

Graphic Packaging 2021 ESG Data Summary

Performance Indicator	Baseline ¹	FY2019	FY2020	FY2021	Vision 2025 Progress
Business Overview (USD in millions)					
Economic Value Generated					
Net Sales	6,160	6,160	6,560	7,156	On track
Adjusted EBITDA ²	1,030	1,030	1,070	1,056	
Adjusted Earnings per Share²	\$0.87	\$0.87	\$1.12	\$1.14	On track
Economic Value Distributed					
Operating Costs ³		5,617	6,026	6,739	
Research and Development		9	10	10	
Payments to Providers of Capital ⁴		373	548	223	
Payments to Governments ⁵		76	42	74	
Capital Expenditures		353	646	802	
Economic Value Retained					
Change in Retained Earnings ⁶		56	-48	66	
Product Innovation					
Annual Revenue from New Product Innovations (USD in millions)		115	>120	>160	
Cumulative Revenue from New Product Innovations (2020-2025)	0	-	-120	-300	On track
Percent Revenue from Recyclable Products	-	97%	97%	95%	On track
Percent Reduction in Low Density Polyethylene (LDPE) Use	-	4%	16%	19%	On track
Governance					
Percent Completion Code of Conduct Training — Global Salaried Employees		89%	94%	97%	
Percent Completion Anti-harassment Training — Global Salaried Employees		96%	94%	97%	
Percent Converting Plants Compliant with Completing SMETA Audit⁷	-	89%	91%	71%	Progressing
Say on Pay Voting Percentage		99%	98%	96%	

Performance Indicator	Baseline ¹	FY2019	FY2020	FY2021	Vision 2025 Progress
CEO Total Compensation Ratio		151:1	147:1	136:1	
Political Contributions and Trade Association Fees (USD in Millions)		3.0	3.0	2.7	
Social					
Employees					
Total Number Employees at Year End		-19,000	-19,000	-24,000	
Women in Total Global Workforce		21%	21%	23%	
Women in Global Leadership Team		21%	25%	29%	
Women in Executive Team		40%	27%	20%	
Women on the Board of Directors		22%	22%	30%	
Ethnic Diversity in Total US Workforce		23%	25%	29%	
Ethnic Diversity in US Leadership Team		8%	9%	7%	
Ethnic Diversity in Executive Team		20%	27%	40%	
Ethnic Diversity on the Board of Directors		0%	0%	0%	
Employee Hiring Rate ⁸		-	-	27%	
Employee Voluntary Attrition ⁸		12%	13%	19%	
Employee Involuntary Attrition ⁸		7%	8%	6%	
Percent Employees Covered by Collective Bargaining Agreements		41%	41%	52%	
Employee Engagement Survey Participation	-	-	64%	70%	On track
Training hours per employee⁹	-	-	-	6	Progressing
Revenue per Employee (USD)		324,000	346,000	296,000	
Adjusted EBITDA ² per Employee (USD)		57,000	56,000	44,000	
Stakeholder Engagement					
Charitable Giving (USD in Thousands)		771	864	724	
Charitable Giving as Percent Revenue		0.01%	0.01%	0.01%	
Health, Safety, & Environment					
Total Reportable Incident Rate (TRIR)¹⁰	0.95	1.10	1.10	1.18	No progress
Lost Time Incident Rate (LTIR)¹⁰	0.32	0.35	0.31	0.41	No progress
LIFE Injuries¹¹	-	8	9	10	No progress
LIFE Injury Rate ^{10,11}		0.04	0.05	0.05	
Fatalities		0	0	0	
Fatality Rate ¹⁰		0	0	0	
Total Number Significant Spills		0	0	0	
Percent Locations Certified to ISO 45001		5%	5%	7%	
Percent Locations Certified to ISO 14001		11%	11%	20%	

