Recycle® label to communicate recycling instructions to consumers in the United States. The How2Recycle label is a standardized system that provides clear, consistent guidance on how to dispose of packaging, helping consumers understand which components are recyclable.

Where appropriate, we extend product life through reuse systems, including our Orion reusable parcel platform, which enables multiple shipment cycles and reduces single-use waste. We also support material recovery through recycling, working to incorporate recycled content and enable recyclability where infrastructure exists.

For materials that cannot be effectively recycled, we evaluate alternative pathways such as energy recovery, with landfill remaining the least preferred option. This hierarchy reflects our commitment to balancing environmental impact with performance, safety, and operational practicality.

We recognize that circularity in temperature-controlled packaging presents unique challenges, particularly given the performance requirements and diverse distribution environments. As a result, our approach focuses on practical, scalable solutions that can be implemented within real-world supply chains.

End of Life Management

ThermoSafe supports responsible end-of-life handling by providing guidance to customers and end users on appropriate disposal pathways for our packaging materials.

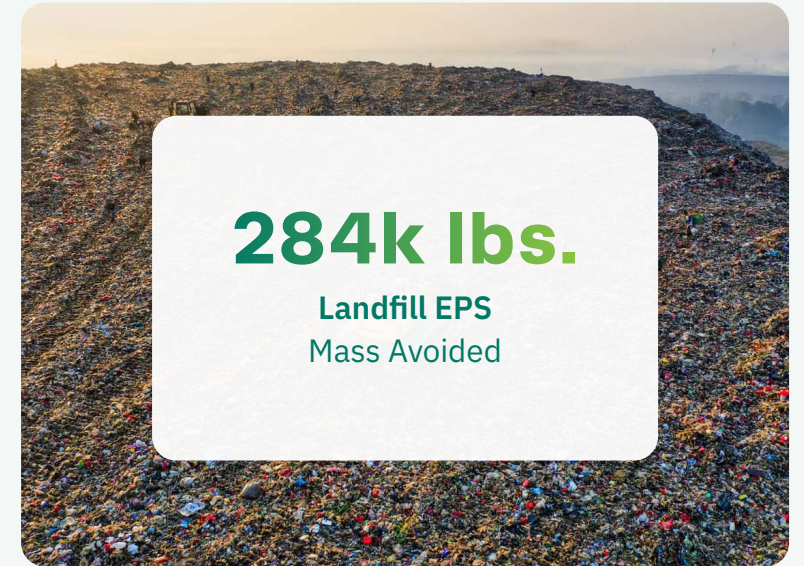
We align with established labeling systems, including How2Recycle, to improve clarity and consistency in disposal instructions and help end users make informed decisions. Where recycling infrastructure is available, we encourage participation in local programs and work to increase awareness of viable recovery options.

For expanded polystyrene (EPS), recycling access continues to expand, with more than 600 drop-off locations across the U.S. and Canada. While access varies by region, these programs provide an important pathway for material recovery.

In addition to recycling, many of our facilities implement internal waste management practices that support material reuse and reduction, including recapturing and reprocessing materials where feasible.

Through these efforts, ThermoSafe aims to improve the circularity of our packaging solutions while maintaining the performance and reliability required to protect temperature-sensitive products.

Driving Circularity Through Design and Recovery



Circularity in Action

ThermoSafe works with customers to develop practical solutions that improve circularity across the cold chain, particularly in areas where traditional recycling pathways are limited.

EPS Return Program

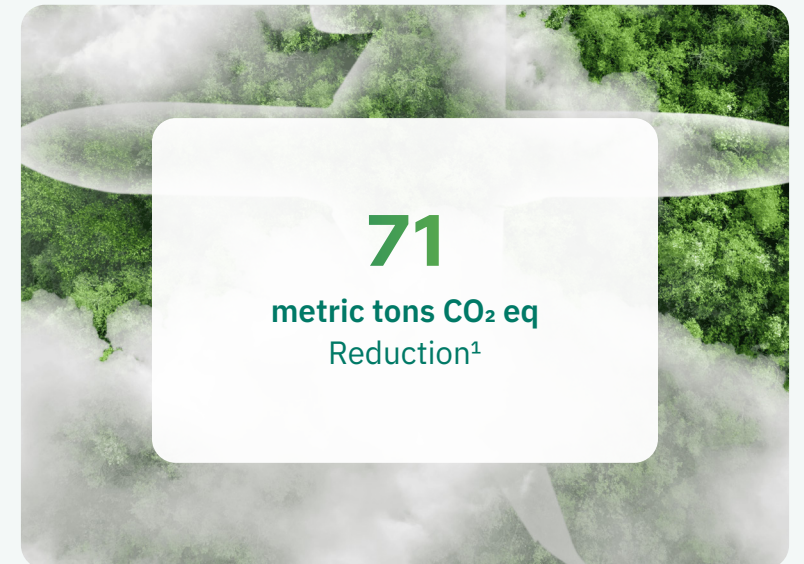
Expanded polystyrene (EPS) remains a critical material in healthcare supply chains due to its thermal performance and cost efficiency. However, in last-mile healthcare settings, end-of-life management can be challenging due to limited recycling infrastructure and operational constraints at clinics, hospitals, and patient delivery points.

In partnership with a global life sciences company, ThermoSafe developed a recovery program to enable the return and recycling of EPS coolers directly from end users.

The program was initially launched in 2024 with a return platform that allowed users to participate in recollection. In 2025, the program was redesigned to simplify the user experience by including pre-printed return labels with each shipment. This removed friction from the process and made participation more accessible across a broader range of end users.

