



# **BALL CORPORATION**

2024 GRI CONTENT INDEX

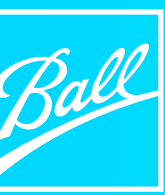
# GLOBAL REPORTING INITIATIVE

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 2023 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).

✉ [sustainability@ball.com](mailto:sustainability@ball.com)  
🌐 [www.ball.com](http://www.ball.com)





## GRI STANDARD DISCLOSURE

## RESPONSE

## SDG

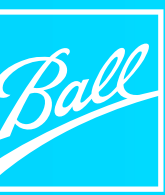
## GRI 2 MATERIAL TOPICS 2021

## The Organization and its Reporting Practices

2-1	Organizational details	<a href="#">Quick Facts Page</a> ; <a href="#">Locations</a> ; <a href="#">2023 Form 10-K</a> (Page 1) 2023 Combined Annual & Sustainability Report (Front & Back Cover)	
2-2	Entities included in the organization's sustainability reporting	<a href="#">Quick Facts Page</a> ; <a href="#">2023 Form 10-K</a> (Pages 22-23)	
2-3	Reporting period, frequency and contact point	<a href="#">Downloads Page</a> ; 2023 Combined Annual & Sustainability (Page 44)  Up until March of 2021 Ball Corporation published a bi-annual sustainability Report. Now, Ball will report an annual Combined Business and Sustainability report. The 2023 Combined Annual & Sustainability Report, published in March of 2024.  GRI Reporting Period: 2023-2024   sustainability@ball.com	
2-4	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.	
2-5	External assurance	<a href="#">Sustainability Reporting Page</a> (under "Independent Assurance")	

## The Organization and its Reporting Practices

2-6	Activities, value chain and other business relationships	<a href="#">2023 Form 10-K</a> (Pages 4-11) ; <a href="#">Responsible Sourcing Page</a> ; 2023 Combined Annual & Sustainability Report (Pages 2-5, 17-20)  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.  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.  In 2022 Ball's top suppliers by spend globally were Novelis Inc., Constellium, Tri Arrows Aluminum Inc., Kaiser Aluminum Corporation, and Arconic Corporation.  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,	
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2-6	Activities, value chain and other business relationships	<p>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><b>Global Strategic Supplier Forum:</b> 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> <p>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.</p> <p>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.</p> <p>Ball permanently ceased production at its Phoenix, Arizona aluminum beverage can manufacturing facility in the fourth quarter of 2022, permanently ceased production at its aluminum beverage can manufacturing facility in St. Paul, Minnesota in the first quarter of 2023 and permanently ceased production at its aluminum beverage can manufacturing facility in Walkill, New York in the third quarter of 2023. Additionally, the company announced it will permanently cease production at its aluminum beverage can manufacturing facility in Kent, Washington in the first half of 2024, and has permanently discontinued plans to construct the North Las Vegas beverage can plant.</p>																															
2-7	Employees	<table border="1"> <thead> <tr> <th colspan="2">Employees by Gender</th> <th colspan="3">2022</th> </tr> <tr> <th></th> <th>Total</th> <th>Female</th> <th>Male</th> <th>Not disclosed*</th> </tr> </thead> <tbody> <tr> <td>Global</td> <td>22,922</td> <td>22,922 (20%)</td> <td>17,673 (77%)</td> <td>734 (3%)</td> </tr> <tr> <td>North &amp; Central America</td> <td>12,387</td> <td>2,546</td> <td>9,549</td> <td>292</td> </tr> <tr> <td>South America</td> <td>3,849</td> <td>933</td> <td>2,808</td> <td>108</td> </tr> <tr> <td>EMEA</td> <td>6,686</td> <td>1,036</td> <td>5,316</td> <td>834</td> </tr> </tbody> </table>	Employees by Gender		2022				Total	Female	Male	Not disclosed*	Global	22,922	22,922 (20%)	17,673 (77%)	734 (3%)	North & Central America	12,387	2,546	9,549	292	South America	3,849	933	2,808	108	EMEA	6,686	1,036	5,316	834	
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## GRI STANDARD DISCLOSURE

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2-7	Employees	<table border="1"> <thead> <tr> <th colspan="2">Employees by Age</th> <th colspan="2">2022</th> </tr> <tr> <th></th> <th>&lt;30</th> <th>30-50</th> <th>&gt;50</th> </tr> </thead> <tbody> <tr> <td>Global</td> <td>4,193 (19%)</td> <td>13,437 (60%)</td> <td>4,954 (22%)</td> </tr> <tr> <td>North &amp; Central America</td> <td>2,073</td> <td>6,917</td> <td>3,300</td> </tr> <tr> <td>South America</td> <td>1,084</td> <td>2,479</td> <td>275</td> </tr> <tr> <td>EMEA</td> <td>1,038</td> <td>4,041</td> <td>1,370</td> </tr> </tbody> </table>			Employees by Age		2022			<30	30-50	>50	Global	4,193 (19%)	13,437 (60%)	4,954 (22%)	North & Central America	2,073	6,917	3,300	South America	1,084	2,479	275	EMEA	1,038	4,041	1,370	
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See 2023 Combined Annual & Sustainability Report (Page 41) for a 5-year trend overview.																													
2-8	Workers who are not employees	Not reported at this time.																											

## Governance

2-9	Governance structure and composition	<a href="#">Our Approach Page</a> ; <a href="#">Corporate Governance</a> ; 2023 CDP Climate Change Report (Question C1.1a) ; 2023 Combined Annual & Sustainability Report (Page 46)	
2-10	Nomination and selection of the highest governance body	<a href="#">Corporate Governance</a>	
2-11	Chair of the highest governance body	<a href="#">Corporate Governance</a>	
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Corporate Governance</a>	
2-13	Delegation of responsibility for managing impacts	<a href="#">Corporate Governance</a>	
2-14	Role of the highest governance body in sustainability reporting	<a href="#">Our Approach Page</a> ; <a href="#">Corporate Governance</a>	
2-15	Conflicts of interest	<a href="#">Corporate Governance</a>	



GRI STANDARD DISCLOSURE		RESPONSE	SDG
2-16	Communication of critical concerns	<a href="#">Corporate Governance</a>	
2-17	Collective knowledge of the highest governance body	<a href="#">Corporate Governance</a>	
2-18	Evaluation of the performance of the highest governance body	<a href="#">Corporate Governance</a>	
2-19	Remuneration policies	<a href="#">2024 Proxy Statement</a> (Pages 29-66)	
2-20	Process to determine remuneration	<a href="#">2024 Proxy Statement</a> (Pages 29-66)	
2-21	Annual total compensation ratio		
<b>Strategy, Policies and Practices</b>			
2-22	Statement on sustainable development strategy	<a href="#">Our Approach Page</a>	
2-23	Policy commitments	<a href="#">Downloads Page</a>	
2-24	Embedding policy commitments	<a href="#">Our Approach Page</a>	
2-25	Processes to remediate negative impacts	<a href="#">Ball Business Ethics Code of Conduct</a>	
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Ball Business Ethics Code of Conduct</a>	
2-27	Compliance with laws and regulations	<a href="#">Ball Business Ethics Code of Conduct</a>	
2-28	Membership associations	<a href="#">Our Approach Page</a> ; 2023 Combined Annual & Sustainability Report (Pages 10-19)	



