Date: August 5, 2026

ALPLA Inc.

289 Highway 155 S. McDonough, GA 30253
Peter Irby, Vice President of Finance

Application Facts:

Industry	**Manufacturing**
NAICS	**326160**
Type of App	**New**
Location	**Clark County**
RDA	**LVGEA, Emma Keserich**

Company Profile

ALPLA Inc. (ALPLA) plans to establish a plastic bottle manufacturing facility in Clark County. ALPLA is the U.S. arm of ALPLA Group, a global manufacturer specializing in plastic packaging solutions for the beverage, food, household care, personal care and pharmaceutical industries. For seven decades, ALPLA has partnered with global brands to deliver reliable, sustainable and innovative packaging solutions. From biodegradable solutions to advanced recycling technologies, ALPLA continues to pioneer innovation that helps customers transition to a circular economy and meet growing consumer expectations for sustainable packaging. Under its third generation of leaders, ALPLA is strengthening its focus on sustainability, innovation and diversification. ALPLA has a global workforce of 25,440 and focusses on continuing professional development, employee development and training up a new generation of workers in its training workshops. The company's learning and training center, the ALPLA Academy, facilitates the development of employees' personal and professional capabilities and skills. With its global internal network of trainers and experts, ALPLA passes on its existing expertise and knowledge and thereby sustainably embed it within the company. ALPLA has been offering apprentice training in various professions since 1960. In North America the company started a program in 2024 and more will come in future. Additionally, ALPLA has a goal of childcare at fifty percent of its plants in 2026. *Source: ALPLA Inc.*

Tax Abatement Requirements:	**Statutory**	**Company Application**	**Meeting Requirements**
Job Creation	50	**51**	Yes
Average Wage	$31.57	**$34.92**	Yes
Equipment Capex (SU & MBT)	$1,000,000	**$8,011,000**	Yes
Equipment Capex (PP)	$5,000,000		
Additional Requirements:			
Health Insurance	65%	**86%**	Yes
Revenues generated outside NV	51%	**80%**	Yes
Business License	☐ Current	☐ Pending	☑ Will comply

Tax Abatements	**Contract Terms**	**Estimated Tax Abatement**
Sales Tax Abmt.	2% for 2 years	$510,701
Modified Business Tax Abmt.	50% for 4 years	$26,337
Personal Property Tax Abmt.	50% for 10 years	$281,680
Total Estimated Tax Abatement over 10 yrs.		**$818,718**

Net New Tax Revenues	**Direct**	**Indirect**	**Taxes after Abatements**
Local Taxes			
Property	$2,355,783	$1,953,042	$4,308,825
Sales	$105,188	$940,705	$1,045,893
Lodging	$0	$0	$0
State Taxes			
Property	$128,847	$114,370	$243,217
Sales	$193,220	$315,984	$509,204
Modified Business	$363,173	$116,597	$479,770
Lodging	$0	$0	$0
Total Estimated New Tax Revenue over 10 yrs.	**$3,146,211**	**$3,440,698**	**$6,586,909**

Economic Impact over 10 yrs.	**Economic**	**Construction**	**Total**
Total Jobs Supported	80	20	100
Total Payroll Supported	$50,965,109	$1,473,373	$52,438,482
Total Economic Value	$270,772,153	$4,476,340	$275,248,493

Economic Impact Output per Abatement Dollar	**New Total Tax per Abated Dollar**
$330.73	**$8.05**

IMPORTANT TERMS & INFORMATION

Tax Abatements are reduction or discount of tax liability and companies do not receive any form of payment.
Total Estimated Tax Abatement is a tax reduction estimate. This estimated amount will be discounted from total tax liability.
Estimated New Tax Revenue is amount of tax revenues local and state government will collect after the abatement was given to applying company.
Economic Impact is economic effect or benefits that this company and it's operations will have on the community and state economy measured by total number of jobs, payroll and created output.

April 7, 2026

Mr. Tom Burns
Executive Director
Nevada Governor's Office of Economic Development
1 State of Nevada Way, 4th Floor
Las Vegas, Nevada 89119

Dear Mr. Burns,

ALPLA Inc. is applying to the State of Nevada's Sales & Use Tax Abatement, Modified Business Tax Abatement, and Personal Property Tax Abatement. ALPLA Inc. is headquartered in Austria and currently maintains their US presence in Georgia. This site in Southern Nevada will be an expansion of their US operations to the Western US and the first location in our state. We request that ALPLA Inc. be placed on the August 5th, 2026 GOED Board meeting agenda.

