

EFFECTIVE DATE

January 1, 2026

I. TITLE

Privacy Policy.

II. PURPOSE

This Privacy Policy (this “Policy”) describes how Novolex Holdings, LLC, a Delaware corporation with its global headquarters at 3426 Toringdon Way, Suite 200, Charlotte, NC 28277 USA (“Novolex”), and its affiliates and subsidiaries, may collect and use personal data and other information you may provide us through our websites (the “Site” or “Sites”), or through other means. By using the Sites, purchasing, using or providing products and/or services, or being employed or applying for employment by us, you agree to the terms of this Policy and our Terms of Use (“Terms of Use”). California residents should navigate to [Addendum I](#) and individuals accessing the Site from outside the United States should navigate to [Addendum II](#) for additional information about your rights.

III. DEFINITIONS

Novolex and its affiliates and subsidiaries are collectively referred to as “we”, “our”, or “us” in this Policy.

“You” or “your” means the person providing their personal information to us. If the person acts on behalf of, or for the purposes of, another person, including a business or other organization, “you” or “your” also means that other person, including a business organization.

IV. POLICY

How we collect information from you

You may give us information in many ways and in different forms. This may include information that can directly or indirectly identify you (“personal information”). You give us your personal information when you:

- a. visit the Sites;
- b. submit questions to us electronically, in-person, via email, over the phone or in hard copy;
- c. sign-up for any service that will transmit information from this Site to you electronically;
- d. apply for a position with us;
- e. inquire about or purchase our goods or services; or
- f. provide us with information we request from you.

Information we collect

We may have collected the following categories of personal information from you in the past twelve (12) months:

- Contact Information: your first and last name, postal address, email address, and phone number;
- Other identifying information: IP address, social media user names, passwords and other security information for authentication and access;
- Demographic information: gender, age, employment information and salary information;
- Geolocation data;
- Internet or other electronic activity: your browsing and click history, including information about how you navigate within our services and which elements of our services you use the most;
- Commercial information: products purchased or viewed on our website; and
- Inferences drawn from the categories described above in order to create a profile about you to reflect your preferences, characteristics, behavior and attitude.

Information we collect or generate when you use the Sites

The Site may automatically collect certain data concerning access and activities of Site visitors. This data, commonly referred to as “clickstream” data, is used to facilitate Site operation, management and planning and may include the IP address of your computer, the date and time of online requests, the type of browser and operating system used by your computer, the time required to download information you requested, and any error codes generated while your browser is in contact with the Site.

We also may collect anonymous and aggregate information from you about your preferences in navigating the Site by using cookies, action tags and other methods. Cookies are small text files that the Site places on your computer’s hard drive that then identifies your computer. We may use cookies to, among other things, monitor Site usage, customize Site features, identify your computer’s operating system and browser, and complete transactions. An action tag is a small, graphic image on a webpage that is designed to allow the website owner or a third party to monitor who is visiting a website by collecting the IP address of the computer to which the tag is sent, the URL of the webpage that the tag comes from and the time that such webpage was viewed. Tags may be associated with cookie information.

If you do not want us to track such information about you, you can set your browser to warn you before accepting cookies and refuse cookies when your browser alerts you to their presence. You can also adjust the settings in your browser to refuse all cookies. However, certain features of the Site might not work as intended if cookies are refused. To learn more about how we use cookies and the information we collect about you, please refer to our [Cookie Policy](#).