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## Stakeholder Engagement

2-29 Approach to stakeholder engagement

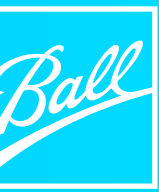
[Our Approach Page](#) ; 2023 Combined Annual & Sustainability Report (Page 46)

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



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2-30	Approach to stakeholder engagement	Ball respects freedom of association and our employees' right to collective bargaining.																							
		<table border="1"> <thead> <tr> <th data-bbox="1009 380 1735 446">Employees at Year-End covered by collective bargaining agreements (Referral Rating Score, 1-10 range)</th> <th data-bbox="1735 380 2045 446">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="1009 470 1735 508">Global</td> <td data-bbox="1735 470 2045 508">18%</td> </tr> <tr> <td data-bbox="1009 527 1735 564">Beverage Packaging North and Central America</td> <td data-bbox="1735 527 2045 564">18%</td> </tr> <tr> <td data-bbox="1009 583 1735 620">Beverage Packaging South America</td> <td data-bbox="1735 583 2045 620">24%</td> </tr> <tr> <td data-bbox="1009 639 1735 677">Beverage Packaging EMEA</td> <td data-bbox="1735 639 2045 677">44%</td> </tr> <tr> <td data-bbox="1009 695 1735 733">Aerosol Packaging*</td> <td data-bbox="1735 695 2045 733">12%</td> </tr> <tr> <td data-bbox="1009 752 1735 789">Global Business Services</td> <td data-bbox="1735 752 2045 789">0%</td> </tr> <tr> <td data-bbox="1009 808 1735 846">Global Beverage Global Support</td> <td data-bbox="1735 808 2045 846">0%</td> </tr> <tr> <td data-bbox="1009 864 1735 902">Cups</td> <td data-bbox="1735 864 2045 902">0%</td> </tr> <tr> <td data-bbox="1009 921 1735 958">Corporate</td> <td data-bbox="1735 921 2045 958">1%</td> </tr> <tr> <td data-bbox="1009 977 1735 1014">Aerospace</td> <td data-bbox="1735 977 2045 1014">0%</td> </tr> </tbody> </table>	Employees at Year-End covered by collective bargaining agreements (Referral Rating Score, 1-10 range)	2022	Global	18%	Beverage Packaging North and Central America	18%	Beverage Packaging South America	24%	Beverage Packaging EMEA	44%	Aerosol Packaging*	12%	Global Business Services	0%	Global Beverage Global Support	0%	Cups	0%	Corporate	1%	Aerospace	0%	
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		*Not disclosed were not identified as male or female																							
		The collective bargaining data is reflective of our current organizational structure, broken out by business units. Ball was unable to divide into global regions, as in other employee reporting at this time.																							
<b>GRI 3 MATERIAL TOPICS 2021</b>																									
3-1	Process to determine material topics	<p data-bbox="992 1271 1226 1298"><a href="#">Our Approach Page</a></p> <p data-bbox="992 1326 2742 1390">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.</p>																							
3-2	List of material topics	<a href="#">Our Approach Page</a>																							
3-3	Management of material topics	<a href="#">Our Approach Page</a> ; <a href="#">Sustainability Strategy Page</a>																							





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**GRI 201 ECONOMIC PERFORMANCE 2016**

201-1 Direct economic value generated and distributed

(\$ in millions)	2022
Revenues <sup>1</sup>	15,336.0
Income from Minority Investments	7.0
<b>Total Economic Value Generated</b>	<b>15,343.0</b>
Operating Costs - including payments to employees <sup>2</sup>	44%
Payments to Capital Providers (Interest)	12%
Payments to Government Tax Authorities	0%
Payments for Charitable Contributions	0%
Payments to Shareholders - Dividends & Share Repurchases	0%
Corporate	1%
<b>Total Economic Value Distributed</b>	<b>0%</b>
Difference	0%

<sup>1</sup> Not disclosed were not identified as male or female

<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.

2 5 7 8 9

201-2 Financial implications and other risks and opportunities due to climate change

[2023 Form 10-K](#) (Page 22) ; [2023 CDP Climate Change Response](#) (Question C2)

201-3 Defined benefit plan obligations and other retirement plans

[2023 Form 10-K](#) (Pages 33, 48, 73)



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

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

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.	

GRI 203 INDIRECT ECONOMIC IMPACTS 2016

203-1	Infrastructure investments and services supported	<p>2023 Combined Annual &amp; Sustainability Report (Pages 6, 35) ; <a href="#">Community Page</a> ; <a href="#">The Ball Foundation</a></p> <p>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.</p> <p>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.</p> <p>To encourage recycling habits and promote circularity, Ball announced plans to create Brazil's first circular economy lab on the island of</p>	<p>2 5 7 9 11</p>
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203-1	Infrastructure investments and services supported	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>	2 5 7 9 11
203-2	Infrastructure investments and services supported Significant indirect economic impacts	<p>As of March 2024, 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.</p>	

GRI 204 PROCUREMENT PRACTICES 2016

204-1	Proportion of spending on local suppliers	<p><a href="#">Responsible Sourcing Framework</a> ; <a href="#">Responsible Sourcing Page</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 2023 Ball's top suppliers by spend globally were Novelis Inc., Constellium, Tri Arrows Aluminum Inc., Kaiser Aluminum Corporation, and Arconic Corporation.</p>	12
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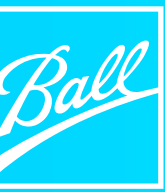
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**GRI 205 ANTI-CORRUPTION 2016**

205-1	Operations assessed for risks related to corruption	<u>Ball Business Ethics Code of Conduct</u>	16				
205-2	Communication and training about anti-corruption policies and procedures	<p><u>Ball Business Ethics Code of Conduct</u></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 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>	16				
205-3	Confirmed incidents of corruption and actions taken	<table border="1" data-bbox="992 1046 2045 1170"> <thead> <tr> <th data-bbox="992 1046 1739 1118">Number of cases</th> <th data-bbox="1739 1046 2045 1118">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="992 1118 1739 1170">Corruption and Bribery Cases</td> <td data-bbox="1739 1118 2045 1170">0</td> </tr> </tbody> </table> <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 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. Please note that FCPA training is also included with the Code of Conduct training.</p>	Number of cases	2022	Corruption and Bribery Cases	0	16
Number of cases	2022						
Corruption and Bribery Cases	0						
<b>GRI 206 ANTI-COMPETITIVE BEHAVIOR 2016</b>							
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p><u>Ball Business Ethics Code of Conduct</u></p> <p>No legal actions are pending or were completed during 2022 regarding anti-competitive behavior and violations of anti-trust and monopoly legislation.</p>	16				



## GRI STANDARD DISCLOSURE

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GRI 207 TAX 2019			
207-1	Approach to tax	<a href="#">2023 Global Tax Strategy</a>	8
207-2	Tax governance, control, and risk management	<a href="#">2023 Global Tax Strategy</a>	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="#">2023 Form 10-K (Page 71)</a>	



