



Graphic Packaging International 2022 ESG Data Summary

Performance Indicator	Baseline ¹	FY2019	FY2020	FY2021	FY2022	ESG Vision 2025 Goal Status
Business Overview (USD in millions)						
Economic Value Generated						
Net Sales	\$6,160	\$6,160	\$6,560	\$7,156	\$9,440	On track
Adjusted EBITDA ²	\$1,030	\$1,030	\$1,070	\$1,056	\$1,600	
Adjusted Earnings per Share ²	\$0.87	\$0.87	\$1.12	\$1.14	\$2.33	On track
Economic Value Distributed						
Operating Costs ³		\$5,617	\$6,026	\$6,739	\$8,421	
Research and Development		\$9	\$10	\$10	\$14	
Payments to Providers of Capital ⁴		\$373	\$548	\$223	\$668	
Payments to Governments ⁵		\$64	\$70	\$58	\$88	
Capital Expenditures		\$353	\$646	\$802	\$549	
Economic Value Retained						
Change in Retained Earnings ⁶		\$56	\$-48	\$66	\$403	
Product Innovation						
Annual Revenue from New Product Innovations (USD in millions)		\$115	~\$120	~\$180	~\$160	
Cumulative Revenue from New Product Innovations (USD in millions)	\$0	-	~\$120	~\$300	~\$460	On track
Percentage Revenue from Recyclable Products ⁷	-	97%	97%	95%	95%	Progressing
Percentage Reduction LDPE Use	0%	4%	16%	19%	15%	Progressing



Graphic Packaging 2022 ESG Data Summary (continued)

Governance						
Percentage Completion Code of Conduct Training ⁸		89%	94%	97%	99%	
Percentage Completion Anti-harassment Training ⁸		96%	94%	97%	99%	
Percentage Packaging Plants Completed Social Responsibility Audit ⁹	-	89%	91%	71%	87%	On track
Say-on-Pay Voting Percentage		99%	98%	96%	92%	
CEO Total Compensation Ratio		151:1	147:1	136:1	251:1	
Political Contributions, Lobbying, and Trade Association Fees (USD in millions)		\$3.0	\$3.0	\$2.7	\$3.5	
Social						
Employees						
Employees at Year End		~19,000	~19,000	24,182	24,263	
Women in Total Global Workforce		21%	21%	23%	23%	
Women in Global Leadership Team		21%	25%	22%	27%	
Women in Executive Team		40%	27%	20%	33%	
Women on the Board of Directors		22%	22%	30%	30%	
Ethnic Diversity in Total US Workforce		23%	25%	29%	30%	
Ethnic Diversity in US Leadership Team		8%	9%	11%	19%	
Ethnic Diversity in Executive Team		20%	27%	40%	33%	
Ethnic Diversity on the Board of Directors		0%	0%	0%	10%	



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Employee Hiring Rate ¹⁰		-	-	27%	32%	
Employee Voluntary Attrition ¹⁰		12%	13%	19%	21%	
Employee Involuntary Attrition ¹⁰		7%	8%	6%	9%	
Employees Covered by Collective Bargaining Agreements		41%	41%	52%	62%	
Employee Engagement Survey Participation ¹¹	-	-	64%	70%	-	Progressing
Training Hours per Employee	-	-	-	6	12.3	Progressing
Revenue per Employee (USD)		\$324,000	\$346,000	\$296,000	\$390,000	
Adjusted EBIDTA ² per Employee (USD)		\$57,000	\$56,000	\$44,000	\$66,000	
Stakeholder Engagement						
Charitable Giving (USD in thousands)		\$771	\$864	\$1,024	\$3,034	
Charitable Giving as Percentage Revenue		0.01%	0.01%	0.01%	0.03%	
Health, Safety & Environment						
Total Reportable Incident Rate (TRIR) ¹²		1.10	1.10	1.18	1.02	
Lost Time Incident Rate (LTIR) ¹²	0.36	0.35	0.31	0.41	0.31	Progressing
Days Away, Restricted, or Transferred (DART)		0.62	0.68	0.71	0.56	
LIFE Injuries	6	8	9	10	4	Progressing
LIFE Injury Rate ^{12,13}		0.04	0.05	0.05	0.01	
Fatalities		0	0	0	1	
Fatality Rate ¹²		0	0	0	0.004	