We may use Google Analytics, a web analysis service provided by Google, together with other analytics services, in order to better understand your use of the Site and how we can improve

them. Google Analytics collects information such as how often users visit a website, what pages you visit when you do so, and what other websites you used prior to coming to such website. Google Analytics collects only the IP address assigned to you on the date you visit a website, rather than your name or other directly identifying information. We do not combine the information collected using Google Analytics with your Personal Information. Although Google Analytics plants a persistent cookie on your web browser to identify you as a unique user the next time you visit a website, the cookie cannot be used by anyone but Google. Google Analytics uses its cookie(s) and the information Google Analytics collects to track your online activities over time and across different websites when you use our Site or services, and other websites. Google's ability to use and share information collected by Google Analytics about your visits to the Site are governed by the [Google Analytics Terms of Service](#) and the [Google Privacy Policy](#). Google may utilize the data collected to track and examine the use of the Site or services, to prepare reports on its activities, and share them with other Google services. To more fully understand how Google may use the data it collects through the Site or services, please review "How Google Uses Information From Sites or Apps That Use Our Services" (located [here](#)). If you access the Site on your mobile telephone or mobile device, we may also collect your unique device identifier and mobile device IP address, as well as information about your device's operating system, mobile carrier and your location information.

How we use your personal information

We (or a third party on our behalf) collect and process personal data for the purposes of:

- a. conducting our business, including:
 - i. contracting with you;
 - ii. reviewing usage and purchasing patterns;
 - iii. advertising and marketing our goods and services;
 - iv. to improve our products and services;
 - v. providing customer service; and
 - vi. to communicate with and manage our relationship with you.
- b. recruiting and employment, including:
 - i. hiring, training, performance appraisal, attendance records, compensation, and employee benefits or services;
 - ii. providing contact details and photos;
 - iii. maintaining emergency contacts and taking action in the event of an emergency;
 - iv. making travel arrangements;
 - v. responding to a reference request;
 - vi. performing human resources functions; and/or
 - vii. any disciplinary or grievance related matters.
- c. general management, including:
 - i. providing or receiving products or services;
 - ii. responding to your queries or other correspondence;

- iii. completing due diligence and background checks;
 - iv. access to and monitoring of IT applications and systems;
 - v. building access or security;
 - vi. transferring books of business, company reorganizations or other potential corporate transactions;
 - vii. audits, investigations, claims or litigations, including investigating fraud, misconduct or any unlawful acts;
 - viii. complying with regulatory or legal requirements; and/or
 - ix. administering the Site.
- d. Any legitimate business purposes directly related or comparable to the above, as otherwise set forth in the CCPA (defined herein) or other applicable law, or as otherwise notified to you.

Any sensitive personal information is only collected as necessary for the purposes described above. We will obtain consent to process your sensitive personal information as required by applicable law.

How we share your personal information

We may disclose the personal data we collect to other parties for any of the business purposes described above.

Depending on the business purpose, we may share your personal information with the following categories of recipients:

- Our affiliates and subsidiaries
- Third-party service providers who assist us in performing related tasks or fulfill the identified purposes of the Site's features.
- Third-party advertising partners.

We may also release your information to third parties if we believe such release is necessary: (1) to comply with the law (e.g., a legal process or a statutory authorization), (2) to enforce our Terms of Use or other agreements, (3) to protect our rights or property, (4) as part of a corporate reorganization, consolidation, merger, or sale of substantially all of the assets of Novolex, or an affected operating unit, or (5) because of a potential danger to any person.

The information provided to the third party, including your personal information, will only be provided in connection with the performance of the third party's function. The third party will not be permitted to use your personal information for any purposes other than those outlined in this Policy.

How to exercise your rights under certain state privacy laws

If you are a resident of states with a comprehensive state privacy law, you may have certain privacy rights. This section describes those rights and how you can exercise them.

You can request what personal information we have collected, used, disclosed, and sold and a portable copy of that personal information (right of access).

If you are a Delaware, Maryland, Minnesota or Oregon resident, you can request a list of specific third parties, as defined under Delaware, Maryland, Minnesota and Oregon laws, to which we have disclosed personal information.