Performance Indicator	Baseline ¹	FY2019	FY2020	FY2021	Vision 2025 Progress
Environment					
Materials					
Virgin Woodfiber Consumed (metric tons)		9,874,000	9,149,000	9,155,000	
Percent Chain of Custody Certified		24%	25%	24%	
Recycled Fiber Consumed (metric tons)		991,000	1,030,000	1,226,000	
Total Paperboard Production (metric tons)	3,483,000	3,566,000	3,575,000	3,489,000	
Total Paper Mill By-products Produced (metric tons) ¹²		-	-	59,000	
Percent Recycled Paperboard Produced		25%	25%	26%	
Percent Internal Paperboard Consumption		68%	70%	72%	
Total Converted Paperboard (metric tons) ¹²		-	-	3,211,000	
Percent Recycled Paperboard Converted ¹²		-	-	33%	
CDP Forests Rating		B-	B	B	
Energy Use					
Total Purchased Electricity (MWh)		1,559,000	1,468,500	1,598,200	
Percent Renewable Purchased		0	0	0.3%	
Total Self-generated Electricity (MWh) ¹²		-	-	1,912,500	
Percent Renewable Self-generated Electricity ¹²		-	-	71%	
Self-generated Electricity Sold — Renewable Sources (MWh)		-17,200	-6,200	-7,600	
Renewable Electricity as Percent Total Electricity Use ¹²		-	-	39%	
Total Fuel Use (MWh)		24,683,800	25,027,000	25,366,900	
Percent Renewable Fuel Use		71%	69%	70%	
Total Purchased Heating (MWh)		0	0	1,500	
Total Energy Use (MWh)	26,076,700	26,242,800	26,495,500	26,966,600	
Percent Renewable Energy	68%	67%	65%	66%	
Nonrenewable Energy Intensity (MWh/\$1,000 net revenue)	1.40	1.40	1.41	1.27	On track
Mill Division Energy Use (MWh)		25,331,100	25,586,900	25,923,300	
Mills Percent Renewable Energy		70%	67%	69%	
Mills Total Energy Intensity (MWh/metric ton saleable board)		7.10	7.16	7.43	
Mills Nonrenewable Energy Intensity (MWh/metric ton saleable board)		2.17	2.33	2.32	

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Converting Plant Energy Use (MWh)		911,700	908,600	1,043,300	
Converting Percent Renewable Energy ¹²		0.00%	0.00%	0.50%	
Converting Total Energy Intensity (MWh/metric ton converted board) ¹²		-	-	0.32	
Percent Locations Certified to ISO 50001		0%	0%	6%	
Greenhouse Gas Emissions					
Direct (Scope 1) GHG Emissions (metric tons CO ₂ e)	1,257,500	1,318,700	1,441,500	1,405,600	
Indirect (Scope 2) GHG Emissions — Market Based (metric tons CO ₂ e)	793,000	824,200	680,400	735,000	
Total Scope 1 and 2 GHG Emissions (metric tons CO ₂ e) [market based]	2,050,500	2,142,900	2,121,900	2,140,600	
Mills Scope 1 and 2 GHG Emissions (metric tons CO ₂ e) [market based]		1,777,300	1,787,000	1,784,300	
Converting Scope 1 and 2 GHG Emissions (metric tons CO ₂ e) [market based]		365,600	334,900	356,300	
US Scope 1 and 2 GHG Emissions (metric tons CO ₂ e) [market based]		2,061,200	2,037,700	2,047,200	
Outside US Scope 1 and 2 GHG Emissions (metric tons CO ₂ e) [market based]		81,700	84,200	93,400	
Direct Biogenic GHG Emissions (metric tons CO ₂ e)		5,652,200	5,543,600	5,735,200	
Total Scope 1 and 2 GHG Emissions Intensity (metric tons CO₂e/\$1,000 net sales)	0.35	0.35	0.32	0.30	On track
Total Scope 1 and 2 GHG Emissions Intensity (metric tons CO ₂ e/\$1,000 Adjusted EBITDA)	1.99	2.08	1.98	2.03	
Mills Scope 1 and 2 GHG Emissions (metric tons CO ₂ e/metric ton saleable board)		0.50	0.50	0.51	
Converting Scope 1 and 2 GHG Emissions (metric tons CO ₂ e/metric ton converted board) ¹²		-	-	0.11	
Indirect Value Chain (Scope 3) GHG Emissions (million metric tons CO ₂ e) ¹³		3.50	3.58	6.95	
Percent Emissions Covered Under Regulatory Program		>99%	>99%	>99%	
Percent Emissions Covered Under Regulatory Reporting Program		97%	97%	96%	
Percent Emissions Covered Under Regulatory Emissions-Limiting Program		2%	2%	2%	
CDP Climate Change Rating		B	A-	A-	

