



Packaging A Better Future

2021-2022 ESG Report



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Mike King, President and Chief Executive Officer, Pactiv Evergreen

Message from Mike

Consumers touch Pactiv Evergreen products five billion times each week. Whether they cook breakfast for their families, get coffee at the drive-thru or go to the cafeteria with colleagues, they most likely use one of our products every day. For us, Packaging a Better Future means recognizing these moments as opportunities to deliver innovation, safety and performance, while knowing we can make a difference for the planet, for our people and for the communities in which we live and work.

It all starts with the materials we procure to make the products consumers use. When we published our first sustainability report in 2020, we announced a bold goal that, by 2030, 100% of our net revenues would come from products made from recyclable, recycled or renewable materials. I am proud to share that we achieved 66% of that goal in 2022, and our teams are hard at work bridging the remaining gap. That goal was only the first in a series of environmental, social and governance (ESG) initiatives under our new Social Responsibility Key Strategic Initiative, designed to deliver on our purpose of Packaging a Better Future while creating long-term value for all stakeholders. You'll read more about these efforts throughout this report, but let me share a few highlights.



Packaging a Better Future means opportunities to deliver innovation and performance, knowing we can make a difference.

In support of customers' expanding demand for sustainable solutions, we've obtained certifications for applicable facilities or products. For example, all of our facilities that convert virgin fiber products now hold chain of custody certifications, following the path from the forest through the supply chain.

And a growing number of our facilities that produce our plastic products have been certified by International Sustainability and Carbon Certification (ISCC) as ISCC PLUS, for their use of post-consumer recycled and bio-based content derived from chemical recycling technologies. Additionally, we launched dozens of new third-party certified compostable products in 2022.



Delivering sustainable products cannot happen without sustainable operations.

We know firsthand that delivering innovative, sustainable products at the scale that we envision cannot happen without sustainable operations. The last few years were truly transformative for Pactiv Evergreen. We have been systematically embedding sustainability across our network. Improved sustainability data management allowed us to undertake a company-wide waste review and share new water management best practices. All our plastics converting facilities have now taken the Operation Clean Sweep pledge (or its equivalent in Mexico and Canada), setting up processes to keep plastic pellets out of the environment. Crucially, our Pactiv Evergreen Production System (PEPS) is supporting these changes thanks to its structured approach and its Sustainability Champions, our field-based network of team members dedicated to sustainability.

This transformation gave us the confidence, in July 2022, to commit to set near- and long-term company-wide emission reductions in line with the Science Based Targets initiative (SBTi). We also completed a climate-related risk and opportunity analysis and published our findings in our Task Force on Climate-related Financial Disclosures (TCFD) report.



None of our ESG commitments can happen without dedicated team members.

None of these commitments could have happened without dedicated team members. We spent a great deal of time improving how we celebrate our employees and provide them with the support they need. In addition to revamping our benefits and incentive programs, we expanded our paid time off policy and launched a tuition assistance program and several career development initiatives. And, we are partnering with organizations to help us strengthen diversity, equity and inclusion at all levels of the company. In 2022, we also held our first Give Back Month of Action. Just under 100,000 pounds of food was donated to food pantries across North America and thousands of employee volunteer hours were spent bringing our values to the communities where we live and operate.

To be more resilient and focused, and to continue to serve our customers' needs and market demands, we acquired one of the market leaders in sustainable packaging, Fabri-Kal; divested noncore businesses outside of North America; and recently made the very difficult decision to close two of our facilities and explore strategic options for two additional facilities. Ultimately, this led to the restructuring of our legacy business units resulting in the creation of the "Food and Beverage Merchandising" business unit. Change is not easy — all these steps were taken with considerable thought for our employees, customers, shareholders and communities, while continuing to expand our ESG commitments and initiatives.

As we continue to make great strides toward our current goals and embedding sustainability throughout our business, I'm proud to share more about our progress in this report and am thankful for all the ways our employees are Packaging a Better Future every day.

Mike King

President and Chief Executive Officer
of Pactiv Evergreen





About

About Pactiv Evergreen

We are a leading manufacturer and distributor of food and beverage packaging. We supply restaurants, retailers, foodservice distributors and producers with a broad range of on-trend and feature-rich products that protect, package and display food and beverages for today's consumers.

~14,000

Employees

56

Manufacturing Facilities

41

Distribution Facilities

~14,000

Products



Foodservice

Our Foodservice segment manufactures a broad range of convenient, on-the-go products that let consumers eat and drink anywhere, anytime. Its products include takeout and delivery containers, serving trays, film and foil, hot and cold cups, lids, plates and bowls and cutlery.



Food & Beverage Merchandising

Our Food & Beverage Merchandising segment manufactures a wide range of products that protect and display food and beverage and keep it fresh. Its products include prepared food trays, protein packaging, fruit and produce trays/containers, plates, bowls, cutlery, egg cartons, liquid cartons, bakery and other trays.

Information on this page is as of June 2023

Packaging a Better Future

Our mission and values represent the principles we honor, the promises we keep and the foundational beliefs we share. They communicate what our customers and shareholders can expect from us and what we can expect of each other.

Our Mission

Pactiv Evergreen delivers innovative food and beverage packaging solutions, designed to exceed the needs of consumers and the businesses that serve them.

Our Values



About This Report

This report reflects our progress during 2021 and 2022. The information included in this report was prepared with reference to the Global Reporting Initiative (GRI) and informed by the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosures (TCFD) and the United Nations Global Compact.

ESG REPORT SCOPE

The information in this report relates to the activities of the U.S., Canadian and Mexican operations of Pactiv Evergreen Inc. and its subsidiaries, unless otherwise specified. As such, the data presented in this report excludes our other businesses outside of North America, most of which we have recently divested. The organizational boundary that management has defined is not based on, or intended to represent, how our operations are consolidated and reported under U.S. GAAP. This report was prepared by Pactiv Evergreen based on internal calculations and the data parameters and calculation methods use a combination of international, government, industry and company standards and protocols. Pactiv Evergreen made a reasonable effort to ensure the information presented is accurate and complete. Scope 1 emissions, scope 2 emissions (location-based), total scope 1 and 2 (location-based) emissions, total scope 1 and 2 (location-based) emissions intensity, energy consumed for scope 1 and 2 (location-based) emissions, and energy intensity

for scope 1 and 2 (location-based) emissions have been subjected to limited assurance procedures (see Appendix on [page 93](#) for more information).

We continue to evaluate issues that are material to our ESG strategy, expand our disclosures and refine our methodology. The materiality standards that we have used in this report and in our internal review processes may differ from the standards that are applied in other contexts. For example, matters that we deem material for purposes of this report and for purposes of determining our ESG strategies may not be considered material under applicable securities laws. This report supersedes our previous sustainability report published in October 2020 and our ESG Disclosures published in August 2022.

OTHER ESG DISCLOSURES

- [2022 Annual Report](#)
- [2023 Proxy Statement](#)
- [TCFD Report](#)
- [United Nations Sustainable Development Goals \(SDGs\) Alignment](#)
- [2023 Carbon Disclosure Project \(CDP\) Climate Change Submission](#)
- [2023 CDP Forestry Submission](#)
- [2023 CDP Water Security Submission](#)



About Our ESG Disclosures

In accordance with our values, we believe in transparency, accountability and responsibility in our ESG reporting. Our ESG report provides a periodic, holistic update on our ESG activities, and we share additional ESG-related information from time to time in other forums, for example, on our website, in press releases and during our earnings calls.

ESG POLICIES

Policies and commitments relating to our ESG performance are available on our website, including

- [Pactiv Evergreen Code of Business Conduct and Ethics](#)
- [Corporate Governance Guidelines](#)
- [Pactiv Evergreen Environmental Management System](#)
- [Pactiv Evergreen Equal Opportunity and Affirmative Action Statement](#)
- [Pactiv Evergreen Diversity Equity and Inclusion Policy](#)
- [Pactiv Evergreen Global Environment, Health and Safety Statement](#)
- [Pactiv Evergreen Supplier Code of Conduct](#)
- [Pactiv Evergreen Sustainable Forestry Policy](#)
- [Pactiv Evergreen Data Security and Privacy Statement](#)
- [Pactiv Evergreen Net Zero Deforestation Commitment](#)
- [Insider Trading Policy](#)
- [Regulation Fair Disclosure Policy](#)
- [Related Party Transaction Policy](#)
- [Whistleblower Policy](#)

REVISIONS

Certain prior reported metrics have been revised to conform to our current presentation and methodology where data was available. The metrics affected by these changes are denoted in the ESG Data Summary within the Appendix. We continue to refine and improve our presentation and methodology for reporting our metrics, including moving towards a greater reliance on company-specific data rather than acceptable industry averages, which could lead to additional revisions in future periods to the metrics included in this report.

REPORT CONTACT

We appreciate opportunities to discuss our ESG strategy and performance. For any questions or comments about this report, please contact our team at sustainability@pactivevergreen.com

FORWARD-LOOKING STATEMENTS AND OTHER INFORMATION

This report contains forward-looking statements. All statements other than statements of historical fact contained in this report, including but not limited to statements regarding our ESG and other corporate goals, plans, expectations and objectives, are forward-looking statements. In some cases, you can identify forward-looking statements because they contain words such as “anticipate,” “believe,” “contemplate,” “continue,” “could,” “estimate,” “expect,” “intend,” “may,” “plan,” “potential,” “predict,” “project,” “should,” “target,” “will” or “would” or the negative of these words or other similar terms or expressions. Forward-looking statements are subject to various risks and uncertainties. Accordingly, there are important factors that could cause actual outcomes or results to differ materially from those

indicated in these statements. Moreover, new risks and uncertainties emerge from time to time, and it is not possible for us to predict all risks and uncertainties that could have an impact on the forward-looking statements contained in this report. The results, events and circumstances reflected in the forward-looking statements made herein may not be achieved or occur, and actual results, events or circumstances could differ materially from those described in the forward-looking statements. Given these risks and uncertainties, you are cautioned not to place undue reliance on any forward-looking statements. For additional information on these and other factors that could cause our actual results to differ materially from those set forth in this report, please see our Annual Report on Form 10-K for the year ended December 31, 2022 filed with the Securities and Exchange Commission, or SEC, and other reports that we file from time to time with the SEC.

All information contained herein speaks only as of the date of this report, except where otherwise stated. Except as required by law, we undertake no duty to update or revise the information contained herein, publicly or otherwise, including any forward-looking statements. Percentages may not equal 100% due to rounding.



ESG at Pactiv Evergreen

ESG Strategy

At Pactiv Evergreen, we strive to operate with respect for the environment, and we are committed to sustainability across our product portfolio, our manufacturing and supply chain and our communities.

When we developed our ESG strategy, we focused on three areas: Planet, Products and People. We have established key work streams across these areas and have started setting goals to drive our action. In parallel, we also established strong ESG governance across the company, from our Sustainability Champions in our operations to our Board of Directors.

More recently, our [ESG materiality assessment](#) confirmed our focus areas and helped expand our scope of work to additional topics valued by our employees, leaders and other stakeholders. We know that this will further support our commitment to lead and inspire sustainability stewardship.



Protect our Planet's Resources

- Reduce emissions and energy use
- Protect the sustainability of our forests
- Minimize water use
- Decrease waste going to landfill
- Foster environmental stewardship across the enterprise



Deliver Sustainable Products Essential To Consumers

- Offer a wide array of sustainable products and materials to exceed our customers' needs
- Design innovative materials and products
- Collaborate across the value chain to expand the opportunities to recycle or compost our products



Value our People and Communities

- Champion safe products and operations
- Attract, empower and retain the best team
- Uphold ethical sourcing standards
- Embrace diversity, equity, inclusion and belonging
- Support the communities in which we work and live



Governance

- Own our culture of integrity and ethics
- Set high standards for compliance
- Identify and manage climate-related risks
- Implement effective data security and privacy
- Publish transparent and regular ESG disclosures

Stakeholder Engagement

We connect with stakeholders in various ways throughout the year in an effort to understand the topics most important to them.



Stakeholder Group	ESG Topics of Interest	How We Engage
Employees	<ul style="list-style-type: none"> Fair wages Safe and healthy work environment Opportunities for growth Strong company culture 	<ul style="list-style-type: none"> Employee engagement survey Formal and informal conversations Team meetings and town halls Materiality assessment Wellness Program
Customers	<ul style="list-style-type: none"> Consistent product quality Support in reaching their own ESG goals 	<ul style="list-style-type: none"> Direct and indirect engagement ESG audits and surveys EcoVadis, Supplier Ethical Data Exchange (Sedex) or CDP Materiality assessment
Consumers	<ul style="list-style-type: none"> Accurate and complete information on materials, disposal practices and environmental impact Truth in advertising 	<ul style="list-style-type: none"> On-package information Surveys
Investors	<ul style="list-style-type: none"> Risk mitigation Value creation Transparent reporting 	<ul style="list-style-type: none"> Regular engagement with leadership team ESG performance feedback solicitation SEC filings
Suppliers	<ul style="list-style-type: none"> Support in achieving ESG goals Material management Risk mitigation 	<ul style="list-style-type: none"> Sedex assessments Materiality assessment Formal and informal engagement opportunities Company policies and standards
Trade associations and non-governmental organizations (NGOs)	<ul style="list-style-type: none"> Thought leadership in recycling, composting, circular economy and sustainable forestry 	<ul style="list-style-type: none"> Formal collaborations and partnerships Conversations and collaborations Cross-industry events
Communities	<ul style="list-style-type: none"> Community support Economic opportunity Product donations 	<ul style="list-style-type: none"> Partnership with local organizations Events Grant programs
Policymakers and regulators	<ul style="list-style-type: none"> Thought leadership Compliance with regulations 	<ul style="list-style-type: none"> Engagement with representatives where it can affect our employees, our operations or the environment Company policies and standards SEC filings

Materiality Assessment

To inform our ESG strategy and goal-setting, Pactiv Evergreen conducted a comprehensive materiality assessment. This assessment helped us identify and prioritize the ESG topics that are of highest priority to our stakeholders and relevant to the success of our business.

Following the steps recommended by GRI, we undertook a benchmarking of nearly 60 ESG topics and sub-topics from our operations and from customers, suppliers, investor groups, NGOs and ESG ratings agencies. These topics were then narrowed down to 18 topics for our assessment (please see definitions of our ESG materiality topics on [page 14](#)). The process of preparing the materiality assessment involved consulting internal and external stakeholder groups. Internal groups were composed of our employees, senior leaders and Board of Directors. These groups filled in an anonymous survey asking them to assess each topic's importance to Pactiv Evergreen's long-term success. External stakeholder groups included a selection of strategic customers and suppliers and ESG ratings agencies. Stakeholders' opinions were either assessed through anonymous surveys asking for the expected importance of Pactiv Evergreen's action on the topic, or for ESG ratings agencies, based on the agency's topic materiality for Pactiv Evergreen. Answers were scored between 1 (not at all important) and 5 (very important). There was no weight applied to respondent categories for the final plotting. Finally, answers were plotted on our Pactiv Evergreen ESG Materiality Assessment Matrix. This report was developed in alignment with the findings of this assessment.

ESG Materiality Assessment Matrix



Impact on Pactiv Evergreen's Success

● Environment ● Products ● Social ● Governance

Material ESG Topics

Eighteen ESG-related topics, defined here, were identified by our ESG materiality assessment as relevant to Pactiv Evergreen's business.

Planet



Climate Strategy, Emissions and Energy

(p. 17-18): Our identification, control and monitoring of our emissions and energy use, including our our commitment to set science-based targets to reach Net Zero emissions by 2050, as well as risks and opportunities associated with climate change.

Sustainable Land Use, Forestry and Biodiversity

(p. 20): Our business impact on local ecosystems, including sustainable forestry, certifications and impacts on the human rights of local and Indigenous communities.

Water and Wastewater Management (p.21): The responsible management of the amount of water we consume and the quality of our water discharges.

Operational Waste Management (p.22): The responsible management of the waste created in our operations and supply chain.

Products



Sustainable Materials and Products

(p.24-27): Our participation in the circular economy, the use of sustainable materials in our products, the design and production of sustainable products and related innovative practices and processes.

Product Quality and Safety (p.27): Ensuring our products meet applicable standards and customer expectations of compliance, health and safety.

Supply Chain Sustainability (p.20,37): Our procurement goals, practices and evaluation of suppliers' environmental and social impacts.

People



Employee Health, Safety and Well-Being (p.19, 35): Our goal to provide a zero-harm workplace for all individuals focuses on a commitment to injury and illness prevention and hazard elimination, as well as a people-centric, values-driven culture designed to support employees' well-being.

Talent Attraction, Development and Engagement (p.33,34): Our ability to attract, develop and retain top talent through regular training and career management to support our employees' professional growth; and the actions to improve employee satisfaction.

Diversity, Equity, Inclusion and Belonging (p.36): The meaningful actions we take to recognize and value the contribution of employees from different backgrounds, with different capabilities, perspectives and experience including hiring practices, education and training, a supportive and equitable work environment and monitoring and reporting of our progress.

Human Rights (Code of Conduct): Our policies and processes aimed at respecting human rights in our operations and across the supply chain, including but not limited to anti-discrimination and prohibition of child labor and forced labor.

Labor Practices (Code of Conduct): Our policies and processes ensure fair employment practices, including upholding labor rights to freedom of association and collective bargaining, as well as fair compensation and benefits.

