SONOCO®

2022

CORPORATE RESPONSIBILITY REPORT

Better Packaging. Better Life.®

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About Sonoco

Founded in 1899, Sonoco is a global provider of consumer and industrial packaging and products. With net sales of approximately $7.3 billion in 2022, the Company has approximately 22,000 employees working in more than 300 operations in 32 countries. Sonoco is committed to creating sustainable products, services, and programs for our customers, serving the world's best-known brands. We are focused on supporting all of our stakeholders, including employees, investors, customers, and communities. The Company ranked first in the packaging sector on Fortune's World's Most Admired Companies for 2022 as well as being included in Barron's 100 Most Sustainable Companies for the fourth-consecutive year. For more information on the Company, visit our website at www.sonoco.com.

TOP 100 BARRON'S Most Sustainable Companies 2022

FORTUNE THE WORLD'S MOST ADMIRED COMPANIES® 2022

GOLD 2022 ecovadis Sustainability Rating

SONOCO OVERVIEW

$7.3 billion
2022 net Sales

22,000+
Global Employees

in 32
Countries

300+ Operations

Markets We Serve

- Food & Beverage
- Beauty & Personal Care
- Household
- Healthcare
- Construction
- Textiles
- Electronics & Appliances

From the President and CEO

I am pleased to present Sonoco's 2022 Corporate Responsibility Report which highlights the continued progress we are making to achieve our purpose of *Better Packaging. Better Life.*® This purpose drives our commitment to grow as a world-class packaging company with a portfolio of highly engineered and sustainable products that benefits Sonoco's stakeholders through improvement of economic performance, social responsibility and environmental stewardship.

In this report, you will see the many ways we are building long-term economic value while reducing the environmental impact of our products throughout their life cycle. At the same time, we are taking action to improve the quality of life for our employees, customers and the communities where we live and work. We continue to focus on key areas including worker health and safety, employee development, diversity, equity, and inclusion (DEI), process excellence, sustainability, customer experience, and community engagement.

2022 Accomplishments:

- We advanced a circular economy by increasing the recyclability of our products through innovative solutions to replace non-recyclable materials with compostable, repulpable, and recycle ready materials. Our product designs won numerous awards in 2022 for packaging innovation focused on improving recyclability, including continued expansion of our EnviroSense® product line. We also expanded our sustainable packaging portfolio in January 2022 with the $1.35 billion acquisition of Ball Metalpack, making Sonoco a leading manufacturer of highly recyclable steel tinplate packaging.
- Sonoco's global operations teams focused on continuous improvement of the sustainability of our manufacturing processes through our Sonoco Performance System and investments in new equipment and technology improvements. We achieved progress toward our science-based targets for 25% reductions in Scope 1 and 2 GHG emissions (from a 2020 base year). These emissions decreased 0.7% in 2022*, and our emissions intensity (tCO2e / thousand $ revenue) declined 20.1%. We also increased our purchases of renewable electricity from utilities in the U.S. and Europe including investments in solar power projects at our facilities globally. We also continued to reduce overall water withdrawal in our operations, with a 12.6% reduction in 2022, and reduce waste sent to landfills from our manufacturing facilities, with a 8.6% reduction in 2022.
- We enhanced our commitment to creating a safe working environment through our Operations Safety Council, which issued a new Executive Safety Leadership Playbook that was used for company-wide executive level safety training. We continued to foster a world-class safety culture through mandatory companywide training, regular communications and activities to highlight best practices.

*Excluding the acquisition of Sonoco Metal Packaging

This report continues our commitment to promoting accountability and transparency in our environmental, social, and governance (ESG), sustainability, and corporate responsibility programs by communicating and engaging regularly with our stakeholders. Our sustainability and ESG efforts were recognized in 2022 by Barron's, which included Sonoco on Barron's 100 Most Sustainable Companies for the fourth consecutive year, and by Fortune, which ranked Sonoco first in the packaging sector on Fortune's World's Most Admired Companies. In 2022, Sonoco joined the UN Global Compact to advance our support for the Sustainable Development Goals and the Ten Principles of the Compact.

We are grateful for the continued dedication of our employees around the world who strive every day to achieve our mission and meet our promises to customers, shareholders, suppliers, communities, and their fellow teammates. I want to thank all our stakeholders for your support as we move forward together to accomplish our sustainability and corporate responsibility goals. If you would like to know more about Sonoco's sustainability journey and how we can work together to achieve our sustainability targets, please contact us at sonoco.sustainability@sonoco.com or visit our sustainability hub at www.sonoco.com/sustainability.

Howard Coker

President and Chief Executive Officer
April 27, 2023

- Our focus on leadership development deepened with the launch of the Foundations of Leadership program, an eight-month development program designed to provide new managers with skill sets and leadership tools. This program joined our Emerging Leaders Program, which has been in place for more than 40 years and continues to identify and train our next generation of business leaders through summer internships and full-time opportunities.
- We advanced our DEI strategy focused on increasing the representation of women and racial minorities in salaried and senior leadership positions by investing in multiple initiatives aimed at recruiting, developing and retaining diverse employees. Our DEI Council and Business Resource Groups implemented programs to foster education and awareness of our DEI goals throughout the organization and in our communities.

We also continued to have a positive impact in our communities through our Supplier Diversity program, with more than $240 million spent with certified diverse suppliers in the U.S. and Canada in 2022.

- We maintained our commitment to being good neighbors and good corporate citizens in our communities through partnerships with non-profit organizations, philanthropic support through the Sonoco Foundation and employee volunteering through our Sonoco Cares program. The Sonoco Foundation donated approximately $2 million in 2022 with more than half of donations going to support all levels of education, including college scholarships. We also support organizations focused on health and wellness, the environment, and disaster relief, both through the Sonoco Foundation and employee volunteer efforts with organizations in their local communities.

From the VP of Sustainability

In 2022, Sonoco's sustainability team continued to enhance our ESG and sustainability programs as we work to lead the world's transition to more sustainable packaging. As detailed in this report, our belief in the strategic importance of ESG starts at the top. Starting with our Board of Directors and the Board's Employee and Public Responsibility Committee, to the Leadership Team and the Sonoco Sustainability Council, we are focused and aligned on driving continuous improvement in the sustainability of our products and the environmental performance of our operations.

The initiatives being implemented by the sustainability and environmental teams at our more than 300 sites worldwide are strengthened by our collaboration and partnerships with customers and suppliers. From the beginning of the product design process, we work with our customers to create the best packaging solutions for their products while keeping sustainability top-of-mind. These innovation efforts have resulted in award-winning designs that improve the recyclability of packaging while ensuring customer safety for food and pharmaceutical products. With our suppliers, we work together to source materials that are produced sustainably and contribute to building a circular economy.

Our manufacturing operations use the Sonoco Performance System to drive continuous improvement aimed at reducing our environmental impact. Our sustainability team works with our business units to develop and execute robust sustainability roadmaps identifying risks and opportunities for key performance indicators such as sustainable product design attributes, energy savings, and GHG emissions reduction. We have established capital budgets specifically for sustainability-related capital expenses, ensuring that projects related to improving environmental performance are evaluated and prioritized based on the highest returns.

These projects are guided by industry best practices and our focus on meeting our Science Based Targets initiative-validated goals for reducing GHG emissions, as well as our goals for lowering energy usage through investments in energy efficient equipment and increased use of renewable energy. In 2022, we completed Sonoco's first U.S. solar installation in our Jamesburg, NJ facility and also broke ground on solar projects in Waco, TX and on our corporate campus in Hartsville, SC.

We also are focused on initiatives to ensure responsible water management and have completed initial water risk studies at our manufacturing facilities. In 2023, we plan to join a pilot program with the American Forest & Paper Association (AF&PA) to test deployment of a tool that would include industry best practices to identify mill-specific actions and metrics to promote water stewardship. Related to both water and waste stewardship, we aim to ensure that our production facilities utilizing plastic pellets have systems to prevent environmental discharge through the deployment of Operation Clean Sweep®, an international program designed to prevent and help keep plastic litter materials out of the marine environment.

As a leading recycler and global packaging solutions provider, we recognize the importance of our products' design on end-of-life and work to reduce waste sent to landfills. Our product design efforts have successfully improved the ability to collect and accept paper and plastic products at residential material recovery facilities. We also work with industry coalitions to advance packaging standards, increase consumer awareness of how to properly recycle products, and improve the overall

recycling infrastructure. One example of this was our award-winning work with AMP Robotics to create and improve upon a new material category within AMP's neural network specific to our rigid paperboard cans to help facilitate sortation and, ultimately, recyclability of this package format.

We actively engage with our stakeholders to gather feedback and promote accountability and transparency in our ESG and sustainability programs. Our commitment to transparency also includes monitoring and reporting our environmental performance based on leading ESG frameworks. In addition to these frameworks, we have incorporated the 17 Sustainable Development Goals (SDGs) established by the United Nations in their 2030 Agenda for Sustainable Development as a benchmark for our progress across a range of initiatives. Throughout the report, our efforts will be identified by using the SDG graphic icons to represent a section's focus on one or more of the different goals. Our continued efforts in ESG reporting transparency have been rewarded with the EcoVadis Gold recognition for a second year in a row in 2022 and we strive to continue to make progress in this area.

Moving forward, our sustainability efforts will continue to advance as we incorporate input from stakeholders and build strong partnerships with our customers and suppliers. We recognize that seeking a position of industry leadership brings with it great responsibility. Our team at Sonoco is ready to meet this challenge and we look forward to keeping you updated on our progress toward leading the world's transition to more sustainable packaging.

Elizabeth Rhue

Vice President Global Environmental,
Sustainability, & Technical Services
April 27, 2023

GOLD 2022 ecovadis Sustainability Rating

Our continued efforts in ESG reporting transparency have been rewarded with the EcoVadis Gold recognition for a second year in a row in 2022.

Corporate ESG/Sustainability Commitments

2023

WORKING TOGETHER TO FOSTER AN INCLUSIVE ENVIRONMENT

- We will ***increase*** representation of women in senior leadership to 25%.
- We will ***increase*** representation of minorities in senior leadership to 15%.
- We will ***reduce*** the total annual salaried turnover of female talent to 35%, a reduction of 3%. 2020 baseline
- We will ***reduce*** the total annual salaried turnover of minority talent to 12%, a reduction of 3%. 2020 baseline
- We are ***committed*** to the identification of a diverse candidate as successor for Head of Manufacturing.

2025

INNOVATION TO ENSURE A SUSTAINABLE FUTURE

- We will ***ensure*** approximately 75% of our global rigid plastic packaging is capable of making the relevant on-package recyclable claim by 2025.
- We will ***ensure*** all our production facilities utilizing plastic pellets have systems to prevent environmental discharges. Additionally, we will not utilize resin additives that purport to degrade in landfills or waterways by simply breaking up into smaller pieces.
- We are ***committed*** to work closely with our customers to help them achieve their post-consumer recycled content commitments.
- By 2024, Sonoco will ***conduct*** water risk studies at our manufacturing facilities, which account for at least 90% of our water usage using WRI Aqueduct, WWF Water Rich Filter or similar tools.

2030

CHALLENGING OURSELVES TO CREATE A BETTER WORLD

- Sonoco will ***reduce*** its absolute Scope 1 and 2 emissions at least 25% by 2030. 2020 baseline
- Sonoco, in cooperation with its suppliers and customers, will ***reduce*** its Scope 3 emissions in line with the 2°C Absolute Contraction Approach resulting in 13.5% absolute Scope 3 emissions reduction by 2030. 2019 baseline
- Sonoco will ***continue*** energy efficiency improvement in its manufacturing plants and reduce energy usage by at least 8% by 2030. 2020 baseline

SDGs

GOVERNANCE

Accountability to All Our Stakeholders.

Active engagement with our stakeholders is a key pillar of our governance practices and our dedication to operating with corporate responsibility and sustainability is at the forefront of our strategy. In line with our Guiding Principle of "Doing the Right Thing" and our Core Values, we operate our business with integrity and high ethical standards. We implement programs to ensure compliance with applicable laws and regulations governing ethical business practices, including our relationships with suppliers, customers and business partners, and our industry.

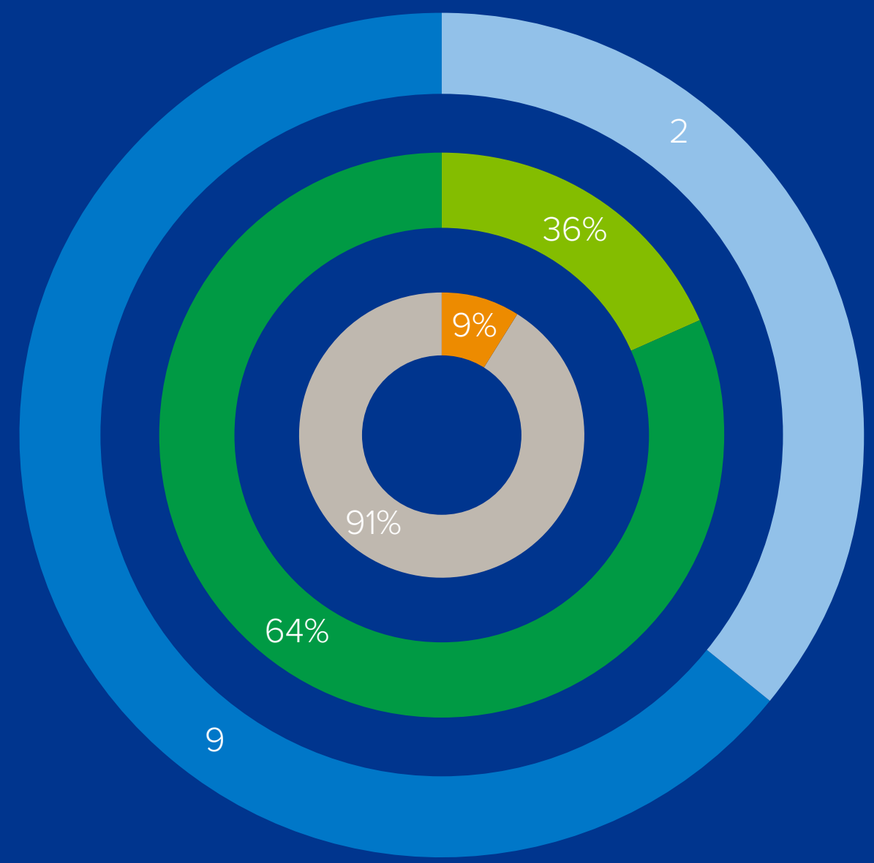
Corporate Governance

Sonoco's Corporate Governance Guidelines, along with the Restated Articles of Incorporation and By-Laws, establish a comprehensive framework for the governance of the Company to promote accountability and transparency for our Board of Directors and management team.