GRI STANDARD DISCLOSURE

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**GRI 301 MATERIALS 2016**

301-1 Materials used by weight or volume

Number of cases	2023	2022
Aluminum	1,685,679	2,006,281
Inks	4,587	4,910
Coatings	100,632	112,220
End Compound	4,017	4,408

Associated Process Materials (metric tons)*	2023	2022
Gear lubes and oils	5,339	5,565
Acids, bases and washer chemicals	11,232	11,028
Copper sheet lube tab lube, body maker coolant	8,406	12,081
Cleaning solvents and detergents consumed (limited to those included in VOC reporting)	9,228	7,541

Ball determined it no longer had operational control over one of its joint ventures in 2023. The impact to Scope 3 GHG emissions, Category 15 was an increase of approximately 75%, to Scope 2 GHG emissions (market-based) was a decrease of approximately 16%, and to each of the other impacted reported metrics was a decrease of less than 7%, and the total Scope 1, 2, 3 GHG emissions inventory decreased approximately 1%.

8 12

301-2 Recycled input materials used

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

In 2023, 70% of the aluminum used by our Global Beverage Packaging business came from recycled sources. This is an increase of two percentage points compared to 2022, and eight percentage points since 2021.\* These improvements represent the single biggest contributor to our absolute Scope 3 greenhouse gas emission reductions. In fact, this is the first year since Ball started to report GHG emissions where absolute Scope 3 emissions were reduced. BPSA led the way with 76% recycled content, followed by BPNCA (74%) and BPEMEA (62%). In 2023, Ball advanced its annual Supplier Sustainability Survey to ensure we gather accurate, consistent and timely data from suppliers, in particular around recycled content and carbon emissions. Our Cups division continued to

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

12



GRI STANDARD DISCLOSURE

RESPONSE

SDG

301-2	Recycled input materials used	<p>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 applications. For metallurgical and economic reasons, the vast majority of beverage cans are recycled back into new can sheet.</p> <p>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.</p>	12
301-3	Reclaimed products and their packaging materials	<p><a href="#">Recycling Page</a> ; <a href="#">Real Circularity Page</a> ; <a href="#">Responsible Sourcing Page</a> ; <a href="#">Resource Efficiency Page</a></p>	12

**GRI 302 ENERGY 2016**

302-1	Energy consumption within the organization	<p><a href="#">Recycling Page</a> ; <a href="#">Real Circularity Page</a> ; <a href="#">Climate Leadership Page</a> ; <a href="#">Data Center</a> ; 2023 Combined Annual &amp; Sustainability Report (Page 41)</p> <table border="1" data-bbox="986 1103 2042 1478"> <thead> <tr> <th>Direct Energy Use (MWh)</th> <th>2023</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Natural gas</td> <td>1,923,014</td> <td>2,109,959</td> </tr> <tr> <td>Propane (stationary and mobile)</td> <td>88,018</td> <td>72,403</td> </tr> <tr> <td>Diesel</td> <td>16,278</td> <td>28,768</td> </tr> <tr> <td>Other direct sources</td> <td>16,204</td> <td>22,395.46</td> </tr> <tr> <td><b>Total</b></td> <td><b>2,043,514</b></td> <td><b>2,233,525</b></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). Ball determined it no longer had operational control over one of its joint ventures in 2023. The impact to Scope 3 GHG emissions, Category 15 was an increase of approximately 75%, to Scope 2 GHG emissions (market-based) was a decrease of approximately 16%, and to each of the other impacted reported metrics was a decrease of less than 7%, and the total Scope 1, 2, 3 GHG emissions inventory decreased approximately 1%.</p>	Direct Energy Use (MWh)	2023	2022	Natural gas	1,923,014	2,109,959	Propane (stationary and mobile)	88,018	72,403	Diesel	16,278	28,768	Other direct sources	16,204	22,395.46	<b>Total</b>	<b>2,043,514</b>	<b>2,233,525</b>	7 8 12 13
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GRI STANDARD DISCLOSURE

RESPONSE

SDG

302-2	Energy consumption outside of the organization	<p><a href="#">Resource Efficiency Page</a> ; <a href="#">Climate Leadership Page</a> ; <a href="#">Data Center</a> ; 2023 Combined Annual &amp; Sustainability Report (Page 41)</p> <table border="1"> <thead> <tr> <th>Indirect Energy Use (MWh)</th> <th>2023</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Electricity</td> <td>2,278,483</td> <td>2,483,886</td> </tr> <tr> <td>Hot water and steam</td> <td>242</td> <td>34,201</td> </tr> <tr> <td><b>Total</b></td> <td><b>2,278,725</b></td> <td><b>2,518,087</b></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). Ball determined it no longer had operational control over one of its joint ventures in 2023. The impact to Scope 3 GHG emissions, Category 15 was an increase of approximately 75%, to Scope 2 GHG emissions (market-based) was a decrease of approximately 16%, and to each of the other impacted reported metrics was a decrease of less than 7%, and the total Scope 1, 2, 3 GHG emissions inventory decreased approximately 1%.</p>	Indirect Energy Use (MWh)	2023	2022	Electricity	2,278,483	2,483,886	Hot water and steam	242	34,201	<b>Total</b>	<b>2,278,725</b>	<b>2,518,087</b>	<p>7 8 12 13</p>			
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GRI STANDARD DISCLOSURE

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302-4	Reduction of energy consumption	<p><a href="#">Resource Efficiency Page</a> ; <a href="#">Climate Leadership Page</a> ; <a href="#">Data Center</a></p> <p>Ball's management team is committed to energy improvements and 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.</p>	<p>7 8 12 13</p>
302-5	Reductions in energy requirements of products and services	<p><a href="#">Resource Efficiency Page</a> ; <a href="#">Climate Leadership Page</a></p>	

**GRI 303 WATER AND EFFLUENTS 2018**

303-1	Interactions with water as a shared resource	<p><a href="#">Resource Efficiency Page</a> ; <a href="#">2023 Combined Annual &amp; Sustainability Report (Pages 22-31)</a></p> <p>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.</p> <p>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.</p> <p>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.</p> <p>At year-end 2023, 15 of Ball's owned manufacturing plants were located in extremely high or arid and low use water stressed areas (21%). These include Ejpovice, Egypt; Manisa, Turkey; La Selva, Spain; Cabanillas, Spain; Dammam, Saudi Arabia; Sri City, India; Ahmedabad, India; Santiago, Chile; Golden, United States; Ft Worth, United States; San Luis Potosi, Mexico; Goodyear, United States; Glendale, United States; Phoenix, United States; Queretaro, Mexico. We focus our scouting of new water-technologies and our water efficiency efforts on the plants mentioned above.</p>	<p>6 12</p>
303-2	Management of water discharge-related impacts	<p>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.</p>	<p>6 12 14</p>



