



16 June 2026

## For announcement to the ASX

Amcor (NYSE: AMCR; ASX: AMC) filed the attached Form 8-K with the US Securities and Exchange Commission ("SEC") on Monday 15 June 2026. A copy of the filing is attached.

Authorised for release by:

Damien Clayton  
Company Secretary

ENDS

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### About Amcor

Amcor is the global leader in developing and producing responsible consumer packaging and dispensing solutions across a variety of materials for nutrition, health, beauty and wellness categories. Our global product innovation and sustainability expertise enables us to solve packaging challenges around the world every day, producing a range of flexible packaging, rigid packaging, cartons, and closures, that are more sustainable, functional and appealing for our customers and their consumers. We are guided by our purpose of elevating customers, shaping lives and protecting the future. Supported by a commitment to safety, over 75,000 people generate \$23 billion in annualized sales from operations that span over 400 locations in more than 40 countries. NYSE: AMCR; ASX: AMC

[www.amcor.com](http://www.amcor.com) | [LinkedIn](#) | [YouTube](#)

Amcor plc

Head Office / UK Establishment Address: 83 Tower Road North, Warmley, Bristol, England, BS30 8XP, United Kingdom

UK Overseas Company Number: BR020803

Registered Office: 3rd Floor, 44 Esplanade, St Helier, JE4 9WG, Jersey

Jersey Registered Company Number: 126984 | Australian Registered Body Number (ARBN): 630 385 278

**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549**

**FORM 8-K**

**CURRENT REPORT  
Pursuant to Section 13 or 15(d)  
of the Securities Exchange Act of 1934**

Date of Report (Date of earliest event reported): **June 10, 2026**

**AMCOR PLC**

(Exact name of registrant as specified in its charter)

**Jersey**  
(State or other jurisdiction  
of incorporation)

**001-38932**  
(Commission File Number)

**98-1455367**  
(IRS Employer Identification No.)

**83 Tower Road North  
Warmley, Bristol  
United Kingdom**  
(Address of principal executive offices)

**BS30 8XP**  
(Zip Code)

**+44 117 9753200**  
(Registrant's telephone number, including area code)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading symbol(s)	Name of each exchange on which registered
Ordinary Shares, par value \$0.05 per share	AMCR	New York Stock Exchange
1.125% Guaranteed Senior Notes Due 2027	AUKF/27	New York Stock Exchange
5.450% Guaranteed Senior Notes Due 2029	AMCR/29	New York Stock Exchange
3.200% Guaranteed Senior Notes Due 2029	AUKF/29	New York Stock Exchange
3.950% Guaranteed Senior Notes Due 2032	AMCR/32	New York Stock Exchange
3.750% Guaranteed Senior Notes Due 2033	AUKF/33	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

**Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

On June 15, 2026, Amcor plc (the “Company”) announced that Fred Stephan, the Company’s Division President, Global Flexible Packaging Solutions, will retire from his officer role effective June 30, 2026. Mr. Stephan will remain employed as a special advisor to the Company until December 31, 2026 (the “Retirement Date”) to ensure a smooth transition of his duties. Mr. Stephan’s retirement from the Company is not as a result of any disagreement with the Company.

Mr. Stephan is a party to an employment agreement with the Company’s affiliate, Amcor Flexibles North America, Inc., dated June 21, 2019 (the “Stephan Employment Agreement”), which was modified by letter agreements dated September 5, 2024 and April 30, 2025 between Amcor Flexibles North America, Inc. and Mr. Stephan (the “Stephan Letter Agreements” and, together with the Stephan Employment Agreement, the “Existing Employment Agreement”). In connection with Mr. Stephan’s retirement, he has entered into a Transition, Retirement Agreement and General Release with the Company, dated June 10, 2026 (the “Transition and Retirement Agreement”). Following the Retirement Date, Mr. Stephan will have no further rights under the Existing Employment Agreement. The Transition and Retirement Agreement provides for the following, in exchange for Mr. Stephan’s execution of a general release of claims, as well as continued compliance with the covenants in the Transition and Retirement Agreement and the Existing Employment Agreement: (1) continued base salary at the amount that Mr. Stephan was receiving immediately prior to his retirement from his officer role, and continued benefits, through the Retirement Date; (2) a cash bonus equal to the bonus, if any is earned, under the Company’s Management Incentive Plan (“MIP”), pro-rated to reflect the six month period ending on the Retirement Date, at the same time such bonuses are otherwise paid; (3) accrued benefits including unused paid time off earned through the Retirement Date; (4) the right to elect benefit continuation coverage under COBRA; (5) vesting in full of any unvested Equity Management Incentive Plan awards held by Mr. Stephan on the Retirement Date; (6) for Long-Term Incentive Plan (“LTIP”) awards issued prior to July 1, 2025, (i) the ability to exercise vested but unexercised options or for 90 days after the Retirement Date, and (ii) pro-rated vesting of performance-based equity awards and options if more than half of the performance period has been satisfied as of the Retirement Date, with performance tested as of the assessment date and 90 days to exercise following their vesting date; and (7) other than as discussed herein, treatment of any other awards granted to Mr. Stephan on or after July 1, 2025 in accordance with the terms and conditions of the applicable award agreements and the equity plan.

In exchange for the payments made under the Transition and Retirement Agreement, Mr. Stephan provides a general release of claims as related to the Company and its affiliates, officers, directors, and shareholders. The Transition and Retirement Agreement and Existing Employment Agreement contain customary restrictive covenants relating to non-competition, non-solicitation, non-disparagement, and confidentiality, for which the payments described above will serve as consideration.

Mr. Ryan D. Yost, 50, has been appointed to serve as the Company’s Division President, Global Flexible Packaging Solutions, effective June 15, 2026. Mr. Yost previously served as President of Avery Dennison Materials Group, a global business of Avery Dennison Corporation, where he was responsible for the group’s overall global strategy and its short- and long-term business, financial and operating objectives. Prior to assuming that role in March 2024, Mr. Yost served as Vice President and General Manager of Avery Dennison Identification Solutions since 2021, and of Vestcom since 2022, where he led the businesses’ transformation into a high-growth organization focused on innovative solutions for the food, retail and logistics market segments. Mr. Yost previously served as Vice President and General Manager of Avery Dennison Printer Solutions from 2019 - 2021, where he led global operations and commercial teams. During his more than 25 years with Avery Dennison, Mr. Yost has held roles of increasing responsibility across multiple divisions of Avery Dennison, including leadership positions in operations and supply chain. Prior to joining Avery Dennison, Mr. Yost was a management consultant with Ernst & Young. Mr. Yost received his BSBA from Bowling Green State University and his Master of Business Administration from Cleveland State University.

In connection with Mr. Yost’s appointment, he entered into an offer letter with Amcor Flexibles North America, Inc., dated June 10, 2026 (the “Yost Letter Agreement”), that sets forth employment and compensation terms. Pursuant to the terms of the Yost Letter Agreement, Mr. Yost will receive an annualized base salary of US \$1,000,000 and will participate in the MIP with a target opportunity of 100% of base salary and payouts ranging from 0% to 200% of base salary based on achievement of performance targets set by the Company, with his fiscal 2026 participation pro-rated to reflect his appointment date. Mr. Yost will also participate in the LTIP with annual grants made to him with respect to a number of shares having target grant date fair value of 300% of his base salary. Additionally, on his appointment date, Mr. Yost will receive a special grant under the LTIP with respect to a number of performance shares and stock options having an anticipated target grant date fair value of 195% of his base salary.

Mr. Yost will also receive a one-time sign-on cash bonus of US \$175,000 payable in March 2027, and a special retention equity grant at the appointment date of restricted stock units having a value of US \$1,600,000, 50% of which will vest one year from the appointment date and the other 50% of which will vest two years from the appointment date. Mr. Yost will receive financial support to relocate to Deerfield, IL in accordance with the Company's relocation policy.

Mr. Yost will be entitled to participate in the Company's Executive Change in Control Severance Plan as a non-CEO participant. Mr. Yost will also be subject to restrictive covenants, as set forth in the Yost Letter Agreement, including perpetual confidentiality, assignment of inventions, and non-solicitation and non-competition covenants that continue for twelve months following termination of employment. The notice period for Mr. Yost to terminate his employment under the Yost Letter Agreement is six months' written notice.

There are no transactions since the beginning of the Company's last fiscal year in which the Company is a participant and in which Mr. Yost or any members of his immediate family have any interest that are required to be reported under Item 404(a) of Regulation S-K. No family relationships exist between Mr. Yost and any of the Company's directors or executive officers. The appointment of Mr. Yost was not pursuant to any arrangement or understanding between him and any person, other than a director or executive officer of the Company acting in his or her official capacity.

