

BALL CORPORATION

2022 GRI Content Index

This Global Reporting Initiative (GRI) Content Index supplements Ball Corporation’s (Ball, we, us or our) sustainability reporting on www.ball.com/sustainability. This report has been prepared in accordance with the GRI Standards: Core option. This index includes all Core indicators as well as various additional indicators that were determined to be relevant to our business. It provides references to information provided in our online [2021 Ball Corporation Combined Report](#), as well as other corporate disclosures such as our Proxy, Form 10-K, our publicly available CDP Climate Change response, and additional information provided on our website at www.ball.com.

GENERAL DISCLOSURE

Organizational Profile

102-1	Name of the organization	www.ball.com/na/about-ball/overview/quick-facts ; 2021 Ball Corporation Combined Report (Front Cover)
102-2	Activities, brands, products, and services	www.ball.com/na/solutions ; 2021 Ball Corporation Combined Report (Inside Front Cover, Pages 6-11)
102-3	Location of headquarters	www.ball.com/na/about-ball/overview/quick-facts ; 2021 Ball Corporation Combined Report (Back Cover)
102-4	Location of operations	www.ball.com/na/about-ball/contact-us/locations-map
102-5	Ownership and legal form	2021 Form 10-K: https://s1.g4cdn.com/288660599/files/doc_financials/2021/q4/10K-2021-Final-as-filed.pdf (Page 1)
102-6	Markets served	www.ball.com/na/solutions ; 2021 Ball Corporation Combined Report (Inside Front Cover, Pages 6-11)
102-7	Scale of the organization	www.ball.com/na/about-ball/overview/quick-facts ; 2021 Ball Corporation Combined Report (Pages 6-11, 33)

102-8	Information on employees and other workers	Employees by Gender								SDG 8
		2020				2021				
		Total	Female	Male	Not disclosed*	Total	Female	Male	Not disclosed*	
	Global	21,573	3,727 17%	17,845 83%	1 0%	24,339	4,474 18%	18,052 74%	1,823 8%	
	North & Central America	12,090	2,307	9,783	0	13,459	2,645	9,822	992	
	South America	3,043	538	2,504	1	3,742	824	2,875	43	
	EMEA**	6,314	855	5,459	0	7,138	1,004	5,346	788	
	Asia	126	27	99	0					

See 2021 Ball Corporation Combined Report (Page 33) for a 5-year trend overview

*Not disclosed were not identified as male or female

**As of 2021 the Asia plants have been included in an expanded Europe, Middle East and Africa (EMEA) business unit.

Employees by Age	2020			2021		
	<30	30-50	>50	<30	30-50	>50
Global	16%	59%	25%	16%	59%	25%

GRI STANDARD DISCLOSURE		RESPONSE PAGE LINK	OMISSION	SDG LINK
102-9	Supply chain	https://www.ball.com/sustainability/product-stewardship/responsible-sourcing ; 2021 Ball Corporation Combined Report (Pages 21, 28, 30-33)		SDG 17
102-10	Significant changes to the organization and its supply chain	2021 Form 10-K: https://s1.q4cdn.com/288660599/files/doc_financials/2021/q4/10K-2021-Final-as-filed.pdf (Pages 4-11) ; 2021 Ball Corporation Combined Report (Pages 1-11)		
102-11	Precautionary Principle or approach	https://www.ball.com/sustainability/our-approach ; 2021 Ball Corporation Combined Report (Pages 12-13, 19-23)		
102-12	External initiatives	https://www.ball.com/our-company/ball-in-the-community ; 2021 Ball Corporation Combined Report (Pages 16-23)		SDG 17
102-13	Memberships of associations	https://www.ball.com/sustainability/our-approach ; 2021 Ball Corporation Combined Report (Pages 23, 37)		SDG 17
Strategy				
102-14	Statement from the senior decision-maker	https://investors.ball.com/investors/default.aspx ; 2021 Ball Corporation Combined Report (Pages 1-5)		
102-15	Key impacts, risks, and opportunities	2021 Form 10-K: https://s1.q4cdn.com/288660599/files/doc_financials/2021/q4/10K-2021-Final-as-filed.pdf (Pages 4-21) ; https://www.ball.com/sustainability/product-stewardship/responsible-sourcing ; https://www.ball.com/sustainability/goals		
Ethics and Integrity				
102-16	Values, principles, standards and norms of behavior	https://www.ball.com/our-company/our-culture/drive-for-10 ; Ball Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct ; 2021 Ball Corporation Combined Report (Pages 12-13)		SDG 16
102-17	Mechanisms for advice and concerns about ethics	2020 Code of Conduct ; https://investors.ball.com/corporate-governance/governance-overview/default.aspx		SDG 16
Governance				
102-18	Governance structure	https://www.ball.com/sustainability/our-approach ; https://investors.ball.com/corporate-governance/governance-overview/default.aspx ; 2021 CDP Climate Change response (Question CC1.1a)		
102-19	Delegating authority	https://investors.ball.com/corporate-governance/governance-overview/default.aspx		
102-20	Executive-level responsibility for economic, environmental, and social topics	https://investors.ball.com/corporate-governance/governance-overview/default.aspx		
102-21	Consulting stakeholders on economic, environmental, and social topics	https://www.ball.com/sustainability/our-approach		
102-22	Composition of the highest governance body and its committees	https://www.ball.com/sustainability/our-approach ; https://investors.ball.com/corporate-governance/governance-overview/default.aspx		SDG 5 SDG 16
102-23	Chair of the highest governance body	https://investors.ball.com/corporate-governance/governance-overview/default.aspx ; 2021 Ball Corporation Combined Report (Page 34)		SDG 16
102-24	Nominating and Selecting highest governance body	https://investors.ball.com/corporate-governance/governance-overview/default.aspx		SDG 5 SDG 16
102-25	Conflicts of interest	https://investors.ball.com/corporate-governance/governance-overview/default.aspx		SDG 16
102-26	Role of highest governance body in setting purpose, values and strategy	https://investors.ball.com/corporate-governance/governance-overview/default.aspx		
102-27	Collective knowledge of highest governance body	https://investors.ball.com/corporate-governance/governance-overview/default.aspx		SDG 4
102-28	Evaluating the highest governance body's performance	https://investors.ball.com/corporate-governance/governance-overview/default.aspx		
102-29	Identifying and managing economic, environmental, and social impacts	https://investors.ball.com/corporate-governance/governance-overview/default.aspx		SDG 16

