



FPA Flexible Packaging
Association

Connecting. Advancing. Leading.



Anniversary
Special Feature
INSIDE!

1950-2025

CELEBRATING HOW FAR WE'VE COME

**REPORT TO
THE MEMBERS**

MISSION STATEMENT

The Flexible Packaging Association is a strategic organization and the voice of the U.S. flexible packaging industry. The mission includes facilitating industry advancement and providing a forum for industry leaders. This mission is accomplished by implementing our strategic plan that was refreshed by the FPA Board of Directors in early 2024 to cover 2025-2027. The new strategic plan is comprised of four pillars:

- Advocate and Protect:** Advocate for the interests of the flexible packaging industry.
- Educate and Inform:** Develop industry data and market information to educate and inform industry and external audiences.
- Relevance and Expansion:** Position FPA as the organization that the industry depends upon, and the value is recognized.
- Association Strength:** Maintain the talent, finances, and structure to grow FPA for the long term.

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Letter from the President & CEO

2025 was a year of major growth for FPA while we continued to focus on our core goals of advocacy, education, membership, and meetings. And all this while we loudly and proudly celebrated our 75th Anniversary!

The FPA membership grew to 206 companies in 2025, reflecting steady momentum and continued confidence in our value. At the same time, participation in our two major member gatherings – the Annual Meeting and the FlexForward® Conference – grew as well, yielding record attendance and revenue for both. The “second line” parade from our host hotel to the Sazerac House, led by the Abramson Sci Academy marching band, at the start of our FlexForward® Conference in New Orleans was a highlight that certainly will not soon be forgotten!

Advocacy remained a high priority in 2025 at both the federal and state levels. FPA’s ongoing work at the state level produced more favorable results, with Maryland and Washington State enacting new packaging extended producer responsibility (EPR) laws in a more industry-friendly form like the law enacted in Maryland in 2024 that we also supported. Previously enacted laws in Colorado and Oregon went into effect in 2025 where FPA actively participated in related rulemaking. We did the same in other states like California and Maine where packaging EPR laws are scheduled to go into effect in 2027.

While traction on federal legislation and regulation impacting flexible packaging was limited in 2025, I had the opportunity in July to appear as a witness before the U.S. House of Representatives Energy and Commerce Committee Subcommittee on Environment at a hearing on recycling. A generally quiet Congress for us during the year was more than superseded by tariff and trade issues led by the Trump administration, including broad new International Emergency Economic Powers Act (IEEPA) tariffs and expanded Section 232 duties on steel and aluminum that impacted our industry. In response, we launched our recurring Tuesday Tariff Talk email newsletter, as well as a new Tariff Working Group for member company individuals directly involved or interested in tariff and trade issues. We also launched a new Government Affairs Committee for FPA members to assist with identifying and acting on FPA’s top advocacy and public policy priorities and expand our government affairs-focused communications.

Member engagement in these new workstreams was excellent, as was record participation in our federal FlexFly-In held in September in Washington DC and co-sponsored by FPA’s Emerging Leadership Council (ELC). Member engagement in and contributions to FPA’s political action committee (PAC), FlexPAC® also grew significantly in 2025. FlexPAC® is a bipartisan PAC, funded entirely by voluntary personal contributions from FPA members, and supports candidates across all political parties who understand and advocate for the diverse issues affecting the packaging industry.

In 2025 we continued to be a source of sound data for FPA members and the U.S. flexible packaging industry through our State of the U.S. Flexible Packaging Industry Report, Cost Earnings Report, and Sterilization Packaging Manufacturers Council (SPMC) Report. We also released the first-ever U.S. flexible packaging industry economic impact report detailing the direct, indirect, and induced impact of our industry in terms of jobs and taxes paid; a joint research study with the PLASTICS’ Flexible Film Recycling Alliance (FFRA) on insights into consumer recycling of flexible films; and a joint research study with NAPCO Media examining digital printing trends across the flexible packaging industry.

As we head into 2026, the future for FPA and the flexible packaging industry looks bright. I know there is more work to be done for our growing and dynamic industry, and I look forward to doing that work for and with you.

Sincerely,

Dan Felton
President & CEO



ADVOCACY

FEDERAL

While 2025 began tumultuously as President Donald J. Trump (R) launched an unprecedented shakeup of the federal government, the impact on day-to-day federal activity affecting the flexible packaging industry, aside from tariff and trade issues, was less severe. Part of this is because we saw some traction on deregulation at the federal level, and congressional activity, outside of the primary focus on funding the federal government, was more moderate, given the extremely thin margins of control in the House and Senate. As is typical for our industry, the real legislative and regulatory activity in 2025 continued to be at the state level.

Congressional Action and Legislation

U.S. House Hearing – On July 16, 2025, FPA President and CEO Dan Felton served as a witness before the U.S. House of Representatives Energy and Commerce Committee Subcommittee on Environment at a hearing on recycling. The other witnesses included Ross Eisenberg of the American Chemistry Council, Keefe Harrison of The Recycling Partnership, and Matt Bedingfield of



FPA President and CEO **Dan Felton** testifying before the U.S. House of Representatives Energy and Commerce Committee Subcommittee on Environment.

Mint Innovation. Dan emphasized the Recycling and Composting Accountability Act (RCAA) and the Recycling Infrastructure and Accessibility Act (RIAA), highlighting the importance of considering all forms of recycling to increase the recycling of flexible packaging and meet the rising demand for recycled content.

RCAA, RIAA, and STEWARD Act – After a failed attempt to include the Recycling and Composting Accountability Act (RCAA) and the Recycling Infrastructure Accessibility Act (RIAA) in the 2024 end-of-year budget package, the two bills that FPA has been actively supporting were reintroduced in 2025 in the Senate as S.351 – the STEWARD Act of 2025. The legislation would establish the Recycling Infrastructure and Accessibility Program at the U.S. Environmental Protection Agency (EPA) to expand recycling access in under-served communities through a pilot grant program; it authorizes the EPA to collect and analyze data on market trends, material processing rates, and the effectiveness of curbside recycling programs, along with related accessibility challenges; and it directs the EPA to assess national composting potential by evaluating infrastructure, regulatory barriers, costs, and industry trends. The STEWARD Act passed the full Senate in late November 2025 and was transferred over to the House for further consideration. Meanwhile, RCAA and RIAA were both reintroduced as separate bills in the House were still awaiting committee consideration at the end of 2025. FPA will continue to focus lobbying efforts on overcoming the hurdles the legislation faced in the House last Congress.

CIRCLE Act – On July 17, 2025, Reps. Tom Suozzi (D-NY) and Brian Fitzpatrick (R-PA) introduced the bipartisan Cultivating Investment in Recycling and

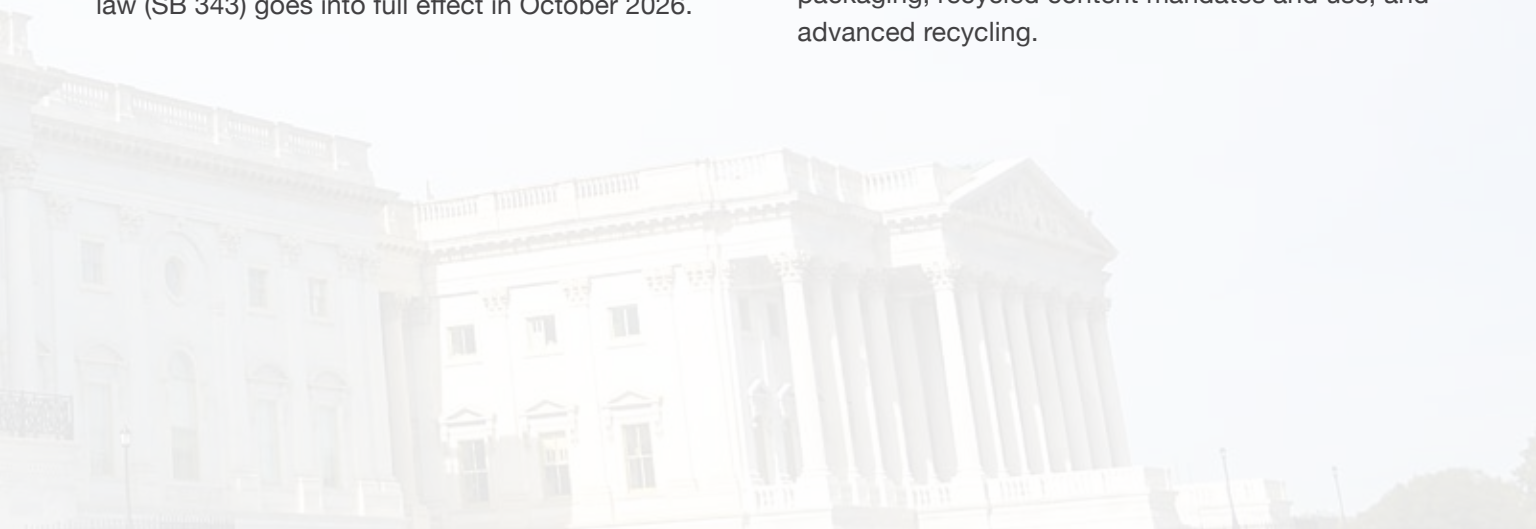
Circular Local Economies (CIRCLE) Act, led by The Recycling Partnership (TRP). The bill “would establish a targeted investment tax credit to strengthen our nation’s recycling infrastructure and bolster domestic manufacturing, while reducing waste in our environment and communities.” FPA is supporting the bill and working actively with a strong industry coalition to advance it.

PACK Act – AMERIPEN’s Packaging and Claims Knowledge Act (PACK Act), which FPA supports, will establish a new framework for compostable, recyclable, and reusable claims for product packaging under the Solid Waste Disposal Act. Specifically, the PACK Act will create a uniform federal framework for when compostable, recyclable, and reusable claims can be made for product packaging and will preempt inconsistent state laws that attempt to regulate such claims. The PACK Act, as originally drafted, vested primary authority in the U.S. Environmental Protection Agency (EPA), the federal agency with subject matter expertise in product lifecycle management. However, in 2025 the draft language was amended to vest authority instead in the U.S. Federal Trade Commission (FTC), largely in response to concerns from Republican legislators that took full control Congress. The PACK Act was officially introduced in late December 2025. FPA will continue to support and engage in the next stages of AMERIPEN’s advocacy efforts to advance the legislation before California’s “truth in labeling” law (SB 343) goes into full effect in October 2026.

One Big Beautiful Bill Act (OBBBA) – On July 4, President Trump signed the One Big Beautiful Bill Act (OBBBA) into law after passing the Senate by a vote of 51-50 and passing the House by a vote of 218-214. The final version of the bill:

- Reinstates Bonus Depreciation: The practice of expensing 100% of qualified assets in the year they were put into service.
- Permanently Restores Business Interest Deduction Limit: The more favorable EBITDA-type calculation of the business interest deduction limit for tax years beginning in 2025.
- Immediate R&D Expensing: Permanently allows the immediate expensing of domestic research costs and accelerates the remaining unamortized amounts of previously capitalized research costs incurred from 2022 through 2024.

U.S. Department of Justice – while not yet connected to current congressional legislation, in September FPA submitted comments to the U.S. Department of Justice (DOJ) in response to a request for information (RFI) on state laws that have significant adverse effects on the national economy or on interstate commerce, published in the Federal Register in August. In our comments, we included thoughts on extended producer responsibility (EPR) for packaging, labeling for packaging recyclability and composability, chemicals and materials in packaging, recycled content mandates and use, and advanced recycling.



Tariffs

U.S. tariff and trade issues remained on a roller coaster since early February 2025 when President Trump first announced tariffs on products imported into the United States from Canada, Mexico, and China under the International Emergency Economic Powers Act (IEEPA), citing declared national emergencies. President Trump also made substantial changes to the Section 232 duties on steel and aluminum, raising ad valorem rates, immediately eliminating exclusion processes, removing country-based exemptions, and promising to add many aluminum-derived products to the tariff scheme. Since then, the landscape of IEEPA tariffs and Section 232 duties—along with retaliatory tariffs—

continued to evolve and expand rapidly, often chaotically. To provide more regular tariff and trade updates for FPA members, in late March 2025 we launched our Tuesday Tariff Talk, a biweekly (when needed) email newsletter covering all things related to tariffs and trade. In early June, FPA's new Tariff Working Group, composed of more than 20 FPA member company individuals who are directly involved or interested in tariff and trade issues on behalf of their companies, started holding monthly meetings. The group quickly approved a charter and is now meeting to support FPA's information-sharing and coalition efforts on tariffs.