The foregoing descriptions of the Transition and Retirement Agreement and the Yost Letter Agreement are not complete, are in summary form only and are qualified in their entirety by reference to the full text of the Transition and Retirement Agreement and the Yost Letter Agreement, which are filed as Exhibits 10.1 and 10.2 to this Current Report on Form 8-K, respectively. A copy of the press release announcing the retirement of Mr. Stephan and the hiring of Mr. Yost is included as Exhibit 99.1 to this Current Report on Form 8-K.

#### Item 9.01. Financial Statements and Exhibits.

##### Exhibit Index

<u>Exhibit No.</u>	<u>Description</u>
<u>10.1</u>	<u><a href="#">Transition, Retirement Agreement and General Release between Amcor Flexibles North America, Inc. and Fred Stephan, dated as of June 10, 2026.</a></u>
<u>10.2</u>	<u><a href="#">Letter Agreement between Amcor Flexibles North America, Inc. and Ryan D. Yost, dated as of June 10, 2026.</a></u>
<u>99.1</u>	<u><a href="#">Press Release of Amcor plc, dated June 15, 2026.</a></u>
104	Cover Page Interactive Data File. The cover page XBRL tags are embedded within the inline XBRL document.

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SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, as amended, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

**AMCOR PLC**

Date June 15, 2026

/s/ Damien Clayton

Name: Damien Clayton

Title: Company Secretary

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## TRANSITION, RETIREMENT AGREEMENT AND GENERAL RELEASE

This Transition, Retirement Agreement and General Release (the "Agreement") is entered into by and between Amcor Flexibles North America, Inc. (the "Company"), an indirect subsidiary of Amcor plc ("Amcor"), and Fred Stephan ("Employee")

WHEREAS the Company and Employee wish to transition and end Employee's employment with the Company under the terms and conditions set forth under this Agreement.

NOW, THEREFORE, in consideration of the mutual promises, covenants and obligations set forth herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged by the Company and Employee, the Company and Employee agree as follows:

1. Transition.

(a) Employee's employment with the Company and its affiliates shall terminate on December 31, 2026 (the "Retirement Date").

(b) Effective as of the date hereof and until July 1, 2026, Employee shall assist with the transition of Employee's duties and responsibilities and provide those services that may be reasonably requested by the Company. During the period from July 1, 2026 until the Retirement Date, Employee will have the role of Special Advisor and provide any services that may be reasonably requested by the Company (the "Special Advisor Period"). The Company shall continue to provide Employee with base salary and benefits, each as in effect immediately prior to the date hereof.

(c) During the Special Advisor Period, Employee will only attend Company premises if directed and, unless otherwise directed, shall no longer communicate with Company employees, customers, vendors, investors, or other business relations. During the Special Advisor Period, Employee agrees to be available to respond to emails or participate in phone calls or virtual meetings, as reasonably required by Company.

(d) Except as otherwise provided in Section 5, Employee will not be eligible for any bonus, commission, equity or equity-based or other incentive compensation during the Special Advisor Period.

(e) Effective as of June 30, 2026 (or such earlier date as requested by the Company), other than as provided herein, Employee will be deemed to have resigned from all of Employee's positions at the Company and its affiliates as an officer, director, member of any board and/or fiduciary or otherwise, and Employee agrees to execute such reasonable documentation as the Company may request to effectuate the foregoing.

2. Retirement. Following the Retirement Date, Employee shall not be, or represent that Employee is, an employee or representative of the Company or any of the other Releasees (as defined below). Regardless of whether Employee signs this Agreement, Employee will receive the Accrued Benefits (as defined below). Except as specifically set forth in this Agreement or as required under applicable law, and except as to any vested benefits under the Company's 401(k) plan, Employee's right to, and participation in, all benefit plans as an employee of the Company shall terminate as of the Retirement Date in accordance with the specific terms of each plan. To the extent Employee has any vested assets under the Company's 401(k) plan, the status and treatment of any such assets shall be governed by the applicable terms of such plan. For the avoidance of doubt, following the Retirement Date, Employee shall have no further rights under any offer letter or employment agreement Employee may have with the Company or its affiliates (the "Prior Agreement"). Employee shall execute any additional documentation as requested by the Company to effectuate the foregoing.

3. Accrued Benefits. The Company shall timely pay to Employee (a) all earned but unpaid wages and accrued but unused paid time off earned in accordance with applicable law and Company policy, in each case, through the Retirement Date and (b) any unpaid business expenses or other reimbursements due to Employee in accordance with the Company's expense reimbursement policy (collectively, the "Accrued Benefits").

4. COBRA. The benefits received by Employee (and Employee's eligible dependents, if any) under the Company's medical and dental plan(s) shall cease as of the Retirement Date (or, if provided under the terms of the Company plans, the last day of the calendar month that includes the Retirement Date). Thereafter, pursuant to governing law and independent of this Agreement, Employee shall be entitled to elect benefit continuation coverage under the Consolidated Omnibus Budget Reconciliation Act of 1985, as amended ("COBRA"), for Employee and any eligible dependents if Employee timely applies for such coverage. Such COBRA coverage shall be at Employee's sole expense. Information regarding Employee's eligibility for COBRA coverage and the terms and conditions of such coverage shall be provided to Employee in a separate mailing.

5. Incentives and Equity-based awards. Provided the Effective Date (as defined below) occurs, and Employee complies with this Agreement at all times, the Company will provide the following:

(a) The Company shall pay Employee an amount equal to the bonus for the 6-month period ending on Retirement Date (the "Bonus Amount"). This Bonus Amount will be calculated based on actual scorecard results, per the normal process. The Bonus Amount will be payable at the same time as bonuses are paid to other employees of the Company.

(b) The treatment described in Exhibit A. All equity and equity-based awards held by Employee with respect to Amcor plc ("Amcor") or its affiliates that are outstanding as of the Retirement Date (the "Existing Equity Awards") shall be treated in accordance with, and remain subject in all respects to, all of the terms and conditions of the applicable award agreements and equity plan.

6. No Further Payments. Employee acknowledges and agrees that the Accrued Benefits and the consideration provided in Section 5 above is in full discharge of any and all liabilities and obligations the Releasees have to Employee, monetarily or otherwise, with respect to Employee's employment. Employee specifically acknowledges and agrees that the Company and the Releasees have paid to Employee all of the pay, wages, commissions, overtime, premiums, vacation, notice pay, separation pay, sick pay, leave pay, paid time off, holiday pay, equity, phantom equity, carried interest, distributions, allocations, royalties, bonuses, deferred compensation, and other forms of compensation, reimbursements, benefits, perquisites, or payments of any kind or nature whatsoever to which Employee was or may have been entitled (collectively, "Compensation"), and that the Company and the Releasees do not owe Employee any other Compensation, other than as explicitly provided in this Agreement.

