

2023

ESG Data Summary

Better, Every Day



Graphic Packaging 2023 ESG Data Summary

Performance Indicator	Baseline ¹	FY2020	FY2021	FY2022	FY2023	Sustainability Goal Status
Business Overview (U.S. Dollar, or USD, in millions)						
Economic Value Generated						
Net Sales		6,560	7,156	9,440	9,428	
Adjusted Earnings before interest, taxes, depreciation, and amortization (EBITDA) ²		1,070	1,056	1,600	1,876	
Adjusted Earnings per Share²		1.12	1.14	2.33	2.91	
Economic Value Distributed						
Operating Costs ³		6,026	6,739	8,421	8,195	
R&D		10	10	14	16	
Payments to Providers of Capital ⁴		548	223	838	311	
Payments to Governments ⁵		70	58	88	201	
Capital Expenditures		646	802	549	885	
Economic Value Retained						
Change in Retained Earnings ⁶		-48	66	403	560	
Product Innovation						
Annual Revenue from New Product Innovations (USD in millions)		120	160	180	200	
Cumulative Revenue from New Product Innovations (USD in millions)		120	280	460	660	Retired
Percentage Revenue from Recyclable Products⁷		97%	95%	95%	95%	Retired
Percent Reduction in LDPE Use		16%	19%	15%	20%	Retired

Graphic Packaging 2023 ESG Data Summary (continued)

Performance Indicator	Baseline ¹	FY2020	FY2021	FY2022	FY2023	Sustainability Goal Status
Governance						
Percentage Completion Code of Conduct Training ⁸		94%	97%	99%	91%	
Percentage Completion Anti-harassment Training ⁸		94%	97%	99%	91%	
Percentage Packaging Plants Completed Social Responsibility Audit⁹		91%	71%	87%	87%	Retired
Say on Pay Voting Percentage		98%	96%	92%	91%	
CEO Total Compensation Ratio		147:1	136:1	251:1	250:1	
Political Contributions, Lobbying, and Trade Association Fees (USD in millions)		3.0	2.7	3.5	3.7	
Social						
Employees						
Total Number Employees at Year End		-19,000	24,182	24,263	23,789	
Women in Total Global Workforce		21%	23%	23%	28%	
Women in Vice President Level and Above Plus Critical Roles	26%	25%	22%	27%	26%	Baseline
Women in Executive Team		27%	20%	33%	33%	
Women on the Board of Directors		22%	30%	30%	33%	
Ethnic Diversity in Total U.S. Workforce	34%	25%	29%	30%	34%	Baseline
Ethnic Diversity in U.S. Leadership Team		9%	11%	19%	18%	
Ethnic Diversity in Executive Team		27%	40%	33%	33%	
Ethnic Diversity on the Board of Directors		0%	0%	10%	11%	
Employee Hiring Rate ¹⁰		-	27%	32%	26%	

Graphic Packaging 2023 ESG Data Summary (continued)

Performance Indicator	Baseline ¹	FY2020	FY2021	FY2022	FY2023	Sustainability Goal Status
Employee Voluntary Attrition ¹⁰		13%	19%	21%	17%	
Employee Involuntary Attrition ¹⁰		8%	6%	9%	9%	
Employees Covered by Collective Bargaining Agreements		41%	52%	62%	57%	
Employee Engagement Percentile¹¹	24th	-	-	-	24th	Baseline
Employee Engagement Survey Participation¹¹		64%	70%	-	78%	Retired
Training hours per employee		-	6	12.3	10	Retired
Revenue per Employee (USD)		346,000	296,000	390,000	390,000	
Adjusted EBIDTA ² per Employee (USD)		56,000	44,000	66,000	78,000	
Stakeholder Engagement						
Charitable Giving (USD in millions)	-	0.9	1.0	3.0	2.6	Baseline
Charitable Giving as Percent Revenue		0.01%	0.01%	0.03%	0.03%	
HSE						
TRIR ¹²		1.10	1.18	1.02	0.98	
LTIR¹²		0.31	0.41	0.31	0.31	Retired
DART Case Rate ¹²		0.68	0.71	0.56	0.54	
LIFE Injuries¹³	6	9	10	4	6	Baseline
LIFE Injury Rate ^{12,13}		0.04	0.05	0.01	0.02	
Fatalities		0	0	1	0	
Fatality Rate ¹²		0	0	0.004	0	
Total Number Significant Spills		0	0	0	0	

Graphic Packaging 2023 ESG Data Summary (continued)

