Greif Packaging, LLC

366 Greif Parkway, Delaware, OH 43015
Eric Nelson, RVP & Business Unit Leader

Date: August 5, 2026

Application Facts:

Industry	**Manufacturing**
NAICS	**326199**
Type of App	**New**
Location	**Washoe County**
RDA	**Northern NV Now (formerly EDAWN), Heather Wessling-Grosz**

Company Profile

Greif Packaging, LLC (Greif) plans to establish a manufacturing facility in Reno. Greif will operate as an industrial packaging manufacturing and distribution facility supporting regional industry. Greif is a worldwide leading supplier of industrial packaging products and services. Headquartered in Delaware, Ohio, the company operates over 250 locations across 30+ countries, and their commitment to add Reno is a commitment to organic growth. The facility will expand Greif's manufacturing capabilities with this strategically placed facility to serve the West Coast. Greif is part of a much larger, real global packaging company called Greif, Inc., which is one of the world's major industrial packaging manufacturers. Greif listens to its customers to learn about their challenges and help them determine their best solutions. The company delivers products and services at fair value. Greif anticipates leveraging partnerships locally to support production hiring, skilled trades, maintenance, quality, supply chain, and leadership pipeline needs. Greif is known around the world for integrity. its people – principled, intelligent and reliable. At Greif, sustainability is built in across our business, so customers can build it into theirs. Greif pushes industrial packaging beyond performance — bringing our Zero Harm culture, commitment to operational excellence, and superior customer service to every product. *Source: Greif Packaging, LLC*

Tax Abatement Requirements:	**Statutory**	**Company Application**	**Meeting Requirements**
Job Creation	50	**23**	No
Average Wage	$31.57	**$32.54**	Yes
Equipment Capex (SU & MBT)	$1,000,000	**$5,363,362**	Yes
Equipment Capex (PP)	$5,000,000		
Additional Requirements:			
Health Insurance	65%	**80%**	Yes
Revenues generated outside NV	51%	**90%**	Yes
Business License	☐ Current	☐ Pending	☑ Will comply

Tax Abatements	**Contract Terms**	**Estimated Tax Abatement**
Sales Tax Abmt.	2% for 2 years	$336,015
Modified Business Tax Abmt.	50% for 4 years	$9,791
Personal Property Tax Abmt.	50% for 10 years	$318,670
Total Estimated Tax Abatement over 10 yrs.		**$664,476**

Net New Tax Revenues	**Direct**	**Indirect**	**Taxes after Abatements**
Local Taxes			
Property	$3,103,546	$3,798,906	$6,902,452
Sales	$82,698	$1,731,842	$1,814,540
Lodging	$0	$0	$0
State Taxes			
Property	$151,176	$232,309	$383,485
Sales	$133,667	$694,068	$827,735
Modified Business	$849,089	$280,798	$1,129,887
Lodging	$0	$0	$0
Total Estimated New Tax Revenue over 10 yrs	**$4,320,176**	**$6,737,923**	**$11,058,099**

Economic Impact over 10 yrs.	**Economic**	**Construction**	**Total**
Total Jobs Supported	224	15	239
Total Payroll Supported	$111,946,334	$1,243,657	$113,189,991
Total Economic Value	$581,872,230	$3,530,976	$585,403,206

Economic Impact Output per Abatement Dollar	**New Total Tax per Abated Dollar**
$875.69	**$16.64**

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.

Reno Sparks Tahoe
Economic Development Authority of Western Nevada

June 15, 2026

Tom Burns, Executive Director
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

Re: Greif

Dear Mr. Burns:

EDAWN hereby supports the application of Greif for the Sales & Use Tax Abatement, Modified Business Tax Abatement, and Personal Property Tax Abatement incentives.

Greif is a worldwide leading supplier of industrial packaging products and services. Headquartered in Delaware, Ohio, the company operates over 250 locations across 30+ countries, generating over $5 billion in sales, and their commitment to add Reno, Nevada is a commitment to organic growth. The facility will expand their manufacturing capabilities with this strategically placed facility to serve the West Coast.

The company will be investing $5,363,362 in capital equipment in the first 2 years and plans to hire 23 employees within the first 2 years at an approximate average wage of $32.54 per hour.