Community Relations (p. 38): Our participation in and support of the communities in which we work and live through outreach, consultation, volunteering and donations.

Governance



Ethical Business Practices (p. 41): Our commitment to running our business in an ethical and socially responsible way, upholding high standards, preventing anti-competitive behavior and corruption, ensuring fair and honest marketing and labeling practices and transparently engaging in public policy.

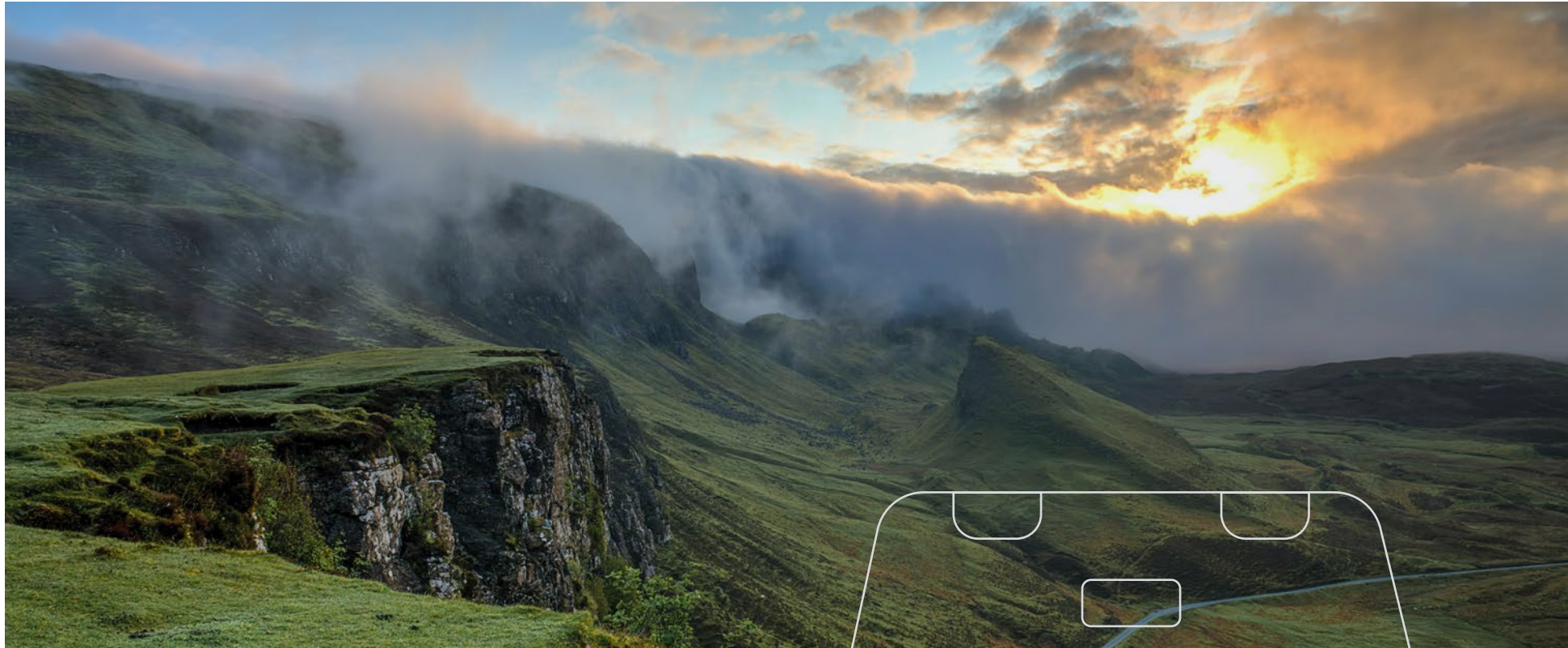
Corporate Transparency (p.45-93): The disclosure and reporting of our business and sustainability information and performance in a clear, accountable and transparent manner.

Regulatory Compliance (p.19,21,35): Our continuous focus on meeting all applicable requirements.

Data Security and Privacy (p.42): Our engagement to protect the company's employees, assets, products, data, systems, property and reputation from potential threats.

Governance Structure (p.41): Our Board of Directors' responsibility for the strategic guidance of the company as well as board composition, independence, remuneration, shareholder rights, enterprise risk management and oversight over ESG topics.





Planet



Highlights

100%

applicable facilities chain of custody certified to promote responsible forest management



21%

reduction of Scope 1 and 2 greenhouse gas emissions from 2015 to 2022



100+

Sustainability Champions across our facilities through PEPS



2050

committed to set science-based targets with the goal of reaching net zero greenhouse gas emissions by 2050



100%

applicable facilities signed Operation Clean Sweep pledge to help keep plastic out of the environment



Energy and Emissions

In 2022, we submitted our formal letter of intent to SBTi to set carbon emissions targets in line with the goals of the Paris Agreement. This submission solidified our commitment to set near- and long-term emission reduction targets in line with efforts to curb the global temperature rise to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C.

Our comprehensive environmental management system helps us proactively address regulatory demands, track performance, ensure accountability and tailor our actions to minimize the environmental impact of our operations. Key environmental performance metrics are reported regularly to senior leaders and across the organization.

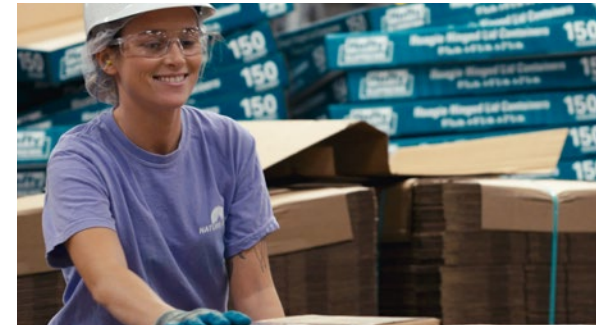
Energy Efficiency

Energy expenses represent a significant operating cost. Reducing energy use in our operations, which in turn reduces our greenhouse gas (GHG) emissions, is the right thing to do for the planet and helps us be more cost efficient. We have been working to reduce our energy use and GHG emissions, primarily by increasing the energy efficiency of our operations and by increasing the use of renewable energy.

Our teams track the efficiency of each of our facilities, evaluating opportunities to improve or replace equipment with energy efficiency in mind. Recent

projects have included upgrades to LED lighting in our Summerstown, Ontario, plant and Calgary, Alberta, distribution facilities; improvement to compressed air systems in our Bedford Park and Franklin Park, Illinois, facilities; as well as larger projects designed to upgrade or replace cooling towers.

All applicable manufacturing facilities follow Zero Energy State, a process to ensure that when a production line or support equipment is not scheduled or not needed, it is completely powered down to prevent unnecessarily consuming energy. A continuous audit program verifies the facility's adherence to the process. Recently, as part of our digital transformation strategy, we leveraged the power of the Internet of Things and installed technology in many of our facilities to monitor this energy consumption in real time at the line level. The dashboards are visible on each line and clearly labeled Zero Energy State to bring focus on the floor, shift after shift. In our Frankfort, Illinois, facility, where we just implemented a targeted effort on Zero Energy State, we expect annual energy savings of around 630,000 kWh.



In 2022, we conducted a scenario analysis to better understand the physical and transitional risks that are most likely to impact us and our value chain in the long term.



To assess climate risks and opportunities in line with TCFD recommendations, we selected two IPCC scenarios:

- Representative concentration pathways (RCP) 2.6 or well below 2°C: This scenario enables the assessment of reputational, legal and regulatory transitional risks and their impact on driving collective action toward mitigating climate change and limiting the average global temperature increase to below 2°C by 2100.
- RCP 8.5 or business as usual: This scenario enables the assessment of increased frequency and intensity of acute and chronic physical risks, such as storms and temperature increases, and their impacts on Pactiv Evergreen's procurement, supply chain and operations in a business-as-usual scenario.

The findings of this assessment have informed and will continue to inform our strategy going forward. In particular, we plan to align and integrate climate-related risks in our Enterprise Risk Management framework. Please see our full [TCFD report](#) for more details.

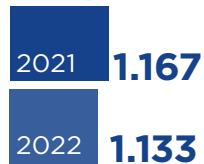
Greenhouse Gas Emissions

We measure and report Scope 1, Scope 2 (location-based) and certain Scope 3 GHG emissions. We continue to monitor and expand the measurement and reporting of our complete Scope 3 footprint and have committed to setting reduction targets and creating an abatement road map by July 2024 with the goal of reaching Net Zero GHG emissions by 2050. In 2023, we revised our methodology for calculating our GHG emissions and included more Scope 3 categories in our 2022 inventory. For detailed reporting on our GHG emissions inventory, please consult our [2023 CDP Climate Questionnaire](#).

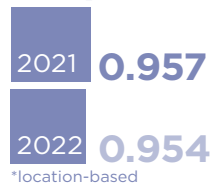
Pactiv Evergreen GHG Emissions

(million metric tons CO₂e)

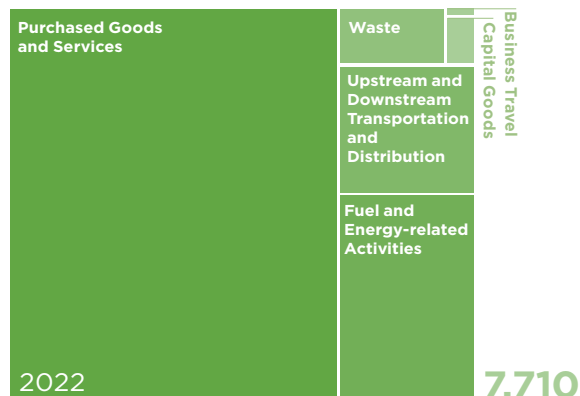
Scope 1



Scope 2*



Scope 3



Forklifts Go Electric



Converting over 200 propane lift trucks to electric lift trucks has helped us not only to reduce the emissions of our operations but also to focus additional attention on the safety of our employees who no longer have to change an average of 450 propane tanks per forklift per year.

Continuously monitoring and upgrading our batteries and charging programs allows us to maximize efficiency, and we've installed monitoring systems to identify factors that reduce battery life.

We recently implemented our first ever Forklift Telemetry program, providing levels of traceability and accountability equal to those of an over-the-road trucking company. This program allows us to track how and when a forklift is being operated.

We can also address impacts more easily, through follow-up training or, if necessary, by requiring a manager to unlock the lift and ensure employee safety before allowing operation to continue.

If the program is successful, we intend to incorporate the telemetry into our standard safety protocol.

A New Approach to Operational Excellence

In seeking a way to ensure consistent performance of our operations from one location to the next, we developed the Pactiv Evergreen Production System (PEPS) in 2022. PEPS serves as the road map to success at each facility. Sustainability is embedded in PEPS's first element and is implemented by a network of over 100 PEPS Sustainability Champions throughout all our facilities, dedicated to supporting our goals in the field.

PEPS drives accountability by incentivizing adherence to a specific performance level and promotes continuous improvement and sharing best practices across locations.



Six Facilities Achieve Bronze PEPS Certification

We spent the latter part of 2022 going through pilot assessments at select facilities in advance of the official assessment launch in early 2023. Then, in the months between their pilot and their certification assessments, our locations worked hard with PEPS team leaders to improve every PEPS element and benefited from lessons learned from previously assessed facilities.

As of July 2023, 27 locations completed their formal assessments and six facilities had achieved Bronze certification. A Bronze certification requires a score of 70% or greater and no "red" marks in Environmental, Health and Safety (EHS) and Sustainability and Quality. Manufacturing and logistics facilities in Bridgeview, IL, Conyers, GA, Covington, GA, Grant Park, IL, Kinston, NC, and Stockton, CA, all embraced operational excellence and drove improvement across their facility.

Jarod Alford, Sr. Supply Chain Operations Manager in Covington said, "PEPS helped us document things we were already doing and formulate new best practices that also are beneficial to our facility. Our team is a close-knit group that enjoys working with each other and finding ways to improve daily." Jarod and his team focused on constant communication and Winning Together. As the team says, "Teamwork is the Covington way!"

Pactiv Evergreen Production System is a structured operational system based on six elements that strive for operational excellence at every level of the company:

1 Environmental, Health & Safety and Sustainability

Creating and Maintaining a Safe Work Environment

2 Quality

Keeping Customers Happy by Making Product to Spec

3 People

Creating a Culture of Engagement and Performance



4 Asset Care

Maintaining Assets to Maximize Efficiency

5 Continuous Improvement

Optimizing Production Processes & Reducing Waste

6 Supply Chain Management

Loading Trailers On-Time and In-Full per Order

Sustainable Forestry

Forests provide social and economic value to the communities in which we live and work. They offer sources of income for landowners, jobs for local residents, spaces for recreation and habitats for many species.

These spaces help to mitigate the effects of climate change by providing long-term capture and sequestration of CO₂. Our success as a company depends on a sustainable supply of wood fiber, and we are committed to promoting and enabling responsible forest management.

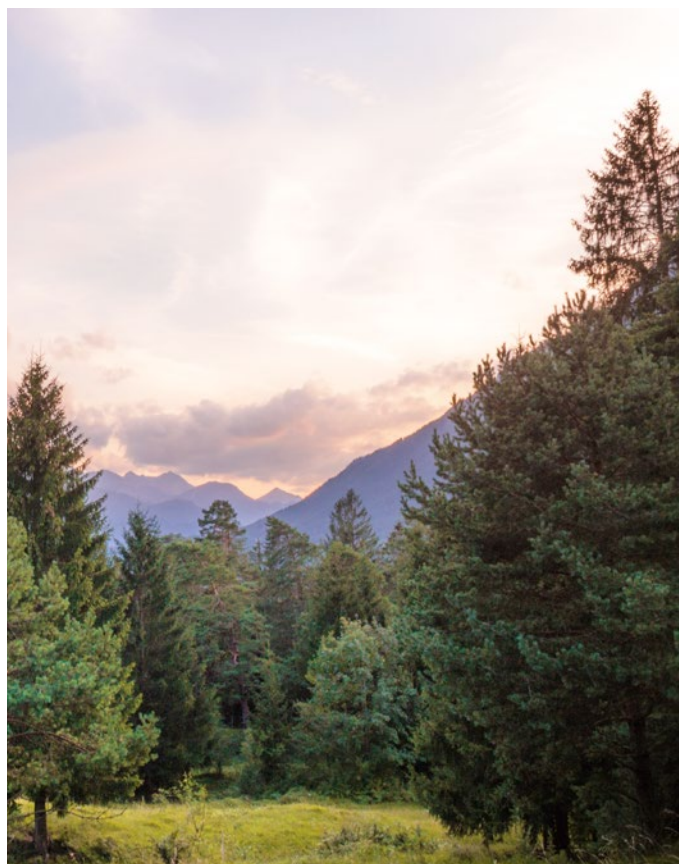
We are committed to Zero Net Deforestation across our wood basin through our fiber procurement practices. This means holding ourselves and our suppliers accountable. In 2022, we implemented our [Sustainable Forestry Policy](#) to promote sustainable forestry and development.

Zero Net Deforestation

In 2022, we undertook a forest loss analysis based on the forests supporting our mill operations. Our analysis showed no net forest loss for the decade from 2011 to 2021 for the entire sourcing area. In fact, the study results indicate an overall 10-year increase in forest cover, with significant gains in Pine Bluff, Arkansas.

Pactiv Evergreen Licenses

SFI*: SFI-00156
 PEFC: PEFC/29-32-203
 FSC*: FSC-C125335



Chain of Custody Forestry Certifications



While Pactiv Evergreen does not directly own or manage forest lands, we are committed to increasing the use of certified chain of custody inputs. Offering chain of custody certified products helps our customers connect their fiber-based products to certified forests and support responsible forest management.

In Tons	2022	2021
FSC* Chain of Custody Certified	155,178	151,303
SFI*/PEFC Chain of Custody Certified*	178,214	183,091
Total Chain of Custody Certified	333,392	334,394
Total Procured	1,026,986	1,057,500
% Chain of Custody Certified	32.5%	31.6%



Our Virgin Fiber Procurement Goals

By 2025, 100% of procured virgin fiber meets SFI Fiber Sourcing standard.

The Sustainable Forestry Initiative* (SFI) standard promotes responsible forestry practices and includes measures to broaden the practice of biodiversity, use forestry best management practices to protect water quality, provide outreach to landowners and use the services of forest management and harvesting professionals.

Progress: 99.9% in 2022

By 2025, 100% of procured virgin fiber meets FSC Controlled Wood standard.

The Forest Stewardship Council® (FSC) Controlled Wood standard mitigates the risk of sourcing wood from forests that were harvested illegally or in violation of traditional and civil rights, forests where conservation practices are threatened by management activities, natural forests that were converted to non-forest uses and forests with genetically modified trees.

Progress: 98.7% in 2022



Our Certified Facilities Goal

By 2023, 100% of applicable Pactiv Evergreen facilities in North America are certified.

Chain of Custody certifications of our facilities ensure we follow strict standards to track forest fiber content (forest content, certified sourcing and recycled content) through production and manufacturing of the end product.

Achieved: 100% in 2022

SFI marks are registered marks owned by the Sustainable Forestry Initiative, Inc. PEFC refers to the Programme for the Endorsement of Forest Certification.