Our governance policies and practices include:

- Board comprised of a majority of independent directors (with nine of 11 directors being independent as set forth by the guidelines of the New York Stock Exchange)
- Regular meetings of independent directors without management present
- Appointment of a Lead Independent Director with defined and significant responsibilities
- New director orientation and continuing director education opportunities provided by the Company
- Annual self-evaluations and individual performance reviews of directors
- Stock ownership guidelines for directors and executive officers

Board of Directors Breakdown



LEGEND

- Related
- Independent
- Female
- Male
- Minority
- Non-Minority

Board of Directors: The Board of Directors is responsible for overseeing the Company's management and our business, including reviewing our business strategies and monitoring the implementation of those strategies. The Board also provides oversight of management's programs related to environmental, social, and governance (ESG) topics and the enterprise risk management approach carried out by management.

Sonoco is very intentional about our long-standing commitment to gender, racial, cultural, and geographic diversity on our Board. We have had women and minorities serve as directors for more than 20 years. We also believe it is important to have varying degrees of tenure on our Board, with the experience of more tenured directors providing historical perspective and context, while periodic Board refreshment allows opportunities to consider new ideas, perspectives, and processes. We currently have five directors with more than 10 years' experience, three directors with between five to 10 years' experience, and three directors with five or fewer years' experience serving on our Board.

We have had women and minorities serve as directors for more than 20 years

Board Committees: To assist in performing its duties, our Board of Directors has established six committees: Audit Committee, Executive Compensation Committee, Corporate Governance and Nominating Committee, Employee and Public Responsibility Committee, Financial Policy Committee, and the Executive Committee, which is empowered to exercise all authority of the Board between regularly scheduled meetings. With the exception of the Executive Committee, the membership and chair of the committees are comprised entirely of independent directors, and each committee has a written charter detailing its responsibilities.

1 **The Audit Committee** assists the Board with oversight of the integrity of the Company's accounting and financial reporting controls and processes, including the internal audit function and outside independent auditor. The committee has oversight of compliance with legal and regulatory requirements and the Company's Code of Business Conduct and Ethics, including reviewing reports of issues raised through the Company's Business Conduct Hotline, as discussed in Chapter 3. The committee also has oversight of the Company's information security and cybersecurity.

2 **The Executive Compensation Committee** establishes the Company's general compensation philosophy and oversees the development and implementation of executive compensation programs. As part of its work, the committee reviews and approves corporate goals and objectives and evaluates actual performance against those goals and objectives.

3 **The Corporate Governance and Nominating Committee** is responsible for developing and implementing corporate governance guidelines addressing the structure, mission, practices, and policies of the Board and its committees. The committee identifies individuals qualified to become Board members, consistent with criteria identified by the Board, and evaluates and recommends nominees for election and to fill vacancies on the Board. The committee takes into consideration criteria including diversity, age, skills such as understanding of appropriate technologies and general finance, decision-making ability, interpersonal skills, and experience with businesses and other organizations of comparable size. On an annual basis, the committee reviews with the Board the performance of current Board members. The committee also ensures that processes are in place for an annual appraisal of Chief Executive Officer performance, succession planning, and management development.

4 **The Employee and Public Responsibility Committee** provides oversight and guidance on environmental and social issues such as diversity, employee safety and health, and employee morale, as well as public policy issues which may affect business performance and public perception of the Company, including compliance with governmental or other regulatory requirements. The committee oversees the Company's obligations to its stakeholders including employees, shareholders, customers, and the communities in which it operates.

5 **The Financial Policy Committee** provides oversight and monitoring of the Company's financial planning and financial structure, including capital structure, significant financing transactions, financial risk management policies and practices, and investment funding.

Board and Management ESG Oversight

Sonoco is committed to becoming the acknowledged packaging industry leader in creating and enhancing a sustainable future that benefits all of our stakeholders. To ensure ongoing progress toward achieving our sustainability commitments, we have implemented a strong oversight structure starting at the top with our Board of Directors. The Employee and Public Responsibility Committee of the Board is responsible for overseeing the Company's policies and programs on environmental stewardship and social issues such as diversity, equity and inclusion, employee safety and health, employee engagement, and support of our local communities.

Oversight of our sustainability and environmental strategy is also embedded at all management levels within the organization, from our executive leadership down to our plant-level associates. The Sonoco Corporate Sustainability Council, a cross-functional group including members of senior management, finance, division heads, and other business leaders, provides oversight and guidance on ESG issues. The Council establishes short-term and long-term sustainability objectives and provides the Executive Leadership Team with recommendations and direction on how to meet those objectives. The Council meets quarterly and reports to Sonoco's President and Chief Executive Officer, and reports to the Board quarterly on the Company's sustainability activities.

Sonoco Corporate Sustainability Council

Name	Title
Howard Coker	President and Chief Executive Officer
Elizabeth Rhue	Vice President, Global Environmental, Sustainability, and Technical Services
Lisa Weeks	Vice President, Investor Relations, Corporate Affairs, and Strategy
Rodger Fuller	Chief Operating Officer
Russell Grissett	President, Global Flexibles
James Harrell	President, Global Industrial Paper Packaging
Sean Cairns	President, Global Rigid Paper and Closures
Jeffrey Tomaszewski	President, Diversified Businesses
Palace Stepps	Vice President and General Manager, Paper Products and Fiber Supply
Marci Tuten	Vice President, Deputy General Counsel, and Chief IP Counsel
Anne Marie Lopiccolo	Chief Human Resources Officer
Rebecca McCord	Associate Director, Strategic Sourcing
Ernest Haynes	President, Metal Packaging
Ed Harrington	Director, Environmental Services
Elizabeth Kremer	Assistant Corporate Secretary
Christy Thompson	Vice President, Global Marketing and Communications
Scott Byrne	Director, Sustainability Services

Ethics and Integrity

Sonoco's Code of Business Conduct and Ethics is based on our guiding principle of "People Build Businesses by Doing the Right Thing." Our commitment to ethics and integrity starts at the top, with the Board's Audit Committee providing oversight and monitoring of compliance with the Code.

We are committed to ensuring that all of our employees, officers, and directors know and understand their obligations under the Code. All salaried employees and independent directors are included in annual mandatory business conduct training that is delivered through our online Sonoco University platform.

Anti-Corruption, Anti-Bribery and Antitrust Compliance: Doing business ethically is a core value for Sonoco and we are committed to complying with all laws and regulations governing anti-bribery and anti-corruption in effect wherever the Company does business, including the U.S. Foreign Corrupt Practices Act, Canada's Corruption of Foreign Public Officials Act, and the UK's Bribery Act.

Our Anti-Bribery and Foreign Corrupt Practices Act Policy supplements and clarifies the Company's rigorous rejection of illegal and unethical payments, as stated in the Code of Business Conduct. The policy applies to all employees, directors, officers, agents, consultants, representatives, distributors, and joint venture partners of Sonoco (all deemed to be "Company Representatives"). Sonoco's suppliers are required to be aware of and abide by the Company's policies on anti-bribery and anti-corruption in our Code of Business Conduct and Supplier Standards, which are discussed in the section on Responsible Supply Chain.

Sonoco is also committed to competing fairly and honestly by complying with all applicable laws governing antitrust activities wherever we do business. Our Code of Business Conduct prohibits engaging in unfair and unethical activities including entering into formal or informal agreements or understandings with competitors to influence prices, terms or conditions of sales, volumes of production, allocations to markets or limitations of quality. Our Guide for Compliance with Federal Antitrust Laws is made available to all employees, directors and officers to help understand current antitrust laws and their enforcement.

Business Conduct Hotline: We maintain a robust whistle-blower reporting system, the Business Conduct Hotline, that allows any colleague or stakeholder to report a violation or potential violation of any law or regulation or of Sonoco's policies on business conduct. The Hotline is operated by an independent third party and is available 24 hours a day, seven days a week, with certain local language options available. Reports to the Hotline are made on a confidential and anonymous basis, where allowed by local law, and can also be made via an internet portal.

Sonoco has a zero-tolerance non-retaliation policy to protect colleagues or stakeholders who raise a concern in good faith or cooperate in an investigation. All reported concerns are investigated in a competent and fair manner with equal respect being given to individual rights and Company objectives. Cases are tracked using a personal reference number, with the outcome reported back to the person who submitted the original report. If substantiated, anyone found to have violated Sonoco's policies on business conduct is subject to disciplinary action, which may include termination of employment.

All reported concerns are investigated in a competent and fair manner with equal respect being given to individual rights and Company objectives

Responsible Supply Chain

Sonoco is committed to working with suppliers who support our sustainability, human rights, and diversity initiatives. We believe that managing a responsible supply chain includes a proactive approach to risk assessment and due diligence. Sonoco works with our suppliers to monitor compliance with our standards of business conduct through on-site audits and reserves the right to terminate relationships with any suppliers who do not comply.

Supplier Standards: Prior to conducting business, Sonoco requires that all suppliers, and any of their contractors, review our Supplier Standards, which are posted in contract templates, sourcing events, and on our website to ensure compliance. Suppliers are expected to abide by Sonoco's Code of Business Conduct, which is referenced in the Supplier Standards. The Supplier Standards include our expectations for supporting our sustainability mission, including business conduct, environmental awareness, social responsibility, fair labor, and a safe workplace.

Sonoco's Supplier Standards require all suppliers to adhere to relevant laws relating to fair compensation, working hours, child labor and forced labor, and many other regulations designed to support human rights. Our standard supply contracts and terms and conditions of doing business require all of Sonoco's suppliers to fully comply with all applicable laws and regulations, which include laws regarding the prohibition of slavery and human trafficking. Sonoco supports the goals of the California Transparency in Supply Chains Act of 2010 which requires manufacturers doing business in California to disclose efforts to eradicate slavery and human trafficking in our direct supply chain.

Sonoco promotes our sustainability and diversity commitments with our suppliers through initiatives including the Supplier Sustainability Awards and Supplier Diversity Awards. Each year our Supply Management Sustainability team selects suppliers who have excelled in three key areas: social, economic, and environmental sustainability. Our Supplier Diversity team oversees Sonoco's Supplier Diversity program aimed at partnering with certified diversity suppliers in the U.S. and Canada. The team selects suppliers who have made strong efforts to support minority, women-owned, LGBT-owned, and veteran-owned businesses. The winners are announced at our annual Supplier Business Conference.

At our 2022 Supplier Business Conference, the following suppliers were recognized for their efforts to support Sonoco's sustainability and diversity commitments.

Supplier Business Conference Awards

Sonoco Supplier Sustainability Awards

- Charter Next Generation
- Sedamyl
- Green Bay Packaging

Sonoco Supplier Diversity Awards

- Bristol Mobility
- CH Robinson
- Ongweoweh

Conflict Minerals: Sonoco's Conflict Minerals Policy states our commitment to responsible sourcing of "conflict minerals," which refer generally to tantalum, tin, tungsten, and gold from mines and smelters in the Democratic Republic of the Congo (DRC) and adjoining countries. The Company complies with Section 1502 of the U.S. Dodd-Frank Act requiring publicly traded companies to conduct a Reasonable Country of Origin Inquiry (RCOI) annually, to determine whether any conflict minerals that are necessary to the functionality or production of products they manufacture (necessary conflict minerals), or for which they contract the manufacture, originated in the DRC or an adjoining country, or are from recycled or scrap sources. Sonoco has developed a program to carry out supply chain due diligence with reference to the Organisation for Economic Co-operation and Development (OECD) guidance approved by the U.S. Securities and Exchange Commission (SEC). The results of the annual inquiry are required to be disclosed in a report on Form SD (Specialized Disclosure) filed with the SEC.

Sonoco includes a clause in supplier contracts and purchase orders requiring suppliers to disclose whether conflict minerals are used in the manufacture or production of any products they supply to Sonoco, and to provide additional information about sourcing if requested by Sonoco. Our due diligence program includes supplier engagement and we reserve the right to end relationships with suppliers who do not conform to our standards. All employees in Sonoco's procurement group receive annual training on our Conflict Minerals policy and procedures.

Human Rights

Respect for human rights is a core value of Sonoco and is consistent with our goal to be a more economically, socially, and environmentally sustainable Company. Our approach to human rights as applied in our Code of Business Conduct is consistent with those outlined in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization Declaration on Fundamental Principles and Rights at Work.

We actively participate in the United Nations Global Compact, and adhere to the obligations set by The ILO Declaration for Member States to promote and realize the following principles:

- Fair and safe work
- Rights of children and abolition of child labor
- Prohibiting forced or compulsory labor and human trafficking
- Non-discrimination
- Freedom of Association and collective bargaining
- Indigenous people's rights
- Stock ownership guidelines for directors and executive officers

Sonoco's **Human Rights Policy** outlines our commitment to complying with all applicable laws and regulations governing the prohibition of child labor, forced or indentured labor, modern slavery, and human trafficking. The Human Rights Policy is implemented through the Company's business ethics and compliance program, including annual training provided to all employees, on how to implement this policy in the scope of their employment.

Our Human Rights Policy is overseen by the Sonoco Board of Directors, through the Employee and Public Responsibility Committee, and by the Chief Human Resource Officer. The Company's Internal Audit department has responsibility for conducting periodic risk assessments and monitoring the Company's compliance with this policy.

Enterprise Risk Management

Our Board of Directors provides oversight of the Company's enterprise risk management (ERM) program, which is carried out by management through its Risk Management Committee (RMC). The RMC is led by the Company's Treasurer with direct oversight from the Chief Financial Officer and its membership includes, among others, the most senior members of operating and finance management and the Chief Information Officer.

The RMC is guided in its activities and responsibilities by a risk management framework which is periodically reviewed and updated as necessary. During development of the risk management framework, the most significant risks faced by the Company were identified, as well as where in the operating organization those risks are routinely monitored and managed. The RMC further identified certain specific risk areas that are sufficiently material or broad in nature to merit its direct ongoing oversight and reviews those risk areas on a rotational basis at its regularly scheduled meetings. Every five years (most recently in 2021), Sonoco engages an outside firm to perform an independent assessment of the ERM program.

Board Oversight of ERM: The full Board of Directors reviews risk management practices in the course of its reviews of corporate strategy, business plans, Board committee reports, and other presentations. Additionally, the Board has delegated oversight of the Company's risk management process and structure to the Audit Committee, which receives updates regarding the RMC's activities and findings.

The Board also assigns oversight for risk management in specific areas to its committees:

- **Audit Committee** – financial reporting, internal controls, regulatory and other compliance, cybersecurity, and litigation
- **Executive Compensation Committee** - executive development, succession policies and programs, and compensation policies and practices including incentive compensation
- **Corporate Governance & Nominating Committee** - corporate governance, leadership structure, effectiveness of the Board and its committees, new director candidates, conflicts of interest, and director independence
- **Employee & Public Responsibility Committee** - environment, sustainability, safety in the workplace, equal opportunity employment, litigation, public policy, and other matters involving the Company's reputation
- **Financial Policy Committee** – liquidity, interest rates, currency, investment performance, insurance coverage, and significant capital transactions

Information Security and Cybersecurity

Sonoco recognizes that security risks such as data breaches and cybersecurity threats regularly affect organizations, and we have robust policies and procedures in place to manage and mitigate internal and external risks.