The company's compensation package includes medical benefits, overtime, PTO/sick/vacation, bonus, retirement plan /401K. Greif intends to offer up to 80% of the employee health insurance options.

EDAWN supports this application as the company meets all three incentive requirements.

Your consideration and support of Greif's incentive application will play a significant role in the company's decision to expand in northern Nevada and reflect favorably on Nevada's business-friendly environment.

Contact me if you have any questions.

Sincerely,

Heather Wessling-Grosz
EDAWN, Executive Vice-President
Business Development

www.edawn.org |50 West Liberty, Suite 108 | Reno, NV 89502 | (p) 775.829.3700 | (f) 775-829-3710

July 8, 2026

Tom Burns
Executive Director
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

Dear Mr. Burns,

On behalf of Greif, I am pleased to confirm our commitment to establishing a new manufacturing facility in Reno, and to outline the significance this investment has for both our company and the State of Nevada.

Founded in 1877, Greif is a global leader in performance packaging with more than 12,000 colleagues and operations in over 35 countries. We manufacture packaging solutions that support many of the world's most demanding industries, helping protect and transport the essential goods and materials that businesses and consumers rely on every day.

The Reno facility represents an important investment in U.S. manufacturing and in Greif's long-term growth strategy. As demand for high-quality recyclable and reusable polymer-based packaging continues to grow, this facility will expand our manufacturing footprint in the western United States, strengthen our supply chain capabilities, and enable us to better serve customers with reliable, locally produced packaging solutions.

Greif selected Reno because of its strategic location, strong transportation and logistics network, skilled workforce, and business climate that supports manufacturing investment. These advantages position the facility to serve customers efficiently throughout the western United States while contributing to economic growth in the region.

During the first two years of operation, Greif is planning to invest an estimated $5.4 million in capital equipment and create approximately 23 new full-time manufacturing and operations positions with an average hourly wage of approximately $32.54 per hour. Employees will receive a competitive total rewards package that includes comprehensive medical benefits, paid time off, retirement savings opportunities, performance-based incentives, and other employee benefits. Greif plans to contribute up to 80 percent of employee health insurance costs, reflecting our longstanding commitment to providing competitive compensation and fostering a safe, inclusive, and rewarding workplace.

This project represents a significant capital investment for Greif and reflects our long-term commitment to strengthening domestic manufacturing, supporting resilient supply chains, and creating stable, high-quality employment opportunities. As a company with nearly 150 years of manufacturing experience, we recognize that long-term success depends on investing in our colleagues, operating responsibly, and building lasting partnerships within the communities we serve. We view this facility as a long-term investment in Nevada and look forward to growing our operations and workforce in the state for many years to come.

We also look forward to becoming an active member of the Reno community. Through our Creating Thriving Communities mission, Greif encourages colleague volunteerism, community engagement, and support for local organizations. We are committed to being a responsible corporate citizen and a trusted employer that contributes positively to the economic vitality of northern Nevada.

We appreciate the Governor's Office of Economic Development's consideration of our application and look forward to partnering with the State of Nevada as we establish this exciting manufacturing operation.

Eric W. Nelson

Eric Nelson
Regional Vice President
Greif

Governor's Office of Economic Development
State of Nevada

Dear Executive Director:

Attached is the GOED Application for Greif Packaging LLC. In addition, Greif respectfully requests confidential treatment of certain information submitted in connection with its application for Nevada economic development incentives.

The application contains non-public commercial information relating to Greif's workforce planning, compensation structure, hiring projections, capital investment plans, operational planning, and other proprietary business information. Public disclosure of this information could provide competitors with insight into Greif's business strategies, expansion plans, and labor market positioning, resulting in potential competitive harm.

Accordingly, Greif requests that the following portions of the application be deemed confidential and exempt from public disclosure to the fullest extent permitted by applicable law and GOED procedures:

(i) The detailed schedule of Capital Equipment List, 5(A)

(ii) The detailed schedule of Employment List, 5(B)

This request is made pursuant to the application instructions stating that information submitted as part of the application may be deemed confidential by the Executive Director upon company request.

Greif appreciates GOED's consideration of this request and is available to provide any additional information necessary to support the confidential treatment of the identified materials.

