




































## PRODUCT STEWARDSHIP

CATEGORY	SUSTAINABILITY GOALS	ACHIEVEMENT STATUS	SDG
<b>REAL CIRCULARITY</b> 	Align the industry to achieve a 90% global recycling rate for aluminum beverage cans, bottles and cups (2030). Work together with our supply chain partners to achieve an 85% average recycled content in the aluminum used to produce Ball beverage cans, bottles and cups in the regions where we operate (2030). Launch second generation of ReAl® aerosol container technology with 75% recycled content (2030).	<ul style="list-style-type: none"> <li>70% global recycling rate, with an updated rate expected 2024</li> <li>67% Ball average recycled content globally</li> <li>50% recycled content in Re:Gen products in 2023</li> </ul>	   
<b>CLIMATE LEADERSHIP*</b> 	Reduce absolute Scope 1 and 2 greenhouse gas emissions by 55% (2017–2030). Reduce absolute Scope 3 greenhouse gas emissions by 55% (2017–2030). Achieve 100% renewable electricity globally by 2030, with an interim target of 75% by 2025.	<ul style="list-style-type: none"> <li>42% reduction since 2017</li> <li>4% increase since 2017</li> <li>58% as of year-end 2023</li> </ul>	  
<b>MATERIAL HEALTH</b> 	100% of inks, coatings and compounds used by Ball achieve Cradle to Cradle Material Health certification at the Silver level or better (2030). Ball Aluminum Cup® achieves Gold rating in line with the Cradle to Cradle Certified Product Standard (2023).	<ul style="list-style-type: none"> <li>33% of beverage coatings certified Silver or better</li> <li>Achieved Bronze in 2022</li> </ul>	  
<b>RESOURCE EFFICIENCY</b> 	80% of global beverage can production with weight-optimized STARcan dome designs (2030). 50% global aerosol can production with lightweight ReAl® alloy (2030). 30% energy efficiency improvement in can manufacturing (2020–2030). 50% water efficiency improvement in can manufacturing, with a minimum 30% improvement across existing facilities (2020–2030).	<ul style="list-style-type: none"> <li>41% STARcan design in 2023</li> <li>66% ReAl® production globally in 2023</li> <li>4.7% decrease in efficiency since 2020</li> <li>7.6% increase in efficiency</li> </ul>	   
<b>RESPONSIBLE SOURCING</b> 	100% of aluminum purchased comes from certified sustainable sources (2030). Strengthen Ball's supplier diversity program and double our annual spend with diverse suppliers in the U.S. (2020–2030). 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).	<ul style="list-style-type: none"> <li>21% ASI-certified aluminum volume in 2023</li> <li>24% increase from the 2020 baseline of \$107 million USD</li> <li>48% of critical suppliers assessed in 2023</li> </ul>	   
		<ul style="list-style-type: none"> <li>Off Track</li> <li>On Track</li> <li>Achieved</li> </ul>	

\*Removed Aerospace related goal due to subsequent sale of Aerospace business.

