

# BALL CORPORATION

## 2023 GRI Content Index

This Global Reporting Initiative (GRI) Content Index supplements Ball Corporation's (Ball, we, us or our) sustainability reporting on [www.ball.com/sustainability](http://www.ball.com/sustainability). This report has been prepared in accordance with the GRI Standards: Core option. This index includes all Core indicators as well as various additional indicators that were determined to be relevant to our business. It provides references to information provided in our online 2022 Ball Corporation Combined Report, as well as other corporate disclosures such as our Proxy, Form 10-K, our publicly available CDP Climate Change response, and additional information provided on our website at [www.ball.com](http://www.ball.com).

### GENERAL DISCLOSURE

#### Organizational Profile

102-1	Name of the organization	<a href="#">Quick Facts Page</a> ; 2022 Ball Corporation Combined Report (Front Cover)
102-2	Activities, brands, products, and services	<a href="#">Ball.com</a> ; 2022 Ball Corporation Combined Report (Pages 2-13)
102-3	Location of headquarters	<a href="#">Quick Facts Page</a> ; 2022 Ball Corporation Combined Report (Back Cover)
102-4	Location of operations	<a href="#">Locations</a>
102-5	Ownership and legal form	<a href="#">2022 Form 10-K</a> (Page 1)
102-6	Markets served	<a href="#">Ball.com</a> ; 2022 Ball Corporation Combined Report (Pages 2-13)
102-7	Scale of the organization	<a href="#">Quick Facts Page</a> ; 2022 Ball Corporation Combined Report (Pages 2-8, 38)

102-8	Information on employees and other workers	Employees by Gender				2022				SDG 8
			2021							
		<b>Total</b>	Female	Male	Not disclosed*	<b>Total</b>	Female	Male	Not disclosed*	
	Global	<b>24,339</b>	<b>4,474</b> 18%	<b>18,052</b> 74%	<b>1,823</b> 8%	<b>22,922</b>	<b>4,515</b> 20%	<b>17,673</b> 77%	<b>734</b> 3%	
	North & Central America	13,459	2,645	9,822	992	12,387	2,546	9,549	292	
	South America	3,742	824	2,875	43	3,849	933	2,808	108	
	EMEA**	7,138	1,004	5,346	788	6,686	1,036	5,316	334	

\*Not disclosed were not identified as male or female

	Employees by Age	2021			2022		
		<30	30-50	>50	<30	30-50	>50
	<b>Global</b>	<b>3,894</b> 16%	<b>14,360</b> 59%	<b>6,085</b> 25%	<b>4,193</b> 19%	<b>13,437</b> 60%	<b>4,945</b> 22%
	North & Central America				2,073	6,917	3,300
	South America				1,084	2,479	275
	EMEA**				1,036	4,041	1,370

## GRI STANDARD DISCLOSURE

## RESPONSE | PAGE | LINK

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		<p><i>**As of 2021 the Asia plants have been included in an expanded Europe, Middle East and Africa (EMEA) business unit.</i></p> <p>See 2022 Ball Corporation Combined Report (Page 38) for a 5-year trend overview.</p>	
102-9	Supply chain	<p><a href="#">Responsible Sourcing Page</a> ; 2022 Ball Corporation Combined Report (Pages 17-20)</p> <p>In 2022 Ball had 104 significant tier-1 suppliers, defined as critical suppliers who, if their supply is disrupted, Ball will have an inability to service impacted customers, and for whom there is no qualified back up, or available alternative. These companies make up 73% of Ball's total spend.</p> <p>In addition, 31 non-tier 1 suppliers are considered to be significant as well. These companies come from non-tier 1 suppliers related to bauxite mining, alumina refining and primary aluminum smelting companies that provide input materials to our can sheet suppliers, as well as chemical companies that provide critical materials to our ink and coating suppliers. For our Aerospace, this includes highly specialized suppliers that sell components to suppliers of our Aerospace business.</p> <p>In 2022 Ball's top suppliers by spend globally were Novelis Inc., Constellium, Tri Arrows Aluminum Inc., Kaiser Aluminum Corporation, and Arconic Corporation.</p> <p>In order to work toward Ball's 2030 goal to annually assess environmental, social and governance practices of all critical suppliers with an annual spend of \$5 million or more, and ensure corrective actions are being implemented where suppliers fall short of Ball's requirements, Ball assessed 20 tier 1 suppliers who met this threshold. Of those, none had substantial actual or potential negative impacts to sustainable development, therefore did not require corrective action plans or termination.</p> <p>Before supplying goods and services to Ball, suppliers must be fully onboarded. Supplier onboarding is the process of collecting information required to set up an organization as an approved supplier. The purpose of this process is to enable Ball to efficiently and effectively conduct business, purchase goods and services, and make payments to said supplier. Supplier onboarding also includes vetting and validation to ensure the prospective supplier is compliant with laws, regulations and company standards. Certain suppliers that will be performing work on site and/or that Ball considers high risk may also be asked to complete additional onboarding tasks required by Corporate Risk, which may include providing current certificates of insurance in certain countries or providing other documentation prior to coming on site or beginning any work.</p> <p>Global Strategic Supplier Forum: This annual event enables Ball's trusted suppliers to hear directly from its leadership about Ball's vision for our future. In this forum, suppliers can learn about how Ball views resiliency, why it sees the 'can' winning vs. other substrates, and its continued focus on sustainability. In 2022 79 suppliers participated.</p>	SDG 17
102-10	Significant changes to the organization and its supply chain	<a href="#">2022 Form 10-K</a> (Pages 4-11) ; 2022 Ball Corporation Combined Report (Pages 2-5)	
102-11	Precautionary Principle or approach	<a href="#">Our Approach Page</a> ; 2022 Ball Corporation Combined Report (Pages 10-13, 36-37)	
102-12	External initiatives	<a href="#">Community Page</a> ; 2022 Ball Corporation Combined Report (Pages 16-21)	SDG 17
102-13	Memberships of associations	<a href="#">Our Approach Page</a> ; 2022 Ball Corporation Combined Report (Pages 12, 16-20, 32)	SDG 17
<b>Strategy</b>			
102-14	Statement from the senior decision-maker	<a href="#">Investors Page</a> ; 2022 Ball Corporation Combined Report (Pages 2-5)	
102-15	Key impacts, risks, and opportunities	<a href="#">2022 Form 10-K</a> (Pages 4-22) ; <a href="#">Responsible Sourcing Page</a> ; <a href="#">2030 Sustainability Goals</a>	

GRI STANDARD DISCLOSURE		RESPONSE   PAGE   LINK	OMISSION	SDG LINK
<b>Ethics and Integrity</b>				
102-16	Values, principles, standards and norms of behavior	<a href="#">Drive for 10</a> ; <a href="#">Ball Business Ethics Code of Conduct</a> ; 2022 Ball Corporation Combined Report (Pages 2-5, 10-12)		SDG 16
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Ball Business Ethics Code of Conduct</a> ; <a href="#">Corporate Governance</a>		SDG 16
<b>Governance</b>				
102-18	Governance structure	<a href="#">Our Approach Page</a> ; <a href="#">Corporate Governance</a> ; <a href="#">2022 CDP Climate Change response</a> (Question C1.1a)		
102-19	Delegating authority	<a href="#">Corporate Governance</a>		
102-20	Executive-level responsibility for economic, environmental, and social topics	<a href="#">Corporate Governance</a>		
102-21	Consulting stakeholders on economic, environmental, and social topics	<a href="#">Our Approach Page</a>		
102-22	Composition of the highest governance body and its committees	<a href="#">Our Approach Page</a> ; <a href="#">Corporate Governance</a>		SDG 5 SDG 16
102-23	Chair of the highest governance body	<a href="#">Corporate Governance</a> ; 2022 Ball Corporation Combined Report (Page 42)		SDG 16
102-24	Nominating and Selecting highest governance body	<a href="#">Corporate Governance</a>		SDG 5 SDG 16
102-25	Conflicts of interest	<a href="#">Corporate Governance</a>		SDG 16
102-26	Role of highest governance body in setting purpose, values and strategy	<a href="#">Corporate Governance</a>		
102-27	Collective knowledge of highest governance body	<a href="#">Corporate Governance</a>		SDG 4
102-28	Evaluating the highest governance body's performance	<a href="#">Corporate Governance</a>		
102-29	Identifying and managing economic, environmental, and social impacts	<a href="#">Corporate Governance</a>		SDG 16
102-30	Effectiveness of risk management process	<a href="#">Corporate Governance</a>		
102-31	Review of economic, environmental, and social impacts	<a href="#">Investors Page</a> ; <a href="#">Sustainability Home Page</a> ; 2022 Ball Corporation Combined Report (Pages 1-41)		
102-32	Highest governance body's role in sustainability reporting	<a href="#">Our Approach Page</a> ; <a href="#">Corporate Governance</a>		
102-33	Communicating critical concerns	<a href="#">Corporate Governance</a>		
102-34	Nature and total number of critical concerns	<a href="#">Corporate Governance</a>		
102-35	Remuneration policies	<a href="#">2023 Proxy Statement</a> (Pages 29-66)		
102-36	Process for determining remuneration	<a href="#">2023 Proxy Statement</a> (Pages 29-66)		
102-37	Stakeholders' involvement in remuneration	<a href="#">2023 Proxy Statement</a> (Pages 29-66)		SDG 16

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102-38 Annual total compensation ratio [2023 Proxy Statement](#) (Pages 29-66)

102-39 Percentage increase in annual total compensation ratio [2023 Proxy Statement](#) (Pages 29-66)

**Stakeholder Engagement**

102-40 List of stakeholder groups [Our Approach Page](#)

102-41 Collective bargaining agreement Ball respects freedom of association and our employees' right to collective bargaining.

SDG 8

Employees at Year-End covered by collective bargaining agreements (percent of total workforce)	2021	2022
Global	18%	18%
Beverage Packaging North & Central America	17%	18%
Beverage Packaging South America	39%	24%
Beverage Packaging EMEA	31%	44%
Aerosol Packaging*	35%	12%
Global Business Services	8%	0%
Global Beverage Global Support	2%	0%
Cups	0%	0%
Corporate	2%	1%
Aerospace	0%	0%

\*Aerosol is spread amongst regions of EMEA, NCA and SA

The collective bargaining data is reflective of our current organization structure, broken out by business units. Ball was unable to divide into global regions, as in other employee reporting at this time. As of 2021 the Asia plants have been included in an expanded Europe, Middle East and Africa (EMEA) business unit.

102-42 Identifying and selecting stakeholders [Our Approach Page](#)

102-43 Approach to stakeholder engagement [Our Approach Page](#) ; 2022 Ball Corporation Combined Report (Page 44)

**Customers:**

Customer Satisfaction Measurement (Referral Rating Score, 1-10 range)	2021	2022
Global Beverage Packaging	8.05	8.14

Ball's global beverage packaging businesses started using the Referral Rating in 2017. We generally conduct the survey in March of each year. We have robust cross-functional action plans which we regularly review together with our customers. We have also significantly increased the size of our database over the years (meaning total number of customers we survey) leading to a much higher raw number of responses, alongside an improved response rate.

With the Referral Rating, we are building customer loyalty and satisfaction and improving our awareness of specific customer needs. A loyal customer remains a customer longer, purchases more, provides feedback and recommends the company to others. We can create more focused interactions which lead to increased customer satisfaction, better customer retention and, ultimately, more sales.

**Employees:**

In 2020 and 2021, to ensure that we effectively measured employee engagement and employees' connection with our company and culture on an ongoing basis, we transitioned from conducting large, biennial employee

engagement surveys to a continuous listening approach. This strategy focused on three types of surveys: global, event-based and employee lifecycle. In 2021, we continued with this listening approach and conducted 18 pulse surveys across the business targeting these Global, Event-Based, and Employee Lifecycle pulse surveys. We reached over 11,500 employees within these surveys (which represents over 50% of the population). Across our employee lifecycle surveys, it showed an average of 77% actively engaged employees.

In 2022, we conducted a global employee engagement survey to focus on key areas of employee sentiment: Vision & Direction, Senior Leadership, Manager Effectiveness, Inclusion, Safety, Training & Development, Career Advancement, and Flexibility. The two main outcomes analyzed within the survey and relating to employee well-being were Sustainable Engagement and Retention scores. Our global participation rate was 79% and we received 16,300+ responses; when breaking down this response rate, 89% of our production workers responded and 77% of salaried employees responded. Through our Sustainable Engagement score, we found that 81% of our employees feel engaged, enabled, and energized by their work at Ball. The biggest drivers of Sustainable Engagement were in correlation with Vision & Direction, Senior Leadership, and Safety. When focusing on our Retention driver score, we learned that 70% of our employees are not seriously considering leaving Ball. This is higher than the manufacturing norms by four percentage points, showing a significantly favorable difference in our employees' intent to stay compared to industry peers. The most favorable area found within our engagement survey was within Manager Effectiveness, where 89% of our employees felt respected by their manager/supervisor and are given space to share ideas and new ways of doing things. When tracking these metrics of employee engagement, we clearly focused on Job Satisfaction through our Retention Driver question, the Purpose is clearly defined through our Vision & Direction category questions, and Happiness is focused on through our Inclusion category questions within the survey. When reviewing favorable responses against each of these categories, we found that 84% have a clear understanding of the Vision & Direction of their role and the company's vision; and 84% of our employees feel a sense of Inclusion within the company.

102-44 Key topics and concerns raised

[Our Approach Page](#)

#### Reporting Practice

102-45 Entities included in the consolidated financial statements

[2022 Form 10-K](#) (Pages 22-23)

102-46 Defining report content and topic Boundaries

[Sustainability Reporting Page](#)

102-47 List of material topics

[Our Approach Page](#)

102-48 Restatements of information

In addition to annually reporting Ball's latest environmental performance data, Ball annually updates historical environmental performance data as necessary if updated emission factors or more accurate activity data become available. Ball believes that updating information annually with the best available data is essential to successful performance tracking and goal setting.