Graphic Packaging 2022 ESG Data Summary (continued)

Total Number Significant Spills		0	0	0	0	
Percentage Locations Certified to ISO 45001		5%	5%	7%	5%	
Percentage Locations Certified to ISO 14001		11%	11%	20%	15%	
Environment						
Materials (in metric tons)						
Fresh Wood Fiber Consumed		9,874,000	9,149,000	9,155,000	9,385,000	
Percentage Chain of Custody Certified		24%	25%	24%	22%	
Recycled Fiber Consumed		991,000	1,030,000	1,226,000	1,260,000	
Total Paperboard Production	3,483,000	3,566,000	3,575,000	3,489,000	3,698,000	
Total Paper Mill Byproducts Produced ¹⁴		-	-	59,000	69,000	
Percentage Recycled Paperboard Produced		25%	25%	26%	31%	
Percentage Internal Paperboard Consumption		68%	70%	72%	73%	
Total Converted Paperboard ¹⁴		-	-	3,211,000	3,567,000	
Percentage Recycled Paperboard Converted ¹⁴		-	-	33%	34%	
CDP Forests Rating		B-	B	B	B	
Energy Use (in MWh)¹⁵						
Total Purchased Electricity		1,559,000	1,468,500	1,721,700	1,951,200	
Purchased Electricity - Percentage Renewable		0%	0%	2%	2%	
Total Self-generated Electricity ¹⁴		-	-	1,912,500	1,858,100	



Graphic Packaging 2022 ESG Data Summary (continued)

Self-generated Electricity - Percentage Renewable ¹⁴		-	-	71%	69%	
Self-generated Electricity Sold - Nonrenewable	-24,800	-17,200	-6,200	-7,600	-14,400	
Renewable Electricity as Percentage Total Electricity ¹⁴		-	-	38%	35%	
Total Fuel Use	24,492,700	24,683,800	25,027,000	25,698,900	26,372,400	
Percentage Renewable Fuel Use	73%	71%	69%	69%	69%	
Total Energy Use	26,076,700	26,242,800	26,495,500	27,431,300	28,335,500	
Percentage Renewable Energy	68%	67%	65%	65%	64%	
Nonrenewable Energy Intensity (MWh/\$1,000 net revenue)	1.40	1.40	1.41	1.34	1.07	Achieved
Mill Division Energy Use	25,228,300	25,331,100	25,586,900	26,185,700	27,044,600	
Mills Percentage Renewable Energy	71%	70%	67%	68%	67%	
Mills Total Energy Intensity (MWh/metric ton saleable board)	7.24	7.10	7.16	7.51	7.31	
Mills Nonrenewable Energy Intensity (MWh/metric ton saleable board)	2.13	2.17	2.33	2.40	2.39	
Packaging Energy Use	848,400	911,700	908,600	1,245,500	1,290,900	
Packaging Percentage Renewable Energy ¹⁴	1.0%	0%	0%	3%	4%	
Packaging Total Energy Intensity (MWh/metric ton converted board) ¹⁴		-	-	0.34	0.36	
Percent Locations Certified to ISO 50001		0%	0%	6%	5%	



Graphic Packaging 2022 ESG Data Summary (continued)