ALPLA Inc. will create **51** new positions in the first two years of expanded operations, with an average hourly wage of **$34.92.** They will offer employee health insurance with **86%** premium coverage and **80%** of their revenue is generated outside of Nevada. ALPLA Inc. will make an overall capital investment of

ALPLA Inc. meets the statutory requirements for wage, capital investment, healthcare insurance coverage, and out-of-state revenue generation for the Sales & Use Tax Abatement, Modified Business Tax Abatement, and Personal Property Tax Abatement. This application has the support of Las Vegas Global Economic Alliance.

Sincerely,

Emma Keserich
Vice President, Business Development
Las Vegas Global Economic Alliance

ALPLA Inc.
U.S. Corporate Office
289 Highway 155 South
McDonough, Georgia 30253
Tel.: (770) 914-1407
Fax.: (770) 305-7200
www.alpla.com

February 12, 2026

Mr. Thomas Burns
Executive Director
Nevada Governor's Office of Economic Development
1 State of Nevada Way, 4th Floor
Las Vegas, NV 89119

Dear Mr. Burns,

Alpla Inc. is expanding its manufacturing footprint in the US to better serve our customers on the West Coast. We believe that Las Vegas is ideally located for our planned expansion. We are also looking at Phoenix, AZ and potentially Reno, NV. Incentives from the local jurisdictions are always helpful in our expansion opportunities and factored into our business plans. We need the incentives to establish an appropriate return for our owners.

As we establish a facility in Las Vegas we intend to initially hire about 35 people with an average hourly wage of about $33. The employee count will grow to over 50 in 2 years. We expect most of the employees will come from the local market.

This will be our first plant in Nevada, and we are hopeful to be operational later this year – likely in Q4.

Alpla has been in business in the US since 2002 and we have 17 manufacturing plants in the country.
We are a plastic bottle manufacturing entity – serving customer such as Procter & Gamble, Clorox, L'Oreal and Henkel, among many others. We are part of a global company based in Austria with over 200 manufacturing sites worldwide.

Our operations are considered 'light' manufacturing and very clean. We keep our facilities in near showroom conditions to allow customers to visit for increased opportunities.

Feel free to visit our website at www.alpla.com for additional background information.

Thank you for your consideration.

Respectfully,

Peter Irby
VP of Finance

GOED
NEVADA GOVERNOR'S OFFICE OF ECONOMIC DEVELOPMENT

Standard Tax Abatement Incentive Application

Company Name: ALPLA Inc.

Date of Application: February 12, 2026

Company is an / a: (check one)
- [x] New location in Nevada
- [ ] Expansion of a Nevada company

Section 1 - Type of Incentives

Please check all that the company is applying for on this application:

- [x] Sales & Use Tax Abatement
- [x] Modified Business Tax Abatement
- [x] Personal Property Tax Abatement
- [ ] Recycling Real Property Tax Abatement
- [ ] Other: ____________

Section 2 - Corporate Information

COMPANY NAME (Legal name under which business will be transacted in Nevada) ALPLA Inc.			FEDERAL TAX ID # 58-2611718
CORPORATE ADDRESS 289 Higway 155 S	CITY / TOWN McDonough	STATE / PROVINCE GA	ZIP 30253
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER 770-305-7639	WEBSITE www.alpla.com		
COMPANY CONTACT NAME Peter P Irby	COMPANY CONTACT TITLE VP of Finance		
E-MAIL ADDRESS peter.irby@alpla.com	PREFERRED PHONE NUMBER 770-305-7639		

Has your company ever applied and been approved for incentives available by the Governor's Office of Economic Development? [ ] Yes [x] No

If Yes, list the program awarded, date of approval, and status of the accounts (attach separate sheet if necessary):

Section 3 - Program Requirements

Please check two of the boxes below; the company must meet at least two of the three program requirements:

- [x] A capital investment of $1,000,000 in eligible equipment in urban areas or $250,000 in eligible equipment in rural areas are required. This criteria is businesses. In cases of expanding businesses, the capital investment must equal at least 20% of the value of the tangible property owned by the business.
- [x] New businesses locating in urban areas require fifty (50) or more permanent, full-time employees on its payroll by the eighth calendar quarter following quarter in which the abatement becomes effective. In rural areas, the requirement is ten (10) or more. For an expansion, the business must increase employees on its payroll by 10% more than its existing employees prior to expansion, or by 25 (urban) or 6 (rural) employees, whichever is greater.
- [x] In both urban and rural areas, the average hourly wage that will be paid by the business to its new employees is at least 100% of the average statewide hourly wage.