Sincerely,

RVP & GM NA Customized Polymer Solutions

Greif, Inc

808 W Nye Lane, Carson City, NV 89703
1 State of Nevada Way, 4th Floor, Las Vegas, NV, 89119
775.687.9900
GOED.NV.GOV

REQUEST FOR CONFIDENTIALITY DETERMINATION

Pursuant to NRS 231.069, and upon the request of applicant, Greif Packaging, Inc., the Executive Director of the Office has determined the:

(i) The detailed schedule of Capital Equipment 5(A)
(ii) The detailed schedule of Employment List, 5(B)

are confidential proprietary information of the business, are not public records, and shall be redacted in its entirety from the copy of the application that is disclosed to the public.

Thomas J. Burns
Executive Director

Date 7/8/2026

GOED
NEVADA GOVERNOR'S OFFICE OF ECONOMIC DEVELOPMENT

Standard Tax Abatement Incentive Application

Company Name: Greif Packaging, LLC

Date of Application: June 8, 2026

Company is an / a: (check one)

☑ 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:

☑ Sales & Use Tax Abatement

☑ Modified Business Tax Abatement

☑ 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) Greif Packaging, LLC			FEDERAL TAX ID # 36-3268123
CORPORATE ADDRESS 366 Greif Parkway	CITY / TOWN Delaware	STATE / PROVINCE OH	ZIP 43015
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER	WEBSITE		
COMPANY CONTACT NAME Eric Nelson	COMPANY CONTACT TITLE RVP & Business Unit Leader		
E-MAIL ADDRESS Eric.Nelson@greif.com	PREFERRED PHONE NUMBER 484-225-0526		

Has your company ever applied and been approved for incentives available by the Governor's Office of Economic Development? ☐ Yes ☑ 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:

☑ 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.

☐ 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.

☑ 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

☑ Manufacturing

☐ Other: ______

PERCENTAGE OF REVENUE GENERATED BY THE NEW JOBS CONTAINED IN THIS APPLICATION FROM OUTSIDE NEVADA 90%	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) Oct-2026		
NAICS CODE / SIC 326199	INDUSTRY TYPE Plastic Product Manufacturing		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS Manufacturer of plastic drums, bottle kits, and reconditioned IBCs.			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS 14100 Lear Blvd	CITY / TOWN Reno	COUNTY Washoe County	ZIP 89506
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP?			

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 - 2018

How much space (sq. ft.)? 190,000

Annual lease cost of space: $1.75M

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)? Oct-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? **No**

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):

The landlord is going to invest approx $2.4M in upgrades to the facility. Major additions will be an additional loading dock area, adding a front office, removing obsolete, old equipment. Renovations are also being to all the office areas and bathrooms throughout the plant. The rail spur was also be repaired and conditioned for use.

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):	$2,400,000	Building Costs (if building / making improvements):	
Land:		Land:	
Equipment Cost:	$5,363,362	Equipment Cost:	
Total:	**$7,763,362**	**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?:	23	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:	$32.54	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):

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: STD, LTD, Basic Life/AD&D, EAP and Voluntary Plans

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: Consumer Driven Health Plan with Health Savings Account		
Employer Contribution (annual premium per employee):	$ 8,029.58	Company: 80%
Employee Contribution (annual premium per employee)	$ 2,007.46	Employee: 20%
Total Annual Premium:	$ 10,037.04	

[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.

Eric W. Nelson	Eric W. Nelson
Name of person authorized for signature	Signature
RVP & GM NA Customized Polymer Solutions	June 9, 2026
Title	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: Greif Packaging, LLC   County: Washoe

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:	1	Transportation infrastructure:	2
Labor costs:	1	Transportation costs:	1
Real estate availability:	1	State and local tax structure:	1
Real estate costs:	2	State and local incentives:	1
Utility infrastructure:	2	Business permitting & regulatory structure:	1
Utility costs:	1	Access to higher education resources:	2

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

We closed a facility in Merced, CA approx 8 months ago where we were supplying plastic drums. Nevada's corporate tax structure and tax abatement program were major factors of our decision to open a facility in Nevada to maintain a west costs presence of our plastic products we were producing previously in Merced, CA. We are also planning to introduce and manufacture additional plastic product lines from Reno.