As a result, the program achieved a 50% increase in return rates within one year, demonstrating the importance of designing solutions that align with real-world behavior and operational realities.

Recovered EPS is returned to ThermoSafe facilities for processing and recycling, supporting material recovery while reducing reliance on landfill disposal.



¹ Based on mass of EPS per shipper and end of life impact of landfilling EPS versus recycling EPS

Responsible Material Use

Life Cycle Assessments

Sustainability is rooted in data. At ThermoSafe, Life Cycle Assessments (LCAs) form the basis of our sustainability strategy, enabling us to quantify environmental impacts and make informed decisions across product design, innovation, and customer partnerships.

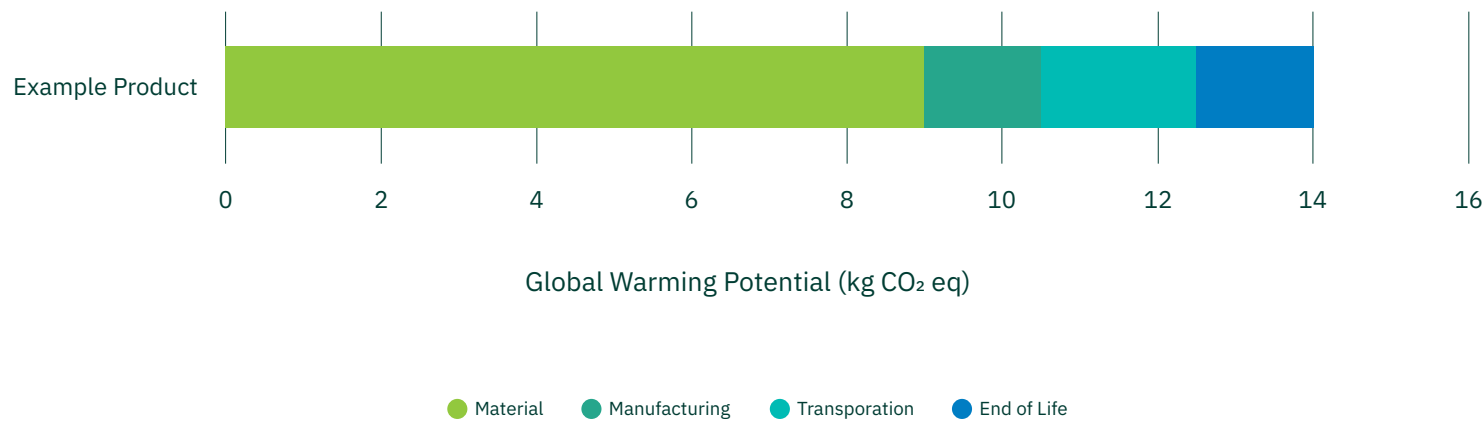
We conduct LCAs in alignment with internationally recognized methodologies and standards, including ISO 14040, ISO 14044, and ISO 14067. These standards ensure that our assessments are transparent, consistent, and scientifically robust. For customers seeking deeper insight, Product Carbon Footprints (PCFs) are available for any ThermoSafe product upon request, providing impact and component breakdowns for cradle-to-grave greenhouse gas emissions.

Our use of LCAs within our in-house sustainability team allows us to guide customers in identifying opportunities to reduce Scope 3 emissions in their packaging, support research and development efforts, inform innovation that prioritizes environmental performance alongside thermal protection and cost, and evaluate trade-offs to optimize packaging solutions.

Material Optimization

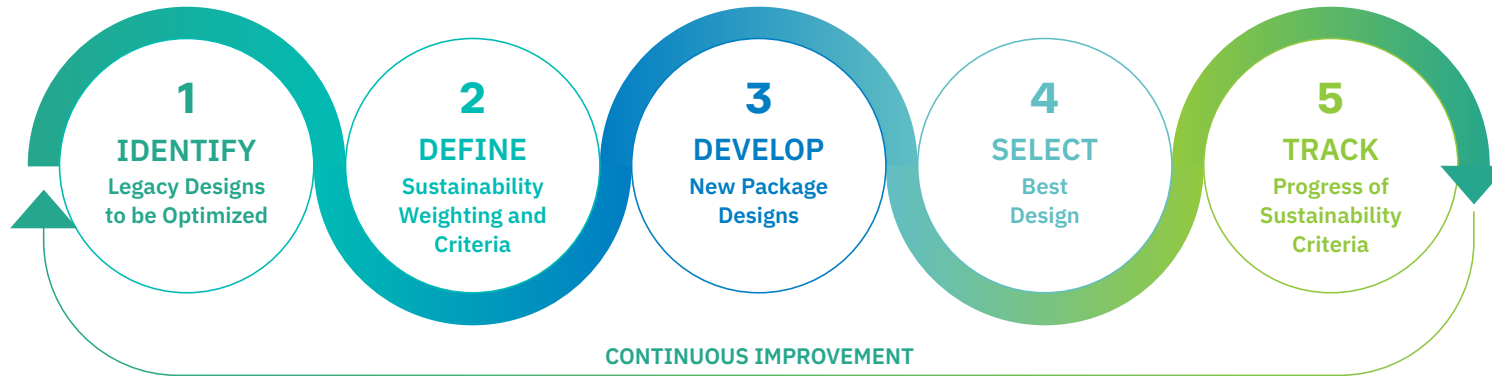
Sustainability doesn't begin at disposal. End of life is only one part of the equation. Our internal LCAs consistently show that materials typically represent the largest share of environmental impact for single use temperature-controlled packaging. This insight drives our focus on material efficiency, reusable solutions, and alternative material technologies.