GRI STANDARD DISCLOSURE

RESPONSE

SDG

303-3 Water withdrawal

Resource Efficiency Page ; Data Center

6 12 14 15

Water Withdrawal (cubic meters)		2023		2022	
		All Areas	Areas with Water Stress*	All Areas	Areas with Water Stress*
Water Withdrawal by Source	<b>Surface water (total)</b>	<b>18,461</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Freshwater	18,461	0	0	0
	Other water *rainwater				
	<b>Groundwater (total)</b>	<b>1,020,021</b>	<b>270,580</b>	<b>1,393,243</b>	<b>286,069</b>
	Freshwater	1,020,021	270,580	1,393,243	286,069
	Other water				
	<b>Third-party water (total)</b>	<b>7,260,977</b>	<b>2,163,294</b>	<b>8,434,702</b>	<b>1,859,040</b>
	Freshwater	7,260,977	2,163,294	8,434,702	1,859,040
Other water					
Total Water Withdrawal	<b>Surface water (total) + groundwater (total) + third-party water (total)</b>	<b>8,299,459</b>	<b>2,433,874</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 and arid to low water use areas of water stress, 29% of Ball's 2023 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). Ball determined it no longer had operational control over one of its joint ventures in 2023. The impact to Scope 3 GHG emissions, Category 15 was an increase of approximately 75%, to Scope 2 GHG emissions (market-based) was a decrease of approximately 16%, and to each of the other impacted reported metrics was a decrease of less than 7%, and the total Scope 1, 2, 3 GHG emissions inventory decreased approximately 1%.



GRI STANDARD DISCLOSURE

RESPONSE

SDG

303-4 Water discharge

Resource Efficiency Page ; Data Center

6 12 14 15

Water Discharge (cubic meters)		2022	
		All Areas	Areas with Water Stress*
Water discharge by destination	Surface water	28,544	0
	Ground water	1,253,918	257,462
	<b>Third-party water (total)</b>	<b>7,591,232</b>	<b>1,673,136</b>
Total Water Withdrawal	<b>Surface water + groundwater + third-party water (total)</b>	<b>8,873,694</b>	<b>1,930,598</b>
Water discharge by freshwater and other water	Freshwater		
	Other water	8,873,694	1,930,598

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). Ball determined it no longer had operational control over one of its joint ventures in 2023. The impact to Scope 3 GHG emissions, Category 15 was an increase of approximately 75%, to Scope 2 GHG emissions (market-based) was a decrease of approximately 16%, and to each of the other impacted reported metrics was a decrease of less than 7%, and the total Scope 1, 2, 3 GHG emissions inventory decreased approximately 1%.



GRI STANDARD DISCLOSURE

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303-5	Water consumption	<p><a href="#">Resource Efficiency Page</a> ; 2023 Combined Annual &amp; Sustainability Report (Page 41)</p> <table border="1" data-bbox="982 356 2748 759"> <thead> <tr> <th colspan="2" data-bbox="982 365 1616 450">Water Withdrawal (cubic meters)</th> <th colspan="2" data-bbox="1616 365 2182 450">2023</th> <th colspan="2" data-bbox="2182 365 2748 450">2022</th> </tr> <tr> <th colspan="2"></th> <th data-bbox="1616 459 1815 515">All Areas</th> <th data-bbox="1815 459 2182 515">Areas with Water Stress*</th> <th data-bbox="2182 459 2382 515">All Areas</th> <th data-bbox="2382 459 2748 515">Areas with Water Stress*</th> </tr> </thead> <tbody> <tr> <td data-bbox="982 525 1266 581">Total water consumption</td> <td data-bbox="1266 525 1616 581">Total water consumption</td> <td data-bbox="1616 525 1815 581">18,461</td> <td data-bbox="1815 525 2182 581">243,387</td> <td data-bbox="2182 525 2382 581">9,859,660</td> <td data-bbox="2382 525 2748 581">2,145,109</td> </tr> <tr> <td></td> <td data-bbox="1266 590 1616 750">Change in water storage, if water storage has been identified as having a significant water-related impact</td> <td data-bbox="1616 590 1815 750">Water storage not identified as having a significant water-related impact</td> <td data-bbox="1815 590 2182 750"></td> <td data-bbox="2182 590 2382 750">Water storage not identified as having a significant water-related impact</td> <td data-bbox="2382 590 2748 750">0</td> </tr> </tbody> </table>	Water Withdrawal (cubic meters)		2023		2022				All Areas	Areas with Water Stress*	All Areas	Areas with Water Stress*	Total water consumption	Total water consumption	18,461	243,387	9,859,660	2,145,109		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	0	<p>6 12 14 15</p>
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304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p><a href="#">Resource Efficiency Page</a> ; <a href="#">Biodiversity Policy</a></p> <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>	<p>14 15</p>																								

Shouldn't here be a GRI 304 Separator?



GRI STANDARD DISCLOSURE

RESPONSE

SDG

304-2	Significant impacts of activities, products, and services on biodiversity	<p><a href="#">Resource Efficiency Page</a> ; <a href="#">Biodiversity Policy</a></p> <p>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</p>	14 15
304-3	Habitats protected or restored	<p><a href="#">Resource Efficiency Page</a> ; <a href="#">Biodiversity Policy</a></p> <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</p>	14 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>	14 15

**GRI 305 EMISSIONS 2016**

305-1	Direct (Scope 1) GHG emissions	<p><a href="#">Climate Leadership Page</a> ; <a href="#">Data Center</a> ; <a href="#">2023 CDP Climate Change response (Questions C6.1)</a> ; <a href="#">2023 Combined Annual &amp; Sustainability Report (Page 41)</a></p> <table border="1" data-bbox="986 1118 2042 1271"> <thead> <tr> <th data-bbox="986 1133 1576 1193">Direct GHG Emissions (metric tons)</th> <th data-bbox="1576 1133 1812 1193">2023</th> <th data-bbox="1812 1133 2042 1193">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="986 1215 1576 1251">Absolute direct GHG Emissions (Scope 1)</td> <td data-bbox="1576 1215 1812 1251">398,624</td> <td data-bbox="1812 1215 2042 1251">449,608</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). Ball determined it no longer had operational control over one of its joint ventures in 2023. The impact to Scope 3 GHG emissions, Category 15 was an increase of approximately 75%, to Scope 2 GHG emissions (market-based) was a decrease of approximately 16%, and to each of the other impacted reported metrics was a decrease of less than 7%, and the total Scope 1, 2, 3 GHG emissions inventory decreased approximately 1%.</p>	Direct GHG Emissions (metric tons)	2023	2022	Absolute direct GHG Emissions (Scope 1)	398,624	449,608	3 12 13 14 15
Direct GHG Emissions (metric tons)	2023	2022							
Absolute direct GHG Emissions (Scope 1)	398,624	449,608							