These procedures include:

- a Chief Information Security Officer is in place with a team of internal security professionals along with utilization of external consultants and tools
- an Information Security and Cybersecurity Policy is available to all employees
- mandatory annual information security awareness training for all employees with email addresses
- an annual external security assessment penetration test is performed by a third party
- monthly phishing awareness assessments for all employees, with employees who fail the assessment automatically enrolled in a training program
- procedures and tools for all employees to instantly report suspicious material or actual cyber events and incidents to the Corporate Information Security Team.

SUSTAINABLE OPERATIONS

Improving Quality of Life Around the World.

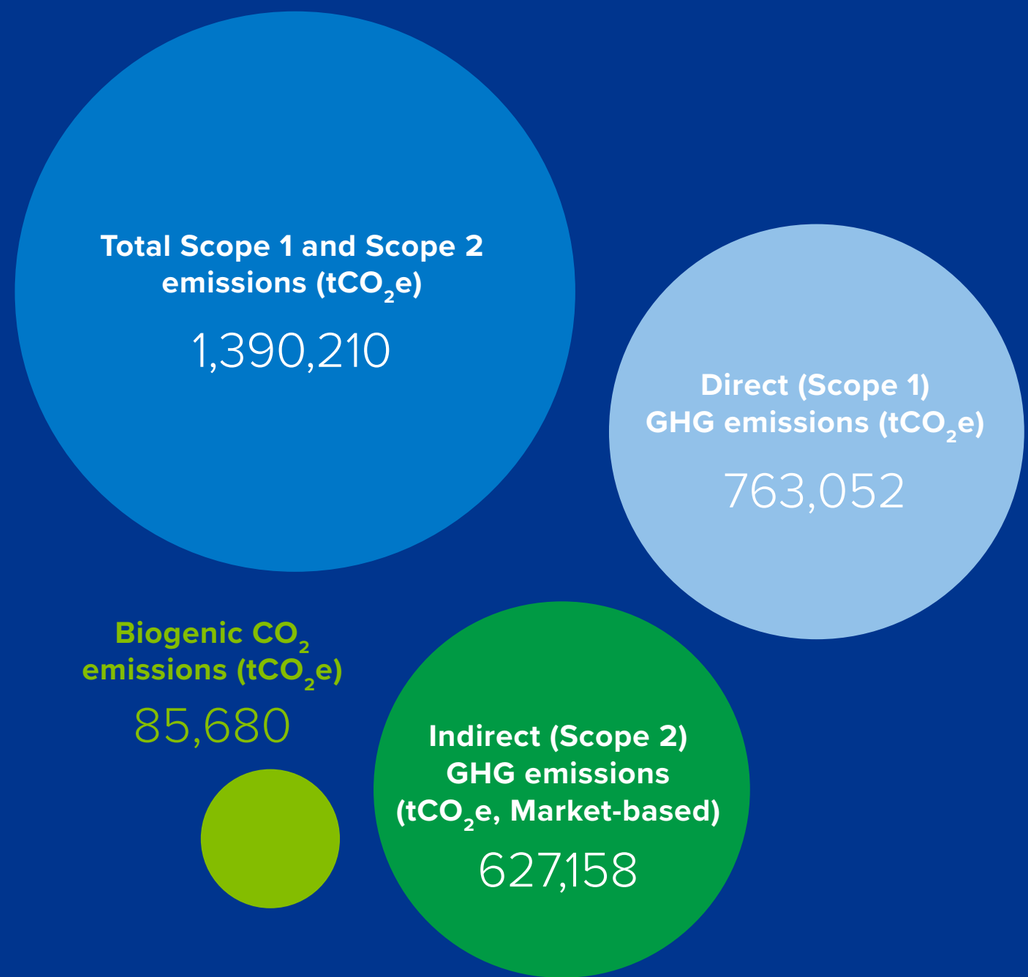
Sonoco believes that in order to achieve our mission of improving the quality of life for people around the world, we must do our part to address global climate change. Our Environmental Policy states our commitment to addressing environmental challenges and enhancing the sustainability of our operations based on data-driven scientific criteria. As part of this commitment, we have set ambitious targets to reduce our greenhouse gas (GHG) emissions and energy usage in our operations around the world, along with implementing programs to reduce water consumption and waste generation.

Climate-Related Risk Management

Sonoco recognizes the risks to our business posed by climate change and these risks are identified by management as part of Sonoco's Enterprise Risk Management (ERM) program, which is carried out through the Risk Management Committee (RMC), as discussed in Chapter 1. Among the climate-related risks identified are potential increases in frequency and severity of weather-related events which could result in lost production, supply chain disruptions, and increased material costs. In addition, regulatory responses to climate change may result in new laws and regulations that could increase costs in our operations.

As part of the ERM program, the RMC also identifies where in the operating organization these risks are monitored and mitigated, which includes the development of business continuity plans as well as programs to enhance the sustainability of our operations. Environmental programs are also overseen by management's Corporate Sustainability Council, which helps establish meaningful long- and short-term sustainability objectives and reports quarterly to Sonoco's Board of Directors. The Board delegates oversight of specific risk areas to its committees, with environmental and climate-related risks overseen by the Employee & Public Responsibility Committee. The Audit Committee has oversight of compliance to ensure our facilities operate in accordance with all applicable environmental laws and regulations.

Emissions and Energy Data *



Total Energy:

18,932,077 MMBtu | **11% Renewable**

* Includes post-acquisition data from our recent acquisitions of Skjern Paper and Sonoco Metal Packaging.

Emissions and Energy Use

In 2021, we set new science-based targets to reduce absolute Scope 1 and 2 GHG emissions by 25% by 2030 from a 2020 base year. We also committed to reducing absolute Scope 3 GHG emissions by 13.5% by 2030 by working with our customers and suppliers to develop innovative and sustainable solutions that reduce packaging waste and improve recyclability.

Our emissions reduction targets were validated in 2021 by the Science Based Targets initiative (SBTi) as being in line with the Paris Climate Agreement, which has a goal of limiting global warming to well below 2 degrees C, and preferably to 1.5 degrees C, above pre-industrial levels. SBTi is a partnership between CDP, the United Nations Global Compact, World Resources Institute, and the World Wildlife Fund for Nature. Sonoco joined over 2,000 organizations worldwide that are leading the transition to a net-zero economy by setting emissions reduction targets through the SBTi that are grounded in climate science. In addition to our near-term targets, we are actively studying necessary operational changes, technology improvements, and market developments that would be required for Sonoco to achieve net-zero GHG emissions by 2050.

To meet our near-term targets for 2030, Sonoco's more than 300 manufacturing operations around the world are working to reduce GHG emissions by making investments to improve energy efficiency and by switching to renewable certified green energy sources, among other efforts.

Renewable Energy: Sonoco is committed to reducing Scope 2 emissions by purchasing less carbon intensive electricity from utilities in the U.S. and Europe, including electricity from renewable sources such as solar and wind. Our newly purchased Skjern plant in Denmark entered into a power purchase agreement (PPA) in 2022 which provides 100% of purchased electricity from solar installations.

We also continue to make investments to procure or produce renewable energy and alternative power projects to further drive reductions of GHG gas emissions. In 2022, we completed the installation of a solar power system at our Jamesburg, NJ plant, which was provided by Novitium Energy for approximately $1.5 million. The solar system will produce approximately 1.3 million KWh of electricity annually, meeting 58% of the facility's energy needs and reducing Scope 2 emissions by more than 50%. Over the 25-year lifespan of the system, the kilowatt hours avoided via solar energy produced at Sonoco are expected to eliminate GHG emissions equivalent to over 10,000 metric tons of CO_2.

Sonoco is planning to add several solar power projects to our facilities globally, which not only reduce carbon emissions but are also expected to provide higher returns than our cost of capital. New solar projects have been approved for our Amaro, Italy, Waco, TX, and Hartsville, SC locations at a cost of approximately $11.7 million for a total renewable power generation of over 12.5 million MWh.

We also reduce the energy usage of our operations through projects to resell excess hot water generated in our plants to the local municipality heating system. In Dezhou, China we supplied approximately 5,700 MWh of energy to the local municipality in 2022. At our Skjern plant in Denmark, we supplied approximately 56,500 MWh of energy to the local municipality district heating system in 2022.

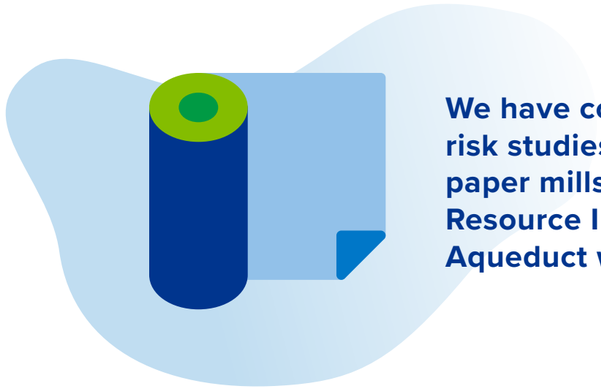
$1.5M

installation of a solar power system at our Jamesburg, NJ plant

Water and Effluents

Sonoco recognizes that water is a scarce resource worldwide and we are committed to reducing overall water use in our operations and to sustainable water management to protect water supplies in high water stress areas. We have conducted water risk studies at 100% of our paper mills using the World Resource Institute (WRI) Aqueduct water risk tool, accounting for over 90% of our global water usage.

We will also be joining a pilot program with the American Forest & Paper Association (AF&PA) to test deployment of a tool that would include industry best practices to identify mill-specific actions and metrics to promote water stewardship. The pilot assessment is expected to be completed in 2023.



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Project Horizon: In 2022, Sonoco completed Project Horizon, our $125 million investment to convert the corrugated medium machine at our Mill Complex in South Carolina into a state-of-the-art producer of uncoated recycled paperboard (URB). The Hartsville operation will be one of the world's largest producer of URB with capacity for 180,000 tons annually. The new URB machine uses 100% recycled fibers, which is expected to reduce electricity usage and Scope 2 GHG emissions, as well as reducing water usage by approximately one million gallons per day.

By converting to 100% recycled fibers, Project Horizon will enable Sonoco to eliminate a virgin pulp mill and chemical recovery operation at the complex. The infrastructure of the 100-year-old complex is also being modernized, with Sonoco spending at least $76 million in South Carolina on local vendors and contractors.

Sonoco ensures water resource protection in our forestry operations through advanced planning designed to minimize soil movement, sedimentation, and changes in water temperatures. Our forest land operations are certified under the Sustainability Forestry Initiative Standard 2015-2019 Forest Management Standard. We meet or exceed all applicable water quality regulations and State of South Carolina Best Management Practices (BMPs) for the protection of water quality during all aspects of forest management including forest road construction and maintenance, timber harvesting, site preparation, and reforestation.

Waste Management

Sonoco is committed to reducing waste sent to landfills by making investments in our operations to increase the use of recycled materials. We are a leading recycler in the U.S. and have worldwide recycling capabilities focused on expanding the types of packaging materials that can be collected, sorted, and processed at our material recovery facilities (MRFs) and mills.

Our paper mills use 100% recycled fiber and many of Sonoco's global mills are certified by one or more fiber certification programs, including: the Forest Stewardship Council® (FSC®), Sustainable Forestry Initiative® (SFI®) and the Program for the Endorsement of Forest Certification® (PEFC®) Chain of Custody and Due Diligence System Standards.

All of Sonoco's U.S. mills accept EnviroCan™ rigid paper containers in bales of mixed paper coming from residential MRFs to be recycled for use in fiber-based packaging. In addition, Sonoco has an internal recycling program to recycle scrap cans from our plants directly to our paper mills, which in 2022 resulted in over 1,080 tons of rigid paper container scrap being recycled.

We expanded this program in 2022 when our Hartsville, SC mill began accepting paper cups in bales of mixed paper, in addition to rigid paper containers, for recycling through conventional paper mill pulping systems. We also began a testing a program to expand paper cup recycling to all Sonoco mills that utilize residential mixed paper.

In addition to increasing our use of recycled paper, Sonoco's plants and MRFs are focused on collecting other waste materials for recycling and reuse. Among our recycling and beneficial reuse projects are:

- **Henderson, KY** – this facility generates scrap aluminum which is processed and converted into a metal alloy that can be sold to end users. In 2022, we reduced the transportation and related GHG emissions from this program by switching to a closer end user in Indiana and increasing the size of shipments to reduce the number of loads by 50%.
- **Brantford, Ontario** – this mill directed 3,600 metric tons of brown fiber sludge for beneficial reuse to be used for soil enrichment supporting local agricultural interests.
- **Raleigh, NC** – the Raleigh recycling plant directed 3,325 tons of glass fine, collected by screening glass in our residential MRF, for beneficial reuse as roadbed construction material.
- **Morristown, TN** – this facility launched a pilot program in 2022 to recycle 450,000 pounds of flexible film scrap into pelleted resin.
- **São Lourenço do Oeste, Brazil** – this facility launched a program in 2022 to recycle almost 100% of its waste by establishing new local partnerships in the recycling chain. More than 120 tons of waste was diverted from landfills with an estimated annual cost savings of over $100,000 from reduced transportation costs and recycling fees.

Sonoco is committed to responsibly managing resins use at our facilities. Our efforts include the implementation, by 2025, of “Operation Clean Sweep,” a program focused on preventing discharge of plastic pellets into the environment through the recovery of industrial scrap and the updating of waste collection methods. We are also working to ensure we can make relevant on-pack recyclability claims for at least 75% of our global rigid plastic product portfolio, while also ensuring we are closing the loop through continued use of post-consumer recycled content.

In our manufacturing operations, Sonoco has made investments in solvent distillation units which enable solvents to be recycled and reused. Solvent distillation is an environmentally benign alternative to the single use or disposal of solvents. Sonoco is currently reusing over 175,000 gallons annually of recycled solvent in plant operations in Elk Grove, IL, Morristown, TN, and Terrebonne, Quebec.

175k

gallons annually of recycled solvent in plant operations in Elk Grove, IL, Morristown, TN, and Terrebonne, Quebec

Biodiversity

Sonoco's **Biodiversity Policy** states our commitment to conserving biodiversity by being a responsible steward of the land we manage, including our forest operations, and to conducting our operations in a sustainable manner that promotes biodiversity. We include consideration of biodiversity impacts in capital expenditure reviews and engage with local communities and other relevant stakeholders to address biodiversity issues that may result from new site construction, facility expansion activities, and operational changes.