Global Warming Potential of Product Life Cycle



Other life cycle stages, such as transportation and end of life, vary based on supply chain design, mode of transport, and distribution distances. Transportation can be a meaningful contributor, particularly for air and road shipments, which generally have higher impacts than sea or rail. Understanding these dynamics allows us to tailor packaging solutions that balance performance, cost, and environmental footprint.

Collaborative Design Process



Collaborative Design Process

At ThermoSafe, sustainability is not an add-on, it is integrated into how we design, evaluate, and optimize temperature-controlled solutions. Our Collaborative Design Process, supported by ISC Labs, brings together customers, engineers, and sustainability experts to develop packaging systems that balance performance, cost, and environmental impact across the full product lifecycle.

This process begins with a clear understanding of each customer’s application, including product requirements, distribution lanes, duration, and operational constraints. From there, we evaluate multiple design pathways using data-driven analysis, including thermal performance testing, material efficiency, and lifecycle considerations.

Sustainable packaging design often involves balancing competing priorities. Through this collaborative approach, we openly assess tradeoffs, such as material selection, insulation type, reuse potential, and transportation impact, focusing on the factors that matter most for each application.

By grounding decisions in real-world data and validated testing, we help customers make informed choices that align with both operational needs and sustainability goals. This ensures solutions are not only theoretically sustainable, but practical and scalable within existing supply chains.

The result is a design approach that prioritizes performance while identifying opportunities to reduce material use, improve efficiency, and support more sustainable outcomes over time.

Waste Management

ThermoSafe is focused on reducing operational waste across its global manufacturing footprint through material efficiency, reuse, and responsible waste handling practices.

In our operations, production scrap is routinely reintegrated into the manufacturing process, supporting a closed-loop approach within our facilities. Process controls and continuous improvement efforts are in place to minimize waste generation at the source.

Where waste cannot be avoided, we work with qualified waste management partners to prioritize material recovery and recycling, reducing reliance on disposal. Several of our EPS molding facilities also serve as collection points for post-use packaging.

We maintain strict protocols for the handling and disposal of regulated waste streams, ensuring safe and compliant practices across all operations.

Employee engagement is a key component of our approach. Teams are trained in proper waste segregation and actively identify opportunities to reduce waste, including working with suppliers to reuse or recycle tertiary packaging materials such as pallets and protective components.

At a Masterclass we hosted at LogiPharma in Lyon in April 2025, we asked attendees how they evaluated the sustainability of temperature-controlled packaging. They told us that half of the conversation is about performance, cost is about 30% and sustainability is about 20%. Through the collaborative design process, ThermoSafe works with an individual customer to define the weighting based on their unique sustainability priorities and considerations.



Powered by ISCLabs™

ISC Labs™ represents ThermoSafe’s global centers of excellence for temperature assurance packaging design, engineering, and testing. Bringing together expertise across mechanical, thermal, and materials sciences, our teams develop and validate solutions grounded in real-world performance. Through advanced thermal modeling, rapid prototyping, and a deep database of proven configurations, ISC Labs enable faster development, rigorous qualification, and scalable solutions that support both product integrity and sustainability goals.



Founded in 1989

From day ONE, we grew up with the pharma industry, educating and establishing best practices.



Advancing Cold Chain

Dedicated, state of the art lab facilities to support thermal testing and custom packaging design.



Enabling Compliance

Staying current with the latest regulations around the world to help our customers stay compliant.



Vetting Ideas Quickly

We simplify our customer’s decisions, rapidly moving from virtual to physical prototypes with fast, efficient, prototyping and sampling capabilities.



Data Advantage

Since 1989, a data-driven, quality-first approach has defined our ability to design temperature assurance solutions tailored to each customer’s needs.



Packaging Precision

Customers consider us an extension to their team, by helping them right size packaging – ensuring performance meets real conditions.



People

Protecting Our People Every Day

Responsible Supply Chain

Training and Education

Enhancing Consumer Health & Safety



Protecting Our People Every Day

Occupational Health and Safety

Protecting what matters most starts with our people. We are committed to providing a safe, healthy, and respectful workplace across all operations - one where every employee returns home safely, everyday. Our approach to Occupational Health and Safety is grounded in prevention, accountability, and continuous improvement, and is reinforced through our global safety programs and Human Rights Policy.

We also recognize that safety extends beyond physical conditions. Ergonomics, employee well-being, and mental health are important components of a sustainable workplace. Through targeted initiatives and ongoing engagement, we work to ensure our environments support both the safety and well-being of our teams.

Safety is not treated as a compliance exercise. It is a core operating principle. We design our processes, facilities, and behaviors to reduce risk at the source, supported by clear standards, regular training, and active employee participation. From manufacturing environments to office settings, we promote a culture where hazards are identified early, concerns are raised openly, and actions are taken decisively.

Human Rights Policy

Our focus in Health and Safety is closely aligned with our Human Rights Policy, which reinforces our responsibility to provide working conditions that are safe, respectful, and inclusive. We uphold the fundamental rights of our employees and partners, including freedom from discrimination, forced labor, and unsafe working environments. These principles guide how we operate internally and how we engage across our value chain.

Our most pressing human rights priorities remain clear and consistent. We are committed to providing a safe and healthy workplace for all employees, where risks are actively managed and well-being is protected. We uphold a strict standard of non-discrimination, ensuring that all individuals are treated with fairness, dignity, and respect. In



addition, ThermoSafe maintains zero tolerance for all forms of modern slavery and child labor—both within our operations and across our value chain.

These commitments are not static. As we evolve as an independent organization, we continue to strengthen our policies, training, and oversight to ensure that human rights remain embedded in how we operate every day, and at every level of the business.