Performance Indicator	Baseline ¹	FY2020	FY2021	FY2022	FY2023	Sustainability Goal Status
Percent Locations Certified to ISO45001		5%	7%	5%	5%	
Percent Locations Certified to ISO14001		11%	20%	15%	18%	
Environment						
Materials						
New Wood Fiber Consumed (metric tons)		9,149,000	9,155,000	9,385,000	8,635,000	
Percent Chain of Custody Certified		25%	24%	22%	21%	
Recycled Fiber Consumed (metric tons)		1,030,000	1,226,000	1,260,000	1,214,000	
Total Paperboard Production (metric tons)		3,575,000	3,489,000	3,698,000	3,510,000	
Total Paper Mill Byproducts Produced ¹⁴		-	59,000	69,000	65,000	
Percentage Recycled Paperboard Produced		25%	26%	31%	32%	
Percentage Internal Paperboard Consumption		70%	72%	73%	78%	
Total Converted Paperboard ¹⁴		-	3,211,000	3,567,000	3,252,000	
Percentage Recycled Paperboard Converted ¹⁴		-	33%	34%	37%	
CDP Forests Rating		B	B	B	Not Scored	
Energy Use¹⁵						
Total Purchased Electricity (MWh)		1,468,500	1,721,700	1,951,400	1,863,700	
Percent Renewable Purchased Electricity	2%	0	2%	2%	2%	Baseline
Total Self-Generated Electricity (MWh) ¹⁴		-	1,912,500	1,858,100	1,731,800	
Self-Generated Electricity - Percentage Renewable Sources ¹⁴		-	71%	69%	68%	
Self-generated Electricity Sold - Nonrenewable (MWh)		-6,200	-7,600	-14,400	-3,700	

Graphic Packaging 2023 ESG Data Summary (continued)

Performance Indicator	Baseline ¹	FY2020	FY2021	FY2022	FY2023	Sustainability Goal Status
Renewable Electricity as Percent Total Consumed Electricity ¹⁴		-	38%	35%	34%	
Total Fuel Use (MWh)		25,027,000	25,698,900	26,356,200	24,668,200	
Percent Renewable Fuel Use		69%	69%	69%	68%	
Percent Wood Paperboard Manufacturing Renewable Fuel	74%	74%	75%	76%	74%	Baseline
Total Energy Use (MWh)		26,495,500	27,431,300	28,317,800	26,540,100	
Percent Renewable Energy (MWh)		65%	65%	64%	63%	
Nonrenewable Energy Intensity (MWh/\$1,000 net revenue)		1.41	1.34	1.07	1.05	Retired
Paperboard Energy Use (MWh)		25,586,900	26,185,700	27,034,000	25,337,100	
Paperboard Percent Renewable Energy		67%	68%	67%	66%	
Paperboard Total Energy Intensity (MWh/metric ton saleable board)		7.16	7.51	7.31	7.19	
Paperboard Nonrenewable Energy Intensity (MWh/metric ton saleable board)		2.33	2.40	2.39	2.47	
Packaging Energy Use (MWh)		908,600	1,245,500	1,283,800	1,196,900	
Packaging Percent Renewable Energy		0%	3%	4%	2%	
Packaging Total Energy Intensity (MWh/metric ton converted board) ¹⁴		-	0.34	0.36	0.37	
Percent Locations Certified to ISO50001		0%	6%	5%	6%	
GHG¹⁵						
Direct Biogenic GHG Emissions (metric tons CO ₂ e)		5,543,600	5,739,800	5,935,800	5,355,500	
Direct Scope 1 GHG Emissions (metric tons CO ₂ e)		1,441,500	1,604,100	1,658,300	1,635,700	

Graphic Packaging 2023 ESG Data Summary (continued)