Sonoco's forest operations follow the Sustainability Forestry Initiative 2015-2019 Forest Management Standard. As a part of this certification, Sonoco implements a number of forest management activities to improve habitats and conserve biodiversity, including identifying known unique and sensitive sites, known aquatic habitats, and identifying and improving, where feasible, travel areas across the landscape by wildlife. Sonoco is committed to meeting or exceeding all local and state regulations regarding biodiversity and to working with federal and state conservation agencies including the South Carolina Game and Fish Commission, which developed the South Carolina Wildlife Action Plan.

Skjern Paper - Sustainability in Every Fiber: Skjern Paper (Skjern), acquired by Sonoco in the fourth quarter of 2022, is a leading producer of high-grade paper and board for applications including rigid paper containers, tubes, and cores. Founded in 1965, Skjern's paper mill is located in the city of Skjern in western Denmark and supplies its products to most European countries.

Skjern's operations are focused on advancing the circular economy, with 100% of production based on recycled paper from Denmark and neighboring Scandinavian countries, and more than 98% of the mill's waste is recovered and recycled. Skjern's mill is committed to upholding the highest standards for quality in products, services, and management and is certified under FSC, PEFC, ISO 14001 (Environment), ISO 50001 (Energy), and ISO 9001 (Quality).

(continued on the next page)

SPOTLIGHT

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I plan my own work, and there is trust in me doing what I'm supposed to do. I'm proud to be a part of the company where we take care of each other and the environment. I care about the future of the company, and I expect that my division will contribute to recycling more in the future.

— Tanja Jepsen,
cleaning team

"

Before joining Skjern Paper I worked as an unskilled laborer for seven years. Here, Skjern decided to invest in vocational training for me over three years and today, I'm officially skilled labor in a company with trust and freedom under responsibility.

— Jay Taylor,
process operator

Skjern has robust sustainability programs in place for renewable energy and CO_2 emission reduction. The mill's operations are powered by a biomass boiler, which reduces reliance on natural gas. Skjern uses wood chips for steam production that are certified by VEII, which documents the origin and the sustainability of the fuel product. Surplus steam from our boiler is delivered to the city's district heating system, providing sustainable and affordable heating for private households. This program was initiated by Skjern in 2010 and in 2022 our mill supplied heating to 72% of the homes in the city of Skjern from the surplus boiler steam and surplus heat from the paper drying process.

As the largest consumer and discharger of water in the area, Skjern has developed strong local partnerships for responsible water management with the local water company Ringkøbing Skjern Forsyning and local wastewater plant Tarm Renseanlæg. Through the partnership, Skjern developed an alternative source of water for the mill to conserve water from the local river. The partnership is also joining forces to find sustainable ways of expanding and renovating the water system for the greater good, including a project to establish an anaerobic pre-purification plant at Skjern's site with a biogas-fired steam boiler.

In addition to promoting sustainable operations, Skjern practices a people-first approach to leadership and governance. The workforce is made up of 90% organized labor and there are no communicative barriers between the managerial layers of the organization. Skjern believes that this dialogue ensures a responsible and sustainable workplace and that the company's culture focused on worker health and safety is built by inclusive management.

SPOTLIGHT

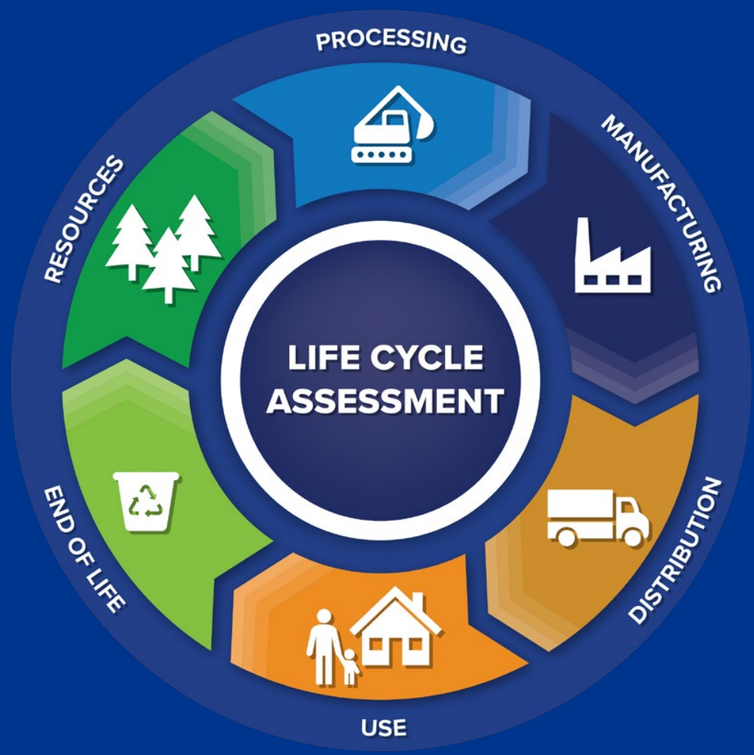
SDGs

SUSTAINABLE PRODUCTS

Commitment to Sustainable Innovation.

Sonoco's packaging products are created and designed to meet market and consumer needs for strength, appearance, ease of handling, distribution, product protection, and shelf life. In addition to these needs, we prioritize sustainability and safety in product design to support the goals of our customers related to environmental protection and consumer health and safety.

Designing for our products' end-of-life is essential to sustainability goals, such as reducing waste sent to landfill and increasing opportunities for reusing or recycling packaging products. We evaluate the health and safety impacts of our products throughout the life cycle to ensure that raw materials, production processes, and end-of-life are all resulting in safe packaging for the intended application.



Product Life Cycle

The Life Cycle Assessment (LCA) is a standardized process of determining the environmental impacts of a product in all its life cycle stages. The LCA is critical to our design approach for all product lines globally, with LCAs providing data on environmental hotspots in our packaging as well as product emissions data.

Our product design teams use LCAs to generate actionable results including benchmark design improvements. We strive to be compliant with ISO 14040 standards covering LCAs, and all of our published LCAs are reviewed by third parties. To provide enhanced transparency regarding the assumptions built into the LCA, we include a QR code with every LCA result graphic that links to our LCA orientation portal and a description of our best practices. At the end of 2022, we have streamlined LCAs covering 81% of our products and are committed to increasing the number throughout 2023 and beyond.

Optimizing Material Selection: LCAs are critical to helping determine the best possible materials to use in packaging solutions to meet customer goals for sustainability. Sonoco's EnviroSense® line of sustainable packaging includes products made from a wide range of materials including cans made from 100-percent recycled paperboard, rigid plastic packaging containing post-consumer recycled content, mono-material flexible pouches that are recyclable, and innovative packaging made from bio-based materials and agricultural fibers.

We used a third-party validated LCA for our EnviroCan™ containers to compare the total climate change impact against other rigid packaging formats. The LCA provided data to validate that the EnviroCan™ PB and ME container, which offers a customizable paper bottom, was more environmentally friendly across the entire product life cycle than formats using other materials.

In early 2022, the EnviroFlex™ PE line of mono-material, sustainable flexible packaging solutions attained broad pre-qualification for store drop-off recyclability from How2Recycle®. Since then, Sonoco Flexible Packaging's customer base has become increasingly interested in the all-polyethylene portfolio, and several customers have commercialized all-PE packages in the salty snacks market. Flexible Packaging has also developed all-PE solutions for cookies, crackers, confections, pet treats, and powdered beverages. This movement in the industry shows that both brands and consumers are placing more importance on the recyclability of packaging solutions. EnviroFlex™'s PE portfolio allows brands to maintain consumer experience and customize features such as barrier, transparency, and toughness while also benefiting from store drop-off recyclability.

Advancing a Circular Economy: Sonoco is committed to increasing the recyclability of our products to help move to a circular economy that reduces waste sent to landfills and other adverse environmental impacts. In 2022, we expanded our sustainable packaging portfolio with the $1.35 billion acquisition of Ball Metalpack, a leading manufacturer of steel tinplate food and aerosol containers. Tinplate packaging has the highest recycling rate of all food packaging while guaranteeing freshness and convenience for the consumer.

While steel aerosol cans are easily recycled, we learned that a significant number of U.S. recycling programs currently do not accept the material. To further advance our goal of a circular economy, Sonoco joined the Aerosol Recycling Initiative, which was launched in May 2022 by the Can Manufacturers Institute (CMI) and the Household & Commercial Products Association (HCPA), with the support of 20 companies across the aerosol value chain. Sonoco is excited to contribute our expertise in residential recycling and expanding recycling access for various packaging formats to help the initiative reach its 2030 goals of achieving at least an 85 percent recycling access rate for all aerosol cans and at least 90 percent labeling of aerosols as recyclable with messaging about how to property recycle them.

Our innovative solutions, such as our EcoSPAN™ core, further demonstrates our commitment to moving to a circular economy. Traditional Spandex yarn cores cannot be reclaimed and reused, but our EcoSPAN™ core, the first fully repulpable core for the Spandex industry, is changing that. EcoSPAN™ removes the need for additional film materials on the outer surface of the Spandex yarn, which will result in the elimination of approximately 140,000 lbs. of cellophane and other films we currently use in the production of Spandex yarn cores.

Sonoco also continues to develop innovative solutions to improve recyclability of foodservice containers by replacing non-recyclable materials with compostable and repulpable materials. In 2022, Cascades Sonoco, a joint venture between Cascades Inc. and Sonoco, announced that its FlexSHIELD® coatings received third-party certification for compostability from TÜV Austria, and achieved recyclability and repulpability certifications from the Fiber Box Association. FlexSHIELD's aqueous-based barrier coatings will be used to produce the first fully compostable food-service containers that provide polyethylene-like protection at an economical price point while being compliant with FDA, CFIA and EU safety regulations for direct food contact.

GOAL REACHED:

82%

of our rigid plastic packaging can carry a relevant on-pack claim of recyclability.

Our goal was was 75% by 2025 and we exceeded that three years early in 2022.

UK PACKAGING AWARDS 2022

Sonoco received the 2022 Supply Chain Solution of the Year Award

ISRI Voice of the Recycling Industry™

The Institute of Scrap Recycling Industries (ISRI) named Sonoco Alloyd its 2022 Design for Recycling® (DFR) Award winner

GOLD WINNERS

Dow Packaging Innovation Awards in 2022, a Gold Award for the Next Generation SmartSeal® fresh salad package

SILVER WINNERS

Dow Packaging Innovation Awards in 2022, a Silver Award for the Natural Tray developed with Nestle

Design Awards for Recycling: Sonoco received the 2022 Supply Chain Solution of the Year Award at the prestigious UK Packaging Awards. The award recognized the success of the newly sized Bisto Gravy paperboard drum solution produced by Sonoco for Premier Foods.

The Institute of Scrap Recycling Industries (ISRI) named Sonoco Alloyd its 2022 Design for Recycling® (DFR) Award winner for the EnviroSense® PaperBlister™ package. The DFR Award is ISRI's most prestigious award presented annually to the most innovative contribution to products designed with recycling in mind.

Sonoco received two Dow Packaging Innovation Awards in 2022, a Gold Award for the Next Generation SmartSeal® fresh salad package (highlighted below), which has a 45% reduction in GHG emissions releases throughout its lifecycle, and a Silver Award for the Natural Tray developed with Nestle to improve recyclability of frozen food trays.

Designing Fully Recyclable Products: Sonoco's commitment to reducing waste sent to landfills drives our focus on designing products that are fully recyclable. Sonoco Alloyd's revolutionary EnviroSense® PaperBlister™ package offers a recyclable alternative to traditional retail plastic-to-card blister packaging – all without the need for costly new sealing equipment lines. Made entirely from renewable resources, the mono-material PaperBlister package is plastic-free and so is recyclable in the paper stream. Sonoco Alloyd is now prequalified to carry the How2Recycle® label on the PaperBlister package, which will enable Sonoco to continue helping brands meet their sustainability goals and expand on curbside recycling of products.

Sonoco developed a fully recyclable paperboard packaging solution to help Premier Foods to reduce its environmental footprint. The packaging solution, which is made from recycled paper fiber and includes a paperboard end, is fully recyclable while using less packaging and offering a higher product fill amount to consumers. The food manufacturer has introduced its new sized Bisto Gravy product, which will now come in recyclable paperboard drums that are 8mm smaller than the previous edition. This will save 40 tonnes of paper annually at Premier Food's Bisto manufacturing line in Worksop, Nottinghamshire. The new Bisto packaging gives shoppers an additional 20g of gravy granules (190g total) – approximately six more portions per tub – for the exact same price as before, while being presented in packaging that uses fewer resources.

A new product line of sustainable flexible solutions launched in 2022, EnviroFlex™ Paper, was designed to bring curbside recyclability to flexible packaging. By collaborating across the value chain and leveraging our expertise as a supplier and recycler of paper products, Sonoco used innovative barrier materials to eliminate substances of concern, such as PFAS and PVDC, allowing EnviroFlex™ Paper to meet the Fibre Box Association® Voluntary Standard for Repulping and Recycling. By enabling the use of existing paper recycling infrastructure, Sonoco simplifies recycling for the consumer, delivering on our promise: *Better Packaging. Better Life.®*

On-Pack Recyclability Labels: As part of their commitment to sustainability, our customers are increasingly seeking to inform consumers about the proper disposition of packaging with on-pack recyclability labels. Sonoco helps our customers facilitate on-pack recyclability claims by working with several global labeling organizations, including How2Recycle®, OPRL, and APCO, to assess, test, and modify products for recyclability.

While many of our packaging products today are designed for existing mechanical recycling systems, new advances in sortation technologies and chemical recycling processes are creating opportunities to achieve improved product performance and lowered environmental impact with a variety of material designs and labeling technologies.

For example, in Copenhagen in March 2022, Sonoco participated in successful trials using digital watermarking technology to enable better sorting and higher-quality recycling rates for packaging in the European Union. The trials were part of the Digital Watermarks Initiative HolyGrail 2.0 program sponsored by AIM, the European Brands Association, and powered by the Alliance to End Plastic Waste. The trial found that 96 percent of rigid paper containers were correctly detected among five other packaging types, providing an additional approach to sorting Sonoco's EnviroCan™ rigid paper containers into the paper recycling stream.

Innovative Solutions Improve Recycling Rates: As part of Nestlé's goal of making its packaging 100% recyclable or reusable by 2025, we worked with them to redesign the black single serve PET trays used for Stouffers' frozen prepared foods. Because many recycling facilities in the U.S. use near-infrared (NIR) sorting technology to sort packaging by light reflection, dark packaging goes undetected and may not get sorted properly and recycled. We created a solution by designing an unpigmented tray, called the Natural Tray, that is NIR-detectable, contains 30% recycled PET materials, and can be captured in a materials recovery facility (MRF) for recycling. The switch to unpigmented trays will eliminate the use of 80,000 pounds of colorant annually and drive an increase in the circularity of these trays since unpigmented material has a wider range of end markets than post-consumer recycled (PCR) material made from carbon black.