FPA staff continued throughout 2025 to actively engage with the U.S. Chamber of Commerce, the National Association of Manufacturers, and the National Foreign Trade Council's Tariff Reform Coalition to help us understand possible tariff regimes and guide any engagement strategies we may develop and implement to potentially respond on behalf of FPA members and the U.S. flexible packaging industry. We also stayed in touch with Mowry & Grimson, PLLC, the law firm that has represented FPA in the past on tariff and trade issues related to thin gauge aluminum. On August, they provided a "Trump Tariffs Update" to the FPA Tariff Working Group and other interested FPA members and gave another update at our FlexForward® Conference in New Orleans.



FPA Director of Government Affairs **John Richard** and **Brendan Adams** (Kraft Heinz) with U.S. Representative **Marianne Miller-Meeks**.

STATE

2024 was a whirlwind of activity around state legislatures for flexible packaging, with FPA tracking an astonishing 512 bills during the 2023-2024 state session that impacted our members. In 2025, we monitored nearly 380 bills across 40 states for the 2025-2026 session period.

Extended Producer Responsibility (EPR)

46 packaging EPR-related bills across 17 states were active in 2025, and FPA staff and consultants remained hard at work protecting our members' interests.

Maryland – In May, Governor Wes Moore signed FPA-supported SB 901 into law, making Maryland the sixth state to enact packaging EPR in the United States. FPA supported the needs assessment that informed the legislation's amendments before passage and officially endorsed the EPR bill early in the legislative process. Notably, FPA successfully obtained a limited exemption for protein packaging from certain performance goals where infrastructure is not yet developed, marking the first time this exemption had been included in a packaging EPR law. It will take effect in 2028.

Washington State – In May, Washington State became the seventh state to pass an EPR law for packaging. While FPA secured all its requests from 2024 in the 2025 bill, the new version introduced several new issues, including material-specific source reduction requirements, restrictions on producers owning new recycling infrastructure from Minnesota's law, and a process for approving advanced recycling content to count toward performance goals. Recognizing the political realities in Washington State and the progress made in 2024, FPA maintained a neutral stance on the bill in 2025. The new law will fully take effect in 2030.

Hawaii – In late May, HB 750 was signed into law. The bill mandates the Department of Health to conduct a statewide needs assessment to identify measures to reduce waste, increase reuse, improve recycling collection services, and expand local processing of materials through an extended producer responsibility program for packaging materials and paper products. It also establishes an advisory council to review the draft needs assessment and suggest recommendations throughout the process. Additionally, the bill requires the Department of Health to hold a public hearing on the draft and to complete and submit the assessment to the Legislature by 12/31/2027. The law allocates \$3 million to fund these initiatives. FPA submitted testimony on the bill during the legislative process.

Maine – In June, the FPA-supported EPR reform bill (LD 1423 - SP 579) was signed into law. While the legislation does not fix all the issues in the nation's first-enacted packaging EPR program, it makes the producer definition more consistent with other states, allows post-industrial recycled content to count toward performance goals, clarifies the consumer definition, and more. FPA provided testimony in support, highlighting several technical corrections the regulatory process has needed, including an updated producer definition, data-driven performance goals, and a limited exemption for protein packaging.

Rhode Island – In late June, SB 996 was signed into law, requiring the Department of Environmental Management, in collaboration with the Department of Administration and the Resource Recovery Corporation, to conduct a statewide analysis for implementing a beverage container redemption program, a packaging EPR program, and a statewide recycling plan. The bill was turned into a

study after strong opposition from FPA and others to problematic EPR and joint bottle bill-EPR legislation that had been under consideration in the Legislature. House leadership issued a rare joint statement that the efforts would be converted to a needs assessment to provide a more data-driven approach to the state's EPR and bottle bill discussions. FPA looks forward to assisting with the needs assessment process as Rhode Island begins its data collection.

New York – On June 17, FPA staff and consultants were among the last lobbyists remaining in Albany, pulling legislators off the floor to prevent New York's packaging EPR bill (A.1749/S.1464) from reaching the Assembly floor. The bill was ultimately stopped from progressing in the final hours of that night. Thanks to all FPA members who sent opposition memos and attended FPA's first state fly-in in May to oppose the bill. This effort will continue when the New York State Legislature reconvenes in 2026 and FPA will remain actively and deeply engaged to advocate for flexible packaging to be treated reasonably in any legislation that advances.

Other States – In 2025, FPA and its consultants continued their active involvement in several other states where packaging EPR legislation wasn't expected to pass in 2025 but is very likely to be considered again in 2026. These states include Illinois, Massachusetts, New Jersey, and Tennessee.

Oregon Lawsuit – In June 2025, the National Association of Wholesaler-Distributors filed a lawsuit against the Oregon Department of Environmental Quality and others in the United States District Court for the District of Oregon, challenging the constitutionality of Oregon's Plastic Pollution and Recycling Modernization Act for packaging extended producer responsibility (EPR), which officially took effect on July 1, 2025. Specifically, the lawsuit contests the creation of a producer responsibility organization (PRO), the setting of fees, and how the program impacts interstate commerce.



FPA President & CEO **Dan Felton** and Director of Government Affairs **John Richard** working the halls of Congress.

Advanced Recycling

FPA firmly believes that a range of solutions is necessary to address the lack of collection, processing, and end-markets for the circularity of flexible packaging. FPA advocates for legislation that enables and funds advanced recycling, including advanced (also known as) chemical recycling. While 25 states now have laws supporting advanced recycling technologies, we must also watch out for bans on advanced recycling. We saw at least four states—Maryland, Oregon, Rhode Island, and Vermont—introduce standalone legislation in 2025 to ban advanced recycling, but none of these bills moved forward. Additionally, New Jersey AB 2776, which would proactively recognize advanced recycling as a valid recycling method in the state, has also not advanced. It's also important to note that we are seeing increased consideration of advanced recycling in states that are finalizing their program plans and regulations for packaging EPR programs, which are being implemented. This includes California and Colorado.

Labeling

In 2025, the trend and pace of bills related to labeling—primarily for recyclability, but also for compostability and reusability—remained consistent with the past few years. We tracked bills in California, Massachusetts, New Hampshire, New Jersey, and New York. However, like in recent years, no new bills were signed into law since California’s “truth in labeling” law (SB 343), enacted in 2021, will take effect in 2026.

Recycled Content

In 2024, we monitored eight bills across six states (CA, HI, MD, MA, NJ, NY) related to recycled content in packaging. In 2025, we only tracked five bills in five states (CA, MA, NJ, NY, WA), and none of those bills passed the full legislative process to become law. California AB 973 (Hoover) was by far the most aggressive of these proposals, updating the State’s Rigid Plastic Packaging Container (RPPC) law and requiring manufacturers to meet new minimum

post-consumer recycled (PCR) content percentages for certain flexible packaging types. FPA strongly opposed AB 973 in coordination with several other industry stakeholders, and the bill was ultimately moved to the suspense file in May, effectively killing it for the year. We fully expect the bill to return in 2026 and will continue to collaborate with stakeholders on potential amendments to make it more acceptable.

Toxics in Packaging

Overall, legislation in the states concerning additives, chemicals, ingredients, or “toxics” in packaging was relatively modest in 2025 compared to recent years. Despite tracking 116 related bills across 27 states and seeking opportunities to testify in favor of science-backed approaches to chemicals in packaging, none of the most burdensome bills FPA monitored and engaged with in 2025 were enacted into law.



FPA Director of Regulatory Affairs **Kyla Fisher** with FPA members **Natalie Jardell** (Flint Group), **Cindy Haven** (Amcor) and **Jake DeArvil** (CNG) in Washington DC for FPA’s Flex-Fly-In.

Highlights included:

California – SB 682 (Allen), as introduced, would have banned the sale of specific products containing intentionally added PFAS, such as cleaning products, cookware, dental floss, juvenile products, food packaging, and ski wax, starting January 1, 2027. The ban would expand to almost all products with intentionally added PFAS by January 1, 2033, with exceptions for unavoidable uses, federally preempted products, and previously used items. Although it was amended several times during the legislative process this year, including for covered products and various effective dates, it ultimately passed the Senate in early June and the Assembly in mid-September. However, Governor Newsom vetoed the bill in October, citing concerns about product impact and overreach. FPA actively opposed the bill throughout the legislative process, mainly due to issues with a problematic “intentionally added” definition that was successfully defeated in several other states. Despite this proposal failing, we do expect further action on PFAS restrictions in 2026.

California – AB 1148 (Sharp-Collins) would have banned food packaging containing any intentionally added bisphenols or phthalates starting January 1, 2027. After FPA and its coalition allies took a stance of “oppose unless amended” on the bill, it was amended in July into a two-year bill for potential further consideration in 2026. FPA will continue engaging with the committee, author, sponsors, and industry partners regarding the bill if it proceeds to further review in 2026.

FPA MEMBER ENGAGEMENT

FPA Government Affairs Committee

Following meetings in early 2025 with members of the temporary Board-level FPA Advocacy Strategies Working Group (ASWG), FPA’s existing Circularity Committee was officially disbanded, and the new FPA Government Affairs Committee was formally established. This Committee is tasked with expanding our government relations-focused communications, identifying and acting on FPA’s top advocacy and public policy priorities, and developing our fly-in capabilities and capacity. Led by Emily Williams from TC Transcontinental (Chair) and Steve Kittredge from Amcor (Vice Chair), the Committee met throughout 2025. It finalized a charter, discussed an emerging federal policy issue concerning greenhouse gas (GHG) emissions, reviewed a Request for Information (RFI) from the Department of Justice (DOJ), received updates from law firm Hogan Lovells about a potential lawsuit against California’s “truth in labeling” law (SB 343), and started focused discussions on various public policy issues where FPA might develop positions and engage, such as extended producer responsibility, advanced recycling, microplastics, recycling infrastructure, packaging labeling, post-consumer recycled content mandates, and “toxics” in packaging, along with strategies to address these issues.

FlexFly-In

In September, FPA and the Emerging Leadership Council (ELC) co-hosted the 3rd annual Washington DC Advocacy fly-in, now officially called the **FPA FlexFly-In**. It was the first time this opportunity was open to all FPA members, resulting in the largest attendance so far. We hosted 30 FPA members for policy discussions and meetings with nearly 60 Congressional offices. Before heading to the Hill, FPA organized a ‘Policy Day’ to review policy priorities critical to the flexible packaging industry.

and give fly-in attendees a chance to hear from and ask questions of federal government staff. These reviews included an overview of recycling initiatives from the U.S. Senate Committee on Environment & Public Works (EPW) Majority and Minority Staff, trade agreements and disputes from the United States Trade Representative (USTR), and the U.S. International Trade Administration (ITA) Office of Materials Industries. Additionally, we heard from Ross Eisenberg, President of America's Plastics Makers at the American Chemical Council, and Hodayah Finman, Senior Director for Regulatory Affairs at PLASTICS, who each offered a candid perspective on INC-5 activities, an intergovernmental negotiating committee working to develop a global treaty to end plastic pollution. The main goal of the September

FPA FlexFly-In was to introduce U.S. Congressional offices to the flexible packaging industry. Each team highlighted FPA companies' sites located in the representatives' state or district and shared flexible packaging product samples for a hands-on experience. We highlighted the industry's economic impact nationally and by state, including the number of jobs created by FPA companies. In addition, teams took the opportunity to share their insights on policies affecting the flexible packaging industry and request support. These discussions emphasized the need for investments in recycling infrastructure and circular end markets (STEWARD Act, RIAA, RCAA, CIRCLE Act), harmonized labeling bills (PACK Act), and fair trade policies.



FlexFly-In – In September, FPA and the Emerging Leadership Council (ELC) co-hosted the 3rd annual Washington DC advocacy fly-in

REGULATORY AFFAIRS AND SUSTAINABILITY

The past year has been a period of meaningful rebuilding, renewed momentum, and increased visibility for FPA's regulatory and sustainability priorities. With the hiring of Kyla Fisher, our Director of Regulatory Affairs and Sustainability, in March—after a two-year vacancy—FPA made significant progress in elevating the industry's voice in state rulemaking, strengthening technical leadership across key committees, and expanding its sustainability knowledge base to better inform policy conversations.

REGULATORY AFFAIRS: Strengthening FPA's Voice at the State Level

FPA's regulatory work in 2025 centered on two primary objectives:

1. Ensuring the flexible packaging industry is accurately represented in state Extended Producer Responsibility (EPR) rulemaking; and
2. Addressing environmental health and safety issues through the guidance of the FPA Environmental, Health and Safety (EHS) Committee.

FPA submitted both independent and collaborative comments and testimony across multiple states and participated in dozens of hearings, advisory board meetings, and comment periods. These efforts helped shift regulatory perspectives and shape more balanced frameworks.

State-by-State Progress

California

Seven meetings and multiple formal comments helped move SB 54 regulations from no recognition of alternative film collection to full acceptance as a viable on-ramp solution. Final regulations were anticipated at the end of 2025 but did not actually receive approval until May 2026.