GRI STANDARD DISCLOSURE

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305-2	Energy indirect (Scope 2) GHG emissions	<p><a href="#">Climate Leadership Page</a> ; <a href="#">Data Center</a> ; <a href="#">2023 CDP Climate Change response</a> (Questions C6.3) ; 2023 Combined Annual &amp; Sustainability Report (Page 41)</p> <table border="1" data-bbox="992 390 2042 647"> <thead> <tr> <th>Indirect GHG Emissions (metric tons)</th> <th>2023</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Absolute indirect GHG Emissions (Scope 2 – Market Based)</td> <td>266,271</td> <td>529,296</td> </tr> <tr> <td>Absolute indirect GHG Emissions (Scope 2 – Location Based)</td> <td>727,075</td> <td>803,219</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). Ball determined it no longer had operational control over one of its joint ventures in 2023. The impact to Scope 3 GHG emissions, Category 15 was an increase of approximately 75%, to Scope 2 GHG emissions (market-based) was a decrease of approximately 16%, and to each of the other impacted reported metrics was a decrease of less than 7%, and the total Scope 1, 2, 3 GHG emissions inventory decreased approximately 1%.</p>	Indirect GHG Emissions (metric tons)	2023	2022	Absolute indirect GHG Emissions (Scope 2 – Market Based)	266,271	529,296	Absolute indirect GHG Emissions (Scope 2 – Location Based)	727,075	803,219	<p>3 12 13 14 15</p>
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Absolute indirect GHG Emissions (Scope 2 – Market Based)	266,271	529,296										
Absolute indirect GHG Emissions (Scope 2 – Location Based)	727,075	803,219										
305-3	Other indirect (Scope 3) GHG emissions	<p><a href="#">Climate Leadership Page</a> ; <a href="#">Resource Efficiency Page</a> ; <a href="#">Data Center</a> ; <a href="#">2023 CDP Climate Change response</a> (Questions C6.1) ; 2023 Combined Annual &amp; Sustainability Report (Page 41)</p> <table border="1" data-bbox="992 1043 2042 1196"> <thead> <tr> <th>Indirect GHG Emissions (metric tons)</th> <th>2023</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>All other indirect emissions (Scope 3)</td> <td>8,658,102</td> <td>12,145,533</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). Ball determined it no longer had operational control over one of its joint ventures in 2023. The impact to Scope 3 GHG emissions, Category 15 was an increase of approximately 75%, to Scope 2 GHG emissions (market-based) was a decrease of approximately 16%, and to each of the other impacted reported metrics was a decrease of less than 7%, and the total Scope 1, 2, 3 GHG emissions inventory decreased approximately 1%.</p>	Indirect GHG Emissions (metric tons)	2023	2022	All other indirect emissions (Scope 3)	8,658,102	12,145,533	<p>3 12 13 14 15</p>			
Indirect GHG Emissions (metric tons)	2023	2022										
All other indirect emissions (Scope 3)	8,658,102	12,145,533										
305-4	GHG emissions intensity	<p><a href="#">Climate Leadership Page</a> ; <a href="#">Data Center</a> ; <a href="#">2023 CDP Climate Change response</a> (Question C6.10)</p> <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>	<p>13 14 15</p>									



GRI STANDARD DISCLOSURE

RESPONSE

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305-5	Reduction of GHG emissions	Climate Leadership Page ; 2023 CDP Climate Change response (Question C7.9a and C7.9b) ; 2023 Combined Annual & Sustainability Report (Page 41)	13 14 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.	13															
305-6	Emissions of ozone-depleting substances (ODS)	<p>Data Center ; 2023 Combined Annual &amp; Sustainability Report (Page 41)</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" data-bbox="992 939 2042 1253"> <thead> <tr> <th data-bbox="992 939 1579 1028">Air Emissions (metric tons)</th> <th data-bbox="1579 939 1812 1028">2023</th> <th data-bbox="1812 939 2042 1028">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="992 1028 1579 1084">NOx</td> <td data-bbox="1579 1028 1812 1084">301</td> <td data-bbox="1812 1028 2042 1084">330</td> </tr> <tr> <td data-bbox="992 1084 1579 1140">SOx</td> <td data-bbox="1579 1084 1812 1140">1.80</td> <td data-bbox="1812 1084 2042 1140">1.98</td> </tr> <tr> <td data-bbox="992 1140 1579 1196">VOC (after control)</td> <td data-bbox="1579 1140 1812 1196">7,279</td> <td data-bbox="1812 1140 2042 1196">8,228</td> </tr> <tr> <td data-bbox="992 1196 1579 1253">Particulates</td> <td data-bbox="1579 1196 1812 1253">22.68</td> <td data-bbox="1812 1196 2042 1253">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). Ball determined it no longer had operational control over one of its joint ventures in 2023. The impact to Scope 3 GHG emissions, Category 15 was an increase of approximately 75%, to Scope 2 GHG emissions (market-based) was a decrease of approximately 16%, and to each of the other impacted reported metrics was a decrease of less than 7%, and the total Scope 1, 2, 3 GHG emissions inventory decreased approximately 1%.</p>	Air Emissions (metric tons)	2023	2022	NOx	301	330	SOx	1.80	1.98	VOC (after control)	7,279	8,228	Particulates	22.68	24.9	13
Air Emissions (metric tons)	2023	2022																
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GRI STANDARD DISCLOSURE

RESPONSE

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GRI 306 WASTE 2020																		
306-1	Waste generation and significant waste-related impacts	<a href="#">Recycling Page</a> ; <a href="#">Real Circularity Page</a> ; <a href="#">Resource Efficiency Page</a>	12															
306-2	Management of significant waste-related impacts	<a href="#">Recycling Page</a> ; <a href="#">Real Circularity Page</a> ; <a href="#">Resource Efficiency Page</a>	12															
306-3	Management of significant waste-related impacts	<p><a href="#">Resource Efficiency Page</a> ; <a href="#">Data Center</a> ; 2023 Combined Annual &amp; Sustainability Report (Page 41)</p> <table border="1"> <thead> <tr> <th>Total Waste Generated (metric tons)</th> <th>2023</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Recycling/Reuse</td> <td>41,586</td> <td>49,204</td> </tr> <tr> <td>Landfill</td> <td>4,971</td> <td>5,626</td> </tr> <tr> <td>Other waste treatment</td> <td>24,921</td> <td>28,860</td> </tr> <tr> <td><b>Total</b></td> <td><b>71,479</b></td> <td><b>83,690</b></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). Ball determined it no longer had operational control over one of its joint ventures in 2023. The impact to Scope 3 GHG emissions, Category 15 was an increase of approximately 75%, to Scope 2 GHG emissions (market-based) was a decrease of approximately 16%, and to each of the other impacted reported metrics was a decrease of less than 7%, and the total Scope 1, 2, 3 GHG emissions inventory decreased approximately 1%.</p>	Total Waste Generated (metric tons)	2023	2022	Recycling/Reuse	41,586	49,204	Landfill	4,971	5,626	Other waste treatment	24,921	28,860	<b>Total</b>	<b>71,479</b>	<b>83,690</b>	12
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<b>Total</b>	<b>71,479</b>	<b>83,690</b>																





GRI STANDARD DISCLOSURE

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306-4 Waste diverted from disposal

Resource Efficiency Page ; Data Center

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Total Waste Diverted (metric tons)	2023	2022
Waste Diverted	55,287	78,064

Hazardous Waste Diverted (metric tons)		2023	2022
Offsite	Preparation for reuse	2,355	850
	Recycling	8,374	2,219
	Other recovery operations	12,161	3,701
	<b>Total</b>	<b>22,890</b>	<b>6,769</b>

Non- hazardous Waste Diverted (metric tons)		2023	2022
Offsite	Preparation for reuse	2,614	1,739
	Recycling	28,244	6,753
	Other recovery operations	1,539	701
	<b>Total</b>	<b>32,396</b>	<b>9,193</b>

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 Ball's Russian beverage packaging business operations were removed from historical reporting of the metrics (2010 - onwards). Ball determined it no longer had operational control over one of its joint ventures in 2023. The impact to Scope 3 GHG emissions, Category 15 was an increase of approximately 75%, to Scope 2 GHG emissions (market-based) was a decrease of approximately 16%, and to each of the other impacted reported metrics was a decrease of less than 7%, and the total Scope 1, 2, 3 GHG emissions inventory decreased approximately 1%.