You can request that we delete your personal information. We may not delete all of your personal information if one of the following exceptions applies:

- Transactional: to complete a transaction for which the personal information was collected, provide a good or service requested by you, or perform a contract we have with you;
- Security: to detect data security incidents; preserve the integrity or security of systems; or investigate, report, or prosecute those responsible for any such action;
- Error Correction: to debug or repair any errors;
- Legal: to protect against fraud, harassment, malicious or deceptive activities, or illegal activity or to comply with applicable law or a legal obligation, or exercise rights under the law, such as the right to free speech; to assist another party with any of its obligations under applicable privacy laws; or
- Internal Use: to use your personal information, internally, in a lawful manner that is compatible with the context in which you provided the information (i.e. to improve our services).

You may request that we correct certain inaccurate information that we have about you.

You may also opt-out of certain forms of processing, including the sale of your personal information, targeted advertising, or profiling that results in decisions that have legally significant or similarly significant impact to you. You may opt-out of “targeted advertising” by: setting the Global Privacy Control Signal (we process GPC signals in a frictionless manner), configuring your browser to reject cookies, rejecting cookies in our cookie banner or updating your preferences in our cookie preference center.

Please send any data rights requests to privacy@novolex.com. We may ask you for certain information to verify your identity as the individual making such request.

We provide links to other websites

The Site may provide links to other websites or resources of possible interest to you, including linked sites under the control of Novolex (e.g., pactiv.com and theevergreenpackaging.com) and linked sites outside of our control and under the control of third parties. We are not responsible for privacy practices or contents of linked sites under the control of third parties. The inclusion of a link to a site of a third party on this Site does not imply any endorsement of

the third-party site or the owner of the third-party site but is provided as a convenience to you. If you provide personal data to such third parties through their sites, your personal data shall be subject to the policies and procedures of such websites and not this Policy.

Communications with You

You authorize Novolex to transmit e-mail, send postal mail or to telephone you to (i) respond to your communications or requests, (ii) promote our products/services, and (iii) for the purposes of any applicable law regarding notification of persons whose personal information was, or is reasonably believed to have been, acquired by an unauthorized person, any required notification may, where permitted by law, be made by the use of e-mail, telephone, fax or mail (including a notice printed in an available area of a bill or statement) or by posting a notice on the Site. YOU AGREE TO THESE MEANS OF COMMUNICATION.

Data retention and security

We will retain your information for as long as reasonably necessary for our business purposes, to resolve disputes or for legal or regulatory requirements. We will retain and use your information as necessary to comply with our legal obligations, resolve disputes, and enforce our agreements. When determining the appropriate retention period for personal information, we take into consideration (among other things) the sensitivity of the information, risk of harm, purposes of processing, other available means, our relationship, and legal and regulatory requirements.

When we no longer need to use your information, we will remove it from our systems or take steps to promptly anonymize it so that you can no longer be identified from it.

We apply physical, technical and administrative measures to protect your personal information that is under our control from unauthorized access and use.

As the internet is an open global communications system, we cannot guarantee that any information, during transmission or while stored in our systems, will be definitively safe from intrusion by others.

Information collected from children

We do not knowingly collect any personal data from anyone under sixteen (16) years of age without parental consent. We (or third parties on our behalf) collect personal data related to children under the age of sixteen (16) for employee benefits. If we learn that we have collected personal information from a child under sixteen (16) years of age without parental consent, we will take appropriate action in accordance with applicable law. To learn more about the Children's Online Privacy Protection Act ("COPPA") please visit the Federal Trade Commission's website at www.ftc.gov.

How to contact us or update your information

You are responsible for keeping your information current. To update your information or if you have questions or concerns about any of our information collection or handling practices, please contact us at:

Email: privacy@novolex.com

We will use reasonable efforts to process any change you make; provided, however, that requests to delete information are subject to Novolex's internal reporting, processing and retention policies and all applicable legal obligations.

Changes to this Policy

We reserve the right to modify this Policy from time to time. Your continued use of the Site, use or provision of our products and/or services, employment or application for a position, constitute your agreement to our current Policy, with any changes or amendments that may take place now or in the future. We recommend you visit the Site to review any changes in our Policy.