GHG Emissions (in metric tons CO ₂ e) ¹⁵						
Scope 1	1,257,500	1,318,700	1,441,500	1,604,100	1,626,900	
Scope 2 - Market Based	793,000	824,200	680,400	714,500	828,400	
Total Scope 1 and 2 - Market Based	2,050,500	2,142,900	2,121,900	2,318,600	2,455,300	
Mills Scope 1 and 2 - Market Based		1,777,300	1,787,000	1,890,400	2,019,200	
Packaging Scope 1 and 2 - Market Based		365,600	334,900	428,200	436,100	
US Scope 1 and 2 - Market Based		2,061,200	2,037,700	2,171,300	2,309,500	
Outside US Scope 1 and 2 - Market Based		81,700	84,200	147,300	145,800	
Direct Biogenic		5,652,200	5,543,600	5,739,800	5,935,800	
Total Scope 1 and 2 GHG Emissions Intensity (metric tons CO₂e/\$1,000 net sales)	0.35	0.35	0.32	0.32	0.26	Achieved
Total Scope 1 and 2 GHG Emissions Intensity (metric tons CO ₂ e/\$1,000 Adjusted EBIDTA)	1.99	2.08	1.98	2.20	1.53	
Mills Scope 1 and 2 GHG Emissions (metric tons CO ₂ e/metric ton saleable board)	0.49	0.50	0.50	0.54	0.55	
Packaging Scope 1 and 2 GHG Emissions (metric tons CO ₂ e/metric ton converted board) ¹⁴	-	-	-	0.12	0.12	
Scope 3 (million metric tons CO ₂ e) ¹⁶		3.50	3.58	6.65	6.96	
Emissions Covered Under Regulatory Program		>99%	>99%	>99%	>99%	
Emissions Covered Under Regulatory Reporting Program	-	85%	85%	82%	83%	



Graphic Packaging 2022 ESG Data Summary (continued)

Emissions Covered Under Regulatory Emissions-Limiting Program		2%	2%	2%	1.3%	
CDP Climate Change Rating		B	A-	A-	A-	
Air Emissions (in metric tons)						
Hydrochlorofluorocarbon-22 Emissions ¹⁴		-	-	0.28	0.66	
Total NO _x Emissions ¹⁷		5,400	5,200	5,100	5,500	
Total SO _x Emissions ¹⁷		1,400	1,800	1,300	1,300	
Total VOC Emissions ^{14, 17}		-	-	4,600	4,100	
Total PM10 Emissions ^{14, 17}		-	-	1,600	1,600	
Water Stewardship (in megaliters)						
Total Water Withdrawals		153,000	143,000	138,000	150,900	
Total Influent Water		162,000	153,000	150,000	181,900	
Total Discharged Water	143,700	154,400	135,400	136,000	155,400	
Total Water Consumption		25,500	31,600	28,100	42,200	
Mills Water Influent Intensity (megaliters/metric ton saleable board) ¹⁸		0.045	0.043	0.043	0.043	
Mills Water Discharge Intensity (megaliters/metric ton saleable board)	0.041	0.043	0.038	0.039	0.042	No progress
Number of Locations in Stressed Watersheds per Aqueduct Screen		14	14	19	18	
Stressed Watershed Withdrawal/Total Withdrawals		0.22%	0.20%	0.22%	0.22%	
Discharged BOD (metric tons) ¹⁹		-	-	3,770	3,320	



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Discharged Total Suspended Solids (TSS; metric tons) ¹⁹	-	-	6,200	4,080	
Discharged AOX (metric tons) ¹⁹	-	-	130	160	
Discharged Total Ammonia Nitrogen (metric tons) ¹⁹	-	-	260	190	
CDP Water Stewardship Rating	B-	B	B	A-	
Waste and Recycling					
Total Generated Waste (metric tons) ¹⁴			1,259,500	1,679,200	
Total Nonhazardous Waste Disposed (metric tons) ¹⁴	-	-	642,000	524,200	
Total Hazardous Waste Disposed (metric tons) ¹⁴	-	-	1,800	9,800	
Landfill ¹⁴	-	-	464,400	494,600	
Waste to Energy ¹⁴	-	-	27,200	27,200	
Other Disposal ¹⁴	-	-	152,200	12,200	
Percentage Generated Waste Diverted for Recycling ¹⁴	-	-	47%	68%	
Recycled Fiber (metric tons) ¹⁴	-	-	573,400	974,500	
Percentage Waste Paper Recovery for Recycling ¹⁴	-	-	91%	98%	On track
Other Recycled Materials ¹⁴	-	-	42,000	155,800	
Packaging Plants with Waste Diversion Program	100%	100%	89%	96%	On track
Supply Chain					
Facilities Compliant with Fiber Certification Standard ⁹	100%	100%	93%	96%	On track