Colorado

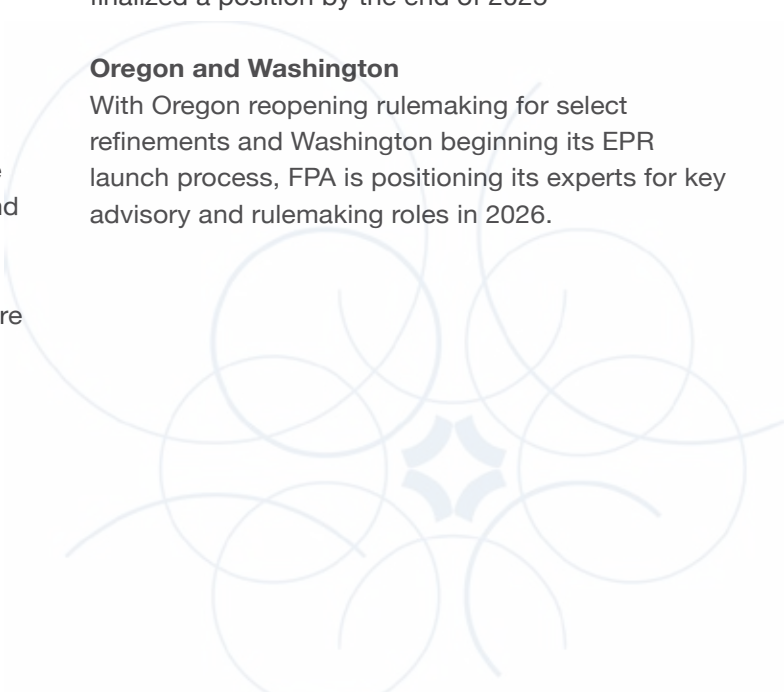
FPA submitted letters supporting mass balance for plastics recycling and addressing eco-modulation fees. While the state has banned mass balance for one producer responsibility organization (PRO), decisions for the Circular Action Alliance (CAA) PRO plan are pending. With two PROs—the only state currently structured this way—Colorado remains a closely watched case.

Maine

Despite our best efforts to advocate for alternative collection as an additive volume towards the statewide recycling criteria, the state had not finalized a position by the end of 2025.

Oregon and Washington

With Oregon reopening rulemaking for select refinements and Washington beginning its EPR launch process, FPA is positioning its experts for key advisory and rulemaking roles in 2026.

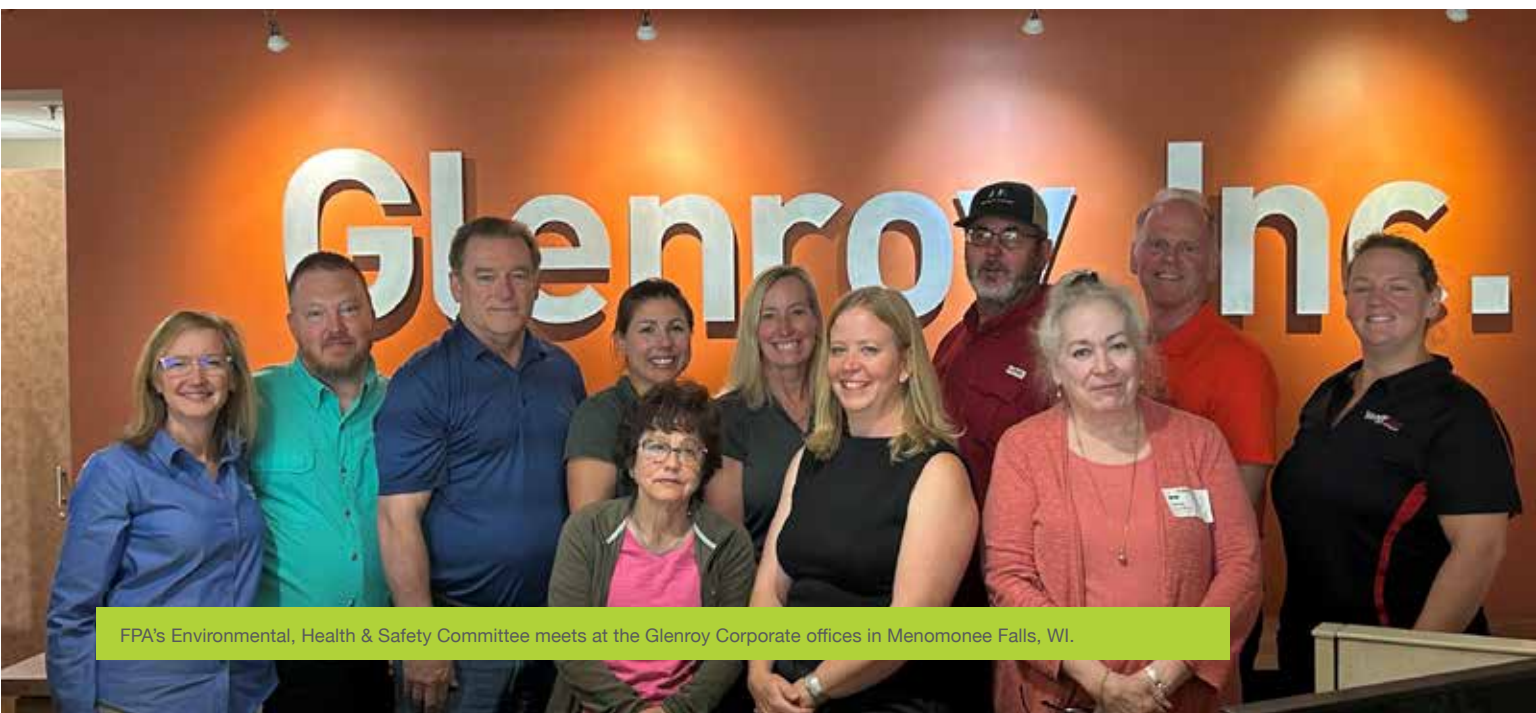


STERILIZATION PACKAGING MANUFACTURERS COUNCIL (SPMC): Advancing Technical Leadership

FPA's SPMC, composed of nine leading medical and pharmaceutical packaging companies, continues to elevate its role as a technical and regulatory resource for sterile packaging. In 2025, the group transitioned leadership from longtime Chair Dhuanne Dodrill of PAXXUS to Jackie Daly of Beacon Converters and remained highly active across its three subcommittees:

- **Technical Committee:** Released three white papers focused on the storage, transportation, and handling requirements for sterile barrier systems.
- **Regulatory Affairs & Sustainability Committee:** Monitored Prop 65 exemptions and advocating for regulatory recognition of medical packaging's unique safety requirements.
- **Marketing Committee:** Leading outreach for Sterile Packaging Day and expanding awareness of SPMC's expertise.

2025's Sterile Packaging Day blood drive at MD&M West in Anaheim, California, exceeded goals by 154%—collecting more than 37 units—helping reinforce the “Invisible Hero” role sterile packaging plays in public health. The Council also launched a new quarterly column in *Healthcare Packaging*, expanding SPMC's educational reach across the industry.



FPA's Environmental, Health & Safety Committee meets at the Glenroy Corporate offices in Menomonee Falls, WI.

ENVIRONMENTAL HEALTH & SAFETY COMMITTEE: Expanding Scope and Engagement

The FPA EHS Committee, with more than 25 participating companies, continues to deliver valuable insights on emerging environmental and safety regulations. In 2025, the group submitted comments on:

- NIOSH safety testing eliminations
- EPA stormwater PFAS requirements
- OSHA's proposed Heat Rule
- EPA's consideration of eliminating GHG reporting

In response to member feedback, the committee broadened its focus to include more sustainability topics and joined the Conn Maciel Carey OSHA Modernization Coalition—supporting national efforts to improve clarity and streamline regulatory requirements related to occupational health and safety.

FlexImpact™: A New Sustainability Initiative

To elevate FPA's visibility and demonstrate industry commitment to environmental and community stewardship, the EHS Committee launched **FlexImpact™**, an association-wide service initiative. The inaugural event—a New Orleans litter cleanup aligned with FlexForward®—encouraged participation both onsite and through satellite cleanups hosted by member companies nationwide. A dedicated social media campaign will amplify these efforts and bring greater attention to flexible packaging's recyclability and end-of-life pathways. Watch for new activities throughout 2026.



SUSTAINABILITY: Data-Driven Insights to Inform Policy

Recognizing the need for robust, industry-specific data, FPA reinvigorated its sustainability program in 2025.

Evaluating Flexible Packaging in California's WIC Program

A major study by Dr. Andrew Hurley at The Packaging School neared completion at the end of 2025. Early results showed that:

- More than **50%** of approved WIC foods are packaged in flexible materials.
- Flexible packaging often provides the most **cost-efficient** option for low-income communities.

These findings will be critical in conversations where implementation of California's packaging EPR law (SB 54) could inadvertently create economic hardship if flexible packaging were restricted. The project originated from an idea proposed by Emily Williams, formerly with TC Transcontinental.

Increasing Film Recycling Through Store Drop-Off

In partnership with the Flexible Film Recycling Alliance (FFRA), FPA is funding consumer research to identify the most effective messaging to encourage store drop-off recycling. Insights were shared

at FlexForward®, with the goal of developing a targeted consumer campaign for 2026—supported by fundraising among peer organizations and FPA members.

Our support for the FFRA also includes the plasticfilmrecycling.org website. A searchable national directory to guide consumers towards alternative collections systems for flexible film and packaging recycling. As a founding member, we gain valuable access to consumer insights and depot locations by state, proving beneficial in several states as we promoted alternative collection as a necessary on-ramp for film recycling.

LOOKING AHEAD

From regulatory advocacy to technical leadership and sustainability-driven research, 2025 was a year of renewed strength for FPA. With new staffing, expanded committee engagement, and data-supported policy efforts, the association is well-positioned to influence the rapidly evolving landscape of packaging legislation and environmental expectations. Momentum will continue into 2026 as FPA builds on this foundation to ensure flexible packaging remains recognized, valued, and responsibly advanced.



EMERGING LEADERSHIP COUNCIL

The Emerging Leadership Council (ELC) is dedicated to establishing a network of future FPA and industry leaders to drive issues and opportunities that will have a long-term impact on advancing the U.S. flexible packaging industry. This mission will be accomplished through:

Education & Recruitment – building a sustainable future for the Flexible Packaging Industry by attracting and developing future leaders through recruitment and education, while providing impactful resources to raise awareness of critical industry issues.

Advocacy – providing a voice of advocacy for the flexible packaging industry by working with lawmakers and promoting responsible packaging that supports circular economy principles.



The Emerging Leadership Council (ELC) continued to build momentum in 2025. With the ELC Bylaws officially approved in August, we have begun implementing the new structure and preparing for upcoming leadership transitions. With several ELC members' completing their terms at FlexForward® and the upcoming Annual Meeting in March, there are several opportunities for fresh voices and new contributors to join the Committee and help shape the future direction of our work.

2025 ELC Committee

ELC Co-Chairs

Weston Harcourt, Toppan Packaging Americas (2024 – 2026)

Alana Carr, Hosokawa Alpine American (2025 – 2027)

Education and Recruitment Committee Co-Chairs

Kara Stoney (2024 – 2026)

Patrick Clark, Bryce Corporation (2025 – 2027)

Advocacy Co-Chairs

Emily Williams, TC Transcontinental (2024 – 2026)

Natalie Jardell, Flint Group Packaging Solutions (2025 – 2027)

Advocacy

Advocacy efforts remain a core pillar of the ELC, with significant progress made in late 2025.

FlexFly-In 2025

This year's Fly-In, held in partnership with FPA, was a major success. Twelve ELC members participated in Capitol Hill meetings, advancing key policy priorities for the flexible packaging sector. Their efforts contributed to two notable outcomes:

- Rep. Sharice Davids signed onto the Recycling and Composting Accountability Act.
- Rep. Rudy Yakym signed onto the Recycling Infrastructure and Accessibility Act.

Converter Site Visits

While interest in converter site visits remains strong, scheduling proved challenging due to the recent government shutdown. The Committee plans to renew efforts heading into 2026 to standardize the site-visit framework and prioritize outreach in key states such as California, New York, and others, where industry engagement is critical.

Education & Recruitment

The Education & Recruitment Committee was especially active in 2025, expanding its college outreach efforts and strengthening industry-academic partnerships led by Kara Stoney & Patrick Clark.

College Outreach

- Rutgers University: Dave Shockey and Dan Felton recently visited Rutgers to discuss the flexible packaging industry and emerging career pathways.
- UW–Stout: On November 14, Kyle Valdis provided students with a firsthand look at the full flexible packaging process during a tour of a Minnesota manufacturing site.
- RIT: Preparations are underway for a visit in Q1 of 2026, with a finalized slide deck that can also serve as a template for future campus engagements by James Bryant.

Cal Poly: The Committee is building a long-term relationship with the program and working to send lab materials to support their curriculum.