GRI STANDARD DISCLOSURE

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306-5 Waste directed to disposal

Resource Efficiency Page ; Data Center

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Total Waste Disposed (metric tons)		2023	2022
Directed to disposal (Landfill only)		4,971	5,626

Hazardous Waste Disposed (metric tons)		2023	2022
Offsite	Incineration (with energy recovery)	4,147	3,176
	Incineration (without energy recovery)	1,628	489
	Landfilling	352	112
	Other disposal operations	26	
<b>Total</b>		<b>6,153</b>	<b>3,777</b>

Non-hazardous Waste Disposed (metric tons)		2023	2022
Offsite	Incineration (with energy recovery)	5,107	2,634
	Incineration (without energy recovery)	285	142
	Landfilling	4,619	1,363
	Other disposal operations	28	
<b>Total</b>		<b>10,039</b>	<b>4,139</b>

Ball's global waste data is not yet separated according to hazardous and non-hazardous waste (except for EMEA) because our regional waste management partners do not process waste bills at this level of granularity. Therefore, we made global estimations and assumptions based on the empirical EMEA data.

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). Ball determined it no longer had operational control over one of its joint ventures in 2023. The impact to Scope 3 GHG emissions, Category 15 was an increase of approximately 75%, to Scope 2 GHG emissions (market-based) was a decrease of approximately 16%, and to each of the other impacted reported metrics was a decrease of less than 7%, and the total Scope 1, 2, 3 GHG emissions inventory decreased approximately 1%.



GRI STANDARD DISCLOSURE

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**GRI 307 ENVIRONMENTAL COMPLIANCE 2016**

307-1	Non-compliance with environmental laws and regulations	<table border="1"> <thead> <tr> <th data-bbox="966 335 1735 408">Significant fines* (\$)</th> <th data-bbox="1735 335 2042 408">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="966 408 1735 465">Monetary value of significant fines</td> <td data-bbox="1735 408 2042 465">\$25,000</td> </tr> </tbody> </table> <p data-bbox="966 465 2798 506">*We cover significant spills, fines and penalties in our reporting greater than \$10,000 USD (or equivalent when converted from local currency).</p> <p data-bbox="966 506 2798 664">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. Ball's environmental liability was \$22,377,423 in 2022. This includes any fines or penalties not paid yet, including expected fines for cases that are not yet closed.</p>	Significant fines* (\$)	2022	Monetary value of significant fines	\$25,000	12 13 14 15
Significant fines* (\$)	2022						
Monetary value of significant fines	\$25,000						

**GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT 2016**

308-1	New suppliers that were screened using environmental criteria	<p data-bbox="966 716 2798 784"><u>Responsible Sourcing</u> ; 2023 Combined Annual &amp; Sustainability Report (Pages 25, 30, 42) ; Ball is also utilizing SEDEX platform (Buyer/Supplier (AB) membership holder): <a href="http://www.sedexglobal.com">www.sedexglobal.com</a></p>	8 12 17
308-1	New suppliers that were screened using environmental criteria	<p data-bbox="966 846 2798 1078"><u>Responsible Sourcing</u></p> <p data-bbox="966 1078 2798 1294">A Ball representative served on Aluminum Stewardship Initiative's (ASI, <a href="https://aluminium-stewardship.org">https://aluminium-stewardship.org</a>) 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.</p> <p data-bbox="966 1294 2798 1331">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.</p> <p data-bbox="966 1331 2798 1437">At the end of 2023, 100% of our rolling mill suppliers were members of ASI. Of these suppliers, 68% were PS certified and 46% were CoC certified. In total, 21% of the aluminum Ball purchases are ASI certified.</p>	8 12 17



GRI STANDARD DISCLOSURE

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**GRI 401 EMPLOYMENT 2016**

401-1 New employee hires and employee turnover

**8**

Number and Rate of New Hires* (# and % of total)							
	Total	Female	Male	Unknown	<30	30-50	>50
Global	<b>5,651</b>	3,251 (58%)	1,253 (22%)	1,147 (20%)	2,186 (38%)	3,057 (54%)	457 (8%)
North & Central America	<b>2,755</b>	1,578 (57%)	466 (17%)	711 (26%)	849 (32%)	1,523 (58%)	244 (9%)
South America	<b>1,244</b>	666 (54%)	461 (37%)	117 (9%)	609 (48%)	629 (49%)	40 (3%)
EMEA**	<b>1,652</b>	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 New Hires* (# and % of total)							
	Total	Female	Male	Unknown	<30	30-50	>50
Global	<b>3,732</b>	2,921 (78%)	811 (22%)		794 (21%)	2,053 (55%)	885 (24%)
North & Central America	<b>2,388</b>	1,878 (79%)	510 (21%)		482 (20%)	1,206 (51%)	700 (29%)
South America	<b>720</b>	528 (73%)	192 (27%)		178 (25%)	498 (69%)	44 (6%)
EMEA**	<b>623</b>	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.

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



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401-2	Benefits provided to full-time employees not provided to temporary employees	<p><a href="#">Health, Safety &amp; Wellbeing Page</a> ; <a href="#">Talent Development Page</a> ; <a href="#">Total Rewards Page</a></p> <p>Benefits vary by country and are based on one philosophy: Global Principles with Local Solutions.</p> <p><b>Global Principles</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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:             <ul style="list-style-type: none"> <li>• Rewarding through short-term incentives based on EVA generation and high-quality plant and team performance</li> <li>• 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</li> <li>• Allowing employees to directly own a part of Ball via purchase of Ball stock through a variety of vehicles</li> <li>• Finding opportunities to leverage our global scale for the effective and efficient delivery of benefits</li> </ul> </li> </ul> <p><b>Local Solutions</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• 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.</li> </ul>	8
401-3	Parental leave	<p><a href="#">Total Rewards Page</a> ; <a href="#">2023 Combined Annual &amp; Sustainability Report (Page 39)</a></p> <p>Due to varying regulatory environments, solutions tend to be aligned with those regional requirements.</p> <p>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 <a href="#">Careers Page</a>).</p>	5 8



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**GRI 402 LABOR/MANAGEMENT RELATIONS 2016**