The switch to unpigmented trays will eliminate the use of 80,000 pounds of colorant annually and drive an increase in the circularity of PET trays

Sourcing Sustainable Materials: Sonoco is committed to sustainable development and promoting responsible resource management and utilization, including the use of recycled fiber in our paper-based packaging. With limited exceptions, Sonoco's global paperboard mills use 100 percent recycled fiber and are certified by one or more fiber certification programs, including the Forest Stewardship Council (FSC), Sustainability Forestry Initiative (SFI), and the Program for the Endorsement of Forest Certification (PEFC) Chain of Custody and Due Diligence System Standards.

Under the Triple Chain of Custody certification scheme, each link of the supply chain for our paper-based packaging must be certified – from forest to mill, to converters, and eventually the final product, along with third-party suppliers. This certification program ensures that every step of the supply chain meets our sustainability goals.

Sonoco is also focused on developing new packaging materials that advance our sustainability goals. Through a partnership with Tellus Products, we are producing the Sonoco Natrellis ™ line of non-bleached bowls and trays made with 100 percent renewable U.S.-grown plant fibers including byproducts from sugarcane processing. The Natrellis manufacturing facility in Belle Grade, Florida, is partially run on renewable biomass power from nearby sugar mills and solar energy, making for an overall efficient and sustainable operation. The Natrellis portfolio combines responsible sourcing of raw materials with a dual-ovenable structure perfect for applications including frozen or chilled ready-to-cook foods that can bring convenience, freshness, and sustainability to any meal.

SONOCO NATRELLIS™ LINE

100%

renewable U.S.-grown plant fibers including byproducts from sugarcane processing

Consumer Health and Safety

We have a robust product safety process that ensures compliance with relevant regulatory requirements on consumer health and safety. Sonoco considers the health and safety impacts of our packaging products throughout the product life cycle, including selection of raw materials that can be used safely for intended applications. Our focus on health and safety continues throughout the production stage to ensure quality control, and then end-of-life to ensure safe disposition of products.

Our operations producing packaging for food or medical products have completed the relevant certifications for direct food contact and medical packaging safety. In 2022, Sonoco did not have any known noncompliance violations as it relates to product safety and compliance.

Sonoco's packaging products for food customers are certified by third parties using the Benchmarking Requirements of The Global Food Initiative (GFSI).

GFSI is a Coalition of Action from The Consumer Goods Forum (CGF), bringing together 42 retailers and manufacturers from across the CGF membership and an extended food safety community to oversee food safety standards for businesses and help provide access to safe food for people everywhere. Retailers and other buyers around the world trust GFSI-recognized certification as a mark of the highest standards in food safety, allowing food businesses that hold these certificates to access all corners of the global market.

Our deep understanding of medical packaging industry regulations and requirements allows us to offer top of the line packaging, shipping and display solutions designed to meet the unique needs and exacting standards of the medical, pharmaceutical and biotech industries. Our packaging ensures that clinical and surgical products are delivered safely to the end user, including sterile and non-sterile packaging.

Sonoco ThermoSafe is a leading global provider of temperature assurance packaging for the pharmaceutical, clinical diagnostics and biotech industries. Through Sonoco ThermoSafe's ISC Labs® we provide design and testing services that deliver individualized and innovative packaging solutions along with qualification and validation services to meet all regulatory requirements.

SDGs

PEOPLE

People Build Businesses by Doing the Right Thing.

Sonoco's core belief that "People Build Businesses by Doing the Right Thing" underlies our efforts to attract, develop and retain talented employees for our global businesses. We recognize that Human Capital Management (HCM) is critical to our success, and we seek to engage, develop, and reward our more than 22,000 employees so they can use their talents and skills to advance their careers and the Company's mission. We accomplish these objectives by implementing programs to support a culture of health and safety, diversity, equity, and inclusion, and talent development.

Employment

Sonoco is an Equal Opportunity Employer committed to providing our employees with a safe, non-discriminatory work environment that embraces dignity and respect and promotes open and honest communication. As a global company operating in 32 countries, we value diversity, equity, and inclusion (DEI) as critical to helping us understand and better reflect the diverse markets we serve.

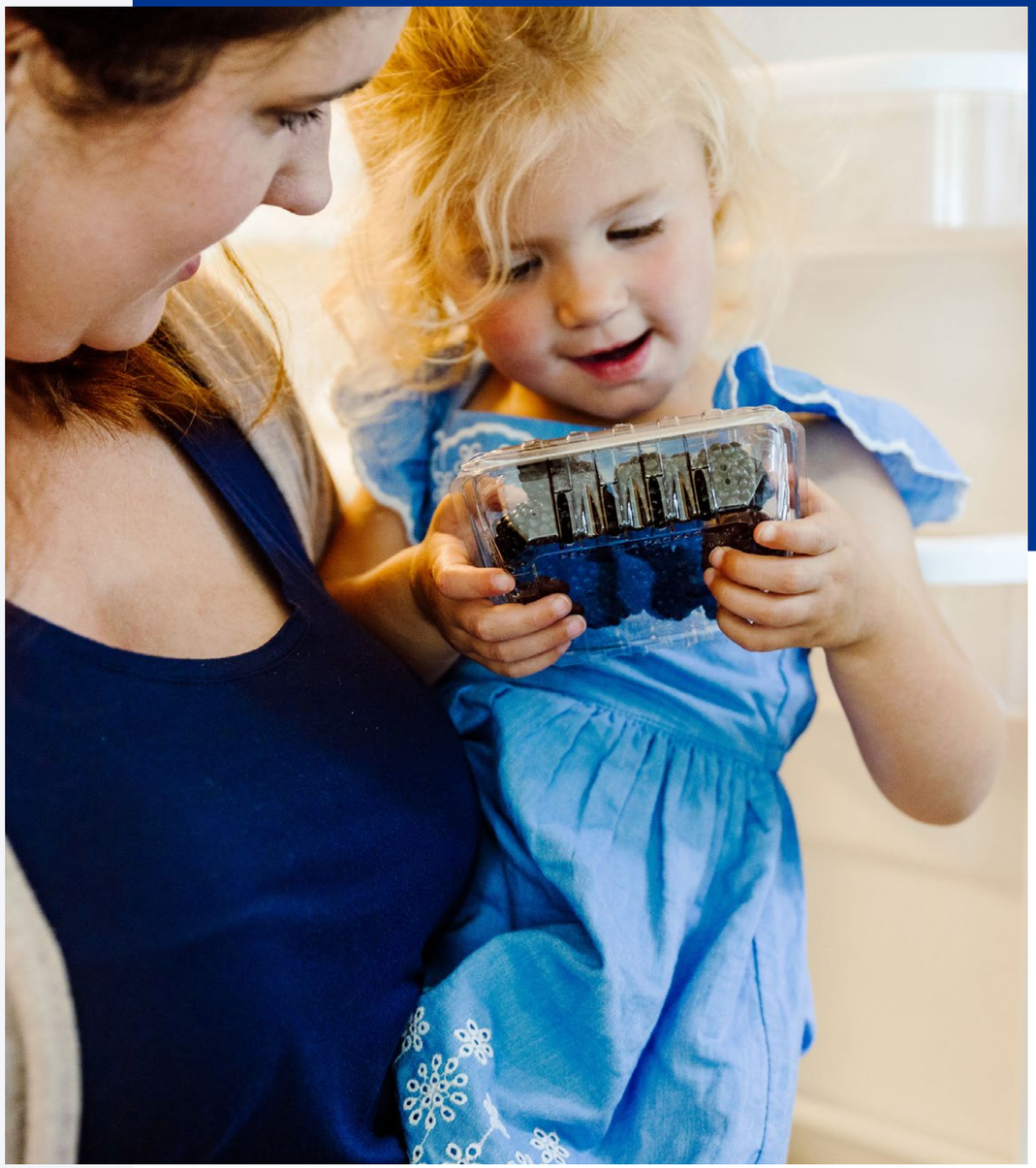
We promote DEI initiatives in Sonoco's business and hiring practices by treating all of Sonoco's employees, stakeholders, and communities fairly, regardless of one's race, gender, ethnicity, age, physical ability, religion, or sexual orientation (among other protected categories). Harassment is not tolerated in the workplace or in any work-related circumstances outside of the workplace. We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. To reinforce these priorities, all salaried employees are required to complete annual mandatory training on compliance with our Code of Business Conduct and Ethics, anti-discrimination, and unconscious bias, as well as state-specific training on workplace violence and sexual harassment.

As part of our commitment to building a culture of continuous improvement, we are dedicated to engaging with our employees and seeking feedback that we can use to enhance our programs and initiatives.

We value diversity, equity, and inclusion (DEI) as critical to helping us understand and better reflect the diverse markets we serve.

Compensation and Benefits: Sonoco seeks to establish competitive compensation programs that enable us to attract and retain skilled and experienced employees as well as to motivate management to maximize performance while building shareholder value. The Executive Compensation Committee of the Board is responsible for oversight of the executive compensation program, which has an overall philosophy of linking pay with performance and creating long-term shareholder value. Total direct compensation includes both performance-based annual cash incentives and long-term equity incentives, which we believe reinforce a strong shareholder mindset.

We believe it is essential to provide competitive and affordable benefits packages based on the local markets in which we operate. In the United States, we have a highly competitive package of benefits that includes medical and prescription coverage, dental, vision, disability, flexible spending accounts, and life insurance. Our medical plans offer employees the choice of two designs to best fit their needs – a PPO plan and a high-deductible plan with a health savings account (that includes a company contribution). Our 401(k)-retirement savings plan offers employees a generous match of 100% on the first 6% employees contribute. Sonoco is also proud that we offer all employees, both salaried and non-union hourly, the same benefit plans except for the level of company-provided disability coverage.



100% **the percentage our generous 401(k) retirement savings plan match on the first 6% of employees contribution**

Occupational Health and Safety

Sonoco's commitment to providing a safe and healthful work environment for our employees is demonstrated in our Corporate Health and Safety Policy, which states that the safety of employees shall be of the greatest interest to all levels of management and supervision, ranking in importance above production, quality, costs, and service. We actively engage all employees in identifying, preventing, and correcting workplace safety issues to reduce incidents and eliminate Life Changing Events (LCEs), which are injuries that cause or have the potential to cause permanent disabilities or the loss of life.

At the corporate level, our Operations Safety Council consists of 30 top operations executives who provide governance of our global safety program. Each business unit has its own Safety Council and every site has an active safety improvement team consisting of a cross section of hourly and salaried employees. These groups work to ensure employee participation in safety measures and are supported by a dedicated group of safety professionals including hundreds of safety coordinators working at our operations worldwide.

Our safety management system is based on the Sonoco Performance System of continuous improvement, focusing primarily on developing data on key leading indicators such as LCE Risk Assessment Scores, workplace observation rates, permit to work activity, and inspection/audit completion. Thousands of workplace audits and inspections are completed annually by Sonoco safety professionals, trained assessors, and front-line employees.

Health and Safety Data *

All Injury Rate**
6.30

Lost Time Rate**
0.64

Total Recordable Incident Rate**
0.99

Life Changing Event Exposure Rate**
1.89

*Includes post-acquisition data from our recent acquisitions of Skjern Paper and Sonoco Metal Packaging.

**Rates calculated by incidents per 200,000 hours worked.

Mobile Equipment Safety Project in Brantford: Our paper mill in Brantford, Ontario implemented a safety project in 2022 to minimize the risk of life changing events resulting from interactions between employees and mobile equipment. The project focused on improving visibility of pedestrian walkways, relocating pedestrian traffic away from high forklift traffic areas in and out of the warehouse and loading dock areas, and installing warning halo lights on all lift trucks.

SPOTLIGHT

These leading indicators are used to create site-specific safety improvement action plans, which follow a Plan-Do-Check-Act cycle aimed at reducing conditions and instances where there is the chance of human error and remediating exposures with hierarchy of controls and building resilience into processes. In 2022, we achieved completion of 99 percent of all safety improvement action plans, which are required to be completed annually.

In addition to leading indicators, we monitor lagging metrics to measure our improvement over time, including LCEs and potential LCEs, completion rates for accident investigations, and tracking of past-due incident corrective action items.

In 2022, the Operations Safety Council issued a new Executive Safety Leadership Playbook that was used for company-wide executive level safety training. This training will be rolled out to all levels of the Company over the next two years. Safety training is mandatory for all employees globally, including training on our stop work policies where employees are allowed to remove themselves from an unsafe situation with no reprisals for reporting a safety issue.

World Safety Day: An essential part of our commitment to creating a world-class safety culture is to raise awareness through regular communication and activities. On April 28, 2022, we held various activities at our facilities to mark World Safety Day.

- The team at Cirie, Italy engaged in five sessions focused on the fact that “What We Do, Not Just What We Say, Counts!” For an activity focused on safety while working at height, the group traveled to a gym equipped for climbing and with the help of an alpine guide and an expert trainer simulated a route where it was necessary to use daily equipment such as ladders, lifelines and PPE for work at height.
- Sonoco’s Paper Europe group focused on the youngest members of the Sonoco family – children of teammates. Children were tasked with creating a logo or slogan focused on safety, with a winning artwork or slogan chosen that will be used in daily safety tasks as an important reminder that our safety is paramount to our families.
- Waco Texas’ Flexibles facility focused on hand safety, with teams trying to complete tasks with some fingers taped.
- Terrebonne, Quebec’s Flexibles plant shared short videos of safety scenarios and received more than 70 responses from employees to its safety questionnaire.

SPOTLIGHT

Talent Acquisition and Development

Sonoco's Board of Directors is actively engaged in overseeing HCM, talent management, leadership development, and succession planning. Working closely with our Chief Executive Officer and the Chief Human Resources officer, the Board and the Board's Employee and Public Responsibility Committee regularly review our talent strategy, including making sure we have a strong, diverse, and experienced leadership team. In 2022, the Board discussed talent management and/or succession planning at each of its quarterly meetings.

Sonoco aims to hold annual performance reviews for 100% of our salaried employees to identify promising leaders and ensure that employees are receiving appropriate training and education.

Sonoco's Emerging Leaders Program (ELP) is a selective program designed to identify and train our next generation of business leaders. ELP has been in place for more than 40 years with many of our current business leaders starting their own career at Sonoco in the program. There are two types of positions in ELP: summer internships and full-time opportunities. Summer internships are approximately 12 weeks in duration, with both project-based and hands-on experience. Full-time positions in ELP participate in team building activities with other members of the program for the first 12-18 months of employment, and are supported with dedicated mentorship and ongoing leadership development programming.

Sonoco also offers a mentorship program for all salaried employees, which helps provide the foundation to cultivating regular meaningful development conversations. With three different mentoring types —career development, peer to peer, and new hire — employees receive guidance on how they can improve, leverage their strengths, and broaden their perspectives as they navigate every stage of their career.