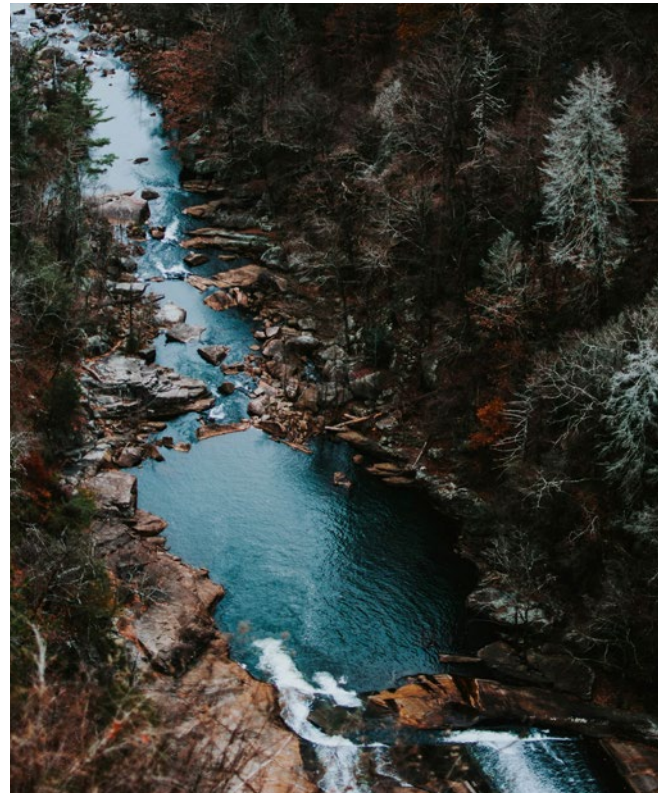
Responsible Water Management

The majority of our water use is classified as nonconsumptive — used in our facility, treated and returned back to the environment. A cross-functional Water Working Group is responsible for evaluating Pactiv Evergreen’s water use and treatment processes. This group recently rolled out a company-wide Water Management and Water Treatment best practices document, which serves as a guide for everything from our cooling towers and boilers to our office spaces and restrooms.

Evaluating Treatment Systems

We monitor water used and discharged daily at various stages throughout our manufacturing processes to assess the efficiency of our operations and the efficacy of our treatment systems. Measurements are compared to key targets and parameters and reviewed. If significant deviations are recorded, we initiate a formal incident investigation to review and determine the root cause and follow up with corrective actions.

In 2022, we submitted monthly discharge monitoring reports to the Arkansas and North Carolina Departments of Environmental Quality to support our National Pollutant Discharge Elimination System permits.



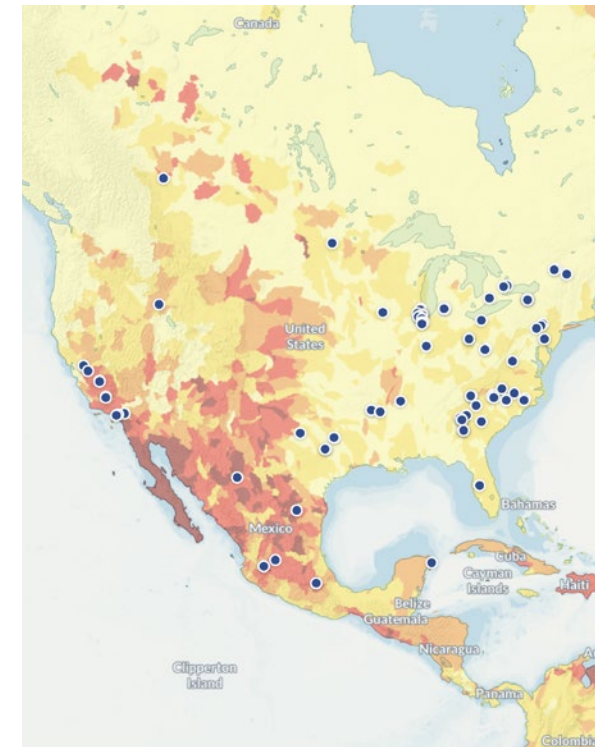
Driving Water Efficiency

Our Water Working Group meets regularly to explore water optimization opportunities throughout the company. One of the most water-intensive components of our operations are our cooling towers. Optimizing the cycles of cooling towers based on the quality of the water coming into the facility helps to ensure the systems use water efficiently. In 2022, we replaced a water softener at our Franklin Park, Illinois, manufacturing facility, which is projected to save 600,000 gallons of water per year.



Risk Assessment

We rely on analysis from the Aqueduct Water Risk Atlas from the World Resources Institute to assess the water stress level of the regions where our plants are located. Assessments help us evolve our water management strategy, prioritizing facilities based on water usage and risk area. According to our assessment, while 12% of our facilities are located in medium-high to high water risk areas, 99% of our water intake occurs in low or low-medium water risk areas.



Overall Water Risk



Reducing Waste

In 2022, we began a company-wide analysis of waste and recycling at all of our facilities. This included surveys with facility managers, classification of equipment and material types and reviews of multiple vendors' data. The analysis identified many opportunities for improvement, which will help inform the development of a company-wide waste and recycling strategy, striving for zero waste in all operations in the future.

Zero Waste Programs



In 2022, we implemented a zero waste initiative at our Lake Forest, Illinois, headquarters. We replaced poorly labeled and randomly placed collection bins with a centralized bin system. Office pantries now feature a four-bin system that clearly directs employees to where they can properly dispose of paper and cardboard recycling, metal and plastics and mixed materials for recycling, compostable organic materials for composting and landfill waste. Clearly labeled recycling, composting and waste and recycle bins are centralized on each floor of the building and in conference rooms.

In 2022, we diverted more than 44,000 pounds of recyclable material and 8,700 pounds of compostable material that would have otherwise ended up in the landfill.

Supporting Our Customers' Zero Waste Journeys

Recognizing that our products contribute to our customers' waste streams, in 2022 we published a complimentary [Zero Waste Implementation Guide](#) to help them begin their journey to zero waste.

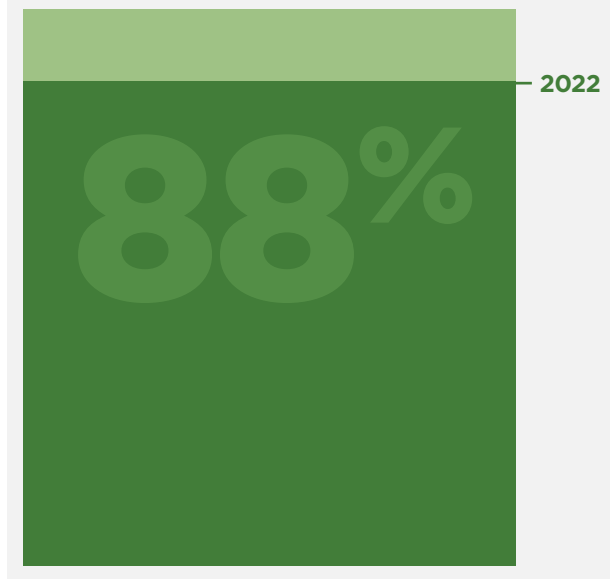
The interactive guide helps our customers to document waste data and progress, and detailed tools are included to help them perform a waste audit, improve waste and materials management and implement a new bin and signage system.

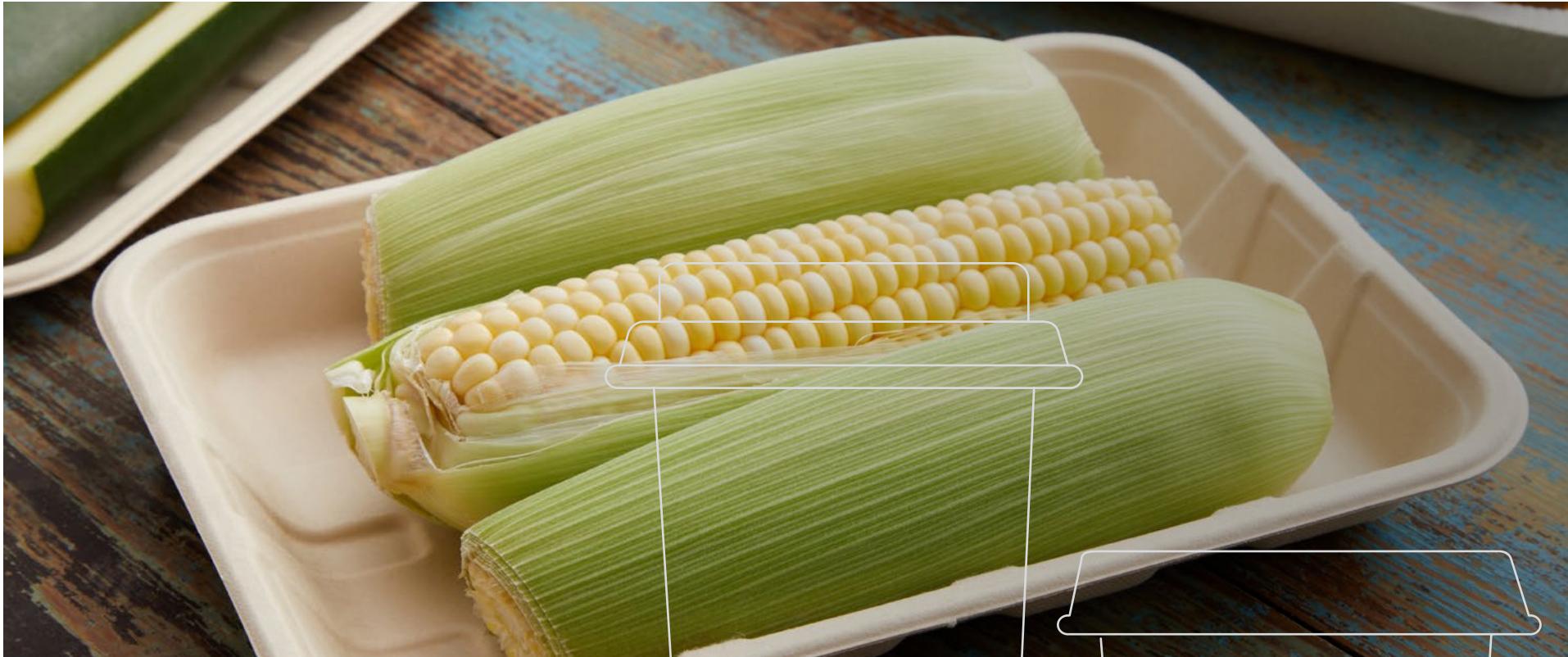
Pledging to Keep Plastic Out of the Environment

Jointly administered by the [Plastics Industry Association](#) and the [American Chemistry Council](#), [Operation Clean Sweep](#) aims to keep plastic pellets out of the environment by working with companies to reduce pellet, flake and powder loss from the plastics manufacturing process. While Pactiv Evergreen had plastic containment procedures in place earlier, it wasn't until recently that we formalized this commitment by taking the Operation Clean Sweep pledge. As of the end of 2022, all of our U.S. plastics converting facilities have made the pledge. Applicable facilities in Canada and Mexico have made similar pledges to industry organizations in those countries.



Percentage of municipal solid waste, production scrap (not reused within our own operations) and obsolete materials recycled or composted in 2022, based on total tons generated.





Products



40+



new certified compostable products launched in 2022

66%



net revenues from products made from recyclable, recycled or renewable materials in 2022

99.9%



procured virgin fiber met SFI certified fiber sourcing standards in 2022 (Goal: 100% by 2025)

32%



fiber sourced from certified sources in 2022

98.7%



procured virgin fiber met FSC Controlled Wood standards in 2022 (Goal: 100% by 2025)

4



ISCC PLUS certified manufacturing facilities for advanced recycling

Highlights

Packaging for the Future

At the heart of what we do is delivering sustainable products essential to consumers. Proper packaging is a crucial component of the food and beverage industry and facilitates today's on-the-go lifestyle.

Our packaging protects food from contamination and helps reduce the spread of disease and decrease the likelihood of foodborne illnesses, providing our communities with important protection. Our packaging help protects food during transport, maintains freshness and extends shelf-life in stores and in consumers' homes, helping reduce food waste at every step. Our packaging also helps support long-term, sustainable business practices, offering cost-effective solutions, saving on equipment, supplies, labor and storage space.

2030 Goal Progress

100% of net revenues from products made from recycled, recyclable or renewable materials by 2030



2022



With over 14,000 SKUs in the marketplace, the breadth and diversity of our product lineup is designed to meet the needs of our many customers. Today, these products are made from many different material types to provide the characteristics and performance our customers demand. However, we recognize that what worked in the past may not be what's desired in the future.

In our [last sustainability report](#), we announced a bold new goal that by 2030, 100% of our net revenues come from products made with recycled, recyclable or renewable materials. As of 2022, we were nearly two-thirds of the way toward our goal. As we look to the future, our material scientists, engineers, new product development, procurement and commercialization teams are working together to develop materials and products that not only meet the changing needs of our customers but also advance our progress on this critical goal for Pactiv Evergreen.

What steps are we taking towards our goal?

- Working with our suppliers on the sustainability of our raw materials
- Offering more paper and molded fiber products
- Introducing innovative renewable materials
- Adding recycled content (particularly in plastic products)
- Designing products to be recycled and/or composted
- Supporting efforts to get our products recycled and/or composted

2021

Product Highlights



EARTHCHOICE® TAMPER EVIDENT HINGED LID CONTAINERS

- Made with 25% post-consumer recycled material
- Tamper evident feature protects the food inside while eliminating the need for tear strips or shrink bands



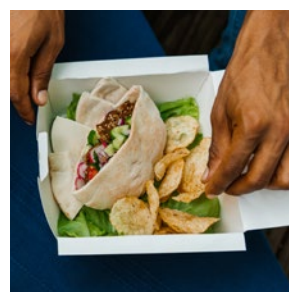
PLANTCARTON® PACKAGING

- Renewable and widely recyclable
- Supports the future of forests through responsible sourcing



CLEAR PP HINGED LID CONTAINERS

- Recyclable polypropylene
- SmartVent™ system allows steam to release, which helps keep food crispy



TAMPER EVIDENT ONEBOX®

- Renewable paperboard
- PFAS-free



PFAS-FREE MOLDED FIBER TABLEWARE AND HINGED LID CONTAINERS

- Renewable molded fiber
- Commercially compostable*



EARTHCHOICE® RPET TRAYS

- Made with a minimum 25% post-consumer recycled materials
- Sustainable choice for deli and meat products

Find a lot more in our [Sustainable Product Guide](#)

*Commercially compostable only. Facilities may not exist in your area. Not suitable for home composting.

Protecting and Preserving

We monitor product quality metrics at each facility and measure our success by the decrease in both the number of customer claims and the severity of those claims.

Our Global Quality Principles drive our approach:

- Anticipate and meet our customers' needs
- Exceed customers' expectations through adherence to PEPS
- Promote a quality mindset by partnering with our suppliers
- Deliver best-in-class products and services



Welcoming Greenware® and Recycleware®



With the acquisition of Fabri-Kal in 2021, we welcomed the Greenware and Recycleware brands to the Pactiv Evergreen family of products. Greenware offers beverage cups and containers made entirely from plants. Recycleware products are made from post-consumer recycled PET.

As of December 31, 2022, all of the North American converting facilities of our legacy Beverage Merchandising segment had received Safe Quality Food certification, and 28 of our Foodservice and legacy Food Merchandising facilities had achieved British Retail Consortium certification for meeting globally recognized standards related to food safety and quality.

Also as of December 31, 2022, our mill operations, extrusion plant and five additional Foodservice facilities were certified in accordance with Food Safety System Certification 22000. The remaining sites — 11 manufacturing and seven warehouse locations — were certified following food safety and supplier assurance audits conducted by the National Science Foundation.

Supporting Our Customers

As a supplier, one of our largest opportunities to positively impact the world around us is by enabling our customers to reach their own environmental goals. When a customer comes to Pactiv Evergreen with a new product need or an updated sustainability goal, we have the tools to offer a choice of solutions in a range of materials.

We recognize that all products and materials have environmental trade-offs, and to help our customers make more informed choices and help drive our own strategy, we analyze materials through a life cycle analysis tool.

In 2022, we commissioned an assessment of various materials used to make meat trays, comparing different environmental indicators to determine the best solution. The results showed that foam polystyrene meat trays with 30% recycled content have the least environmental impact of all trays included in the study. As expected, using recycled content lessens the environmental impact, and trays made of foamed resin have a lower environmental

impact than trays made of non-foamed material because less material is used.

We also commissioned an assessment of our gable top beverage cartons' environmental performance compared to equivalent beverage containers. The study showed our gable top cartons have the lowest environmental impact overall in the School Milk, Premium Milk and Juice beverage container categories. In particular, gable top cartons showed the lowest GHG emissions impact compared to all other containers. Both studies were peer-reviewed and International Organization for Standardization (ISO)-conformant and part of our commitment to education, truth and trust in and about our products.

Certifying Circularity



Customers are increasingly interested in using recycled content to support a circular economy. Some also have a desire to swap traditional fossil-fuel based materials with renewable ones. We are positioning ourselves to take advantage of these material shifts.

In 2022, four Pactiv Evergreen facilities earned ISCC PLUS certifications, which allow us to track and verify recycled and/or renewable feedstocks derived from new molecular (also called "chemical" or "advanced") recycling technologies. After submitting extensive documentation on incoming and outgoing materials, supplier names and locations and additional inputs, manufacturing facilities can earn independent, third-party certifications to support recycled and/or renewable claims. As demand grows, we anticipate seeking ISCC PLUS certifications for other facilities.