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	OMISSION	SDG LINK																																				
102-30	Effectiveness of risk management process https://investors.ball.com/corporate-governance/governance-overview/default.aspx																																						
102-31	Review of economic, environmental, and social impacts https://investors.ball.com/investors/default.aspx ; https://www.ball.com/sustainability ; 2021 Ball Corporation Combined Report (Pages 1-35)																																						
102-32	Highest governance body's role in sustainability reporting https://www.ball.com/sustainability/our-approach ; https://investors.ball.com/corporate-governance/governance-overview/default.aspx																																						
102-33	Communicating critical concerns https://investors.ball.com/corporate-governance/governance-overview/default.aspx																																						
102-34	Nature and total number of critical concerns https://investors.ball.com/corporate-governance/governance-overview/default.aspx																																						
102-35	Remuneration policies 2022 Proxy Statement https://d18rn0p25nwr6d.cloudfront.net/CIK-0000009389/7515aad3-9b1d-4be5-a6e7-e48b35bdb4f3.pdf (Pages 29-62)																																						
102-36	Process for determining remuneration 2022 Proxy Statement https://d18rn0p25nwr6d.cloudfront.net/CIK-0000009389/7515aad3-9b1d-4be5-a6e7-e48b35bdb4f3.pdf (Pages 29-62)																																						
102-37	Stakeholders' involvement in remuneration 2022 Proxy Statement https://d18rn0p25nwr6d.cloudfront.net/CIK-0000009389/7515aad3-9b1d-4be5-a6e7-e48b35bdb4f3.pdf (Pages 29-62)		SDG 16																																				
102-38	Annual total compensation ratio 2022 Proxy Statement https://d18rn0p25nwr6d.cloudfront.net/CIK-0000009389/7515aad3-9b1d-4be5-a6e7-e48b35bdb4f3.pdf (Pages 29-62)																																						
102-39	Percentage increase in annual total compensation ratio 2022 Proxy Statement https://d18rn0p25nwr6d.cloudfront.net/CIK-0000009389/7515aad3-9b1d-4be5-a6e7-e48b35bdb4f3.pdf (Pages 29-62)																																						
Stakeholder Engagement																																							
102-40	List of stakeholder groups https://www.ball.com/sustainability/our-approach																																						
102-41	Collective bargaining agreement Ball respects freedom of association and our employees' right to collective bargaining. <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #0070c0; color: white;">Employees at Year-End covered by collective bargaining agreements <i>(percent of total workforce)</i></th> <th style="background-color: #0070c0; color: white;">2020</th> <th style="background-color: #0070c0; color: white;">2021</th> </tr> </thead> <tbody> <tr><td>Global</td><td>20%</td><td>17.9%</td></tr> <tr><td>Beverage Packaging North & Central America</td><td>17%</td><td>17%</td></tr> <tr><td>Beverage Packaging South America</td><td>52%</td><td>39%</td></tr> <tr><td>Beverage Packaging EMEA</td><td>33%</td><td>31%</td></tr> <tr><td>Beverage Packaging Asia</td><td>3%</td><td>-</td></tr> <tr><td>Aerosol Packaging*</td><td>21%</td><td>35%</td></tr> <tr><td>Global Business Services</td><td>21%</td><td>8%</td></tr> <tr><td>Global Beverage Global Support</td><td>0%</td><td>2%</td></tr> <tr><td>Cups</td><td>1%</td><td>0%</td></tr> <tr><td>Corporate</td><td>1%</td><td>2%</td></tr> <tr><td>Aerospace</td><td>0%</td><td>0%</td></tr> </tbody> </table> The collective bargaining data is reflective of our current organization structure, broken out by business units. Ball was unable to divide into global regions, as in other employee reporting at this time. As of 2021 the Asia plants have been included in an expanded Europe, Middle East and Africa (EMEA) business unit. *Aerosol is spread amongst regions of EMEA, NCA and SA	Employees at Year-End covered by collective bargaining agreements <i>(percent of total workforce)</i>	2020	2021	Global	20%	17.9%	Beverage Packaging North & Central America	17%	17%	Beverage Packaging South America	52%	39%	Beverage Packaging EMEA	33%	31%	Beverage Packaging Asia	3%	-	Aerosol Packaging*	21%	35%	Global Business Services	21%	8%	Global Beverage Global Support	0%	2%	Cups	1%	0%	Corporate	1%	2%	Aerospace	0%	0%		SDG 8
Employees at Year-End covered by collective bargaining agreements <i>(percent of total workforce)</i>	2020	2021																																					
Global	20%	17.9%																																					
Beverage Packaging North & Central America	17%	17%																																					
Beverage Packaging South America	52%	39%																																					
Beverage Packaging EMEA	33%	31%																																					
Beverage Packaging Asia	3%	-																																					
Aerosol Packaging*	21%	35%																																					
Global Business Services	21%	8%																																					
Global Beverage Global Support	0%	2%																																					
Cups	1%	0%																																					
Corporate	1%	2%																																					
Aerospace	0%	0%																																					
102-42	Identifying and selecting stakeholders https://www.ball.com/sustainability/our-approach																																						
102-43	Approach to stakeholder engagement https://www.ball.com/sustainability/our-approach ; 2021 Ball Corporation Combined Report (Pages 35)																																						

Satisfaction Measurement (Referral Rating Score, 1-10 range)	2020	2021
Global Beverage Packaging	7.78	8.05

Ball's global beverage packaging businesses started using the Referral Rating in 2017. We generally conduct the survey in March of each year. We have robust cross-functional action plans which we regularly review together with our customers. We have also significantly increased the size of our database over the years (meaning total number of customers we survey) leading to a much higher raw number of responses, alongside an improved response rate.

With the Referral Rating, we are building customer loyalty and satisfaction and improving our awareness of specific customer needs. A loyal customer remains a customer longer, purchases more, provides feedback and recommends the company to others. We can create more focused interactions which lead to increased customer satisfaction, better customer retention and, ultimately, more sales.

102-44 Key topics and concerns raised

<https://www.ball.com/sustainability/our-approach>

Reporting Practice

102-45 Entities included in the consolidated financial statements

2021 Form 10-K: https://s1.q4cdn.com/288660599/files/doc_financials/2021/q4/10K-2021-Final-as-filed.pdf

102-46 Defining report content and topic Boundaries

<https://www.ball.com/sustainability/sustainability-reporting>

102-47 List of material topics

<https://www.ball.com/sustainability/our-approach>

102-48 Restatements of information

In addition to annually reporting Ball's latest environmental performance data, Ball annually updates historical environmental performance data as necessary if updated emission factors or more accurate activity data become available. Ball believes that updating information annually with the best available data is essential to successful performance tracking and goal setting.

102-49 Changes in reporting

Ball divested its Beverage operations in China and sold its steel food and steel aerosol business operations in Argentina during calendar year 2019. Ball is also reporting a 1.8% shift in Scope 1 and Scope 2 emissions due to updated GHG emissions factors from the IEA and eGRID.

102-50 Reporting period

GRI: 2020-2021

102-51 Date of most recent report

2021 Ball Corporation Combined Report, published in March of 2022 ;
<https://www.ball.com/sustainability/sustainability-reporting/downloads>

102-52 Reporting cycle

Up until March of 2022 Ball Corporation published a bi-annual sustainability Report. Now, Ball will report an annual Combined Business and Sustainability report to be held here: <https://www.ball.com/sustainability/sustainability-reporting/downloads>

102-53 Contact point for questions regarding the report

sustainability@ball.com ; 2021 Ball Corporation Combined Report (Page 35)

102-54 Claims of reporting in accordance with the GRI Standards

<https://www.ball.com/sustainability/sustainability-reporting/downloads> ; 2021 Ball Corporation Combined Report (Page 36)

102-55 GRI content index

<https://www.ball.com/sustainability/sustainability-reporting/downloads>

102-56 External assurance

<https://www.ball.com/sustainability/sustainability-reporting> (under "Independent Assurance")

ECONOMIC

Economic Performance

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/our-approach (materiality matrix accessible from Stakeholder Engagement section on that page)	
103-2	The management approach and its components	https://www.ball.com/sustainability/sustainability-reporting ; 2021 Ball Corporation Combined Report (Pages 6-13)	SDG 1 SDG 5 SDG 8
103-3	Evaluation of the management approach	https://www.ball.com/sustainability/our-approach The results of our materiality survey illustrate that internal and external stakeholders have similar views regarding material sustainability issues for Ball. Where aspect boundaries are not self-explaining, we engage with our stakeholders in order to determine the scope of our work.	

GRI-201 ECONOMIC PERFORMANCE 2016

201-1	Direct economic value generated and distributed	<i>(\$ in millions)</i>	2020	2021	SDG 2 SDG 5 SDG 7 SDG 8 SDG 9
		Revenues ¹	11,784.0	13,811.0	
		Income from Minority Investments	(6.0)	26.0	
		Total Economic Value Generated	11,778.0	13,837.0	
		Operating Costs - including payments to employees ²	10,106.0	11,814.5	
		Payments to Capital Providers (Interest)	316.0	283.0	
		Payments to Government Tax Authorities	157.0	136.0	
		Payments for Charitable Contributions	5.0	6.5	
		Payments to Shareholders - Dividends & Share Repurchases	273.0	948.0	
		Total Economic Value Distributed	10,857.1	13,187.9	
	Difference	920.9	649.1		

¹ Excludes net earnings attributable to non-controlling interests

² Includes cost of sales excluding depreciation and amortization plus selling, general and administrative costs

See Ball Corporation Annual Reports for details on the company's financial performance.

<https://investors.ball.com/investors/default.aspx>

201-2	Financial implications and other risks and opportunities due to climate change	2021 Form 10-K: https://s1.q4cdn.com/288660599/files/doc_financials/2021/q4/10K-2021-Final-as-filed.pdf (Pages 19, 21) ; 2021 CDP Climate Change response (Question C2)	
201-3	Defined benefit plan obligations and other retirement plans	2021 Form 10-K: https://s1.q4cdn.com/288660599/files/doc_financials/2021/q4/10K-2021-Final-as-filed.pdf (Pages 32, 47, 73)	

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201-4	Financial assistance received from government	<i>(\$ in millions)</i>	2020	2021
		Tax relief and credits	176.3	200.2
		Government or other subsidies	14.7	25.9
		Investment grant, research and development credits	39.4	50.4
		Awards	-	
		Royalty holidays	-	
		Financial incentives	-	
		Other financial benefits	-	
Total		230.5	276.6	

See Ball Corporation Annual Reports for additional details on the company's financial performance.
<https://investors.ball.com/investors/default.aspx>

Market Presence

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	2021 Form 10-K: https://s1.q4cdn.com/288660599/files/doc_financials/2021/q4/10K-2021-Final-as-filed.pdf (Pages 8-11) ; www.ball.com/na/about-ball/contact-us/locations-map
103-2	The management approach and its components	2021 Form 10-K: https://s1.q4cdn.com/288660599/files/doc_financials/2021/q4/10K-2021-Final-as-filed.pdf (Pages 8-11) ; www.ball.com/na/about-ball/contact-us/locations-map
103-3	Evaluation of the management approach	2021 Form 10-K: https://s1.q4cdn.com/288660599/files/doc_financials/2021/q4/10K-2021-Final-as-filed.pdf (Pages 8-11) ; www.ball.com/na/about-ball/contact-us/locations-map

GRI-202 MARKET PRESENCE 2016

202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Ball employees are paid above minimum wage and Ball sets employee salaries based on market conditions. Ball does not tolerate discrimination in any form, including remuneration.
202-2	Proportion of senior management hired from the local community	As we continue to expand globally, our common practice remains to hire locally when the required talent is available.