Note: Criteria is different depending on whether the business is in a county where the population is 100,000 or more or a city where the population is 60,000 or more "urban" area), or if the business is in a county where the population is less than 100,000 or a city where the population is less than 60,000 (i.e., "rural" area).

Section 4 - Nevada Facility

Type of Facility:

- [ ] Headquarters
- [ ] Technology
- [ ] Back Office Operations
- [ ] Research & Development / Intellectual Property
- [ ] Service Provider
- [ ] Distribution / Fulfillment
- [x] Manufacturing
- [ ] Other: ____________

PERCENTAGE OF REVENUE GENERATED BY THE NEW JOBS CONTAINED IN THIS APPLICATION FROM OUTSIDE NEVADA 80%	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) Oct-2026		
NAICS CODE / SIC 326160	INDUSTRY TYPE Plastic bottle manufacturing		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS Plastic bottle manufacturing			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS TBD	CITY / TOWN Las Vegas	COUNTY Clark County	ZIP 89115
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? Henderson, NV; North Las Vegas; Reno, NV; Phoenix, AZ			

Section 5 - Complete Forms (see additional tabs at the bottom of this sheet for each form listed below)

Check the applicable box when form has been completed.

- 5 (A) ☑ Equipment List
- 5 (B) ☑ Employment Schedule
- 5 (C) ☑ Evaluation of Health Plan, with supporting documents to show the employer paid portion of plan meets the minimum of 65%.
- 5 (D) ☑ Company Information Form

Section 6 - Real Estate & Construction (Fill in either New Operations/Startup or Expansion, not both.)

New Operations / Start Up - Plans Over the Next Ten Years

Part 1. Are you currently/planning on leasing space in Nevada?	Yes
If No, skip to Part 2. If Yes, continue below:	
What year(s)?	2026
How much space (sq. ft.)?	130,000
Annual lease cost of space:	$1,400,000.00
Do you plan on making building tenant improvements?	Yes
If No, skip to Part 2. If Yes *, continue below:	
When to make improvements (month, year)?	Sep, 2026
Part 2. Are you currently/planning on buying an owner occupied facility in Nevada?	No
If No, skip to Part 3. If Yes *, continue below:	
Purchase date, if buying (month, year):	
How much space (sq. ft.)?	
Do you plan on making building improvements?	
If No, skip to Part 3. If Yes *, continue below:	
When to make improvements (month, year)?	
Part 3. Are you currently/planning on building a build-to-suit facility in Nevada?	
If Yes *, continue below:	
When to break ground, if building (month, year)?	
Estimated completion date, if building (month, year):	
How much space (sq. ft.)?	

* Please complete Section 7 - Capital Investment for New Operations / Startup.

Expansions - Plans Over the Next 10 Years

Part 1. Are you currently leasing space in Nevada?	
If No, skip to Part 2. If Yes, continue below:	
What year(s)?	
How much space (sq. ft.)?	
Annual lease cost at current space:	
Due to expansion, will you lease additional space?	
If No, skip to Part 3. If Yes, continue below:	
Expanding at the current facility or a new facility?	
What year(s)?	
How much expanded space (sq. ft.)?	
Annual lease cost of expanded space:	
Do you plan on making building tenant improvements?	
If No, skip to Part 3. If Yes *, continue below:	
When to make improvements (month, year)?	
Part 2. Are you currently operating at an owner occupied building in Nevada?	
If No, skip to Part 3. If Yes, continue below:	
How much space (sq. ft.)?	
Current assessed value of real property?	
Due to expansion, will you be making building improvements?	
If No, skip to Part 3. If Yes *, continue below:	
When to make improvements (month, year)?	
Part 3. Do you plan on building or buying a new facility in Nevada?	
If Yes *, continue below:	
Purchase date, if buying (month, year):	
When to break ground, if building (month, year)?	
Estimated completion date, if building (month, year):	
How much space (sq. ft.)?	

* Please complete Section 7 - Capital Investment for Expansions below.