Collaborating for a Sustainable Future

As a leader in our industry, we have a responsibility to help support our value chain, promote and protect our products and advance a circular economy. We cannot do this alone, and so we work with a diverse group of stakeholders to advocate for our and our industry's interests, as well as collaborate to expand opportunities to recycle and compost our products.

Pactiv Evergreen is a member of the following organizations

- [American Forest and Paper Association](#)
- [Ameripen*](#)
- [Asociación Nacional de Industrias del Plástico](#)
- [Association of Plastics Recyclers](#)
- [Biodegradable Products Institute*](#)
- [Carton Council*](#)
- [Foodservice Packaging Institute*](#)
- [Forest Resource Association](#)
- [GreenBlue's Sustainable Packaging Coalition*](#)
- [Green Sports Alliance](#)
- [National Council for Air and Stream Improvement](#)
- [The Paper and Packaging Board*](#)
- [Pulp and Paper Products Council](#)
- [U.S. Composting Council](#)

**Board or Executive Committee Member*

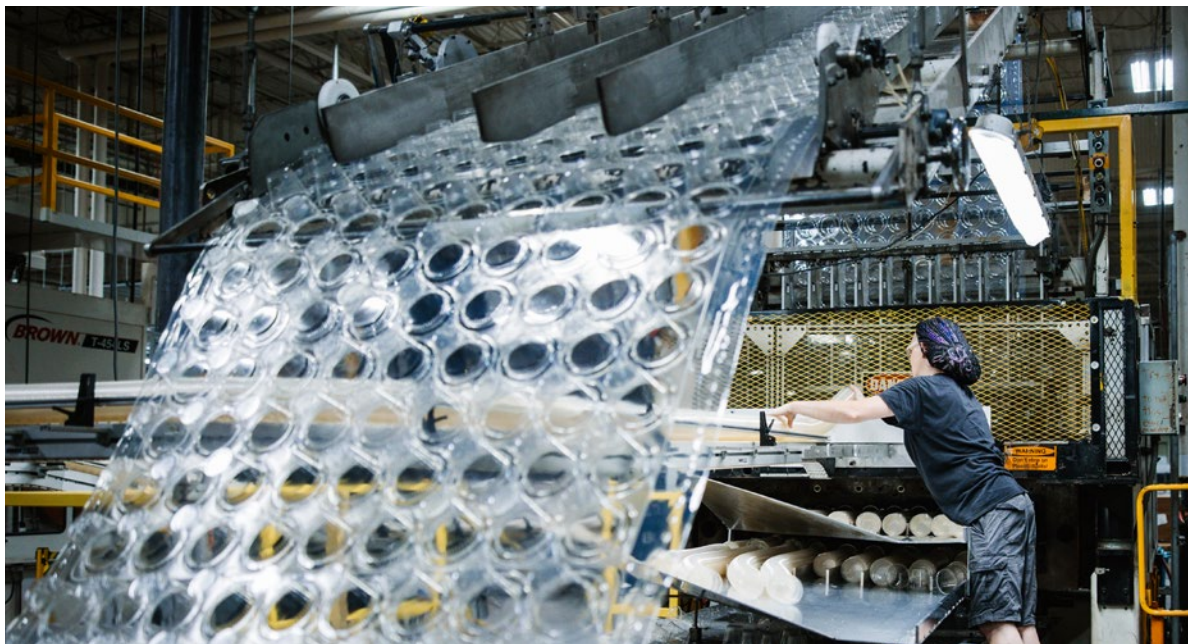


Supporting Foam Polystyrene Recycling



Pactiv Evergreen has helped make possible the distribution of over \$1 million in grant funding to organizations starting or expanding post-consumer foam polystyrene recycling programs. The [Foam Recycling Coalition](#), part of the [Foodservice Packaging Institute](#) (FPI), provides support to increase recycling foodservice packaging.

As a member of the Foam Recycling Coalition, Pactiv Evergreen has helped bring polystyrene recycling to more than 10 million additional people across the U.S. and Canada.





People



Highlights

95K

pounds of food donated and 3,300+ hours volunteered during the 2022 Month of Action



Introduced Tuition Assistance Program for U.S. salaried and non-union hourly employees



Strengthened Zero Harm Culture through PEPS implementation



Started Tier 1 and 2 supplier audits through Sedex



Launched Leading the Pack leadership training

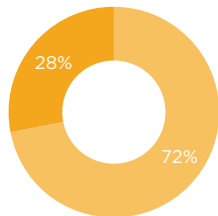


Our People

Valuing people is at the core of who we are as a company. Our dedicated and talented teams of professionals share an ongoing commitment to excellence and are the driving force behind our success. Their collective dedication, creativity, passion and initiative enable us to innovate and grow.

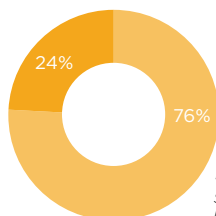
Employees by Gender

- Men
- Women



Leadership* by Gender

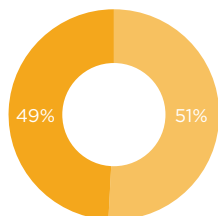
- Men
- Women



**Mid- and Senior-Level Leaders*

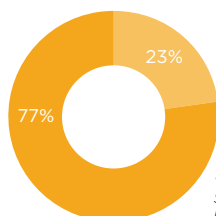
Employees by Ethnicity

- Persons of Color
- White



Leadership* by Ethnicity

- Persons of Color
- White



**Mid- and Senior-Level Leaders*





Compensation and Benefits

We believe in supporting and empowering our employees through recognition, health and welfare benefits, development opportunities, fair compensation and flexible, paid time off. In 2022, we revamped our paid time off policy to provide a minimum of four weeks of paid time off for new members of the Pactiv Evergreen team, increasing to up to seven weeks for our employees with the longest tenure. All U.S. Salaried employees are also eligible for parental leave, whether they gave birth, were a biological parent or spouse of the parent of the child, adopted a child or welcomed a foster child.

In addition, salaried and non-union hourly employees enjoy the following benefits in the United States:

- Company-sponsored 401(k) with match for all participants
- Multiple medical and prescription drug coverage options, including employer-funded Health Care or Health Savings Account
- Company-sponsored well-being programs, including integrated health care programs like telemedicine, diabetes management and physical therapy
- Well-being reward programs
- Multiple dental and vision plan coverage options
- Flexible spending accounts
- Company-provided life and accidental death, short- and long-term disability programs
- Supplemental life and disability buy-up options
- Supplemental accident, critical illness or hospital stay options
- Employee assistance program
- Business travel accident insurance
- Paid funeral, jury duty and military leaves
- Corporate discounts programs



Promoting Healthy Foundations



We partner with a third party to provide employees the chance to earn wellness dollars (which they can redeem for gift cards) for completing activities related to their physical, mental, social and financial well-being.

The program starts with building a foundation to well-being and an online health assessment worth 50 wellness dollars. The second stage of the program allows employees to earn an additional 600 wellness dollars, for a total of up to 650 wellness dollars over the course of the year.

Seeking Employee Input

In the first quarter of 2023, we launched our inaugural Employee Engagement Survey. We sought to gain insights into how our employees feel about working for Pactiv Evergreen and to identify opportunities for improvement.

The survey pointed to several organizational strengths:

- Employees feel they understand the business objectives of the company and what their role and the role of their work group is in meeting those objectives.
- Immediate manager relationships are generally seen as strong and effective.
- Employees perceive a commitment at all levels to delivering quality products and services.
- Benefits are seen as competitive and responsive to employee needs, and compensation practices are understood.

We also used survey data to compare Pactiv Evergreen to both General Industry (GI) and Manufacturing (MFG) norms. GI norms are based on data collected from 6.6 million employees in over 600 global organizations. MFG norms are based on data collected from 3.1 million employees in 230 manufacturing companies.

GI and MFG data measure both the engagement — the “want to” of work — and enablement — the “can do” of work. In both measurements, Pactiv Evergreen compared well with GI and MFG norms.



Leadership and Development

We support the success and growth of our employees through in-depth onboarding training and ongoing development opportunities throughout their careers.

While we have a history of offering many learning and development opportunities, we recently noticed consistency challenges. Each facility was managing training efforts individually, mainly through on-the-job training. While on-the-job training is a key component of employee and business success, we saw an opportunity to coordinate learning aids and accessible content to better enable learning in the flow of work that is consistent across the enterprise. We launched the Hourly Certification Trial Project in 2022 to assess infrastructure needs and develop a standard training matrix that we can eventually apply across our operations.

Beginning with four locations, our core project team is testing a standardized operator certification program. The program's goal is to support our skilled team members in their career progression. We plan to leverage the learnings and materials to scale this across the organization over the next two years.



Building the Pack

In November 2022, we launched new Leadership Development programs for front line and mid-level leaders. Early in 2023, a third program was launched for senior manager and director-level employees.

We branded these programs as Leading the Pack for Front Line Leaders, Developing the Pack for Mid-Level Leaders and Inspiring the Pack for Senior Manager and Director-Level Leaders under the umbrella of myPTVE Academy. Leading the Pack and Developing the Pack focus on teaching the foundational skills of

leading other people. Part of the core classes for both programs is Crucial Conversations for Mastering Dialogue and Crucial Conversations for Accountability. Of more than 900 leaders from across the business, over 500 had completed this course as of the end of March 2023.

Our inaugural Inspiring the Pack program began in February 2023 with 22 leaders who were nominated by senior executives for this program. The program aims to:

- Develop effective leaders who balance near-term operational goals with a long-term strategic outlook.
- Demonstrate key competencies that are vital to the effectiveness of Pactiv Evergreen's business model and support a growth mindset for continuous improvement of talent and business operations.
- Foster cross-functional networks of professional relationships to reinforce broad-based decision-making and effective change management.
- Create a culture of positive accountability within teams to support short- and long-term business goals.
- Practice inclusive engagement, enabling employees to uniquely contribute to Pactiv Evergreen's success metrics.
- Build a culture of candid and respectful communication with a shared goal of developing and retaining the best talent across the organization.



Tuition Assistance

Launched in 2022, our Tuition Assistance Program supports employees in their personal development plans and their overall career journeys, while enabling us to grow and develop talent within our organization.

U.S. salaried and non-union hourly employees are eligible for tuition reimbursement after three months of employment. Eligible employees can receive up to \$5,000 annually for tuition reimbursement — up to \$25,000 per employee.



Environmental, Health, Safety and Security

The protection and well-being of our employees, contractors and visitors are core to living out our company values. We maintain a focus on improved performance by setting goals, measuring progress and communicating results to employees and the public.

Pactiv Evergreen’s Environmental, Health, Safety and Security Management System (EMS) aims to provide a means for effective management of environmental and safety matters throughout all of our locations. The EMS is designed to enable and assist in complying with regulations, maintaining a high standard of performance and minimizing the impact of our operations.



Environmental Health and Safety Data

	Industry Average 2022*	Pactiv Evergreen 2022	Pactiv Evergreen 2021
Total Recordable Incident Rate	3.0	1.1	1.3
Days Away/Restricted/Transferred	2.1	0.7	0.9
Lost Time Incident Rate	1.1	0.3	0.4

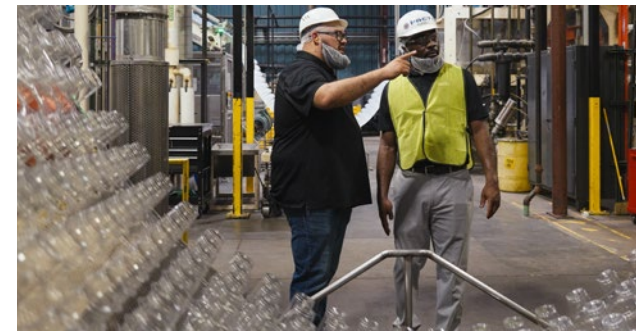
These elements are aligned with both the ISO 14001 and 45001 standards, which are the foundation of our program. Our EMS supports our overall Environment, Health and Safety and Sustainability Commitment and is tied to our company values.

Building a Safety Culture

Empowering our employees to be accountable for their own safety and the safety of others is key to safety success. Our hazard identification program allows employees to report unsafe conditions or behaviors throughout our facilities. Reports are tracked and analyzed to develop appropriate action plans to prevent further occurrences.

Our successful Gemba walk-through process brings leaders and employees on the floor together to assess the health and safety needs. This collaboration encourages commitment and accountability at all levels for the prevention of injuries.

Risk assessment is a foundational pillar in the Pactiv Evergreen planning process. Assessments ensure we are prioritizing resources and efforts in areas with the highest potential for serious injury or fatality. In 2022, we implemented a new risk assessment and abatement process across our manufacturing footprint. In 2023, we are monitoring not only the number of safety incidents or potential hazards but also the effectiveness of our control and reporting mechanisms.



Pactiv Evergreen Safety Stars



Pactiv Evergreen has had a long-standing program focused on acknowledging people “Staying Safety Alert” and recognizing employees who are living “Safety as a Value.” These recognitions are shared across our business units and allow leaders to connect with those employees who are driving safety in their areas and departments.

In Kinston, North Carolina, our Safety Takes Action and Responsibility Program is designed to engage employees at all levels in the recognition and correction of hazards in the workplace. A cross-functional team of at least 10 employees works together to identify and develop plans to prevent safety incident risks.

* For more details on industry benchmarks, see ESG Data Summary on page 50.

Diversity, Equity, Inclusion and Belonging

Equity and inclusion are the key to unlocking the true power of diversity. We are committed to being a company where people are respected for who they are, and everyone feels a sense of belonging — both within and outside our walls. We are building an innovative culture where diversity is celebrated, equity is realized and inclusion is embraced.

Employee Inclusion

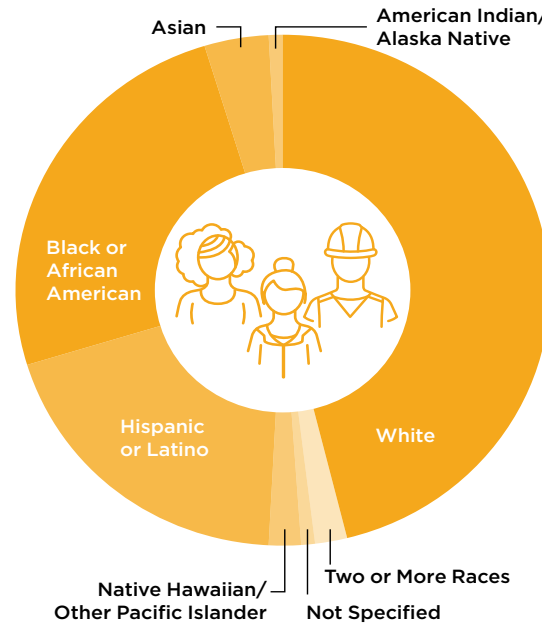
Our culture is built on a variety of backgrounds, experiences, personalities and thought perspectives. We focus on attracting, developing and retaining a diverse workforce because we understand the value of having diverse experiences and voices at the table. Our diversity, equity and inclusion principles are also reflected in our employee training and policies.

We proactively conduct outreach to support our commitment to a diverse and inclusive workforce. When posting our vacant positions, we make sure to include job boards for veterans, females, people with disabilities and people of color. Throughout the year, we participate in community job fairs and partner with organizations in support of these groups.

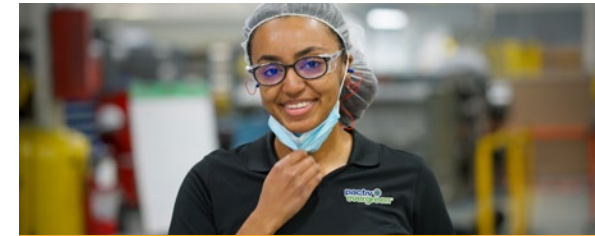
Driving Inclusivity Beyond Our Walls

Looking beyond our own employees, in 2021, we updated our procurement procedures to require vendors to certify whether they are a diverse supplier — a business owned and operated by an individual or group that is part of a traditionally underrepresented or underserved group — and conducted an analysis to better understand the diversity of our existing vendors.

We use artificial intelligence and machine learning to help discover diverse suppliers and expand supplier diversity.



Employee breakdown by ethnicity, 2022



Black Women in Science and Engineering



By sponsoring [Black Women in Science and Engineering \(BWISE\)](#), Pactiv Evergreen is committed to supporting underrepresented women in bridging the leadership gap through networking, mentorship and career development.

Made up of Black women from middle management through senior leadership with degrees in the sciences, math and engineering, BWISE provides opportunities to connect with others and expand professional networks.