Performance Indicator	Baseline ¹	FY2019	FY2020	FY2021	Vision 2025 Progress
Air Emissions					
Total NOx Emissions (metric tons) ¹⁴		5,400	5,200	5,100	
Total SOx Emissions (metric tons) ¹⁴		1,400	1,800	1,300	
Total Volatile Organic Compound (VOC) Emissions (metric tons) ¹⁴		-	-	4,600	
Total Particulate Matter (PM10) Emissions (metric tons) ¹⁴		-	-	1,600	
Water Stewardship					
Total Water Withdrawals (megaliters)		162,000	153,000	150,000	
Total Discharged Water (megaliters)	142,400	153,000	135,400	136,000	
Total Water Consumption (megaliters)		26,900	32,900	27,300	
Mills Water Withdrawal Intensity (megaliters/metric ton saleable board)		0.045	0.043	0.043	
Mills Water Discharge Intensity (megaliters/metric ton saleable board)	0.041	0.043	0.038	0.039	Progressing
Number of Locations in Stressed Watersheds per Aqueduct Screen		14	14	19	
Stressed Watershed Withdrawal/ Total Withdrawals		0.21%	0.18%	0.20%	
Discharged Biological Oxygen Demand (BOD; metric tons) ¹⁵		-	-	3,770	
Discharged Total Suspended Solids (TSS; metric tons) ¹⁵		-	-	6,200	
Discharged Adsorbable Halide (AOX; metric tons) ¹⁵		-	-	130	
Discharged Total Ammonia Nitrogen (metric tons) ¹⁵		-	-	260	
CDP Water Stewardship Rating		B-	B	B	
Waste and Recycling					
Total Nonhazardous Waste Disposed (metric tons) ¹²		-	-	1,077,530	
Total Hazardous Waste Disposed (metric tons) ¹²		-	-	50,750	
Landfill ¹²		-	-	948,900	
Waste to Energy ¹²		-	-	27,210	
Other Disposal ¹²		-	-	152,170	
Percent Generated Waste Diverted for Recycling ¹²		-	-	52%	

Performance Indicator	Baseline ¹	FY2019	FY2020	FY2021	Vision 2025 Progress
Recycled Fiber (metric tons) ¹²		-	-	1,160,000	
Percent Waste Fiber Recovery for Recycling¹²		-	-	95%	On track
Other Recycled Materials ¹²		-	-	42,000	
Percent Converting Plants with Waste Diversion Program		100%	100%	89%	Progressing
Supply Chain					
Percent Facilities Compliant with Fiber Certification Standard⁷		100%	100%	93%	On track
Percent Audits Completed for Targeted Wood Suppliers		-	63%	112%	
Percent New Wood Suppliers Screened for Risk ¹²		-	-	100%	
Percent Global Employees Completing Modern Slavery Awareness Training		99%	-	90%	
Spend with GPI Defined Diverse Supplier Group (\$million USD) ¹⁶		\$161	\$177	\$182	
Year Over Year Change in Spend		13%	10%	3%	
Spend with All Diverse and Small Supplier Groups (\$million USD) ^{12, 17}		-	-	\$260	
Percent of North America Addressable Spend ¹²		-	-	7.8%	
Total Number Small and/or Diverse Suppliers ¹²		-	-	661	
EcoVadis Rating		Bronze	Bronze	Gold	

Footnotes

¹ Baseline year for financial goals is 2019, the LDPE and recyclable product revenue goals is 2018, and for all other goals is 2016.

² Adjusted EBITDA and Adjusted EPS represent non-GAAP measures.

³ Defined as cost of good sold, selling, general, and administrative expense, and restructuring, asset-related, and other charges, as disclosed in the Company's Annual Reports on Form 10-K for the reporting year. Excludes R&D costs.

⁴ Defined as payments to providers of capital as dividends to all shareholders, plus interest payments made to providers of loans (net of amounts capitalized), and purchases of treasury stock as disclosed in the Company's Annual Report on Form 10-K for the year.

⁵ Defined as all of the organization's taxes plus related penalties paid at the international, national, and local levels. Organization taxes can include corporate, income, and property — net of refunds. Excludes deferred taxes.

⁶ Economic Value Retained reflects the change in retained earnings, as disclosed in the Company's Annual Reports on Form 10-K for the reporting year. Economic Value Retained does not represent Economic Value Generated less Economic Value Distributed, as not all financial impacts are reflected within the metrics included above. Refer to the Company's Annual Reports on Form 10-K for the years ended December 31, 2019, 2020, and 2021 for further information.

⁷ Starting in 2021, goal reporting methodology and will measure progress considering all facilities at year-end, regardless of acquisition date.

⁸ Data are for Legacy US Graphic Packaging only. Does not include 2021 acquisitions.

⁹ Includes hours training per employee enrolled in GPI University. In-person training not included in reported total.

¹⁰ Rate is defined as number of events per 100 workers per year. Includes Graphic Packaging employees and contractors working under our control.

¹¹ LIFE injuries defined as serious life threatening or life altering injuries (e.g., those that result in a fatality, loss of limb or function, hospitalization, brain injury, bone injury, burns, or significant wounds requiring treatment).

¹² New reporting metric for 2021.

¹³ Updated and expanded scope 3 reporting methodology in 2021.

¹⁴ Reported for mills division only.

¹⁵ New reporting metric for 2021. Includes virgin mills only.

¹⁶ Defined by Graphic Packaging as woman, minority, or disabled/disabled-veteran owned supplier. Includes both certified and self-declared diverse suppliers.

¹⁷ Graphic Packaging defined diverse supplier group plus spend with small businesses, LGBTQ+, veteran, and other diverse supplier groups. Includes both certified and self-declared diverse suppliers.