Addendum I

Notice of Privacy Rights of California Residents

This notice describes how Novolex Inc., and its affiliates and subsidiaries, (“Novolex”) collects, uses, stores, discloses or otherwise processes personal data of natural persons who reside in the State of California. At Novolex, we are committed to protecting the privacy of your personal data and complying with our obligations under the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act of 2020 (“CPRA”) (collectively, the “CCPA”). For additional information about the Company’s data privacy practices, please review our Privacy Policy, linked [here](#).

Personal data of yours we collect in California

We collect data that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual (“personal data”). In particular, we may have collected the following categories of personal data within the last 12 months:

| CCPA Category | Examples |
|--|---|
| Identifiers | A real name, alias, postal address, unique personal identifier, online identifier internet protocol address, email address, account name, social security number, driver’s license number, passport number or other similar identifiers. |
| Personal data in Cal. Civ. Code §1798.80(e) | A name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver’s license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, any other financial information, medical information or health insurance information. Some personal data included in this category may overlap with other categories. |
| Characteristics of protected classifications under California or federal law | Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status. |
| Commercial information | Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies. |
| Biometric information | Voice or video recordings, fingerprints, photographs or health information. |
| Internet or other electronic network activity information | Browsing history or search history. |
| Geolocation Data | Physical location or movements. |
| Audio, electronic, visual, thermal, olfactory or similar information | Photographs or video or call recordings. |
| Professional or employment-related information | Current or past job history or performance evaluations, immigration status, names and contacts of references, benefits or other personnel records. |
| Education information | Education records or transcripts. |
| Sensitive personal information | As noted in the categories above as defined in the CCPA. |

Personal data does not include publicly available information from federal, state or local government records; de-identified or aggregated consumer information; or information excluded from the CCPA's scope, such as personal data covered by the Fair Credit Reporting Act, or processed pursuant to the Gramm-Leach-Bliley Act, California Financial Information Privacy Act or the Driver's Privacy Protection Act of 1994 if in conflict with such acts and their implementing regulations.

Why we collect your personal data in California

We (or a third party on our behalf) collect and process personal data for the purposes of:

- conducting our business, including:
 - contracting with you;
 - reviewing usage and purchasing patterns;
 - marketing our goods and services;
 - to improve our products and services;
 - providing customer service; and
 - to communicate with and manage our relationship with you.
- recruiting and employment, including:
 - hiring, training, performance appraisal, attendance records, compensation, and employee benefits or services;
 - providing contact details and photos;
 - maintaining emergency contacts and taking action in the event of an emergency;
 - making travel arrangements;
 - responding to a reference request;
 - performing human resources functions; and/or
 - any disciplinary or grievance related matters.
- general management, including:
 - providing or receiving products or services;
 - responding to your queries or other correspondence;
 - completing due diligence and background checks;
 - access to and monitoring of IT applications and systems;
 - building access or security;
 - transferring books of business, company reorganizations or other potential corporate transactions;
 - audits, investigations, claims or litigations, including investigating fraud, misconduct or any unlawful acts;
 - complying with regulatory or legal requirements; and/or
 - administering the Site.

- any legitimate business purposes directly related or comparable to the above, as otherwise set forth in the CCPA (defined herein) or other applicable law, or as otherwise notified to you.

Any sensitive personal information is only collected as necessary for the purposes described above.

In the preceding 12 months, we may have disclosed the following CCPA categories of personal data to other parties for a business purpose:

- Identifiers
- Personal data in Cal. Civ. Code §1798.80(e)
- Characteristics of protected classifications under California or federal law
- Commercial information
- Biometric information
- Internet or other electronic network activity information
- Geolocation Data
- Audio, electronic or similar information
- Professional or employment-related information
- Education information
- Sensitive personal information

We may also share the information you provide us with third party service providers who assist us in performing related tasks or fulfill the identified purposes of the Site's features. We may also release your information to third parties if we believe such release is necessary: (1) to comply with the law (e.g., a legal process or a statutory authorization), (2) to enforce our Terms of Use or other agreements, (3) to protect our rights or property, (4) as part of a corporate reorganization, consolidation, merger, or sale of substantially all of the assets of Novolex, or an affected operating unit, or (5) because of a potential danger to any person. The information provided to the third party, including your personal information, will only be provided in connection with the performance of the third party's function. The third party will not be permitted to use your personal information for any purposes other than those outlined in this Policy.