Our Suppliers

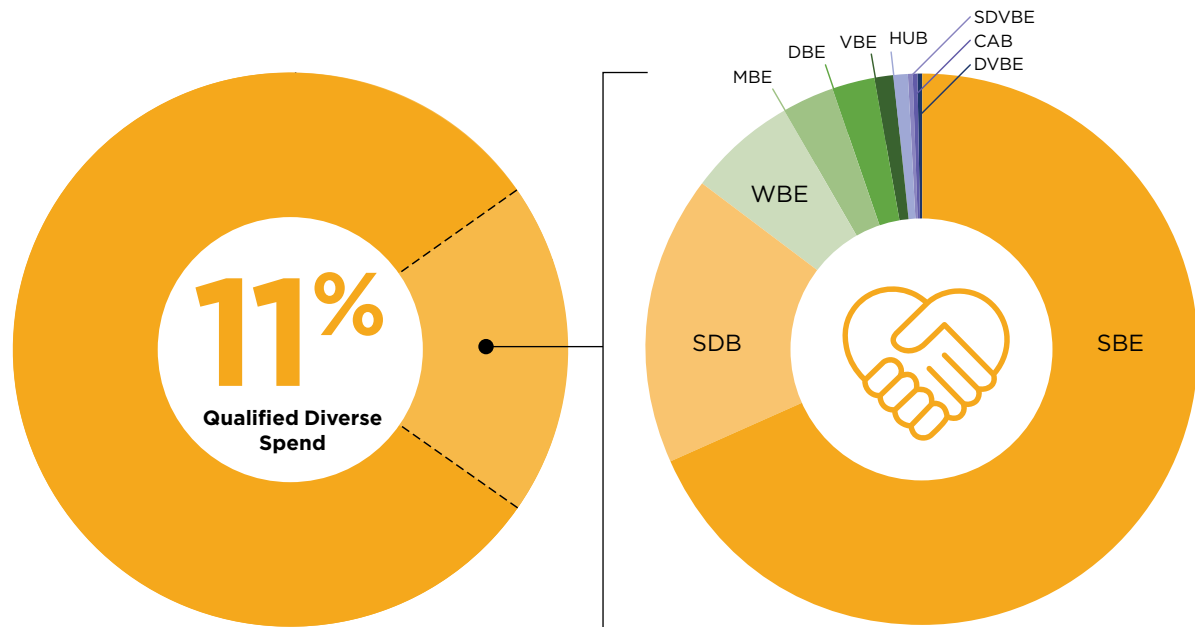
Third-party audits help us understand standards of labor, health and safety, environmental performance and ethics within our suppliers' sites. We audit our Tier 1 and Tier 2 suppliers to gain visibility into labor, health and safety, environmental and business ethics practices in our supply chain.

To do that, we are partnering with [Sedex](#), one of the world's leading ethical trade organizations. Our social compliance audit program, started in 2022, is focusing on our larger suppliers and its first implementation stage covered over \$400 million of our annual spend.

Procurement Policies

All Pactiv Evergreen suppliers are expected to adhere to our [Supplier Code of Conduct](#), which imposes important obligations consistent with our company values. Our policies require compliance with all applicable laws and employment regulations and that we not engage or participate in forced labor. We expect the same from all suppliers doing business with us.

2022 Diverse Supplier Spend



Key

- SBE Small Business Enterprise
- SDB Small Disadvantaged Business
- WBE Women Business Enterprise
- MBE Minority Business Enterprise
- DBE Disadvantaged Business Enterprise
- VBE Veteran Business Enterprise
- HUB Historically Underutilized Business
- SDVBE Service Disabled Veteran Owned Business Enterprise
- CAB Certified Aboriginal Business
- DVBE Disabled Veteran Business Enterprise



Our Communities

We partner with many organizations to create stronger communities and more sustainable economies.

Our Give Back program supports employees living our Pactiv Evergreen values by volunteering in their communities. Our Give Back Grant program lets employees apply for grants for the nonprofits they support during their free time, including nature preservation, veteran support, ending hunger and ending homelessness. Pactiv Evergreen also recently started a matching gift program to further support the causes dear to our people's hearts.

Give Back Month of Action

In 2022, we launched a company-wide month of action for our employees to come together and live our value to Do What's Right. We selected September, Hunger Action Month, to celebrate our inaugural Give Back Month of Action. Thousands of employees across North America jumped in to support their local communities and engage in a little friendly competition among colleagues.

Pactiv Evergreen made a \$2,500 donation to the local nonprofit of choice of plant and warehouse locations with the highest level of employee participation.

- Our Canandaigua plant and Canandaigua Technology Center in Canandaigua, New York, chose the [Salvation Army of Canandaigua](#) to receive their donation.
- The Kalamazoo plant in Kalamazoo, Michigan, selected [Kalamazoo Loaves and Fishes](#) to receive their donation.
- The Canandaigua regional mixing center in Canandaigua, New York, sent their donation to [Canandaigua Churches in Action](#).



100%
Location Participation

3,300+
Volunteer Hours

~95,000
Pounds of Food Donated

91
Nonprofits Helped

100+
Volunteer Events

Grand Prize for Mount Carmel

Additionally, we made a \$5,000 donation to the recipient of choice of the overall grand prize winner, the Foodservice plant in Mount Carmel, Pennsylvania. That team selected Our Lady of Hope's Meal Ministry Program as the recipient. The program provides food assistance to those in need.



Governance



Highlights

Published climate-related risks and opportunities in TCFD report



Analyzed water risk exposure through World Resources Institute



Reinforced data security and privacy protocols



Aligned activities to UN Sustainable Development Goals



ESG Governance

A strong governance program underpins all we do. Guided by our vision to do what's right for the environment, our people and our communities, we set time-bound, quantifiable goals for performance criteria across environmental performance, social initiative and governance categories according to global standards.

Our Board of Directors reviews and discusses ESG-related issues as a standing agenda item at its regular, quarterly meetings. Its ESG focus includes oversight of climate policies, ESG strategies, business plans, regulatory compliance and ESG performance.

Assessing and managing climate-related risks and opportunities occurs at the highest management level of our company by the leadership team. This team includes the President and Chief Executive Officer, Chief Financial Officer, Chief Operations Officer, Chief Legal Officer and the Chief Sustainability Officer. Climate-related issues are monitored through periodic reporting, performed by the sustainability team with assistance from the EHS team. For more information about our ESG-related governance processes, please consult our [TCFD report](#) or [read about our water-related risk analysis on page 21](#).

Ethics and Compliance

At Pactiv Evergreen, we seek to do what's right. Our employees are passionate about their work and committed to doing business in an ethical and fair way. Our culture of continuous learning helps

keep policies top of mind throughout the year. In 2022, we launched a new eLearning platform enabling more flexibility and better assignment management, from onboarding new employees to ongoing assignments for continuous learning and compliance. The platform also opens more opportunities for learning paths that can be self-managed, assigned by a manager or required for particular functions. Each employee receives both core training assigned to all our workforce and specific training based on their individual job responsibilities or location. Our salaried workforce's assignments are managed through our eLearning

platform. Topics covered include training on our code of conduct, anti-corruption, harassment and workplace violence prevention, equal opportunity employment, Sarbanes-Oxley (SOX) internal controls and cybersecurity. Our hourly workforce receives in-person training at our facilities. Records are maintained locally.

New employees receive the Pactiv Evergreen Code of Business Conduct and Ethics as part of our onboarding process. At the same time, they may also be assigned a series of relevant ethics and compliance training modules based on their responsibilities and location.



Data Privacy and Security

We recognize the importance of an effective security program to protect the company's employees, assets, products, data, systems, property and reputation from threats. We invest considerable time and resources to strengthen and maintain secure systems across the organization and continue our engagement and commitment to building stakeholder confidence and trust as the cybersecurity risk landscape evolves.

It all starts with supporting our workforce to champion cyber-awareness across the enterprise. We achieve this proficiency not only by developing and maintaining a set of policies, processes and controls around cybersecurity but also by regularly training our staff, including scheduled training, awareness campaigns and periodic simulations.

Controls, Audits and Incident Response

Our control environment is self-assessed by control owners and audited on a regular basis in accordance with applicable policies and procedures. Our processes include audits, such as evaluations of the design and effectiveness of information technology (IT) internal controls (access, changes and operations) of applications with impacts to financial reporting.

Protocols and standards also exist for the development and life cycle management of systems and applications as well as standardized protocols and methods for appropriate, efficient and prompt handling of all IT change requests. In case of an incident,

our cybersecurity incident response plan details procedures that cover identifying, investigating and responding to potential cybersecurity incidents and is implemented if necessary by our cybersecurity incident response team.

Assessment of Third Parties

We use a multi-layered approach to review and assess third parties, including but not limited to IT security vendor evaluations; signed services agreements, statements of work and nondisclosure agreements; and annual reviews of results from independent internal control audits performed on our software-as-a-service vendors.

Data Privacy

Pactiv Evergreen is committed to protecting and treating responsibly the data entrusted to us by our customers, vendors, employees and website visitors. We do this through adherence to policies of data classification that protect sensitive information and support compliance with applicable privacy laws, ongoing data mapping and execution of internal controls.

Our systems also include policies, processes and controls around business resiliency, risk assessments and records retention. For details on these and more, please consult our [Data Security and Privacy Statement](#).

Data Protection

We employ a multi-layered approach to protecting data from unauthorized access or disclosure, including:

- Internal controls for employees and third parties to restrict physical or digital access to Pactiv Evergreen systems, data and locations.
- Consistent use of multi-factor authentication.
- Network and emails scanned 24/7 for threats.
- Appropriate and periodic vulnerability scans.
- Vendor evaluation, including authentication and application security and infrastructure and data review as well as physical and digital access to data.
- Periodic user access reviews and third-party access approval in accordance with established IT internal controls.
- Required Service Organization Control 1 reports for third-party applications with financial relevance, which include testing of physical and digital access to data.



Aligning to the UN Global Goals

The United Nations Sustainable Development Goals (UN SDGs), or Global Goals, are a universal call to action to protect the planet and improve the lives and prospects of everyone, everywhere. The 17 Goals were adopted by all UN Member States in 2015, as part of the 2030 Agenda for Sustainable Development, which set out a 15-year plan to achieve the Goals.

To support our Pactiv Evergreen purpose of Packaging a Better Future, we have aligned our ESG strategy and material topics with the UN SDGs through an array of values, activities and policies detailed in this report and other publications.



Protect our Planet's Resources

Climate Strategy , Emissions, and Energy (p. 17-18)

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Sustainable Land Use, Forestry, and Biodiversity (p. 20)

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Water and Wastewater Management (p.21)

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Operational Waste Management (p.22)

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Deliver Sustainable Products Essential To Consumers

Sustainable Materials and Products (p.24-27)

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Product Quality and Safety (p.27)

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Supply Chain Sustainability (p.20,37)

8 16



Value our People and Communities

Employee Health, Safety and Well-Being (p.19, 35)

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Talent Attraction, Development and Engagement (p.33,34)

4 5

Diversity, Equity, Inclusion and Belonging (p.36)

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Human Rights (Code of Conduct)

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Labor Practices (Code of Conduct)

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Community Relations (p. 38)

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Governance

Ethical Business Practices (p. 41)

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Corporate Transparency (p.45-93)

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Regulatory Compliance (p.19,21,35)

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Data Security and Privacy (p.42)

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Governance Structure (p.41)

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Appendix

ESG Data Summary

Management determined that the information included in the ESG Data Summary tables below was relevant to supplement our disclosures in this report. These tables were derived in reference to the GRI and SASB standards where applicable. The data presented in this summary are for 2021 and 2022. Data collection efforts for certain metrics only began in 2022 or are not otherwise available; therefore, data for those metrics are not reported in the table below for the comparative period.

BUSINESS AREA	REPORTING REQUIREMENT	2022	2021
Activity	Net sales (USD, millions) ¹	\$6,220	\$5,437
	Number of sites (includes manufacturing, mills, warehouses, and distribution)	111	119
Materials and Products	Procured materials during reporting year (metric tons (mt))	4,334,855	Not Available
	Percentage of raw materials from (% procured weight, % raw material spend):		
	Recycled content	1%, 3%	Not Available
	Renewable resources	82%, 28%	Not Available
	Renewable and recycled content	2%, 2%	Not Available
	Recyclable materials	8%, 35%	Not Available
	Total wood fiber procured, percentage from chain-of-custody certified sources (mt)	1,026,986 (32.5%)	1,057,500 (31.6%)
	Amount of recycled and recovered fiber procured (mt)	69,830	Not Available
	Converted Product (mt)	1,574,318	1,732,587
	Amount of production by substrate (mt):		
	Paper/wood ²	908,652	1,199,440
	Glass	N/A	N/A
	Metal	16,938	26,890
Plastic	681,912	745,560	
Percentage of production (mt):			
Paper/wood ²	34%	36%	

¹ Amounts reported on this line represent consolidated net sales as disclosed in our consolidated financial statements filed with the SEC for the respective periods.

² Includes paper/wood sold internally.

ESG Data Summary (continued)

BUSINESS AREA	REPORTING REQUIREMENT	2022	2021
Materials and Products (continued)	Glass	N/A	N/A
	Metal	3%	3%
	Plastic	64%	58%
	Pulp Production (mt)	855,637	942,358
	Paper Production (mt)	908,652	1,199,440
	Net revenue from products made from renewable, recycled or recyclable materials (USD, %)	66%	64%
Product Safety	Number of recalls issued, total units recalled	0	0
Carbon and Climate	Scope 1 emissions (mt CO ₂ e)	1,133,782	1,167,082
	Scope 1 emissions intensity (mt CO ₂ e/mt converted product)	0.7	0.7
	Scope 1 Emissions covered under emissions-limiting regulations (percentage total Scope 1)	0%	0%
	Scope 2 (location-based) emissions (mt CO ₂ e)	954,130	957,068
	Scope 2 (location-based) emissions intensity (mt CO ₂ e/mt converted product)	0.6	0.6
	Total Scope 1 and 2 (location-based) emissions (mt CO ₂ e)	2,087,912	2,124,150
	Total Scope 1 and 2 (location-based) emissions intensity (mt CO ₂ e/mt converted product)	1.3	1.2
	Scope 3 emissions (mt CO ₂ e) ¹	7,710,063	5,515,217
	S3: C1 Purchased Goods and Services (mt CO ₂ e)	5,637,193	4,640,753
	S3: C2 Capital Goods	25,057	Not Available
	S3: C3 Fuels and Energy-Related Activities (mt CO ₂ e)	1,030,641	341,705
	S3: C4 Upstream Transportation and Distribution (mt CO ₂ e)	701,704	155,783
S3: C5 Waste (mt CO ₂ e)	292,860	272,062	

¹ We improved our methodology for 2022 Scope 3 emissions reporting to address the completeness of certain data sets and refine certain other computations to enhance the accuracy of our 2022 metrics. 2021 reported metrics in these lines have not been revised to conform to this enhanced methodology due to a lack of available data, which resulted in most of the increase in our 2022 reported Scope 3 emissions as compared to 2021.

ESG Data Summary (continued)

BUSINESS AREA	REPORTING REQUIREMENT	2022	2021
	S3: C6 Business Travel (mt CO ₂ e)	3,062	1,871
	S3: C7 Employee Commuting (mt CO ₂ e)	17,514	Not Available
	S3: C9 Downstream Transportation and Distribution (mt CO ₂ e)	2,032	103,043
	Scope 3 emissions intensity (mt CO ₂ e/mt converted product)	4.9	3.2
	Total Scope 1, 2 (location-based) and 3 emissions (mt CO ₂ e)	9,797,974	7,657,468
	Total Scope 1, 2 (location-based) and 3 emissions intensity (mt CO ₂ e/mt converted product)	6.2	4.4
	Separate Scope: Biogenic emissions (mt CO ₂ e)	2,313,286	2,271,860
	Total Energy Consumption (in Megawatt hours (MWh))	15,792,065	15,713,145
	Total Energy Intensity (MWh/mt converted product)	10.0	9.1
	Renewable Energy Consumption (MWh) (% total consumption)	7,202,405 (46%)	7,063,355 (48%)
	Biomass Energy Consumption (MWh) (% total consumption)	7,202,405 (46%)	7,063,355 (48%)
Energy	Energy Consumed for Scope 1 and 2 (location-based) emissions (MWh)	8,031,251	8,181,678
	Energy Intensity for Scope 1 and 2 (location-based) emissions (MWh/mt converted product)	5.1	4.7
	Total Self-Generated Energy (MWh)	7,207,749	7,116,586
	Electrical Power Consumed from the Grid (MWh)	2,027,659	2,164,189
	Percentage fiber meeting SFI Fiber Sourcing Standard	>99%	>99%
	Total Chain-of-Custody Certified Fiber (short tons fiber) (% total fiber)	333,393 (32.50%)	334,394 (31.60%)
Forestry	FSC Certified (short tons fiber)	155,178	151,303
	SFI/PEFC Certified (short tons fiber)	178,214	183,091
	Total Chain-of-Custody Certified Fiber (mt wood chip equivalents)	1,209,793	1,213,428
	FSC Certified (mt wood chip equivalents)	563,101	549,039
	SFI/PEFC Certified (mt wood chip equivalents)	646,692	664,389

ESG Data Summary (continued)

BUSINESS AREA	REPORTING REQUIREMENT	2022	2021
Water	Water withdrawn (megaliters)	86,366	95,592
	Water intensity (megaliters/mt converted products)	0.05	0.06
	Percentage facilities in regions with high or extremely high baseline water risk	12%	12%
	Percentage water withdrawn in regions with high or extremely high baseline water risk	<1%	<1%
Waste	Municipal solid waste (mt)	150,989	Not Available
	Percentage Recycled	88%	Not Available
	Percentage Landfilled	12%	Not Available
	Percentage Composted	<1%	Not Available
Employment¹	Salaried employees	20%	19%
	Employees covered by collective bargaining agreement	24%	24%
	New employee hires (hourly, salary) ²		
	Hourly	93%	93%
	Salary	7%	7%
	New hires identifying as women (hourly, salary)		
	Hourly	31%	31%
	Salary	32%	33%
	New hires identifying as People of Color (hourly, salary)		
	Hourly	68%	63%
Salary	35%	31%	

¹ Pactiv Evergreen data includes salaried and temporary employees of all U.S. locations (representing 87% of the workforce in 2022, 85% in 2021).

