



Sustainability Committee Charter

COMMITTEE MEMBERSHIP

The Sustainability Committee shall be comprised of three or more members of PCA's Board of Directors ("Board").

PURPOSE OF COMMITTEE

The purpose of the Committee is to oversee the company's practices, performance and strategy regarding environmental, health and safety (EH&S), sustainability and corporate responsibility.

COMMITTEE DUTIES AND RESPONSIBILITIES

The following are the duties and responsibilities of the Committee:

1. Review and oversight of the company's EH&S compliance and performance.
2. Monitoring of the regulatory landscape regarding EH&S matters, carbon emissions and land and energy use relevant to the company's operations in light of climate change and review and oversight of the company's governmental relations and public policy initiatives with respect to such matters.
3. Review and oversight of the company's strategy and operational practices involved in the company's objective to reduce carbon emissions and comply with related regulations in light of climate change.
4. Review and oversight of the company's stakeholder communications and disclosure practices (and monitor applicable rules, regulations and industry practices relating to such disclosure) of EH&S, sustainability and corporate responsibility matters, including related disclosure that may be included in periodic reports with the Securities and Exchange Commission and corporate responsibility or similar reports prepared by the company.
5. Prepare and issue the performance evaluation required below.
6. Annually review and reassess the adequacy of this charter.

7. Perform any other duties or responsibilities expressly delegated to the Committee by the Board.
8. Periodically report to the Board on its activities.

COMMITTEE ADMINISTRATION

The Board shall designate one member of the Committee as its chairperson. In the event of a tie vote on any issue, the chairperson's vote shall decide the issue. The Committee shall meet in person or telephonically at least once per year at a time and place determined by the Committee chairperson, with further meetings to occur, or actions to be taken by unanimous written consent, when deemed necessary or desirable by the Committee or its chairperson. The chairperson shall preside at each meeting of the Committee, shall set the frequency and length of each meeting and the agenda of items to be addressed at each meeting. A majority of the members shall constitute a quorum for the transaction of business.

The Committee may, in its discretion, delegate all or a portion of its duties and responsibilities to subcommittees of the Committee.

The Committee shall produce and provide to the Board an annual performance evaluation of the Committee, which evaluation shall compare the performance of the Committee with the requirements of this charter. The performance evaluation shall also recommend to the Board any improvements to the Committee's charter deemed necessary or desirable by the Committee. The performance evaluation by the Committee shall be conducted in such manner as the Committee deems appropriate. The report to the Board may take the form of an oral report by the chairperson of the Committee or any other member of the Committee designated by the Committee to make this report.

RESOURCES AND AUTHORITY OF THE COMMITTEE

The Committee shall have the resources (including funding) and authority appropriate to discharge its duties and responsibilities, including the authority to select, retain, terminate, and approve the fees and other retention terms of special counsel or other experts or consultants, as it deems appropriate, without seeking approval of the Board or management.

Adopted May 4, 2021

Reaffirmed February 8, 2024