Retention of Exceptional and Promotable Employees

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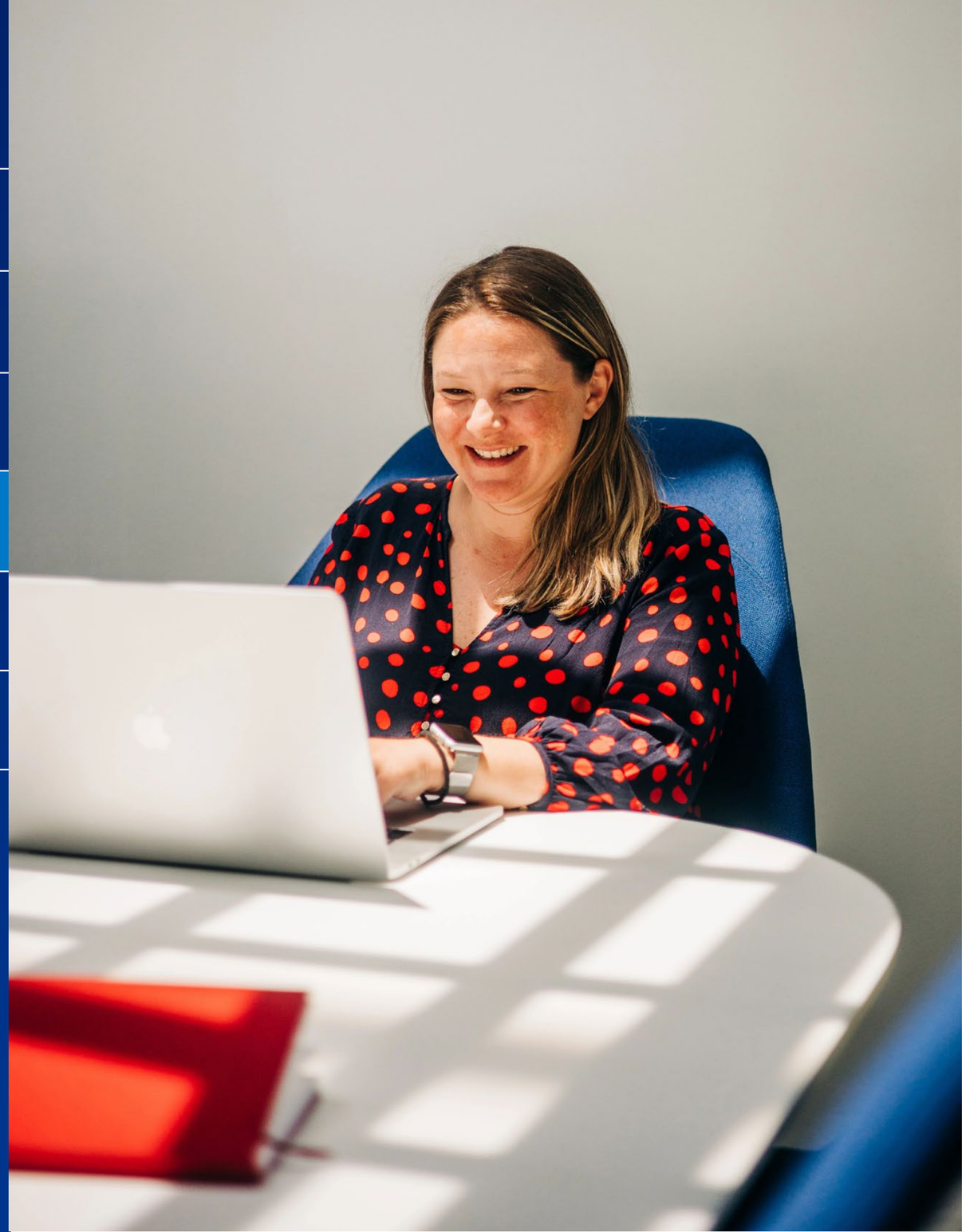
Sonoco's ELP Internship Program Wins Recognition: The recruiting platform Untapped named Sonoco's internship program as one of the top 75 internship programs of 2022. The program was recognized for giving "an inside look into working at Sonoco, similar to what it is like for a full-time associate. They help interns with relocation and housing costs, as they know a student's budget can be smaller. In addition, they provide interns with opportunities to be involved in business resource groups and other activities throughout their internship."

In 2022, Sonoco introduced the Foundations of Leadership program targeted at those who are new to Sonoco or new to leading people. The eight-month development program is designed to provide new managers with skill sets and leadership tools in communication, coaching and feedback, difficult conversations, and employee appreciation. The program is delivered through a blended approach with virtual instruction and in-person sessions with other participants in the program.

In addition to leadership training programs, Sonoco also offers an apprenticeship program which combines academic and technical instruction with paid work experience to prepare employees for a career in advanced manufacturing. In 2022, Sonoco had 36 apprentices in our professional apprenticeship program for current technical school students and 35 apprentices in our youth programs for high school juniors or seniors. Apprenticeships are also offered for recent technical school graduates and current Sonoco team members looking to make a career change.



Training and Education: In 2020, we launched our online learning management system, Sonoco University, and in just three years the platform has expanded to include over 30,000 different courses offered through a variety of accessible formats including ELearning courses, e-books, podcasts, audiobooks, videos, and more. The platform is accessible to all employees globally and offers training and educational materials for all positions across the company. Sonoco University also includes practice labs aimed at building information technology skills and practice tests for industry certifications such as CAPM, ITIL 4, PMBOK, Six Sigma Green Belt, and PHR. The Sonoco University brand is expanding to include in-person training and more programs for on-the-job instruction.

Sonoco also provides financial assistance through our Tuition Reimbursement Policy to enhance U.S. employees' professional development and their skills and knowledge related to our business.

OVER

30,000

different courses offered through a variety of accessible formats including ELearning courses, e-books, podcasts, audiobooks, videos, and more

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Diversity, Equity, and Inclusion

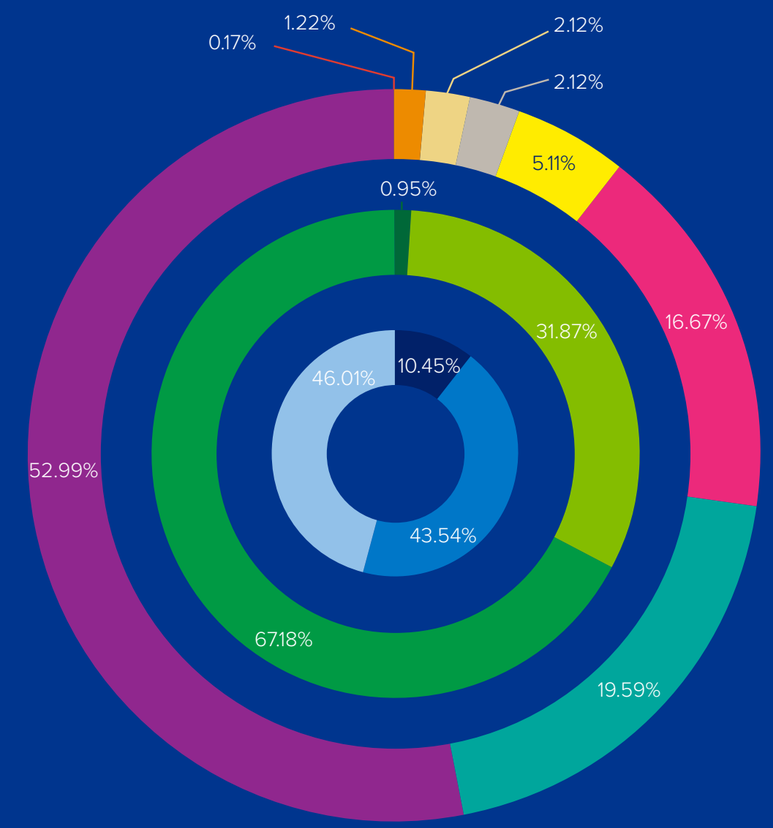
Our commitment to diversity, equity, and inclusion (DEI) starts at the top with the Company's Board of Directors, which has delegated to the Employee and Public Responsibility Committee the oversight responsibility for the Company's human capital management activities, including DEI strategies and programs. The committee and the Board regularly receive reports from management on Sonoco's DEI programs and progress toward our DEI goals.

Our DEI goals are focused on increasing the representation of women and racial minorities in salaried and senior leadership positions. Despite the challenges faced in the labor market over the past few years, Sonoco continues to strive towards our goals through implementing programs aimed at recruiting, development, and promotion, as well as enhanced retention efforts. We are investing in multiple initiatives focused on identifying and building a diverse talent pipeline, including recruiting on college campuses with our Workforce Representation Team. In 2022, the team attended 50 events on 19 college campuses with the objective of identifying candidates of various demographics, thoughts, and perspectives.

Sonoco has a Diversity, Equity, & Inclusion Council made up of executive, management, and DEI leaders throughout the organization. The DEI Council seeks to create a diverse workforce within an inclusive environment by sponsoring and guiding activities of several Business Resource Groups (BRGs) as well as implementing DEI education, awareness, and communication initiatives throughout Sonoco.

SONOCO Diversity, Equity & Inclusion Council

New Hire Diversity



LEGEND:

New Hires by Race (U.S. Only)

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or other Pacific Islander
- White
- Two or more races
- Decline to answer

New Hires by Gender:

- Female
- Male
- Other/Not specified

New Hires by Age:

- < 30 years old
- 30-50 years old
- > 50 years old

Business Resource Groups: Our BRGs create programming to foster education and awareness among Sonoco employees and in our communities. In 2022, this programming included our second annual Week of Understanding via our DEI Council. Each BRG hosted two sessions to bring awareness to a current topic relevant to their communities, including blind spots and unconscious bias, mental health awareness, generational stereotypes, and our uniqueness to connect with others.

In addition to promoting DEI in our workplace, Sonoco is committed to having a positive economic impact in our communities through our Supplier Diversity program. Sonoco has had a dedicated Supplier Diversity program since 2004, and since 2010 we have spent more than $2.1 billion with certified diverse suppliers. In 2022, the Company's diversity spend was approximately 8.2% of our total supplier spend in the U.S. and Canada. Sonoco executives serve on the Boards of Directors for the Carolinas and Virginia Minority Supplier Development Council (CVMSDC), the Greater Women's Business Council (GWBC), and the National Veterans Business Development Council.

$2.1bn

The amount we spent with certified diverse suppliers since 2010

Business Resource Groups

Black Employees @ Sonoco

Women @ Sonoco

LGBT+

Young Professionals

Sonoco Cares

MILITARY Professionals

SPOTLIGHT

2022 Week of Understanding: More than 300 people attended Sonoco's Diversity & Inclusion Week of Understanding sessions. Here are some reactions:

The Ways to Fight Bias session reminds me to always be aware of my interactions with other people. We are all individuals and we should take the time to get to know one another, step out of our comfort zone and see things from another's perspective and truly connect to improve our daily interactions.

— **Dana Mitchell**
Sustainability,
Environmental Engineer III

It was good to see representation and hear comments from all generations. I often forget about generational stereotypes when thinking about diversity & inclusion, so this session was good for me. It was interesting to hear about the experiences of each generation in the workplace, and the different stereotypes they face. I'll certainly think twice before I "OK, Boomer" my dad again!

— **Angela Josche**
Sonoco Metal Packaging,
Specialist Customer Service Supply Chain

I thought the meeting was very different and engaging. Being interactive I feel increases focus on the information. It sparks a feeling when you think you're sure of yourself but get the answer wrong, which can be a good tool for self-awareness, and for questions that you have no idea, it gives you another outlook or perspective. Not everything I think is important to me has the same priority of importance to someone else, and that in itself is important to understand..

— **Anthony Camarillo**
Plastics: Thermoforming,
Department Manager

The Military Professionals group in Sonoco is a fantastic idea and something that I am proud to get involved in. This was the second year I have participated in this virtual game and I enjoy it very much. It's a great way to get people engaged and a lot of fun. It's so nice to see Veterans being acknowledged and celebrated. I'll be back next year too.

— **Emil Karas**
Plastics: Thermoforming,
Senior Plant Quality Manager

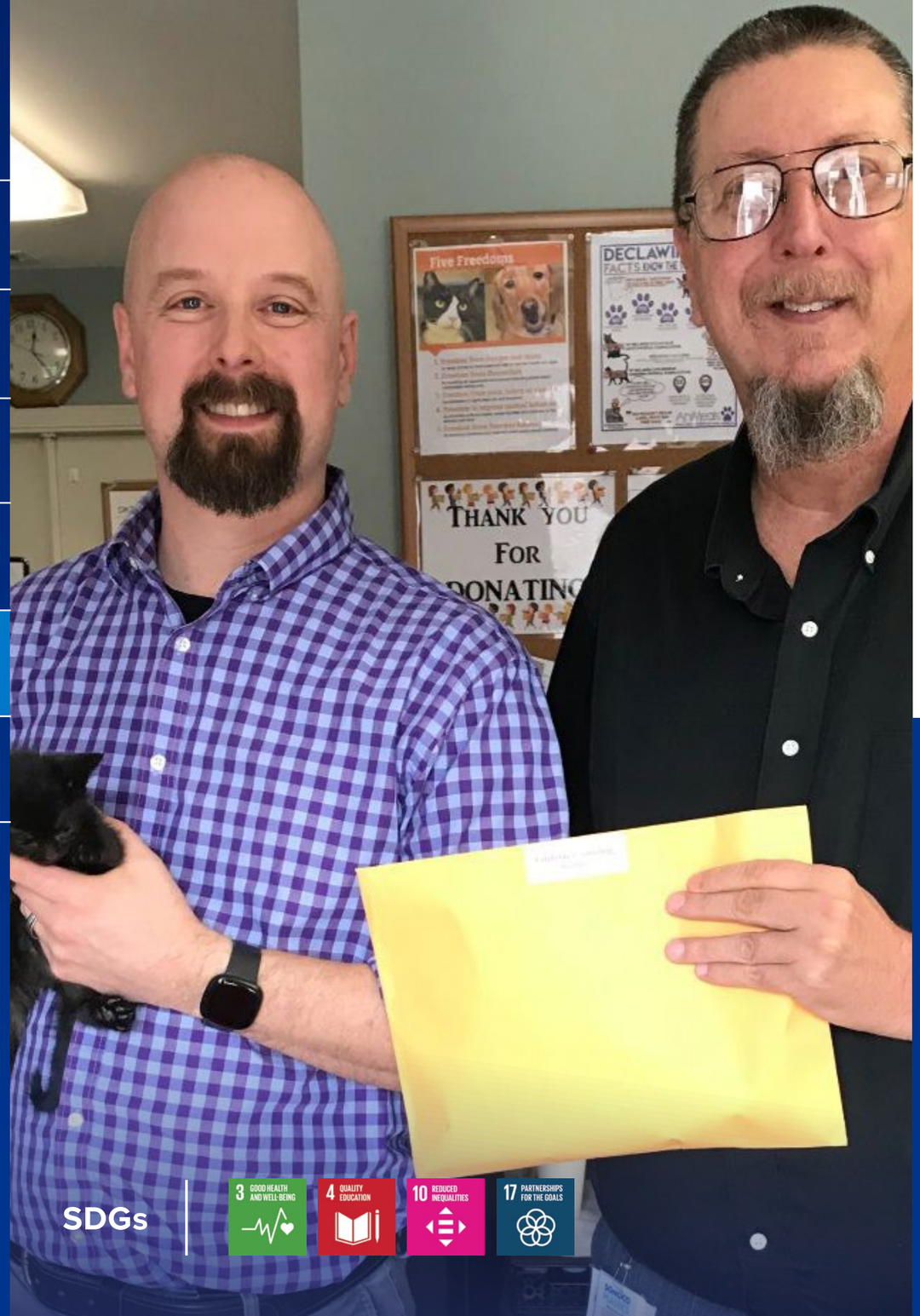
I thought that the presentation on Diversity & Inclusion shared a great message that we can all relate to. I really enjoyed the individual stories of I am who I am. We all have a story to tell of where we've been and how we got to where we were going. But what are these stories if we have no one to tell them to?