102-49 Changes in reporting

In the third quarter of 2022, Ball announced the permanent closure of its aluminum beverage can manufacturing facilities in Phoenix, Arizona, St. Paul, Minnesota, and Santa Cruz, Brazil. The Phoenix facility ceased production in the fourth quarter of 2022, and the St. Paul facility ceased production in the first quarter of 2023.

In addition, during the third quarter of 2022, Ball completed the sale of its aluminum beverage packaging business located in Russia, which included three aluminum beverage can manufacturing facilities.

102-50 Reporting period

GRI: 2021-2022

102-51 Date of most recent report

2022 Ball Corporation Combined Report, published in March of 2023 ; [Downloads Page](#)

102-52 Reporting cycle

Up until March of 2022 Ball Corporation published a bi-annual sustainability Report. Now, Ball will report an annual Combined Business and Sustainability report to be held here: [Downloads Page](#)

102-53 Contact point for questions regarding the report

[sustainability@ball.com](mailto:sustainability@ball.com) ; 2022 Ball Corporation Combined Report (Page 44)

102-54 Claims of reporting in accordance with the GRI Standards

[Downloads Page](#) ; 2022 Ball Corporation Combined Report (Page 45)

## GRI STANDARD DISCLOSURE

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102-55	GRI content index	<a href="#">Downloads Page</a>
102-56	External assurance	<a href="#">Sustainability Reporting Page</a> (under "Independent Assurance")

## ECONOMIC

## Economic Performance

## GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	<a href="#">Our Approach Page</a> (materiality matrix accessible from Stakeholder Engagement section on that page)	
103-2	The management approach and its components	<a href="#">Sustainability Reporting Page</a> ; 2022 Ball Corporation Combined Report (Page 44)	SDG 1 SDG 5 SDG 8
103-3	Evaluation of the management approach	<a href="#">Our Approach Page</a>	

The results of our materiality survey illustrate that internal and external stakeholders have similar views regarding material sustainability issues for Ball. Where aspect boundaries are not self-explaining, we engage with our stakeholders in order to determine the scope of our work.

## GRI-201 ECONOMIC PERFORMANCE 2016

201-1	Direct economic value generated and distributed	<table border="1"> <thead> <tr> <th>(\$ in millions)</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Revenues<sup>1</sup></td> <td>13,811.0</td> <td>15,336.0</td> </tr> <tr> <td>Income from Minority Investments</td> <td>26.0</td> <td>7.0</td> </tr> <tr> <td><b>Total Economic Value Generated</b></td> <td><b>13,837.0</b></td> <td><b>15,343.0</b></td> </tr> <tr> <td>Operating Costs - including payments to employees<sup>2</sup></td> <td>11,814.5</td> <td>13,429.9</td> </tr> <tr> <td>Payments to Capital Providers (Interest)</td> <td>283.00</td> <td>330.0</td> </tr> <tr> <td>Payments to Government Tax Authorities</td> <td>136.00</td> <td>143.0</td> </tr> <tr> <td>Payments for Charitable Contributions</td> <td>6.5</td> <td>36.7</td> </tr> <tr> <td>Payments to Shareholders - Dividends &amp; Share Repurchases</td> <td>948.00</td> <td>836.0</td> </tr> <tr> <td><b>Total Economic Value Distributed</b></td> <td><b>13,187.9</b></td> <td><b>14,775.6</b></td> </tr> <tr> <td>Difference</td> <td>649.1</td> <td>567.4</td> </tr> </tbody> </table>	(\$ in millions)	2021	2022	Revenues <sup>1</sup>	13,811.0	15,336.0	Income from Minority Investments	26.0	7.0	<b>Total Economic Value Generated</b>	<b>13,837.0</b>	<b>15,343.0</b>	Operating Costs - including payments to employees <sup>2</sup>	11,814.5	13,429.9	Payments to Capital Providers (Interest)	283.00	330.0	Payments to Government Tax Authorities	136.00	143.0	Payments for Charitable Contributions	6.5	36.7	Payments to Shareholders - Dividends & Share Repurchases	948.00	836.0	<b>Total Economic Value Distributed</b>	<b>13,187.9</b>	<b>14,775.6</b>	Difference	649.1	567.4	SDG 2 SDG 5 SDG 7 SDG 8 SDG 9
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<sup>1</sup> Excludes net earnings attributable to non-controlling interests

<sup>2</sup> Includes cost of sales excluding depreciation and amortization plus selling, general and administrative costs

See Ball Corporation [Annual Reports](#) for details on the company's financial performance.

201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">2022 Form 10-K</a> (Page 22) ; <a href="#">2022 CDP Climate Change response</a> (Question C2)
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">2022 Form 10-K</a> (Pages 33, 48, 73)

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201-4	Financial assistance received from government	<i>(\$ in millions)</i>	2021	2022
		Tax relief and credits	200.2	189.2
		Government or other subsidies	25.9	13.4
		Investment grant, research and development credits	50.4	28.7
		Awards	-	-
		Royalty holidays	-	-
		Financial incentives	-	-
		Other financial benefits	-	-
		<b>Total</b>	<b>276.6</b>	<b>231.3</b>

See Ball Corporation [Annual Reports](#) for additional details on the company's financial performance.

Market Presence

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	<a href="#">2022 Form 10-K</a> (Pages 8-11) ; <a href="#">Locations</a>
103-2	The management approach and its components	<a href="#">2022 Form 10-K</a> (Pages 8-11) ; <a href="#">Locations</a>
103-3	Evaluation of the management approach	<a href="#">2022 Form 10-K</a> (Pages 8-11) ; <a href="#">Locations</a>

GRI-202 MARKET PRESENCE 2016

202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Ball employees are paid above minimum wage and Ball sets employee salaries based on market conditions. Ball does not tolerate discrimination in any form, including remuneration.
202-2	Proportion of senior management hired from the local community	As we continue to expand globally, our common practice remains to hire locally when the required talent is available.

Indirect Economic Impacts

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	<a href="#">Community Page</a>	
103-2	The management approach and its components	<a href="#">Community Page</a> ; <a href="#">The Ball Foundation</a>	SDG 1 SDG 5 SDG 8
103-3	Evaluation of the management approach	<a href="#">Community Page</a>	

GRI-203 INDIRECT ECONOMIC IMPACTS 2016

203-1	Infrastructure investments and services supported	2022 Ball Corporation Combined Report (Pages 7, 24); <a href="#">The Ball Foundation</a>  Through Ball Foundation, the philanthropic arm of Ball Corporation, grants are awarded to nonprofit organizations to fund programs that create a positive, measurable impact in three key areas linked to Ball's business and strategy: STEM education, recycling and disaster relief. Specifically, grants are awarded in the communities in which Ball operates in the United States. No significant infrastructure investments as such are made, however in the United States, as a funder of the Recycling Partnership, Ball indirectly invests in recycling infrastructure such as recycling carts.	SDG 2 SDG 5 SDG 7 SDG 9 SDG 11
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The Every Can Counts (ECC) program, an industry initiative supported by Ball, operates in 19 countries across Europe and in Brazil to encourage people to recycle the cans they consume outside of their homes. ECC focuses on getting messages across in a fun way, in particular at sporting events, festivals, schools and universities, and in shopping centers and parks. The 2022 European Recycling Tour was carried out by Every Can Counts, an industry activation supported by Ball, in 17 European countries and at 24 different landmarks. The ECC Recycling Tour's social media campaign reached over 106 million people, educating consumers on the benefits of recycling aluminum cans.

To encourage recycling habits and promote circularity, Ball announced plans to create Brazil's first circular economy lab on the island of Fernando de Noronha, one of the country's most popular tourist destinations and a leader in sustainable tourism. The lab will promote real circularity on the island by centralizing the collection and recycling of aluminum cans at a new, state-of-the-art facility.

In 2022, Ball's aerosol business supported the launch of the UK Aerosol Recycling Initiative (ARI), which aims to increase consumer awareness of the importance of recycling aerosol cans. The cross-industry initiative is working to educate consumers about best practice recycling, establish a baseline recycling rate and develop a roadmap for achieving higher recycling rates. In addition, it seeks to secure substantial long-term investment into recycling infrastructure.

In May 2022 Ball announced a partnership with Manna Capital Partners, in which Manna will construct and operate a state-of-the-art aluminum can sheet rolling mill and recycling center in Los Lunas, New Mexico. Ball will enter into a long-term supply agreement and also intends to take a minority equity position in the mill. This demonstrates both companies' commitment to creating a more robust and sustainable domestic supply chain for the growing beverage packaging market.

In June 2022 Ball, along with supplier Novelis, joined the World Economic Forum's newly formed aluminum branch of the First Movers Coalition (FMC), calling on industry peers to prioritize circularity and encouraging them to join the FMC. Ball and Novelis will lead collaboration across the aluminum industry value chain toward the same goal, creating a pathway for aluminum sectors such as beverage packaging, automotive, aerospace, electronics, and building and construction.

203-2 Significant indirect economic impacts

As of March 2023, Ball has no formal systems in place to quantify and report on indirect economic impacts at the company-level. In many of the communities where Ball operates manufacturing facilities, we are a large employer. By directly providing jobs and training at Ball and indirectly in our supply chain, we positively influence the economic wealth and prosperity locally. Another example of indirect economic impacts is related to our packaging products, in particular the product life cycle. Compared to other packaging substrates, metal scrap has a very high economic value. Therefore, some people in countries that lack a formal packaging collection system, such as Brazil or certain Eastern European countries, generate income by collecting used metal containers and selling them to local scrap dealers. The scrap dealers then tend to sell the material to larger recycling companies that can re-melt the metal so that it can be used again in a new application. All of these processes create jobs and indirect economic impacts.

Procurement practices

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	<a href="#">Responsible Sourcing Page</a>
103-2	The management approach and its components	<a href="#">Responsible Sourcing Page</a>
103-3	Evaluation of the management approach	<a href="#">Responsible Sourcing Page</a>

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SDG 5  
SDG 8

GRI-204 PROCUREMENT PRACTICES 2016



GRI STANDARD DISCLOSURE	RESPONSE   PAGE   LINK	OMISSION	SDG LINK						
204-1 Proportion of spending on local suppliers	<p><a href="#">Responsible Sourcing Framework</a></p> <p>Being a global corporation, definitions of local procurement slightly vary across the regions in terms of relevant regulatory frameworks, geography, ownership/size and inclusion of under-represented groups (e.g. data on minority and woman-owned businesses are collected in North America). In addition, our commitment to responsible purchasing and supplier diversity remains.</p> <p>In 2022 Ball's top suppliers by spend globally were Novelis Inc., Constellium, Tri Arrows Aluminum Inc., Kaiser Aluminum Corporation, and Arconic Corporation.</p>	*	SDG 12						
<p><b>Anti-corruption</b>  <b>GRI-103 MANAGEMENT APPROACH 2016</b></p>									
103-1 Explanation of the material topic and its Boundary	<a href="#">Ball Business Ethics Code of Conduct</a> (available in 22 languages)								
103-2 The management approach and its components	<a href="#">Ball Business Ethics Code of Conduct</a>		SDG 1 SDG 5 SDG 8						
103-3 Evaluation of the management approach	<a href="#">Ball Business Ethics Code of Conduct</a>								
<p><b>GRI-205 ANTI-CORRUPTION 2016</b></p>									
205-1 Operations assessed for risks related to corruption	<a href="#">Ball Business Ethics Code of Conduct</a>								
205-2 Communication and training about anti-corruption policies and procedures	<p><a href="#">Ball Business Ethics Code of Conduct</a></p> <p>The Code applies to Ball Corporation and its divisions, operations and subsidiaries, and to any greater than 50 percent company owned joint ventures. The Code also applies to any 50 percent or less Company owned joint ventures with respect to Ball's operating responsibilities and any Ball appointed directors, officers and employees. Further, all Ball business partners, including suppliers, agents and vendors, should strive to adhere to the principles outlined in the Code.</p> <p>Every other year, the Law Department conducts the Corporate Compliance and Code of Conduct training and certification program, through which a selected group of employees are required to take an e-learning training course and certify to the Code of Conduct, as well as a few other policies and documents. In "off years", the Law Department conducts an Anti-Corruption &amp; Antitrust training and certification program, through which a risk-based group of employees are required to review their knowledge on each topic, as well as certify to Ball's Foreign Corrupt Practices Global Anti-Corruption Policy and Competition and Antitrust Policy.</p> <p>The Anti-Corruption course is launched bi-annually between new iterations of the Code of Conduct e-Learning. Employees are selected on a risk-based criteria. In 2021, the course was assigned and completed by 455 employees. However, around 10,420 employees received the Code of Conduct e-Learning in 2021, which also includes an anti-corruption module as part of the training.</p> <p>In 2022, we also sent out monthly Compliance Alliance awareness emails with company-wide reach. In this email, we communicated information about our anti-corruption policy, procedures, and shared a link to our Foreign Corrupt Practices Global Anti-Corruption Policy.</p>								
205-3 Confirmed incidents of corruption and actions taken	<table border="1"> <thead> <tr> <th data-bbox="590 1325 1346 1360"><i>(Number of cases)</i></th> <th data-bbox="1346 1325 1451 1360">2021</th> <th data-bbox="1451 1325 1619 1360">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="590 1360 1346 1386">Corruption and Bribery Cases</td> <td data-bbox="1346 1360 1451 1386">0</td> <td data-bbox="1451 1360 1619 1386">0</td> </tr> </tbody> </table>		<i>(Number of cases)</i>	2021	2022	Corruption and Bribery Cases	0	0	SDG 16
<i>(Number of cases)</i>	2021	2022							
Corruption and Bribery Cases	0	0							
<p>In 2022, Ball had 53 substantiated breaches of its Business Ethics Code of Conduct reported through an independent hotline system. These reports, which were inconsequential overall, include issues related to the</p>									