Equipment Schedule, Detailed

The Office has determined the detailed equipment schedule as described in this application constitutes confidential proprietary information of Greif Packaging, LLC, and is not a public record.

Employment Schedule, Detailed

The Office has determined the detailed employment schedule as described in this application constitutes confidential proprietary information of Greif Packaging, LLC, and is not a public record.

5(C) Evaluation of Health Plans Offered by Companies

Company Name: Greif Packaging, LLC   County: Washoe

Total Number of Full-Time Employees:	23
Average Hourly Wage per Employee	$32.54
Average Annual Wage per Employee (implied)	$67,683.20
COST OF HELATH INSURANCE	
Annual Health Insurance Premium Cost:	$10,037.04
Percentage of Premium Covered by:	
Company	80%
Employee	20%
HEALTH INSURANCE PLANS:	

Base Health Insurance Plan*:	Consumer Driven Health Plan with Health Savings Account
Deductible - per employee	$ 2,500
Coinsurance	80% / 20%
Out-of-Pocket Maximum per employee	$ 5,000

Additional Health Insurance Plan*:	Wellness Point of Service Plan
Deductible - per employee	$ 1,000
Coinsurance	80% / 20%
Out-of-Pocket Maximum per employee	$ 4,000

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	3.7%	MEC
Annual Out-of-Pocket Maximum not to exceed $10,600 (2026)	$5,000	MEC

Minimum essential health benefits covered (Greif offers CDHP & POS):

(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.

Julie Gerosa   Julie Gerosa

Name of person authorized for signature   Signature

Director, Benefits & Leave Administration   6/10/2026

Title   Date

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

Company Name: Greif Packaging, LLC County: Washoe

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.

Julie Gerosa
Name of person authorized for signature

Julie Gerosa
Signature

Director, Benefits & Leave Administration
Title

6/10/2026
Date

5(E) Company Information

Company Name: Greif Packaging, LLC   County: Washoe

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**
Bruce A. Edwards	Former CEO, DHL Supply Chain, Inc. Deutsche Post AG
Ole Rosgaard	President and Chief Executive Officer, Greif Inc.
Mark A. Emkes	Former Commissioner, Finance and Administration, State of Tennessee
Jillian Evanko	President and Chief Executive Officer, Duravant LLC
Frank Miller	Partner, Baker & Hostetler LLP
John W. McNamara	Former President and Owner, Corporate Visions Limited, LLC
Karen Morrison	SVP and President, External Affairs, OhioHealth
Robert M. Patterson	Former Chairman, President and CEO, Avient Corporation
Andy Rose	Former President and CEO, Worthington Enterprises
Kim Scott	Former President and CEO, Vestis Corp.

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: Greif Packaging LLC   County: Washoe

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:*

Greif is committed to creating positive social, environmental, and economic impact in the communities where we operate, while working to mitigate negative impacts through responsible operations, waste reduction, emissions reduction, and efforts to reduce health and safety risks and exposures. Our sustainability strategy is built around "performance that returns," including supporting colleagues, partnering with customers and suppliers, and contributing to thriving communities.

For its future Nevada operation, Greif intends to apply its enterprise-wide sustainability and community engagement approach, while tailoring activities as appropriate to the needs of the facility and surrounding community . Examples of enterprise-wide initiatives that may be incorporated into the Nevada operation, as appropriate, include:

· Zero Waste to Landfill initiatives, including Greif's goal of achieving Zero Waste to Landfill status at 97% of its production facilities by 2030, defined as diverting at least 95% of waste from landfills.

· Greif has also committed to the Science Based Targets initiative (SBTi) and has submitted new emissions reduction goals for validation. The proposed goals are expected to include a Scope 3 target and enhanced Scope 1 and Scope 2 emissions reduction targets. Greif's climate strategy also includes operational and energy efficiency, renewable energy, and collaboration with customers and suppliers to reduce emissions.

· A Zero Harm safety culture, which prioritizes the health and safety of colleagues through proactive risk identification, training, accountability, and continuous improvement.