Speaker Series

The ELC hosted a free webinar speaker series on leadership development, available to the entire FPA membership. The 2025 speakers included Kasie Strong-Fairbarn (W&H), Christina Boyd (Printpack), and Eliza Basel (Pregis).

Virtual Summer Internship Program

Returning in 2025, the ELC hosted the Virtual Summer Internship Program, continuing its mission to build community and provide valuable networking opportunities for interns exploring careers in the flexible packaging industry.

The 2025 program welcomed over 30 student participants from FPA member companies. Throughout the summer, interns participated in weekly sessions designed to foster connection, gain industry insight, and advance their professional development. These sessions were structured into two formats: small-group discussions and broader group presentations.

Small-group sessions led by ELC members offered interns a more personal setting to network and explore industry topics in depth.

Broader group sessions featured high-impact guest speakers and sessions, including:

- A Kick-off and Introduction to the FPA with Dan Felton
- A Summer Internship Career Panel with the ELC Leadership
- Engaging presentations on the industry's most pressing topics, such as "Choosing Between Paper & Plastic Packaging" and "Navigating the Sustainability Roller Coaster"



COMMUNICATIONS

FPA continuously promotes the positive story of innovation and the advantages of flexible packaging. FPA applies a full range of traditional and digital tools to connect with members, media, consumers, policymakers, and other audiences.

New FPA–NAPCO Media Research Examines the Future of Digital Printing in Flexible Packaging

In 2025, the FPA partnered with Alliance Insights, PRINTING United Alliance’s research division, on its annual survey and a new flexible packaging–specific report examining digital printing trends across the packaging industry. This collaboration explores the key drivers behind increased adoption of digital printing among package printers, converters, and brand owners. Findings from the annual survey were presented at the Digital Packaging Summit (November 10–12, Ponte Vedra, Florida), while insights from the flexible packaging–focused report were shared at the FlexForward® Conference (November 4–6, New Orleans).

FPA and PLASTICS’ Flexible Film Recycling Alliance Launch Joint Consumer Insights Study

FPA partnered with the Plastics Industry Association’s Flexible Film Recycling Alliance (FFRA) on a jointly funded consumer insights study commissioned to better understand what motivates American consumers to recycle flexible films. The study supports both organizations shared goal of increasing flexible packaging recycling in the United States by identifying practical ways to educate consumers on the value of flexible film, where and how to recycle it, and how to drive real behavior change. Findings from this research will inform future consumer education strategies and were presented at the FlexForward® Conference (November 4–6, New Orleans).

ONGOING MEMBERSHIP COMMUNICATIONS

FPA Flexible Packaging Industry News Bulletin (INB)

The bulletin is emailed to FPA members weekly (every Monday). FPA sends the INB out through a third-party email service that allows it to track the number of “opens” by members. Other information can be tracked as requested.

FPA NOW (News on the Web)

FPA NOW is a monthly bulletin that highlights FPA activities and contains industry trade press articles on trends in packaging and sustainability.

Tuesday Tariff Talk

In response to an ever-changing trade landscape, FPA launched a biweekly trade policy update in March 2025 to keep members informed of potential and implemented changes to tariff schemes and trade agreements. Because much of tariff policy was set through the Trump Administration’s executive orders, the information shared in the newsletter remains subject to frequent change.



Government Relations eNewsletter

In May 2025, FPA launched a monthly Government Relations newsletter to keep members apprised of notable policy developments nationwide. Each issue highlights key advocacy and regulatory activities from the previous month.

The Thursday Three eNewsletter

The Thursday Three from Dan Felton, FPA President & CEO, debuted in May 2025 as a weekly communication to FPA members focused on key developments in flexible packaging—and occasionally beyond. Each edition highlights three timely issues, initiatives, or trends impacting the industry, along with a bonus feature spotlighting an FPA member. The series was designed to be informative, engaging, and accessible, providing members with a concise and enjoyable way to stay connected to FPA's work and the broader industry.



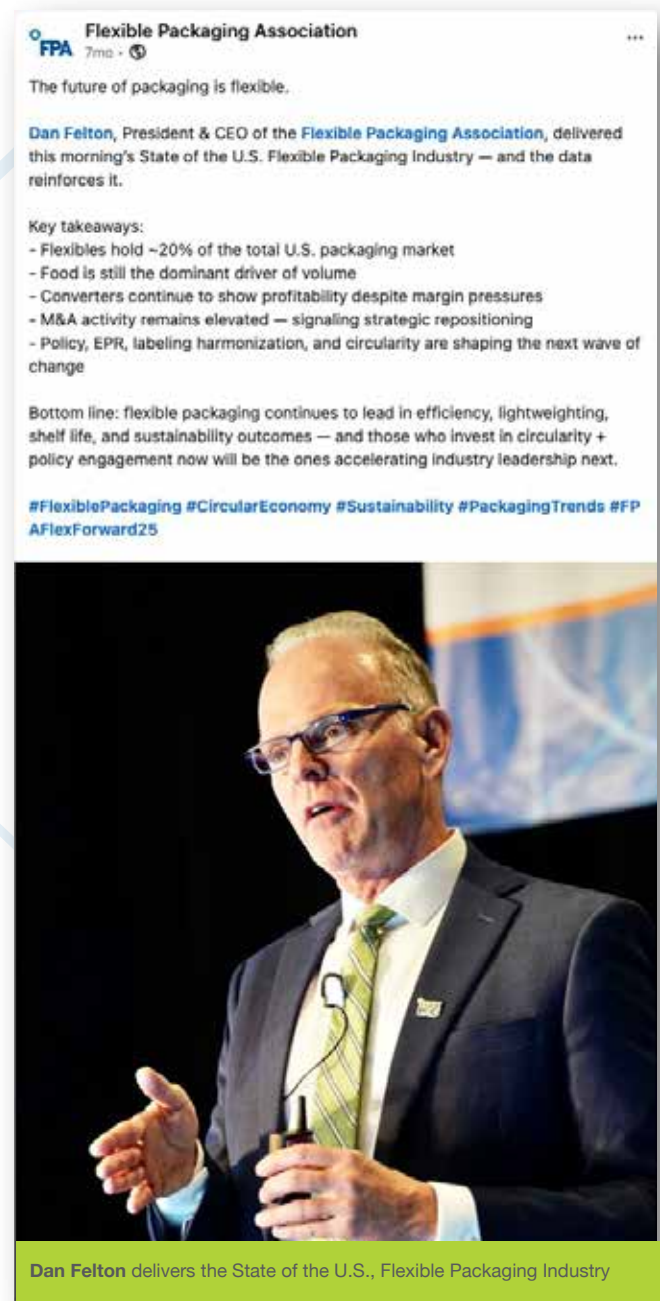
FlexPAC® Update

Each quarter, FPA shares updates on its advocacy efforts and legislative priorities, highlighting how member support for FlexPAC® has driven impact where it matters most. From policy wins to emerging challenges, the newsletter provides members with an insider's view of how FPA worked to protect and advance the flexible packaging industry's interests on Capitol Hill and beyond.

Social Media Program

In 2025, FPA's social media performance reflected both strong organic growth on key platforms and the impact of a reduced paid media budget. Facebook remained FPA's largest channel, ending the year with 35,240 followers, a 5.8 percent increase over 2024. While impressions and engagement declined year over year—consistent with lower paid support—top-performing content leaned more heavily into association-driven storytelling, including FPA news, events, and awards.

On X (formerly Twitter), FPA grew its audience to 1,805 followers, representing a 1.9 percent increase, while likes rose 55.8 percent year over year. Although overall engagement data was limited, the increase in likes suggests growing resonance with posted content.



COMMUNICATIONS

LinkedIn continued to be FPA's strongest social platform, closing the year with 30,449 followers, up 12.7 percent from 2024. Engagement increased across all key metrics, with comments up 206 percent and reactions up 54.1 percent, alongside gains in impressions. FPA news and live event posting consistently delivered high engagement, reinforcing LinkedIn's role as the primary channel for member communications, advocacy messaging, and thought leadership.

Instagram ended the year with 4,568 followers, essentially flat year over year (down 0.1 percent). As with Facebook, impressions and engagement declined in line with reduced paid promotion. While limited engagement data made it difficult to identify top-performing content, Instagram continued to support FPA's overall digital presence as a visual storytelling channel.

To strengthen FPA's policy engagement and help bridge the education gap with congressional leaders, FPA launched a targeted LinkedIn thought-leadership strategy designed to enhance advocacy efforts and position the association as a trusted, go-to resource on flexible packaging policy. As policymakers increasingly shape conversations around packaging, recycling, and sustainability, this approach

proactively educates congressional staff and regulatory stakeholders to ensure flexible packaging is accurately represented in policy discussions. The strategy includes publishing approachable, leadership-authored LinkedIn articles that explain what flexible packaging is, why it matters, and how it intersects with key policy issues. Content is amplified to reach policymakers directly and repurposed into infographics, advocacy leave-behinds, and talking points, creating an evergreen "intro series" that supports Hill visits and follow-up conversations.



To further reinforce this effort, FPA transitioned its Facebook and Instagram channels away from the Perfect Packaging brand and back to the association brand, ensuring a consistent, unified voice across platforms and strengthening FPA's credibility as the trusted source for flexible packaging insights. This alignment allows LinkedIn policy content to be amplified more effectively across channels and supports broader advocacy and education efforts. All policy articles are housed in one centralized hub and can be found at <https://perfectpackaging.org/unpacking-flex/>.

FlexPack VOICE®

FPA continues its partnership with the YGS Group to develop and distribute its official magazine, *FlexPack VOICE*®. The magazine includes FPA news specific to the Association, industry news focusing on the industry, the supply chain, and member achievements in sustainable, flexible packaging and technical innovations that address product protection, e-commerce, food waste, medical safety, and more.

Five feature sections anchor the issues: “Advocacy Corner” describes FPA’s advocacy efforts and what it is doing to be heard at the Federal and state levels to forward the interests of members; “FlexAppeal®,” which highlights the benefits of flexible packaging; “FlexForward®,” which focuses on industry breakthroughs and trends; “FlexFocus®,”

which features FPA members’ specific achievements in flexible packaging. The magazine features the charitable work of FPA companies in their communities and offers space to note new hires in senior-level positions.

FPA/YGS Group is working with our marketing firm, The Cyphers Agency, to increase the magazine’s social media presence and expand the distribution list. The magazine is distributed to 4,906 people, and in 2025, the digital editions of *FlexPack VOICE*® earned 20,845 online views.

FPA Magazine Website

FlexPackVoice.com is a dedicated website for *FlexPack VOICE*®, FPA’s magazine. It includes digital copies of the magazine; additional original articles; breaking news (a curated news feed from the e-newsletters); follow-up and expanded coverage of select articles from the print publication; video and/or audio; additional photo galleries to complement the magazine content, such as FlexAppeal®; key upcoming events; and a social media feed.

In 2025, the site earned 66,682 page views, a 10% increase from 2024, with top-read articles including “FlexPack Voice Gallery” (1,382 views), “ProAmpac CEO Intends to Double Sales Within Five Years” (402 views), “A Closer Look at Stan Bikulege” (379 views), and “An Inflection Point” (351 views).



FPA Website

FlexPack.org continues to provide members and guests primary access to information on the Association and the flexible packaging industry. In 2025, the site garnered 170K+ page views. The top visited pages on the website include the Membership Directory page (19,600+ views), 2025 FlexForward® Fall Conference (13,000+ views), FPA Press Room (9,442+ views), FPA Events (8,600+ views), 2025 Annual Meeting (7,300+ views), the Buyers Guide (3,800+ views), Industry Overview (2,900+ views), Financial and Economic Information (2,200+ views), and Facts and Figures (2,200+ views).

FPA Consumer Website

PerfectPackaging.org, FPA's consumer-facing microsite, promotes the industry to consumers and addresses the common miscommunications about flexible packaging and plastics that are often reported. The website continues to gain momentum and consumer interest, with most visitors seeking information on recycling options, the impact of flexible packaging on the environment, and the reasons to consider flexible packaging.

Within the past year, the site earned 32K+ page views from the Environmental Impact of Plastic vs. Paper blog (4,850 views), the What is Flexible Packaging page (4,626 views), and Education and Resources (3,828 views), which continue to be the top-visited pages.

FPA Careers Website

Flexible packaging is one of the fastest-growing packaging industry segments, contributing more than \$151 billion to the U.S. economy. The industry supports nearly 400,000 jobs in America, and we need more talented, ambitious professionals for a wide range of disciplines. To help with this workforce development, FPA developed a career website, **FlexPackCareers.org**, that outlines the various career opportunities in the flexible packaging industry and includes links to FPA member websites and career pages (if applicable).