From where we collect your personal data

So that we can provide products, services, employment or potential employment to you, we may need to collect your personal data from:

- you, your or our agents and representatives, including your family members, current and former employers, service providers, employment agencies or other recruiters; or
- marketing lists, industry or other databases, monitoring hardware and software, social media or other publicly available sources.

To whom we disclose or transfer your personal data

We may disclose or transfer your personal data to other parties where necessary for the business purposes listed above. Since Novolex operates globally, the parties that we disclose or transfer your personal data to may be located inside or outside of California. Outside of California, such locations will vary from time to time but may include Novolex subsidiaries or operating units or where other third parties to whom we may transfer data, or their affiliates or sub-contractors, operate.

Third parties to whom we may disclose or transfer your personal data include professional advisers, third-party service providers; law enforcement and regulatory bodies; employment benefit providers; any affiliates or allowed sub-contractors of any of the above; and/or as otherwise required or allowed by applicable law or regulation. In the preceding 12 months, we have not sold any personal data. In addition, we have no actual knowledge that we share personal data of any individuals under 16 years of age.

How long we retain your personal data

We retain the personal data processed by us for as long as is necessary for the purpose for which it was collected, including as required by applicable law, regulation or contract, or for so long as there is any possibility that either you or we may wish to bring a legal claim. In the absence of legal, regulatory or contractual requirements, or a possible legal claim, we reserve the right not to retain records created in the provision of our products and services.

Your rights over your personal data in California

The following rights are available to you under the CCPA:

- **Right to know, access.** You have the right to request that we disclose the categories of personal information collected, the categories of sources from which personal information is collected, the business or commercial purpose for collection, the categories of third parties with which we share personal information, and the specific pieces of personal information that we have about you. You also have the right to request that we provide your personal information to you in a readily useable format.
- **Right to request deletion.** You have the right to request that we delete personal information that we collected from you. Note, however, that certain requests to delete personal information may be denied if we are required or authorized to retain the information as a matter of law, the information is necessary for detecting security incidents, exercising free speech, protecting or defending against legal claims, or for internal uses reasonably aligned with consumer expectations, including, but not limited

to, to provide a customer requested product or service. Historical transactional records cannot be deleted.

- **Right to correct.** You can request that we correct any inaccurate personal information we maintain about you.
- **Right to limit the use of sensitive personal information.** If applicable, you have the right to request that we limit the use of your sensitive personal information (such as precise geolocation, health information, etc.) to only necessary purposes.
- **Right to non-discrimination.** You have the right not to receive discriminatory treatment by Novolex for exercising your CCPA or CPRA rights. This includes charging different prices or providing a different level of service. We do not offer financial incentives related to the provision of data.
- **Authorized agent.** You have the right to designate an authorized agent to make these requests on your behalf.
- **Opt-Out of Sale or Share of Personal Information and Targeted Advertising.** We may allow certain third parties (such as online advertising services) to collect your personal information via automated technologies via our Sites. Under certain U.S. state privacy laws, this may constitute a “sale” or “share” of personal information or “targeted advertising”. We share the categories of personal information listed above for the business and commercial purposes of online advertising and to provide third-party social network features and functionality on our Sites. Those third parties may use your personal information for optimization, to display cross-contextual advertising and to manage their own platforms. You have a right to direct us not to sell or share (sharing for targeted advertising) your Personal Information. You may exercise that right by enabling the Global Privacy Control. To learn more about the Global Privacy Control signal, please go to the signal’s website: <https://globalprivacycontrol.org/>. We do not knowingly “sell” or “share” the personal information of individuals under sixteen (16) years of age.
- **How to exercise your rights.** To exercise any of your rights under the CCPA or CPRA, please contact us at:

Email: privacy@novolex.com

To protect your privacy, you will be required to provide authenticating information prior to making changes or gaining access to your information. We will respond to inquiries, requests to review, and change requests to personal information within forty-five (45) days.