Indirect Economic Impacts

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	https://www.ball.com/our-company/ball-in-the-community	
103-2	The management approach and its components	https://www.ball.com/our-company/ball-in-the-community ; https://www.ball.com/our-company/ball-in-the-community/the-ball-foundation	SDG 1 SDG 5 SDG 8
103-3	Evaluation of the management approach	https://www.ball.com/our-company/ball-in-the-community	

GRI-203 INDIRECT ECONOMIC IMPACTS 2016

203-1	Infrastructure investments and services supported	2021 Ball Corporation Combined Report (Pages 7, 31); https://www.ball.com/our-company/ball-in-the-community/the-ball-foundation	SDG 2 SDG 5 SDG 7 SDG 9 SDG 11
<p>Through Ball Foundation, the philanthropic arm of Ball Corporation (https://www.ball.com/our-company/ball-in-the-community/the-ball-foundation), grants are awarded to nonprofit organizations to fund programs that create a positive, measurable impact in three key areas linked to Ball's business and strategy: STEM education, recycling and disaster relief. Specifically, grants are awarded in the communities in which Ball operates in the United States. No significant infrastructure investments as such are made, however in the United States, as a funder of the Recycling Partnership, Ball indirectly invests in recycling infrastructure such as recycling carts. In 2020 the Recycling</p>			

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Partnership supported 537 communities' curbside collection systems, reached 18.3 million households and helped place 250,000 recycling carts.

The Every Can Counts (ECC) program, an industry initiative supported by Ball, operates in 19 countries across Europe and in Brazil to encourage people to recycle the cans they consume outside of their homes. ECC focuses on getting messages across in a fun way, in particular at sporting events, festivals, schools and universities, and in shopping centers and parks. The inaugural European Recycling Tour was carried out by Every Can Counts, an industry activation supported by Ball, in 15 European countries and at 19 different landmarks. The initiative reached more than 4 million people during 2021, highlighting the value of beverage can recycling and inspiring people to put their cans in the right bin while 'on the go.'

To encourage recycling habits and promote circularity, Ball announced plans to create Brazil's first circular economy lab on the island of Fernando de Noronha, one of the country's most popular tourist destinations and a leader in sustainable tourism. The lab will promote real circularity on the island by centralizing the collection and recycling of aluminum cans at a new, state-of-the-art facility.

In May 2022 Ball announced a partnership with Manna Capital Partners, in which Manna will construct and operate a state-of-the-art aluminum can sheet rolling mill and recycling center in Los Lunas, New Mexico. Ball will enter into a long-term supply agreement and also intends to take a minority equity position in the mill. This demonstrates both companies' commitment to creating a more robust and sustainable domestic supply chain for the growing beverage packaging market.

In June 2022 Ball, along with supplier Novelis, joined the World Economic Forum's newly formed aluminum branch of the First Movers Coalition (FMC), calling on industry peers to prioritize circularity and encouraging them to join the FMC. Ball and Novelis will lead collaboration across the aluminum industry value chain toward the same goal, creating a pathway for aluminum sectors such as beverage packaging, automotive, aerospace, electronics, and building and construction.

203-2 Significant indirect economic impacts

As of June 2022, Ball has no formal systems in place to quantify and report on indirect economic impacts at the company-level. In many of the communities where Ball operates manufacturing facilities, we are a large employer. By directly providing jobs and training at Ball and indirectly in our supply chain, we positively influence the economic wealth and prosperity locally. Another example of indirect economic impacts is related to our packaging products, in particular the product life cycle. Compared to other packaging substrates, metal scrap has a very high economic value. Therefore, some people in countries that lack a formal packaging collection system, such as Brazil or certain Eastern European countries, generate income by collecting used metal containers and selling them to local scrap dealers. The scrap dealers then tend to sell the material to larger recycling companies that can re-melt the metal so that it can be used again in a new application. All of these processes create jobs and indirect economic impacts.

Procurement practices

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/product-stewardship/responsible-sourcing	
103-2	The management approach and its components	https://www.ball.com/sustainability/product-stewardship/responsible-sourcing	SDG 1 SDG 5 SDG 8
103-3	Evaluation of the management approach	https://www.ball.com/sustainability/product-stewardship/responsible-sourcing	

GRI-204 PROCUREMENT PRACTICES 2016

204-1	Proportion of spending on local suppliers	Being a global corporation, definitions of local procurement slightly vary across the regions in terms of relevant regulatory frameworks, geography, ownership/size and inclusion of under-represented groups (e.g. data on minority and woman-owned businesses are collected in North America). In addition, our commitment to responsible purchasing and supplier diversity remains.	*	SDG 12
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In 2021 Ball's top suppliers by spend globally were Novelis Inc., Constellium, Tri Arrows Aluminum Inc., Kaiser Aluminum Corporation, and Arconic Corporation.

Responsible Sourcing Framework: <https://www.ball.com/sustainability/product-stewardship/responsible-sourcing>

Anti-corruption

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	Ball Business Ethics Code of Conduct (available in 22 languages): https://www.ball.com/our-company/code-of-conduct	
103-2	The management approach and its components	Ball Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct	SDG 1 SDG 5 SDG 8
103-3	Evaluation of the management approach	Ball Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct	

GRI-205 ANTI-CORRUPTION 2016

205-1	Operations assessed for risks related to corruption	Ball Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct	SDG 16
205-2	Communication and training about anti-corruption policies and procedures	Ball Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct	SDG 16

The Code applies to Ball Corporation and its divisions, operations and subsidiaries, and to any greater than 50 percent company owned joint ventures. The Code also applies to any 50 percent or less Company owned joint ventures with respect to Ball's operating responsibilities and any Ball appointed directors, officers and employees. Further, all Ball business partners, including suppliers, agents and vendors, should strive to adhere to the principles outlined in the Code.

Every other year, the Law Department conducts the Corporate Compliance and Code of Conduct training and certification program, through which a selected group of employees are required to take an e-learning training course and certify to the Code of Conduct, as well as a few other policies and documents. In "off years", the Law Department conducts an Anti-Corruption & Antitrust training and certification program, through which a risk-based group of employees are required to review their knowledge on each topic, as well as certify to Ball's Foreign Corrupt Practices Global Anti-Corruption Policy and Competition and Antitrust Policy.

The Anti-Corruption course is launched bi-annually between new iterations of the Code of Conduct e-Learning. Employees are selected on a risk-based criteria. In 2020 a new version was launched and assigned to over 1,600 employees. We will launch a new iteration later this year to employees selected on a risk-based criteria. In the "off years", the course is available ad-hoc and to Ball Aerospace employees that require training based on the division's requirements. In 2021, the course was assigned and completed by 455 employees. However, around 10,420 employees received the Code of Conduct e-Learning in 2021, which also includes an anti-corruption module as part of the training.

In 2021, we also sent out a Compliance Alliance awareness email with company-wide reach. In this email, we communicated information about our anti-corruption policy, procedures, and shared a link to our Foreign Corrupt Practices Global Anti-Corruption Policy.

205-3	Confirmed incidents of corruption and actions taken	<table border="1"> <tr> <th>(Number of cases)</th> <th>2020</th> <th>2021</th> </tr> <tr> <td>Corruption and Bribery Cases</td> <td>0</td> <td>0</td> </tr> </table>		(Number of cases)	2020	2021	Corruption and Bribery Cases	0	0	SDG 16
(Number of cases)	2020	2021								
Corruption and Bribery Cases	0	0								

In 2020, Ball had 19 substantiated breaches of its Business Ethics Code of Conduct reported through an independent hotline system. These reports, which were inconsequential overall, include issues related to both compliance and human relations topics. Ball did not have any confirmed external cases of corruption or bribery

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during the past four fiscal years and is not currently involved in any ongoing corruption or bribery cases involving governmental authorities.

In 2021, Ball had 20 substantiated breaches of its Business Ethics Code of Conduct reported through an independent hotline system. These reports, which were inconsequential overall, include issues related to the following categories: compliance, employee relations and other. Ball did not have any confirmed external cases of corruption or bribery during the past four fiscal years and is not currently involved in any ongoing corruption or bribery cases involving governmental authorities.