GRI STANDARD DISCLOSURE	RESPONSE   PAGE   LINK	OMISSION	SDG LINK
	<p>following categories: compliance, employee relations and other. Ball did not have any confirmed external cases of corruption or bribery during the past four fiscal years and is not currently involved in any ongoing corruption or bribery cases involving governmental authorities.</p> <p>Key personnel are required to comply annually with online training as part of their FCPA and Global Anti-Corruption education. In 2022 1,507 employees globally received training on anti-corruption as a standalone module. Please note that FCPA training is also included with the Code of Conduct training.</p>		
<b>Anti-competitive Behavior</b>			
<b>GRI-103 MANAGEMENT APPROACH 2016</b>			
103-1	Explanation of the material topic and its Boundary	<a href="#">Ball Business Ethics Code of Conduct</a> (available in 22 languages)	
103-2	The management approach and its components	<a href="#">Ball Business Ethics Code of Conduct</a>	SDG 1 SDG 5 SDG 8
103-3	Evaluation of the management approach	<a href="#">Ball Business Ethics Code of Conduct</a>	
<b>GRI-206 ANTI-COMPETITIVE BEHAVIOR 2016</b>			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions are pending or were completed during 2022 regarding anti-competitive behavior and violations of anti-trust and monopoly legislation.	SDG 16
<b>Tax</b>			
<b>GRI-103 MANAGEMENT APPROACH 2016</b>			
103-1	Explanation of the material topic and its Boundary	<a href="#">2023 Global Tax Strategy</a>	
103-2	The management approach and its components	<a href="#">2023 Global Tax Strategy</a>	SDG 8
103-3	Evaluation of the management approach	<a href="#">2023 Global Tax Strategy</a>	
<b>GRI-207 TAX 2019</b>			
207-1	Approach to tax	<a href="#">2023 Global Tax Strategy</a>	SDG 8
207-2	Tax governance, control, and risk management	<a href="#">2023 Global Tax Strategy</a>	SDG 8
207-3	Stakeholder engagement and management of concerns related to tax	<a href="#">2023 Global Tax Strategy</a>	
207-4	Country-by-country reporting	<a href="#">2022 Form 10-K</a> (Page 71)	

## ENVIRONMENTAL

<b>Materials</b>			
<b>GRI-103 MANAGEMENT APPROACH 2016</b>			
103-1	Explanation of the material topic and its Boundary	<a href="#">Resource Efficiency Page</a>	

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103-2 The management approach and its components

[Resource Efficiency Page](#)

SDG 12

103-3 Evaluation of the management approach

[Resource Efficiency Page](#)

GRI-301 MATERIALS 2016

301-1 Materials used by weight or volume

Material Usage (metric tons)*	2021	2022
Aluminum	1,898,094	2,006,281
Inks	4,881	4,910
Coatings	121,058	112,220
End Compound	4,476	4,408

  

Associated Process Materials (metric tons)*	2021	2022
Gear lubes and oils	6,078	5,565
Acids, bases and washer chemicals	11,892	11,028
Copper sheet lube tab lube, body maker coolant	11,161	12,081
Cleaning solvents and detergents consumed (limited to those included in VOC reporting)	7,018	7,541

SDG 8  
SDG 12

During the third quarter of 2022, Ball completed the sale of its Russian beverage packaging business. As a result of this sale, Ball's Russian beverage packaging operations, composed of three manufacturing facilities and one office facility, were removed from Ball's organizational boundary for the current reporting year. To support comparable reporting, data related to Ball's Russian beverage packaging business operations were removed from historical reporting of the metrics (2010 - onwards).

301-2 Recycled input materials used

[Recycling Page](#) ; [Real Circularity Page](#) ; [2030 Sustainability Goals](#)

SDG 12

The average recycled content for all 115+ billion beverage cans produced by Ball globally in 2022 was 66%, much higher than for any competing substrate. Ball started to reach out to all our aluminum suppliers in 2020 to determine the exact recycled content for the can sheet we buy around the world. And while these values differ by region and rolling mill, we published our vision for the industry in June 2021 to achieve an average recycled content of 85% in beverage cans by 2030 in the regions where we operate. In order to achieve that, we will need higher beverage can recycling rates in several markets around the world, especially the U.S. That is why part of our Circularity Vision also is a 2030 goal of achieving a 90% global recycling rate for aluminum beverage cans, bottles and cups.

By recycling metal packaging, the need for more energy intensive virgin material can be reduced. Because the inherent material properties as well as the material value of aluminum are maintained through each recycling loop, the environmental benefit is realized, no matter whether cans are recycled back into cans, or a bicycle, or a window frame. What is important is that used aluminum containers get collected and recycled, because then they will replace the need for virgin material. A product that is designed to incorporate recycled material but that cannot be or is difficult to recycle in the real world (or has high yield losses during recycling), is still a linear product and embedded resources are lost. Proper design as with aluminum cans (monomaterial, easy to sort, existing sorting and recycling infrastructure, no disassembly, high scrap value, preserving the value of the material, high demand for recycled material, etc.) should enable and drive both high recycling rates and high average recycled content. Aluminum packaging is completely and infinitely recyclable with no loss of quality. While other substrates lose their inherent properties through recycling, aluminum never does and can be used again and again in new

GRI STANDARD DISCLOSURE

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applications. For metallurgical and economic reasons, the vast majority of beverage cans are recycled back into new can sheet.

The demand for aluminum scrap due to its high economic value has always been very high. High demand and high scrap prices also drive economically viable collection, sorting and recycling systems, leading to the highest recycling rates of any beverage packaging with a global average recycling rate of 69% ([link](#)). In California, for example, the scrap value for aluminum cans was at \$1,150 per ton in December 2022, while glass was at a negative \$3.73 and PET at \$ 139.45 ([link](#)). The high scrap value of metal packaging subsidizes in many recycling schemes the collection and sorting of other substrates with little or no value (in non-deposit states in the U.S., for example, aluminum cans typically account for 1% of the weight of collected materials but 17% of the value). Metals are typically sent to the nearest recycling facility to be remelted and reused. For other substrates, there has been little or no incentive for using recycled material because of additional costs for collection and sorting, and in some instances new and separate collection and recycling streams had to be created to generate food-grade material that can be reused for beverage containers.

301-3	Reclaimed products and their packaging materials	<a href="#">Recycling Page</a> ; <a href="#">Real Circularity Page</a> ; <a href="#">Responsible Sourcing Page</a> ; <a href="#">Resource Efficiency Page</a>	SDG 12
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**Energy**  
**GRI-103 MANAGEMENT APPROACH 2016**

103-1	Explanation of the material topic and its Boundary	<a href="#">Resource Efficiency Page</a> ; <a href="#">Climate Leadership Page</a>	
103-2	The management approach and its components	<a href="#">Resource Efficiency Page</a> ; <a href="#">Climate Leadership Page</a> ; 2022 Ball Corporation Combined Report (Pages 30-32, 36-37)	SDG 12 SDG 13
103-3	Evaluation of the management approach	<a href="#">Resource Efficiency Page</a> ; <a href="#">Climate Leadership Page</a>	

**GRI-302 ENERGY 2016**

302-1	Energy consumption within the organization	<a href="#">Resource Efficiency Page</a> ; <a href="#">Climate Leadership Page</a> ; <a href="#">Data Center</a> ; 2022 Ball Corporation Combined Report (Page 39)	SDG 7 SDG 8 SDG 12 SDG 13
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Direct Energy Use (MWh)	2021	2022
Natural gas	2,102,983	2,109,959
Propane (stationary and mobile)	77,727	72,403
Diesel	8,736	28,768
Other direct sources	18,106.45	22,395.46
<b>Total</b>	<b>2,207,552</b>	<b>2,233,525</b>

During the third quarter of 2022, Ball completed the sale of its Russian beverage packaging business. As a result of this sale, Ball's Russian beverage packaging operations, composed of three manufacturing facilities and one office facility, were removed from Ball's organizational boundary for the current reporting year. To support comparable reporting, data related to Ball's Russian beverage packaging business operations were removed from historical reporting of the metrics (2010 - onwards).

Significant increases in diesel in 2022 were a result of increased diesel generator use to compensate for short-term limited electricity capacity from local electricity providers.

302-2	Energy consumption outside of the organization	<a href="#">Resource Efficiency Page</a> ; <a href="#">Climate Leadership Page</a> ; <a href="#">Data Center</a> ; 2022 Ball Corporation Combined Report (Page 39)	SDG 7 SDG 8 SDG 12 SDG 13
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Indirect Energy Use (MWh)	2021	2022
Electricity	2,410,170	2,483,886
Hot water and steam	45,746	34,201
<b>Total</b>	<b>2,455,916</b>	<b>2,518,087</b>

During the third quarter of 2022, Ball completed the sale of its Russian beverage packaging business. As a result of this sale, Ball's Russian beverage packaging operations, composed of three manufacturing facilities and one office facility, were removed from Ball's organizational boundary for the current reporting year. To support comparable reporting, data related to Ball's Russian beverage packaging business operations were removed from historical reporting of the metrics (2010 - onwards).

302-3 Energy intensity

[Resource Efficiency Page](#) ; [Climate Leadership Page](#) ; [Data Center](#)

Business Unit (kWh per normalization factor)*	2021	2022
Beverage Cans	35.93	36.39
Slugs	2,898.57	2,857.71
Impact Extruded	125.33	118.93
Aerospace	68.33	66.04

\*Visit [Sustainability Reporting](#) for details on our approach regarding sustainability data normalization

During the third quarter of 2022, Ball completed the sale of its Russian beverage packaging business. As a result of this sale, Ball's Russian beverage packaging operations, composed of three manufacturing facilities and one office facility, were removed from Ball's organizational boundary for the current reporting year. To support comparable reporting, data related to Ball's Russian beverage packaging business operations were removed from historical reporting of the metrics (2010 - onwards).

302-4 Reduction of energy consumption

[Resource Efficiency Page](#) ; [Climate Leadership Page](#) ; [Data Center](#)

Ball's management team is committed to energy improvements and we invested \$8.44 million in energy efficiency projects in 2021. These measures will generate estimated savings of \$4.1 million annually, and save approximately 9,194 MT of CO2e each year. In 2022, we invested \$2.55 million in energy efficiency projects. These measures will generate estimated savings of \$1.7 million annually, and save approximately 7,237 MT of CO2e each year.

302-5 Reductions in energy requirements of products and services

[Resource Efficiency Page](#) ; [Climate Leadership Page](#)

Water and Effluents

GRI-103 MANAGEMENT APPROACH 2016

103-1 Explanation of the material topic and its Boundary

[Resource Efficiency Page](#)

103-2 The management approach and its components

[Resource Efficiency Page](#) ; [2030 Sustainability Goals](#) ; 2022 Ball Corporation Combined Report (Pages 32-33)

103-3 Evaluation of the management approach

[Resource Efficiency Page](#)

GRI-303 WATER AND EFFLUENTS 2018

303-1 Interactions with water as a shared resource

[Resource Efficiency Page](#) ; 2022 Ball Corporation Combined Report (Pages 32-33)

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SDG 6  
SDG 12

SDG 6  
SDG 12

Ball has taken several steps to adapt to potential physical climate risks. One of the key physical risks that Ball takes into consider is water stress. Access to fresh water is vital to our consumers, our customers, our suppliers, and our operations at Ball. We hold ourselves accountable for conserving and protecting water resources in our products, the communities where we operate, and our value chain. On average, our beverage can washers account for approximately two-thirds of the total water consumption in a beverage can manufacturing facility. As a result, Ball has invested heavily in increasing washer efficiency and implementing systems to enable water reuse. To mitigate the risk of water stress, Ball is increasingly investing in water efficiency. By 2030 Ball has committed to increasing water efficiency across its beverage operations by 50% and focusing efforts to reduce water risk at high-risk sites.

Water risk is also considered when determining the locations of any new manufacturing facilities. When assessing the siting options for new buildings, the Sustainability team collaborates with the Strategy and Capital Planning team to assess water stress and water availability.

At year-end 2022, 11 of Ball's owned manufacturing plants were located in water-stressed areas (16%). These include Queretaro, Mexico; Manisa, Turkey; Cabanillas, Spain; Monterrey, Mexico; Phoenix, United States; RMMC, United States, Sri City, India; Ahmedabad, India; Dammam, Saudi Arabia; Golden, United States; San Luis Potosi, Mexico. We focus our scouting of new water-technologies and our water efficiency efforts on the plants mentioned above. For example, those plants were the first to install flow meters and comprehensive real-time water monitoring at the equipment level.

303-2 Management of water discharge-related impacts

Aside from meeting all local legal requirements, Ball currently does not have minimum standards set for the quality of effluent discharge. We are working to improve our water tracking and goals in the coming year.

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SDG 14

303-3 Water withdrawal

[Resource Efficiency Page](#) ; [Data Center](#)

SDG 6  
SDG 12  
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SDG 15

Water Withdrawal (cubic meters)		2021		2022	
		All Areas	Areas with Water Stress*	All Areas	Areas with Water Stress*
Water Withdrawal by Source	<b>Surface water (total)</b>	<b>0</b>		<b>0</b>	
	Freshwater				
	Other water *rainwater	0		0	
	<b>Groundwater (total)</b>	<b>1,103,007</b>	<b>84,475</b>	<b>1,393,243</b>	<b>286,069</b>
	Freshwater	1,103,007	84,475	1,393,243	286,069
	Other water				
<b>Third-party water (total)</b>	<b>8,613,485</b>	<b>1,899,176</b>	<b>8,434,702</b>	<b>1,859,040</b>	
	Freshwater	8,613,485	1,899,176	8,434,702	1,859,040
	Other water				
<b>Total Water Withdrawal</b>	<b>Surface water (total) + groundwater (total) + third-party water (total)</b>	<b>9,716,492</b>	<b>1,983,651</b>	<b>9,859,660</b>	<b>2,145,109</b>

To calculate the areas with water stress we summed the annual water usage for each of the sites deemed extremely high risk of water stress, 16% of Ball's 2022 total water usage.

During the third quarter of 2022, Ball completed the sale of its Russian beverage packaging business. As a result of this sale, Ball's Russian beverage packaging operations, composed of three manufacturing facilities and one office facility, were removed from Ball's organizational boundary for the current reporting year. To support comparable reporting, data related to Ball's Russian beverage packaging business operations were removed from historical reporting of the metrics (2010 - onwards).

