



Equal Employment Opportunity and Affirmative Action

To all Packaging Corporation of America employees:

This communication is to reaffirm and restate the Company's policy and commitment to the principles of equal employment opportunity and affirmative action. It has been and shall continue to be the basic employment policy of Packaging Corporation of America and each of its plants and offices that:

1. All applicants for employment will be considered without regard to race, color, age, national origin, ancestry, religion, religious creed, sex, sexual orientation, gender, gender identity, gender expression, physical or mental disability, medical condition, genetic information, marital or military status or other characteristics covered by Title VII of the Civil Rights Act of 1964, as amended, and other applicable federal and state law.
2. Likewise, there will be no discrimination against any employee in any matter pertaining to his or her employment, or any benefit arising therefrom including, but not limited to, promotion, demotion, layoff, termination, transfer, training, compensation or working conditions based upon race, color, age, national origin, ancestry, religion, religious creed, sex, sexual orientation, gender, gender identity, gender expression, physical or mental disability, medical condition, genetic information, marital or military status or other characteristics covered by Title VII of the Civil Rights Act of 1964, as amended, and other applicable federal and state law.
3. It is the Company's policy to take affirmative action to employ, advance in employment, and otherwise treat qualified minorities, women, protected veterans and individuals with disabilities, without regard to their race, color, age, national origin, ancestry, religion, religious creed, sex, sexual orientation, gender, gender identity, gender expression, physical or mental disability, medical condition, genetic information, marital or military status or other characteristics covered by Title VII of the Civil Rights Act of 1964, as amended, and other applicable federal and state law.

4. The Company's employment practices will conform with both the letter and the spirit of federal state and local laws and regulations regarding non-discrimination in employment.

I expect positive adherence to these principles from all employees.

A handwritten signature in blue ink, appearing to read "Mark W. Kowlzan", with a long horizontal flourish extending to the right.

Mark W. Kowlzan
Chief Executive Officer/Chairman

January 2022