Anti-competitive Behavior

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	Ball Business Ethics Code of Conduct (available in 22 languages): https://www.ball.com/our-company/code-of-conduct	
103-2	The management approach and its components	Ball Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct	SDG 1 SDG 5 SDG 8
103-3	Evaluation of the management approach	Ball Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct	

GRI-206 ANTI-COMPETITIVE BEHAVIOR 2016

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions are pending or were completed during 2020 - 2021 regarding anti-competitive behavior and violations of anti-trust and monopoly legislation.	SDG 16
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Tax

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	2021 Global Tax Strategy: https://s1.q4cdn.com/288660599/files/doc_downloads/governance/Ball_Corporation_Tax_Strategy_2021.pdf	
103-2	The management approach and its components	2021 Global Tax Strategy: https://s1.q4cdn.com/288660599/files/doc_downloads/governance/Ball_Corporation_Tax_Strategy_2021.pdf	SDG 8
103-3	Evaluation of the management approach	2021 Global Tax Strategy: https://s1.q4cdn.com/288660599/files/doc_downloads/governance/Ball_Corporation_Tax_Strategy_2021.pdf	

GRI-207 TAX 2019

207-1	Approach to tax	2021 Global Tax Strategy: https://s1.q4cdn.com/288660599/files/doc_downloads/governance/Ball_Corporation_Tax_Strategy_2021.pdf	SDG 8
207-2	Tax governance, control, and risk management	2021 Global Tax Strategy: https://s1.q4cdn.com/288660599/files/doc_downloads/governance/Ball_Corporation_Tax_Strategy_2021.pdf	SDG 8
207-3	Stakeholder engagement and management of concerns related to tax	2021 Global Tax Strategy: https://s1.q4cdn.com/288660599/files/doc_downloads/governance/Ball_Corporation_Tax_Strategy_2021.pdf	
207-4	Country-by-country reporting	2021 Form 10-K: https://s1.q4cdn.com/288660599/files/doc_financials/2021/q4/10K-2021-Final-as-filed.pdf (Pages 29, 69)	

ENVIRONMENTAL

Materials

GRI-103 MANAGEMENT APPROACH 2016

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103-1	Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/product-stewardship/resource-efficiency	
103-2	The management approach and its components	https://www.ball.com/sustainability/product-stewardship/resource-efficiency	SDG 12
103-3	Evaluation of the management approach	https://www.ball.com/sustainability/product-stewardship/resource-efficiency	

GRI-301 MATERIALS 2016

301-1	Materials used by weight or volume			SDG 8 SDG 12
		Material Usage (metric tons)*	2020	2021
		Aluminum	1,885,915	2,005,436
		Inks	4,510	5,142
		Coatings	109,337	127,020
		End Compound	4,359	4,754
		Associated Process Materials (metric tons)*	2020	2021
		Gear lubes and oils	4,092	6,285
		Acids, bases and washer chemicals	9,166	12,886
		Copper sheet lube tab lube, body maker coolant	10,664	11,498
		Cleaning solvents and detergents consumed (limited to those included in VOC reporting)	453	7,560

301-2	Recycled input materials used	https://www.ball.com/sustainability/real-circularity/recycling ; https://www.ball.com/sustainability/real-circularity ; https://www.ball.com/sustainability/goals	SDG 12
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The average recycled content for all 100+ billion beverage cans produced by Ball globally in 2020 was 61%, much higher than for any competing substrate. Ball started to reach out to all our aluminum suppliers in 2020 to determine the exact recycled content for the can sheet we buy around the world. And while these values differ by region and rolling mill, we published our vision for the industry in June 2021 to achieve an average recycled content of 85% in beverage cans by 2030 in the regions where we operate. In order to achieve that, we will need higher beverage can recycling rates in several markets around the world, especially the U.S. That is why part of our Circularity Vision also is a 2030 goal of achieving a 90% global recycling rate for aluminum beverage cans, bottles and cups.

By recycling metal packaging, the need for more energy intensive virgin material can be reduced. Because the inherent material properties as well as the material value of aluminum are maintained through each recycling loop, the environmental benefit is realized, no matter whether cans are recycled back into cans, or a bicycle, or a window frame. What is important is that used aluminum containers get collected and recycled, because then they will replace the need for virgin material. A product that is designed to incorporate recycled material but that cannot be or is difficult to recycle in the real world (or has high yield losses during recycling), is still a linear product and embedded resources are lost. Proper design as with aluminum cans (monomaterial, easy to sort, existing sorting and recycling infrastructure, no disassembly, high scrap value, preserving the value of the material, high demand for recycled material, etc.) should enable and drive both high recycling rates and high average recycled content. Aluminum packaging is completely and infinitely recyclable with no loss of quality. While other substrates lose their inherent properties through recycling, aluminum never does and can be used again and again in new applications. For metallurgical and economic reasons, the vast majority of beverage cans are recycled back into new can sheet.

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The demand for aluminum scrap due to its high economic value has always been very high. High demand and high scrap prices also drive economically viable collection, sorting and recycling systems, leading to the highest recycling rates of any beverage packaging with a global average recycling rate of 69% ([link](#)). In California, for example, the scrap value for aluminum cans was at \$1,341 per ton in February 2021, while glass was at a negative \$9 and PET at \$173 ([link](#)). The high scrap value of metal packaging subsidizes in many recycling schemes the collection and sorting of other substrates with little or no value (in non-deposit states in the U.S., for example, aluminum cans typically account for 1% of the weight of collected materials but 17% of the value). Metals are typically sent to the nearest recycling facility to be remelted and reused. For other substrates, there has been little or no incentive for using recycled material because of additional costs for collection and sorting, and in some instances new and separate collection and recycling streams had to be created to generate food-grade material that can be reused for beverage containers.

301-3	Reclaimed products and their packaging materials	https://www.ball.com/sustainability/real-circularity/recycling ; https://www.ball.com/sustainability/real-circularity ; https://www.ball.com/sustainability/product-stewardship/responsible-sourcing ; https://www.ball.com/sustainability/product-stewardship/resource-efficiency	SDG 12
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Energy

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/climate-leadership/emissions-reductions-in-our-operations	
103-2	The management approach and its components	https://www.ball.com/sustainability/climate-leadership/emissions-reductions-in-our-operations ; 2021 Ball Corporation Combined Report (Pages 19-21)	SDG 12 SDG 13
103-3	Evaluation of the management approach	https://www.ball.com/sustainability/climate-leadership/emissions-reductions-in-our-operations	

GRI-302 ENERGY 2016

302-1	Energy consumption within the organization	https://www.ball.com/sustainability/climate-leadership/emissions-reductions-in-our-operations ; https://www.ball.com/sustainability/sustainability-reporting/data-center ; 2021 Ball Corporation Combined Report (Page 33)	SDG 7 SDG 8 SDG 12 SDG 13
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Direct Energy Use (MWh)	2020	2021
Natural gas	2,062,812	2,198,552
Propane (stationary and mobile)	72,838	77,727
Diesel	10,020	9,357
Other direct sources	24,423	18,459
Total	2,170,093	2,304,095 ✓

✓ This metric is part of Management’s Assertion on sustainability metrics, which PricewaterhouseCoopers LLP has performed limited assurance over for the year ended December 31, 2021, as indicated in the Report of Independent Accountants, found [here](#).

302-2	Energy consumption outside of the organization	https://www.ball.com/sustainability/climate-leadership/emissions-reductions-in-our-operations ; https://www.ball.com/sustainability/sustainability-reporting/data-center ; 2021 Ball Corporation Combined Report (Page 33)	SDG 7 SDG 8 SDG 12 SDG 13
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Indirect Energy Use (MWh)	2020	2021
Electricity	2,274,766	2,520,888
Hot water and steam	37,857	45,746
Total	2,312,623	2,566,634 ✓

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302-3 Energy intensity ✓ This metric is part of Management’s Assertion on sustainability metrics, which PricewaterhouseCoopers LLP has performed limited assurance over for the year ended December 31, 2021, as indicated in the Report of Independent Accountants, found [here](#).

<https://www.ball.com/sustainability/climate-leadership/emissions-reductions-in-our-operations> ; <https://www.ball.com/sustainability/sustainability-reporting/data-center>

Business Unit (kWh per normalization factor)*	2020	2021
Beverage Cans	36.06	35.86
Slugs	2,863.34	2,898.57
Impact Extruded	117.73	125.33
Aerospace	66.01	68.33

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*Visit <https://www.ball.com/sustainability/sustainability-reporting> for details on our approach regarding sustainability data normalization

302-4 Reduction of energy consumption SDG 7
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SDG 13

Ball’s management team is committed to energy improvements and we invested \$7.8 million in energy efficiency projects in 2020. These measures will generate estimated electricity savings of 34.2 million kWh and natural gas savings of approximately 23.0 million kWh per year, exceeding the annual energy consumption of over 2,500 average U.S. households (based on 2018 data published by the U.S. Energy Information Administration).