BRIEF DESCRIPTION OF CONSTRUCTION PROJECT AND ITS PROJECTED IMPACT ON THE LOCAL ECONOMY (Attach a separate sheet if necessary):

We are looking to buy or lease an existing facility. We will need 4 to 5 months to install the infrastruture, production lines and set up the office. We typically use local contractors for this work. Installation work would be about $1 million.

Section 7 - Capital Investment (Fill in either New Operations/Startup or Expansion, not both.)

New Operations / Start Up		Expansions	
How much capital investment is planned? (Breakout below):		How much capital investment is planned? (Breakout below):	
Building Purchase (if buying):		Building Purchase (if buying):	
Building Costs (if building / making improvements):	$3,000,000	Building Costs (if building / making improvements):	
Land:		Land:	
Equipment Cost:	$8,011,000	Equipment Cost:	
Total:	$11,011,000	Total:	
		Is the equipment purchase for replacement of existing equipment?	
		Current assessed value of personal property in NV:	
		(Must attach the most recent assessment from the County Assessor's Office.)	

Section 8 - Employment (Fill in either New Operations/Startup or Expansion, not both.)

New Operations / Start Up		Expansions	
How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of new operations?:	51	How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of expanded operations?:	
Average hourly wage of these new employees:	$34.92	Average hourly wage of these new employees:	
		How many FTE employees prior to expansion?:	
		Average hourly wage of these existing employees:	
		Total number of employees after expansion:	

* FTE represents a permanent employee who works an average of 30 hours per week or more, is eligible for health care coverage, and whose position is a "primary job" as set forth in NAC 360.474.

OTHER COMPENSATION (Check all that apply):

- ☑ Overtime
- ☑ Merit increases
- ☑ Tuition assistance
- ☑ Bonus
- ☑ PTO / Sick / Vacation
- ☑ COLA adjustments
- ☑ Retirement Plan / Profit Sharing / 401(k)
- ☐ Other:

BRIEF DESCRIPTION OF ADDITIONAL COMPENSATION PROGRAMS AND ELIGIBILITY REQUIREMENTS (Attach a separate sheet if necessary):

We offer a full range of benefits - health, dental, vision, life insurance, 401k plan, tuition assistance, annual raises, PTO and sick leave, etc

Section 9 - Employee Health Insurance Benefit Program

Is health insurance for employees and is an option for dependents offered?: ☑ Yes (attach health plan and quote or invoice) ☐ No

Package includes (check all that apply):

☑ Medical ☑ Vision ☑ Dental ☐ Other:

Qualified after (check one):

☑ Upon employment ☐ Three months after hire date ☐ Six months after hire date ☐ Other:

Health Insurance Costs:		Percentage of health insurance premium by (min 65%):	
Plan Type: Anthem CDHP/HSA Plan (employee only info w/ annual physical)			
Employer Contribution (annual premium per employee):	$ 7,106.16	Company:	86%
Employee Contribution (annual premium per employee)	$ 1,127.76	Employee:	14%
Total Annual Premium:	$ 8,233.92		

[SIGNATURE PAGE FOLLOWS]

Section 10 - Certification

I, the undersigned, hereby grant to the Governor's Office of Economic Development access to all pertinent and relevant records and documents of the aforementioned company. I understand this requirement is necessary to qualify and to monitor for compliance of all statutory and regulatory provisions pertaining to this application.

Being owner, member, partner, officer or employee with signatory authorization for the company, I do hereby declare that the facts herein stated are true and that all licensing and permitting requirements will be met prior to the commencement of operations. In addition, I and /or the company's legal counsel have reviewed the terms of the GOED Tax Abatement and Incentives Agreement, the company recognizes this agreement is generally not subject to change, and any material revisions have been discussed with GOED in advance of board approval.

Peter P Irby
Name of person authorized for signature

Signature

VP of Finance
Title

3/13/26
Date

Nevada Governor's Office of Economic Development
1 State of Nevada Way, 4th Floor, Las Vegas, Nevada 89119 • 702.486.2700 • www.goed.nv.gov

Site Selection Factors

Company Name: ALPLA Inc. County: Clark

Section 1 - Site Selection Ratings

Directions: Please rate the select factors by importance to the company's business (1 = very low; 5 = very high). Attach this form to the Incentives Application.