ThermoSafe Safety Program

Our ThermoSafe Safety Program emphasizes shared responsibility. Every employee is empowered to act, whether that means stopping unsafe work, reporting observations, or contributing to safer ways of operating. We prioritize the timely resolution of risks, particularly those with the highest potential impact, and continuously strengthen our approach through data, audits, and cross functional collaboration.

Our progress is measured not only in metrics, but in behaviors: how we show up for one another, how we respond to risk, and how we continuously improve. By embedding safety and human rights into our daily operations, ThermoSafe is building a culture where accountability is shared, and where doing the right thing is the standard.

Because protecting patients begins with protecting the people who make it possible.

Life-Changing Events

We define life-changing events as serious incidents with the potential to result in long-term harm. While rare, these events receive the highest level of attention across our organization. Each occurrence is thoroughly investigated to understand root causes, reinforce controls, and prevent recurrence - reflecting our commitment to protecting our people beyond standard safety metrics.

Occupational Health and Safety Management System

ThermoSafe operates within a structured Occupational Health and Safety Management System designed to identify risks, implement controls, and drive continuous improvement. This system is embedded into daily operations, supported by clear standards, leadership accountability, and regular performance reviews across our sites.

Hazard Identification, Risk Assessment, and Incident Investigation

We take a proactive approach to identifying hazards and assessing risk before incidents occur. Employees are encouraged to report observations and near misses, enabling early intervention. When incidents do occur, we conduct thorough investigations focused on root cause analysis, ensuring that corrective and preventive actions are implemented and sustained.

Worker Training on Occupational Health and Safety

Training is a critical component of our safety culture. Employees receive role-specific safety training, supported by ongoing refreshers to reinforce awareness and safe behaviors. Our approach ensures that individuals are equipped not only to perform their work safely, but also to recognize and respond to potential risks in their environment.

Promotion of Work Health and Safety

We actively promote a culture where safety is a shared responsibility. Through regular communication, leadership engagement, and employee-driven initiatives, we reinforce the importance of safe behaviors at every level of the organization. Our goal is to create an environment where speaking up is expected, accountability is clear, and safety is part of how we work every day.

At ThermoSafe, safety is not a program. It is part of our DNA. It shapes how we think, how we operate, and how we care for one another across every level of the organization. As we continue to grow as a standalone company, we carry this foundation forward with intention - strengthening our systems, reinforcing our culture, and raising the standard of what safe operations look like in our industry.

We know that safety is never finished. It requires constant attention, learning, and accountability. That is why we remain committed to continuously improving, building on what we have established,

listening to our teams, and evolving our approach to meet the needs of a changing workplace.

Because at ThermoSafe, protecting people is not just a priority. It is a responsibility we own every day.

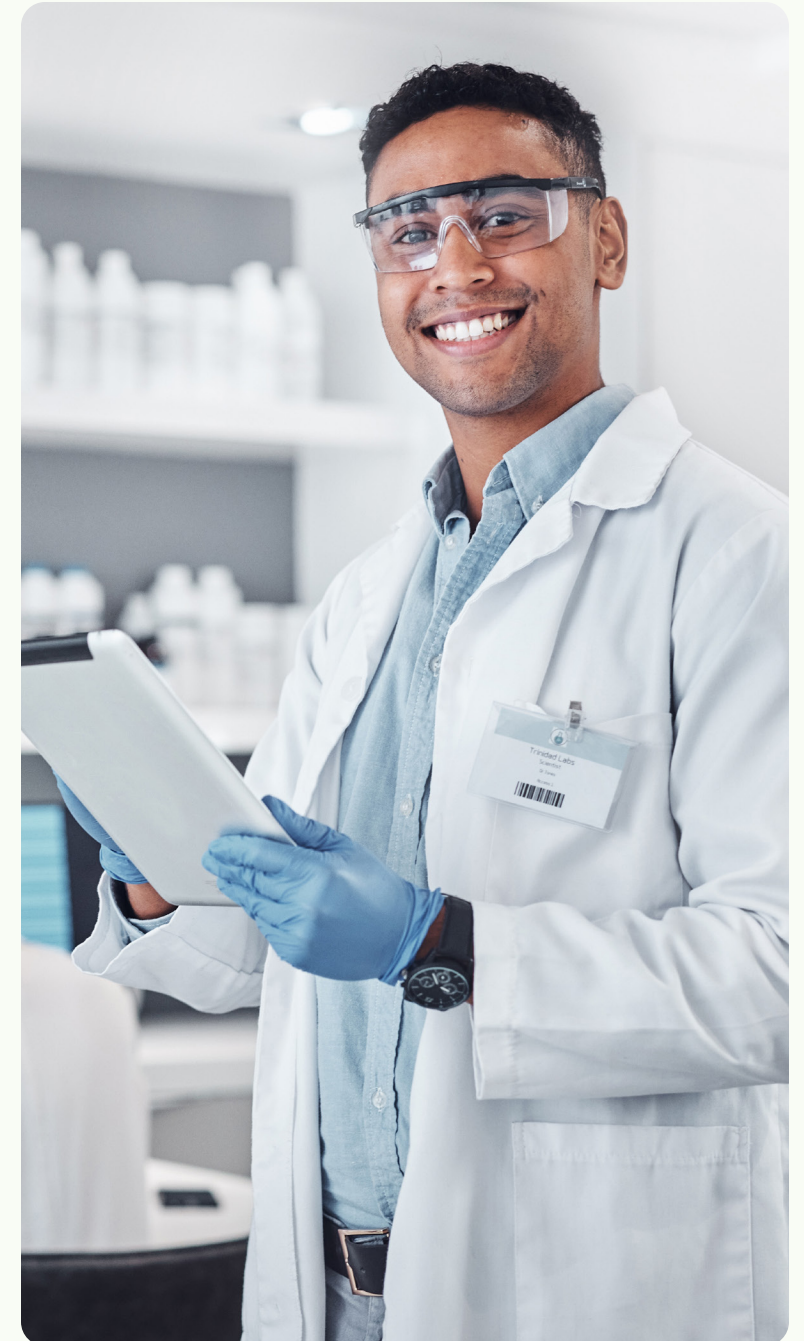
“

Safety shows up in the decisions we make every day—on the floor, in our processes, and in how we look out for one another. Protecting our people starts with awareness, accountability, and the willingness to act. That requires discipline, engagement, and a shared commitment across every level of the organization.