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303--4 Water discharge

Water Discharge (cubic meters)		2021		2022	
		All Areas	Areas with Water Stress	All Areas	Areas with Water Stress
Water discharge by destination	Surface water	0		28,544	
	Groundwater	992,706	76,028	1,253,918	257,462
	Third-party water (total)	7,752,137	1,709,259	7,591,232	1,673,136
Total water discharge	Surface water + groundwater + third-party water (total)	8,744,843	1,785,286	8,873,694	1,930,598
Water discharge by freshwater and other water	Freshwater				
	Other water	8,744,843	1,785,286	8,873,694	1,930,598

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Water discharge is estimated at 90 percent of total water withdrawal. The remaining 10% is lost largely due to evaporation, with some happening during leaks from pipelines. The pollutant loading water, or water with a total quantity of pollutants being discharged from our facilities, is measured irregularly. Typically, the Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD) and Total Suspended Solids (TSS) get measured. BOD is a procedure for determining how fast biological organisms use oxygen in a body of water. BOD is an indication of the quality of a water source. BOD can be used to gauge the effectiveness of wastewater treatment plants. Pristine rivers will have a BOD below 1 mg/l. Municipal sewage that is efficiently treated is about 20 mg/l. Oil is a major contributor to BOD. TSS are the dry weight of particles trapped by a filter, typically of a specified pore size. It is a measure of the quantity of solids in the water. Aluminum can plants have pretreatment wastewater systems to treat solid pollutants such as aluminum, magnesium, fluoride and phosphorus, oils and acidic or caustic waters in can-washing water before being discharged to a publicly owned treatment works.

During the third quarter of 2022, Ball completed the sale of its Russian beverage packaging business. As a result of this sale, Ball's Russian beverage packaging operations, composed of three manufacturing facilities and one office facility, were removed from Ball's organizational boundary for the current reporting year. To support comparable reporting, data related to Ball's Russian beverage packaging business operations were removed from historical reporting of the metrics (2010 - onwards).

303-5 Water consumption

[Resource Efficiency Page](#) ; 2022 Ball Corporation Combined Report (Page 39)

Water Consumption (meters cubed)		2021		2022	
		All Areas	Areas with Water Stress	All Areas	Areas with Water Stress
Total water consumption		9,716,4922	1,983,651	9,859,660	2,145,109
Total water consumption	Change in water storage, if water storage has been identified as having a significant water-related impact	Water storage not identified as having a significant water-related impact		Water storage not identified as having a significant water-related impact	

SDG 6  
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Water consumption listed here, as defined in the data assurance, is equal to total water withdrawal. During the third quarter of 2022, Ball completed the sale of its Russian beverage packaging business. As a result of this sale, Ball's Russian beverage packaging operations, composed of three manufacturing facilities and one office facility, were removed from Ball's organizational boundary for the current reporting year. To support comparable reporting, data related to Ball's Russian beverage packaging business operations were removed from historical reporting of the metrics (2010 - onwards).

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**Biodiversity**

**GRI-103 MANAGEMENT APPROACH 2016**

103-1	Explanation of the material topic and its Boundary	<a href="#">Resource Efficiency Page</a>	
103-2	The management approach and its components	<a href="#">Resource Efficiency Page</a> ; <a href="#">Biodiversity Policy</a>	SDG 14 SDG 15
103-3	Evaluation of the management approach	<a href="#">Resource Efficiency Page</a>	

**GRI-304 BIODIVERSITY 2016**

304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>Our facilities are typically located in industrial zoning sites. Twenty-two acres of land on our 56-acre plant site in Rome, Georgia, have been certified as a “Wildlife at Work” site by the Wildlife Habitat Council – a nonprofit, non-lobbying group of corporations, conservation organizations and individuals dedicated to enhancing and restoring wildlife habitat. Rome employees have built nesting structures on the land to enhance habitat for birds of prey. They also constructed wildflower gardens to improve habitat for native pollinators.</p> <p>Another example of how Ball supports biodiversity is from our Bierne, France, plant. When the plant built a new watershed basin for rainwater, employees developed a biotope on top of it where numerous animals and regional plants settled in the meantime. Employees use the grounds for their breaks and every visitor can learn about the special habitat when onsite. This initiative has been rewarded with the “Environmental Performance Award” by the regional chamber of commerce and the trophy of the best environmental performance by the north regional council and the French environmental ministry.</p> <p>In 2022 we completed an internal biodiversity audit for several manufacturing facilities in North America and South America as part of our ASI certification processes. Using the Integrated Biodiversity Assessment Tool (IBAT) developed by the UN Environment World Conservation Monitoring Centre and Geospatial Data Management System (SIGEO) tool developed by Chico Mendes Biodiversity Conservation Institute (ICMBio), we determined none of the Ball facilities in South America are located in nationally protected areas.</p>		SDG 14 SDG 15
304-2	Significant impacts of activities, products, and services on biodiversity	Ball does not gather this information on a corporate level. Although, regional and local EHS teams are making sure the activities carried out locally do not have an adverse effect on biodiversity.	*	SDG 14 SDG 15
304-3	Habitats protected or restored	Our facilities are typically located in industrial zoning sites. Twenty-two acres of land on our 56-acre plant site in Rome, Georgia, have been certified as a “Wildlife at Work” site by the Wildlife Habitat Council – a nonprofit, non-lobbying group of corporations, conservation organizations and individuals dedicated to enhancing and restoring wildlife habitat.	*	SDG 14 SDG 15
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>Ball does not gather this information on a corporate level, as our facilities are typically located in industrial zoning sites.</p> <p>In 2022 the Extrema, Brazil manufacturing facility remains flagged as located in an area with medium-high range rarity. No sites are located in high range rarity. Range rarity was developed using IUCN RED list data as a proxy of biodiversity importance. High values show that an area holds a large number of species and/or that the average ranges of the species present in the area are small, so that the cell represents a relatively high proportion of their range.</p>	*	SDG 14 SDG 15

**Emissions**

**GRI-103 MANAGEMENT APPROACH 2016**

103-1	Explanation of the material topic and its Boundary	<a href="#">Climate Leadership Page</a>	
103-2	The management approach and its components	<a href="#">Climate Leadership Page</a> ; <a href="#">2030 Sustainability Goals</a> ; 2022 Ball Corporation Combined Report (Pages 30-32, 36-37)	SDG 3 SDG 12 SDG 13
103-3	Evaluation of the management approach	<a href="#">Climate Leadership Page</a>	



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GRI-305 EMISSIONS 2016

305-1	Direct (Scope 1) GHG emissions	<a href="#">Climate Leadership Page</a> ; <a href="#">Data Center</a> ; <a href="#">2022 CDP Climate Change response</a> (Questions C6.1) ; 2022 Ball Corporation Combined Report (Page 39)	SDG 3 SDG 12 SDG 13 SDG 14 SDG 15									
		<table border="1"> <thead> <tr> <th data-bbox="590 337 1081 383">Direct GHG Emissions (metric tons)</th> <th data-bbox="1081 337 1312 383">2021</th> <th data-bbox="1312 337 1673 383">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="590 383 1081 435">Absolute direct GHG Emissions (Scope 1)</td> <td data-bbox="1081 383 1312 435">447,156</td> <td data-bbox="1312 383 1673 435">449,608</td> </tr> </tbody> </table>	Direct GHG Emissions (metric tons)	2021	2022	Absolute direct GHG Emissions (Scope 1)	447,156	449,608				
Direct GHG Emissions (metric tons)	2021	2022										
Absolute direct GHG Emissions (Scope 1)	447,156	449,608										
		<p>During the third quarter of 2022, Ball completed the sale of its Russian beverage packaging business. As a result of this sale, Ball's Russian beverage packaging operations, composed of three manufacturing facilities and one office facility, were removed from Ball's organizational boundary for the current reporting year. To support comparable reporting, data related to Ball's Russian beverage packaging business operations were removed from historical reporting of the metrics (2010 - onwards).</p>										
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Climate Leadership Page</a> ; <a href="#">Data Center</a> ; <a href="#">2022 CDP Climate Change response</a> (Questions C6.3) ; 2022 Ball Corporation Combined Report (Page 39)	SDG 3 SDG 12 SDG 13 SDG 14 SDG 15									
		<table border="1"> <thead> <tr> <th data-bbox="590 652 1081 698">Indirect GHG Emissions (metric tons)</th> <th data-bbox="1081 652 1312 698">2021</th> <th data-bbox="1312 652 1673 698">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="590 698 1081 748">Absolute indirect GHG Emissions (Scope 2 – Market Based)</td> <td data-bbox="1081 698 1312 748">403,360</td> <td data-bbox="1312 698 1673 748">529,296</td> </tr> <tr> <td data-bbox="590 748 1081 797">Absolute indirect GHG Emissions (Scope 2 – Location Based)</td> <td data-bbox="1081 748 1312 797">794,004</td> <td data-bbox="1312 748 1673 797">803,219</td> </tr> </tbody> </table>	Indirect GHG Emissions (metric tons)	2021	2022	Absolute indirect GHG Emissions (Scope 2 – Market Based)	403,360	529,296	Absolute indirect GHG Emissions (Scope 2 – Location Based)	794,004	803,219	
Indirect GHG Emissions (metric tons)	2021	2022										
Absolute indirect GHG Emissions (Scope 2 – Market Based)	403,360	529,296										
Absolute indirect GHG Emissions (Scope 2 – Location Based)	794,004	803,219										
		<p>During the third quarter of 2022, Ball completed the sale of its Russian beverage packaging business. As a result of this sale, Ball's Russian beverage packaging operations, composed of three manufacturing facilities and one office facility, were removed from Ball's organizational boundary for the current reporting year. To support comparable reporting, data related to Ball's Russian beverage packaging business operations were removed from historical reporting of the metrics (2010 - onwards).</p>										
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Climate Leadership Page</a> ; <a href="#">Resource Efficiency Page</a> ; <a href="#">Data Center</a> ; <a href="#">2022 CDP Climate Change response</a> (Question C6.5) ; 2022 Ball Corporation Combined Report (Page 39)	SDG 3 SDG 12 SDG 13 SDG 14 SDG 15									
		<table border="1"> <thead> <tr> <th data-bbox="590 1015 1081 1060">Indirect GHG Emissions (metric tons)</th> <th data-bbox="1081 1015 1312 1060">2021</th> <th data-bbox="1312 1015 1673 1060">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="590 1060 1081 1112">All other indirect emissions (Scope 3)</td> <td data-bbox="1081 1060 1312 1112">11,268,858</td> <td data-bbox="1312 1060 1673 1112">12,145,533</td> </tr> </tbody> </table>	Indirect GHG Emissions (metric tons)	2021	2022	All other indirect emissions (Scope 3)	11,268,858	12,145,533				
Indirect GHG Emissions (metric tons)	2021	2022										
All other indirect emissions (Scope 3)	11,268,858	12,145,533										
		<p>During the third quarter of 2022, Ball completed the sale of its Russian beverage packaging business. As a result of this sale, Ball's Russian beverage packaging operations, composed of three manufacturing facilities and one office facility, were removed from Ball's organizational boundary for the current reporting year. To support comparable reporting, data related to Ball's Russian beverage packaging business operations were removed from historical reporting of the metrics (2010 - onwards).</p>										
305-4	GHG emissions intensity	<a href="#">Climate Leadership Page</a> ; <a href="#">Data Center</a> ; <a href="#">2022 CDP Climate Change response</a> (Question C6.10)	SDG 13 SDG 14 SDG 15									
		<p>Ball uses a Carbon Intensity Index calculated based on the total GHG emissions of each business we operate in, normalized by a denominator specific to each business. The normalization factor is a weighted approach based on the differing intensities of production/sales in the base year. It accounts not only for overall changes in production over the goal period, but for changes in production mix between various business segments.</p>										

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5-5	Reduction of GHG emissions	<a href="#">Climate Leadership Page</a> ; <a href="#">2022 CDP Climate Change response</a> (Question C7.9a and C7.9b) ; 2022 Ball Corporation Combined Report (Page 39)	SDG 13 SDG 14 SDG 15															
305-6	Emissions of ozone-depleting substances (ODS)	Ozone depleting substances released by Ball facilities are below permissible limits for reporting and considered to be insignificant. That is why they are not currently tracked. Ozone depleting substances are only used in small quantities, such as electrical part cleaners or chlorofluorocarbon (CFC) from air-conditioning systems.	SDG 13															
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<p><a href="#">Data Center</a> ; 2022 Ball Corporation Combined Report (Page 39)</p> <p>The Clean Air Act is a comprehensive federal U.S. law that regulates air emissions from stationary and mobile sources. The U.S. Environmental Protection Agency sets standards for six common air pollutants. These commonly found air pollutants (also known as "criteria pollutants") are found all over the world. They are particle pollution (often referred to as particulate matter), photochemical oxidants and ground-level ozone, carbon monoxide, sulfur oxides, nitrogen oxides, and lead.</p> <p>At Ball, the most significant criteria pollutants are nitrogen oxides, sulfur oxides, particulate matter and VOCs. The first three are primarily emitted through our direct energy use; the burning of natural gas. VOCs are primarily emitted as a result of our coating and curing processes. Their release is minimized through the use of controls such as Regenerative Thermal Oxidizers (RTOs). Our RTOs have destruction efficiencies of 95 percent and higher. VOCs react with sunlight to form ground-level ozone.</p> <table border="1"> <thead> <tr> <th>Air Emissions (metric tons)</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>NO<sub>x</sub></td> <td>327</td> <td>330</td> </tr> <tr> <td>SO<sub>x</sub></td> <td>1.95</td> <td>1.98</td> </tr> <tr> <td>VOC (after control)</td> <td>8,486</td> <td>8,228</td> </tr> <tr> <td>Particulates</td> <td>24.6</td> <td>24.9</td> </tr> </tbody> </table> <p>During the third quarter of 2022, Ball completed the sale of its Russian beverage packaging business. As a result of this sale, Ball's Russian beverage packaging operations, composed of three manufacturing facilities and one office facility, were removed from Ball's organizational boundary for the current reporting year. To support comparable reporting, data related to Ball's Russian beverage packaging business operations were removed from historical reporting of the metrics (2010 - onwards).</p>	Air Emissions (metric tons)	2021	2022	NO <sub>x</sub>	327	330	SO <sub>x</sub>	1.95	1.98	VOC (after control)	8,486	8,228	Particulates	24.6	24.9	SDG 13
Air Emissions (metric tons)	2021	2022																
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Particulates	24.6	24.9																
<b>Waste</b>																		
<b>GRI-103 MANAGEMENT APPROACH 2016</b>																		
103-1	Explanation of the material topic and its Boundary	<a href="#">Recycling Page</a> ; <a href="#">Real Circularity Page</a> ; <a href="#">Resource Efficiency Page</a>																
103-2	The management approach and its components	<a href="#">Recycling Page</a> ; <a href="#">Real Circularity Page</a> ; <a href="#">Resource Efficiency Page</a>	SDG 12															
103-3	Evaluation of the management approach	<a href="#">Recycling Page</a> ; <a href="#">Real Circularity Page</a> ; <a href="#">Resource Efficiency Page</a>																
<b>GRI-306 WASTE 2020</b>																		
306-1	Waste generation and significant waste-related impacts	<a href="#">Resource Efficiency Page</a>	SDG 12															
306-2	Management of significant waste-related impacts	<a href="#">Resource Efficiency Page</a>	SDG 12															
306-3	Waste generated	<a href="#">Resource Efficiency Page</a> ; <a href="#">Data Center</a> ; 2022 Ball Corporation Combined Report (Page 39)	SDG 12															

Total Waste Generated (metric tons)	2021	2022
Recycling/Reuse	51,218	49,204
Landfill	5,065	5,626
Other waste treatment	26,640	28,860
<b>Total</b>	<b>82,923</b>	<b>83,690</b>

During the third quarter of 2022, Ball completed the sale of its Russian beverage packaging business. As a result of this sale, Ball's Russian beverage packaging operations, composed of three manufacturing facilities and one office facility, were removed from Ball's organizational boundary for the current reporting year. To support comparable reporting, data related to Ball's Russian beverage packaging business operations were removed from historical reporting of the metrics (2010 - onwards).