Performance Indicator	Baseline ¹	FY2020	FY2021	FY2022	FY2023	Sustainability Goal Status
Indirect Scope 2 GHG Emissions - Market Based (metric tons CO ₂ e)		680,400	714,500	847,400	810,700	
Indirect Scope 2 GHG Emissions - Location Based (metric tons CO ₂ e)		652,200	680,100	806,300	782,300	
Total Scope 1 and 2 GHG Emissions - Market Based (metric tons CO₂e)	2,318,600	2,121,900	2,318,600	2,505,700	2,446,400	No Progress
Paperboard Scope 1 and 2 GHG Emissions - Market Based (metric tons CO ₂ e)		1,787,000	1,890,400	2,059,300	2,052,700	
Packaging Scope 1 and 2 GHG Emissions - Market Based (metric tons CO ₂ e)		334,900	428,200	429,800	392,500	
U.S. Scope 1 and 2 GHG Emissions - Market Based (metric tons CO ₂ e)		2,037,700	2,171,300	2,309,500	2,302,500	
Outside U.S. Scope 1 and 2 GHG Emissions - Market Based (metric tons CO ₂ e)		84,200	147,300	145,800	143,900	
Total Scope 1 and 2 GHG Emissions Intensity (metric tons CO₂e/\$1,000 net sales)¹⁶		0.32	0.32	0.27	0.26	Retired
Total Scope 1 and 2 GHG Emissions Intensity (metric tons CO ₂ e/\$1,000 Adjusted EBITDA) ¹⁶		1.98	2.20	1.57	1.30	
Paperboard Scope 1 and 2 GHG Emissions (metric tons CO ₂ e/metric ton saleable board)		0.50	0.54	0.53	0.54	
Packaging Scope 1 and 2 GHG Emissions (metric tons CO ₂ e/metric ton converted board) ¹⁴	-	-	0.12	0.12	0.12	
Indirect Scope 3 Total GHG Emissions (million metric tons CO ₂ e) ¹⁷		3.58	6.65	6.95	7.49	
Indirect Scope 3 SBT GHG Emissions (million metric tons CO₂e)¹⁸	6.38	-	6.38	6.64	7.20	No Progress
Percent Emissions Covered Under Regulatory Program		>99%	>99%	>99%	>99%	

Graphic Packaging 2023 ESG Data Summary (continued)

Performance Indicator	Baseline ¹	FY2020	FY2021	FY2022	FY2023	Sustainability Goal Status
Percent Emissions Covered Under Regulatory Reporting Program		85%	82%	83%	84%	
Percent Emissions Covered Under Regulatory Emissions-Limiting Program		2%	2%	1.3%	1.0%	
CDP Climate Change Rating		A-	A-	A-	Not Scored	
Air Emissions						
HCFC-22 Emissions (metric tons) ¹⁴		-	0.28	0.66	0.60	
Total NO _x Emissions (metric tons) ¹⁹		5,200	5,100	5,500	4,900	
Total SO _x Emissions (metric tons) ¹⁹		1,800	1,300	1,300	1,400	
Total VOC Emissions (metric tons) ^{14,19}		-	4,600	4,100	4,100	
Total PM10 Emissions (metric tons) ^{14,19}		-	1,600	1,600	1,300	
Water Stewardship						
Total Water Withdrawals (ML)		143,000	138,000	151,800	150,500	
Total Influent Water (ML)		153,000	150,000	182,800	179,100	
Total Discharged Water (ML)		135,400	136,000	156,300	149,600	
Total Water Consumption (ML)		31,600	28,100	43,300	43,500	
Paperboard Water Withdrawal Intensity (ML/metric ton saleable board)		0.040	0.039	0.041	0.042	
Paperboard Water Influent Intensity (ML/metric ton saleable board) ²⁰		0.043	0.043	0.043	0.045	
Paperboard Water Discharge Intensity (ML/metric ton saleable board)		0.038	0.039	0.042	0.042	Retired

Graphic Packaging 2023 ESG Data Summary (continued)

Performance Indicator	Baseline ¹	FY2020	FY2021	FY2022	FY2023	Sustainability Goal Status
Number of Locations in Stressed Watersheds per Aqueduct Screen		14	19	18	29	
Stressed Watershed Withdrawal/Total Withdrawals		0.20%	0.22%	0.22%	0.25%	
Discharged (BOD; metric tons) ²¹		-	3,770	3,320	3,000	
Discharged Total Suspended Solids (metric tons) ²¹		-	6,200	4,080	4,030	
Discharged AOX (metric tons) ²¹		-	130	160	150	
Discharged Total Ammonia Nitrogen (metric tons) ²¹		-	260	190	230	
CDP Water Stewardship Rating		B	B	A-	Not Scored	
Waste and Recycling						
Total Generated Waste (metric tons) ¹⁴		-	1,259,500	1,679,200	1,585,800	
Total Nonhazardous Waste Disposed (metric tons) ¹⁴		-	642,000	524,200	490,200	
Total Hazardous Waste Disposed (metric tons) ¹⁴		-	1,800	9,800	2,900	
Disposal - Landfill ¹⁴		-	464,400	494,600	456,200	
Disposal - Incineration with Energy Recovery ¹⁴		-	27,200	27,200	32,200	
Disposal - Other ¹⁴		-	152,200	12,200	4,700	
Beneficial Use			615,700	1,145,200	1,092,700	
Percent Generated Waste Diverted for Recycling ¹⁴		-	49%	68%	67%	
Recycled Fiber (metric tons) ¹⁴		-	573,400	974,500	913,500	
Percent Recycled Fiber used internally		-	-	54%	53%	
Percent Waste Paper Recovered for Recycling¹⁴		-	91%	98%	98%	Retired
Other Recycled Materials ¹⁴		-	42,000	155,800	153,300	