302-5 Reductions in energy requirements of products and services <https://www.ball.com/sustainability/climate-leadership/emissions-reductions-in-our-operations>

Water and Effluents
GRI-103 MANAGEMENT APPROACH 2016

103-1 Explanation of the material topic and its Boundary <https://www.ball.com/sustainability/product-stewardship/resource-efficiency>

103-2 The management approach and its components <https://www.ball.com/sustainability/product-stewardship/resource-efficiency> ; <https://www.ball.com/sustainability/goals> ; 2021 Ball Corporation Combined Report (Page 25)

SDG 6
SDG 12

103-3 Evaluation of the management approach <https://www.ball.com/sustainability/product-stewardship/resource-efficiency>

GRI-303 WATER AND EFFLUENTS 2018

303-1 Interactions with water as a shared resource <https://www.ball.com/sustainability/product-stewardship/resource-efficiency> ; 2021 Ball Corporation Combined Report (Page 25)

SDG 6
SDG 12

303-2 Management of water discharge-related impacts Aside from meeting all local legal requirements, Ball currently does not have minimum standards set for the quality of effluent discharge. We are working to improve our water tracking and goals in the coming year.

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SDG 12
SDG 14

303-3 Water withdrawal <https://www.ball.com/sustainability/product-stewardship/resource-efficiency> ; <https://www.ball.com/sustainability/sustainability-reporting/data-center>

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Water Withdrawal (cubic meters)		All Areas	2020	All Areas	2021
			Areas with Water Stress*		Areas with Water Stress*
Water Withdrawal by Source	Surface water (total)	69,5		62,4	
	Freshwater				
	Other water *rainwater	69,5		62,4	
	Groundwater (total)	1,419,9	98,9	1,417,0	84,5
	Freshwater	1,419,9	98,9	1,417,0	84,5
	Other water				
	Third-party water (total)	8,091,5	1,723,7	8,812,5	1,899,2
	Freshwater	8,091,5	1,723,7	8,812,5	1,899,2
	Other water				
Total Water Withdrawal	Surface water (total) + groundwater (total) + third-party water (total)	9,580,889	1,822,6	10,291,887	1,983,7

To calculate the areas with water stress we summed the annual water usage for each of the sites deemed extremely high risk of water stress, 19% of Ball's 2021 total water usage.

303--4 Water discharge

Water Discharge (cubic meters)		All Areas	2020	All Areas	2021
			Areas with Water Stress		Areas with Water Stress
Water discharge by destination	Surface water	62,6		56,2	
	Groundwater	1,277,9	89,0	1,275,3	76,0
	Third-party water (total)	7,282,3	1,551,3	7,931,2	1,709,3
Total water discharge	Surface water + groundwater + third-party water (total)	8,622,8	1,640,3	9,262,7	1,785,3
Water discharge by freshwater and other water	Freshwater				
	Other water	8,622,8	1,640,3	9,262,7	1,785,3

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Water discharge is estimated at 90 percent of total water withdrawal. The remaining 10% is lost largely due to evaporation, with some happening during leaks from pipelines. The pollutant loading water, or water with a total quantity of pollutants being discharged from our facilities, is measured irregularly. Typically, the Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD) and Total Suspended Solids (TSS) get measured. BOD is a procedure for determining how fast biological organisms use oxygen in a body of water. BOD is an indication of the quality of a water source. BOD can be used to gauge the effectiveness of wastewater treatment plants. Pristine rivers will have a BOD below 1 mg/l. Municipal sewage that is efficiently treated is about 20 mg/l. Oil is a major contributor to BOD. TSS are the dry weight of particles trapped by a filter, typically of a specified pore size. It is a measure of the quantity of solids in the water. Aluminum can plants have pretreatment wastewater systems to treat solid pollutants such as aluminum, magnesium, fluoride and phosphorus, oils and acidic or caustic waters in can-washing water before being discharged to a publicly owned treatment works.

303-5 Water consumption

<https://www.ball.com/sustainability/product-stewardship/resource-efficiency> ; 2021 Ball Corporation Combined Report (Page 33)

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	Water Consumption (meters cubed)	2020		2021	
		All Areas	Areas with Water Stress	All Areas	Areas with Water Stress
	Total water consumption	9,580,889	1,822,6	10,291,887 ✓	1,983,7
Total water consumption	Change in water storage, if water storage has been identified as having a significant water-related impact	Water storage not identified as having a significant water-related impact		Water storage not identified as having a significant water-related impact	

✓ This metric is part of Management’s Assertion on sustainability metrics, which PricewaterhouseCoopers LLP has performed limited assurance over for the year ended December 31, 2021, as indicated in the Report of Independent Accountants, found [here](#).

Biodiversity

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/product-stewardship/resource-efficiency	
103-2	The management approach and its components	https://www.ball.com/sustainability/product-stewardship/resource-efficiency	SDG 14 SDG 15
103-3	Evaluation of the management approach	https://www.ball.com/sustainability/product-stewardship/resource-efficiency	

GRI-304 BIODIVERSITY 2016

304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>Our facilities are typically located in industrial zoning sites. Twenty-two acres of land on our 56-acre plant site in Rome, Georgia, have been certified as a “Wildlife at Work” site by the Wildlife Habitat Council – a nonprofit, non-lobbying group of corporations, conservation organizations and individuals dedicated to enhancing and restoring wildlife habitat. Rome employees have built nesting structures on the land to enhance habitat for birds of prey. They also constructed wildflower gardens to improve habitat for native pollinators.</p> <p>Another example of how Ball supports biodiversity is from our Bierne, France, plant. When the plant built a new watershed basin for rainwater, employees developed a biotope on top of it where numerous animals and regional plants settled in the meantime. Employees use the grounds for their breaks and every visitor can learn about the special habitat when onsite. This initiative has been rewarded with the “Environmental Performance Award” by the regional chamber of commerce and the trophy of the best environmental performance by the north regional council and the French environmental ministry.</p> <p>In 2020 we completed an internal biodiversity audit for several manufacturing facilities in North America and South America as part of our ASI certification processes. Using the Integrated Biodiversity Assessment Tool (IBAT) developed by the UN Environment World Conservation Monitoring Centre and Geospatial Data Management System (SIGEO) tool developed by Chico Mendes Biodiversity Conservation Institute (ICMbio), we determined none of the Ball facilities in South America are located in nationally protected areas.</p>	SDG 14 SDG 15
304-2	Significant impacts of activities, products, and services on biodiversity	Ball does not gather this information on a corporate level. Although, regional and local EHS teams are making sure the activities carried out locally do not have an adverse effect on biodiversity.	* SDG 14 SDG 15
304-3	Habitats protected or restored	Our facilities are typically located in industrial zoning sites. Twenty-two acres of land on our 56-acre plant site in Rome, Georgia, have been certified as a “Wildlife at Work” site by the Wildlife Habitat Council – a nonprofit, non-lobbying group of corporations, conservation organizations and individuals dedicated to enhancing and restoring wildlife habitat.	* SDG 14 SDG 15

