

# Primo Brands sustainability goals

Our mission: Hydrating a Healthy America™



## WATER STEWARDSHIP



## CIRCULAR PACKAGING



## PEOPLE & COMMUNITY



## GREENHOUSE GAS EMISSIONS REDUCTION

We are focused on water stewardship from source to sip. We strive to enhance the responsible management of water resources, work closely with our communities, and help support the availability of quality drinking water for the long term.

### Water stewardship in action

Invest in high-priority watersheds<sup>1</sup> to drive projects for environmental and community benefit through local strategy and funding. Demonstrated through aiming for certification to Water Stewardship and Resiliency (WSR) Standard in six select watersheds by 2030

### Water replenishment

Aim to replenish<sup>2</sup> 100% of water used or displaced<sup>3</sup> by our bottling operations in our high water stress watersheds<sup>4</sup> facing shared water challenges by 2035

### Water efficiency

Aim to improve the water efficiency rate in operations from 1.367 l/l in 2022 to 1.277 l/l by 2030, representing a 27% increase in efficiency and resulting in 348 gallons saved through efficiency measures from a 2024 baseline by 2030

We provide healthy hydration in formats which include reusable, refillable, and recyclable solutions. We are focused on increasing the circularity of our packaging, from the materials we use, including recycled content, through to our refill solutions.

### Circular design

Aim to have 100% of our beverage packaging<sup>5</sup> designed to be recyclable<sup>6</sup>, reusable<sup>7</sup>, or compostable<sup>8</sup> by 2035

### Recycled content

Aim for an average of 50% of our beverage packaging<sup>9</sup> to be made from recycled or renewable<sup>10</sup> materials, avoiding over one billion additional pounds of virgin plastic from a 2024 baseline by 2035

### Reusable bottles

Aim to increase the volume share of gallons sold through reusable solutions to 33% or greater, avoiding 1.2 billion pounds of plastic compared to a 2024 baseline<sup>11</sup>

### Circular systems

Support efforts to improve our access to recycled materials through a more mature recycling infrastructure

### Zero waste

Aim for zero waste<sup>12</sup> to landfill (90% diversion) at all of our factories by 2035

We are focused on creating a safe and healthy workplace where people fulfill their potential and feel safe, respected, and valued. We invest in our communities to provide healthy hydration and support local environmental stewardship.

### Associate experience

- Aim to improve associate engagement through annual employee survey – aim for 90% response rate
- Aim for 100% of associates to receive a performance review annually

### Health and safety

- Strive for zero recordable accidents and injuries
- Aim for 100% of associates driving a truck to complete Smith System training

### Communities

- Be a force for good in our communities. Aim to donate an average 1,000,000 or more 12-liter case equivalents of water each year, create an environment of community involvement, and help to clean and protect waterways

In our own operations, we are focused on increasing energy efficiency and optimizing our distribution network. In our supply chain, we are working with our packaging suppliers to help reduce our Scope 3 emissions.

### Scope 1, 2, and 3

- Aim to execute identified opportunities from 2024 energy audit in top eight factories by 2026
- Aim to reduce Scope 1, 2, and 3 GHG emissions by 25% from a 2024 baseline by 2035<sup>13</sup>
- Aim to increase percentage of trucks in fleet powered by alternative fuels

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## Footnotes

- <sup>1</sup> "High-priority watershed": We establish high-priority based on review of external stress and risk (via WRI Aqueduct) and shared water challenges (water availability, quality, and access) faced by both Primo Brands and local communities. These regions may change due to various factors
- <sup>2</sup> "Replenish" refers to the volumetric water benefits associated with qualifying activities completed by, or on behalf of, Primo Brands as verified against the Volumetric Water Benefit Accounting (VWBA) 2.0
- <sup>3</sup> "Water used or displaced" represents the volume of consumptive water use for Primo Brands products, and the volume of non-product water use which results in water being moved outside of the local watershed
- <sup>4</sup> "High water stress watershed": We determine high water stress based on review of external stress and risk (via WRI Aqueduct). These regions may change due to various factors
- <sup>5</sup> Packaging materials utilized in the saleable beverage product or during transportation and distribution (bottle, cap, label, tray, films, etc.). Excluding pallets, bulkheads, and other freight related equipment and materials
- <sup>6</sup> "Recyclable" is defined by local regulations. Availability of recycling facilities may be limited or vary. Primo Brands does not verify facility capabilities for each consumer or in each community where a product is sold
- <sup>7</sup> Reusable refers to any beverage packaging which is designed to be collected and used multiple times for its original intended purpose by, or on behalf of, Primo Brands, (e.g., 5-gallon bottles which are designed to be collected, sanitized, and refilled, or pallets which are designed to be collected and redistributed)
- <sup>8</sup> Compostable: Designed to meet ASTM D-6400 and similar standards for industrial composting facilities
- <sup>9</sup> Recycled content goal measured by weight of beverage packaging
- <sup>10</sup> Renewable material: continuously replenished at a rate equal to or greater than the rate of depletion
- <sup>11</sup> Based on comparing equivalent volume sold in single-serve 0.5 liter bottles
- <sup>12</sup> Zero waste is defined as 90% landfill or incinerator diversion (total recycled, composted, reused, refurbished, reclaimed/total waste) – <https://zwia.org/zero-landfill-is-not-zero-waste/>
- <sup>13</sup> Primo Brands aims to decrease Scope 1 and 2 market-based emissions by 25% and Scope 3 emissions by 25%. See the 2025 Sustainability Report for list of categories included for Scope 3