FlexPAC® Website

FPA's political action committee (PAC), FlexPAC®, represents the interests of the flexible packaging industry at the federal level. FlexPAC® is a bipartisan PAC, funded entirely by voluntary personal contributions from FPA members, and supports candidates across all political parties who understand and advocate for the diverse issues affecting the packaging industry. To facilitate support for the PAC, FPA has launched a dedicated website, **FlexPAC.org**, where visitors can access contribution guidelines, a solicitation prior authorization form, and a comprehensive FlexPAC® 101 guide.

FPA Trade Show/Conference Participation

FPA actively serves as a thought leader for the flexible packaging industry and represents the industry at various trade shows and conferences throughout the year.



FPA representatives presented at the following conferences and events in 2025:

- AMI Plastics World Expo, November 12-13, 2025
- Digital Packaging Summit, November 10-12, 2025
- Printpack Packaging Institute, October 27-28, 2025
- Comexi Innovation Forum, October 21, 2025
- Beauty Packaging and ZACROS Webinar, October 22, 2025
- Food Production Solutions Association Webinar, October 15, 2025
- Textile Bag and Packaging Association (TBPA) Fall Convention, October 15-17, 2025
- Rutgers Packaging Engineering Career Event, October 1, 2025
- PACK EXPO Las Vegas, September 29 – October 1, 2025
- Smithers Advance Recycling Summit, August 26-27, 2025
- PLASTICS Recycling Open House, August 20, 2025
- Flexible Packaging Europe (FPE) Members Meeting, June 26-27, 2025
- Global Pouch Forum, June 18-20, 2025
- AMERIPEN Annual Summit, June 10-12, 2025
- PLASTICS Food, Drug, and Cosmetic Packaging Materials Committee Conference, June 2-4, 2025
- R2R's ARC Summit, May 14-15, 2025

- H.B. Fuller Sustainability Summit, May 13, 2025
- SPE FlexPackCon® 2025, May 6-8, 2025
- PLASTICS' FlexForum 2025, April 22-24, 2025
- ProAmpac LEAD Academy, April 3-4, 2025
- FMI & Meat Institute Annual Meat Conference, March 24-26, 2025
- PACK EXPO Southeast, March 10-12, 2025

FPA exhibited at the following trade shows in 2025:

- Rutgers Packaging Engineering Career Event, October 1, 2024 (with the Emerging Leadership Council)
- PACK EXPO Las Vegas, September 29 – October 1, 2025
- National Conference of State Legislatures' (NCSL) Legislative Summit, August 4-6, 2025
- SNAXPO, March 30 – April 1, 2025
- MD&M West, February 3-5, 2025

FPA 2025 Partnerships

- AMI Stretch and Shrink Film North America, December 9-10, 2025
- Digital Packaging Summit, November 10-12, 2025
- PRINTING United, October 22-24, 2025
- Advanced Recycling Summit, August 26-27, 2025
- Packaging Recycling Summit, June 25-27, 2025
- E-PACK US 2025, June 5-6, 2025
- Digital Print for Packaging US, June 2-4, 2025
- SPC Impact 2025, April 29 – May 1, 2025
- AMI's Polyethylene Films, February 17-19, 2025
- MD&M West, February 3-5, 2025

75th ANNIVERSARY SPOTLIGHT

FPA's 75th Anniversary: A Story of Legacy, Leadership, and Momentum

In an industry defined by constant change, reaching a 75-year milestone is more than a number—it's a statement of endurance, relevance, and leadership. For the Flexible Packaging Association (FPA), the 75th anniversary became an opportunity not just to look back, but to reaffirm why the association exists and where it is headed.

From the outset, FPA approached its anniversary with intention. Rather than anchoring the milestone to a single event or commemorative moment, the association chose to tell a broader story—one that reflected its history, celebrated its members, and reinforced its role as the unifying voice of the flexible packaging industry.

Anniversary messaging leaned into this parallel journey. The focus was not nostalgia, but continuity: how the foundation built decades ago continues to support today's priorities, from public health and supply chain resilience to sustainability and responsible end-of-life solutions. By grounding the anniversary in real industry impact, FPA reinforced that its history is not behind it—it is actively shaping the present.



A Living Anniversary, Woven Throughout the Year

Rather than isolating the celebration to a single date, FPA integrated the 75th anniversary across its major touchpoints throughout the year. Flagship meetings, conferences, and member gatherings became opportunities to acknowledge the milestone in a way that felt organic and purposeful.



Visual elements, remarks, and messaging were thoughtfully incorporated—elevating the anniversary without detracting from the core business of the association. This approach allowed the celebration to feel steady and authentic, mirroring FPA's role as a consistent, trusted presence in the industry.



Honoring the Past While Speaking to the Present

FPA's 75-year history is inseparable from the evolution of flexible packaging itself. As the industry grew more innovative, more sustainable, and more essential to modern life, FPA evolved alongside it—advocating for the industry, convening leaders, and advancing critical conversations.



Centering the Members Who Built the Industry

At the heart of the anniversary story were the members themselves. The milestone served as a reminder that FPA's longevity is powered by the companies and leaders who have shaped the flexible packaging landscape across generations.



Member-driven initiatives and engagement moments highlighted the industry's collective commitment to innovation, stewardship, and community impact. By showcasing participation across companies, locations, and roles, FPA reinforced that the association's strength lies in collaboration—and that its future will be built the same way.



Photo courtesy of Sun Chemical Corporation

Demonstrating Purpose Through Action

The anniversary was also an opportunity to show, not just tell, what FPA stands for. Purpose-driven initiatives underscored the association's commitment to sustainability, responsibility, and positive industry impact. These efforts brought the anniversary to life in tangible ways, connecting celebration with action and reinforcing flexible packaging's role in everyday life.

Through these moments, the anniversary became less about looking inward and more about demonstrating leadership—to members, stakeholders, and the broader public.



90s

A Bridge to the Future

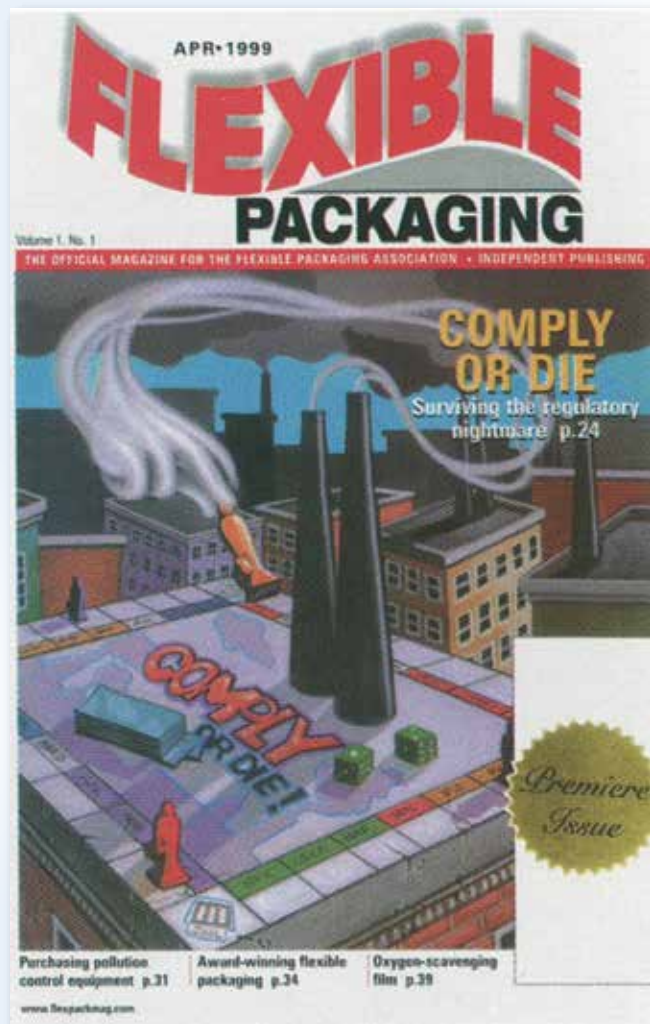
As the year unfolded, the 75th anniversary naturally evolved into a forward-looking conversation. By honoring its past and activating its present, FPA positioned itself confidently for what comes next.

The anniversary reinforced trust in the association's leadership, strengthened member pride, and created momentum that extends beyond the milestone year. It served as a reminder that while the industry will continue to change, FPA's role as its advocate, convener, and guide remains as essential as ever.



The Legacy Continues

Ultimately, FPA's 75th anniversary was not a conclusion—it was a continuation. A recognition that the association's history is a living asset, and that its next chapter will be written by the same spirit of collaboration, innovation, and leadership that carried it through the last 75 years.



2020s



Bringing the Anniversary Story to Life

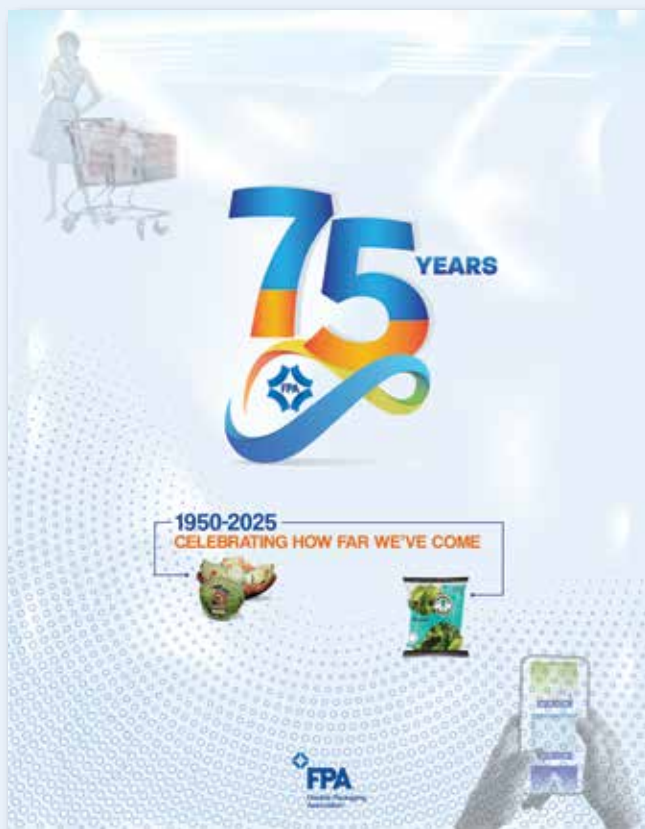
To support the 75th anniversary narrative, FPA deployed a coordinated suite of marketing and storytelling assets designed to engage members, showcase the association's legacy, and extend the celebration across digital and in-person touchpoints. This included the launch of a dedicated anniversary microsite (**FPA75.com**) that served as the central hub for the celebration, alongside a commemorative storybook capturing the people, moments, and milestones that shaped the association's history. An interactive, decade-by-decade timeline invited audiences to explore FPA's evolution over 75 years, while a series of professionally produced videos debuted at the Annual Meeting—including *By the Numbers*, *Member Reflections*, and *Member Recognition*—bringing the anniversary story to life through data, voices, and recognition. The campaign was supported by a strategic launch email, decade-

specific social promotions, and a targeted email series that highlighted key eras in FPA's journey, ensuring sustained engagement and visibility throughout the anniversary year.



FPA Flexible Packaging Association

Connecting. Advancing. Leading.



ACHIEVEMENT AWARDS

Flexible Packaging Achievement Awards Competition

FPA announced the winners of its 69th annual flexible packaging achievement awards competition, which features flexible packaging solutions that meet expectations and needs through advancements in materials, graphics, structure, new uses, extended shelf life, and sustainability. The 2025 awards announcement was held at FPA's annual meeting on March 7, 2025.

In 2025, FPA received 67 packages for the competition, totaling 226 entries (some packages were entered in multiple categories). 20 flexible packages were honored with 33 flexible packaging achievement awards in various categories.

The competition's focus on new technologies, processes, printing techniques, and sustainability of flexible packaging places the achievement awards program in a class by itself.

Special thanks are extended to the 2025 competition judging panel: Bilge Altay, Ph.D., Assistant Professor of Packaging and Graphic Media Science at the Rochester Institute of Technology College of Engineering Technology in New York; Chris Lyons, Group President of Packaging Impressions magazine in Pennsylvania; and Scott Wilkins, Founder and Lead Consultant at Scorcia Packaging Resources, LLC, in Texas.

HIGHEST ACHIEVEMENT AWARD

PRO-EVO® Recyclable FL

Gold – Packaging Excellence

Gold – Technical Innovation

Silver – Sustainability

Manufacturer: ProAmpac

proampac.com



GOLD ACHIEVEMENT AWARDS

Aara® Basmati Rice 5-panel Pouch with Pocket Zipper and C-cut Handle, 10 lbs.

Gold – Shelf Impact

Manufacturer: Paharpur 3P

paharpur3p.com



Frito-Lay Super Bowl LVIII Commercially Compostable Package

Gold – Packaging Excellence

Gold – Technical Innovation

Silver – Sustainability

Manufacturer: Printpack

printpack.com



Goldfish® Crisps, 6.25 oz.