7. Release. In exchange for the consideration provided in Section 5 above, Employee, on behalf of Employee and all of Employee's spouse, heirs, executors, beneficiaries, administrators, successors, and assigns (collectively, "Releasers"), hereby releases and forever waives and discharges any and all claims, demands, causes of action, suits, controversies, actions, crossclaims, counterclaims, demands, debts, compensatory damages, liquidated damages, punitive or exemplary damages, any other damages, expenses, claims for costs and attorneys' fees, losses or liabilities of any nature whatsoever in law and in equity and any other liabilities, known or unknown, suspected or unsuspected of any nature whatsoever (collectively, "Claims") that Employee or any of the other Releasers ever had, now have, or might have against the Company, Amcor, and/or their respective current, former, and future affiliates, subsidiaries, parents, related companies, controlling shareholders, owners, divisions, directors, members, trustees, officers, general partners, limited partners, employees, agents, attorneys, representatives, insurers, and investment funds (and the other investment vehicles any of the foregoing manage and/or for which they perform services), and each of their predecessors, successors and assigns (collectively with the Company, the "Company Group", and each, a "Company Group Member"); and each Company Group Member's respective current, former, and future directors, members, trustees, controlling shareholders, subsidiaries, general partners, limited partners, affiliates, related companies, divisions, officers, employees, agents, insurers, representatives, and attorneys (collectively, with the Company Group, the "Releasees" and each a "Releasee"), arising at any time prior to and including the date Employee executes this Agreement, whether such Claims are known to Employee or unknown to Employee, whether such Claims are accrued or contingent, including, but not limited to, any and all (a) Claims arising out of, or that might be considered to arise out of or to be connected in any way with, Employee's employment or other relationship with any of the Releasees, or the termination of such employment or other relationship; (b) Claims under any contract, agreement, or understanding that Employee may have with any of the Releasees, whether written or oral, whether express or implied, at any time prior to the date Employee executes this Agreement (including the Prior Agreement); (c) arising from or in any way related to awards, policies, plans, programs or practices of any of the Releasees that may apply to Employee or in which Employee may participate, including, for the avoidance of doubt, any severance plan; (d) any Claims for any paid leave or unpaid leave, paid time off, bonus, incentive payment, severance or other Compensation; (e) Claims arising under any federal, state, foreign, or local law, rule, ordinance, or public policy, including, without limitation, Claims arising under Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1866, 42 U.S.C. § 1981, the Civil Rights Act of 1991, the Americans With Disabilities Act, the Age Discrimination in Employment Act, as amended by the Older Workers Benefit Protection Act, the Family and Medical Leave Act, the Employee Retirement Income Security Act of 1974, the Vietnam Era Veterans Readjustment Act of 1974, the Immigration Reform and Control Act of 1986, the Equal Pay Act, the Labor Management Relations Act, the National Labor Relations Act, the Consolidated Omnibus Budget Reconciliation Act of 1985, the Occupational Safety and Health Act, the Genetic Information Nondiscrimination Act of 2008, the Rehabilitation Act of 1973, the Uniformed Services Employment and Reemployment Rights Act, the Worker Adjustment and Retraining Notification Act, as all such laws have been amended from time to time, or any other federal, state, foreign, or local labor law, wage and hour law, worker safety law, employee relations or fair employment practices law, or public policy, (f) Claims arising in tort, including, but not limited to, Claims for misrepresentation, defamation, libel, slander, invasion of privacy, conversion, replevin, false light, tortious interference with contract or economic advantage, negligence, fraud, fraudulent inducement, quantum meruit, promissory estoppel, prima facie tort, restitution, or the like; (g) Claims for Compensation, attorneys' or experts' fees or costs, forum fees or costs, or any tangible or intangible property of Employee's that remains with any of the Releasees; and (h) Claims arising under any other applicable law, regulation, rule, policy, practice, promise, understanding, or legal or equitable theory whatsoever; provided, however, that Employee does not release (i) any Claims that arise after the date Employee executes this Agreement; (ii) any Claims for breach of this Agreement or to enforce the terms of this Agreement; (iii) any Claims for indemnification or coverage under the Company's Directors & Officers liability insurance coverage (or any other liability insurance coverage); (iv) any Claims that cannot be waived or released as a matter of law; (v) any Claims Employee may have to workers' compensation or unemployment benefits; or (vi) any right to the Accrued Benefits. Employee specifically intends the release of Claims in this Section 7 to be the broadest possible release permitted by law.

8. No Interference with Rights. Nothing in this Agreement is intended to waive claims (i) for unemployment or workers' compensation benefits, (ii) for vested rights under ERISA-covered employee benefit plans as applicable on the date Employee signs this Agreement, (iii) that may arise after Employee signs this Agreement, (iv) for reimbursement of expenses under the Company's expense reimbursement policies, and (v) claims which controlling law clearly states may not be released by private agreement. Moreover, nothing in this Agreement (including but not limited to the employee acknowledgement, full and final release, confidential information, return of property, restrictive covenants, confidentiality of this Agreement, continued cooperation and non-disparagement provisions), (a) is intended to or will be used in any way to limit Employee's rights to make truthful statements or disclosures regarding unlawful employment practices or precludes Employee from testifying in an administrative, legislative, or judicial proceeding concerning alleged criminal conduct or alleged unlawful employment practices regarding the Company, its agents, or employees, when Employee has been required or requested to do so pursuant to a court order, subpoena, or written request from an administrative agency or the legislature, (b) limits or affects Employee's right to challenge the validity of this Agreement under the ADEA or the OWBPA, (c) prevents Employee from communicating with, filing a charge or complaint with; providing documents or information voluntarily or in response to a subpoena or other information request to; or from participating in an investigation or proceeding conducted by the Equal Employment Opportunity Commission, National Labor Relations Board, the Securities and Exchange Commission, law enforcement, or any other any federal, state or local agency charged with the enforcement of any laws, or from testifying, providing evidence, or responding to a subpoena or discovery request in court litigation or arbitration, or (d) precludes Employee from exercising my rights, if any, under Section 7 of the NLRA or similar state law to engage in protected, concerted activity with other employees. By signing this Agreement, however, Employee is waiving rights to recover individual relief (including any backpay, front pay, reinstatement or other legal or equitable relief) in any charge, complaint, or lawsuit or other proceeding brought by Employee or on Employee's behalf by any third party, except for any right Employee may have to receive a payment or award from a government agency (and not the Company) for information provided to the government agency or where such a waiver of individual relief is prohibited by applicable law.

9. No Further Claims. Employee represents and warrants that Employee has never commenced or filed, or caused to be commenced or filed, any lawsuit or arbitration against any of the Releasees. Except as otherwise provided in Section 7 of this Agreement, Employee further agrees not to commence, file, or in any way pursue, or cause or assist any non-governmental person or entity to commence, file, or pursue, any lawsuit or arbitration against any of the Releasees in the future. For avoidance of doubt, nothing in this Agreement, any other agreement between Employee and the Company, or any Company policy shall prevent Employee from filing a charge with the Equal Employment Opportunity Commission, the National Labor Relations Board or other governmental agency or commission (collectively, the "EEOC"), participating in any EEOC investigation or speaking with law enforcement, the EEOC, the state division of human rights, the attorney general, a local commission on human rights, or an attorney retained by Employee. Employee may not receive any relief (including, but not limited to, Compensation, reinstatement, back pay, front pay, damages, attorneys' or experts' fees, costs, and/or disbursements) as a consequence of any charge filed with the EEOC and/or any litigation arising out of an EEOC charge to the fullest extent permitted by law; provided, however, that nothing shall prevent Employee from seeking or accepting any U.S. Securities and Exchange Commission Awards or other relief under other whistleblower laws that cannot be waived by law.

10. Acknowledgements and Representations. Employee acknowledges and represents that: (a) Employee has no known workplace injuries or occupational diseases; (b) Employee is unaware of the existence of any Claim(s) that have not been asserted in writing against any Releasee (whether by Employee or any other individual or entity); (c) to the best of Employee's knowledge, neither Employee nor any other employee or other party has violated any policy or procedure applicable to the Releasees during the course of Employee's employment; and (d) to the best of Employee's knowledge, neither Employee nor any other employee or other party has violated any law or regulation applicable to the Releasees during the course of Employee's employment.

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11. Restrictive Covenants. Employee agrees that for a period of 12 months following the Retirement Date, Employee will not (i) directly or indirectly engage in, represent in any way, or be connected with, any Competing Business (as defined below) directly competing with the business of the Company within the state in which Employee was employed or any other state of the United States or any country other than the United States in which the Company is doing business, whether such engagement shall be as an officer, director, owner, employee, partner, affiliate or other participant in any Competing Business or (ii) assist others in engaging in any Competing Business in the manner described in clause (i) above. Employee also agrees for one year after Employee's separation of employment from the Company to not (i) induce or solicit individuals who are or were employees of the Company at any time in the twelve months prior to the Retirement Date, to terminate their employment with the Company or to engage in any Competing Business; or hire, or induce or solicit (or assist others to hire or induce or solicit) the hiring of, individuals then employed, or employed at any time in the preceding twelve months, by the Company or (ii) induce any entity or person with which the Company has a business relationship to terminate or alter such business relationship. "Competing Business" shall mean any business involving the sale of products in any city or county in any state of the United States or any country other than the United States if such business or the products sold by it are competitive, directly or indirectly, at the time of termination of Employee's employment with the Company with (i) the business of the Company; (ii) any of the products manufactured, sold or distributed by the Company; or (iii) any products or business being developed or conducted by the Company. Employee understands that the foregoing restrictions may limit Employee's ability to earn a livelihood in a business similar to the business of the Company, but nevertheless agrees that Employee has received and will receive sufficient consideration and other benefits to justify such restrictions which, in any event (given Employee's education, skills and ability), would not prevent Employee from earning a living.

12. Continuing Obligations: Confidentiality.

(a) Employee acknowledges and agrees that Employee shall continue to remain bound by any obligations Employee owes to the Company or the other Releasees, including, without limitation, any non-competition, non-solicitation, confidentiality, inventions assignment, nondisclosure, non-disparagement and any other continuing obligations under any employment agreement, any equity award agreement or otherwise (collectively, the "Continuing Obligations"), and such provisions shall remain in full force and effect and are incorporated by reference as if fully set forth herein.

(b) Employee shall not at any time, directly or indirectly, use, or disclose or divulge to any person or entity, any Confidential Information (as defined below). Employee has delivered to the Company all materials in any form whatsoever (including all electronic and hard copies) in Employee's custody, possession or control that contain Confidential Information and all other property and equipment of the Company Group in Employee's custody, possession or control. "Confidential Information" means all non-public, proprietary, confidential or trade secret information of the Company Group and all other information of a business, financial, marketing, technical or other nature relating to the business of the Company Group including, without limitation, any M&A plans or strategies, investor or customer lists, prospective investor or customer names, financial statements and projections, know-how, pricing policies, operational methods, methods of doing business, technical processes, formulae, designs and design projects, inventions, computer hardware, software programs, business plans and projects pertaining to the Company Group and including any information of others that the Company Group have agreed to keep confidential; provided, that Confidential Information shall not include any information that has entered or enters the public domain through no fault of Employee.