— **Angela Szrajer**
Finance, Accounting Supervisor

How inspiring to hear from some awesome female colleagues who bring so much of themselves to Sonoco every day. Was I the only one with a tear in my eye listening to their personal stories?

— **Audrey Green,**
ThermoSafe, Product Manager,
Single-Use Offerings

SPOTLIGHT



LOCAL COMMUNITIES

Valuing the time spent together in service to others.

Sonoco is committed to having a positive impact on the communities where we operate by being good neighbors and good corporate citizens. We seek partnerships with non-profit organizations and provide support both financially through the Sonoco Foundation and through employee volunteering coordinated through our Sonoco Cares program. Our primary areas of support include education, health and wellness, arts and culture, and the environment. Sonoco also supports disaster recovery efforts in our communities with donations and volunteer efforts.

Donations

The Sonoco Foundation, Sonoco's philanthropic arm, donated approximately $2 million in 2022 to non-profit organizations worldwide. We support organizations with one-time grants, or occasionally multi-year grants, focusing primarily on the communities where Sonoco has operations. The foundation's donations in 2022 included more than $1 million in support of educational programs including scholarship programs for employee dependents and students in our communities.

More than half of the Sonoco Foundation's donations go to support all levels of education, including universities and colleges that supply Sonoco's future leaders. We provide financial support to Coker University in Hartsville, South Carolina for academic programs and facility improvements, as well as providing scholarships primarily based on financial need. We also provide summer internships for Coker students and actively recruit students for employment. We currently have nearly 100 graduates of Coker working for Sonoco in a variety of operating and administrative roles.

COKER UNIVERSITY

Major Gifts to Organizations

$1.1 Million
Various educational programs including scholarships

$150,000
American Red Cross

$140,000
United Way campaigns

$25,000
McLeod Health in South Carolina

~$2M total donated in 2022 to non-profit organizations

The Sonoco Foundation sponsors the **Sonoco FRESH** initiative at Clemson University, a multi-disciplinary hub for innovation and research to address the safety, security, and sustainability of food throughout the value chain. Sonoco FRESH awards annual research grants to professors and hosts the annual Sonoco FRESH Food, Packaging & Sustainability Summit. The three-day 2022 FRESH Summit focused on strategies to achieve sustainability targets, with panels and presentations from industry leaders, Clemson faculty and students.

Sonoco also supports public schools in the Hartsville and Darlington County areas. In 2022, the Sonoco Foundation completed a $300,000 multi-year grant to help launch and develop Butler Academy, Hartsville's first public charter school. Over the past three years, Butler Academy has grown to nearly 350 students in grades K through 7, with future plans to expand to more than 750 students in grades K through 12. In 2022, the school achieved the second highest academic scores of any school in the Darlington County public system.

We provide support to health and wellness organizations in our communities primarily through grants from the Sonoco Foundation to United Way campaigns, with over $140,000 donated in 2022. The foundation also supports other health programs not funded by the United Way, including a $25,000 donation in 2022 to McLeod Health in South Carolina, to help purchase a new Mobile Mammography Unit.

In 2022, the Sonoco Foundation awarded a $500,000 multi-year grant to the Darlington County Humane Society, to help build a new, state-of-the-art animal adoption center in Hartsville. The grant will also help launch a partnership with local educators for a community outreach, education, and animal welfare program.

The Sonoco Foundation donated $150,000 to the American Red Cross to support ongoing disaster recovery programs in South Carolina, disaster relief efforts in the aftermath of Hurricane Ian affecting Florida and the Carolinas, and relief for refugees fleeing the war in Ukraine. The foundation also provided matching grants to the International Red Cross for funds raised by Sonoco employees in Poland to help Ukraine refugees.

Employee Volunteering

Through our Sonoco Cares program, our employees are given opportunities to participate in volunteer efforts with organizations in their local communities. In Hartsville, employees volunteer monthly at the Hartsville Soup Kitchen to prepare and serve food. In collaboration with the Black Employees @ Sonoco Business Resource Group, Sonoco Cares organized volunteer opportunities for a Martin Luther King Jr. Week of Service, to encourage and promote meaningful ways to have a positive impact in local communities.

Other volunteer programs in 2022 included the United Way Coats4Kids and Personal Items collection drive for coats, scarves, gloves, and toilet tissue, and donations of money, food, and volunteer work for Harvest Hope Food Bank in Florence, SC.

In the U.S., 19 Sonoco locations participated in the annual Back to School Supply Drive in 2022. Sonoco employees in the Carolinas participated in the Classroom Central program to gather and purchase classroom supplies for children in need in the region. The Sonoco Foundation matched funds raised by employees for school supplies, making the total donation approximately $10,000. Employees at our Tullahoma, TN facility held a Pies for School Supplies event to raise funds to purchase school supplies for four local elementary schools.

$10,000

total donations raised by employees for school supplies with matched funds from the Sonoco Foundation

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Sonoco's annual Back to School Supply Drive was expanded this year to include our facilities in Mexico and Colombia, which was coordinated through a new Sonoco Cares LATAM chapter. The new LATAM chapter also organized fundraising and volunteer opportunities to support children in poverty, children's cancer treatment, education, and employee mental health post-COVID-19. Sonoco employees in Mexico helped families in need during the holiday season with donations.

Sonoco's Raleigh, NC recycling plant participated in an Adopt-A-Trail Program, a yearlong volunteer commitment to preserve the beauty and recreation value of trails. Employees from Raleigh adopted a stretch of the Crabtree Creek Trail, mile 0-1, that runs behind their plant facility.

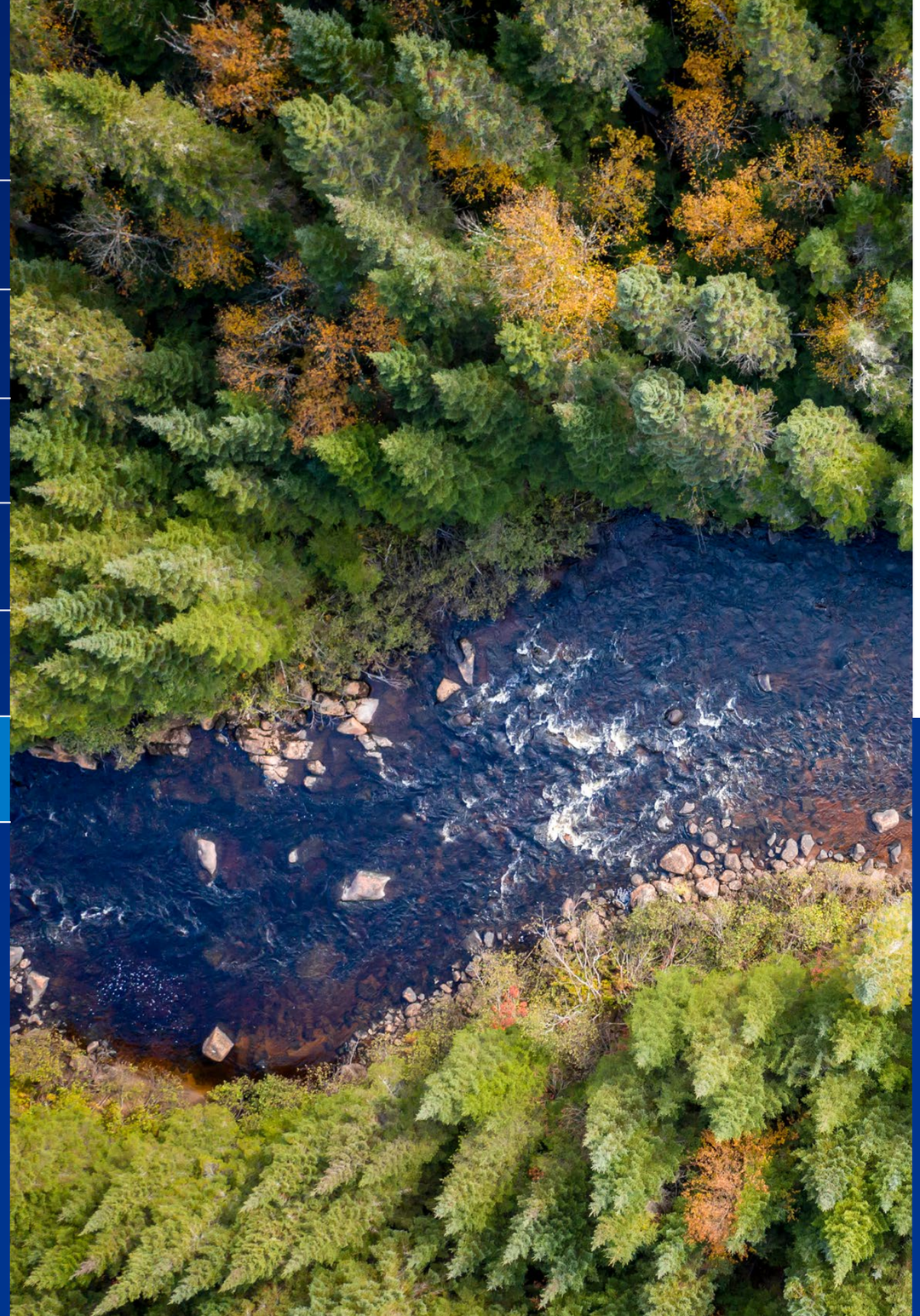
Our Waynesville, NC facility hosted a Cutest Pet 50/50 Contest that raised funds for a local animal rescue shelter. Votes were $1 per vote and associates could vote as many times as they wished, raising $3,450 for Sarge's Animal Rescue in Waynesville.

Sonoco employees in the U.S. and LATAM volunteered at events to celebrate Earth Day during the week of April 18, 2022. In the U.S., our employees partnered with local environmental organizations to hold volunteer clean-up events in our local communities.

A Sonoco-sponsored annual golf tournament raised a record amount of $8,795 in 2022 benefiting Els for Autism, a nonprofit committed to better understanding the aspirations of people with autism and helping them to fulfill their potential to lead positive, productive and rewarding lives. The annual event held at Lebanon Valley Golf Course in Myerstown, PA brings out many current and former employees at Sonoco's Robesonia, PA Tubes and Cores plant.

Veterans Day: In honor of Veteran's Day, Sonoco employees packed 100 care packages to send to service members all over the world. Employees were also able to recommend names of those that they wanted to appreciate by sending a care package.

SPOTLIGHT



APPENDIX

Data gathered all in one place.

- About this Report
- Data Tables
- **GRI, TCFD, and SASB Indices**

About this Report

Sonoco is committed to fostering accountability and transparency to our stakeholders in the service of our purpose: *Better Packaging. Better Life.®* We take our corporate responsibility seriously, and our purpose helps define our commitments to enhancing the experiences of our customers, colleagues, communities, and shareholders.

To define the content of our 2022 Corporate Responsibility Report, Sonoco has used the Global Reporting Initiative (GRI) standards. These guidelines form a voluntary framework of principles and indicators used to measure and report economic, environmental, and social standards of the Company. They also provide a standard of comparison among Sonoco and our peers. For the first time, Sonoco is also reporting data for the Task Force on Climate-Related Financial Disclosures (TCFD) framework, which helps public companies and other organizations disclose climate-related risks and opportunities. In addition, this report also benchmarks our performance against the Sustainability Accounting Standards Board (SASB) Containers and Packaging metrics.

We performed a quantitative, stakeholder-driven materiality assessment to identify and prioritize the sustainability issues that impact Sonoco and its stakeholders. This report reflects the progress we have made in addressing these issues and meeting our stakeholder commitments. We have carefully considered Company data and projects from January 1st, 2022 to December 31st 2022 and how those projects affect our customers, shareholders, associates, suppliers, and the communities we serve.

This report incorporates the 17 Sustainable Development Goals (SDGs) established by the United Nations in their 2030 Agenda for Sustainable Development as a benchmark for our progress across a range of initiatives to promote prosperity, while protecting our planet. Where applicable, our efforts will be identified by using the graphic icons developed by the UN to represent a focus on one of the 17 different SDGs.

Environmental Data Tables

METRIC	2020	2021	2022 [1]
Energy			
Energy consumption within the organization (MMBtu)	**20,226,101**	**19,452,172**	**18,932,077**
Non-renewable [2]	16,870,857	16,397,746	16,922,636
Renewable [3]	3,355,244	3,054,426	2,009,441
Electricity	4,863,475	4,722,131	5,151,344
Steam	825,390	431,311	262,506
Natural Gas	9,988,345	9,838,968	10,192,732
Fuel Oil	9,383	8,066	10,410
Coal	1,193,646	1,425,808	1,316,053
Energy intensity (MMBtu / thousand $ revenue)	**3.220**	**2.933**	**2.334**
Water			
Total water withdrawal (m3)	**23,985,585**	**23,735,466**	**20,714,512**
Water withdrawal by source (m3)			
Surface water	5,716,429	5,630,627	4,020,371
Groundwater	15,829,617	15,652,924	14,324,757
Third-party water	2,439,539	2,451,915	2,369,384
Total water discharge (m3)	**16,808,511**	**18,741,498**	**16,783,421**
Water discharge by destination (m3)			
Surface water	12,034,061	13,775,191	11,985,988
Third-party water	4,774,450	4,966,308	4,797,420
Total water consumption (m3)	**7,177,074**	**4,954,376**	**3,931,091**
Water consumption intensity (m3 / thousand $ revenue)	**1.370**	**0.886**	**0.542**

1 - Includes post-acquisition data from our recent acquisitions of Skjern Paper and Sonoco Metal Packaging.
2 - Includes electricity, coal, oil, steam, and natural gas.
3 - Includes biomass.