Availability of qualified workforce:	5	Transportation infrastructure:	3
Labor costs:	3	Transportation costs:	3
Real estate availability:	3	State and local tax structure:	3
Real estate costs:	3	State and local incentives:	4
Utility infrastructure:	5	Business permitting & regulatory structure:	3
Utility costs:	3	Access to higher education resources:	3

Please summarize the importance of the abatement program to your decision (please include at least a paragraph summary):

ALPLA operates in a very competitive market with significant capital investment. When entering new markets such as the Henderson/ Las Vegas area, we are counting on local abatement programs to help justify our investment to our board of directors.

5(A) Capital Equipment List

Company Name: ALPLA Inc. County: Clark

Section I - Capital Equipment List

Directions: Please provide an estimated list of the equipment [columns (a) through (c)] which the company intends to purchase over the two-year allowable period. For example, if the effective date of new / expanded operations begins April 1, 2015, the two-year period would be until March 31, 2017. Add an additional page if needed. For guidelines on classifying equipment, visit: tax.nv.gov/LocalGovt/PolicyPub/ArchiveFiles/Personal_Property_Manuals. Attach this form to the Incentives Application.

(a) Equipment Name/Description	(b) # of Units	(c) Price per Unit	(d) Total Cost
Blow molding equipment	3	$1,050,000.00	$3,150,000.00
Vision systems and metal detectors	5	$100,000.00	$500,000.00
Infrastrucuture	1	$1,800,000.00	$1,800,000.00
Resin silos (initially only 2,eventually 4)	2	$185,000.00	$370,000.00
Forklifts	2	$56,000.00	$112,000.00
Office and computer equipment	1	$350,000.00	$350,000.00
Quality lab equipment	1	$35,000.00	$35,000.00
Workshop equipment	1	$150,000.00	$150,000.00
Conveyors	2	$207,000.00	$414,000.00
Bulk palletizer	1	$500,000.00	$500,000.00
Stretch wrapper	1	$280,000.00	$280,000.00
Other misc items	1	$350,000.00	$350,000.00
TOTAL EQUIPMENT COST			**$8,011,000.00**

Is any of this equipment* to be acquired under an operating lease? ☐ Yes ☑ No

*Certain lease hold equipment does not qualify for tax abatements

5(B) Employment Schedule

Company Name: ALPLA Inc. County: Clark

Section 1 - Full-Time Equivalent (FTE) Employees

Directions: Please provide an estimated list of full time employees [columns (a) through (d)] that will be hired and employed by the company by the end of the first eighth quarter of new / expanded operations. For example, if the effective date of new / expanded operations is April 1, 2015, the date would fall in Q2, 2015. The end of the first eighth quarter would be the last day of Q2, 2017 (i.e., June 30, 2017). Attach this form to the Incentives Application. A qualified employee must be employed at the site of a qualified project, scheduled to work an average minimum of 30 per week, if offered coverage under a plan of health insurance provided by his or her employer, is eligible for health care coverage, and whose position of a "primary job" as set forth in NAC 360.474.

Please use the Bureau of Labor Statistics Standard Occupational Classification System (SOC) link to populate *section (b):* https://www.bls.gov/soc/2018/major_groups.htm#11-0000

(a) New Hire Position Title/Description	(b) Position SOC Code	(c) Number of Positions	(d) Average Hourly Wage	(e) US Bureau of Labor Statistics Average Hourly Wage - Clark County	(f) Average Weekly Hours	(g) Annual Wage per Position	(h) Total Annual Wages
General and Operations Managers	11-1021	1	$95.00	$60.08	40	$197,600.00	$197,600.00
Managers, All Other	11-9199	3	$55.00	$58.65	40	$114,400.00	$343,200.00
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal	51-4021	15	$45.00	$19.96	40	$93,600.00	$1,404,000.00
Maintenance Workers, Machinery	49-9043	6	$42.00	$25.92	40	$87,360.00	$524,160.00
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	16	$20.00	$20.32	40	$41,600.00	$665,600.00
Transportation, Storage, and Distribution Managers	11-3071	2	$35.00	$46.67	40	$72,800.00	$145,600.00
Motor Vehicle Operators, All Other	53-3099	5	$24.00	$33.97	40	$49,920.00	$249,600.00
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	3	$28.00	$28.66	40	$58,240.00	$174,720.00
TOTAL		**51**	$34.92	$26.77			**$3,704,480.00**

Section 2 - Employment Projections

Directions: Please estimate full-time job growth in Section 2, complete columns (b) and (c). These estimates are used for state economic impact and net tax revenue analysis that this agency is required to report. The company will not be required to reach these estimated levels of employment. **Please enter the *estimated new full time employees* on a year by year basis (not cumulative)**

(a) Year	(b) Number of New FTE(s)	(c) Average Hourly Wage	(d) Payroll
3-Year	3	$35.00	$218,400.00
4-Year	3	$35.00	$218,400.00
5-Year	3	$35.00	$218,400.00

* Column (e) determines if wage is commensurate to current wage ranges in the region the company plans to locate/is located. For these purposes the mean average hourly wage for the location has been used.