13. Limitations on Confidentiality. Notwithstanding anything in this Agreement or any other policies of the Company to the contrary, nothing shall prohibit Employee or Employee's attorney from reporting possible violations of United States federal law or regulation to any governmental agency or entity including, but not limited to, the United States Department of Justice, the United States Securities and Exchange Commission, the United States Congress and any Inspector General of any United States federal agency, or making other disclosures that are protected under the whistleblower provisions of United States federal, state or local law or regulation; provided, however, that Employee use Employee's reasonable best efforts to (a) disclose only information that is reasonably related to such possible violations or that is requested by such agency or entity, and (b) request that such agency or entity treat such information as confidential. Employee does not need prior authorization from the Company to make any such reports or disclosures, and Employee is not required to notify the Company that Employee is making or have made such reports or disclosures. Nothing in this Agreement or any other policies of the Company shall limit Employee's right to receive an award for information provided to any governmental agency or entity. Pursuant to the federal Defend Trade Secrets Act of 2016, which added 18 U.S.C. § 1833(b), Employee shall not be held criminally or civilly liable under any federal or state trade secret law for the disclosure of a trade secret that: (i) is made (A) in confidence to a government agency or federal, state or local government official, either directly or indirectly, or to their attorney and (B) solely for the purpose of reporting or investigating a suspected violation of law; or (ii) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal. Nothing in this Agreement, or any agreement between Employee and the Company Group, is intended to conflict with 18 U.S.C. § 1833(b) or create liability for disclosures of trade secrets expressly allowed by such section. Nothing in this Agreement prevents Employee from discussing or disclosing information about unlawful acts in the workplace, such as harassment or discrimination or any other conduct that Employee has reason to believe is unlawful.

14. Non-Disparagement. During and after Employee's employment with the Company, except to the extent compelled or required by law, or as otherwise permitted by Sections 9 or 13, Employee agrees that Employee shall not disparage the Company, the Company Group, the Releasees and each of their respective investors, portfolio companies, investors, suppliers, officers, directors, agents, employees, attorneys, owners, successors or assigns or their respective businesses, investments, products or services, in any manner (including but not limited to, verbally or via hard copy, websites, blogs, social media forums or any other medium); provided, however, that nothing in this paragraph shall prevent Employee from: engaging in concerted activity relative to the terms and conditions of Employee's employment and in communications protected under the National Labor Relations Act, filing a charge or providing information to any governmental agency, or from providing information in response to a subpoena or other enforceable legal process or as otherwise required by law. The Company agrees to instruct its directors and senior officers not to disparage Employee in any manner (including but not limited to, verbally or via hard copy, websites, blogs, social media forums or any other medium); provided, however, that such instruction shall not prevent such directors and senior officers from providing information to any governmental agency, or from providing information in response to a subpoena or other enforceable legal process or as otherwise required by law.

15. Cooperation. Employee agrees to be available to reasonably cooperate with the Company in transitioning Employee's duties, and with respect to any Company Group internal investigation or administrative, regulatory, or judicial proceeding, arbitration or other settlement or dispute that relates to events occurring during Employee's employment by the Company or about which the Company otherwise believes Employee may have relevant information.

16. Construction. This Agreement shall be interpreted strictly in accordance with its terms, to the maximum extent permissible under governing law, and shall not be construed against or in favor of any party, regardless of which party drafted this Agreement or any provision hereof. If any provision of this Agreement is determined to be unenforceable as a matter of governing law, an arbitrator or reviewing court of appropriate jurisdiction shall have the authority to modify such provision so as to render it enforceable while maintaining the parties' original intent to the maximum extent possible. Each provision of this Agreement is severable from the other provisions hereof, and if one or more provisions hereof are declared invalid, the remaining provisions shall nevertheless remain in full force and effect. For purposes of this Agreement, the connectives "and," "or," and "and/or" shall be construed either disjunctively or conjunctively as necessary to bring within the scope of a sentence or clause all subject matter that might otherwise be construed to be outside of its scope.

17. Governing Law. This Agreement shall be governed by the laws of the state in which Employee was last employed by the Company.

18. Withholdings. The Company shall have the right to withhold from any and all amounts payable under this Agreement or otherwise such federal, state and local taxes as may be required to be withheld pursuant to any applicable law or regulation.

19. Section 409A. The parties hereto intend that this Agreement and the benefits provided hereunder be interpreted and construed to be exempt from, or otherwise comply with, Section 409A of the Internal Revenue Code of 1986, as amended (the "Code"), and the regulations and guidance promulgated thereunder, and will be interpreted and construed consistent with this intent; provided, however, that the Company does not guarantee any particular tax result under Section 409A of the Code or any other provision of federal, state, local or non-United States law, and will have no obligation to indemnify or otherwise protect Employee from the obligation to pay any taxes or penalties pursuant to Section 409A of the Code or otherwise. In the event that any payment to Employee or any benefit hereunder that is subject to Section 409A of the Code is made upon, or as a result of Employee's termination of employment hereunder, and Employee is a "specified employee" (as that term is defined under Section 409A of the Code) at the time Employee becomes entitled to any such payments or benefits, no such payment or benefit will be paid or commenced to be paid to Employee under this Agreement until the date that is the earlier to occur of (a) Employee's death or (b) six (6) months and one (1) day following the Retirement Date (the "Delay Period"). Any payments which Employee would otherwise have received during the Delay Period will be payable to Employee in a lump sum on the date that is six (6) months and one (1) day following the Retirement Date, and any remaining compensation and benefits due under this Agreement shall be paid or provided as otherwise set forth herein. Each separately identified amount and each installment payment to which Employee is entitled shall be deemed to be a separate payment for purposes of Section 409A of the Code. To the extent that any payment or benefit provided pursuant to this Agreement is subject to Section 409A of the Code, if the period during which this Agreement must become effective spans two (2) calendar years, then any such payments or benefits shall commence in the second of the two (2) calendar years. Whenever a payment under this Agreement specifies a payment period with reference to a number of days, the actual date of payment within the specified period shall be within the sole discretion of the Company. To the extent that reimbursements or other in-kind benefits under this Agreement constitute "nonqualified deferred compensation" for purposes of Section 409A of the Code, (i) all such expenses or other reimbursements hereunder shall be made on or prior to the last day of the taxable year following the taxable year in which such expenses were incurred by Employee, (ii) any right to such reimbursement or in-kind benefits shall not be subject to liquidation or exchange for another benefit and (iii) no such reimbursement, expenses eligible for reimbursement, or in-kind benefits provided in any taxable year shall in any way affect the expenses eligible for reimbursement, or in-kind benefits to be provided, in any other taxable year. Notwithstanding any other provision of this Agreement to the contrary, in no event shall any payment under this Agreement that constitutes "nonqualified deferred compensation" for purposes of Section 409A of the Code be subject to offset by any other amount unless otherwise permitted by Section 409A of the Code.

20. Miscellaneous. This Agreement sets forth the entire agreement between the parties hereto, fully supersedes any and all prior agreements or understandings between the parties (including, for the avoidance of doubt, the Prior Agreement). This Agreement can be modified only in a written agreement signed by Employee, on the one hand, and an officer of the Company, on the other hand. Employee specifically acknowledges and agrees that notwithstanding any discussions or negotiations Employee may have had with any of the Releasees prior to the execution of this Agreement, Employee is not relying on any promises or assurances other than those explicitly contained in this Agreement. Each of the Releasees shall be a third-party beneficiary to this Agreement and entitled to enforce it in accordance with its terms. PDF or other electronic copies of this Agreement shall have the same force and effect as the original. This Agreement may be executed in counterparts and each shall be considered to be an original and all of which taken together shall constitute one and the same agreement. This Agreement shall not in any way be construed as an admission by any of the Releasees of any liability, or of any wrongful acts whatsoever against Employee or any other person.