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	OMISSION	SDG LINK									
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>Ball does not gather this information on a corporate level, as our facilities are typically located in industrial zoning sites.</p> <p>During our 2020 assessment of North American and South American manufacturing facilities, the Extrema, Brazil site was flagged as located in an area with medium-high range rarity. No sites are located in high range rarity. Range rarity was developed using IUCN RED list data as a proxy of biodiversity importance. High values show that an area holds a large number of species and/or that the average ranges of the species present in the area are small, so that the cell represents a relatively high proportion of their range.</p>	*	SDG 14 SDG 15									
Emissions												
GRI-103 MANAGEMENT APPROACH 2016												
103-1 Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/climate-leadership ; https://www.ball.com/sustainability/climate-leadership/emissions-reductions-in-our-operations											
103-2 The management approach and its components	https://www.ball.com/sustainability/climate-leadership ; https://www.ball.com/sustainability/climate-leadership/emissions-reductions-in-our-operations ; https://www.ball.com/sustainability/goals ; 2021 Ball Corporation Combined Report (Pages 19-21)		SDG 3 SDG 12 SDG 13									
103-3 Evaluation of the management approach	https://www.ball.com/sustainability/climate-leadership ; https://www.ball.com/sustainability/climate-leadership/emissions-reductions-in-our-operations											
GRI-305 EMISSIONS 2016												
305-1 Direct (Scope 1) GHG emissions	https://www.ball.com/sustainability/climate-leadership ; https://www.ball.com/sustainability/climate-leadership/emissions-reductions-in-our-operations https://www.ball.com/sustainability/sustainability-reporting/data-center ; 2021 CDP Climate Change response (Questions C6.1); 2021 Ball Corporation Combined Report (Page 33)		SDG 3 SDG 12 SDG 13 SDG 14 SDG 15									
<table border="1"> <thead> <tr> <th data-bbox="590 764 1045 813">Direct GHG Emissions (metric tons)</th> <th data-bbox="1052 764 1312 813">2020</th> <th data-bbox="1318 764 1675 813">2021</th> </tr> </thead> <tbody> <tr> <td data-bbox="590 818 1045 862">Absolute direct GHG Emissions (Scope 1)</td> <td data-bbox="1052 818 1312 862">444,119</td> <td data-bbox="1318 818 1675 862">466,784 ✓</td> </tr> </tbody> </table>				Direct GHG Emissions (metric tons)	2020	2021	Absolute direct GHG Emissions (Scope 1)	444,119	466,784 ✓			
Direct GHG Emissions (metric tons)	2020	2021										
Absolute direct GHG Emissions (Scope 1)	444,119	466,784 ✓										
<p>✓ This metric is part of Management’s Assertion on sustainability metrics, which PricewaterhouseCoopers LLP has performed limited assurance over for the year ended December 31, 2021, as indicated in the Report of Independent Accountants, found here.</p>												
305-2 Energy indirect (Scope 2) GHG emissions	https://www.ball.com/sustainability/climate-leadership ; https://www.ball.com/sustainability/climate-leadership/emissions-reductions-in-our-operations ; https://www.ball.com/sustainability/sustainability-reporting/data-center ; 2021 CDP Climate Change response (Questions C6.3); 2021 Ball Corporation Combined Report (Page 33)		SDG 3 SDG 12 SDG 13 SDG 14 SDG 15									
<table border="1"> <thead> <tr> <th data-bbox="590 1062 1045 1110">Indirect GHG Emissions (metric tons)</th> <th data-bbox="1052 1062 1312 1110">2020</th> <th data-bbox="1318 1062 1675 1110">2021</th> </tr> </thead> <tbody> <tr> <td data-bbox="590 1115 1045 1161">Absolute indirect GHG Emissions (Scope 2 – Market Based)</td> <td data-bbox="1052 1115 1312 1161">656,159</td> <td data-bbox="1318 1115 1675 1161">444,792 ✓</td> </tr> <tr> <td data-bbox="590 1166 1045 1203">Absolute indirect GHG Emissions (Scope 2 – Location Based)</td> <td data-bbox="1052 1166 1312 1203">771,524</td> <td data-bbox="1318 1166 1675 1203">835,437</td> </tr> </tbody> </table>				Indirect GHG Emissions (metric tons)	2020	2021	Absolute indirect GHG Emissions (Scope 2 – Market Based)	656,159	444,792 ✓	Absolute indirect GHG Emissions (Scope 2 – Location Based)	771,524	835,437
Indirect GHG Emissions (metric tons)	2020	2021										
Absolute indirect GHG Emissions (Scope 2 – Market Based)	656,159	444,792 ✓										
Absolute indirect GHG Emissions (Scope 2 – Location Based)	771,524	835,437										
<p>✓ This metric is part of Management’s Assertion on sustainability metrics, which PricewaterhouseCoopers LLP has performed limited assurance over for the year ended December 31, 2021, as indicated in the Report of Independent Accountants, found here.</p>												

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305-3 Other indirect (Scope 3) GHG emissions <https://www.ball.com/sustainability/climate-leadership> ; <https://www.ball.com/sustainability/climate-leadership/emissions-reductions-in-our-operations> ; <https://www.ball.com/sustainability/sustainability-reporting/data-center> ; 2021 CDP Climate Change response (Question C6.5) ; 2021 Ball Corporation Combined Report (Page 33)

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Indirect GHG Emissions (metric tons)	2020	2021
All other indirect emissions (Scope 3)	10,004,568	11,876,976 ✓

✓ This metric is part of Management's Assertion on sustainability metrics, which PricewaterhouseCoopers LLP has performed limited assurance over for the year ended December 31, 2021, as indicated in the Report of Independent Accountants, found [here](#).

305-4 GHG emissions intensity <https://www.ball.com/sustainability/climate-leadership> ; <https://www.ball.com/sustainability/climate-leadership/emissions-reductions-in-our-operations> ; <https://www.ball.com/sustainability/sustainability-reporting/data-center> ; 2021 CDP Climate Change response (Question C6.10)

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Ball uses a Carbon Intensity Index calculated based on the total GHG emissions of each business we operate in, normalized by a denominator specific to each business. The normalization factor is a weighted approach based on the differing intensities of production/sales in the base year. It accounts not only for overall changes in production over the goal period, but for changes in production mix between various business segments.

5-5 Reduction of GHG emissions <https://www.ball.com/sustainability/climate-leadership> ; <https://www.ball.com/sustainability/climate-leadership/emissions-reductions-in-our-operations> ; 2021 CDP Climate Change response (Question C7.9a and C7.9b) ; 2021 Ball Corporation Combined Report (Page 33)

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305-6 Emissions of ozone-depleting substances (ODS) Ozone depleting substances released by Ball facilities are below permissible limits for reporting and considered to be insignificant. That is why they are not currently tracked. Ozone depleting substances are only used in small quantities, such as electrical part cleaners or chlorofluorocarbon (CFC) from air-conditioning systems.

SDG 13

305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions <https://www.ball.com/sustainability/sustainability-reporting/data-center> ; 2021 Ball Corporation Combined Report (Page 33)

SDG 13

The Clean Air Act is a comprehensive federal U.S. law that regulates air emissions from stationary and mobile sources. The U.S. Environmental Protection Agency sets standards for six common air pollutants. These commonly found air pollutants (also known as "criteria pollutants") are found all over the world. They are particle pollution (often referred to as particulate matter), photochemical oxidants and ground-level ozone, carbon monoxide, sulfur oxides, nitrogen oxides, and lead.

At Ball, the most significant criteria pollutants are nitrogen oxides, sulfur oxides, particulate matter and VOCs. The first three are primarily emitted through our direct energy use; the burning of natural gas. VOCs are primarily emitted as a result of our coating and curing processes. Their release is minimized through the use of controls such as Regenerative Thermal Oxidizers (RTOs). Our RTOs have destruction efficiencies of 95 percent and higher. VOCs react with sunlight to form ground-level ozone.

Air Emissions (metric tons)	2020	2021
NO _x	320.0	341.3
SO _x	1.9	2.0
VOC (after control)	8,845	9,091
Particulates	24.1	25.7

Waste
GRI-103 MANAGEMENT APPROACH 2016

103-1 Explanation of the material topic and its Boundary <https://www.ball.com/sustainability/real-circularity> ; <https://www.ball.com/sustainability/real-circularity/recycling> ; <https://www.ball.com/sustainability/product-stewardship/resource-efficiency>

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103-2	The management approach and its components	https://www.ball.com/sustainability/real-circularity ; https://www.ball.com/sustainability/real-circularity/recycling ; https://www.ball.com/sustainability/product-stewardship/resource-efficiency		SDG 12
103-3	Evaluation of the management approach	https://www.ball.com/sustainability/real-circularity ; https://www.ball.com/sustainability/real-circularity/recycling ; https://www.ball.com/sustainability/product-stewardship/resource-efficiency		

GRI-306 WASTE 2020

306-1	Waste generation and significant waste-related impacts	https://www.ball.com/sustainability/product-stewardship/resource-efficiency		SDG 12
306-2	Management of significant waste-related impacts	https://www.ball.com/sustainability/product-stewardship/resource-efficiency		SDG 12
306-3	Waste generated	https://www.ball.com/sustainability/product-stewardship/resource-efficiency ; https://www.ball.com/sustainability/sustainability-reporting/data-center ; 2021 Ball Corporation Combined Report (Page 33)		SDG 12

Total Waste Generated (metric tons)	2020	2021
Recycling/Reuse	49,779	52,385
Landfill	5,435	5,268
Other waste treatment	27,463	28,457
Total	82,677	86,110

306-4	Waste diverted from disposal	https://www.ball.com/sustainability/product-stewardship/resource-efficiency ; https://www.ball.com/sustainability/sustainability-reporting/data-center		SDG 12
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Total Waste Diverted (metric tons)	2020	2021
Waste Diverted	77,242	80,842

Hazardous Waste Diverted (metric tons)		2020	2021*
Offsite	Preparation for reuse	206.1	611.8
	Recycling	2,822.5	2,034.0
	Other recovery operations	807.3	3,537.8
Total		3,835.9	6,183.6

Non-hazardous Waste Diverted (metric tons)		2020	2021*
Offsite	Preparation for reuse	631.7	1,707.3
	Recycling	6,641.9	8,789.2
	Other recovery operations	1,394.1	2,072.7
Total		8,667.7	12,569.1

*Diverted hazardous and non-hazardous waste was calculated using waste from 2021's Beverage Packaging European manufacturing operations only.