U = Unknown / data set for region is not currently available.

Source: LighcastTM county wages based on the Bureau of Labor Statistics Occupational Employment and Wage Statistics program and county-level administrative wage data.

5(C) Evaluation of Health Plans Offered by Companies

Company Name: ALPLA Inc. County: Clark

Total Number of Full-Time Employees:	51
Average Hourly Wage per Employee	$34.92
Average Annual Wage per Employee (implied)	$72,636.86
COST OF HELATH INSURANCE	
Annual Health Insurance Premium Cost:	$8,233.92
Percentage of Premium Covered by:	
Company	86%
Employee	14%
HEALTH INSURANCE PLANS:	
Base Health Insurance Plan*:	**Anthem CDHP-HSA**
Deductible - per employee	$ 2,000
Coinsurance	0% after deductible
Out-of-Pocket Maximum per employee	$ 3,000
Additional Health Insurance Plan*:	**Anthem POS**
Deductible - per employee	$ 1,000
Coinsurance	80%/20%
Out-of-Pocket Maximum per employee	$ 6,000
Additional Health Insurance Plan*:	
Deductible - per employee	$ -
Coinsurance	0% / 0%
Out-of-Pocket Maximum per employee	$ -

*Note: ***Please list only "In Network" for deducatble and out of the pocket amounts .***

Generalized Criteria for Essential Health Benefits (EHB)

[following requirements outlined in the Affordable Care Act and US Code, including 42 USC Section 18022]

Covered employee's premium not to exceed 9.5% of annual wage	1.8%	MEC
Annual Out-of-Pocket Maximum not to exceed $10,600 (2026)	$3,000	MEC

Minimum essential health benefits covered (Company offers PPO):

(A) Ambulatory patient services	☑
(B) Emergency services	☑
(C) Hospitalization	☑
(D) Maternity and newborn care	☑
(E) Mental health/substance use disorder/behavioral health treatment	☑
(F) Prescription drugs	☑
(G) Rehabilitative and habilitative services and devices	☑
(H) Laboratory services	☑
(I) Preventive and wellness services and chronic disease management	☑
(J) Pediatric services, including oral and vision care	☑

No Annual Limits on Essential Health Benefits ☑

I, the undersigned, hereby declare to the Governor's Office of Economic Development that the facts herein stated are true, and that I have attached a qualified plan with information highlighting where our plan reflects meeting the 65% minimum threshold for the employee paid portion of the plan for GOED to independently confirm the same.

Peter P Irby
Name of person authorized for signature

Signature

VP of Finance
Title

2/12/2026
Date

5(D) Paid Family and Medical Leave (PFML)

Company Name: ALPLA Inc. County: Clark

After October 1, 2023, if the business will have at least 50 full-time employees on the payroll of the business by the eighth calendar quarter following the calendar quarter in which the abatement becomes effective the business, by the earlier of the eighth calendar quarter following the calendar quarter in which the abatement becomes effective or the date on which the business has at least 50 full-time employees on the payroll of the business, has a policy for paid family and medical leave and agrees that all employees who have been employed by the business for at least 1 year will be eligible for at least 12 weeks of paid family and medical leave at a rate of at least 55 percent of the regular wage of the employee.

I, the undersigned, hereby declare to the Governor's Office of Economic Development that the facts herein stated are true, and that the Applicant will meet this threshold for PFML.