- **Spouses, Dependents, and Associates.** If you have knowledge that the Company collected personal information related to your spouse, dependent(s), or associate(s), please share a copy of this notice with all such individuals.

Novolex reserves the right to amend this notice at any time without advance notice. Please direct questions about this notice to privacy@novolex.com

Addendum II

International Visitors and Data Transfers

The Site is hosted in the United States of America (“USA”). If you are accessing the site from the EU or other regions with laws governing data collection and use that may differ from the laws of the United States, please note that you are transferring your personal data to the United States and by providing your personal data you consent to that transfer. When we transfer personal data from other countries, including to the USA, we take commercially reasonable efforts, including the use a variety of legal mechanisms, appropriately protect your data.

Your European Privacy Rights

If you reside or otherwise find yourself in the European Union (“EU”) and the European Economic Area (“EEA”), Novolex is committed to processing your personal data lawfully and facilitating the exercise of your rights granted by the General Data Protection Regulation (“GDPR”) and its implementing national laws as follows:

- Legal basis for data collection and use. We only collect and use personal information when there is a fair and legal basis for its collection and use and/or when you have consented to our collection. For example, we collect personal information because it is necessary to complete or carry out a user-request, including a user-requested order for products or services, to meet our legitimate interests to send marketing materials or to comply with legal obligations. All other collection and use of information is based on your consent.
- Privacy rights under the European regulation. If you are located in the EU and the EEA you have the following legal rights under applicable law with respect to the personal data processed by Novolex:
 1. To withdraw consent at any time, if we are processing your personal information on the basis of consent.
 2. To access the information that Novolex has about you.
 3. To request that Novolex rectify or erase your information;
 4. To request that Novolex restrict the way it uses your information.
 5. To object to the way Novolex uses your information.
 6. To ask Novolex to transfer information to someone else.
 7. To lodge a complaint with a data protection authority in the EU.
 8. Novolex’s ability to comply with requests may be limited by applicable law or our legitimate interests.

- Exercise of privacy rights under European regulation. To request to exercise one of these rights, please contact us at:

Email: privacy@novolex.com

In order to fulfill this request, we may require that you provide us detailed information to validate your identity and specify your request. We will respond to and fulfill your request in a timely manner, usually within thirty (30) days after receiving your request. If for any reason we need to extend this period of time, we will contact you. If you are not satisfied with our response, you have the right to lodge a complaint with the supervisory authority of your habitual residence, place of work or place of the alleged infringement.

Other International Users

If you are visiting the Site from outside of the USA, your connection may be made through and to servers located in the USA, your registration, entries and orders placed through the Site may be fully processed in and from the USA, and all information you provide may be processed and maintained in our web servers and internal systems located within the USA. The data protection and other laws of the USA and other countries might not be as comprehensive as those in your country, but please be assured that we take steps to ensure that your privacy is protected. By using our Site, you understand that your information may be transferred to our facilities and those third parties with whom we share it as described in this Policy. By using the Site, you authorize the export of personal information to the USA and its storage and use as specified above when you provide such information to us. You acknowledge and agree that this Policy and our obligations shall be governed by and construed in accordance with the internal laws of the State of North Carolina, excluding conflict of law provisions thereof that would indicate the application of the laws of any other jurisdiction and you hereby submit to the exclusive personal jurisdiction and venue of U.S. federal courts and North Carolina state courts located in the State of North Carolina. You agree to receive service of process through certified mail or by other means sanctioned by law, and you expressly waive any claim of improper venue and any claim that such courts are an inconvenient forum.