Gold – Shelf Impact

Manufacturer: Printpack

printpack.com



HiPPiE ORGANiCS® Organic Asparagus

Gold – Sustainability

Silver – Expanding the Use of Flexible Packaging

Silver – Packaging Excellence

Silver – Technical Innovation

Manufacturer: PPC Flex

ppcflex.com



ACHIEVEMENT AWARDS

Indi Grand Balti Curry Sauce

Gold – Printing

Manufacturer: Integrated Plastics Packaging

ipp.ae



PepsiCo Smartfood®

White Cheddar Popcorn Packaging

Gold – Printing

Silver – Shelf Impact

Manufacturer: Bryce Corporation

brycecorp.com



Preserve® Toothbrush Pouches

Gold – Expanding the Use of Flexible Packaging

Manufacturer: Nosco

nosco.com



ProAmpac Spouted Pouch for Ortho® Home Defense®

Gold – Expanding the Use of Flexible Packaging

Manufacturer: ProAmpac

proampac.com



TerreGloss™/Terrecote™ Compostable Butter Wrap

Gold – Sustainability

Manufacturer: Novolex

novolex.com



SILVER ACHIEVEMENT AWARDS

Amcor Moda Vacuum Packaging for U.S. Beef Exports

Silver – Sustainability

Manufacturer: Amcor Flexibles North America

amcor.com/afna



Beggin® Bacon & Peanut Butter Stix “For the Win,” 8 oz.

Silver – Shelf Impact

Manufacturer: Printpack

printpack.com



BNRG Power Crunch® Protein Bars

Silver – Printing

Manufacturer: American Packaging Corporation

americanpackaging.com



Boon Coffee Sustainable Monolayer PE-based Coffee Pouch

Silver – Shelf Impact

Silver – Technical Innovation

Manufacturer: Integrated Plastics Packaging

ipp.ae



Cargill Truvia® All-Polyethylene Spouted Stand-up Pouch

Silver – Expanding the Use of Flexible Packaging

Manufacturer: American Packaging Corporation

americanpackaging.com



Mars Skittles® Commercially Compostable Peg Bag

Silver – Technical Innovation

Manufacturer: Printpack

printpack.com



ACHIEVEMENT AWARDS

Myfitness™ Rolled Oats 5-panel Zipper Pouch, 1 kg

Silver – Expanding the Use of Flexible Packaging

Silver – Packaging Excellence

Silver – Printing

Silver – Shelf Impact

Manufacturer: Paharpur 3p

paharpur3p.com



Once Upon a Farm™ CHEERCircle™ PE Recycle-Ready Spouted Pouch Using AmPrima® Plus Film and the Vizi™ Cap

Silver – Sustainability

Manufacturer: Amcor Flexibles North America

amcor.com/afna



Proactive Recyclable® RP-1000

Silver – Technical Innovation

Manufacturer: ProAmpac

proampac.com



Starbucks® Coffee Designs

Silver – Printing

Silver – Shelf Impact

Manufacturer: American Packaging Corporation

americanpackaging.com



FLEXIBLE PACKAGING STUDENT DESIGN CHALLENGE

The 2025 Student Flexible Packaging Design Challenge, managed and judged by the Emerging Leadership Council (ELC), received 56 concept outlines from some of the top packaging design programs across the United States. Of the submitted concept outlines, 16 were selected to proceed to the development phase. This year's winners were teams of students from the Rochester Institute of Technology and the California Polytechnic State University.

Second Place Honors

Pancake Pack

Student Team: Matteo Mazziliano, Emma Powers, Henry Wright, and Kyle Zheng

School: California Polytechnic State University (Cal Poly)

Professor: Joongmin Shin, PhD, Associate Professor



First Place Honors

EZ PB&J Pouch

Student Team: Travis Daly, Jacob Marrer, Olivia Morris, Austin Pralow, and Amanda Szymanoski

School: Rochester Institute of Technology (RIT)

Professor: Kyle Dunno, Department Chair and Associate Professor



Honorable Mentions

Bounce® Dryer Sheets Resealable Pouch

Student Team: Maddy Cook, Sam Rosa, and Cole Teeple

School: Rochester Institute of Technology (RIT)

Professor: Kyle Dunno, Department Chair and Associate Professor

GoGlow: Single Serving Skincare

Student Team: Devin Blish, Edison Chow, Paulina Goncharov, and Maya Harris

School: California Polytechnic State University (Cal Poly)

Professor: Joongmin Shin, PhD, Associate Professor

INDUSTRY DATA

The Flexible Packaging Association (FPA) maintains industry statistics and updates reports as data changes. Thus, the evaluation of detailed long-term consistency by FPA is ongoing. Industry information is collected from the U.S. Departments of Labor and Commerce, the U.S. Census Bureau, the U.S. Bureau of Economic Analysis, the U.S. Bureau of Labor Statistics, U.S. International Trade Commission DataWeb, industry analysts, investment banking reports, economic analysis group John Dunham & Associates, and other authoritative sources to provide a more complete and insightful picture of the U.S. flexible packaging industry.

Annual State of the Flexible Packaging Industry Survey/Report (SOI)

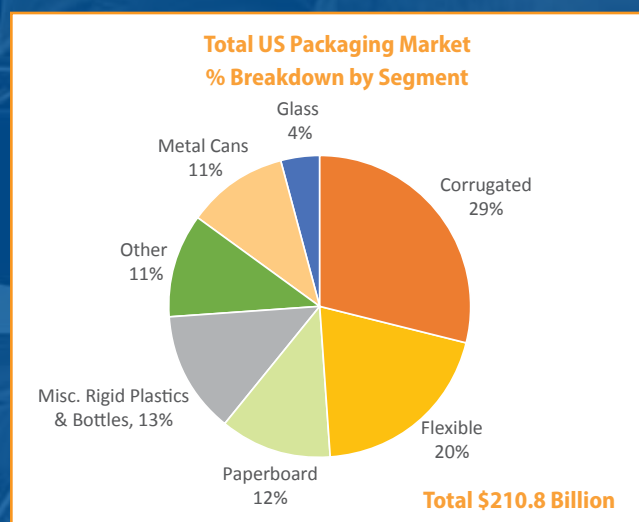
FPA's annual SOI is a definitive data source and information utilized by industry converters, suppliers, investors, and analysts. The report examines several aspects of the U.S. flexible packaging industry, including sales and utilization levels, current profit trends, capital spending plans, industry M&A activity, projected growth areas, U.S. exports and imports, and end-use application information.

In our 2025 SOI, the U.S. flexible packaging industry was projected at \$42.6 billion in annual sales for 2024, up from \$41.4 billion in 2023, for a growth rate of 2.9%. Flexible packaging has grown steadily, including packaging for retail and institutional food and non-food, medical and pharmaceutical, industrial materials, shrink and stretch films, retail shopping bags, consumer storage bags, and wrap and trash bags, and is projected to continue to grow.

Flexible packaging represents 20% of the total \$213.4 billion U.S. packaging industry and is the second-largest packaging segment behind corrugated paper, representing 29% of the industry.

U.S. Flexible Packaging Industry Economic Impact Report

This year, FPA partnered with John Dunham & Associates (JDA) to prepare the first-ever Economic Impact of the U.S. Flexible Packaging Industry, 2025. The study measured the number of jobs, wages paid to employees, total output, and taxes paid by industry and its employees. In 2025, the flexible packaging industry accounted for about \$151.40 billion in total economic output and supported approximately 398,780 full-time equivalent jobs. These workers earned over \$33.46 billion in wages and benefits. Companies in the industry, and their employees, paid \$13.35 billion in taxes.



Source: Flexible Packaging Association calculations

Economic impact data is available at the national and state level. Data is also apportioned by states and congressional districts which support FPA's and members' advocacy efforts when reaching out to congressional and state policymakers. The report and interactive web page are now available to members at:

<https://www.flexpack.org/economic-impact>.

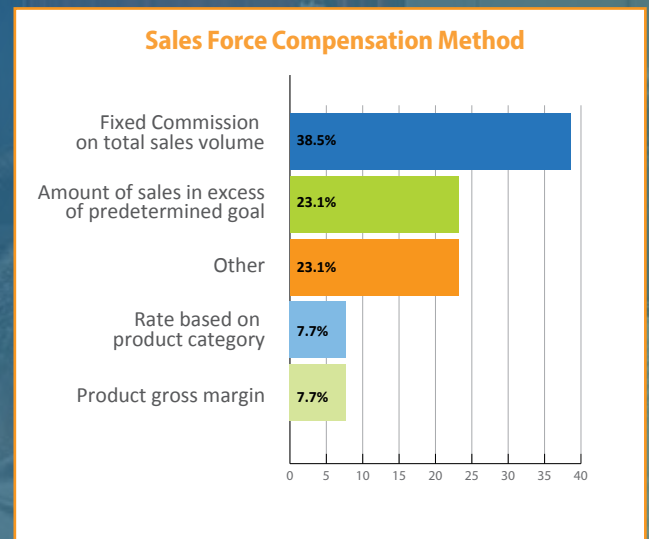
Industry Compensation Survey/Report

FPA's compensation survey is conducted every three years unless unprecedented events occur that would impact the employment footprint of the industry. The survey provides information on flexible packaging industry salary levels and hourly rates by company/plant size, region, and primary manufacturing operations. The most recent compensation report was based on 2024 data. The prior report was based on 2021 data. The report includes a short executive summary of the key findings, and the aggregate data is presented in a separate Excel file. The report is only available to FPA converter members participating in the corresponding survey.

According to the most recent report available, most respondents to the survey were large converters with annual net sales of \$100 million or more (53%) or mid-sized converters with annual net sales of \$25-\$99 million (41%). Smaller converters with net yearly sales under \$25 million represented 6% of respondents. Fifty-six percent of companies consider their primary manufacturing operation to be multi-web converting.

All participating companies indicated they provide short-term disability coverage to hourly and 94% to salaried employees. Long-term disability coverage is offered to 94% of salaried and 89% of hourly employees. A prescription drug plan is provided to 94% of salaried and 89% of hourly employees.

2024 sales representatives' commissions were primarily based on two formulas: fixed commission rate on total sales volume (38.5% of companies) and sales in excess of predetermined goal (23.1% of companies). Twenty-three percent used a method not listed as one of the four choices.



Source: Flexible Packaging Association

INDUSTRY DATA

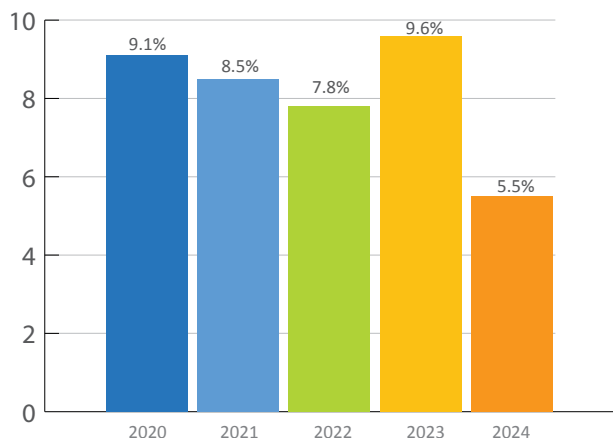
Annual Cost Earnings Survey

This FPA report is published annually to examine key operating factors, including cost component information on labor, sales, general and administrative expenses, materials and other manufacturing, receivables aging, capital spending, and inventory turnover. It also includes information on asset productivity and profitability performance with year-on-year comparisons.

For the *2024 Cost Earnings Report*, the most recent report available, the 2024 net profit before tax composite result was 5.5%, behind the 9.6% reported in 2023. This represents a 43% drop year over year. 2024 results were lower than any of the preceding four years, matching those of 2019 (not shown) which were also 5.5%.

The decrease in profit margin in 2024 came largely through a 3.2% point increase in interest expense. The major manufacturing expense categories showed little change. Sales, admin, and other measured categories declined slightly from 12.2% to 12.1%. Materials used – as percent of net sales – remained essentially unchanged, dropping from 49.4% to 49.3%. However, other manufacturing expenses declined from 22.9% to 20.9%.

Net Profit Before Tax as a Percent of Net Sales, 2020-2024 (% of Sales)



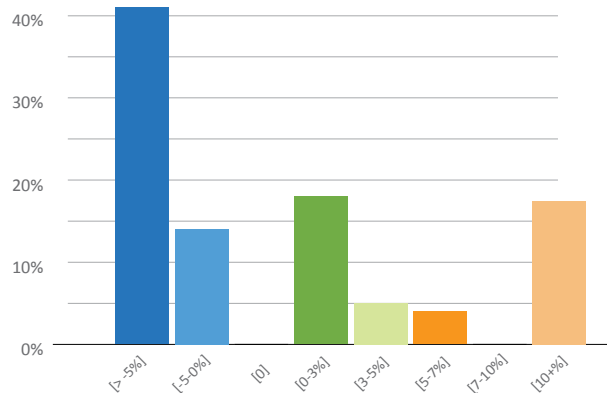
Source: Flexible Packaging Association

The report is only available to FPA converter members participating in the corresponding survey.