21. Voluntary Execution; Review Period.

(a) Employee understands that this Agreement includes a release covering all legal rights or claims arising or accruing prior to the date this Agreement is executed, including claims under the Age Discrimination in Employment Act, as amended, whether those rights or claims are presently known to Employee or hereafter discovered. Employee acknowledges that Employee is entitled to consider the terms of this Agreement, for up to twenty-one (21) calendar days before signing it (the "First Release Consideration Period"). Employee may execute this Agreement, though, before the end of the Release Consideration Period if Employee so chooses. To execute this Agreement, Employee must sign and date the Agreement below, and return a complete copy to Susana Suarez González at Susana.Suarez@amcor.com. Should Employee so execute this Agreement, Employee may thereafter, for a period of seven (7) calendar days following the date of execution, revoke this Agreement by notifying Susana Suarez González by email at Susana.Suarez@amcor.com. If no such revocation occurs, this Agreement shall become fully binding, enforceable, and irrevocable on the eighth (8th) day after Employee executes this Agreement, provided it has also been signed by an authorized representative of the Company (the "Effective Date"). If Employee fails to execute this Agreement during the Release Consideration Period, or if Employee revokes this Agreement during the applicable seven (7) calendar day period described above, this Agreement shall be null and void in its entirety; the Company shall have no further obligations to Employee, including without limitation, to provide Employee with any payments or benefits pursuant to Section 5.

(b) For this Agreement to be fully effective, Employee must re-execute this Agreement within twenty-one (21) days from the Retirement Date (the “Second Release Consideration Period”), although Employee may re-execute it at any time sooner (but in no event prior to the Retirement Date), and return a complete copy thereof by email to Susana Suarez González at Susana.Suarez@amcor.com. Should Employee so re-execute this Agreement, Employee may thereafter, for a period of seven (7) calendar days following the date of re-execution, revoke such re-execution by notifying Susana Suarez González by email at Susana.Suarez@amcor.com. If no such revocation occurs, this Agreement shall become fully binding, enforceable, and irrevocable on the eighth (8th) day after Employee re-executes this Agreement (the “Second Release Effective Date”), provided it has also been signed by an authorized representative of the Company. If Employee fails to re-execute this Agreement during the Second Release Consideration Period, or if Employee revokes this Agreement during the applicable seven (7) calendar day period described above, this Agreement shall remain in full force and effect, except that the Company shall have no further obligations to Employee, including without limitation, to provide Employee with any payments or benefits pursuant to Section 5.

22. Breach; Offset. Should Employee materially breach this Agreement, then: (a) the Company shall have no further obligations to Employee under this Agreement or otherwise (including but not limited to any obligation to provide the consideration set forth in Section 5), and the Company shall be entitled to immediate repayment of any amounts already paid under Section 5; (b) the Company shall have all rights and remedies available to it under this Agreement and any applicable law or equitable theory; and (c) all of Employee’s promises, covenants, releases, waivers, representations, and warranties under this Agreement shall remain in full force and effect.

23. EMPLOYEE EXPRESSLY ACKNOWLEDGES, REPRESENTS, AND WARRANTS THAT EMPLOYEE HAS CAREFULLY READ THIS AGREEMENT; THAT EMPLOYEE FULLY UNDERSTANDS THE TERMS, CONDITIONS, AND SIGNIFICANCE OF THIS AGREEMENT; THAT EMPLOYEE HAS HAD AMPLE TIME TO CONSIDER THIS AGREEMENT; THAT THE COMPANY HAS ADVISED AND URGED EMPLOYEE TO CONSULT WITH AN ATTORNEY CONCERNING THIS AGREEMENT; THAT EMPLOYEE HAS EXECUTED THIS AGREEMENT VOLUNTARILY, KNOWINGLY, AND WITH AN INTENT TO BE BOUND BY THIS AGREEMENT; AND THAT EMPLOYEE HAS FULL POWER AND AUTHORITY TO RELEASE EMPLOYEE’S CLAIMS AS SET FORTH HEREIN AND HAS NOT ASSIGNED ANY SUCH CLAIMS TO ANY OTHER INDIVIDUAL OR ENTITY.

*[Signature Page Follows]*

By: Amcor Flexibles North America, Inc.

By: /s/ Daniel Sula 6/10/2026  
Name: Daniel Sula Date  
Title: General Counsel, Global  
Flexibles Packaging Solutions

/s/ Fred Stephan 6/10/2026  
Fred Stephan Date

**RE-EXECUTED (ONLY ON OR AFTER THE RETIREMENT DATE)**

Fred Stephan \_\_\_\_\_ Date

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**EXHIBIT A**

1. Equity Management Incentive Plan (EMIP): Any unvested EMIP awards held by Employee as of the Retirement Date will vest in full, subject to the terms of the applicable award agreements and equity plan documents, with such vesting to be processed within 90 days following the later of the Retirement Date or the Effective Date of this Agreement.
2. Long-Term Incentive Plan (LTIP) issued prior to 1 July 2025:
  - i. Any options that are vested but unexercised as of the Retirement Date must be exercised no later than 90 days after the Retirement Date.
  - ii. Any unvested awards of performance shares and/or options as of the Retirement Date will be pro-rated (if more than half the performance period is served) based on time served as a percentage of the performance period (which started on 1 July of the respective grant year (the “Proration Percentage”). The Proration Percentage for each award is calculated as a fraction, the numerator of which is the number of days in the applicable performance period up to and including the Retirement Date and the denominator of which is the number of days in the applicable performance period.
  - iii. Any performance shares and/or options where more than half the performance period is not served will be cancelled.
  - iv. Performance conditions for any prorated performance shares and/or options resulting from item (2.ii) above will be tested at the regularly scheduled assessment date.
  - v. Any options that vest after the performance conditions are tested, will be made available for exercise by the Employee and must be exercised no later than 90 days after the vesting date.
  - vi. Any options that do not vest or vested options that remain unexercised after 90 days from vest will be cancelled.
3. Long-Term Incentive Plan (LTIP) issued on or after 1 July 2025: Any awards granted to Employee on or after 1 July 2025 that remain outstanding as of the Retirement Date shall be treated in accordance with, and remain subject in all respects to, all of the terms and conditions of the applicable award agreements and applicable equity plan.
4. Tax obligations: Employee will be responsible for any income tax obligations arising from points (1) to (3) described above.



10 June 2026

Ryan Yost  
-- By email --

**OFFER OF EMPLOYMENT – Division President, Global Flexible Packaging Solutions (GFPS)**

Dear Ryan,

On behalf of Amcor plc and its subsidiaries including Berry Global Group, Inc. (“Berry”) (collectively “Amcor”) I am delighted to confirm your appointment to the above role pursuant to the terms and conditions of this employment offer letter agreement (this “Agreement”).

**Position:** You will be employed by Amcor Flexibles North America (“Amcor”) as **Division President, Global Flexible Packaging Solutions (GFPS)**, reporting to me and be based in Deerfield, IL, effective from 15 June 2026 (the “appointment date”).

**Salary:** Your base salary will be \$1,000,000 annually, which will be paid in bi-weekly increments. Your salary will be reviewed annually on a date selected by Amcor. Salaries are adjusted at Amcor’s sole discretion to take into account company performance, your individual performance, and market and industry conditions. Amcor is not obliged to increase your salary as a result of any review.

**Management Incentive Plan (MIP):** Starting on the appointment date, you will be eligible to participate in an annual cash bonus plan (as may be in effect from time to time, the “MIP”), pursuant to which you will be eligible to earn an annual cash bonus (the “Annual Bonus”), with a target Annual Bonus opportunity equal to 100% of your base salary, and with the actual Annual Bonus ranging from 0% to 200% based on performance targets as determined by Amcor in its sole discretion. Under the terms of the MIP as currently in effect, any payment of Annual Bonus is subject to you being employed with Amcor on the date of payment as well as you not having received or given notice of termination of your employment and remaining in good standing as of such date. The terms of the MIP are described in the relevant governing documents and may be modified by Amcor from time to time in its sole discretion. Your participation for fiscal year 2026 will be pro-rated based on your appointment date.

**Long-Term Incentive Plan (LTIP):**

- **Annual LTIP Grant:** Commencing with fiscal year 2027 (starting July 1, 2026), you will be eligible to participate in a long-term incentive plan (as may be in effect from time to time, the “LTIP”), pursuant to which you will be eligible to receive an award annually consisting of Performance Shares (“PSUs”), Restricted Stock Units (“RSUs”) and/or Stock Options (with the instruments used and their mix to be determined by Amcor, at its discretion) in Amcor plc (collectively, the “Annual Award”). The Award will be made with respect to a number of shares of Amcor plc based on a grant date fair value, as determined by Amcor, currently targeted at 300% of your base salary.
- **Special LTIP grant:** You will be provided a special one-off LTIP grant consisting of PSUs and Stock Options (with the instruments used and their mix to be determined by Amcor, at its discretion) in Amcor plc (collectively, the “Flex-up Award”). The Flex-up Award will be made with respect to a number of shares of Amcor plc based on a grant date fair value, as determined by Amcor, currently targeted at 195% of your base salary.