306-4 Waste diverted from disposal

[Resource Efficiency Page](#) ; [Data Center](#)

SDG 12

Total Waste Diverted (metric tons)	2021	2022
Waste Diverted	77,858	78,064

Hazardous Waste Diverted (metric tons)	2021*	2022
Preparation for reuse	609	850
Offsite Recycling	2,081	2,219
Offsite Other recovery operations	3,306	3,701
<b>Total</b>	<b>5,997</b>	<b>6,769</b>

Non-hazardous Waste Diverted (metric tons)	2021*	2022
Preparation for reuse	1,707	1,739
Offsite Recycling	7,670	6,753
Offsite Other recovery operations	349	701
<b>Total</b>	<b>9,726</b>	<b>9,193</b>

\*Diverted hazardous and non-hazardous waste was calculated using waste from 2022's Beverage Packaging European manufacturing operations only.

Waste is not yet separated and calculated according to hazardous and non-hazardous waste in other regions of our operations because our regional waste management partners do not process waste bills at this level of granularity. This diverted waste data does not include our data from combustion/incineration or fuel to energy categories because they are accounted for in the section below.

During the third quarter of 2022, Ball completed the sale of its Russian beverage packaging business. As a result of this sale, Ball's Russian beverage packaging operations, composed of three manufacturing facilities and one office facility, were removed from Ball's organizational boundary for the current reporting year. To support comparable reporting, data related to

306-5 Waste directed to disposal SDG 12

Ball's Russian beverage packaging business operations were removed from historical reporting of the metrics (2010 - onwards).  
[Resource Efficiency Page](#) ; [Data Center](#)

Total Waste Disposed (metric tons)	2021	2022
Directed to disposal (Landfill only)	5,065	5,626

Hazardous Waste Disposed (metric tons)	2021*	2022	
Offsite	Incineration (with energy recovery)	1,491	3,176
	Incineration (without energy recovery)	404	489
	Landfilling	552	112
	Other disposal operations		
	<b>Total</b>	<b>2,447</b>	<b>3,777</b>

Non- hazardous Waste Disposed (metric tons)	2021*	2022	
Offsite	Incineration (with energy recovery)	1,927	2,634
	Incineration (without energy recovery)	268	142
	Landfilling	1,042	1,363
	Other disposal operations		
	<b>Total</b>	<b>3,237</b>	<b>4,139</b>

\*Diverted hazardous and non-hazardous waste disposed was calculated using waste from 2022's Beverage Packaging European manufacturing operations only.

Waste is not yet separated and calculated according to hazardous and non-hazardous waste in other regions of our operations because our regional waste management partners do not process waste bills at this level of granularity.

During the third quarter of 2022, Ball completed the sale of its Russian beverage packaging business. As a result of this sale, Ball's Russian beverage packaging facilities and one office facility, were removed from Ball's organizational boundary for the current reporting year. To support comparable reporting, data related to operations were removed from historical reporting of the metrics (2010 - onwards)

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**Environmental Compliance**  
**GRI-103 MANAGEMENT APPROACH 2016**

103-1	Explanation of the material topic and its Boundary	<a href="#">Resource Efficiency Page</a>	
103-2	The management approach and its components	<a href="#">Resource Efficiency Page</a>	SDG 12
103-3	Evaluation of the management approach	<a href="#">Resource Efficiency Page</a>	

**GRI-307 ENVIRONMENTAL COMPLIANCE 2016**

307-1	Non-compliance with environmental laws and regulations	<table border="1"> <thead> <tr> <th>Significant fines* (\$)</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Monetary value of significant fines</td> <td>\$0</td> <td>\$25,000</td> </tr> </tbody> </table> <p><i>*We cover significant spills, fines and penalties in our reporting greater than \$10,000 USD (or equivalent when converted from local currency).</i></p>	Significant fines* (\$)	2021	2022	Monetary value of significant fines	\$0	\$25,000	SDG 12 SDG 13 SDG 14 SDG 15
Significant fines* (\$)	2021	2022							
Monetary value of significant fines	\$0	\$25,000							

In 2022 Ball received one environmental violation, resulting in a \$25,000 fine. The fine was from installing bulk tanks on site without a state licensed bulk tank installer and permit, and filling several of the tanks prior to receiving the permit. In 2021 Ball received zero environmental fines more than \$10,000 USD across all of its businesses. Ball's environmental liability was \$22,377,423 in 2022 and \$22,328,436 in 2021. This includes any fines or penalties not paid yet, including expected fines for cases that are not yet closed.

**Supplier Environmental Assessment**

**GRI-103 MANAGEMENT APPROACH 2016**

103-1	Explanation of the material topic and its Boundary	<a href="#">Responsible Sourcing</a>	
103-2	The management approach and its components	<a href="#">Responsible Sourcing</a> ; 2022 Ball Corporation Combined Report (Pages 16-19, 33) ; Ball is also utilizing SEDEX platform (Buyer/Supplier (AB) membership holder): <a href="http://www.sedexglobal.com">www.sedexglobal.com</a>	SDG 12
103-3	Evaluation of the management approach	<a href="#">Responsible Sourcing</a>	SDG 8 SDG 12 SDG 17

**GRI-308 SUPPLIER ENVIRONMENTAL ASSESSMENT 2016**

308-1	New suppliers that were screened using environmental criteria	<a href="#">Responsible Sourcing</a> ; 2022 Ball Corporation Combined Report (Pages 16-19, 33)	SDG 8 SDG 12 SDG 17
308-2	Negative environmental impacts in the supply chain and actions taken	<a href="#">Responsible Sourcing</a>	SDG 8 SDG 12 SDG 17

A Ball representative served on Aluminum Stewardship Initiative's (ASI, <https://aluminium-stewardship.org>) Standards Committee during the entire standard setting process of five years (standards launched in December 2017) and engaged in in-depth dialogue with supply chain partners and non-governmental organizations on environmental, social and governance risks in the aluminum value chain. Our ASI membership enhances our process of risk identification and mitigation for the most crucial material for our business and our largest supply chain spend category.

In 2022, Ball became the first beverage can manufacturer to certify all of its beverage can plants globally against both the Performance Standard (PS) and Chain of Custody Standard (CoC). In January 2023, our aerosol business achieved ASI certifications as well, providing our customers with further confidence in Ball's rigorous environmental and social standards. This process included a human rights due diligence process that seeks to identify, prevent, mitigate and account for how it addresses its actual and potential impacts on human rights, in alignment with the UN Guiding Principles on Business and

Human Rights. Ball is currently working towards ASI certification for all beverage and aerosol packaging sites globally. This includes auditing and human rights due diligence.

At the end of 2022, 100% of Ball’s supplier rolling mills around the world were members of ASI, 90% of our procured metal volumes came from mills with Performance Standard certification, and 75% from mills that had achieved both PS and CoC certification.

## SOCIAL

### Employment

#### GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	<a href="#">Talent Development Page</a>
103-2	The management approach and its components	<a href="#">Talent Development Page</a> ; <a href="#">2030 Sustainability Goals</a>
103-3	Evaluation of the management approach	<a href="#">Talent Development Page</a>

#### GRI-401 EMPLOYMENT 2016

401-1	New employee hires and employee turnover	Number and Rate of New Hires* (# and % of total)							SDG 5 SDG 8
		Total	Male	Female	Unknown	<30	30-50	>50	
		<b>Global</b>	<b>7,654</b>	<b>4,731</b> <b>62%</b>	<b>1,660</b> <b>22%</b>	<b>1,263</b> <b>17%</b>	<b>2,402</b> <b>31%</b>	<b>4,431</b> <b>58%</b>	<b>821</b> <b>11%</b>
2021		North & Central America	4,406	2,742 62%	794 18%	870 20%	1,056 24%	2,772 63%	578 13%
		South America	1,528	1,007 66%	508 33%	11 1%	636 42%	824 54%	66 4%
		EMEA**	1,722	982 57%	358 21%	382 22%	710 41%	835 48%	177 10%
		<b>Global</b>	<b>5,651</b>	<b>3,251</b> <b>58%</b>	<b>1,253</b> <b>22%</b>	<b>1,147</b> <b>20%</b>	<b>2,186</b> <b>38%</b>	<b>3,057</b> <b>54%</b>	<b>457</b> <b>8%</b>
2022		North & Central America	2,755	1,578 57%	466 17%	711 26%	849 32%	1,523 58%	244 9%
		South America	1,244	666 54%	461 37%	117 9%	609 48%	629 49%	40 3%
		EMEA**	1,652	1,007 61%	326 20%	319 19%	728 40%	905 50%	173 10%

\* New hires are employees hired within the respective calendar year..

Number and Rate of Employee Turnover* (# and % of total)		Total	Male	Female	Unknown	<30	30-50	>50
2021	<b>Global</b>	<b>2,700</b>	<b>2,147</b> <b>80%</b>	<b>535</b> <b>20%</b>	<b>18</b> <b>1%</b>	<b>619</b> <b>23%</b>	<b>1,340</b> <b>50%</b>	<b>741</b> <b>27%</b>
	North & Central America	1,650	1,300 79%	346 21%	4 0%	360 22%	748 45%	542 33%
	South America	399	322 81%	76 19%	1 0%	75 19%	288 72%	36 9%
	EMEA**	651	525 81%	113 17%	13 2%	184 28%	304 47%	163 25%
	<b>Global</b>	<b>3,732</b>	<b>2,921</b> <b>78%</b>	<b>811</b> <b>22%</b>		<b>794</b> <b>21%</b>	<b>2,053</b> <b>55%</b>	<b>885</b> <b>24%</b>
2022	North & Central America	2,388	1,878 79%	510 21%		482 20%	1,206 51%	700 29%
	South America	720	528 73%	192 27%		178 25%	498 69%	44 6%
	EMEA**	623	515 83%	108 17%		134 22%	348 56%	141 23%

\*Included in "Employee turnover" are voluntary departures and those due to dismissal, retirement and passing of Ball employees, excluding consultants, contingent and temporary workers. Ball transitioned to a new global HR system in 2021, which allows identification of Ball employees separate from consultants, contingent and temporary workers. Therefore, previous year's turnover data are not included.

\*\*As of 2021 the Asia plants have been included in an expanded Europe, Middle East and Africa (EMEA) business unit

In 2022 39% of open positions were filled by internal candidates.

401-2 Benefits provided to full-time employees not provided to temporary employees

[Health, Safety & Wellbeing Page](#) ; [Talent Development Page](#) ; [Total Rewards Page](#)

SDG 8

Benefits vary by country and are based on one philosophy: Global Principles with Local Solutions.

**Global Principles**

- One Ball: We treat one another as being part of our family at Ball Corporation. In general, this means "put your team above self" and our rewards programs are geared to reinforce that. While we do have certain programs that focus on attracting and retaining key individual talent, the majority of programs are focused on team, plant or business performance, with less emphasis on individual performance.
- Act like owners: As Ball is an Economic Value Added® ("EVA") company, Ball asks its employees to drive EVA performance throughout our daily lives by acting like owners of the company. Our Rewards programs focus on this mindset in several ways, including for example:
  - Rewarding through short-term incentives based on EVA generation and high-quality plant and team performance
  - Focusing on employee health and wellbeing, asking employees to "own their own health", which results in a happier, healthier and more productive team—a win-win for employees, their families and for Ball
  - Allowing employees to directly own a part of Ball via purchase of Ball stock through a variety of vehicles
  - Finding opportunities to leverage our global scale for the effective and efficient delivery of benefits

**Local Solutions**

- Understand and embrace local market best practices: In order to compete successfully, Ball needs to attract and retain high-quality talent in the geographies in which we do business. To do so, Ball constantly monitors local market best and prevalent practices, and tailors rewards programs to achieve its talent management goals. We never want to lose desirable talent due to being out of line with market from a rewards perspective.

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- Flex with dynamic business needs: As our customers demand innovative, high-quality products at the lowest possible cost, the talent and financial needs of the business change over time. As such, the view on “market practice” may change, too, depending on the type of talent needed and rewards desired by that talent. Ball is committed to standing behind its global principles and still finding creative, locally focused solutions to align business needs with market practice.
- U.S. benefits include Medical/dental/vision insurance, Life insurance, 401(k) savings plan, 401(k) performance sharing match, Pension plan, Retirement benefits, Paid holidays and vacation, Employee stock purchase plan and company match and parental leave.