² Employees whose employment started during the relevant year.

ESG Data Summary (continued)

BUSINESS AREA	REPORTING REQUIREMENT	2022	2021
Employment (continued)	Number of Pactiv Evergreen Inc. (PTVE) employees		
	Global	15,960	15,782
	U.S.	13,882	13,432
	Mexico	1,734	1,597
	Canada	279	253
	Other international locations	65	500
Demographics	Women in workforce (percentage U.S. employees)	28%	28%
	Women in mid-level leadership (manager to associate director) (percentage U.S. employees)	24%	21%
	Women in senior leadership (director and above) (percentage U.S. employees)	22%	20%
	Black, indigenous or people of color in workforce (percentage U.S. employees)	51%	49%
	Black, indigenous or people of color in mid-level leadership (manager to associate director) (percentage U.S. employees)	21%	20%
	Black, indigenous or people of color in senior leadership (director and above) (percentage U.S. employees)	13%	12%
	Workforce age group 55+ (percentage U.S. employees)	26%	14%
	Workforce age group 40-54 (percentage U.S. employees)	39%	30%
	Workforce age group 30-39 (percentage U.S. employees)	21%	35%
	Workforce age group under 30 (percentage U.S. employees)	14%	20%
Veterans (percentage U.S. employees)	3%	4%	

¹ Pactiv Evergreen data includes salaried and temporary employees of all U.S. locations (representing 87% of the workforce in 2022, 85% in 2021).

ESG Data Summary (continued)

BUSINESS AREA	REPORTING REQUIREMENT	2022	2021
Worker health and safety¹	Total Recordable Incident Rate (TRIR)	1.1	1.3
	Days Away, Restricted or Transferred (DART)	0.7	0.9
	Lost Time Injury Case Rate (LTIR)	0.3	0.4
	OSHA Citations	6	5
Training and Education	Percentage of salaried employees receiving regular performance and career development reviews	100%	100%
Board of Directors*	Size of the board	6 (1 seat vacant)	6 (1 seat vacant)
	Independent directors on board	3 (50%)	4 (67%)
	Board chair classification	Non-Affiliated Director	Non-Affiliated Director
	Women on board	2 (33%)	2 (33%)
	Women in executive team ²	1	2
	Board average age	54	56
	Board average tenure since IPO (September 21, 2020)	2 years	1 year
	Mandatory retirement age	No	No
	Board meetings held	7 during year ended 12/31/2022	8 during year ended 12/31/2021
	All directors attended ≥ 75% of meetings	Yes	No (Mr. McGrath did not attend one of two meetings as it related to his employment)
	Percentage of the directors who attended less than 75% of board and/or committee meetings	0%	0% (See above regarding Mr. McGrath)
	Classification of the Audit Committee Chair	Non-Affiliated Director	Non-Affiliated Director
	Independent members on the Audit Committee	3 (100%)	3 (100%)

¹ Total Recordable Incident Rate (TRIR), Days Away, Restricted or Transferred (DART) and Lost Time Injury Case Rate (LTIR). Pactiv Evergreen data includes all U.S. locations (representing 87% of the workforce in 2022, 85% in 2021) and certain international locations. Injury Rate Industry Benchmarks developed by (1) using the U.S. Bureau of Labor Statistics Incidence Rates for the three primary manufacturing activities of Pactiv Evergreen, which are Plastics Manufacturing, NAICS 3261, Paper Converting, NAICS 3222, and Paper Mills, NAICS 32213 and (2) weighting each manufacturing operation's rates based on the relative hours worked for each operation.

² Pactiv Evergreen's executive team comprises the President and CEO and his direct reports.

* As of December 31 of the relevant year, unless the context indicates otherwise

ESG Data Summary (continued)

BUSINESS AREA	REPORTING REQUIREMENT	2022	2021
Board of Directors (continued)*	Number of executives on the Audit Committee	None	None
	Audit Committee Meetings	7	4
	Classification of the Compensation Committee Chair	Non-Affiliated Director	Non-Affiliated Director
	Independent Members on the Compensation Committee	2 (67%)	2 (67%)
	Number of Executives on the Compensation Committee	None	None
	Compensation Committee Meetings	6	7
	Classification of the Nominating and Corporate Governance Committee Chair	Affiliated Director	Affiliated Director
	Independent Members on the Nominating and Corporate Governance Committee	2 (67%)	2 (67%)
	Number of Executives on the Nominating and Corporate Governance Committee	None	None
	Nominating and Corporate Governance Committee Meetings	6	5
	Annual Board and Committee Self-Assessment	Completed Q2 2023	Completed Q1 2022
	Number of non-executive directors on the board with lengthy tenure	None	None
	How many other public company boards does the CEO sit on (U.S. and Canada only)?	None	None
	Number of non-executive directors serving on a significant number of outside boards	None	None
	Does the Board Chair serve on a significant number of outside boards?	No	No
	Number of directors who received withhold/against votes of 50% or greater at the last annual meeting	None	None
	Number of directors involved in material related-party transactions	2 of 6 directors are employed by related parties	2 of 6 directors are employed by related parties

* As of December 31 of the relevant year, unless the context indicates otherwise

ESG Data Summary (continued)

BUSINESS AREA	REPORTING REQUIREMENT	2022	2021
Board of Directors (continued)*	Number of directors with related-party transactions sitting on key board committees	One of four directors on key committees is employed by a related party	One of four directors on key committees is employed by a related party
	Has the board failed to implement a shareholder resolution supported by a majority vote or failed to address the issue underlying majority director WHs?	No	No
	Board Chair second or casting vote at director meetings in the event of a tie	No	No
	Stock ownership guidelines for directors ¹	No	No
	Percentage of directors with more than one year of service own stock, who can legally or practically do so	100%	100%
	Percentage of the board consists of immediate family members of majority shareholders, executives and former executives within the past five years	16.67% (one)	None
	Percentage of the board who are former or current officers or employees of the company	33%	33%
	Quorum for director meetings	Majority	Majority
	Material related-party transactions involving the CEO	No	No
	Pledge of company shares by any executive or director	No	No
	Robust policy prohibiting hedging of company shares by employees	Yes	Yes
	Percentage of directors received shareholder approval rates below 80%	None	None
	Average outside director's total compensation/remuneration	-\$291,000 in cash and restricted stock units	-\$281,000 in cash and restricted stock units
	Formal CEO and key executive officers' succession plan	No	No
	Mechanisms to encourage director refreshment	No	No
	Board response to low vote support for a management proposal	N/A	N/A
	Percentage of non-executive directors has been on the board less than six years	100%	100%

* As of December 31 of the relevant year, unless the context indicates otherwise

¹ Ownership guidelines adopted in Q1 2023.

ESG Data Summary (continued)

BUSINESS AREA	REPORTING REQUIREMENT	2022	2021
Board of Directors (continued)*	Lowest percentage of vote support received by management-nominated directors at their most recent annual meeting	89.3%	86.7%
	Standard deviation of director age	7.4 years	8.1 years
	Standard deviation of director tenure (in years)	0.37 years	0
	Percentage of vote support for the Board Chair at the latest meeting	95.9%	99.8%
Audit*	Non-audit fees as a percentage of total fees	0.2%	0.3%
	Adverse opinion from auditor in past year	No	No
	Restated financials within the past two years	No	No
	Non-timely financial disclosure filings in the past two years	No	No
	Regulator-initiated enforcement action against the company in the past two years	No	No
	Financial experts on the audit committee	1	1
	Disclosure of material weaknesses in internal controls in the past two years	0	0
	Regulator-initiated enforcement action against an officer or director of the company in the past two years	No	No
Tenure of the external auditor since IPO	2 years	1 year	
Compensation*	Company-provided loans to directors	No	No
	Option-based part of the total remuneration received by directors	None	None
	Active equity plans prohibiting share recycling for options/SARS	No	No
	Minimum vesting periods mandated in the plan documents for executives' restricted stock (adopted/amended in the last three years)	Determined by Compensation Committee	Determined by Compensation Committee
	Holding or retention period for stock options for executives	No stock options granted	No stock options granted

* As of December 31 of the relevant year, unless the context indicates otherwise

ESG Data Summary (continued)

BUSINESS AREA	REPORTING REQUIREMENT	2022	2021
Compensation (continued)*	Holding or retention period for restricted shares or stock awards for executives	None	None
	Active equity plans prohibiting option/SAR repricing	Yes	Yes
	Has the company repriced options or exchanged them for shares, options, or cash without shareholder approval in the last three years?	No	No
	Multiple of base salary for CEO stock ownership requirement ¹	None	None
	Trigger under the change-in-control agreements	Mixed	Mixed
	Do equity-based plans or other long-term awards vest completely upon a change-in-control?	Yes	Yes
	Does the company have a clawback or malus provision?	Yes	Yes
	Multiple of pay in the change-in-control or the severance agreements for the CEO	Two times annual salary	Two times annual salary
	Active equity plans prohibiting options or SARs cash buyouts	Yes	Yes
	Active equity plans include an evergreen provision	Yes	Yes
	Basis for the change-in-control or severance payment for the CEO	Termination without cause.	Termination without cause.
	Significant opposition from shareholders on recent Say-on-Pay proposal	No	No
	Does the company employ at least one metric that compares its performance to a benchmark or peer group (relative performance)?	No	No
	Percentage of vote support received from shareholders on the most recent Say-on-Pay or remuneration proposal	97.7%	99.9%
	Level of disclosure on environmental or social performance measures for the short-term incentive plan for executives	N/A	N/A
Level of disclosure on environmental or social performance measures for any long-term incentive plan for executives granted in the last fiscal year	N/A	N/A	

* As of December 31 of the relevant year, unless the context indicates otherwise

¹ CEO stock ownership guidelines adopted at 6x in Q1 2023.

ESG Data Summary (continued)

BUSINESS AREA	REPORTING REQUIREMENT	2022	2021
	Majority vote standard in uncontested elections	No	No
	Classes of stock with different voting rights	No	No
	Directors on the board who are not up for election by all classes of common shareholders	None	None
	Sunset provision on the company's unequal voting structure	N/A	N/A
	Annual election for all directors	Yes	Yes
	Poison pill	No	No
	Board authorized to issue blank check preferred stock	Yes	Yes
	Supermajority vote to approve amendments to the charter or bylaws	No	No
	Supermajority vote to approve mergers or business combinations	No	No
Shareholders' Rights*	Percentage of share capital needed to convene a special meeting	Over 50%	Over 50%
	Minimum vesting periods mandated in the plan documents for executives' stock options or SARS in the equity plans (adopted/amended in the last three years)	Company has not granted stock options or SARS.	
	If the company has a majority voting standard, is there a plurality carve-out in the case of contested elections?	N/A	N/A
	Material restrictions as to timing or topics to be discussed or ownership levels required to call the meeting	No	No
	Controlling shareholder	Yes	Yes
	Proxy access to shareholders	No	No
	Exclusive venue or forum provision	Yes	Yes
	Can the board materially modify the company's equity capital structure without shareholder approval?	No	No
	Ownership threshold for proxy access	N/A	N/A

* As of December 31 of the relevant year, unless the context indicates otherwise

GRI Content Index

The basis of presentation for certain information included in this report was prepared in reference to the GRI index. The GRI index presented below is derived from the GRI Standards. GRI 1: Foundation 2021. This content index serves as a reference to our disclosures in this report and other of our disclosures in the public domain that relate to each GRI standard.

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 2: General Disclosures	2-1 Organizational details	<ul style="list-style-type: none"> a. report its legal name; b. report its nature of ownership and legal form; c. report the location of its headquarters; d. report its countries of operation 	<ul style="list-style-type: none"> a) Pactiv Evergreen Inc. b) 2022 Form 10-K, PDF Page 1 c) Lake Forest, IL d) 2022 Form 10-K
	2-2 Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> a. list all its entities included in its sustainability reporting; b. if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting; c. if the organization consists of multiple entities, explain the approach used for consolidating the information, including: <ul style="list-style-type: none"> i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii. whether and how the approach differs across the disclosures in this Standard and across material topics 	2021-2022 ESG Report, Page 8 and 2022 Form 10-K , Exhibit 21.1
	2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> a. specify the reporting period for, and the frequency of, its sustainability reporting; b. specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this; c. report the publication date of the report or reported information; d. specify the contact point for questions about the report or reported information 	2021-2022 ESG Report, Page 8
	2-4 Restatements of information	<ul style="list-style-type: none"> a. report restatements of information made from previous reporting periods and explain: <ul style="list-style-type: none"> i. the reasons for the restatements; ii. the effect of the restatements 	2021-2022 ESG Report, Page 9
	2-5 External assurance	<ul style="list-style-type: none"> b. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved; c. if the organization's sustainability reporting has been externally assured; d. provide a link or reference to the external assurance report(s) or assurance statement(s); e. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; f. describe the relationship between the organization and the assurance provider 	2021-2022 ESG Report, page 93

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 2: General Disclosures	2-6 Activities, value chain and other business relationships	<ul style="list-style-type: none"> a. report the sector(s) in which it is active; b. describe its value chain, including: <ul style="list-style-type: none"> i. the organization's activities, products, services, and markets served; ii. the organization's supply chain; iii. the entities downstream from the organization and their activities; c. report other relevant business relationships; d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period 	2022 Form 10-K, PDF page 4
	2-7 Employees	<ul style="list-style-type: none"> a. report the total number of employees, and a breakdown of this total by gender and by region; b. report the total number of: <ul style="list-style-type: none"> i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region; c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: <ul style="list-style-type: none"> i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology; d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b; e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods 	2021-2022 ESG Report, ESG Data Summary
	2-9 Governance structure and composition	<ul style="list-style-type: none"> a. describe its governance structure, including committees of the highest governance body; b. list the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment, and people; c. describe the composition of the highest governance body and its committees by: <ul style="list-style-type: none"> i. executive and non-executive members; ii. independence; iii. tenure of members on the governance body; iv. number of other significant positions and commitments held by each member, and the nature of the commitments; v. gender; vi. under-represented social groups; vii. competencies relevant to the impacts of the organization; viii. stakeholder representation 	2023 Proxy Statement
	2-10 Nomination and selection of the highest governance body	<ul style="list-style-type: none"> a. describe the nomination and selection processes for the highest governance body and its committees; b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: <ul style="list-style-type: none"> i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organization 	2023 Proxy Statement

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 2: General Disclosures	2-11 Chair of the highest governance body	<ul style="list-style-type: none"> a. report whether the chair of the highest governance body is also a senior executive in the organization; b. if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated 	2023 Proxy Statement
	2-12 Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> a. describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development; b. describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including: <ul style="list-style-type: none"> i. whether and how the highest governance body engages with stakeholders to support these processes; ii. how the highest governance body considers the outcomes of these processes; c. describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review 	2023 Proxy Statement
	2-13 Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> a. describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including: <ul style="list-style-type: none"> i. whether it has appointed any senior executives with responsibility for the management of impacts; ii. whether it has delegated responsibility for the management of impacts to other employees; b. describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people 	2021-2022 ESG Report, Page 41
	2-14 Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information; b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this 	2021-2022 ESG Report, Page 41
	2-15 Conflicts of interest	<ul style="list-style-type: none"> a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated; b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: <ul style="list-style-type: none"> i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances 	Corporate Governance Guidelines
	2-16 Communication of critical concerns	<ul style="list-style-type: none"> a. describe whether and how critical concerns are communicated to the highest governance body; b. report <u>the</u> total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period. 	2021-2022 ESG Report, Page 41

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 2: General Disclosures	2-18 Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people; b. report whether the evaluations are independent or not, and the frequency of the evaluations; c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices 	Corporate Governance Guidelines
	2-19 Remuneration policies	<ul style="list-style-type: none"> a. describe the remuneration policies for members of the highest governance body and senior executives, including: <ul style="list-style-type: none"> i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits; b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people 	2023 Proxy Statement
	2-20 Process to determine remuneration	<ul style="list-style-type: none"> a. describe the process for designing its remuneration policies and for determining remuneration, including: <ul style="list-style-type: none"> i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration; ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives; b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable 	Corporate Governance Guidelines; 2023 Proxy Statement
	2-21 Annual total compensation ratio	<ul style="list-style-type: none"> a. report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual); b. report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual); c. report contextual information necessary to understand the data and how the data has been compiled 	2023 Proxy Statement
	2-22 Statement on sustainable development strategy	report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development	2021-2022 ESG Report, Page 3

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 2: General Disclosures	2-23 Policy commitments	<p>a. describe its policy commitments for responsible business conduct, including:</p> <ul style="list-style-type: none"> i. the authoritative intergovernmental instruments that the commitments reference; ii. whether the commitments stipulate conducting due diligence; iii. whether the commitments stipulate applying the precautionary principle; iv. whether the commitments stipulate respecting human rights; <p>b. describe its specific policy commitment to respect human rights, including:</p> <ul style="list-style-type: none"> i. the internationally recognized human rights that the commitment covers; ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment; <p>c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this;</p> <p>d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;</p> <p>e. report the extent to which the policy commitments apply to the organization’s activities and to its business relationships;</p> <p>f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties</p>	2021-2022 ESG Report, Page 3, Code of Conduct
	2-25 Process to remediate negative impacts	<p>a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to;</p> <p>b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in;</p> <p>c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to;</p> <p>d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;</p> <p>e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback</p>	Code of Conduct
	2-26 Mechanisms for seeking advice and raising concerns	<p>a. describe the mechanisms for individuals to:</p> <ul style="list-style-type: none"> i. seek advice on implementing the organization’s policies and practices for responsible business conduct; ii. raise concerns about the organization’s business conduct 	Code of Conduct
2-28 Membership associations	report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	2021-2022 ESG Report, Page 28	