Ken Sears

VP of Manufacturing, ThermoSafe



Responsible Supply Chain

Supplier Standards and Engagement

Our Supplier Code of Conduct requires full compliance with applicable laws, respect for human rights, responsible employment practices, strict adherence to health and safety regulations, and conflict minerals due diligence.

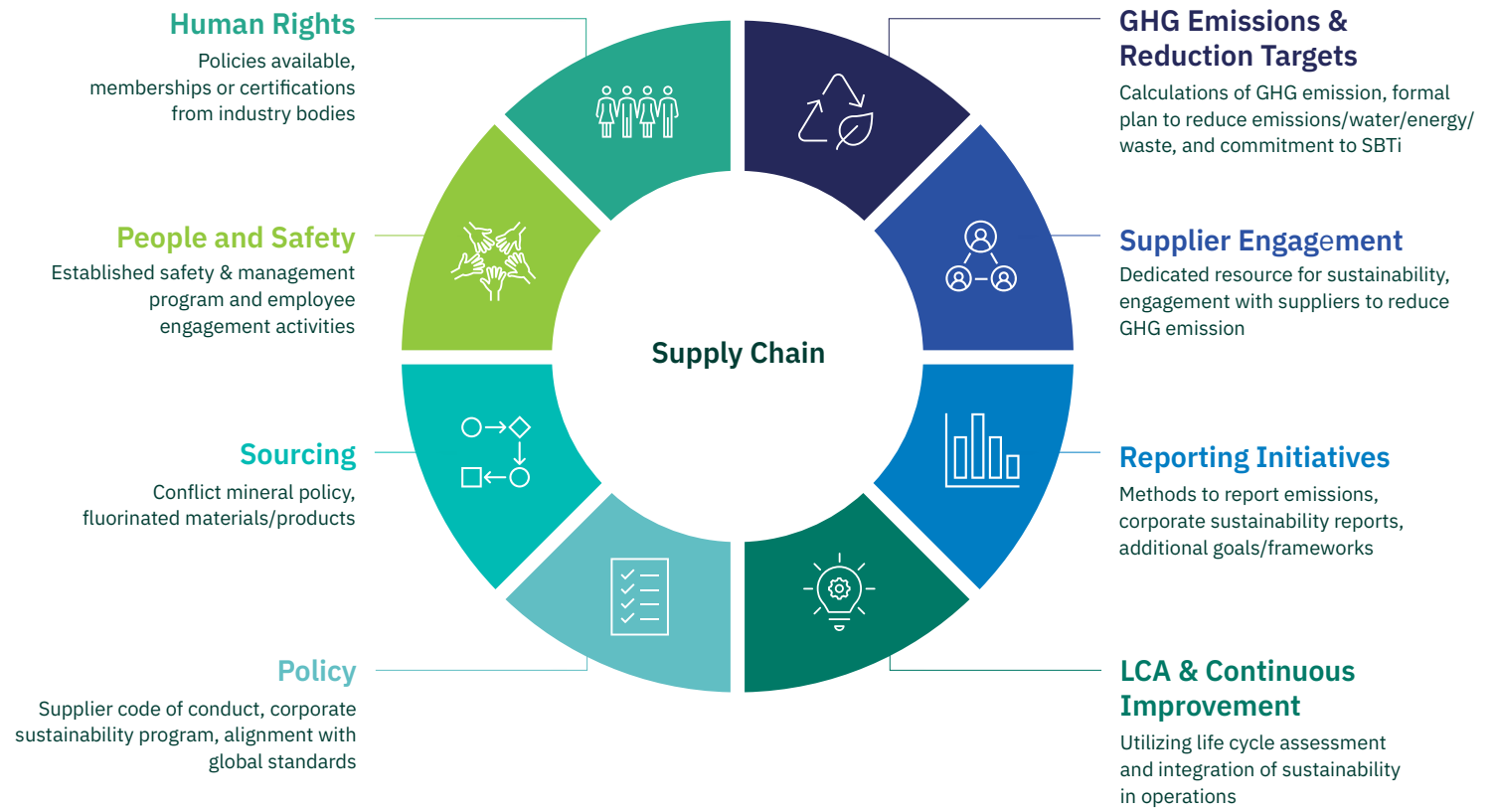
Beyond compliance, ThermoSafe has initiated a process to conduct a supplier sustainability survey across our global operations. We asked questions related to various environmental, social and governance topics. We are implementing this process in our procurement strategy, working to better understand our supplier’s environmental and social practices.