## SOCIAL IMPACT

CATEGORY	SUSTAINABILITY GOALS	ACHIEVEMENT STATUS	SDG
<b>HEALTH, SAFETY &amp; WELL-BEING</b> 	On our journey to create a safety culture where zero injuries is a reality, we are committed to achieving a 25% reduction in our Total Recordable Incident Rate (2020–2030). Enable all employees and their families to thrive as their authentic selves by providing resources focused on their physical, mental and financial well-being (2030).	<ul style="list-style-type: none"> <li>Since stating our goal in 2020, we have placed a significant emphasis on how we work across the organization. After implementing a new global program, policies and training, we've reduced rates by 12% since 2022.</li> <li>Enhanced support for employees during key life stages and continued administration of personalized 401-K offerings, expanded paid parental leave programs and emotional wellness campaigns.</li> </ul>	
<b>DIVERSITY &amp; INCLUSION*</b> 	We are committed to increasing the percentage of women in leadership roles across the organization and in manufacturing roles in our plants. We are committed to reflecting the communities where we operate around the world in terms of race and ethnicity. Implement a holistic communication and training approach to drive a culture of allyship and inclusive leadership.	<ul style="list-style-type: none"> <li>In 2020, Ball's executive leadership team was 19% women. In 2023, it is 50% women. Our board of directors has increased from 36% in 2020 to 45% women representation in 2023.</li> <li>In 2020, Ball's executive leadership team was 12.5% ethnically diverse. In 2023, it has increased to 30%. In 2023, our board of directors is 36% ethnically diverse.</li> <li>a) We are conducting a global workplace inclusion scan to ensure all facilities provide a welcoming environment where all feel like they belong. We are activating our global inclusion council, which will serve as an advisory group to our executive leadership team on future D&amp;I programming and strategies. b) We have introduced a variety of inclusive leadership and inclusion-focused content for leaders and employees as a part of Ball Academy.</li> </ul>	 
<b>TALENT DEVELOPMENT</b> 	Create and launch early career and intern programs in all regions to build skills and a pipeline of diverse talent. (2030). 100% of manufacturing employees participate in industry-leading technical training, which will significantly shorten the time required to develop world-class can makers (2030). We will provide easy access to training, on-demand learning and skill development resources to all employees through Ball Academy. 100% of people leaders participate in at least one leadership development experience each year (2030).	<ul style="list-style-type: none"> <li>We are implementing an enterprise talent initiative, Elevate You, initiating a comprehensive redesign of our graduate/entry level programs across our business with a focus on engineering and manufacturing operations.</li> <li>Our new initiative, Ball Pathway, incorporates comprehensive employee development with a focus on the implementation of technical training across the organization.</li> <li>a) 2023: 100% of Ball employees have access to LinkedIn Learning, approximately 3,200 employees participated in 2023. b) 2023: 100% of Ball employees have access to Ball Academy, 95% of computer-based employees completed online learning activities in 2023.</li> <li>2023: We have successfully launched specialized programs for both senior and front-line leaders and plan to launch our mid-level leaders program in 2024.</li> </ul>	 
<b>EMPLOYEE EXPERIENCE</b> 	Develop and deploy an expanded employee feedback system and listening strategy, yielding timely and targeted data to better understand and shape the employee experience and address issues relevant to each population (2030). Ensure Ball's employee value proposition, including our values and what we stand for as a company, is delivered and experienced consistently around the world and evaluated through our flexible employee listening strategy (2030). Expand Ball Networks and Ball Interest Groups globally to help strengthen employee connections and communities for personal and professional growth (2030).	<ul style="list-style-type: none"> <li>In 2022 we conducted a global employee engagement survey followed by a pulse survey in 2023, measuring and monitoring progress and needed improvements.</li> <li>Prioritizing key initiatives that will continue ongoing listening for employees in their journey throughout the Ball experience</li> <li>With our enterprise D&amp;I strategy in place, significant efforts are underway to globalize our Ball Networks (ERGs) to ensure global connections and a local sense of belonging for employees.</li> </ul>	   
<b>COMMUNITY</b> 	Enable 100% of employees to give and volunteer, and achieve a 35% participation rate globally (2025). Extend sustainability and STEM education program globally and expand outreach to students, teachers and facilitators by 60% (2025). Proactively leverage Ball products for good and donate at least \$1 million of in-kind donations (2020–2025).	<ul style="list-style-type: none"> <li>Expanded Benevity globally achieving 100% of employees able to give and volunteer, reaching a 27% year-end participation date.</li> <li>49% increase in students reached since the goal was set</li> <li>In-Kind donations: \$651,150 to-date</li> </ul>	   

\*With our 2025 Global People Ambition in place and given the sale of our Aerospace business, we are positioned to activate our enterprise D&I strategy and goals that will enable us to track progress through the lens of our total business.