Graphic Packaging 2022 ESG Data Summary (continued)

Percentage Audits Completed for Targeted Wood Suppliers		-	63%	112%	136%	
Percentage New Wood Suppliers Screened for Risk ¹⁴		-	-	100%	100%	
Percentage Global Employees Completing Modern Slavery Awareness Training		99%	-	90%	96%	
Spend with Graphic Packaging Defined Diverse Supplier Group (USD in millions) ²⁰		\$161	\$177	\$182	\$210	
Year-over-year Change in Spend		13%	10%	3%	15%	
Spend with All Diverse and Small Supplier Groups (USD in millions) ^{14,21}		-	-	\$260	\$291	
Percentage of North America Addressable Spend ¹⁴		-	-	7.8%	7.5%	
Total Number Small or Diverse Suppliers ^{14, 21}		-	-	661	593	
EcoVadis Rating		Bronze	Bronze	Gold	Gold	



Graphic Packaging 2022 ESG Data Summary (continued)

Footnotes

1. Baseline year for financial goals is 2019, for the LDPE and recyclable product revenue goals it's 2018, and for all other goals it's 2016.
2. Adjusted EBITDA and adjusted EPS represent non-Generally Accepted Accounting Principles measures.
3. Defined as cost of goods sold, selling, general, and administrative expense, and restructuring, asset-related, and other charges, as disclosed in the Company's Annual Reports on Form 10-K for the reporting year. Excludes R&D, Capital expenditures, payments to investors, and payments to governments.
4. Defined as payments to providers of capital as dividends to all shareholders, plus interest payments made to providers of loans (net of amounts capitalized), and purchases of treasury stock as disclosed in the Company's Annual Report on Form 10-K for the year.
5. Defined as all of the organization's taxes plus related penalties paid at the international, national, and local levels. Organization taxes can include corporate, income, and property — net of refunds. Excludes deferred taxes.
6. Economic Value Retained reflects the change in retained earnings, as disclosed in the Company's Annual Reports on Form 10-K for the reporting year. Economic Value Retained does not represent Economic Value Generated less Economic Value Distributed, as not all financial impacts are reflected within the metrics included above. Refer to the Company's Annual Reports on Form 10-K for the years ended December 31, 2019, 2020, 2021, and 2022 for further information.
7. Includes products categorized as widely recyclable, regionally recyclable, and conditionally recyclable.
8. Data do not include salaried employees from AR Packaging acquisition.
9. Starting in 2021, goal reporting methodology and will measure progress considering all facilities at year end, regardless of acquisition date.
10. 2019-2021 data are for legacy US Graphic Packaging only. 2022 data include Americas and APAC regions. EMEA is excluded.
11. Survey not conducted in 2022. Next survey planned for 2023.
12. Rate is defined as number of events per 100 workers per year. Includes Graphic Packaging employees and contractors working under our control.
13. LIFE injuries 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).
14. New reporting metric for 2021.
15. 2021 Energy and GHG data are restated for 2021. Scope 1 emissions include HCFC-22 refrigerant emissions, which are covered under the Montreal Protocol.
16. Updated and expanded Scope 3 reporting methodology in 2021.
17. Reported for mills division only.
18. Influent water in intensity calculation includes withdrawals, raw material water, and reclaimed water input sources. Storm water not used in the mill process is excluded.
19. New reporting metric for 2021. Includes virgin mills only.
20. Defined by Graphic Packaging as woman-, minority-, or disabled-/disabled-veteran-owned supplier. Includes both certified and self-declared diverse suppliers.
21. Graphic Packaging defined diverse supplier group plus spend with small businesses, veteran, and other diverse supplier groups. Includes both certified and self-declared diverse suppliers.

Read our comprehensive **2022 ESG Report** to learn more about how Graphic Packaging is taking action little by little, step by step, to make life's everyday moments better, every day.



A World of Difference.
Made Possible.