Building Capability, Empowering People

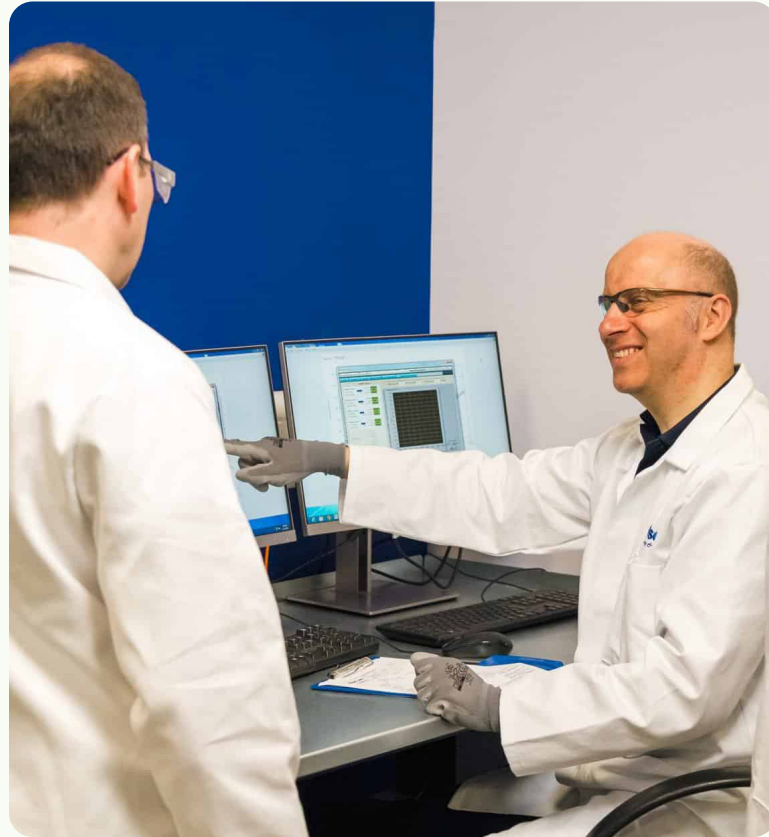
We recognize that our people are central to everything we achieve. As we continue to build on the strong foundation established through Sonoco, we are evolving our approach to training and education to reflect who we are today and who we are becoming. Our focus is on equipping employees with the knowledge, skills, and confidence they need to succeed in a dynamic, highly regulated, and performance-driven industry.

We invest in structured onboarding, role-based training, and continuous learning opportunities that support both individual growth and organizational performance. This ensures our teams are prepared not only to meet today’s expectations, but to adapt and lead as the industry evolves.

Supply Chain Management and Evaluation Framework



Training and Education



Development and Engagement

We are committed to creating an environment where employees can grow, contribute, and stay connected to the broader purpose of our work. Development at ThermoSafe goes beyond formal training. It includes on-the-job learning, cross functional collaboration, and opportunities to take on new challenges that expand capabilities and perspective.

Engagement is equally important. Through regular communication, team interactions, and structured touchpoints, we foster alignment, transparency, and a shared sense of direction. We are building a culture where feedback is encouraged, ideas are valued, and employees feel connected to both their teams and the impact of their work.

Core Values and Employee Experience

As a standalone organization, ThermoSafe is actively shaping a distinct employee experience, one that reflects our values, our purpose, and the expectations we set for ourselves and one another. Our core values serve as the foundation for how we operate: with integrity, accountability, collaboration, and a commitment to quality.

We are intentionally building this foundation, defining not only what we do, but how we do it. This includes creating clear expectations, reinforcing consistent behaviors, and ensuring that our culture supports both performance and well-being.

The ThermoSafe employee experience is still being shaped and that is by design. We see this as an opportunity to build something meaningful and enduring: a workplace where people are empowered to contribute, grow, and take pride in the role they play in protecting what matters most.

Sonoco University

82,345

Number of courses offered to Sonoco employees

16

Sonoco specific development courses created

47,346

Enrollments

3

Average Hours of Sonoco University Training per Employee

Enhancing Consumer Health & Safety

Protecting patient health is the foundation of ThermoSafe's mission. Our temperature controlled packaging plays a critical role in ensuring pharmaceuticals arrive within their required temperature ranges, preserving product efficacy and ultimately supporting patient well-being. Because Every Degree Matters™, we design every solution with safety, reliability, and performance as our highest priorities.

Patient Safety

ThermoSafe maintains a robust portfolio of ISTA 7D and 7E prequalified shippers engineered to perform consistently across a wide range of real world conditions. These solutions are tested to maintain temperature integrity even under extended durations, providing built in tolerance for delays that may occur during transport.

Our solutions undergo rigorous qualification testing that simulates environmental extremes, transit variability, and worst case scenarios. This ensures our packaging performs reliably not just in ideal conditions, but in the unpredictable realities of global supply chains.



Quality Management

Our quality management system tracks performance across the full lifecycle of our shippers. We monitor key quality metrics, including:

- Qualification pass/fail trends
- Corrective and preventative actions (CAPA)
- Customer feedback and field performance data

This disciplined approach allows us to identify trends early, take corrective action where needed, and continuously strengthen product reliability. We work with our customers to design temperature-controlled packaging that maintains the temperature range and duration needed for their products. We strive for all shipments to maintain temperature to final delivery, avoiding temperature excursions.

Evaluating Product Safety

We regularly assess the health and safety impacts of our product categories to ensure they meet regulatory requirements and customer expectations. This includes:

- Reviewing material safety
- Evaluating thermal performance under stress conditions
- Assessing potential risks across the product lifecycle
- Ensuring compliance with applicable standards and guidelines

These assessments help us maintain a high level of confidence in the safety and suitability of our solutions for pharmaceutical applications.

ThermoSafe maintains strict adherence to health and safety regulations. For the reporting period, we recorded zero incidents of non-compliance concerning health and safety impacts of products and services. Our commitment to compliance is reinforced through ongoing training, internal audits, and continuous improvement initiatives.