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 2: General Disclosures (continued)	2-29 Approach to stakeholder engagement	a. describe its approach to engaging with stakeholders, including: <ol style="list-style-type: none"> i. the categories of stakeholders it engages with, and how they are identified; ii. the purpose of the stakeholder engagement; iii. how the organization seeks to ensure meaningful engagement with stakeholders 	2021-2022 ESG Report, Page 12
	2-30 Collective bargaining agreements	a. report the percentage of total employees covered by collective bargaining agreements; b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations	2021-2022 ESG Report, ESG Data Summary
GRI 3: Material Topics	3-1 Process to determine material topics	a. describe the process it has followed to determine its material topics, including: <ol style="list-style-type: none"> i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; ii. how it has prioritized the impacts for reporting based on their significance; b. specify the stakeholders and experts whose views have informed the process of determining its material topics	2021-2022 ESG Report, Page 13-14
	3-2 List of material topics	list its material topics; report changes to the list of material topics compared to the previous reporting period	2021-2022 ESG Report, Page 14
	3-3 Management of material topics	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ol style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ol style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)	2021-2022 ESG Report, Page 15-42

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 201: Economic Performance	3-3 Management of material topics	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	2022 Form 10-K, PDF pages 4-11
	201-1 Direct economic value generated and distributed	<ul style="list-style-type: none"> a. direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: <ul style="list-style-type: none"> i. direct economic value generated: revenues; ii. economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. economic value retained: 'direct economic value generated' less 'economic value distributed' b. where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance 	2022 Form 10-K, PDF page 52 and PDF page 89-91
	201-2 Financial implications and other risks and opportunities due to climate change	<p>risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:</p> <ul style="list-style-type: none"> i. a description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. a description of the impact associated with the risk or opportunity; iii. the financial implications of the risk or opportunity before action is taken; iv. the methods used to manage the risk or opportunity; v. the costs of actions taken to manage the risk or opportunity 	Taskforce on Climate-related Financial Disclosures

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 201: Economic Performance	201-3 Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> a. if the benefit plan obligations and other retirement plan's liabilities are met by the organization's general resources, the estimated value of those liabilities b. if a separate fund exists to pay the plan's pension liabilities: <ul style="list-style-type: none"> i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them ii. the basis on which that estimate has been arrived at iii. when that estimate was made c. if a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage d. percentage of salary contributed by employee or employer e. level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact 	2022 Form 10-K, PDF page 76
GRI 204: Procurement Practices	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	2021-2022 ESG Report, Page 37

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 205: Anti-corruption	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	Code of Conduct
	205-2 Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> a. total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region b. total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region c. total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anticorruption policies and procedures have been communicated to any other persons or organizations d. total number and percentage of governance body members that have received training on anti-corruption, broken down by region e. total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region 	2021-2022 ESG Report, Page 41

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 206: Anti-competitive Behavior	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization’s operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	Code of Conduct
GRI 301: Materials	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization’s operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	2021-2022 ESG Report, Page 25
	301-1 Materials used by weight or volume	<ul style="list-style-type: none"> a. total weight or volume of materials that are used to produce and package the organization’s primary products and services during the reporting period, by: <ul style="list-style-type: none"> i. non-renewable materials used; 	2021-2022 ESG Report, ESG Data Summary
	301-2 Recycled input materials used	<ul style="list-style-type: none"> a. percentage of recycled input materials used to manufacture the organization’s primary products and services 	2021-2022 ESG Report, ESG Data Summary
	301-3 Reclaimed products and their packaging materials	<ul style="list-style-type: none"> a. percentage of reclaimed products and their packaging materials for each product category b. how the data for this disclosure have been collected 	2021-2022 ESG Report, ESG Data Summary

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 302: Energy	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	2021-2022 ESG Report, Page 17
	302-1 Energy consumption within the organization	<ul style="list-style-type: none"> a. total fuel consumption within the organization from nonrenewable sources, in joules or multiples, and including fuel types used b. total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used c. in joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. in joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. total energy consumption within the organization, in joules or multiples f. standards, methodologies, assumptions, and/or calculation tools used g. source of the conversion factors used 	2021-2022 ESG Report, ESG Data Summary
	302-2 Energy consumption outside of the organization	<ul style="list-style-type: none"> a. energy consumption outside of the organization, in joules or multiples b. standards, methodologies, assumptions, and/or calculation tools used c. source of the conversion factors used 	2021-2022 ESG Report, ESG Data Summary

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 302: Energy	302-3 Energy intensity	a. energy intensity ratio for the organization b. organization-specific metric (the denominator) chosen to calculate the ratio c. types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all d. whether the ratio uses energy consumption within the organization, outside of it, or both	2021-2022 ESG Report, ESG Data Summary
	302-4 Reduction of energy consumption	a. the reporting organization shall report the following information: Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples b. types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all c. basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it d. standards, methodologies, assumptions, and/or calculation tools used	2021-2022 ESG Report, ESG Data Summary
GRI 303: Water and Effluents	3-3 Management of material topic	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ol style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ol style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)	2021-2022 ESG Report, Page 21 ; 2023 CDP Water Questionnaire
	303-1 Interactions with water as a shared resource	a. a description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff) b. a description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used c. a description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts d. an explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress	2021-2022 ESG Report, Page 21 ; 2023 CDP Water Questionnaire

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 303: Water and Effluents	303-2 Management of water discharge-related impacts	<p>a. a description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:</p> <ul style="list-style-type: none"> i. how standards for facilities operating in locations with no local discharge requirements were determined; ii. any internally developed water quality standards or guidelines; iii. any sector-specific standards considered; iv. whether the profile of the receiving waterbody was considered 	<p>2021-2022 ESG Report, Page 21; 2023 CDP Water Questionnaire</p>
	303-3 Water withdrawal	<p>a. total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:</p> <ul style="list-style-type: none"> i. surface water; ii. groundwater; iii. seawater; iv. produced water; v. third-party water <p>b. total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:</p> <ul style="list-style-type: none"> i. surface water; ii. groundwater; iii. seawater; iv. produced water; v. third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv <p>c. a breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:</p> <ul style="list-style-type: none"> i. freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. other water ($> 1,000$ mg/L Total Dissolved Solids) <p>d. any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used</p>	<p>2021-2022 ESG Report, ESG Data Summary; 2023 CDP Water Questionnaire</p>

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 303: Water and Effluents	303-4 Water discharge	<ul style="list-style-type: none"> a. total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable: <ul style="list-style-type: none"> i. surface water; ii. groundwater; iii. seawater; iv. third-party water, and the volume of this total sent for use to other organizations, if applicable b. a breakdown of total water discharge to all areas in megaliters by the following categories: <ul style="list-style-type: none"> i. freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. other water ($> 1,000$ mg/L Total Dissolved Solids) c. total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories: <ul style="list-style-type: none"> i. freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. other water ($> 1,000$ mg/L Total Dissolved Solids) d. priority substances of concern for which discharges are treated, including: <ul style="list-style-type: none"> i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used; ii. the approach for setting discharge limits for priority substances of concern; iii. number of incidents of non-compliance with discharge limits e. any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used 	2021-2022 ESG Report, ESG Data Summary; 2023 CDP Water Questionnaire
	303-5 Water consumption	<ul style="list-style-type: none"> a. total water consumption from all areas in megaliters b. total water consumption from all areas with water stress in megaliters c. change in water storage in megaliters, if water storage has been identified as having a significant water-related impact d. any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors 	2021-2022 ESG Report, ESG Data Summary; 2023 CDP Water Questionnaire

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 304: Biodiversity	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	2021-2022 ESG Report, Page 20
	304-2 Significant impacts of activities, products and services on biodiversity		2021-2022 ESG Report, Page 20
	304-3 Habitats protected or restored		2021-2022 ESG Report, Page 20
GRI 305: Emissions	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	2021-2022 ESG Report, Page 18

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> a. gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent b. gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all c. biogenic CO2 emissions in metric tons of CO2 equivalent d. base year for the calculation, if applicable, including: <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions e. source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source f. consolidation approach for emissions; whether equity share, financial control, or operational control g. standards, methodologies, assumptions, and/or calculation tools used 	2021-2022 ESG Report, ESG Data Summary
	305-2 Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> a. gross direct (Scope 2) GHG emissions in metric tons of CO2 equivalent b. gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all c. biogenic CO2 emissions in metric tons of CO2 equivalent d. base year for the calculation, if applicable, including: <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions e. source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source f. consolidation approach for emissions; whether equity share, financial control, or operational control g. standards, methodologies, assumptions, and/or calculation tools used 	2021-2022 ESG Report, ESG Data Summary
	305-3 Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> a. gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent b. if available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 or all c. biogenic CO2 emissions in metric tons of CO2 equivalent d. other indirect (Scope 3) GHG emissions categories and activities included in the calculation e. base year for the calculation, if applicable, including: <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions f. source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source g. standards, methodologies, assumptions, and/or calculation tools used 	2021-2022 ESG Report, ESG Data Summary
GRI 305: Emissions	305-4 GHG emissions intensity	<ul style="list-style-type: none"> a. GHG emissions intensity ratio for the organization b. organization-specific metric (the denominator) chosen to calculate the ratio c. types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3) d. gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all 	2021-2022 ESG Report, ESG Data Summary

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
	305-5 Reduction of GHG emissions	GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent	CDP Climate Submission, 2023
GRI 306: Waste	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	2021-2022 ESG Report, Page 22
	306-1 Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> a. for the organization's significant actual and potential wasterelated impacts, a description of: <ul style="list-style-type: none"> i. the inputs, activities, and outputs that lead or could lead to these impacts; ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain 	2021-2022 ESG Report, ESG Data Summary
	306-2 Management of significant waste-related impacts	<ul style="list-style-type: none"> a. actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations c. the processes used to collect and monitor waste-related data 	2021-2022 ESG Report, ESG Data Summary
	306-3 Waste generated	<ul style="list-style-type: none"> a. total weight of waste generated in metric tons, and a breakdown of this total bycomposition of the waste b. contextual information necessary to understand the data and how the data has been compiled 	2021-2022 ESG Report, ESG Data Summary

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 306: Waste	306-4 Waste diverted from disposal	<ul style="list-style-type: none"> a. total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste b. total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: <ul style="list-style-type: none"> i. preparation for reuse; ii. recycling; iii. other recovery operations c. total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: <ul style="list-style-type: none"> i. preparation for reuse; ii. recycling; iii. other recovery operations d. for each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: <ul style="list-style-type: none"> i. onsite; ii. offsite e. contextual information necessary to understand the data and how the data has been compiled 	2021-2022 ESG Report, ESG Data Summary
	306-5 Waste directed to disposal	<ul style="list-style-type: none"> a. total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste b. total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: <ul style="list-style-type: none"> i. incineration (with energy recovery); ii. incineration (without energy recovery); iii. landfilling; iv. other disposal operations c. total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: <ul style="list-style-type: none"> i. incineration (with energy recovery); ii. incineration (without energy recovery); iii. landfilling; iv. other disposal operations d. for each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal: <ul style="list-style-type: none"> i. onsite; ii. offsite e. contextual information necessary to understand the data and how the data has been compiled 	2021-2022 ESG Report, ESG Data Summary

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 307: Environmental Compliance Disclosure	3-3 Management of material topic	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)	2021-2022 ESG Report, Page 17-22
	307-1 a. Significant fines and non-monetary sanctions for noncompliance with environmental laws and/or regulations	significant fines and non-monetary sanctions for noncompliance with environmental laws and/or regulations	2021-2022 ESG Report, Page 17-22
GRI 308: Supplier Environmental Assessment	3-3 Management of material topic	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)	2021-2022 ESG Report, Page 37

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	percentage of new suppliers that were screened using environmental criteria	2021-2022 ESG Report, Page 37
	308-2 Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> a. number of suppliers assessed for environmental impacts b. number of suppliers identified as having significant actual and potential negative environmental impacts c. significant actual and potential negative environmental impacts identified in the supply chain d. percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment e. percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why 	2021-2022 ESG Report, Page 37
GRI 401: Employment	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	2021-2022 ESG Report, Page 31

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 401: Employment	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>a. benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:</p> <ul style="list-style-type: none"> i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others <p>b. the definition used for 'significant locations of operation'</p>	2021-2022 ESG Report, Page 32
	401-3 Parental leave	<p>a. total number of employees that were entitled to parental leave, by gender</p> <p>b. total number of employees that took parental leave, by gender</p> <p>c. total number of employees that returned to work in the reporting period after parental leave ended, by gender</p> <p>d. total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender</p> <p>e. return to work and retention rates of employees that took parental leave, by gender</p>	2021-2022 ESG Report, Page 32
GRI 402: Labor/ Management Relations	3-3 Management of material topic	<p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)</p>	2021-2022 ESG Report, Page 31

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 403: Occupational Health and Safety	3-3 Management of material topic	<p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <ol style="list-style-type: none"> actions to prevent or mitigate potential negative impacts; actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; actions to manage actual and potential positive impacts; <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <ol style="list-style-type: none"> processes used to track the effectiveness of the actions; goals, targets, and indicators used to evaluate progress; the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures; <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)</p>	2021-2022 ESG Report, Page 35
	403-1 Occupational health and safety management system	<p>a. the level at which each formal joint management-worker health and safety committee typically operates within the organization</p> <p>b. percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees</p>	Pactiv Evergreen Environmental Management System
	403-2 Hazard identification, risk assessment, and incident investigation	<p>a. types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees, with a breakdown by:</p> <ol style="list-style-type: none"> region; gender <p>b. types of injury, injury rate (IR), and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by:</p> <ol style="list-style-type: none"> region; gender <p>c. the system of rules applied in recording and reporting accident statistics</p>	Pactiv Evergreen Environmental Management System
	403-3 Occupational health services	whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases	Pactiv Evergreen Environmental Management System
	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>a. whether formal agreements (either local or global) with trade unions cover health and safety</p> <p>b. if so, the extent, as a percentage, to which various health and safety topics are covered by these agreements</p>	Pactiv Evergreen Environmental Management System

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 403: Occupational Health and Safety	403-5 Worker training on occupational health and safety	a description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations	Pactiv Evergreen Environmental Management System
	403-6 Promotion of worker health	a. an explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided b. a description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs	Pactiv Evergreen Environmental Management System
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	a description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks	Pactiv Evergreen Environmental Management System
	403-9 Work-related injuries	a. for all employees: <ol style="list-style-type: none"> i. the number and rate of fatalities as a result of work-related injury; ii. the number and rate of high-consequence work-related injuries (excluding fatalities); iii. the number and rate of recordable work-related injuries; iv. the main types of work-related injury; v. the number of hours worked b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: <ol style="list-style-type: none"> i. the number and rate of fatalities as a result of work-related injury; ii. the number and rate of high-consequence work-related injuries (excluding fatalities); iii. the number and rate of recordable work-related injuries; iv. the main types of work-related injury; v. the number of hours worked c. the work-related hazards that pose a risk of high-consequence injury, including: <ol style="list-style-type: none"> i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls d. any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls e. whether the rates have been calculated based on 200,000 or 1,000,000 hours worked f. whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded g. any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	2021-2022 ESG Report, ESG Data Summary

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 404: Training and Education	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	2021-2022 ESG Report, Page 34
	404-2 Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> a. type and scope of programs implemented and assistance provided to upgrade employee skills b. transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment 	2021-2022 ESG Report, Page 34
	404-3 Percentage of employees receiving regular performance and career development reviews	percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period	2021-2022 ESG Report, ESG Data Summary

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 405: Diversity and Equal Opportunity	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	2021-2022 ESG Report, Page 36
	405-1 Diversity of governance bodies and employees	<ul style="list-style-type: none"> a. the reporting organization shall report the following information: Percentage of individuals within the organization's governance bodies in each of the following diversity categories: <ul style="list-style-type: none"> i. gender; ii. age group: under 30 years old, 30-50 years old, over 50 years old; iii. other indicators of diversity where relevant (such as minority or vulnerable groups) b. percentage of employees per employee category in each of the following diversity categories: <ul style="list-style-type: none"> i. gender; ii. age group: under 30 years old, 30-50 years old, over 50 years old; iii. other indicators of diversity where relevant (such as minority or vulnerable groups) 	2021-2022 ESG Report, ESG Data Summary

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 406: Non-discrimination	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	Code of Conduct
GRI 407: Freedom of Association and Collective Bargaining	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	Code of Conduct

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 408: Child Labor	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	Code of Conduct
GRI 409: Forced or Compulsory Labor	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	Code of Conduct

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 411: Rights of Indigenous Peoples	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	Code of Conduct
GRI 413: Local Communities	3-3 Management of material	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	2021-2022 ESG Report, Page 38

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	<p>a. the reporting organization shall report the following information:</p> <p>b. percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:</p> <ul style="list-style-type: none"> i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; iv. local community development programs based on local communities' needs; v. stakeholder engagement plans based on stakeholder mapping; vi. broad based local community consultation committees and processes that include vulnerable groups; vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. formal local community grievance processes 	2021-2022 ESG Report, Page 38
GRI 414: Supplier Social Assessment	3-3 Management of material topic	<p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)</p>	2021-2022 ESG Report, Page 37
	414-1 New suppliers that were screened using social criteria	new suppliers that were screened using social criteria	2021-2022 ESG Report, Page 37
	414-2 Negative social impacts in the supply chain and actions taken	negative social impacts in the supply chain and actions taken	2021-2022 ESG Report, Page 37