METRIC	2020	2021	2022 [1]
Emissions [4]			
Total Scope 1 and Scope 2 emissions (tCO_2e)	1,281,797	1,341,831	1,390,210
Total Scope 1 and Scope 2 emissions intensity (tCO_2e / thousand $ revenue)	0.245	0.240	0.192
Direct (Scope 1) GHG emissions (tCO_2e)	705,184	743,803	763,052
Direct (Scope 1) GHG emissions intensity (tCO_2e / thousand $ revenue)	0.135	0.133	0.105
Biogenic CO_2 emissions (tCO_2e)	425,352	426,288	85,680
Indirect (Scope 2) GHG emissions (tCO_2e, Market-based)	576,613	598,028	627,158
Indirect (Scope 2) GHG emissions intensity (tCO_2e, Market-based / thousand $ revenue)	0.110	0.107	0.086
Waste			
Total Weight of Waste Directed to Disposal (landfill only) (mt)	228,865	260,177	237,790

METRIC	Fiber	Plastic	Metal	Total
Materials (2022)				
Total Purchased	2,586,165.25	267,186.30	410,804.00	3,264,155.209
Virgin	42,765.80	238,814.00	353,311.00	634,889.99
Virgin (percentage)	1%	90%	86%	19%
Total Recycled	2,543,399.45	28,372.30	57,493.00	2,629,265.22
Total Recycled (percentage)	99%	10%	14%	81%
Post-Consumer Recycled	2,338,079.00	19,654.20	56,560.00	2,414,292.56
Post-Consumer Recycled (percentage)	91%	7%	14%	74%
Post-Industrial Recycled	205,321.00	8,718.10	934.00	214,972.66
Post-Industrial Recycled (percentage)	8%	3%	0%	7%

1 - Includes post-acquisition data from our recent acquisitions of Skjern Paper and Sonoco Metal Packaging.

4 - The types of GHG gases included in the calculations are N_2O, CO_2, and CH_4. The global warming potentials (GWP) used are the following: CH_4 GWP is 28 and the N_2O GWP is 265, these potentials are from the GHG Protocol.

Social Data Tables

METRIC	2020	2021	2022 [1]
Diversity [5]			
Workforce			
Total headcount	**23,410**	**20,564**	**22,017**
North America	11,195	10,704	12,495
Global	12,215	9,860	9,522
Total contingent worker headcount	**1,274**	**1,488**	**2,005**
Employee headcount by type			
Total			
Number of permanent employees	22,793	19,823	21,270
Number of temporary employees	648	741	719
Number of full-time employees	23,030	20,202	21,580
Number of part-time employees	410	361	409
North America			
Number of permanent employees	11,094	10,603	12,314
Number of temporary employees	101	101	156
Number of full-time employees	11,074	10,573	12,297
Number of part-time employees	120	130	173
Global			
Number of permanent employees	11,699	9,220	8,956
Number of temporary employees	547	640	563
Number of full-time employees	11,956	9,629	9,283
Number of part-time employees	290	231	236

1 - Includes post-acquisition data from our recent acquisitions of Skjern Paper and Sonoco Metal Packaging.

5 - Any discrepancies in the total headcount are a result of gathering data from multiple types of HR systems.

METRIC	2020	2021	2022 [1]
Workforce by gender			
Number			
Female	7,051	5,377	5,622
Male	16,352	15,175	16,377
Other/Not specified	38	12	18
Percentage			
Female	30.08%	26.15%	25.53%
Male	69.76%	73.79%	74.38%
Other/Not specified	0.16%	0.06%	0.08%
Workforce by age			
Number			
< 30 years old	4,416	3,820	4,129
30-50 years old	11,991	10,550	11,044
> 50 years old	6,982	6,185	6,844
Percentage			
< 30 years	18.88%	18.58%	18.75%
30-50 years old	51.27%	51.33%	50.16%
> 50 years old	29.85%	30.09%	31.09%
Workforce by region			
Number			
Asia Pacific	2,290	2,297	2,241
Europe, the Middle East and Africa	7,043	4,046	3,917
Latin America	2,882	3,517	3,364
North America	11,195	10,704	12,495

1 - Includes post-acquisition data from our recent acquisitions of Skjern Paper and Sonoco Metal Packaging.

METRIC	2020	2021	2022 [1]
Percentage			
Asia Pacific	9.78%	11.17%	10.18%
Europe, the Middle East and Africa	30.09%	19.68%	17.79%
Latin America	12.31%	17.10%	15.28%
North America	47.82%	52.05%	56.75%
Workforce by race (U.S. only)			
Number			
American Indian or Alaska Native	44	51	71
Asian	305	315	356
Black or African American	1,448	1,351	1,649
Hispanic or Latino	1,797	1,671	1,800
Native Hawaiian or other Pacific Islander	14	10	23
White	6,961	6,599	7,692
Two or more races	41	50	73
Decline to answer	58	131	289
Percentage			
American Indian or Alaska Native	0.41%	0.50%	0.59%
Asian	2.86%	3.09%	2.98%
Black or African American	13.57%	13.27%	13.80%
Hispanic or Latino	16.84%	16.42%	15.06%
Native Hawaiian or other Pacific Islander	0.13%	0.10%	0.19%
White	65.25%	64.84%	64.35%
Two or more races	0.38%	0.49%	0.61%
Decline to answer	0.54%	1.29%	2.42%

1 - Includes post-acquisition data from our recent acquisitions of Skjern Paper and Sonoco Metal Packaging.

METRIC	2020	2021	2022 [1]
New Hires			
Total New Hires	**5,275**	**7,579**	**6,709**
New hires by gender			
Number			
Female	1,451	2,228	2,138
Male	3,064	4,522	4,507
Other/Not specified	760	829	64
Percentage			
Female	27.51%	29.40%	31.87%
Male	58.09%	59.66%	67.18%
Other/Not specified	14.41%	10.94%	0.95%
New hires by age			
Number			
< 30 years old	2,098	3,117	3,087
30-50 years old	1,923	2,981	2,921
> 50 years old	480	629	701
Percentage			
< 30 years old	46.61%	46.34%	46.01%
30-50 years old	42.72%	44.31%	43.54%
> 50 years old	10.66%	9.35%	10.45%

1 - Includes post-acquisition data from our recent acquisitions of Skjern Paper and Sonoco Metal Packaging.

METRIC	2020	2021	2022 [1]
New hires by region			
Number			
Asia Pacific	289	357	408
Europe, the Middle East and Africa	1,291	754	656
Latin America	901	2,488	1,538
North America	2,794	3,980	4,107
Percentage			
Asia Pacific	5.48%	4.71%	6.08%
Europe, the Middle East and Africa	24.47%	9.95%	9.78%
Latin America	17.08%	32.83%	22.92%
North America	52.97%	52.51%	61.22%
New hires by race (U.S. only)			
Number			
American Indian or Alaska Native	25	46	49
Asian	58	81	85
Black or African American	320	576	785
Hispanic or Latino	462	542	668
Native Hawaiian or other Pacific Islander	4	4	7
White	1,133	1,692	2,124
Two or more races	34	54	85
Decline to answer	720	899	205
Percentage			
American Indian or Alaska Native	0.91%	1.18%	1.22%
Asian	2.10%	2.08%	2.12%
Black or African American	11.61%	14.79%	19.59%
Hispanic or Latino	16.76%	13.92%	16.67%
Native Hawaiian or other Pacific Islander	0.15%	0.10%	0.17%

1 - Includes post-acquisition data from our recent acquisitions of Skjern Paper and Sonoco Metal Packaging.

METRIC	2020	2021	2022 [1]
White	41.11%	43.45%	52.99%
Two or more races	1.23%	1.39%	2.12%
Decline to answer	26.12%	23.09%	5.11%
Voluntary Turnover			
Total voluntary turnover	**3,324**	**4,734**	**4,957**
Turnover by gender			
Number			
Female	1,136	1,543	1,626
Male	2,169	3,167	3,270
Other/Not specified	19	24	61
Percentage			
Female	34.18%	32.59%	32.80%
Male	65.25%	66.90%	65.97%
Other/Not specified	0.57%	0.51%	1.23%
Turnover by age			
Number			
< 30 years old	1,176	1,912	1,955
30-50 years old	1,346	1,965	2,142
> 50 years old	784	813	860
Percentage			
< 30 years old	35.57%	40.77%	39.44%
30-50 years old	40.71%	41.90%	43.21%
> 50 years old	23.71%	17.33%	17.35%

1 - Includes post-acquisition data from our recent acquisitions of Skjern Paper and Sonoco Metal Packaging.

METRIC	2020	2021	2022 [1]
Turnover by region			
Number			
Asia Pacific	357	298	308
Europe, the Middle East and Africa	672	452	509
Latin America	533	1,520	1,311
North America	1,762	2,464	2,829
Percentage			
Asia Pacific	10.74%	6.29%	6.21%
Europe, the Middle East and Africa	20.22%	9.55%	10.27%
Latin America	16.03%	32.11%	26.45%
North America	53.01%	52.05%	57.07%
Turnover by race (U.S. only)			
Number			
American Indian or Alaska Native	14	30	27
Asian	51	51	69
Black or African American	244	385	472
Hispanic or Latino	373	456	378
Native Hawaiian or other Pacific Islander	3	6	3
White	967	1,340	1,591
Two or more races	20	33	36
Decline to answer	42	98	192
Percentage			
American Indian or Alaska Native	0.82%	1.25%	0.98%
Asian	2.98%	2.13%	2.49%
Black or African American	14.24%	16.05%	17.05%
Hispanic or Latino	21.76%	19.01%	13.66%
Native Hawaiian or other Pacific Islander	0.18%	0.25%	0.11%

1 - Includes post-acquisition data from our recent acquisitions of Skjern Paper and Sonoco Metal Packaging.

METRIC	2020	2021	2022 [1]
White	56.42%	55.86%	57.48%
Two or more races	1.17%	1.38%	1.30%
Decline to answer	2.45%	4.09%	6.94%
Involuntary Turnover			
Total involuntary turnover	**1,598**	**4,766**	**1,960**
Turnover by gender			
Number			
Female	422	2,323	542
Male	1,169	2,424	1,395
Other/Not specified	7	19	23
Percentage			
Female	26.41%	48.74%	27.65%
Male	73.15%	50.86%	71.17%
Other/Not specified	0.44%	0.40%	1.17%
Turnover by age			
Number			
< 30 years old	463	1,281	668
30-50 years old	801	2,368	975
> 50 years old	324	1,076	317
Percentage			
< 30 years old	29.16%	27.11%	34.08%
30-50 years old	50.44%	50.12%	49.74%
> 50 years old	20.40%	22.77%	16.17%
Turnover by region			
Number			
Asia Pacific	63	80	112

1 - Includes post-acquisition data from our recent acquisitions of Skjern Paper and Sonoco Metal Packaging.

METRIC	2020	2021	2022 [1]
Europe, the Middle East and Africa	290	3,200	287
Latin America	380	314	562
North America	865	1,172	999
Percentage			
Asia Pacific	3.94%	1.68%	5.71%
Europe, the Middle East and Africa	18.15%	67.14%	14.64%
Latin America	23.78%	6.59%	28.67%
North America	54.13%	24.59%	50.97%
Turnover by race (U.S. only)			
Number			
American Indian or Alaska Native	7	9	10
Asian	10	15	8
Black or African American	139	272	211
Hispanic or Latino	164	184	153
Native Hawaiian or other Pacific Islander	1	2	3
White	418	638	506
Two or more races	9	10	14
Decline to answer	16	26	69
Percentage			
American Indian or Alaska Native	0.92%	0.78%	1.03%
Asian	1.31%	1.30%	0.82%
Black or African American	18.19%	23.53%	21.66%
Hispanic or Latino	21.47%	15.92%	15.71%
Native Hawaiian or other Pacific Islander	0.13%	0.17%	0.31%
White	54.71%	55.19%	51.95%
Two or more races	1.18%	0.87%	1.44%
Decline to answer	2.09%	2.25%	7.08%

1 - Includes post-acquisition data from our recent acquisitions of Skjern Paper and Sonoco Metal Packaging.

METRIC	2022 [1]
Health & Safety	
Total hours worked	**44,270,541**
Employee hours	**44,267,928**
Contractor hours	**2,612.92**
All injuries	**1,395**
All injury rate	**6.30**
Total fatalities as a result of work-related injury	**0**
Fatalities as a result of work-related injury - employee	0
Fatality rate as a result of a work-related injury (incidents per 200,000 hours worked)	0.00
Fatalities as a result of work-related injury - contractor	0
Fatality rate as a result of a work-related injury (incidents per 200,000 hours worked)	0.00
Total fatalities as a result of work-related ill health	**0**
Fatalities as a result of work-related ill health - employee	0
Fatality rate as a result of a work-related ill health (incidents per 200,000 hours worked)	0.00
Fatalities as a result of work-related ill health - contractor	0
Fatality rate as a result of a work-related ill health (incidents per 200,000 hours worked)	0.00
Total recordable work-related injuries	**223**
Recordable work-related injuries - employee	220
Total recordable incident rate (TRIR) (incidents per 200,000 hours worked)	0.99
Recordable work-related injuries - contractor	3
Total recordable incident rate (TRIR) (incidents per 200,000 hours worked)	0.20

1 - Includes post-acquisition data from our recent acquisitions of Skjern Paper and Sonoco Metal Packaging.

METRIC	2022 [1]
Total cases of recordable work-related ill health	**145**
Cases of recordable work-related ill health - employee	145
Cases of recordable work-related ill health - contractor	0
Near miss frequency rate (NMFR)	**28.75**
Lost time incidents (LTI)	**143**
Lost time incident rate (LTIR)	**0.64**
Serious injury and fatality potential (SIFp)	**419**
Serious injury and fatality potential (SIFp) rate	**1.89**
Main types of work-related injury	Lifting/pushing/pulling, falling, overexertion
Work-related hazards that have contributed to high-consequence injuries	Lack of adequate guards or safety devices, lack of effective procedure, mobile equipment/vehicular traffic, close clearance, and congestion hazards
Main types of work-related ill health	All were hearing shifts
Work-related hazards that have contributed to ill health	Noise Exposure

1 - Includes post-acquisition data from our recent acquisitions of Skjern Paper and Sonoco Metal Packaging.

Governance Data Tables

METRIC	2020	2021	2022
Directors			
Total Directors	**15**	**14**	**11**
Board Diversity			
Gender			
Female	27%	29%	36%
Male	73%	71%	64%
Age			
< 30 years old	0%	0%	0%
30-50 years old	0%	0%	0%
> 50 years old	100%	100%	100%
Ethnicity			
Minority	20%	14%	9%
Non-minority	80%	86%	91%
Board Independence			
Number of Independent Directors	**10**	**9**	**9**

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