402-1	Minimum notice periods regarding operational changes	<p><a href="#">Talent Development Page</a> ; <a href="#">Human Rights Page</a> ; <a href="#">2030 Sustainability Goals</a></p> <p><b>North America</b> 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.</p> <p><b>Europe</b> 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.</p> <p><b>Asia</b> Ball's practice in Asia is to give 30 days of advance notice for significant operational changes. This is not a legal requirement.</p>	8
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**GRI 403 OCCUPATIONAL HEALTH AND SAFETY 2018**

403-1	Occupational health and safety management system	<p><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></p>	
403-2	Parental leave	<p><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></p> <p>We have implemented a Global Operational Risk strategy with the aim of decreasing our injury rates annually and to achieve world-class status for health and safety for OSHA total recordable injury rates (TRIR) by 2030. We will improve our safety performance through aligning our management systems, maintaining a strong focus on managing high risks, educating employees, and focusing our team on our singular goal: to collectively work together to ensure every employee gets home safe and healthy to their families and friends every day. Ball has developed centers of excellence in some of these key risk areas to drive the strategy forward working closely with all functions.</p>	
403-3	Occupational health services	<p><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></p>	
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>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.</p>	8
403-5	Occupational health services	<p><a href="#">Health, Safety &amp; Wellbeing Page</a> ; <a href="#">2023 Environment, Health &amp; Safety Policy</a></p> <p>In 2022 42% of employees received training on occupational health and safety, resulting in 50,765 hours total.</p>	3 8



## GRI STANDARD DISCLOSURE

## RESPONSE

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403-6	Promotion of worker health	<p><a href="#">Health, Safety &amp; Wellbeing Page</a> ; 2023 Combined Annual &amp; Sustainability Report (Page 33, 41)</p> <p>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.</p> <p>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.</p> <p>In EMEA, Ball provides free preventative check-ups, access to fitness rooms and other sports and recreational activities.</p> <p>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.</p> <p>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 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.</p> <p>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.</p> <p>Ball continues to invest in our employees' physical, mental and financial well-being, resulting in a happy, healthy, and highly-engaged workforce.</p>	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p><a href="#">2022 Slavery and Human Trafficking Statement</a> ; <a href="#">Supplier Code of Conduct</a> ; <a href="#">2020 Conflict Minerals Policy</a> ; <a href="#">2022 Conflict Minerals Report</a> ; <a href="#">Responsible Sourcing Page</a> ; 2023 Combined Annual &amp; Sustainability Report (Pages 28-29)</p>	8
403-8	Workers covered by an occupational health and safety management system	<p><a href="#">2023 Environment, Health &amp; Safety Policy</a></p> <p>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 &amp; safety system that has been internally audited. As of June 2023, 90% of Ball's manufacturing plants are ISO 45001 and ISO 14001 certified. In addition, Ball's Aerospace facilities are 9100 certified.</p>	3 8



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403-9	Work-related injuries	<p>Data Center ; 2023 Combined Annual &amp; Sustainability Report (Pages 39, 41)</p> <p>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:</p> <table border="1" data-bbox="992 452 2052 802"> <thead> <tr> <th>Safety Statistics (per 200,000 hours worked)</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Lost-time Rate</td> <td>0.45</td> </tr> <tr> <td>Lost-Time Injury Frequency Rate</td> <td>2.25</td> </tr> <tr> <td>Total Recordable Injuries Rate</td> <td>1.37</td> </tr> <tr> <td>Severity Rate</td> <td>11.06</td> </tr> <tr> <td>Work-related Fatalities</td> <td>0</td> </tr> </tbody> </table> <p>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.</p>	Safety Statistics (per 200,000 hours worked)	2022	Lost-time Rate	0.45	Lost-Time Injury Frequency Rate	2.25	Total Recordable Injuries Rate	1.37	Severity Rate	11.06	Work-related Fatalities	0	3 8
Safety Statistics (per 200,000 hours worked)	2022														
Lost-time Rate	0.45														
Lost-Time Injury Frequency Rate	2.25														
Total Recordable Injuries Rate	1.37														
Severity Rate	11.06														
Work-related Fatalities	0														
403-10	Work-related ill health	<table border="1" data-bbox="992 968 2045 1148"> <thead> <tr> <th>Work-related Ill Health Statistics</th> <th>2023</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td># of fatalities as a result of work-related ill health</td> <td>0</td> <td>0</td> </tr> <tr> <td># of cases of recordable work-related ill health</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Main types of work-related ill health within Ball are sprains and strains.</p>	Work-related Ill Health Statistics	2023	2022	# of fatalities as a result of work-related ill health	0	0	# of cases of recordable work-related ill health	0	0	3 8			
Work-related Ill Health Statistics	2023	2022													
# of fatalities as a result of work-related ill health	0	0													
# of cases of recordable work-related ill health	0	0													





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**GRI 404 TRAINING AND EDUCATION 2016**

404-1 Average hours of training per year per employee

Number and Rate of New Hires* (# and % of total)			
	Total	Female	Male
Average hours per FTE of training and development	<b>11</b>	11	11
Average amount spent per FTE on training and development (USD)	<b>\$564</b>	\$550	\$550

Training by Level (average hours per FTE)	2023
Executive Management	7
Senior Management	8
Management	10.4
Non-management	12

**4 5 8**

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 ; 2023 Combined Annual & Sustainability Report (Pages 34-36)

**8**

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



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

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.

**8**

**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 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.



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404-3 Percentage of employees receiving regular performance and career development reviews

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

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.

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.

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.

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.

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**GRI 405 DIVERSITY AND EQUAL OPPORTUNITY 2016**

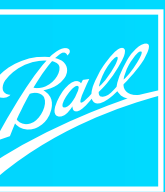
405-1 Diversity of governance bodies and employees

[Diversity & Inclusion Page](#) ; [2024 Proxy Statement](#) (Pages 11-12) ; [2021 EEO-1 Workplace Report](#)

**5 8**

Gender	2022		
	Total	Female	Male
Board of Directors	<b>12</b>	7 (58%)	5 (42%)
Executive Leadership Team	<b>14</b>	12 (86%)	2 (14%)
Senior Management	<b>396</b>	300 (86%)	96 (24%)
Management	<b>2,244</b>	1,750 (78%)	494 (22%)

Gender	2022		
	<30	30-50	>50
Board of Directors	0 (0%)	1 (8%)	11 (92%)
Executive Leadership Team	0 (0%)	5 (36%)	9 (64%)



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405-1 Diversity of governance bodies and employees

**5 8**

U.S. Ethnicity	2022	
	U.S. Total Workforce	U.S. Management
Asian	396 (4%)	43 (3%)
Black or African American	463 (5%)	61 (4%)
Hispanic or Latino	977 (10%)	88 (6%)
White	7,732 (76%)	1,170 (82%)
Indigenous or Native (American Indian, Alaskan Native, Native Hawaiian, Pacific Island)	165 (2%)	13 (1%)
Two or more races	234 (2%)	14 (1%)
Other (Decline to self-identify, Blank)	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:

- 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.
- 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.
  - 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&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.