Peter P Irby
Name of person authorized for signature

Signature

VP of Finance
Title

~~3/2~~ 3/18/22
Date

5(E) Company Information

Company Name: ALPLA Inc. County: Clark

Section 1 - Company Interest List

Directions: Please provide a detailed list of owners and/or members of the company. *The Governor's Office of Economic Development strives to maintain the highest standards of integrity, and it is vital that the public be confident of our commitment. Accordingly, any conflict or appearance of a conflict must be avoided. To maintain our integrity and credibility, the applicant is required to provide a detailed list of owners, members, equity holders and Board members of the company.*

(a) Name	*(b)* Title
100% owned by our foreign parent company	
Alpla Holding GmbH (Austrian Holding Co)	
Anastastios Pourloukakis	President and Board Member

Section 2 - Company Affiliates and/or Subsidiaries

Are there any subsidiary or affiliate companies sharing tax liability with the applicant company? No ☑ Yes ☐

If Yes, continue below:

Directions: In order to include affiliates/subsidiaries, under the exemption letter, they must to be added to the Contract. Per standard practice GOED requires a corporate schematic to understand the exact relationships between the companies. Please populate the below table to show the exact relationships between the companies and include:

1. The names as they would read on the tax exemption letter.
2. Which entity(ies) will do the hiring?
3. Which entity(ies) will be purchasing the equipment?

Name of Subsidiary or Affiliate Entity, Role and Legal Control Relationship

Please include any additional details below:

Abatement Application Addendum (for internal use / information)

Company Name: ALPLA Inc. County: Clark

Corporate Social Responsibility (CSR)

GOED is very interested in learning about a company's current CSR / Community Engagement Activities. Does the company have any current programs, or future plans in its Nevadan location, that it would like to list? If so please do so below in the space below. *Feel free to add space if required:*

ALPLA North America aims to ensure that every interaction, every bottle, and every decision provides a bigger opportunity to give back to the planet more than we take. We are committed to using sustainable practices, providing continuous support to our Pioneers and communities, and enacting positive change by respecting human rights and creating equality.

As a region, ALPLA introduced an equitable CSR program that is not only driven by employee input but one that is universal across all NOAM locations. With key initiatives guided by a three-pillar strategy, the region focuses on executing socially and environmentally conscious investments.These include delivering and supporting programs, projects, and partnerships which address talent development, sustainability, and crisis management. NOAM's CSR strategy supports regional objectives of attracting, retaining, and building talent and driving the circular economy through partnerships and community projects where the goal is for each location to execute at minimum one CSR initative per year. These goals are executed through the formation of regional and local committees in tandem with a transparent voting process led by local CSR Ambassadors. In 2025, NOAM executed 40+ initiatives with local organizations where we live and work. These included food drives supporting causes like food security, veterans support, children's hospitals, shelters, STEM activites via ALPLA STEM Grants, and internal Alwin Lehner Scholarship and recycling competitions - to name a few. In 2026, we aim to do the same while creating a formal partnership with Direct Relief for crisis management support.

Equity, Diversity, and Inclusion

Would the company like to highlight any policies / practices for equity, diversity, and inclusion? *Feel free to add space if required:*

ALPLA's approach to DEI is holistic, ensuring these practices and principles are embedded into policies, hiring practices, day-to day work and leadership. We promote our ALPLA Identity which is shaped by fairness and honesty, partnerships and respectful actions and focuses on behaviors like: creating trust, being reliable, building on respect, developing potential, and valuing the people which make up our global family of Pioneers. We are an equal opportunity and second chance employer with an emphasis on training activities that touch all aspects of the business. The equal treatment of all people and law-abiding behavior are also of vital importance to us.

Abatement Application Addendum (for internal use / information)

Company Name: ALPLA Inc. County: Clark

Education Partnerships

Does the company have existing partnerships to recruit or advance workforce development (e.g. workforce boards, community based organizations and education providers)? Additionally, would the company have any anticipated needs, for this project, where GOED / RDAs can provide support? *Feel free to add space if required:*

ALPLA North America recently established a state-of-the art Learning & development hub in Iowa City, Iowa; an investment of over 10MM which will be the central location for learning, development and training for all Pioneers. This hub also is home to our regional apprenticeship program in partnership with Kirkwood Community College and Industry Consortium for Advanced Technical Training (ICATT) which reflects our long-term commitment to building sustainable career pathways for new and existing talent. Apprentices earn an AA degree at no cost to them and have a long-term career opportunity with ALPLA. This partnership strengthens our local and regional pipeline and the impact of collaborative education-to-career programs. The hub represents a shared vision to equip the next generation along with the current workforce with the skills needed for advanced manufacturing and long-term economic growth in the region. With any new plant we also partner with the Chamber of Commerce and Workforce Development programs.

Supply Chain

Does the company anticipate purchasing equipment, as noted in the Capital Equipment List, from or through Nevada-based businesses? Does the company wish to submit any notes / highlights re. this? *Feel free to add space if required:*

TBD