Vesting of the Annual Award and Flex-up Award are subject to your continued employment with Amcor as well as you not having received or given notice of termination of your employment and remaining in good standing as of the applicable vesting date. For the avoidance of doubt, the terms and conditions of all awards granted under the LTIP will be set forth in the applicable governing documents and grant agreement (each to be separately provided to you), and will be governed entirely by those documents, and any award hereunder shall be subject to the ultimate approval of Amcor’s plc Board of Directors.

**Senior Executive Retention Share Plan (SERSP) grant:** On the appointment date, you will be provided a special grant of RSUs under the SERSP with a grant fair value of \$1,600,000 of which 50% will vest one (1) year from the appointment date, and the remaining 50% will vest two (2) years from the appointment date.

**Special Payment:** You will be provided with a one-off cash payment of \$175,000 payable in March 2027.

**Benefits:** You will be eligible to participate in the US benefit plans as may be in effect from time to time, subject to the terms and conditions of the applicable plans, details of which will be provided to you separately. For the avoidance of doubt, Amcor has the right, in its sole discretion, to amend, alter and/or discontinue any US benefit plans at any time.

**Vacation:** You will be eligible for 20 days' vacation per year.

**Holidays:** You will observe and be paid for holidays recognized at your primary work location.

**Relocation:** You will be provided support to relocate to Deerfield, IL per the AFNA Executive Relocation Policy (details to be provided separately).

**Tax Matters, Withholding:** Unless otherwise noted, all forms of compensation referred to in this letter agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by law.

**Minimum shareholding policy:** You will be required to retain any shares delivered from Amcor's equity incentive programs to build and maintain a holding of Amcor shares equivalent to three (3) times your base salary over a period of 5 years from the appointment date.

**Compliance with policies:** As a condition of your employment, Amcor expects you to comply with all standards, policies and procedures (as amended from time to time) including, but not limited to, anti-bribery and corruption, behavioral standards and governance, competition compliance, code of conduct and ethics, health and safety, use of confidential information, intellectual property, share trading, privacy and other policies. These policies will be made available to you through the intranet.

**Restrictive Covenants:** As a condition of your employment and participation in various incentive plans, you will be asked to sign the Employee Confidentiality, Loyalty, Non-Compete and Invention Agreement attached hereto (the "Restrictive Covenants Agreement").

**Termination:** You may terminate your employment by giving not less than 6 months' written notice, unless Amcor agrees to accept a shorter period of notice (although no payment will be made to you on account of any period waived).

Amcor may terminate your employment at any time, with or without notice or Cause (as defined below). However, in the event your employment is terminated by Amcor, other than (i) for Cause, (ii) following your permanent disability or (iii) following your death, you will be eligible to participate in Amcor's Severance Plan and be eligible to receive a severance payment equivalent to 12 months' base salary. Such payment is also made in satisfaction of any statutory notice payments that Amcor may be required to make. Any severance will be payable in monthly instalments (Amcor may, at its discretion, pay as a lump sum in lieu of instalments) subject to your execution of a general release and such other documents as the company may reasonably request and your compliance with the terms of this offer letter and any obligations under Amcor's Severance Plan.

For purposes of this Agreement, "Cause" means any of the following: (i) your serious or persistent failure to perform the essential duties of your position; (ii) your breach of any non-competition agreement, non-solicitation agreement, confidentiality agreement or any other agreement entered into by you with, or for the benefit of, any member of the Company Group (as defined below); (iii) your refusal to abide by or comply with the corporate policies or procedures of Amcor and/or Amcor plc; (iv) your willful dishonesty or misconduct with respect to the business and/or affairs of Amcor; or (v) your indictment for, conviction of, or a plea of no contest to, a felony or any other crime involving moral turpitude brought against you, which in the reasonable judgment of Amcor impairs your ability to perform the duties of your position and/or brings Amcor into disrepute.

For purposes of this Agreement, "Company Group" means Amcor and its direct or indirect parent corporations and any of their respective subsidiaries and affiliates (including Berry).

**Section 409A:** The intent of the parties hereto is that the payments and benefits under this Agreement comply with or be exempt from Section 409A of the Internal Revenue Code of 1986, as amended, and the regulations and guidance promulgated thereunder (collectively, "Section 409A") and, accordingly, to the maximum extent permitted by law, this Agreement shall be interpreted to be in compliance therewith or exempt therefrom. In no event whatsoever shall Amcor be liable for any additional tax, interest or penalty that may be imposed on you by Section 409A or damages for failing to comply with Section 409A.

A termination of employment shall not be deemed to have occurred for purposes of any provision of this Agreement providing for the payment of any amount or benefit upon or following a termination of employment unless such termination is also a "separation from service" within the meaning of Section 409A and, for purposes of any such provision of this Agreement, references to a "termination," "termination of employment" or like terms shall mean "separation from service." Notwithstanding anything to the contrary in this Agreement, if you are deemed on the date of termination to be a "specified employee" within the meaning of that term under Section 409A, then with regard to any payment or the provision of any benefit that is considered "nonqualified deferred compensation" under Section 409A payable on account of a "separation from service," such payment or benefit shall not be made or provided until the date which is the earlier of (A) the expiration of the six (6)-month period measured from the date of such "separation from service", and (B) the date of your death, to the extent required under Section 409A. Upon the expiration of the foregoing delay period, all payments and benefits delayed pursuant to this paragraph (whether they would have otherwise been payable in a single sum or in installments in the absence of such delay) shall be paid or reimbursed to you in a lump sum, and all remaining payments and benefits due under this Agreement shall be paid or provided in accordance with the normal payment dates specified for them herein.

To the extent that reimbursements or other in-kind benefits under this Agreement constitute "nonqualified deferred compensation" for purposes of Section 409A, (A) all expenses or other reimbursements hereunder shall be made on or prior to the last day of the taxable year following the taxable year in which such expenses were incurred by you, (B) any right to reimbursement or in-kind benefits shall not be subject to liquidation or exchange for another benefit, and (C) no such reimbursement, expenses eligible for reimbursement, or in-kind benefits provided in any taxable year shall in any way affect the expenses eligible for reimbursement, or in-kind benefits to be provided, in any other taxable year.

For purposes of Section 409A, your right to receive installment payments pursuant to this Agreement shall be treated as a right to receive a series of separate and distinct payments. Whenever a payment under this Agreement specifies a payment period with reference to a number of days, the actual date of payment within the specified period shall be within the sole discretion of Amcor.

Notwithstanding any other provision of this Agreement to the contrary, in no event shall any payment or benefit under this Agreement that constitutes "nonqualified deferred compensation" for purposes of Section 409A be subject to offset by any other amount unless otherwise permitted by Section 409A.

**Assignment:** You will not assign any rights, or delegate or subcontract any obligations, under this Agreement. Amcor may freely assign this Agreement and their rights and obligations under this Agreement at any time to any parent, affiliate or successor or purchaser of assets without your consent.

**Entire Agreement; Amendment:** Except as specifically contemplated herein, this Agreement (together with the Restrictive Covenants Agreement and any other attachments hereto) constitutes the entire agreement by you and Amcor with respect to the subject matter hereof, and supersedes any and all prior agreements or understandings between you and any member of the Company Group with respect to the subject matter hereof, whether written or oral (including, without limitation, any prior offer letter, employment agreement or similar contract); provided, that, this Agreement does not supersede any prior agreement or promise between you and any member of the Company Group regarding confidentiality, non-competition, non-disclosure, non-solicitation, non-disparagement or intellectual property, and any and all such agreements and promises shall remain in full force and effect. Amcor may amend, modify, or terminate this Agreement for the purpose of meeting or addressing any changes in legal requirements or for any other purpose permitted by law, except that no amendment or alteration that would materially adversely affect your rights under this Agreement shall be made without your consent.

**Counterparts:** This Agreement may be executed in counterparts. Each part will be deemed an original and be fully binding and legally operative on the signing party. A copy, facsimile, and/or electronic copy of either party's signature shall have the same meaning and effect as an original signature.

Please complete the offer acknowledgement and acceptance below and return it along with a signed copy of the attached Employee Confidentiality Agreement to me within three (3) business days following the date of this Agreement.

Yours sincerely,

/s/ Peter Konieczny

\_\_\_\_\_  
Peter Konieczny

**Chief Executive Officer**

For and on behalf of Amcor

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***OFFER ACKNOWLEDGEMENT AND ACCEPTANCE***

I, **Ryan Yost**, hereby acknowledge receipt of this Agreement (including the Restrictive Covenants Agreement and any other attachments referenced therein) and accept the position of **Division President, Global Flexible Packaging Solutions (GFPS)** with Amcor. By signing this Agreement below, I accept this offer of employment from Amcor, on the terms and subject to the conditions set forth in this Agreement.