'Pulse of the Industry' Survey/Report

Published quarterly, FPA's *'Pulse of the Industry' Report* examines industry performance for net sales, profitability, inventory levels, volume, capital spending, and capacity utilization. The most recent report was from the 3rd quarter of 2025. When looking at profitability rates in Q3 vs. Q2, the most widely cited category was those reporting a drop of over 5%, making up over 40% of all respondents. This was also the most cited category in the previous Pulse report with 27% reporting in this category in Q2.

Profitability, Q4 2024 vs Q3 2024, All Flexible Packaging Converters



Annual Polyethylene and Polypropylene Market Overview

Prepared exclusively for FPA by Chemical & Polymer Market Consultants (ChemPMC), this report complements the presentation "Polyethylene Market Overview: Thriving in Leaner Times" conducted by Esteban Sagel during FPA's Annual Meeting in Miami, Florida, in March 2025.

Polyethylene and Polypropylene Market Update

Prepared exclusively for FPA by Chemical & Polymer Market Consultants (ChemPMC), this report complements the presentation conducted by Esteban Sagel during FPA's FlexForward® Conference in New Orleans, Louisiana, in November 2025.

Global Trends in Flexible Packaging, Euromonitor International

FPA partners with Euromonitor International to provide its members with further market data and information. Euromonitor's worldwide database provides current and forecast data on packaging units in all industry segments. FPA takes limited extracts from the intelligence and incorporates the data into new reports or other original material, including the annual SOI report.



FPA and Euromonitor developed the Flexible Packaging Market Tracker, which features 20 key flexible packaging country markets and highlights market dynamics, trends, and opportunities to expand business internationally.

The Market Tracker pulls insights directly from Euromonitor's proprietary data system, known as "Passport," which provides data on industries, economies, and consumers worldwide, helps to analyze market context and identify future trends.

The tracker is a customized research tool available only to FPA members to enhance the FPA website and track and compare flexible packaging markets around the globe to help members better understand, prioritize, build business cases, and capture global market opportunities for flexible packaging. It enables members to access market information from around the globe on flexible packaging materials and non-flexible markets. It also helps FPA members understand the global packaging landscape, identify new technical packaging development prospects, and pinpoint growth opportunities.

The Market Tracker was last updated in November 2025.

Industry Intelligence Inc. Supply Chain Report

Due to the unprecedented global supply chain challenges across our industry, FPA is partnering with Industry Intelligence Inc. on the daily *Supply Chain Report* to help keep a pulse on supply chain news and insights. Industry Intelligence produces and sends a custom report to the key contacts of each member company that is focused on technology, future supply chain disruptions, consumer trends, security, sourcing, and the economy. Both FPA and Industry Intelligence believe that access to timely and relevant information is critical in today's business environment.

International Markets

Click on a country or use the drop-down list to view market data

How to use

Country list



Argentina	Brazil
Canada	China
Colombia	France
Germany	India
Indonesia	Italy
Japan	Mexico
Philippines	Poland
Russia	South Africa
Spain	Turkey
United Kingdom	United States

NETWORKING & EDUCATION

The FPA hosts two major events each year: the Annual Meeting in the spring and the FlexForward® Conference in the fall.

ANNUAL MEETING

The FPA 2025 Annual Meeting was held March 5-7 at the JW Marriott Miami Turnberry in Aventura, Florida, and saw record attendance and revenue, bringing together a record 381 industry professionals and their guests for a dynamic mix of education and networking.

75th Anniversary Celebration

The 2025 Annual Meeting launched a year-long celebration of FPA's 75th Anniversary, including a fireside chat with notable industry members such as Kathy Bolhous, President & CEO of Charter Next Generation; Alison Keane, President of the International Sleep Products Association, President of the Mattress Recycling Council, and former President & CEO of the Flexible Packaging Association; David Love, Executive Vice President and Chief Strategy Officer of Printpack; Peter Schotland, CEO and Co-Chair of the American Packaging Corporation; and Dan Felton, President & CEO of the Flexible Packaging Association.



Jeska Brodbeck shares insights on how to achieve 'Flow State'.



Education and Collaboration

The content-rich educational program featured a variety of thought leaders, including Jeska Brodbeck, Future of Work Strategist, Professional Speaker, and Tech Founder of Performance REWIRED Global, who shared insights on how to exit the rat race and truly create a life of meaning and purpose through Flow State. FPA President & CEO Dan Felton provided a comprehensive update on the U.S. flexible packaging industry, with Guido Aufdenkamp, Executive Director of Flexible Packaging Europe, offering a perspective on the European market. Additional sessions covered the polyethylene market outlook, strategies for communicating the value of flexible packaging, and updates on the Sterilization Packaging Manufacturing Council (SPMC) and FPA's Emerging Leadership Council (ELC) initiatives.

Networking opportunities included an ELC reception, FlexPAC® reception, multiple informal gatherings, two luncheons, a golf tournament, an Everglades tour, and the Flexible Packaging Achievement Awards breakfast, which celebrated innovation and excellence by honoring winners of the 2025 Annual Achievement Awards Competition.

The Results

The 2025 Annual Meeting saw an 8.5% increase in attendance over the previous year, with a 9% boost in revenue.



Members connect over lunch to share insights and shape the industry at the 2025 FPA Annual Meeting.



Exceptional turnout at the 2025 Annual Meeting as members and leadership gather to celebrate 75 years of FPA.



FLEXFORWARD® CONFERENCE

The 2025 FlexForward® Conference took place November 4-6 in New Orleans, Louisiana. The event started with a surprise grand entrance by the Abramson Sci Academy marching band, guiding attendees to the welcome reception at Sazerac House, filling the atmosphere with energy and classic Big Easy charm!

Content-Rich Education

The comprehensive education programming featured industry experts on issues most impacting the flexible packaging sector; including the advancement of flexible packaging recycling in California and beyond, the challenges and opportunities of fiber-based flexible packaging, the future of extended producer responsibility (EPR), flexible packaging's brand strength, digital printing innovations, how AI is transforming flexible packaging, and finally, an update on Trump tariffs. Additional highlights included a market outlook on polyethylene and polypropylene presented by Esteban Sagel, as well as updates on domestic and global flexible packaging markets.



High energy and sharp strategy in New Orleans as Ellis Insight creator **Jim Ellis** delivers a masterclass in political analysis to FlexPAC® supporters at the FlexForward® Conference.

FlexImpact™ Official Launch

FPA officially launched FlexImpact™ at the 2025 FlexForward® Conference in New Orleans, reinforcing our industry's shared commitment to responsible end-of-life material management through an organized litter cleanup event. Plastic films consistently rank among the top five most littered items found during cleanup efforts, and FlexImpact™ was designed to demonstrate how flexible packaging companies can lead by example in addressing this challenge.



The New Orleans event aligned with similar efforts organized by FPA member companies across the country, creating a unified, nationwide show of environmental stewardship. Members were encouraged to participate onsite or to organize parallel cleanups in their own communities using the planning resources provided by FPA's Environmental, Health, and Safety (EHS) Committee.

FlexImpact's debut marked an important step in amplifying our collective impact—and showcasing the industry's leadership in materials management and sustainability.

Exhibitor Showcase Returns

As part of the conference's ongoing development, exhibit tabletops returned in 2025, providing exhibitors with a chance to engage with attendees and display their offerings to the flexible packaging community. 11 companies and organizations participated:

- Ampacet Corporation
- ESTER INDUSTRIES LIMITED
- FLEX FILMS USA, INC
- Flexible Film Recycling Alliance (FFRA)

- HiFlow Solutions
- HP
- Inteplast Group
- Menshen Packaging USA, Inc.
- Mid South Extrusion
- Proscio Inc.
- Strategex

Thank you to Hosokawa Alpine American, Inc. and Reifenhauer Group for sponsoring the 2025 FlexForward® Conference Welcome Reception.

The Results

The 2025 FlexForward® Conference saw significant growth, with record-breaking attendance that sold out the hotel at 167 participants—a 33% increase over 2024. Conference revenue also rose substantially, up 34% year over year.

The 2026 FlexForward® Conference will be held September 15-17, 2026, at the Pfister Hotel in Milwaukee, Wisconsin, with a welcome reception at the Harley-Davidson Museum.



NETWORKING & EDUCATION



FlexForward® 2025 brought attendees together for engaging sessions, fresh perspectives, and meaningful industry conversations.



Esteban Sagel and Aleks Zlatic networking at the Sazerac House during FlexForward® 2025.



Emily Williams, Justinian Broughton and Jaclyn Epstein networking at the Annual Meeting 2025.

SAVE THE DATE

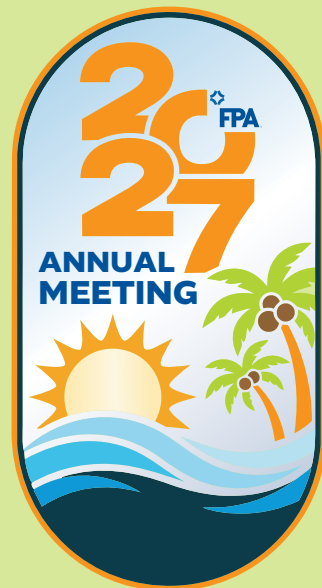


FPA

FLEXFORWARD®

2026 CONFERENCE

**Pfister Hotel
Milwaukee, Wisconsin
September 15-17, 2026**



**Hyatt Regency Coconut Point
Bonita Springs, Florida
March 18-20, 2027**

LEADERSHIP

Officers & Executive Committee

Russell Grissett

TOPPAN Packaging Americas
Chair, FPA Board of Directors

William (Bill) Jackson, Ph.D.

Amcor Flexibles
Past-Chair of the Board, FPA Board of Directors

David Love

Printpack
Treasurer

Jarred Carter

Siegwerk
Executive Committee Member at Large

Ron Cotterman

Sealed Air Corporation
Executive Committee Member at Large

Sachin Desai

ProAmpac
Executive Committee Member at Large

Kevin Keneally

PPC Flex
Executive Committee Member at Large

David Nunes

Hosokawa Alpine American, Inc.
Executive Committee Member at Large

Adrianne Tipton

Novolex
Executive Committee Member at Large

Board of Director Committee

Evan Arnold

Glenroy, Inc.

Sean Bowie

Bryce Corporation

Amanda Ciccone

Dow

Doug Dodrill

PAXXUS, Inc.

Kasie Fairbarn

Windmoeller & Hoelscher Corporation

Kenneth Fontaine

AMGRAPH Packaging, Inc.

Mark Forman

Belmark inc

Bob Gargione

Pregis

Ray Graham

American Packaging Corporation

Kevin Kelly

Emerald Packaging, Inc.

Nicki Kerrigan

Flint Group

Mark Lewis

Wikoff Color Corporation

Sarah Marshall

NOVA Chemicals, Inc.

Amy Moore

Westlake Corporation

LEADERSHIP

Thomas Morin

TC Transcontinental Packaging

Joe Moynihan

Mondi

Gary Rzonca

Henkel Corporation

Apurva Shah

Charter Next Generation

Chad Steiner

Sun Chemical Corporation

Kristin Thomas-Martin

ExxonMobil Product Solutions

Chair Advisory Council
Dhuanne Dodrill

PAXXUS, Inc.

Weston Harcourt

Toppan Packaging Americas

Catherine Heckman

Flexcon Company, Inc.

Guenther Hering

Henkel Corporation

Marc Leclair

St. Johns Packaging Ltd.

Windell McGill

BW Converting, Inc.

Chris Osborn

Amcort Flexibles

Keith Smith

Vonco Products, LLC

Randall Troutman

Winpak Ltd.

Andrew Wheeler

Windmoeller & Hoelscher Corporation

Emily Williams

TC Transcontinental Packaging

Emerging Leadership Council (ELC)
Alana Carr

Hosokawa Alpine American, Inc.

Co-Chair

Weston Harcourt

Toppan Packaging Americas

Co-Chair

Honoring excellence in leadership as FPA President **Dan Felton** recognizes **Alison Keane** for her impactful service and commitment to the flexible packaging industry.