Graphic Packaging 2023 ESG Data Summary (continued)

Performance Indicator	Baseline ¹	FY2020	FY2021	FY2022	FY2023	Sustainability Goal Status
Percent Packaging Plants with Waste Diversion Program		100%	89%	96%	100%	Retired
Supply Chain						
Percent Facilities Compliant with Fiber Certification Standard⁹		100%	93%	96%	93%	Retired
Percent Forest Products Sustainably Sourced²²	89%	-	-	-	89%	Baseline
Percent Audits Completed for Targeted Wood Suppliers		63%	112%	136%	162%	
Percent New Wood Suppliers Screened for Risk ¹⁴		-	100%	100%	100%	
Percent Global Employees Completing Modern Slavery Awareness Training ⁸		-	90%	96%	89%	
Spend with GPI Defined Diverse Supplier Group (USD in millions) ²³		\$177	\$182	\$210	\$253	
Year Over Year Change in Spend		10%	3%	15%	20%	
Spend with All Diverse and Small Business Supplier Groups (USD in millions) ^{14,24}		-	\$260	\$291	\$334	
Percent of NA Addressable Spend ¹⁴		-	7.8%	7.5%	9.4%	
Total Number Small and Diverse Suppliers ^{14,24}		-	661	593	542	
EcoVadis Rating		Bronze	Gold	Gold	Committed	

Graphic Packaging 2023 ESG Data Summary (continued)

ESG Data Summary Footnotes

1. Baseline year for Better by 2030 goals is 2023 for all goals except climate action goals. Baseline year for climate action goals is 2021.
2. Adjusted EBITDA and Adjusted Earnings per Share represent non-GAAP measures.
3. Defined as cost of goods sold, selling, general, and administrative expense, and restructuring, asset-related, and other charges, as disclosed in the Company's Annual Reports on Form 10-K for the reporting year. Excludes R&D, capex, payments to investors, payments to governments.
4. Defined as payments to providers of capital as dividends to all shareholders, plus interest payments made to providers of loans (net of amounts capitalized), and purchases of treasury stock as disclosed in the Company's Annual Report on Form 10-K for the year.
5. Defined as all of the organization's taxes plus related penalties paid at the international, national, and local levels. Organization taxes can include corporate, income, and property - net of refunds. Excludes deferred taxes.
6. Economic Value Retained reflects the change in retained earnings, as disclosed in the Company's Annual Reports on Form 10-K for the reporting year. Economic Value Retained does not represent Economic Value Generated less Economic Value Distributed, as not all financial impacts are reflected within the metrics included above. Refer to the Company's Annual Reports on Form 10-K for further information.
7. Includes products categorized as widely recyclable, regionally recyclable, and conditionally recyclable.
8. Data do not include salaried employees from AR Packaging acquisition for 2020, 2021, and 2022. They are included starting in 2023. Employees from 2023 Bell acquisition not included.
9. Starting in 2021, goal reporting methodology will measure progress considering all facilities at year-end, regardless of acquisition date.
10. 2019-2021 Data are for Legacy U.S. Graphic Packaging only. 2022 and 2023 Data include Americas and PacRim regions. EMEA is excluded.
11. 2023 survey conducted by Gallup Q12® for baselining 2030 goal and future engagement measurements.
12. Rate is defined as number of events per 100 workers per year. Includes Graphic Packaging employees and contractors working under our control.
13. LIFE injuries are defined as a fatality or life-threatening or life-altering injury.
14. New reporting metric for 2021.
15. Energy and GHG data are restated for 2022.
16. Scope 1 onsite waste GHG emissions are excluded from the paperboard GHG intensity calculations.
17. Updated and expanded scope 3 reporting methodology in 2021.
18. Includes Scope 3 Category 1, 3, 4, 5, 10, and 12 GHG emissions.
19. Reported for paperboard manufacturing facilities only.
20. Influent water in intensity calculation includes withdrawals, raw material water, and reclaimed water input sources. Storm water not used in the mill process is excluded.
21. New reporting metric for 2021. Includes paperboard division permitted discharges to surface water bodies.
22. New reporting metric starting in 2023.
23. Defined by GPI as woman, minority, or disabled/disabled-veteran owned supplier. Includes both certified and self-declared diverse suppliers.
24. Graphic Packaging defined diverse supplier group plus spend with small businesses, veteran, and other diverse supplier groups. Includes both certified and self-declared diverse suppliers.

Read our **2023 ESG Report** to learn more about how Graphic Packaging is taking action little by little, step by step, to make life's everyday moments Better, Every Day.



A World of Difference.
Made Possible.