/s/ Ryan Yost

\_\_\_\_\_  
Signature

10 June 2026

Date

For personal use only

**EMPLOYEE CONFIDENTIALITY, LOYALTY, NON- COMPETE AND INVENTION AGREEMENT**

I understand that this Agreement covers a number of matters of vital importance to Amcor plc ("Amcor") and its parent, subsidiaries, and affiliates (all of which, together with Amcor, are referred to as the "Company"), enabling it to protect its competitive interests and also the interests of all employees of the Company. I also understand that my employment, access to confidential information, continued and future employment and compensation, and consideration for future increases in compensation are dependent on my agreement to the terms and conditions set forth below. Accordingly, I agree as follows:

1. **Confidentiality.** Subject to Sections 1(a) and 1(b) below, I agree that during my employment or engagement by the Company and after my employment or engagement terminates with the Company for any reason, to the fullest extent permitted by applicable law, I will not disclose to any person or entity or to the public, and I will not use for my own personal benefit or the benefit of anyone else, including but not limited to a competitor or customer of the Company, any of the following information that I become aware of during my employment or engagement by the Company, which is hereafter referred to as "Confidential or Protected Information": (a) confidential, proprietary, or trade secret information of the Company, including but not limited to all information which is related in any fashion to the Company's business, operations, finances, products, machinery and equipment, suppliers, customers, manufacturing processes and technology, research, development, prototype or developmental bottle and/or preform samples, engineering, marketing or sales; (b) other information related in any fashion to the Company where such information is of significant value to the Company, or is regarded by the Company as confidential, or where the law protects such information from disclosure; and (c) confidential, proprietary or trade secret information of another person or entity provided to the Company. I understand that this description of "Confidential or Protected Information" includes all such information in any and all forms, whether written, oral or electronic, or on a computer, tape, disk or in any other form, and includes all originals, copies, portions, and summaries of all such information. I also agree not to use or disclose any confidential information of any of my prior employers for the benefit of the Company and to continue to abide by all confidentiality agreements I may have with my prior employers. I further agree not to bring onto the Company's premises, or electronically transmit, any documents incorporating confidential information of any prior employer.
  - a. In accordance with the Defend Trade Secrets Act, 18 U.S.C. § 1833(b), and other applicable law, nothing in this Agreement, or any other agreement or policy shall prevent me from, or expose me to criminal or civil liability under federal or state trade secret law for, (i) directly or indirectly sharing any Company trade secrets or other Confidential or Protected Information (except information protected by any attorney-client or work product privilege) with an attorney or with any federal, state, or local government agencies, regulators or officials, for the purpose of investigating or reporting a suspected violation of law, whether in response to a subpoena or otherwise, without notice to the Company, or (ii) disclosing the Company's trade secrets in a filing in connection with a legal claim, provided that the filing is made under seal.
  - b. Notwithstanding anything to the contrary in this Agreement, nothing in this Agreement, without advance notice to the Company, (A) prevents me from (i) discussing or disclosing information about unlawful acts in the workplace, such as harassment or discrimination or any other conduct that I have reason to believe is unlawful or impedes me from participating, cooperating or testifying in any action, investigation or proceeding with, or providing information to, any governmental agency, legislative body or any self-regulatory organization, including, but not limited to, the Equal Employment Opportunity Commission, the National Labor Relations Board, the Department of Justice, the Securities and Exchange Commission, the United States Congress and any agency Inspector General (collectively, "Governmental Authority"), or (ii) reporting possible violations of applicable law or regulation to any Governmental Authority, or making other disclosures that are protected under the whistleblower provisions of applicable law or regulation, or (B) requires me to provide notification that I have made such reports or disclosures. Nothing in this Agreement prevents me from exercising rights under Section 7 of the National Labor Relations Act (NLRA) to engage in joint activity with other employees. For the avoidance of doubt, nothing contained in this Agreement limits, restricts or in any way affects any party's right to (i) seek or receive any monetary damages, awards or other relief in connection with protected whistleblower activity or (ii) speak with law enforcement, the state division of human rights, the attorney general, a local commission on human rights, or an attorney retained by me.

## ATTACHMENT 1

2. **Company Property.** I agree not to remove from the Company's premises, or electronically transmit, any Company property, including but not limited to documents, records, or materials containing any Confidential or Protected Information. Upon termination of my employment with the Company for any reason (or sooner upon request), I will return to the Company all Company property in my possession, custody, or control. Company property includes, but is not limited to, my work product and the work product of other Company employees as well as all documents, records, and materials (whether originals, copies, portions, or summaries) containing any Confidential or Protected Information. I understand that the only exceptions to these prohibitions are: (a) when necessary for me to faithfully perform my duties as an employee of Amcor or for other Company employees to faithfully perform their duties for the Company; and (b) with the express, prior written authorization of Amcor's General Counsel.
3. **Inventions.** I agree to communicate at once to Amcor, all inventions, ideas and improvements (including those in the formative stages) which I conceive, make or discover (whether alone or in conjunction with others) during the period of my employment by the Company that may relate in any way to the business, processes, manufacturing operations, products, research, product development, engineering, machinery or plans of the Company (hereafter referred to as "Inventions"). Such Inventions shall be the exclusive property of Amcor without any obligation on the part of Amcor or the Company to make any payment to me in addition to my regular salary or wages. I will, at the request of the Company either during or after termination of my employment, execute patent and copyright applications, powers of attorney, and assignments relating to such Inventions and will take all such other actions as Amcor or the Company may reasonably request to maintain and protect them. The Company will pay all costs and charges incurred in protecting such inventions and improvements if it desires to protect them. I understand that this paragraph does not require the assignment of any invention which meets all of the following conditions: (i) no equipment, supplies, facilities or Confidential or Protected Information of the Company was used in its development; (ii) it was developed entirely on my own time; (iii) it does not relate to the Company's business or to the Company's actual or clearly anticipated research and development programs; and (iv) it does not result from any work performed by me for the Company. I understand that I am obligated to disclose to Amcor before commencing my employment and upon signing this Agreement, any inventions that I made prior to my employment by the Company and that were not assigned to my prior employer. I will disclose to Amcor promptly, and in any event prior to any publication, any publishable articles or public presentations that I write or prepare during my employment or that relate to Inventions that I made during my employment. I may not publish such articles or give such presentations without the prior written approval of Amcor's General Counsel. The Company shall have the exclusive copyright to any such articles and presentations, unless a third party in receipt of my article or presentation requires its own exclusive copyright, in which case the Company must give its consent to such publication.
4. **Non-Solicitation and Non-Competition.** (a) I agree that during my employment or engagement with the Company, I will communicate with the Company's customers and suppliers only for the benefit of the Company and not for my own personal benefit or the benefit of any other person or entity. I further agree that during my employment or engagement with the Company and for a period of twelve (12) months thereafter (the "Restricted Period"), I will not directly or indirectly: (i) solicit, accept or help others to accept, the packaging business of any customer of the Company that I or any of my direct reports solicited, serviced, or were assigned to or responsible for, during the three years preceding the termination of my employment or engagement with the Company for any reason or otherwise possess Confidential or Protected Information about (a "Restricted Customer"); (ii) induce or seek to influence any Restricted Customer or supplier of the Company to discontinue, modify, or reduce its business relationship with the Company; (iii) assist or cause any person or entity to engage in any of the above actions. (b) I also agree that during the Restricted Period, I will not directly or indirectly: (i) solicit or contact any of the Company's employees or individual service providers for the purpose of employing or engaging them or causing them to leave the employ or engagement of the Company or to become employed by another person or entity; (ii) employ or engage any employee or individual service provider of the Company or; or (iii) become employed by, consult with or render services to: (a) any business entity that develops, produces or sells packaging, or has plans to do so within such twelve (12) month period, in any state, locality, municipality, country or other jurisdiction in which the Company develops, produces or sells flexible or rigid packaging, when such position involves any similar responsibilities to any position I occupied at the Company or where it is likely that I will use or disclose Confidential or Protected Information in such position, or (b) any Restricted Customer. For purposes of this Section 4, reference to the "Company" shall mean Amcor and its subsidiaries.