· Talent attraction, development, and retention programs, including Greif University, leadership development, regular performance development conversations, workforce readiness initiatives, and partnerships with educational institutions, industry organizations, and local community stakeholders to expand access to meaningful careers.

Philanthropy and community engagement programs, including direct community giving, colleague matching gift and community volunteer match programs, the Colleagues Helping Colleagues Fund, and colleague engagement days.

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:*

At Greif, we believe that building an inclusive and engaging workplace is fundamental to the company's long-term success and that varied perspectives, ideas, and skills drive innovation and strengthen the company's ability to execute its strategy. Key policies and practices include:

· Annual global Colleague Engagement Survey offered in multiple languages.

· Commitment to embedding inclusive practices across the colleague life cycle beginning with recruitment, supported by policies such as its Anti-Harassment and Anti-Discrimination Policy and Equal Employment Opportunity Policy.

· Eight available Colleague Resource Groups, which are open to all Greif colleagues and bring together people who share a common interest.

· Talent development and career progression programs, including Greif University, the Lead to Last leadership development program, regular performance development conversations, and workforce readiness initiatives.

· Human rights and fair labor practices, including policies addressing human rights, fair treatment, child labor, modern slavery and forced labor, anti-harassment and anti-discrimination, equal employment opportunity, and supplier conduct.

· Pay equity practices, including regular pay equity reviews and compensation analyses using the company's internal methodologies and benchmarks.

Together, these policies and practices reflect Greif's commitment to a workplace culture grounded in respect, dignity, fairness, safety, and opportunity for all colleagues.

Abatement Application Addendum (for internal use / information)

Company Name: Greif Packaging LLC County: Washoe

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:*

Greif has an established talent attraction and workforce development infrastructure that includes partnerships with workforce boards, community-based organizations, technical schools, community colleges, and education providers across our operating footprint. These partnerships are used to support recruitment, build awareness of manufacturing careers, strengthen early-career talent pipelines, and create pathways for both new hires and existing colleagues to advance their skills.

For the Reno startup specifically, we anticipate leveraging similar partnerships locally to support production hiring, skilled trades, maintenance, quality, supply chain, and leadership pipeline needs. We would welcome support from GOED and the Regional Development Authorities in identifying and connecting with relevant workforce boards, community-based organizations, veteran and re-entry employment programs, technical training providers, community colleges, and other education partners in the Reno/Sparks region.

We would also value support in areas such as labor market intelligence, wage benchmarking, recruitment marketing amplification, local job fairs or hiring events, training grant opportunities, incumbent worker training resources, and connections to programs that can help accelerate readiness for manufacturing, maintenance, quality, logistics, and other critical plant startup roles.

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:*

We will be looking for opportunties to team with local Nevada business in the areas of supplies and services. We suspect most capital assets will be procurred from companies outside on Nevada considering where they are manufactured. However if there are local companies that we can purchase auxiliary equipment from (air compressors, chillers, forklifts etc) we will likely purchase from them.

Entity Information

Entity Information

Entity Name:

GREIF PACKAGING LLC

Entity Number:

LLC27209-2004

Entity Type:

Foreign Limited-Liability Company

Entity Status:

Active

Formation Date:

11/23/2004

NV Business ID:

NV20041274180

Termination Date:

11/23/2504

Annual Report Due Date:

11/30/2026

Compliance Hold:

Series LLC:

☐

Domicile Name:

Jurisdiction:

July 2026

About Greif

About Greif

Recognized as a Top Workplace

Greif is being recognized as a top place of employment and a valued contributor to the communities where we live and work.

2x Honoree

2x Honoree

New Distinction

94th Percentile

Engagement Results

6x Honoree

About Greif

Executive Leadership Team

Centuries of Combined Industry Experience of Manufacturing and Services Industry Transformation