Governance

Board and Compliance

Risk Identifications and Management



Board and Compliance

Governance - Accountability in Action

ThermoSafe operates under a defined governance structure that includes executive leadership and oversight at the board level.

ThermoSafe is managed by a team of six top executives, with Jim Lassiter as the CEO. The company is overseen by a board of directors, with Jim Lassiter serving as the chairman.

The Chair of the Board plays a critical role in guiding governance practices, facilitating effective oversight, and ensuring that the board operates with independence and accountability. This role supports constructive challenges, strategic alignment, and disciplined decision-making across the organization.

Ethics, Compliance, and Governance

ThermoSafe is committed to operating with integrity, transparency, and full compliance across our global operations. As we transition to an independent organization following our separation from Sonoco Products Company, we are building on a strong foundation of policies and training programs while establishing a consistent, company-wide compliance framework.

This framework guides both daily actions and long-term decision-making, reinforcing our commitments to environmental responsibility, workplace safety, regulatory compliance, and uncompromising quality across all regions where we operate.

Our approach is supported by a core set of policies that define clear expectations for all employees, including but not limited to our Code of Business Conduct and Ethics, Anti-Bribery and Anti-Corruption Policy, and Whistleblowing Policy. Together, these policies provide practical guidance on responsible decision-making, ethical conduct, and the protection of human rights.

As ThermoSafe continues to grow, we remain focused on strengthening this foundation, ensuring compliance is consistently understood and applied across the organization.

Risk Management

ThermoSafe takes a structured, proactive approach to identifying and managing risks across our operations, supply chain, and product lifecycle. We regularly evaluate potential risks related to product performance, regulatory compliance, occupational health and safety, and data security. These assessments inform our mitigation strategies and ensure we maintain the highest standards of reliability and safety for our customers and end users.

Protecting People Across Our Value Chain

We are committed to preventing and mitigating occupational health and safety impacts not only within our own operations, but also in connection with our business relationships. This includes:

- Conducting safety assessments of key suppliers and partners
- Requiring adherence to applicable safety standards and regulations
- Implementing corrective actions when risks or non-conformances are identified
- Providing training and resources to support safe handling and use of our products



Our responsibility goes beyond the product itself. We think about everyone who interacts with it, from manufacturing through to end use. Ensuring safety across that entire lifecycle is fundamental to how we design, operate, and serve our customers.

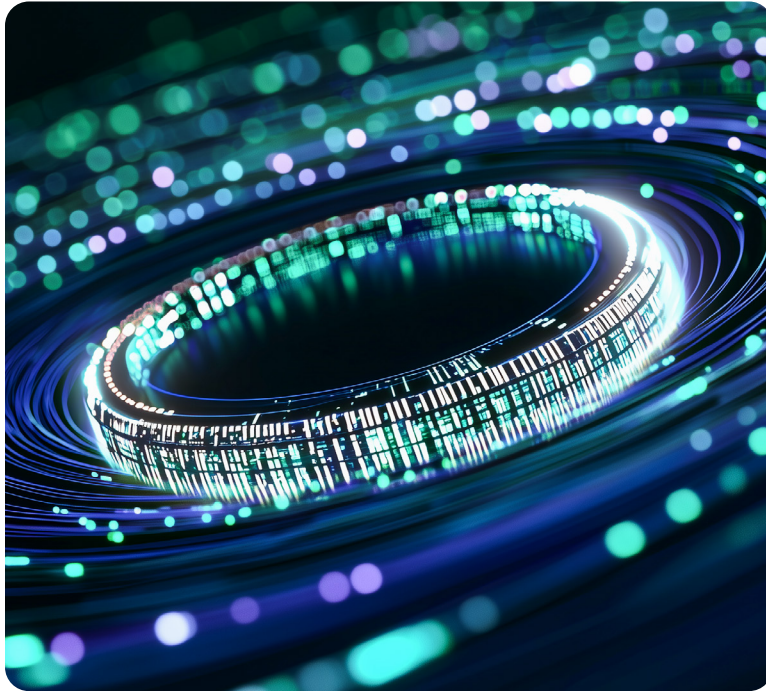


Gary Morgan

VP and General Manager of Europe, ThermoSafe



Risk Identifications and Management



Open Channels for Reporting

ThermoSafe maintains multiple mechanisms for employees and partners to seek guidance or raise concerns related to ethics, safety, compliance, or product performance. These include:

- Direct access to supervisors and functional leaders
- Anonymous reporting channels available through established systems
- Clear escalation pathways for safety or quality concerns
- Regular communication encouraging a “speak-up” culture

We believe transparency and early reporting are essential to maintaining a safe and responsible workplace.

Cybersecurity and Data Privacy

ThermoSafe recognizes the importance of protecting sensitive information, including customer data, operational data, and intellectual property. Our cybersecurity and data privacy practices are aligned with best practices and include:

- Robust access controls and authentication protocols
- Regular system monitoring and threat detection
- Employee training on data privacy and cybersecurity best practices
- Incident response procedures to ensure rapid action if a threat is detected

Information Security Policy

ThermoSafe adheres to an Information Security Policy, which outlines expectations for secure data handling, system use, and protection of confidential information. The policy includes:

- Requirements for secure storage and transmission of data
- Guidelines for acceptable use of technology
- Protocols for reporting suspected security incidents
- Compliance with relevant data protection regulations



Our information security policies create a consistent foundation across the organization, ensuring best practices are not only defined, but applied every day to protect our data, systems, and customers.