Waste is not yet separated and calculated according to hazardous and non-hazardous waste in other regions of our operations because our regional waste management partners do not process waste bills at this level of granularity. This diverted waste data does not include our data from combustion/incineration or fuel to energy categories because they are accounted for in the section below.

306-5 Waste directed to disposal

<https://www.ball.com/sustainability/product-stewardship/resource-efficiency> ; <https://www.ball.com/sustainability/sustainability-reporting/data-center>

SDG 12

Total Waste Disposed (metric tons)	2020	2021
Directed to disposal (Landfill only)	5,435	5,268

Hazardous Waste Disposed (metric tons)	2020	2021*
Offsite		
Incineration (with energy recovery)	1,099.5	1,483.4
Incineration (without energy recovery)	436.1	404.5
Landfilling	607.8	565.3
Other disposal operations	0	-
Total	2,143.4	2,453.1

Non- hazardous Waste Disposed (metric tons)	2020	2021*
Offsite		
Incineration (with energy recovery)	469.5	1,937.8
Incineration (without energy recovery)	236.5	268.1
Landfilling	1,449.9	1,230.5
Other disposal operations	0	-
Total	2,155.9	3,436.4

*Diverted hazardous and non-hazardous waste disposed was calculated using waste from 2021's Beverage Packaging European manufacturing operations only.

Waste is not yet separated and calculated according to hazardous and non-hazardous waste in other regions of our operations because our regional waste management partners do not process waste bills at this level of granularity.

Environmental Compliance
GRI-103 MANAGEMENT APPROACH 2016

103-1 Explanation of the material topic and its Boundary <https://www.ball.com/sustainability/product-stewardship/resource-efficiency>

GRI STANDARD DISCLOSURE		RESPONSE PAGE LINK	OMISSION	SDG LINK						
103-2	The management approach and its components	https://www.ball.com/sustainability/product-stewardship/resource-efficiency		SDG 12						
103-3	Evaluation of the management approach	https://www.ball.com/sustainability/product-stewardship/resource-efficiency								
GRI-307 ENVIRONMENTAL COMPLIANCE 2016										
307-1	Non-compliance with environmental laws and regulations	<table border="1"> <thead> <tr> <th>Significant fines* (\$)</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Monetary value of significant fines</td> <td>\$101,206</td> <td>\$0</td> </tr> </tbody> </table>	Significant fines* (\$)	2020	2021	Monetary value of significant fines	\$101,206	\$0		SDG 12 SDG 13 SDG 14 SDG 15
Significant fines* (\$)	2020	2021								
Monetary value of significant fines	\$101,206	\$0								
<p>*We cover significant spills, fines and penalties in our reporting greater than \$10,000 USD (or equivalent when converted from local currency).</p> <p>The three violations of legal obligations reported above for 2020 and the associated fines of \$101,206 occurred in two of our North American manufacturing sites. All were related to CalOSHA citations.</p>										

Supplier Environmental Assessment

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/product-stewardship/responsible-sourcing		
103-2	The management approach and its components	https://www.ball.com/sustainability/product-stewardship/responsible-sourcing ; 2021 Ball Corporation Combined Report (Pages 22-23); Ball is also utilizing SEDEX platform (Buyer/Supplier (AB) membership holder): www.sedexglobal.com		SDG 12
103-3	Evaluation of the management approach	https://www.ball.com/sustainability/product-stewardship/responsible-sourcing		SDG 8 SDG 12 SDG 17

GRI-308 SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

308-1	New suppliers that were screened using environmental criteria	https://www.ball.com/sustainability/product-stewardship/responsible-sourcing ; 2021 Ball Corporation Combined Report (Pages 22-23)		SDG 8 SDG 12 SDG 17
308-2	Negative environmental impacts in the supply chain and actions taken	<p>https://www.ball.com/sustainability/product-stewardship/responsible-sourcing</p> <p>A Ball representative served on Aluminum Stewardship Initiative’s (ASI, https://aluminium-stewardship.org) Standards Committee during the entire standard setting process of five years (standards launched in December 2017) and engaged in in-depth dialogue with supply chain partners and non-governmental organizations on environmental, social and governance risks in the aluminum value chain. Our ASI membership enhances our process of risk identification and mitigation for the most crucial material for our business and our largest supply chain spend category.</p> <p>Ball become the first beverage can manufacture to certify all of its beverage can plants in Europe, Middle East and Africa (EMEA), North and Central America, South America, India, and Asia against both the Performance and Chain of Custody standards. As of April 2022, 86% of our global packaging business is ASI-certified and we continue to work towards certification for our aerosol and cups business.</p> <p>These accomplishments are a major sustainability milestone for the company and Ball is the first beverage can manufacturer to meet ASI’s environmental, social and governance principles. Ball is currently in the process of achieving the Performance and Chain of Custody Standard certifications for its North American beverage can plants. Our goal is to have all Ball packaging businesses achieve ASI Performance and Chain of Custody certification by year end 2023.</p>		SDG 8 SDG 12 SDG 17

SOCIAL

Employment

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/social-impact/talent-development
103-2	The management approach and its components	https://www.ball.com/sustainability/social-impact/talent-development ; https://www.ball.com/sustainability/goals
103-3	Evaluation of the management approach	https://www.ball.com/sustainability/social-impact/talent-development

GRI-401 EMPLOYMENT 2016

401-1	New employee hires and employee turnover	Number and Rate of New Hires* (# and % of total)							SDG 5 SDG 8
		Total	Male	Female	Unknown	<30	30-50	>50	
		Global	5,914	4,746 80%	1,161 20%	7 0%	1,681 28%	3,006 51%	1,227 21%
2020		North & Central America	3,625	3,004 83%	618 17%	3 0%	839 23%	1,841 51%	945 26%
		South America	1,042	754 72%	285 27%	3 0%	381 37%	628 60%	33 3%
		EMEA	1,221	966 79%	254 21%	1 0%	455 37%	536 44%	230 19%
		Asia	26	22 85%	4 15%	0 0%	6 23%	1 4%	19 73%
		Global	7,654	4,731 62%	1,660 22%	1,263 17%	2,402 31%	4,431 58%	821 11%
2021		North & Central America	4,406	2,742 62%	794 18%	870 20%	1,056 24%	2,772 63%	578 13%
		South America	1,528	1,007 66%	508 33%	11 1%	636 42%	824 54%	66 4%
		EMEA**	1,722	982 57%	358 21%	382 22%	710 41%	835 48%	177 10%

* New hires are employees hired within the respective calendar year.

**As of 2021 the Asia plants have been included in an expanded Europe, Middle East and Africa (EMEA) business unit.

		Number and Rate of Employee Turnover* (# and % of total)							
		Total	Male	Female	Unknown	<30	30-50	>50	
		Global	2,700	2,147 80%	535 20%	18 1%	619 23%	1,340 50%	741 27%
2021		North & Central America	1,650	1,300 79%	346 21%	4 0%	360 22%	748 45%	542 33%
		South America	399	322 81%	76 19%	1 0%	75 19%	288 72%	36 9%
		EMEA	651	525 81%	113 17%	13 2%	184 28%	304 47%	163 25%

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<p>401-2 Benefits provided to full-time employees not provided to temporary employees</p>	<p><i>*Included in "Employee turnover" are voluntary departures and those due to dismissal, retirement and passing of Ball employees, excluding consultants, contingent and temporary workers. Ball transitioned to a new global HR system in 2021, which allows identification of Ball employees separate from consultants, contingent and temporary workers. Therefore, previous year's turnover data are not included.</i></p> <p>https://www.ball.com/sustainability/social-impact/health-safety-well-being ; https://www.ball.com/sustainability/social-impact/talent-development ; https://www.ball.com/careers/total-rewards ; https://www.ball.com/careers/benefits</p> <p>Benefits vary by country and are based on one philosophy: Global Principles with Local Solutions.</p> <p>Global Principles</p> <ul style="list-style-type: none"> • One Ball: We treat one another as being part of our family at Ball Corporation. In general, this means "put your team above self" and our rewards programs are geared to reinforce that. While we do have certain programs that focus on attracting and retaining key individual talent, the majority of programs are focused on team, plant or business performance, with less emphasis on individual performance. • Act like owners: As Ball is an Economic Value Added® ("EVA") company, Ball asks its employees to drive EVA performance throughout our daily lives by acting like owners of the company. Our Rewards programs focus on this mindset in several ways, including for example: <ul style="list-style-type: none"> • Rewarding through short-term incentives based on EVA generation and high-quality plant and team performance • Focusing on employee health and wellbeing, asking employees to "own their own health", which results in a happier, healthier and more productive team—a win-win for employees, their families and for Ball • Allowing employees to directly own a part of Ball via purchase of Ball stock through a variety of vehicles • Finding opportunities to leverage our global scale for the effective and efficient delivery of benefits <p>Local Solutions</p> <ul style="list-style-type: none"> • Understand and embrace local market best practices: In order to compete successfully, Ball needs to attract and retain high-quality talent in the geographies in which we do business. To do so, Ball constantly monitors local market best and prevalent practices, and tailors rewards programs to achieve its talent management goals. We never want to lose desirable talent due to being out of line with market from a rewards perspective. • Flex with dynamic business needs: As our customers demand innovative, high-quality products at the lowest possible cost, the talent and financial needs of the business change over time. As such, the view on "market practice" may change, too, depending on the type of talent needed and rewards desired by that talent. Ball is committed to standing behind its global principles and still finding creative, locally focused solutions to align business needs with market practice. • U.S. benefits include Medical/dental/vision insurance, Life insurance, 401(k) savings plan, 401(k) performance sharing match, Pension plan, Retirement benefits, Paid holidays and vacation, Employee stock purchase plan and company match and parental leave. 	<p>SDG 8</p>
<p>401-3 Parental leave</p>	<p>Due to varying regulatory environments, solutions tend to be aligned with those regional requirements.</p> <p>Ball does not currently track retention rates after parental leave consistently in all regions. We encourage all employees to take leave when and if necessary. Globally, we adhere to all applicable laws and offer additional benefits (also see 401-2 and https://www.ball.com/careers).</p>	<p>SDG 5 SDG 8</p>