ATTACHMENT 1

5. **Injunction.** I acknowledge that any breach of any of the provisions of this Agreement would cause irreparable harm to the Company. Accordingly, in the event of such a breach or threatened breach, the Company shall be entitled to a temporary restraining order and other forms of injunctive and equitable relief from a court of law without the requirement of posting a bond or other security or proving monetary damages, in court in addition to any other rights and remedies, including compensatory and punitive damages.
6. **Jurisdiction; forum selection; choice of laws.** In any judicial proceeding for a breach or threatened breach of this agreement, I consent to the jurisdiction of the state and federal courts in Illinois, agree not to commence an action relating to this agreement other than in Illinois or in any other location or country, agree not to seek to move or transfer a judicial proceeding brought by Amcor or the Company to a different court, waive my right to trial by jury (to the fullest extent permitted by applicable law), and agree that service of legal process and other legal papers by ordinary mail or overnight express courier to my residence or work address shall be good and sufficient service. I also agree that the validity, interpretation, construction, performance, and enforcement of this agreement will be governed solely by the internal laws of Illinois and not by the laws of any other state, territory, province, or country.
7. **No Conflicting Obligations.** I represent that I am not a party to any agreements that conflict with the rights of the Company under this Agreement. I will advise the Company of any such agreement with a prior employer before I commence employment with the Company or, if I have already commenced employment, before I sign this Agreement. I agree to abide by and honor any such agreement with a prior employer to the full extent such agreement is enforceable.
8. **Cooperation.** I acknowledge and agree that during my employment with the Company and thereafter, I shall provide reasonable and timely cooperation in connection with (a) any actual or threatened litigation, inquiry, review, investigation, process, or other matter, action, or proceeding that relates to events occurring during my employment with the Company or about which the Company otherwise believes I may have relevant information; (b) the transitioning of my role and responsibilities to other personnel; and (c) the provision of information in response to the Company's requests and inquiries in connection with my separation. The Company agrees that it will make reasonable efforts to accommodate my personal and professional schedule and commitments in requesting assistance under this provision. I understand that if my cooperation is requested in accordance with this provision after my termination of employment with the Company, I will be reimbursed solely for reasonable travel expenses and other out-of-pocket expenses, in accordance with Company policies in effect from time to time, subject to submission of applicable receipts and approval by the Company.

ATTACHMENT 1

9. **Miscellaneous Provisions.** The provisions of this Agreement shall survive the termination of my employment and govern my conduct and actions after my employment with the Company has terminated for any reason. If any provision of this Agreement is declared by a court to be invalid or unreasonable, I agree that the court should interpret or modify the provision in a manner that affords the Company the most protection allowed by law. If any provision of this Agreement is declared by a court to be void, illegal or invalid for any other reason, such provision shall be severed from this Agreement and the remaining provisions shall remain in full force and effect. If I become employed by any subsidiary or affiliate of Amcor or by its parent corporation or any of the subsidiaries or affiliates of Amcor's parent, or if I become employed by a successor of Amcor's business, I agree that this Agreement shall be binding upon me in all respects and that the new employer's name shall be substituted for Amcor or the Company throughout this Agreement, unless I execute a new agreement with such new employer which specifically amends, terminates or supersedes this Agreement. This Agreement may not be modified, waived, or terminated unless such modification, waiver, or termination is agreed to in a writing signed by me and an authorized representative of the Company. The failure of the Company to enforce any provision of this Agreement or to act promptly after a breach shall not be deemed a waiver of any of Amcor's or the Company's rights. This Agreement is for the benefit of and is binding upon Amcor's and the Company's agents, successors and assigns, as well as my heirs, executors, representatives, and agents. This is the entire agreement of the parties and supersedes all prior and contemporaneous agreements, understandings, and representations of the parties pertaining to the subject matter set forth in this Agreement; provided, that, to the extent I am bound by any other restrictive covenants with the Company, such other restrictive covenants shall be in addition to, and not in lieu of, or limit or be limited by, the restrictive covenants contained herein. The titles of each section of this Agreement are for the convenience of the parties only and are not part of the Agreement. The provisions of this Agreement are in addition to my duties of loyalty imposed by law.

ACKNOWLEDGEMENT AND ACCEPTANCE

I have read this Agreement and I acknowledge, understand, and agree to all of the terms, conditions, and representations made therein.

I further acknowledge that (i) I have received good, valuable and adequate consideration in exchange for the covenants contained in this Agreement including (as applicable), without limitation, a sufficient period of employment, professional benefits, financial benefits (including equity opportunity), significant access to Confidential or Protected Information, and training, (ii) I fully understand the provisions of this Agreement and I am entering into this Agreement knowingly, freely and voluntarily, (iii) the Company has advised me in writing to consult with an attorney or legal counsel prior to signing this Agreement and agreeing to the covenants in this Agreement, and (iv) I have been given fourteen (14) days from the date of my receipt of this Agreement to consider the terms of this Agreement, although I may sign it at any time sooner.

Ryan Yost

/s/ Ryan Yost  
Signature

10 June 2026  
Date



**EMPLOYEE RELOCATION AGREEMENT**

I, **Ryan Yost**, have been provided with a copy of Amcor plc., and affiliates, subsidiaries, and parent company’s Relocation Policy and related documentation. I have read the documentation and understand my benefits and responsibilities under such policy. I understand that pursuant to the terms of the Repayment Agreement section of the policy, I may be required to reimburse Amcor for its expenditures related to my relocation if I voluntarily or involuntarily terminate my employment with Amcor within two (2) years of my final move date or start date as **Division President, Global Flexible Packaging Solutions (GFPS)**, whichever occurs later.

Any repayment required under this Agreement will be due and payable to Amcor within thirty (30) days of terminating employment. To the extent allowed by applicable law, Amcor reserves the right to deduct any sums due and owing to Amcor from my final paycheck(s), including, without limitation, salary, commissions, bonuses, vacation or other paid leave, severance or separation pay, and expense reimbursements, up to the full amount owed. If such deduction does not fully satisfy the amount of reimbursement due, I agree to repay the remaining balance to Amcor via check.

**Repayment Schedule:**

- 1-12 months: 100% cost to be re-paid
- 13-24 months: 50% cost to be re-paid

**ACCEPTANCE**

I understand that this agreement does not act in any way shape or form as a binding employment agreement/contract and does not alter my employment at will status. In consideration thereof, I hereby request that I be covered by the Amcor’s Relocation Policy and that its terms and conditions be binding upon me.

/s/ Ryan Yost  
Signature

10 June 2026  
Date

For persons only



Press release

**Amcor announces key leadership appointments to accelerate growth***Ryan Yost appointed Division President, Global Flexible Packaging Solutions**Kate Pearlman appointed Senior Vice President, Investor Relations & Treasury*

**ZURICH, June 15, 2026** — Amcor (NYSE: AMCR, ASX: AMC), a global leader in developing and producing responsible packaging solutions, today announced the appointments of Ryan Yost as Division President, Global Flexible Packaging Solutions, and Kate Pearlman as Senior Vice President, Investor Relations & Treasury.

With 25 years of leadership roles at Avery Dennison, Ryan brings proven success in delivering consistent, profitable organic growth, most recently as President of Avery Dennison's global \$6 billion Materials Group. He previously held various senior leadership roles spanning commercial, operations, supply chain and material science responsibilities. Ryan will accelerate Amcor's organic growth strategy across the Global Flexible Packaging Solutions platform, building on the business' leadership positions in attractive end markets including healthcare, protein, pet food, liquids, beauty and personal care and food service. He will be based in the U.S.

Kate has more than 20 years of experience in investor relations, global treasury and risk management leadership at Fortune 200 companies. She joins Amcor from Lowe's, where she held the role of Vice President, Investor Relations and Treasurer. Kate will lead Amcor's global investor relations function and will also assume responsibility for Amcor's treasury operations. In this expanded role, she will strengthen alignment across capital market management, value creation and shareholder engagement. Kate will report to Stephen Scherger, Executive Vice President and Chief Financial Officer, and the role will be based in the U.S.

"Ryan and Kate are exceptional leaders with proven track records of driving growth, building high-performing teams and translating strategy into results across large, global organizations," said Peter Konieczny, Amcor Chief Executive Officer. "I am highly confident in Amcor's business, strategy and ability to deliver for our customers and shareholders. Ryan and Kate bring the right expertise to help us build momentum, and we're excited to welcome them as we position Amcor for its next phase of growth."

Ryan succeeds Fred Stephan, who is retiring from Amcor, and Kate succeeds Tracey Whitehead, who has chosen to remain in Australia and pursue opportunities there. Fred and Tracey will remain with Amcor as advisors through Dec. 31, 2026, to ensure a smooth transition.

"Fred and Tracey have each made a lasting impact on Amcor, and I thank them for their outstanding leadership, partnership and unwavering commitment to the company," Peter said. "Fred has been instrumental in strengthening our global flexibles business and positioning the business for continued strong performance, while Tracey has served as a highly respected and trusted leader in our engagement with the investment community."

**About Amcor**

Amcor is the global leader in developing and producing responsible consumer packaging and dispensing solutions across a variety of materials for nutrition, health, beauty and wellness categories. Our global product innovation and sustainability expertise enables us to solve packaging challenges around the world every day, producing a range of flexible packaging, rigid packaging, cartons and closures that are more sustainable, functional and appealing for our customers and their consumers. We are guided by our purpose of elevating customers, shaping lives and protecting the future. Supported by a commitment to safety, over 75,000 people generate \$23 billion in annualized sales from operations that span over 400 locations in more than 40 countries. NYSE: AMCR; ASX: AMC

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