Larry Aubrey
Chief Information Officer, ThermoSafe

Regulatory Monitoring

As regulations globally related to sustainable packaging continue to evolve, ThermoSafe is actively monitoring the latest developments and adjusting our documentation and product communications accordingly.

We have published dedicated USA and European Union (EU) blogs interpreting the various language and implications of changes by the Extended Producer Responsibility laws in the USA and Packaging and Packaging Waste Regulation (PPWR) in the EU.

We are forward thinking in our research and development to create products that meet stakeholder expectations and align with newest sustainability guidance. Our Product Safety Declarations and Declarations of Conformance are being standardized and rolled out across our product portfolio globally.

Regulatory compliance is fundamental to our operations. ThermoSafe continuously monitors relevant regulations affecting packaging materials, product safety, environmental performance, and data protection. Our regulatory monitoring process includes:

- Tracking updates from global, federal, and local regulatory bodies
- Assessing potential impacts on our products and operations
- Updating internal procedures and product designs as needed
- Engaging with customers to ensure alignment with their compliance requirements

This vigilance helps us anticipate changes, reduce risk, and maintain the highest standards of product safety and integrity.

Shaping the Future

Looking Ahead

ThermoSafe is at an important point in its evolution. As an independent organization, we are building on a strong foundation while establishing a clear, focused path forward.

Our approach to sustainability is grounded in how we operate, through performance-driven design, responsible resource use, and a commitment to continuous improvement. Across our business, we are working to strengthen our data, refine our processes, and align our actions with the needs of our customers, our partners, and the patients they serve.





We recognize that sustainability is not defined by a single initiative or outcome. It is the result of consistent decisions made over time - balancing performance, practicality, and environmental impact across the full lifecycle of our solutions.

As we move forward, ThermoSafe remains committed to advancing solutions that perform in the real world, at scale, and in service of what matters most.

Because every degree matters™.

Stay Connected

To continue the conversation and engage with ThermoSafe on cold chain topics, we invite you to connect with us:

-  **Cold Chain Exchange**
[Join our industry forum](#) to explore trends, share perspectives, and engage with peers across the temperature-controlled supply chain
-  **Website**
Explore our capabilities, insights, and latest innovations at thermosafe.com
-  **LinkedIn**
[Follow ThermoSafe](#) for updates, perspectives, and industry content
-  **Contact Us**
Connect directly with our team to [discuss your specific needs](#)





Appendix

About This Report

Environmental Data Tables

Social Data Tables

GRI Content Index



About This Report

For fiscal year 2025 reporting, ThermoSafe was part of Sonoco Products Company for January 1, 2025 – November 3, 2025. From November 3, 2025 – December 31, 2025, ThermoSafe was acquired by Arsenal Capital Partners. This report includes all 14 global manufacturing sites in FY2025. The report includes data and metrics related to the 2025 fiscal year. Data may be rounded or estimated with various gap filling techniques. The operational control boundary was utilized in developing the Scope 1 and 2 footprint and Scope 3 footprint primarily utilizes spend based data. We will continue to refine and improve our methodology and data collection.



Environmental & Social Data Tables

METRIC	2025
Energy	
Total Energy Consumption within the Organization (MWh)	129,762.88
Energy Intensity (MWh / thousand \$ revenue)	0.49
GHG Emissions	
Total Scope 1 and Scope 2 Emissions (MTCO ₂ e, market-based)	30,247.73
Total Scope 1 and Scope 2 Emissions Intensity (MTCO ₂ e, market-based / thousand \$ revenue)	0.11
Direct (Scope 1) GHG Emissions (MTCO ₂ e)	19,749.80
Indirect (Scope 2) GHG Emissions (MTCO ₂ e, market-based)	10,497.93
Indirect (Scope 2) GHG Emissions (MTCO ₂ e, location-based)	9,653.47
Indirect (Scope 2) GHG Emissions Intensity (MTCO ₂ e, location-based / thousand \$ revenue)	0.04
Total Scope 3 GHG Emissions (MTCO ₂ e)	132,369.14
Scope 3 Categories Included in Calculation	1, 2, 3, 4, 5, 6, 7, 9, 10, 12
Total Scope 1, Scope 2 and Scope 3 GHG Emissions (MTCO ₂ e, market-based)	162,616.87
Total Scope 1, Scope 2 and Scope 3 GHG Emissions Intensity (MTCO ₂ e, market-based/thousand \$ revenue)	0.61
Waste	
United States	
Total Waste Generated (mt)	2,431.99
Waste Diverted from Disposal (mt)	59.09

Environmental & Social Data Tables

METRIC	2025
Waste	
Waste Directed to Disposal (mt)	2,372.90
Europe, United Kingdom, and Singapore	
Total Waste Generated (mt)	7,481.27
Waste Diverted from Disposal (mt)	7,463.32
Waste Directed to Disposal (mt)	17.95
Workforce	
Total Employees	842
Salaried Employees	189
Hourly Employees	653
Gender Balance	
Total Employees (% share of women)	30%
Training and Education²	
Average Hours of Sonoco University Training per Employee (hours)	3
Number of Courses Offered to Employees (count)	82,345
Percentage of Employees Receiving Regular Performance and Career Development Reviews	100%

¹ Diversion activities include recycling, composting, and special waste recovery. Directed to disposal includes landfill or waste to energy. Spend data for waste management not included in this table.

² Based on Sonoco University and Sonoco Products Company process

GRI Content Index

Statement of Use

ThermoSafe has reported the information cited in this GRI content index for the period January 1, 2025 - December 31, 2025 with reference to the GRI Standards.

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404-1 Average hours of training per year per employee	31, 40

404-2 Programs for upgrading employee skills and transition assistance programs	31, 40
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