401-3 Parental leave

[Total Rewards Page](#)

SDG 5  
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Due to varying regulatory environments, solutions tend to be aligned with those regional requirements.

Ball does not currently track retention rates after parental leave consistently in all regions. We encourage all employees to take leave when and if necessary. Globally, we adhere to all applicable laws and offer additional benefits (also see 401-2 and out [Careers Page](#)).

Labor/Management Relations

GRI-103 MANAGEMENT APPROACH 2016

103-1 Explanation of the material topic and its Boundary

[Talent Development Page](#) ; [Human Rights Page](#)

103-2 The management approach and its components

[Talent Development Page](#) ; [Human Rights Page](#) ; [2030 Sustainability Goals](#)

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103-3 Evaluation of the management approach

[Talent Development Page](#) ; [Human Rights Page](#)

GRI-402 LABOR/MANAGEMENT RELATIONS 2016

402-1 Minimum notice periods regarding operational changes

**North America**

In North America, Ball notifies employees of impending layoffs as required by applicable local, state and federal law, including the federal WARN Act (minimum 60 day notice required), and sooner if possible. In some cases, collective bargaining agreements extend the minimum notice period to 90 days. In Canada Ball follows the Canadian notice requirements.

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**Europe**

Minimum notice periods regarding operational changes apply to non-management personnel and are set forth in collective bargaining agreements. In Germany, depending on seniority, the minimum notice periods varies from four weeks to seven months. In France, depending on the employment category, the minimum notice period would vary from two months to one year. In the Netherlands, depending on employment category, the minimum notice period varies from one to two months. In the UK, depending on the reason for the operational change, the minimum notice period varies from two months to 12 weeks.

**Asia**

Ball's practice in Asia is to give 30 days of advance notice for significant operational changes. This is not a legal requirement.

Occupational Health and Safety

GRI-103 MANAGEMENT APPROACH 2016

103-1 Explanation of the material topic and its Boundary

[Health, Safety & Wellbeing Page](#)

103-2 The management approach and its components

[Health, Safety & Wellbeing Page](#) ; [2023 Environment, Health & Safety Policy](#) ; [2030 Sustainability Goals](#) ; 2022 Ball Corporation Combined Report (Page 27)

SDG 8



GRI STANDARD DISCLOSURE	RESPONSE   PAGE   LINK	OMISSION	SDG LINK
103-3 Evaluation of the management approach	<a href="#">Health, Safety &amp; Wellbeing Page</a> ; <a href="#">2023 Environment, Health &amp; Safety Policy</a>		
<b>GRI-403 OCCUPATIONAL HEALTH AND SAFETY 2018</b>			
403-1 Occupational health and safety management system	<a href="#">Health, Safety &amp; Wellbeing Page</a> ; <a href="#">2023 Environment, Health &amp; Safety Policy</a> ; <a href="#">Business Ethics Code of Conduct</a>		
403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">Health, Safety &amp; Wellbeing Page</a> ; <a href="#">2023 Environment, Health &amp; Safety Policy</a> ; <a href="#">Business Ethics Code of Conduct</a>		
403-3 Occupational health services	<a href="#">Health, Safety &amp; Wellbeing Page</a> ; <a href="#">2023 Environment, Health &amp; Safety Policy</a> ; <a href="#">Business Ethics Code of Conduct</a>		
403-4 Worker participation, consultation, and communication on occupational health and safety	All United States facilities have formal management/worker health and safety committees. As of 2022, in our European Beverage Packaging manufacturing facilities, 92% have formal health and safety committees made up of, on average, 5% of the manufacturing facility workforce. In our South American Beverage Packaging manufacturing facilities, 100% have formal health and safety committees made up of, on average, 5% of the manufacturing facility workforce. Within our Aerosol manufacturing facilities, 89% have formal health and safety committees made up of, on average, 7% of the manufacturing facility workforce.		SDG 8
403-5 Worker training on occupational health and safety	<a href="#">Health, Safety &amp; Wellbeing Page</a> ; <a href="#">2023 Environment, Health &amp; Safety Policy</a>		SDG 3 SDG 8
403-6 Promotion of worker health	<a href="#">Health, Safety &amp; Wellbeing Page</a> ; 2022 Ball Corporation Combined Report (Page 33)		SDG 3 SDG 8
	Ball continuously invests in the health and well-being of our employees and their families. Our health and well-being programs are centered on one goal: to help our employees and their family members become healthier versions of themselves. Healthy people have a better quality of life and tend to be more productive in their work, a win-win for our employees, their families and for Ball.		
	To counteract the rising costs of health care and to encourage our employees to be healthy, Ball began a formalized wellness program for North American employees in 2008, and we have enhanced this over the years by adding new clinics, screenings and supportive well-being programs, as detailed below. Over time, we have seen grass-roots efforts take hold around the globe, building further on our culture of health. Examples include: In Europe activities are tailored to individual locations, where Ball offers employees onsite health checks, smoking cessation counseling, fitness activities, healthy canteen food and educational opportunities.		
	In EMEA, Ball provides free preventative check-ups, access to fitness rooms and other sports and recreational activities.		
	In South America, Ball also offers free health examinations/annual check-ups, smoking cessation support, fitness activities (including pre-shift workout/stretch sessions) and healthy food options and subsidies, as well as other education materials and workshops.		
	In the U.S., Ball offers company-sponsored medical insurance programs; we have ensured that employees have access to affordable, competitive and comprehensive health coverage. Ball also promotes good health for employees and their families outside of the insurance programs. Since 2008 we have held annual health fairs with biometric screenings at Ball's U.S. worksites where employees receive measurements for Body Mass Index (or BMI), blood pressure, cholesterol, glucose and other key metrics. We are encouraging employees to "know their numbers". In 2018 we emphasized to our employees "Are You On Top Of Your Health", how to prepare for and getting a biometric		

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screening and introducing a new telehealth service provider. Additionally, we continue to sponsor health risk appraisals, at-worksites health improvement programs and health coaching online and by phone.

In 2021, Ball expanded our Employee Assistance Program globally, and now offers well-being resources to all global employees and their households. Ball continues to invest in our employees' and families' physical and financial well-being, resulting in a happy, healthy, and highly engaged workforce.

Ball remains committed to prioritizing the financial well-being of its employees. Ball transitioned the U.S. 401(k) plan to a new administrative partner, resulting in lower participant fees and enhanced features. Participant administrative fees were reduced by approximately 50%, directly improving participants' retirement savings and income opportunities.

Ball continues to invest in our employees' physical, mental and financial well-being, resulting in a happy, healthy, and highly-engaged workforce.

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships [2022 Slavery and Human Trafficking Statement](#) ; [Supplier Code of Conduct](#) ; [2020 Conflict Minerals Policy](#) ; [2022 Conflict Minerals Report](#) ; [Responsible Sourcing Page](#) ; 2022 Ball Corporation Combined Report (Page 33) SDG 8

403-8 Workers covered by an occupational health and safety management system [2023 Environment, Health & Safety Policy](#) SDG 3  
SDG 8

100% of Ball employees and workers who are not employees, but whose work and/or workplace is controlled by Ball, are covered by a health & safety system that has been internally audited. As of June 2023, 90% of Ball's manufacturing plans are ISO 45001 and ISO 14001 certified. In addition, Ball's Aerospace facilities are 9100 certified.

403-9 Work-related injuries [Data Center](#) ; 2022 Ball Corporation Combined Report (Pages 33, 39) SDG 3  
SDG 8

Ball Corporation collects information per facility regarding injury type and rate. Some of the key metrics we monitor at the plant, regional, business and corporate level are included in the following table, per 200,000 hours worked:

Safety Statistics <i>(per 200,000 hours worked)</i>	2021	2022
Lost-time Rate	0.35	0.45
Lost-Time Injury Frequency Rate	1.75	2.25
Total Recordable Injuries Rate	1.01	1.37
Severity Rate	11.10	11.06
Work-related Fatalities	0	0

Ball does not currently report the main types of work-related injuries or the work-related hazards that pose a risk of high-consequence injury, due to each region currently collecting the information differently.

403-10 Work-related ill health [Work-related Ill Health Statistics](#) SDG 3  
SDG 8

	2021	2022
# of fatalities as a result of work-related ill health	0	0
# of cases of recordable work-related ill health	0	0

Main types of work-related ill health within Ball are sprains and strains.

**Training and Education**

**GRI-103 MANAGEMENT APPROACH 2016**

103-1 Explanation of the material topic and its Boundary [Talent Development Page](#)

103-2 The management approach and its components [Talent Development Page](#) ; [2030 Sustainability Goals](#) ; 2022 Ball Corporation Combined Report (Pages 24-27)

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103-3 Evaluation of the management approach

[Talent Development Page](#)

**GRI-404 TRAINING AND EDUCATION 2016**

404-1 Average hours of training per year per employee

	Training by Gender			2022		
	Total Workforce	Male	Female	Total Workforce	Male	Female
Average hours per FTE of training and development	12	12	13	11	11	11
Average amount spent per FTE on training and development (USD)	\$613	\$537 Mandatory \$188 Non-mandatory	\$478 Mandatory \$310 Non-Mandatory	\$564	\$550	\$550

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Training by Level (average hours per FTE)	2022
Executive Management	7
Senior Management	8
Management	10.4
Non-management	12

Our approach to performance management focuses on development and continuous improvement. As we look to make progress toward our 2025 People Ambition, we will continue to build a strong, diverse talent pipeline, and foster a safe and inclusive work environment in our manufacturing facilities and offices.

Our global human capital management platform enables identification, analysis and development of talent worldwide. All employees are encouraged to work with their supervisors to create a personal development plan and track their progress toward achieving personal goals and objectives throughout the year. Last year, we developed and piloted a global technical training program for our manufacturing network. As a component of that effort, we successfully launched technical training within all three regions of our beverage business. The goal is to constantly evaluate and refine the program as we determine its overall effectiveness and success rate, and eventually expand to other locations.

404-2 Programs for upgrading employee skills and transition assistance programs

[Talent Development Page](#) ; [2030 Sustainability Goals](#) ; 2022 Ball Corporation Combined Report (Pages 24-27)

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Ball offers a learning management platform, reimbursable continuous education, apprenticeships and instructional programs, and access to the LinkedIn Learning Platform, a powerful tool used by nearly 3,000 employees who spent over 10,200 hours in 2022 learning. We also focus on personal development coaching opportunities through a partnership with BetterUp. In addition, Ball fosters leadership through dedicated enterprise and regional leadership conferences, online people leader resources, monthly newsletters, podcasts and more. Our compliance team releases monthly communications and resources designed to promote a culture of Uncompromising Integrity through ongoing policy updates, education and training initiatives.

As Ball has grown over the years and conducts business in packaging and aerospace, some tools and processes around organizational learning and knowledge management are business unit- or company-specific. Ball's strategy is to harmonize towards global best practices where it benefits the global organization and individual business units. Below are descriptions of globally adopted standards and operating company specific standards used to improve skill mapping and development:

**North America (Packaging)**

- Driven by top-management across all functions, the Beverage Best Practice Process has been established with the goal to find and share best practices that improve throughput, reduce costs, improve maintenance, and drive EVA across the North American beverage plants. An organization structure of Regional Leadership, Manufacturing Excellence, and plant teams, supported by a solid process from idea submittal, review, verification and roll out to the network ensure the sustainability of the effort. In addition to the structure and processes, all information (including the implementation progress in different plants) is shared via our intranet.
- Engineering: Knowledge is gained and shared using the documentation for both proposals and troubleshooting. The documentation benefits the engineering team in not only providing details on the solution to the problem, but the process on how that solution was determined and monitored. This increases everyone's learning from projects and problem solving.

**North America (Aerospace)**

- Knowledge Management using multiple tools and methods across the organization allows employees to capture, develop, share and effectively use our organizational knowledge. Access to the knowledge is primarily through portals including the Aerospace Front Page and the organization's/departments' SharePoint pages. The Front Page is a searchable listing with links to relevant business information and knowledge.
- Explicit knowledge is available through multiple resources. The Ball Process Library is a controlled repository of work instructions, policies, procedures and standards. Formalized training is provided via the Talent and Organizational Development and/or organizational Strategic Business or Support Units (SBU & SSU) on our systems, tools and processes. The training curriculum available is both technical and management-/leadership-oriented. Training is conducted in a classroom or is web-based, depending upon the knowledge being transferred.

**South America**

- Several tools are used to ensure the dissemination and sharing of knowledge in the company in order to support the business needs. Employees have access to the intranet, where they find information about all departments.
- Aligned with strategic planning and challenges for each area, the company provides formal trainings, which aims to update and disseminate knowledge. The trainings are conducted in classroom, E-learning or on-the-job.

**Europe**

- In order to maintain the high expertise, we use our processes, procedures, etc., which are sustained in our Integrated Management System (IMS) by delivering a framework, method, and tools. Standardizing processes and procedures enables the organization to rollout best practices in the company. Careful control of documentation ensures that accurate information is available at the point where it is needed. In addition to that, we are aware that sharing knowledge is a key to our success.
- An infrastructure with an IT-platform encourages and instills a culture of sharing and collaboration across functions and sites, an idea- and project management platform is used by employees in the innovation community across different functions—innovation, marketing, manufacturing and others

**Leadership Development**

At Ball, we believe that leadership is more than a position or title; it is a choice made every day to model our leadership framework. We invest in developing great leaders to ensure every employee at Ball has an effective people leader to ensure retention, high performance, clarity on objectives, productivity, and safety. One aspect of investing in our leaders is providing individual coaching opportunities for our leaders. Coaching provides a confidential, supportive environment to uncover strengths, work on any hidden behavioral gaps, and allow employees to be fully engaged at work and in life. Over time, our leaders have experienced progress through individualized coaching, resulting in enhanced levels of belonging, cognitive agility, emotional regulation, productivity, and strategic planning.

