

# VISION 2025



## Partners

GROW WITH THE BEST CUSTOMERS IN THE BEST MARKETS



## Profit

GENERATE SUPERIOR RETURNS



## Planet

LEVERAGE SUSTAINABILITY PROFILE & REDUCE ENVIRONMENTAL IMPACT



## People

ENGAGE EMPLOYEES IN A HIGH-PERFORMANCE CULTURE



# VISION 2025

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## Partners

Grow with the best customers in the best markets



#1 paperboard market share in North America & Europe



100 – 200 bps/year sustainability supported, organic growth



\$400M – \$700M net new product sales 2020-2025 included in organic growth



Strategic, high return M&A



\$400M – \$500M in productivity 2020-2025 to drive margin growth

# VISION 2025



## VISION 2025

### Profit

Generate superior returns

	2019	Vision 2025
Paperboard Integration	68%	80 – 90%
Sales	\$6.2B	~\$10B
ADJ EBITDA Margins	16.7%	18 – 20%
ROIC	8%	10 – 12%
ADJ EPS	\$0.87	\$2.00+
Normalized Capex (% Sales)	5%	5%



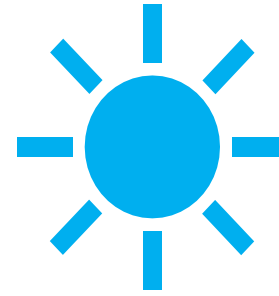
**VISION 2025**

# Planet

Leverage industry leading sustainability profile, reducing impact on the environment



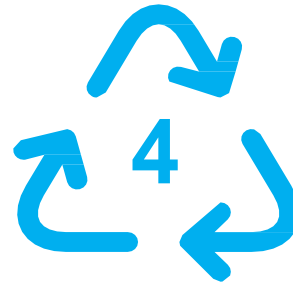
Reduce water usage by 15%



Reduce energy consumption by 15%



Reduce green house gases by 15%



Reduce LDPE usage by 40%



GPI products 100% recyclable

# VISION 2025



**VISION 2025**

## People

Engage employees in a high-performance culture



Top quartile engagement scores



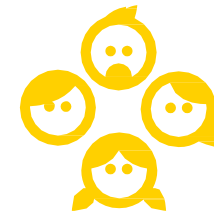
Reduce LTIR from 0.3 to 0.2 (Safety)



Play on a winning team



GPI University  
30 hours of training per employee, per year



Attract and retain the right talent