Ole Rosgaard
President & CEO

Larry A. Hilsheimer
Executive VP, CFO

Bala V Sathyanarayanan
Executive VP, CHRO

Tim Bergwall
Senior VP, CCO

Kim Kellermann
Senior VP, COO

Vivian Bouet
Senior VP, CIO & CDO

Dennis Hoffman
Senior VP,
General Counsel and Secretary

Bill D'Onofrio
VP, Investor Relations &
Corporate Development

Gustavo Libanio
Senior VP & GM,
Customized Polymer Solutions

Alexander Johansson
Senior VP & GM,
Durable Metal Solutions

Gaylord Benner
Senior VP & GM,
Sustainable Fiber Solutions

Matthew Leahy
Senior VP & GM,
Innovative Closure Solutions

GREIF

Locations Near You

Global Footprint

250+ Locations

37 Countries

14,000+ Colleagues

GREIF

About Greif

Markets Served

Optimized Greif Portfolio

Delivering Customer Value Across Four Solutions

CUSTOMIZED POLYMER SOLUTIONS

Small Containers

Large & Medium Containers

New & Recon Intermediate Bulk Containers (IBCs)

DURABLE METAL SOLUTIONS

Large Steel

Medium & Small Steel

Specialty Drums

SUSTAINABLE FIBER SOLUTIONS

Fiber Drums

Tube & Core

Partitions

Recycled Materials & Adhesives

INNOVATIVE CLOSURE SOLUTIONS

Tri-Sure®

Polymer Closures

Metal Closures

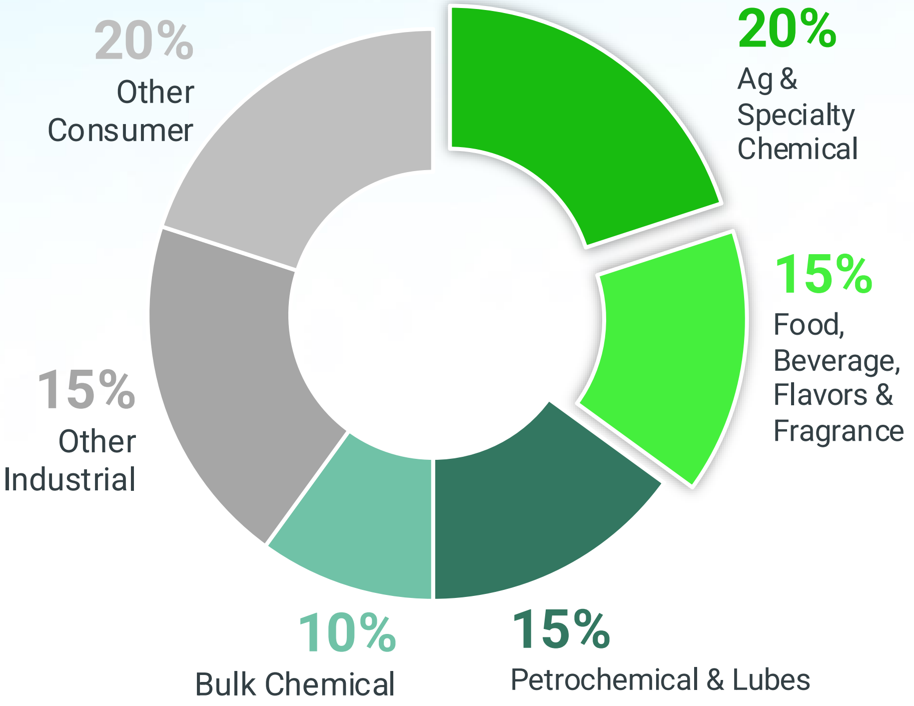
Specialty Closures

Greif at a Glance (NYSE: GEF)

Packaging Leader to Essential Industries

FINANCIAL HIGLIGHTS	
FY26 LOW-END GUIDANCE	
ADJUSTED EBITDA	$630M
ADJUSTED FREE CASH FLOW	$315M
ADJUSTED FCF CONVERSION	50%
Q1’26 LEVERAGE RATIO	1.2x

END MARKETS



Driven by Our Purpose, Vision, & Values

Our Purpose

Creating Packaging Solutions for Life's Essentials

Our Vision

To Be The Advantage That Helps Our Customers Win

How We Work

Greif Business System

Disciplined Excellence. Relentless Improvement.

Build to Last Strategic Missions

- Creating Thriving Communities
- Delivering Legendary Customer Service
- Protecting Our Future
- Ensuring Financial Strength

The Greif Way

- People Focused
- Zero Harm
- Servant Leadership
- Customer Driven
- Action Bias