**Global Technical Training**

We are committed to investing in our employees' growth and success and recognize the role of technical expertise in our industry. We encourage a culture of learning, continuous improvement, and innovation to set our front-line

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		employees up for success. We implemented a standard technical training framework to support employee development through a consistent and proven learning approach supported through meaningful data and metrics to inform a continuous improvement process. This program fosters critical thinking skills to improve problem solving and decision making. By implementing this focused learning structure and reinforcing follow-through, we are able to drive higher employee engagement and reduce turnover, thereby enhancing the return on investment for our employee development initiatives.	
404-3	Percentage of employees receiving regular performance and career development reviews	<p>100 percent of our employees receive a regular performance and career development reviews. Employees are entitled to have a development/performance discussion with their supervisor at least annually. The performance appraisal approach for all managerial staff is globally harmonized and based on an identical process and form. 100 percent of all non-union employees are covered by the performance appraisal system. The performance appraisal for all non-managerial staff follows a similar approach but differs due to country laws in its appearance</p> <p>At Ball, our People and Culture focus is key to achieving our Drive for 10 vision, successfully navigating the growth and transformation across our businesses and making the most of the unique opportunities in front of us. Each of our team members plays an important role in helping us to achieve our goals and realizing these opportunities, so performance management is critical in ensuring that we are all working collectively toward our shared priorities, and that our employees continue to evolve and grow professionally.</p> <p>In 2020, enabled by our launch of SuccessFactors, we implemented a globally consistent performance management process for all of our performance eligible employees, which totaled more than 10,000 employees. In 2021, we increased this the more than 12,000 performance eligible employees across the organization.</p> <p>With our 2022 performance, we have continued using the same process of performance management, where we have created our enterprise-wide objectives, which then cascaded through our Functions and Operations, down to the team and individual goals. As of 2022, we have reached over 12,700 performance eligible employees across the organization. Much like our previous two years, we have continued using the multidimensional performance appraisal approach with this group of performance eligible employees. These appraisals include multiple steps within the process: self-evaluation, manager review, ask for feedback tool, final rating conversation, and sign-off. Comparative ranking can include calibration sessions, overall rating comparisons using defined performance and behavior ratings.</p> <p>As we move into 2023, we are experimenting with a new, evolved approach to performance management where we are tracking monthly performance conversations to create an aggregated overall rating for the year-end. This will remove any recency bias and also provide our employees with a clarity around the specific work they should be focused on, and alignment between employee and manager each month on the expectations of their goals.</p>	SDG 5 SDG 8

**Diversity and Equal Opportunity**  
**GRI-103 MANAGEMENT APPROACH 2016**

103-1	Explanation of the material topic and its Boundary	<a href="#">Diversity &amp; Inclusion Page</a> ; <a href="#">Careers Page</a>	
103-2	The management approach and its components	<a href="#">Diversity &amp; Inclusion Page</a> ; <a href="#">Careers Page</a> ; <a href="#">2030 Sustainability Goals</a> ; 2022 Ball Corporation Combined Report (Pages 24-27)	SDG 5 SDG 8
103-3	Evaluation of the management approach	<a href="#">Diversity &amp; Inclusion Page</a> ; <a href="#">Careers Page</a>	

**GRI-405 DIVERSITY AND EQUAL OPPORTUNITY 2016**

405-1	Diversity of governance bodies and employees	<a href="#">2023 Proxy Statement</a> (Pages 11-12) ; <a href="#">2021 EEO-1 Workplace Report</a>	SDG 5 SDG 8
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Gender	2021			2022		
	Total	Male	Female	Total	Male	Female
Board of Directors	13	8 62%	5 38%	12	7 58%	5 42%
Executive Leadership Team	12	10 83%	2 17%	14	12 86%	2 14%
Senior Management	409	315 77%	94 23%	396	300 76%	96 24%
Management	2,309	1,833 79%	476 21%	2,244	1,750 78%	494 22%

Age	2021			2022		
	<30	30-50	>50	<30	30-50	>50
Board of Directors	0 0%	1 8%	12 92%	0 0%	1 8%	11 92%
Executive Leadership Team	0 0%	4 33%	8 67%	0 0%	5 36%	9 64%

U.S. Ethnicity	2021		2022	
	U.S Total Workforce	U.S. Management	U.S Total Workforce	U.S. Management
Asian	433 4%	51 3%	396 4%	43 3%
Black or African American	456 4%	59 4%	463 5%	61 4%
Hispanic or Latino	957 9%	93 6%	977 10%	88 6%
White	8,143 76%	1,228 82%	7,732 76%	1,170 82%
Indigenous or Native (American Indian, Alaskan Native, Native Hawaiian, Pacific Island)	169 2%	16 1%	165 2%	13 1%
Two or more races	223 2%	11 1%	234 2%	14 1%
Other (Decline to self-identify, Blank)	296 3%	43 3%	265 3%	37 2%

Workforce breakdown is for US based employees, across all of Ball's businesses. This accounts for 44% of its workforce.

More than half of our board of directors consists of women and ethnic minorities. The board regularly reviews our D&I progress and challenges the company to go deeper and faster. Leveraging the power of their extensive networks, its members connect our leaders and D&I team to D&I functions at other organizations, so that we can share best practices and key learnings with the goal of furthering our investments in the activities that support our culture of belonging.

Over the long term, we aim to increase the representation of underrepresented groups in our workforce, and provide equal opportunities for career development and progression to maximize the potential and impact made by all employees. Our businesses and regions are facing unique D&I challenges and opportunities. That is why each of them set their own 2025 D&I goals. [2030 Sustainability Goals](#)

Examples include:

- Beverage Packaging North & Central America: Increase female representation from 10% (2020) to 18%.
- Beverage Packaging EMEA: Achieve a 25% female recruitment rate for all manufacturing roles (baseline: 5% women in production roles in 2020).
- Ball Aerosol Packaging: Increase female representation from 22% (2020) to 28%.
- Beverage Packaging South America: Increase race/ethnicity (non-white) diversity in new hires from 31% (2020) to 47%.
- Ball Aerospace: Increase race/ethnicity (non-white) diversity from 17% (2020) to 20%.

At year-end 2021, 23% of STEM-related positions were filled by women.

405-2	Ratio of basic salary and remuneration of women to men	<b>Salary Ratio</b> <i>(female to male)</i>		SDG 5 SDG 8
		All Levels	1.05      1.07	
		Senior Management	1.05      1.18	
	Management	1.09      1.12		

It is the philosophy of Ball to reward all employees equitably based on their competitive labor market data, performance levels and contributions to Ball Corporation's success while ensuring adherence to all applicable laws and regulations. Any globally consolidated data points on pay ratios are of very limited value, as they do not take into account regional differences, the respective roles within an employment category, etc.

**Non-discrimination**

**GRI-103 MANAGEMENT APPROACH 2016**

103-1	Explanation of the material topic and its Boundary	<a href="#">Human Rights Page</a> ; <a href="#">Business Ethics Code of Conduct</a>	
103-2	The management approach and its components	<a href="#">Human Rights Page</a> ; <a href="#">Business Ethics Code of Conduct</a>	SDG 5
103-3	Evaluation of the management approach	<a href="#">Human Rights Page</a> ; <a href="#">Business Ethics Code of Conduct</a>	

**GRI-406 NON-DISCRIMINATION 2016**

406-1	Incidents of discrimination and corrective actions taken	<a href="#">Discrimination and Harassment Policy</a>	SDG 5 SDG 8 SDG 16
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Ball will not tolerate discrimination and harassment in the workplace based on such factors as race, ethnicity, color, creed, religion, gender, age, national origin, marital status, sexual orientation, gender identity or expression, disability, genetic information, or veteran status, or any other characteristic protected by applicable federal, state, or local law. Ball will not tolerate sexual harassment in the workplace. In addition, Ball will not tolerate retaliation in the workplace.

Ball has implemented a policy and procedure for employees to report discrimination, harassment, or retaliation. Employees are able to report any potential discrimination, harassment, or retaliation to his or her supervisor, Human Resources Manager, any other member of management, or call the Ball Compliance Hotline. Employees may also choose to remain anonymous, except as otherwise prohibited by law in local jurisdictions. Upon receiving a complaint, Ball may engage in a formal, documented investigation process conducted by human resources, the law department, or other appropriate personnel, including both internal complaints and charges filed with an outside agency as needed.

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	Resolution generally occurs when the investigation is concluded and any necessary corrective actions are taken, such as disciplinary action or termination of employment. In the event that government agency charges or lawsuits are initiated by employees, they may result in court findings of discrimination, harassment, or retaliation.		
<b>Freedom of Association and Collective Bargaining</b>			
<b>GRI-103 MANAGEMENT APPROACH 2016</b>			
103-1	Explanation of the material topic and its Boundary	<a href="#">Human Rights Page</a> ; <a href="#">Business Ethics Code of Conduct</a>	
103-2	The management approach and its components	<a href="#">Human Rights Page</a> ; <a href="#">Business Ethics Code of Conduct</a>	SDG 8
103-3	Evaluation of the management approach	<a href="#">Human Rights Page</a> ; <a href="#">Business Ethics Code of Conduct</a>	
<b>GRI-407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016</b>			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Ball respects freedom of association and our employees' right to collective bargaining. We work with our subcontractors and suppliers to work to ensure they do the same. As of year-end, 2022 18% of employees were represented by an independent trade union or covered by collective bargaining agreements.	SDG 8
<b>Child Labor</b>			
<b>GRI-103 MANAGEMENT APPROACH 2016</b>			
103-1	Explanation of the material topic and its Boundary	<a href="#">Human Rights Page</a> ; <a href="#">Business Ethics Code of Conduct</a>	
103-2	The management approach and its components	<a href="#">Human Rights Page</a> ; <a href="#">Business Ethics Code of Conduct</a>	SDG 8 SDG 16
103-3	Evaluation of the management approach	<a href="#">Human Rights Page</a> ; <a href="#">Business Ethics Code of Conduct</a>	
<b>GRI-408 CHILD LABOUR 2016</b>			
408-1	Operations and suppliers at significant risk for incidents of child labor	We have a zero tolerance policy for the use of child or forced labor or for human trafficking practices and we have the same expectations of businesses in our supply chain. We continue to be vigilant through global policies and programs complemented with regular audits. Ball has also taken steps to comply with the requirements of the California Transparency in Supply Chains Act of 2010, including revising Ball's corporate policy to address slavery specifically, developing a revised set of Supplier Guiding Principles and Framework as well as a compliance document for our suppliers, and implementing training of all employees involved in supply chain management.	SDG 8
<b>Forced or Compulsory Labor</b>			
<b>GRI-103 MANAGEMENT APPROACH 2016</b>			
103-1	Explanation of the material topic and its Boundary	<a href="#">Human Rights Page</a> ; <a href="#">Business Ethics Code of Conduct</a>	
103-2	The management approach and its components	<a href="#">Human Rights Page</a> ; <a href="#">Business Ethics Code of Conduct</a>	SDG 8 SDG 16
103-3	Evaluation of the management approach	<a href="#">Human Rights Page</a> ; <a href="#">Business Ethics Code of Conduct</a>	
<b>GRI-409 FORCED OR COMPULSORY LABOR 2016</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We have a zero tolerance policy for the use of forced labor or for human trafficking practices and we have the same expectations of businesses in our supply chain. We continue to be vigilant through global policies and programs complemented with regular audits. Ball has also taken steps to comply with the requirements of the California Transparency in Supply Chains Act of 2010, including revising Ball's corporate policy to address slavery specifically, developing a revised set of Supplier Guiding Principles and Framework as well as a compliance document for our suppliers, and implementing training of all employees involved in supply chain management.	SDG 8



GRI STANDARD DISCLOSURE	RESPONSE   PAGE   LINK	OMISSION	SDG LINK
<b>Security Practices</b>			
<b>GRI-103 MANAGEMENT APPROACH 2016</b>			
103-1	Explanation of the material topic and its Boundary	<a href="#">Human Rights Page</a> ; <a href="#">Business Ethics Code of Conduct</a>	
103-2	The management approach and its components	<a href="#">Human Rights Page</a> ; <a href="#">Business Ethics Code of Conduct</a>	SDG 8
103-3	Evaluation of the management approach	<a href="#">Human Rights Page</a> ; <a href="#">Business Ethics Code of Conduct</a>	
<b>GRI-410 SECURITY PRACTICES 2016</b>			
410-1	Security personnel trained in human rights policies or procedures	Ball rolled-out a global computer-based compliance training program in 2017 that requires selected employees to complete compliance training on a biennial schedule. We use a risk-based approach to identify participants for this certification. This training includes different topics and requires employees to acknowledge to various corporate policies.	SDG 8
<b>Rights of Indigenous Peoples</b>			
<b>GRI-103 MANAGEMENT APPROACH 2016</b>			
103-1	Explanation of the material topic and its Boundary	<a href="#">Human Rights Page</a>	
103-2	The management approach and its components	<a href="#">Human Rights Page</a>	SDG 8 SDG 16
103-3	Evaluation of the management approach	<a href="#">Human Rights Page</a>	
<b>GRI-411 RIGHTS OF INDIGENOUS PEOPLES 2016</b>			
411-1	Incidents of violations involving rights of indigenous peoples	There were no incidents or violations involving the rights of indigenous people during 2022.	SDG 8
<b>Human Rights Assessment</b>			
<b>GRI-103 MANAGEMENT APPROACH 2016</b>			
103-1	Explanation of the material topic and its Boundary	<a href="#">Human Rights Page</a> ; <a href="#">2021 Human Rights Policy</a>	
103-2	The management approach and its components	<a href="#">Human Rights Page</a> ; <a href="#">UN Global Compact Membership</a> ; <a href="#">2021 Human Rights Policy</a>	SDG 8 SDG 16
103-3	Evaluation of the management approach	<a href="#">Human Rights Page</a> ; <a href="#">UN Global Compact Membership</a> ; <a href="#">2021 Human Rights Policy</a>	
<b>GRI-412 HUMAN RIGHTS ASSESSMENT 2016</b>			
412-1	Operations that have been subject to human rights reviews or impact assessments	<p>As part of the Aluminum Stewardship Initiative (ASI) certification process, in 2022, Ball became the first beverage can manufacturer to certify all of its beverage can plants globally against both the Performance Standard (PS) and Chain of Custody Standard (CoC). In January 2023, our aerosol business achieved ASI certifications as well, providing our customers with further confidence in Ball's rigorous environmental and social standards. This process included a human rights due diligence process that seeks to identify, prevent, mitigate and account for how it addresses its actual and potential impacts on human rights, in alignment with the UN Guiding Principles on Business and Human Rights.</p> <p>As of March 2023, 98% of our global packaging business is ASI-certified and we continue to work toward certification for our cups business. At the end of 2022, 100% of Ball's supplier rolling mills around the world were members of ASI, 90% of our procured metal volumes came from mills with Performance Standard certification, and 75% from mills that had achieved both PS and CoC certification.</p>	SDG 8