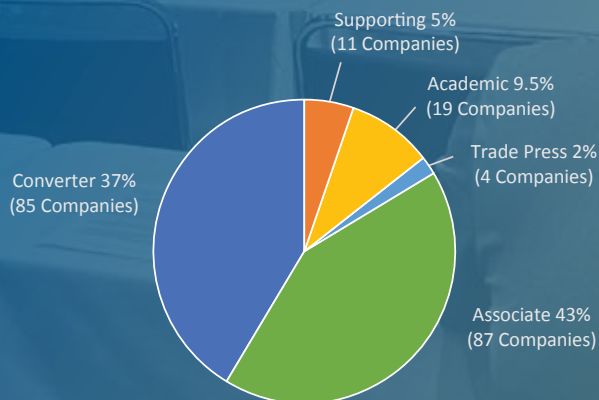
Big energy in the Big Easy! The FPA Chair **Russell Grisett** welcomes a packed house to kick off the ultimate gathering for industry innovation.



MEMBERSHIP

As of the 2025 calendar year, FPA membership grew from 198 to 206 companies, reflecting steady momentum and continued confidence in the Association's value. The membership now includes 206 organizations across five categories, with Associates (87 members, 42.2%) and Converters (85 members, 41.3%) forming the core of the Association and reinforcing FPA's balanced representation of the flexible packaging supply chain. Academic members (19 organizations, 9.2%) contribute important research and thought leadership, while the Supporting membership category—introduced in 2024—has expanded to 11 members (5.3%), signaling growing interest in flexible engagement options. Trade press members (4 organizations, 1.9%) continue to support industry visibility and information-sharing.

206 Companies as of December 31, 2025



2025 FPA Companies

Converter Companies

Accredo Packaging Inc.
 Admiral Packaging, Inc.
 AeroFlexx
 Amcor Flexibles
 American Packaging Corporation
 AMGRAPH Packaging, Inc.
 AWT Labels and Packaging
 Beacon Converters, Inc.
 Belmark inc
 Berry Global
 Broadway Industries
 Brook + Whittle
 Bryce Corporation
 C-P Flexible Packaging
 Catty Corporation
 Celplast Metallized Products Limited
 Cheer Pack North America, LLC
 Cosmo Films Limited
 DazPak Flexible Packaging
 Emerald Packaging, Inc.
 Fastik
 Film Source Packaging
 Flex Films (USA) Inc.
 Flexcon Company, Inc.
 FQP&P, LLC – First Quality Print and Packaging
 Fres-co System USA, Inc.
 Garlock Flexibles
 Glenroy, Inc.
 GOpak
 Gualapack US Corp.
 Hart Flex Pack
 Hazen Paper Company
 INDEVCO Packaging Solutions

MEMBERSHIP

Integrated Plastics Packaging
 Inteplast Group
 Intertape Polymer Group
 Jet Packaging Group, LLC
 Kendall Packaging Corporation
 Kiliper Corporation

Louisiana Plastic Industries
 MAR-CO Packaging

Mondi

Morris Packaging

New Tech Plastics, LLC

Nosco

Novolex

Package Printing Co. Inc.

PAXXUS, Inc.

Phenix

Poly Print, Inc.

Polymerall Flexible Packaging

PPC Flex

Pregis

Pregis

Prime Packaging, LLC

Print247us LLC

Printpack

ProAmpac

Profile Films

ProMach – CL&D Graphics

Rol-Vac, LP

Sealed Air Corporation

Sealstrip Corporation

St. Johns Packaging Ltd.

SteriPax

Südpack Oak Creek Corporation

SunDance

SunFlex Packagers Inc.

Taylor Prime Labels & Packaging

TC Transcontinental Packaging

TekniPlex, Inc.

Tempo Flexible Packaging

TOPPAN Packaging Americas

TOPPAN USA, Inc.

Unified Flex Packaging Technologies

Verdafresh, Inc.

Vonco Products, LLC

Winpak Ltd.

ZACROS America, Inc.

International Converter Companies

Emirates Printing Press, L.L.C.

Galas de Mexico S.A. de C.V.

Hotpack Packaging Industries LLC

Paharpur 3P

Películas Plásticas S.A. de C.V.

Polykar

Productos Alimenticios Bocadeli S.A. de C.V.

Associate Companies

ACTEGA

ALLIEDFLEX Technologies, Inc.

Ampacet Corporation

B&B Packaging Technologies L.P.

Bamberger Polymers, Inc.

Baystar

BOBST North America Inc.

Bostik, Inc.

BW Converting, Inc.

Charter Next Generation

Chevron Phillips Chemical

Circulus Holdings, PBLLC

Cloeren Incorporated

CMD Corporation

Coim USA, Inc.

Comexi North America, Inc.

DCM ATN

Domtar

Dow

Duraco Flexible Packaging

Dürr Systems, Inc.

Energy Sciences, Inc.

eProductivity Software

Ester Industries Limited
 ExxonMobil Product Solutions
 FILMtech Inc.
 Flexible Packaging Association
 Flint Group
 FUJIFILM North America Corporation, Business
 Innovation Division
 GLS Polyfilms Pvt Ltd
 H.B. Fuller
 Henkel Corporation
 HiFlow Solutions
 Hosokawa Alpine American, Inc.
 HP, Inc.
 INX International Ink Co.
 ISOFlex Packaging
 JBF Bahrain W.L.L.
 Koenig & Bauer
 Kuraray
 LyondellBasell
 MacDermid Graphics Solutions
 Mamata Enterprises, Inc.
 Maxcess International
 MENSHEN Packaging USA, Inc.
 Mica Corporation
 Michelman
 Mid South Extrusion
 Miraclon
 Morchem, Inc.
 Nobelus
 Nordmeccanica, NA
 Nordson Corporation – PPS
 NOVA Chemicals, Inc.
 Oben US, LLC
 Osterman & Co.
 Pearl Technologies Inc.
 Plastilene Inc.
 Polymount US LLC
 Polyplex USA, LLC
 Preco, LLC
 Presto Products Company Fresh-Lock®

closures
 Profol Americas, Inc.
 Proscio Inc.
 Reifenhauer Inc.
 Revolution Sustainable Solutions, LLC
 RKW North America, Inc.
 SCREEN GP Americas, LLC
 SEI Laser
 Shell Chemical LP
 Ship & Shore Environmental, Inc.
 Siegwark
 SmartSolve
 SOMA
 Sun Centre USA Inc.
 Sun Chemical Corporation
 Synaptik
 Terphane LLC
 Totani America
 Toyo Ink America, LLC, an artience Group
 Company
 Transcendia
 UBE America Inc.
 UTECO North America, Inc.
 Westlake Corporation
 Wikoff Color Corporation
 Windmoeller & Hoelscher Corporation
 XSYS

Academic Companies

California Polytechnic State University
 Clemson University
 Conestoga College
 Fox Valley Technical College
 Government Institute of Printing Technology,
 Mumbai
 Indiana State University
 La Roche College
 Michigan State University School of Packaging
 Missouri University of Science and Technology
 Monterrey Institute of Technology and Higher

MEMBERSHIP

Education

Murray State University
Pittsburg State University
Rochester Institute of Technology - Department of
Packaging Science
Rochester Institute of Technology - Department of
Packaging Science
Rutgers, the State University of New Jersey
San Jose State University Packaging Program
University of Florida
University of Wisconsin - Stout
Virginia Tech
Washington State University

Trade Press Companies

BNP Media
Converting Quarterly
Packaging Impressions
PMMI Media Group

Supporting Companies

ACS Group
Aurum Intelligence
Avery Dennison Corporation
Blaige Industry Analytics LLC
Chase & Associates
Frain Industries
Industry Intelligence Inc.
JM Search
Keypoint Intelligence
Soarus, L.L.C. & MSI Technology, L.L.C.
Strategex

FPA 2025 FINANCIALS

FPA's annual budget, operating on a calendar fiscal year, is based on guidance and approval from the Board of Directors according to determined priorities and the FPA strategic plan. The Board of Directors reviews our financial status at least twice a year, allowing FPA to maintain a strong and focused direction. We are financially healthy, having ended the 2025 fiscal year with \$2,560,508 in net assets, including \$2,103,712 in investments. FlexPAC®, our political action committee activated in 2024, is now included in our financials.

FPA OPERATING REVENUE AND SUPPORT

Membership Dues	\$ 3,598,882
Annual Meeting	\$ 718,198
FlexForward® Conference	\$ 295,600
Sponsorships	\$ 245,000
Miscellaneous	\$ 76,127
Royalties	\$ 39,874
Achievement Awards Competition	\$ 22,250
Total Operating Revenue and Support	\$ 4,995,931

FPA OPERATING EXPENSES

Advocacy	\$ 764,141
Business and Economics	\$ 322,330
General and Administrative	\$ 631,246
Leadership	\$ 166,980
Market Research	\$ 208,230
Marketing and Communications	\$ 873,621
Meetings	\$ 1,074,604
Membership	\$ 150,837
Regulatory Affairs	\$ 270,022
Sustainable Strategy	\$ 254,7052
Total Operating Expenses	\$ 4,716,716

FPA NET ASSETS

Beginning of Year	\$ 2,096,156
End of Year	\$ 2,560,508

FPA INVESTMENTS

Beginning of Year	\$ 1,869,631
End of Year	\$ 2,103,712

FLEXPAC® NET ASSETS

Beginning of Year	\$ 43,928.00
End of Year	\$ 75,732.87



Explore FPA's 75th Anniversary storybook and more at www.FPA75.com

WHAT'S TO COME

As our industry continues to be the fastest growing packaging industry in the U.S., we expect the FPA to continue to grow as well in 2026. This will include members in our new Brand Owner Council (BOC) approved by the FPA Board of Directors in November 2025. Created to give brand owners a direct voice in shaping the future of flexible packaging, the BOC will connect brand owners with converters, suppliers, and policymakers to collaborate on issues that matter to all those stakeholders.



Even with ongoing Republican control of both chambers of the United States Congress and the White House, we can expect to see additional proposed legislation and regulations at the federal level that could impact flexible packaging. This could include legislative proposals for increased recycling infrastructure, regulatory oversight of labeling through Congress and/or the U.S. Federal Trade Commission (FTC), and ongoing consideration of tariff and trade issues with the Trump administration and the federal courts. Be assured that FPA will engage on these and any other federal issues that might impact flexible packaging.



It also stands to reason that 2026 will be as busy for FPA as it was in 2025 responding to proposed legislation and regulation at the state level, including on packaging extended producer responsibility (EPR) establishment and implementation; post-consumer recycled (PCR) content mandates for packaging; additives, chemicals and ingredients in packaging; and enablement and infrastructure for both advanced and mechanical recycling.

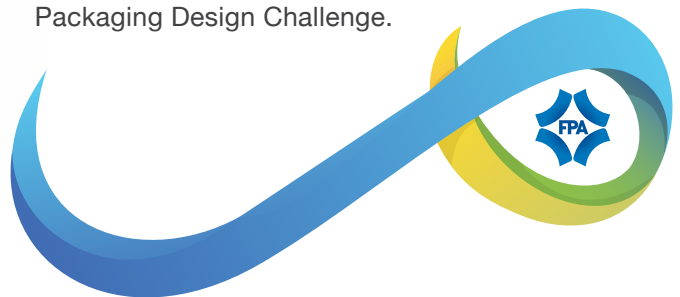


Related, we may see more lawsuits in 2026 filed against new state laws impacting flexible packaging following the National Association of Wholesaler-Distributors lawsuit challenging the constitutionality of Oregon's Plastic Pollution and Recycling Modernization Act for packaging EPR that went into effect in July 2025. It is common knowledge that there is industry and/or and environmental organization concerns with laws in at least California and Colorado establishing EPR for packaging, as well as California's "truth in labeling" law (SB 343).



As packaging EPR continues to take an even more solid footing in the U.S., expect FPA to ramp up its efforts to increase flexible packaging circularity and recycling by positioning itself as a credible, solutions-oriented partner to regulators, legislators, and the communities that depend on flexible packaging every day. This may be through multiple means, including strategies tied to collection and dissemination of third-party data, building and supporting diverse coalitions from within and outside our industry, and pursuing targeted legislative and regulatory reform – particularly in California where some flexible packaging faces a very real threat of being banned from sale by 2032.

Finally, communications to our members and other stakeholders will continue to be key for FPA, whether that be through recurring and new email communications, including on advocacy and policy matters; our bimonthly FlexPack VOICE® magazine; our annual Flexible Packaging Buyer's Guide; press releases; media and trade publication articles; conferences and trade shows; member only and public webinars; social media; and all the websites that FPA hosts (**FlexPack.org**, **PerfectPackaging.org**, **www.FlexPackVOICE.com**, **www.FlexPackCareers.org**, **www.FlexPAC.org**). Equally important to communicating the value of our industry will be continuing to showcase the innovation of current and future industry leaders through our annual Flexible Packaging Achievement Awards Competition and Student Flexible Packaging Design Challenge.





FPA Flexible Packaging
Association

Connecting. Advancing. Leading.



Anniversary
Special Feature
INSIDE!



1950-2025

CELEBRATING HOW FAR WE'VE COME

REPORT TO THE MEMBERS

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