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 415: Public Policy	3-3 Management of material topic	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization’s operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)	Code of Conduct
	415-1 Political contributions	a. total monetary value of financial and in-kind political b. contributions made directly and indirectly by the organization by c. country and recipient/beneficiary d. if applicable, how the monetary value of in-kind contributions e. was estimated	Pactiv Evergreen did not make political contributions or have a Polical Action Committee in 2022
GRI 416: Customer Health and Safety	3-3 Management of material topic	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization’s operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)	2021-2022 ESG Report, Page 27
	416-1 Assessment of the health and safety impacts of product and service categories		2021-2022 ESG Report, Page 27

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 417: Marketing and Labeling	3-3 Management of material topic	<ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) 	Code of Conduct
	417-2 Incidents of non-compliance concerning product and service information and labeling	<ul style="list-style-type: none"> a. whether each of the following types of information is required by the organization's procedures for product and service information and labeling: <ul style="list-style-type: none"> i. content, particularly with regard to substances that might produce an environmental or social impact; ii. safe use of the product or service; iii. disposal of the product and environmental or social impacts; iv. other (explain) b. percentage of significant product or service categories covered by and assessed for compliance with such procedures 	Pactiv Evergreen experienced no significant incidents of non-compliance concerning product and service information and labeling during the reporting year
	417-3 Incidents of non-compliance concerning marketing communications	<ul style="list-style-type: none"> a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: <ul style="list-style-type: none"> i. <u>i. incidents of non-compliance with regulations resulting in a fine or penalty;</u> ii. <u>ii. incidents of non-compliance with regulations resulting in a warning;</u> iii. <u>iii. incidents of non-compliance with voluntary codes.</u> b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient. 	In 2022, we received no reports of non-compliance with product and service information and labeling requirements or non-compliance by our marketing communications with applicable requirements

GRI Content Index (continued)

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
<p>GRI 418: Customer Privacy</p>	<p>3-3 Management of material topic</p>	<p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including iii. actions to provide for or cooperate in their remediation; iv. actions to manage actual and potential positive impacts; <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated v. into the organization's operational policies and procedures; <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)</p>	<p>Data Security and Privacy Statement</p>
	<p>418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</p>	<p>a. total number of substantiated complaints received concerning breaches of customer privacy, categorized by:</p> <ul style="list-style-type: none"> i. i. complaints received from outside parties and substantiated by the organization; ii. ii. complaints from regulatory bodies. <p>b. total number of identified leaks, thefts, or losses of customer data.</p> <p>c. if the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p>	<p>We received no complaints concerning breaches of customer privacy or loss of customer data in 2022</p>

Sustainability Accounting Standards Board Index

The basis of presentation for certain information included in this report was informed by the Sustainability Accounting Standards Board (SASB) with specific reference to the Containers and Packaging and Pulp and Paper Products standards. The index below provides reference to applicable SASB standards relative to certain information included in this report and other of our public disclosures.

SASB Code	Metric	Pactiv Evergreen Response Location
RT-CP-000.C	Number of Employees (Global)	ESG Data Summary (Employment)
RT-CP-410a.1	Percentage of raw materials from: (1) recycled content, (2) renewable resources and (3) renewable and recycled content	ESG Data Summary (Materials and Products)
RT-CP-430a.1	Total wood fiber procured, percentage from certified sources	ESG Data Summary (Materials and Products)
RT-CP-430a.2	Total aluminum purchased, percentage from certified sources	ESG Data Summary (Materials and Products)
RR-PP-430a.2	Amount of recycled and recovered fiber procured	ESG Data Summary (Materials and Products)
RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its life cycle	2021-2022 ESG Report, p. 17
RT-CP-000.A	Amount of production by substrate as: (1) paper/wood, (2) glass, (3) metal and (4) plastic	ESG Data Summary (Materials and Products)
RT-CP-000.B	Percentage of production as: (1) paper/wood, (2) glass, (3) metal and (4) plastic	ESG Data Summary (Materials and Products)
RR-PP-000.A	Pulp Production	ESG Data Summary (Materials and Products)
RR-PP-000.B	Paper Production	ESG Data Summary (Materials and Products)
RT-CP-410a.2	Net revenue from products made from renewable, recycled or recyclable materials	ESG Data Summary (Materials and Products)
RT-CP-250a.1	Number of recalls issued, total units recalled	ESG Data Summary (Materials and Products)
RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern	2021-2022 ESG Report, p.25
RT-CP-110a.1 / RR-PP-110a.1	Scope 1 (Direct CO ₂) GHG Emissions	ESG Data Summary (Carbon and Climate)
RT-CP-110a.1	Percentage Scope 1 GHG Emissions covered under emissions-limiting regulations	ESG Data Summary (Carbon and Climate)

SASB Index (continued)

SASB Code	Metric	Pactiv Evergreen Response Location
RT-CP-110a.2 / RR-PP-110a.2	Description of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	CDP Climate Submission, 2023
RT-CP-130a.1 / RR-PP-130a.1	Total Energy Consumption	ESG Data Summary (Energy)
RT-CP-130a.1 / RR-PP-130a.1	Renewable Energy Consumption	ESG Data Summary (Energy)
RR-PP-130a.1	Biomass Energy Consumption	ESG Data Summary (Energy)
RT-CP-130a.1	Total Self-Generated Energy	ESG Data Summary (Energy)
RT-CP-130a.1	Electrical Power Consumed from the grid	ESG Data Summary (Energy)
RT-CP-140a.1 / RR-PP-140a.1	Water Withdrawn	ESG Data Summary (Water)
RT-CP-140a.1 / RR-PP-140a.1	Percentage Water Consumed in Regions with High or Extremely High Baseline Water Stress	ESG Data Summary (Water)
RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards and regulations	CDP Water Security, 2023
RT-CP-140a.2 / RR-PP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	CDP Water Security, 2023
RR-PP-430a.1	Percentage of wood fiber sourced from (1) third-party certified forestlands and percentage to each standard and (2) meeting other fiber sourcing standards and percentage to each standard	2021-2022 ESG Report, p.20 ESG Data Summary (Forestry and Biodiversity)
RR-PP-000.C	Total Procured Fiber	ESG Data Summary (Materials and Products)

Management Assertion Letter

Overview

Management of Pactiv Evergreen Inc. (“Pactiv Evergreen”, “we,” or “our”) asserts that the sustainability metrics (metrics) for the year ended December 31, 2022 (reporting year) presented in the table below are presented in accordance with the assessment criteria herein. Management is responsible for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the metrics, and for the completeness, accuracy and validity of the metrics.

Organizational Boundary

The organizational boundary is applied consistently across the metrics included in this management assertion letter. In accordance with the GHG Protocol (as defined herein), Pactiv Evergreen utilized the operational control approach for determination of the organizational boundary for reporting the metrics.

The organizational boundary that management has defined is not based on or intended to represent how our operations are consolidated and reported under U.S. generally accepted accounting principles (GAAP).

The information in this management assertion letter relates to the activities of the United States (U.S.), Canadian and Mexican operations of Pactiv Evergreen and its subsidiaries during the reporting year. Facilities, vehicles and forklifts included in our organizational boundary are those that are owned or leased and over which we have operational control. Facilities for the purpose of this management assertion letter refers to our mill facilities, manufacturing facilities, distribution facilities and office facilities.

Information related to divested businesses are excluded from the metrics for the entire reporting year in the year divested. As such, the information presented in this management assertion letter excludes our carton packaging and filling machinery businesses in China, Korea and Taiwan (“Beverage Merchandising Asia”) and our international closures businesses that were divested in 2022. There were no acquired businesses during the reporting year.

Metrics	Definition of Metric	Metric Quantity
Scope 1 emissions	Direct GHG emissions generated from stationary combustion (coal, natural gas, distillate fuel oil (fuel no. 2), residual fuel oil (fuel no. 6), propane, and tire-derived fuel) and mobile combustion (diesel, gasoline, kerosene, and propane). ^{1,2,3,4,5}	1,133,782 mtCO ₂ e
Scope 2 (location-based) emissions	Indirect GHG emissions from the generation of purchased electricity and steam, using the location-based method. ^{1,2,3,4,6}	954,130 mtCO ₂ e
Total Scope 1 and 2 (location-based) emissions	Includes direct GHG emissions generated from Scope 1 emissions and indirect GHG emissions generated from Scope 2 (location-based) emissions. ^{1,2,3,4,5,6}	2,087,912 mtCO ₂ e
Total Scope 1 and 2 (location-based) emissions Intensity	Total Scope 1 and 2 (location-based) emissions divided by the total metric tons of converted products. ^{1,2,3,4,5,6,7}	1.3 mtCO ₂ /mt converted product
Energy Consumed for Scope 1 and Scope 2 (location-based) emissions	Energy from direct energy consumption (coal, natural gas, fuel no. 2, fuel no. 6, propane, tire-derived fuel, diesel, gasoline, and kerosene) and indirect energy consumption (purchased electricity and steam). ^{8,9,10}	8,031,251 MWh
Energy Intensity for Scope 1 and Scope 2 (location-based) emissions	Energy consumed for Scope 1 and Scope 2 emissions divided by the total metric tons of converted products. ^{9,10,11}	5.1 Mwh/mt converted product

Management Assertion Letter (continued)

GHG Emissions Disclosures

1. Pactiv Evergreen considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development’s (WBCSD) The Greenhouse Gas (GHG) Protocol: A Corporate Accounting and Reporting Standard, Revised Edition, and GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard to guide the criteria to assess, measure and report GHG emissions.

2. Carbon dioxide equivalent (CO2e) emissions are inclusive of carbon dioxide (CO2), nitrous oxide (N2O) and methane (CH4). These CO2e emissions utilize Global Warming Potentials (GWPs) defined by the Intergovernmental Panel on Climate Change’s (IPCC’s) Fourth Assessment Report (AR4 – 100 year), unless a different Assessment Report is already embedded in the emission factor source. Pactiv Evergreen evaluated the impact of other GHGs from industrial gases, including hydrofluorocarbons (HFCs), sulfur hexafluoride (SF6), perfluorocarbons (PFCs) and nitrogen trifluoride (NF3), and has excluded activity for these gases for reporting purposes. Emissions data by individual gas is not disclosed as a majority of CO2e relates to CO2. CO2e emissions are calculated by multiplying actual or estimated energy/fuel usage by relevant emission factors and GWPs. All emission factors are updated annually where applicable.

3. GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

4. GHG emissions metrics are rounded to the nearest metric ton of carbon dioxide equivalent (mtCO2e).

5. Related to Scope 1 emissions:

- Direct GHG emissions generated from stationary and mobile combustion of fuels (coal, natural gas, fuel no. 2, fuel no. 6, propane, tire-derived fuel, diesel, gasoline and kerosene):
 - Coal, natural gas, fuel no. 2, fuel no. 6, propane, and tire-derived fuel usage data was collected for owned and leased facilities within the organizational boundary where the relevant fuel was used.
 - Propane, diesel, gasoline and kerosene fuel usage data was collected for owned and leased vehicles and forklifts within the organizational boundary for which the relevant fuel was used.
 - Emissions are calculated based on monthly fuel usage data collected from third-party invoices through our bill-pay vendors or facility management records
- Estimated fugitive emissions from use of refrigerants during the reporting period are excluded as they account for less than 1% of reported Scope 1 emissions.
- Emissions factors:

Emissions Source	Emissions Factor Source
Coal, fuel no. 2, fuel no. 6, tire-derived fuel, diesel, gasoline, and kerosene	<ul style="list-style-type: none"> • U.S. Environmental Protection Agency (EPA) 2023 Emission Factors for Greenhouse Gas Inventories (September 2023) (“U.S. EPA 2023 Emission Factors for Greenhouse Gas Inventories”)
Natural gas and propane	<ul style="list-style-type: none"> • For U.S. mill facilities and Burley, Greenville, Hazleton, Kalamazoo, and Mountain Top U.S. facilities: U.S. EPA 2023 Emission Factors for Greenhouse Gas Inventories • For other facilities: U.S. EPA 2022 Emission Factors for Greenhouse Gas Inventories (April 2022)

Management Assertion Letter (continued)

6. Related to Scope 2 (location-based) emissions:

- Indirect GHG emissions from the generation of purchased electricity and steam usage at owned and leased facilities within the organizational boundary.
 - Purchased electricity is either sourced from the grid or from the property owner for direct use on-site.
 - Purchased steam is sourced from a utility distribution company.
- Emissions are calculated based on monthly usage data collected from third-party invoices through our bill-pay vendors or facility management records.
- Where third-party invoices or facility management records were not available, an estimate was determined based on historical usage data from the facility which is typically from the most recent month invoiced. Estimated emissions from purchased electricity and steam account for approximately 2% of reported Scope 2 (location-based) emissions.
- The GHG Protocol Scope 2 Guidance sets forth reporting under both location-based and market-based methodologies. This management assertion letter only includes Pactiv Evergreen’s location-based Scope 2 emissions.
- Emissions factors:

Emissions Source	Emissions Factor Source
Purchased electricity	<ul style="list-style-type: none"> • For U.S. mill facilities and Burley, Greenville, Hazleton, Kalamazoo, Mountain Top, Menifee, Piedmont, and Pioneer facilities: U.S. EPA 2023 Emission Factors for Greenhouse Gas Inventories • For other U.S. facilities: U.S. EPA, The Emissions & Generation Resource Integrated Database, eGRID Technical Guide with Year 2020 Data (January 2022) • For Canadian manufacturing facilities and distribution facilities: U.S. EPA, The Emissions & Generation Resource Integrated Database, eGRID Technical Guide with Year 2020 Data (January 2022) • For Mexican manufacturing facilities and distribution facilities: <ul style="list-style-type: none"> - For Mexican manufacturing facilities except Jalostotitlan: U.S. EPA, The Emissions & Generation Resource Integrated Database, eGRID Technical Guide with Year 2020 Data (January 2022) - For Jalostotitlan: Carbon Footprint™ 2021 Country Specific Electricity Grid Greenhouse Gas Emission Factor (March 2022)
Purchased steam	<ul style="list-style-type: none"> • For U.S. mill facilities: U.S. EPA 2023 Emission Factors for Greenhouse Gas Inventories • For other facilities: U.S. EPA, The Emissions & Generation Resource Integrated Database, eGRID Technical Guide with Year 2020 Data (January 2022)

7. Related to total Scope 1 and 2 (location-based) emissions intensity:

- Calculated as the total Scope 1 and 2 (location-based) emissions divided by the total metric tons of products sold during the reporting year (also known as “converted products”).
- Total metric tons of converted products is computed based on data collected in pounds of product sold from our financial and operating systems. The total pounds were then converted to metric tons.

Energy Disclosures

8. Energy consumed for Scope 1 and 2 (location-based) emissions is rounded to the nearest mega-watt hour (MWh).

9. The preparation of the energy consumed for Scope 1 and 2 (location-based) emissions and energy intensity for Scope 1 and 2 (location-based) emissions metrics requires management to establish the criteria, make determinations as to the relevancy of information to be included and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

10. Related to energy consumed for Scope 1 and 2 (location-based) emissions:

- Energy consumed was calculated using the same usage data and estimation methodology described in footnotes 5 and 6.
- Estimated energy consumed accounts for less than 1% of the reported energy consumed for Scope 1 and 2 (location-based) emissions.

11. Related to energy intensity for Scope 1 and 2 (location-based) emissions:

- Calculated as the energy consumed for Scope 1 and 2 (location-based) emissions divided by the total metric tons of converted product as described in footnote 7.



Report of Independent Accountants

To the Board of Directors of Pactiv Evergreen Inc.

We have reviewed the accompanying management assertion of Pactiv Evergreen Inc. that the sustainability metrics (metrics) for the year ended December 31, 2022 in management's assertion are presented in accordance with the assessment criteria set forth in management's assertion. Pactiv Evergreen Inc.'s management is responsible for its assertion and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the metrics. Our responsibility is to express a conclusion on management's assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management's assertion in order for it to be fairly stated. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The firm applies the Statements on Quality Control Standards established by the AICPA and, accordingly, maintains a comprehensive system of quality control.

The procedures we performed were based on our professional judgment. In performing our review, we performed inquiries, read relevant policies to understand terms related to relevant information about the metrics, performed tests of mathematical accuracy of computations on a sample basis, and reviewed supporting documentation in regard to the completeness and accuracy of the data comprising the metrics on a sample basis.

Greenhouse gas (GHG) emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to

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inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

The preparation of the energy consumed for scope 1 and 2 (location-based) emissions and energy intensity for scope 1 and 2 (location-based) emissions requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

As discussed in management's assertion, Pactiv Evergreen Inc. has estimated GHG emissions for certain emissions sources and consumption for certain energy sources for which no primary usage data is available.

Based on our review, we are not aware of any material modifications that should be made to Pactiv Evergreen Inc.'s management assertion in order for it to be fairly stated.

A handwritten signature in cursive script that reads "PricewaterhouseCoopers LLP".

PricewaterhouseCoopers LLP
Chicago, Illinois
November 14, 2023



pactiv 
evergreen™