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412-2 Employee training on human rights policies or procedures	<p>In addition, as of March 2023, 97% of Ball Beverage and Aerosol Packaging sites globally completed their Sedex Self-Assessment Questionnaire, which addresses ethical and labor standards, to be reviewed and updated annually, with the goal of achieving 100% SAQ completion.</p> <p>Ball rolled-out a global computer-based compliance training program in 2017 that requires selected employees to complete compliance training on a biennial schedule. We use a risk-based approach to identify participants for this certification. This training includes different topics and requires employees to acknowledge to various corporate policies.</p>	SDG 8	
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<p>Ball seeks to avoid indirect involvement in human rights abuses. In the value chain of our products, we are identifying where adverse human rights impacts from human trafficking and Conflict Minerals may occur. We respect and promote human rights when engaging with subcontractors, suppliers, customers, joint venture and other partners. We do this, as appropriate, through proactive engagement, monitoring and contractual provisions.</p> <p>We also seek to respect human rights and to develop an understanding of the cultures, customs and values that prevail in our local communities by developing an inclusive and open dialogue with the people affected by our operations.</p> <p>In early 2022, Ball joined the United Nations (UN) Global Compact committing to continued implementation of sustainability principles that support human rights, labor, the environment, and anti-corruption. Our ambitious goals and targets align with the Global Compact and Sustainable Development Goals, and we're committed to continue our transparency and accountability as we map out the progress we're making along the way.</p>	SDG 8	
<b>Local Communities</b>			
<b>GRI-103 MANAGEMENT APPROACH 2016</b>			
103-1 Explanation of the material topic and its Boundary	<a href="#">Community Page</a> ; <a href="#">The Ball Foundation</a>		
103-2 The management approach and its components	<a href="#">Community Page</a> ; <a href="#">The Ball Foundation</a> ; 2022 Ball Corporation Combined Report (Page 24)	SDG 3	
103-3 Evaluation of the management approach	<a href="#">Community Page</a> ; <a href="#">The Ball Foundation</a>		
<b>GRI-413 LOCAL COMMUNITIES 2016</b>			
413-1 Operations with local community engagement, impact assessments, and development programs	<p><a href="#">Community Page</a> ; <a href="#">The Ball Foundation</a> ; 2022 Ball Corporation Combined Report (Page 24)</p> <p>Ball's community investment total in 2022 was \$8 million. This amount includes grants made by The Ball Foundation and investments made by plants in our focus areas. For charitable donations, the majority is the Ball Corporation match of employee gifts. In 2022, Ball employees donated, and Ball matched, a total of \$4.3 million, including volunteer rewards. Additionally, The Ball Foundation awarded over \$3.5 million in grants. Between employee donations and The Ball Foundation, over 2,800 non-profits were supported.</p> <p>Our employee matching gifts policy includes a Ball Corporation match of up to \$5,000 per employee per year and at the end of 2021 the benefit was expanded to all eligible employees across the world. The company also matches each volunteer hour with \$20 for the employee to donate to the 501(c)(3) of their choice. The program is very flexible and responsive to the interests and passions of our employees and contributes to employee engagement. Any 501(c)(3) (or registered charity globally) is eligible for Ball match except organizations that serve a primarily religious or political purpose.</p>	SDG 3	
413-2 Operations with significant actual or potential negative impacts on communities	We do not consider any of our operations to have significant actual or potential negative impacts on local communities.	SDG 1 SDG 2	

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Supplier Social Assessment		
GRI-103 MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its Boundary	<a href="#">Responsible Sourcing Page</a>
103-2	The management approach and its components	<a href="#">Responsible Sourcing Page</a> ; 2022 Ball Corporation Combined Report (Page 19)  Ball is also utilizing SEDEX platform (Buyer/Supplier (AB) membership holder): <a href="http://www.sedexglobal.com">www.sedexglobal.com</a>
103-3	Evaluation of the management approach	<a href="#">Responsible Sourcing Page</a>

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GRI-414 SUPPLIER SOCIAL ASSESSMENT 2016

414-1	New suppliers that were screened using social criteria	<a href="#">Responsible Sourcing Page</a>  Ball's key suppliers are required to create and keep their <a href="#">Sedex</a> profiles up to date, which include site-level self-assessments. Sedex then enables Ball to see each supplier's inherent risk score based on location and management proficiency score, related to ESG performance.	SDG 5 SDG 8 SDG 16
414-2	Negative social impacts in the supply chain and actions taken	<a href="#">Responsible Sourcing Page</a> ; <a href="#">2022 Conflict Minerals Report</a> ; 2022 Ball Corporation Combined Report (Pages 19, 33)  Our <a href="#">Supplier Code of Conduct</a> address several social impacts. Ball is requesting that its suppliers sign two additional certification documents regarding conflict minerals and forced labor and slavery.  Ball has set the goal to annually assess ESG practices of all critical suppliers with an annual spend of \$5 million or more, and ensure corrective actions are being implemented where suppliers fall short of Ball's requirements (2030). In 2022 36% of critical suppliers assessed. Of those, none had substantial actual/potential negative impacts to sustainable development.  We are working with all of our aluminum suppliers to achieve Aluminium Stewardship Initiative (ASI) certification. As of December 31, 2022, 90% of all supplying rolling mills globally had achieved ASI Performance Standard certification and 75% of supplying rolling mills globally had achieved ASI Chain of Custody Standard certification. Third party audits for the ASI Performance Standard cover social impacts in the areas of human rights, labor rights as well as occupational health and safety.	SDG 5 SDG 8 SDG 16

Public Policy

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	<a href="#">Our Approach Page</a>
103-2	The management approach and its components	<a href="#">Our Approach Page</a>
103-3	Evaluation of the management approach	<a href="#">Our Approach Page</a>

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GRI-415 PUBLIC POLICY 2016

415-1	Political contributions	Contributions & Spending (USD)		SDG 16
	Lobbying	\$810,000	\$588,630	
	Trade Associations	\$3,406,695	\$3,509,548	

The contributions listed above that relate to Lobbying represent our all of our U.S. businesses spend with registered lobbyists and lobbying groups. The contributions listed above that relate to trade association membership fees from all of Ball's global businesses and corporate.

Top trade association spend in 2022 went to Metal Packaging Europe, ABRALATAS, and The Business Roundtable in the amount of \$507,715, \$500,000, and \$250,000 USD, respectively.

BallPAC (USD)	U.S. Election Cycle	
	2020	2022
Raised	\$507,800	\$537,400
Spent	\$411,000	\$364,500

Ball Corporation has a political action committee (BallPAC) that contributes financially to federal candidates in the United States. Established more than 40 years ago, BallPAC is a voluntary, nonpartisan political action committee. Registered with the U.S. Federal Election Commission (FEC) and appropriate state offices, the PAC allows Ball employees to pool personal, voluntary financial contributions to support candidates seeking elective office at the federal level who support issues important to our business, our employees and our shareholders. BallPAC is run with the same high level of integrity and transparency as our company. As an advocacy tool, BallPAC affords Ball the opportunity to participate with our industry peers in the political process.

Today, BallPAC participates only at the Congressional level. The U.S. Federal Government is one of Ball's largest customers – responsible for nearly all of our aerospace business – and the U.S. Congress controls funding for Government programs. In addition, Congress debates and passes laws impacting much of our packaging business, such as legislation affecting our products, manufacturing process and our people. Through BallPAC, we have the opportunity to communicate our policy position on recycling, the circular economy, sustainability, trade, support of efforts minimized regulatory uncertainty, and investments in education that prepares people for today's (and tomorrow's) jobs.

BallPAC operates strictly in accordance with all applicable laws.

**Customer Health and Safety**

**GRI-103 MANAGEMENT APPROACH 2016**

103-1	Explanation of the material topic and its Boundary	<a href="#">Material Health Page</a>	
103-2	The management approach and its components	<a href="#">Material Health Page</a> ; 2022 Ball Corporation Combined Report (Page 33)	SDG 3
103-3	Evaluation of the management approach	<a href="#">Material Health Page</a>	

**GRI-416 CUSTOMER HEALTH AND SAFETY 2016**

416-1	Assessment of the health and safety impacts of product and service categories	Ball is committed to protecting human health while providing the package of choice to some of the world's favorite brands. The organization has taken an active role in improving the material health of raw materials used to create our products, and as it becomes clear that certain compounds found in trace amounts within our inputs are potentially hazardous, Ball has partnered with stakeholders across the value chain to sustainably innovate suitable alternatives. For example, over the past several years we have directly addressed PFAS' presence in external varnishes, collaborating to develop a new product portfolio that both complies with relevant regulation and delights our customers.	SDG 3 SDG 16
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All of Ball's packaging products have undergone a risk assessment for their potential impact on human health and the environment. By working proactively with our suppliers and improving the material health of our products, we keep consumers safe and mitigate risks by staying ahead of regulatory requirements.

In addition, 0% of Ball's packaging products contain restricted substances in the Annex XVII of REACH Regulation, and 2% contain substances on the Candidate List of substances of very high concern (SVHC) for Authorization. The two percent is related to one coating in the aerosol personal care product family falls within the restrictions of Annex XVII but is permitted for use provided that the relevant industrial hygiene practices have not been exceeded. This coating contains >0.1% of a solvent on the SVHC list.

Our approach to food safety risk is to ensure that our finished products comply with food contact regulations in the regions where our customers market our products. For example, Ball Beverage Packaging North & Central America's cans, widget cans, cap cans, aluminum bottles, cups, and ends are manufactured from materials which are presently listed for use with food and beverages under 21 CFR 175.300 by the U.S. Food and Drug Administration (FDA). In addition, under Section 402(a)(2)(C) of the Federal Food Drug and Cosmetic Act as amended; the above products do not bear or contain any unsafe food additive per Section 409 of the act. Ball also meets Part 106 and 107 of 21 CFR (infant formula quality control procedures). Ball will retain records of production for a minimum of three years. Please be advised that Ball containers as produced and supplied, comply with CONEG-type legislation for heavy metal content in that no form of cadmium, lead, mercury or hexavalent chromium has been intentionally added, and the total amount of these elements does not exceed 100 parts per million.

Ball Beverage Packaging EMEA complies with the legislative EU Regulation 1907/2006 in order to ensure the lawful marketing and use of products supplied by our company in accordance with REACH. As the final converter of preparations we do not have a duty to participate in the registration of substances but are duty bound to assure continuous supply of required preparations. However, based on statements from our suppliers, we can confirm that the cans and ends supplied by Ball Beverage Packaging EMEA are in compliance with Regulation (EC) No 1907/2006 as all substances they are composed of are:

- Excluded from the Regulation, and/or
- Exempted from registration and/or
- Have been pre-registered and/or registered by our suppliers.

Furthermore, we must be informed by our suppliers if any substances used in our products above the regulatory threshold of 0.1% by weight are added to the Candidate List of SVHCs and our customers will be informed using existing supply chain communications. So, there is no need for downstream users to request statements about the "absence of SVHCs" each time the Candidate List is updated.

Suppliers providing raw materials to Ball Packaging South America are in compliance with the Brazilian Health Regulatory Agency and the Southern Common Market.

416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Where Ball identifies any incident of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services, we work to resolve the identified issues.
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**Marketing and Labeling**  
**GRI-103 MANAGEMENT APPROACH 2016**

103-1	Explanation of the material topic and its Boundary	<a href="#">Our Approach Page</a> ; <a href="#">Material Health Page</a>	
103-2	The management approach and its components	<a href="#">Our Approach Page</a> ; <a href="#">Material Health Page</a>	SDG 16
103-3	Evaluation of the management approach	<a href="#">Our Approach Page</a> ; <a href="#">Material Health Page</a>	

GRI STANDARD DISCLOSURE	RESPONSE   PAGE   LINK	OMISSION	SDG LINK
<b>GRI-417 MARKETING AND LABELING 2016</b>			
417-1	Requirements for product and service information and labeling	Our packaging products are sold to consumer and household goods companies who determine product information and labeling for the end user.	SDG 16
<b>Customer Privacy</b>			
<b>GRI-103 MANAGEMENT APPROACH 2016</b>			
103-1	Explanation of the material topic and its Boundary	<a href="#">Terms of Use &amp; Privacy Policies</a>	
103-2	The management approach and its components	<a href="#">Terms of Use &amp; Privacy Policies</a>	SDG 16
103-3	Evaluation of the management approach	<a href="#">Terms of Use &amp; Privacy Policies</a>	
<b>GRI-418 CUSTOMER PRIVACY 2016</b>			
418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	Ball monitors, tracks, classifies, and remediates all Security incidents. This includes all incidents classified as low to high. Based on the SEC's Materiality threshold, during 2022 we experienced 0 material incidents.	
<b>Socio-Economic Compliance</b>			
<b>GRI-103 MANAGEMENT APPROACH 2016</b>			
103-1	Explanation of the material topic and its Boundary	<a href="#">Business Ethics Code of Conduct</a>	
103-2	The management approach and its components	<a href="#">Business Ethics Code of Conduct</a>	SDG 16
103-3	Evaluation of the management approach	<a href="#">Business Ethics Code of Conduct</a>	
<b>GRI-419 SOCIO-ECONOMIC COMPLIANCE 2016</b>			
419-1	Non-compliance with laws and regulations in the social and economic area	Ball has not received any significant fines for non-compliance with laws and regulations concerning the provision and use of products and services in 2022.	SDG 16

*This GRI Content Index was issued on July 27, 2023.*