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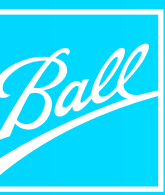
405-2	Ratio of basic salary and remuneration of women to men	<table border="1"> <thead> <tr> <th data-bbox="992 330 1752 367">Salary Ratio <small>(female to male)</small></th> <th data-bbox="1752 330 2042 367">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="992 386 1752 423">All Levels</td> <td data-bbox="1752 386 2042 423">1.07</td> </tr> <tr> <td data-bbox="992 442 1752 480">Senior Management</td> <td data-bbox="1752 442 2042 480">1.18</td> </tr> <tr> <td data-bbox="992 499 1752 536">Management</td> <td data-bbox="1752 499 2042 536">1.12</td> </tr> </tbody> </table>	Salary Ratio <small>(female to male)</small>	2022	All Levels	1.07	Senior Management	1.18	Management	1.12	5 8
Salary Ratio <small>(female to male)</small>	2022										
All Levels	1.07										
Senior Management	1.18										
Management	1.12										
<p>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.</p>											

**GRI 406 NON-DISCRIMINATION 2016**

406-1	Diversity of governance bodies and employees	<p><u><a href="#">Human Rights Page</a></u> ; <u><a href="#">Business Ethics Code of Conduct</a></u> ; <u><a href="#">Discrimination and Harassment Policy</a></u></p> <p>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.</p> <p>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. 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.</p>	5 8 16
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**GRI 407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016**

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p><u><a href="#">Human Rights Page</a></u> ; <u><a href="#">Business Ethics Code of Conduct</a></u></p> <p>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.</p>	8
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**GRI 408 CHILD LABOUR 2016**

408-1 Operations and suppliers at significant risk for incidents of child labor

[Human Rights Page](#) ; [Business Ethics Code of Conduct](#)

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.

**8**

**GRI 409 FORCED OR COMPULSORY LABOR 2016**

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

[Human Rights Page](#) ; [Business Ethics Code of Conduct](#)

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.

**8**

**GRI 410 SECURITY PRACTICES 2016**

410-1 Security personnel trained in human rights policies or procedures

[Human Rights Page](#) ; [Business Ethics Code of Conduct](#)

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.

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**GRI 411 RIGHTS OF INDIGENOUS PEOPLES 2016**

411-1 Incidents of violations involving rights of indigenous peoples

[Human Rights Page](#)

There were no incidents or violations involving the rights of indigenous people during 2022.s.

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**GRI 412 HUMAN RIGHTS ASSESSMENT 2016**

412-1	Operations that have been subject to human rights reviews or impact assessments	<p><a href="#">Human Rights Page</a> ; <a href="#">UN Global Compact Membership</a> ; <a href="#">2021 Human Rights Policy</a></p> <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>Ball joined ASI in 2012. In 2017, we helped craft ASI standards, working with NGOs and other industry partners. In January 2023, our aerosol business joined our global beverage can business to achieve ASI certifications in both the Performance Standard (PS) and the Chain of Custody Standard (CoC). To date, 98% of our global packaging business is now ASI-certified. At the end of 2023, 100% of our rolling mill suppliers were members of ASI. Of these suppliers, 68% were PS certified and 46% were CoC certified. In total, 21% of the aluminum Ball purchases are ASI certified.</p> <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>	8
412-2	Employee training on human rights policies or procedures	<p><a href="#">Human Rights Page</a> ; <a href="#">UN Global Compact Membership</a> ; <a href="#">2021 Human Rights Policy</a></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>	8
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<p><a href="#">Human Rights Page</a> ; <a href="#">UN Global Compact Membership</a> ; <a href="#">2021 Human Rights Policy</a></p> <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>	8



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**GRI 413 LOCAL COMMUNITIES 2016**

413-1	Operations with local community engagement, impact assessments, and development programs	<p><a href="#">Community Page</a> ; <a href="#">The Ball Foundation</a> ; 2023 Combined Annual &amp; Sustainability Report (Pages 6, 35)</p> <p>Ball's community investment total in 2023 was \$5.2 million. This amount includes grants made by The Ball Foundation and investments made by plants in our focus areas. We are proud to have made a cumulative community investment of more than \$5.2 million in 2023 on behalf of the company and our employees. A significant way Ball supports our local communities is through our employee volunteer programs. In 2023, our employees volunteered more than 38,000 hours of service. Initiatives included removing litter from waterways and beaches across four different countries; recycling education in South America; hosting free dental exams in India; and building homes for veterans and low-income families in the U.S. Ball continues to partner with GlobalGiving— a non-profit crowdfunding platform for philanthropic projects—to provide support where and when it is most needed. In 2023, we supported communities hit by flooding, wildfires, landslides and drought. We provided funds to rebuild schools, provide emergency shelter and supplies and improve community resilience.</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>	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.	1 2

**GRI 414 SUPPLIER SOCIAL ASSESSMENT 2016**

414-1	New suppliers that were screened using social criteria	<p><a href="#">Responsible Sourcing Page</a></p> <p>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.</p>	5 8 16
414-2	Negative social impacts in the supply chain and actions taken	<p><a href="#">Responsible Sourcing Page</a> ; <a href="#">2022 Conflict Minerals Report</a> ; 2023 Combined Annual &amp; Sustainability Report (Pages 25, 30)</p> <p>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.</p> <p>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.</p> <p>We are working with all of our aluminum suppliers to achieve Aluminium Stewardship Initiative (ASI) certification. At the end of 2023, 100% of our rolling mill suppliers were members of ASI. Of these suppliers, 68% were PS certified and 46% were CoC certified. In total, 21% of the aluminum Ball purchases are ASI certified. 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.</p>	5 8 16





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**GRI 415 PUBLIC POLICY 2016**

415-1 Political contributions

**16**

Contributions & Spending (USD)	2022
Lobbying	\$588,630
Trade Associations	\$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.

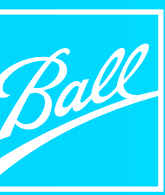
Top trade association spend in 2022 went to Metal Packaging Europe, ABRALATAS, and The Business Roundtable in the amount of \$507,715, \$500,000, and \$250,000 USD, respectively.

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.



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**GRI 416 CUSTOMER HEALTH AND SAFETY 2016**

416-1 Assessment of the health and safety impacts of product and service categories

Material Health Page ; 2023 Combined Annual & Sustainability Report (Pages 28, 29)

**3 16**

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 and chemicals of concern 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.

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.



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RESPONSE

SDG

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.	
<b>GRI 417 MARKETING AND LABELING 2016</b>			
417-1	Requirements for product and service information and labeling	<p><a href="#">Our Approach Page</a> ; <a href="#">Material Health Page</a></p> <p>Our packaging products are sold to consumer and household goods companies who determine product information and labeling for the end user.</p>	<b>16</b>
<b>GRI 417 MARKETING AND LABELING 2016</b>			
418-1	Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	<p><a href="#">Terms of Use &amp; Privacy Policies</a></p> <p>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.</p>	
<b>GRI 417 MARKETING AND LABELING 2016</b>			
419-1	Non-compliance with laws and regulations in the social and economic area	<p><a href="#">Business Ethics Code of Conduct</a></p> <p>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</p>	<b>16</b>



# **BALL CORPORATION**

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