Labor/Management Relations
GRI-103 MANAGEMENT APPROACH 2016

<p>103-1 Explanation of the material topic and its Boundary</p>	<p>https://www.ball.com/sustainability/social-impact/talent-development ; https://www.ball.com/sustainability/social-impact/talent-development/human-rights</p>	
<p>103-2 The management approach and its components</p>	<p>https://www.ball.com/sustainability/social-impact/talent-development ; https://www.ball.com/sustainability/social-impact/talent-development/human-rights ; https://www.ball.com/sustainability/goals</p>	<p>SDG 8</p>
<p>103-3 Evaluation of the management approach</p>	<p>https://www.ball.com/sustainability/social-impact/talent-development ; https://www.ball.com/sustainability/social-impact/talent-development/human-rights</p>	

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GRI-402 LABOR/MANAGEMENT RELATIONS 2016

402-1	Minimum notice periods regarding operational changes	<p>North America In North America, Ball notifies employees of impending layoffs as required by applicable local, state and federal law, including the federal WARN Act (minimum 60 day notice required), and sooner if possible. In some cases, collective bargaining agreements extend the minimum notice period to 90 days. In Canada Ball follows the Canadian notice requirements.</p> <p>Europe Minimum notice periods regarding operational changes apply to non-management personnel and are set forth in collective bargaining agreements. In Germany, depending on seniority, the minimum notice periods varies from four weeks to seven months. In France, depending on the employment category, the minimum notice period would vary from two months to one year. In the Netherlands, depending on employment category, the minimum notice period varies from one to two months. In the UK, depending on the reason for the operational change, the minimum notice period varies from two months to 12 weeks.</p> <p>Asia Ball's practice in Asia is to give 30 days of advance notice for significant operational changes. This is not a legal requirement.</p>	SDG 8
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Occupational Health and Safety

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/social-impact/health-safety-well-being	
103-2	The management approach and its components	https://www.ball.com/sustainability/social-impact/health-safety-well-being ; https://www.ball.com/getattachment/3dd3f008-3441-4a2a-b13e-a51154373058/CP-03-013-003-COMPL-Environmental-Health-Safety.pdf ; https://www.ball.com/sustainability/goals ; 2021 Ball Corporation Combined Report (Page 27)	SDG 8
103-3	Evaluation of the management approach	www.ball.com/safety http://www.ball.com/Ball/media/Ball/Global/Downloads/Global-Health-and-Safety-Policy-2017.pdf	

GRI-403 OCCUPATIONAL HEALTH AND SAFETY 2018

403-1	Occupational health and safety management system	https://www.ball.com/sustainability/social-impact/health-safety-well-being ; https://www.ball.com/getattachment/3dd3f008-3441-4a2a-b13e-a51154373058/CP-03-013-003-COMPL-Environmental-Health-Safety.pdf ; Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct	
403-2	Hazard identification, risk assessment, and incident investigation	https://www.ball.com/sustainability/social-impact/health-safety-well-being ; https://www.ball.com/getattachment/3dd3f008-3441-4a2a-b13e-a51154373058/CP-03-013-003-COMPL-Environmental-Health-Safety.pdf ; Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct	
<p>All of Ball's packaging products have undergone a risk assessment for their potential impact on human health and the environment. By working proactively with our suppliers and improving the material health of our products, we keep consumers safe and mitigate risks by staying ahead of regulatory requirements.</p>			
<p>In addition, 0% of Ball's packaging products contain restricted substances in the Annex XVII of REACH Regulation, and 2% contain substances on the Candidate List of substances of very high concern (SVHC) for Authorization. The two percent is related to one coating in the aerosol personal care product family falls within the restrictions of Annex XVII but is permitted for use provided that the relevant industrial hygiene practices have not been exceeded. This coating contains >0.1% of a solvent on the SVHC list.</p>			
403-3	Occupational health services	https://www.ball.com/sustainability/social-impact/health-safety-well-being ; https://www.ball.com/getattachment/3dd3f008-3441-4a2a-b13e-a51154373058/CP-03-013-003-COMPL-	

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	OMISSION	SDG LINK
403-4 Worker participation, consultation, and communication on occupational health and safety	<p>Environmental-Health-Safety.pdf ; Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct</p> <p>All United States facilities have formal management/worker health and safety committees. As of 2022, in our European Beverage Packaging manufacturing facilities, 92% have formal health and safety committees made up of, on average, 5% of the manufacturing facility workforce. In our South American Beverage Packaging manufacturing facilities, 100% have formal health and safety committees made up of, on average, 5% of the manufacturing facility workforce. Within our Aerosol manufacturing facilities, 89% have formal health and safety committees made up of, on average, 7% of the manufacturing facility workforce.</p>		SDG 8
403-5 Worker training on occupational health and safety	<p>https://www.ball.com/sustainability/social-impact/health-safety-well-being ; https://www.ball.com/getattachment/3dd3f008-3441-4a2a-b13e-a51154373058/CP-03-013-003-COMPL-Environmental-Health-Safety.pdf</p>		SDG 3 SDG 8
403-6 Promotion of worker health	<p>In 2020 Ball employees completed 43,342 hours of occupational health and safety training. https://www.ball.com/sustainability/social-impact/health-safety-well-being ; 2021 Ball Corporation Combined Report (Page 27)</p> <p>Ball continuously invests in the health and well-being of our employees and their families. Our health and well-being programs are centered on one goal: to help our employees and their family members become healthier versions of themselves. Healthy people have a better quality of life and tend to be more productive in their work, a win-win for our employees, their families and for Ball. In 2017, we added an individually tailored and custom coordinated case management and health coaching program for all employees in North America (44% of our 2020 employee base).</p> <p>To counteract the rising costs of health care and to encourage our employees to be healthy, Ball began a formalized wellness program for North American employees in 2008, and we have enhanced this over the years by adding new clinics, screenings and supportive well-being programs, as detailed below. Over time, we have seen grass-roots efforts take hold around the globe, building further on our culture of health. Examples include: In Europe activities are tailored to individual locations, where Ball offers employees onsite health checks, smoking cessation counseling, fitness activities, healthy canteen food and educational opportunities.</p> <p>In EMEA, Ball provides free preventative check-ups, access to fitness rooms and other sports and recreational activities.</p> <p>In South America, Ball also offers free health examinations/annual check-ups, smoking cessation support, fitness activities (including pre-shift workout/stretch sessions) and healthy food options and subsidies, as well as other education materials and workshops.</p> <p>In the U.S., Ball offers company-sponsored medical insurance programs; we have ensured that employees have access to affordable, competitive and comprehensive health coverage. Ball also promotes good health for employees and their families outside of the insurance programs. Since 2008 we have held annual health fairs with biometric screenings at Ball’s U.S. worksites where employees receive measurements for Body Mass Index (or BMI), blood pressure, cholesterol, glucose and other key metrics. We are encouraging employees to “know their numbers”. In 2018 we emphasized to our employees “Are You On Top Of Your Health”, how to prepare for and getting a biometric screening and introducing a new telehealth service provider. Additionally, we continue to sponsor health risk appraisals, at-worksites health improvement programs and health coaching online and by phone.</p> <p>In 2019, Ball in North America began offering a digital lifestyle change program that inspires long-lasting healthy habits (eating, activity, sleep, or stress) to employees who have been identified as at-risk for type 2 diabetes and heart disease. We continue to offer "Grand Rounds", a health care service that helps employees find highly-ranked physicians, get a second medical opinion or personalized care plan, support employees as they make tough medical decisions, or help ensure employees are being cared for properly by treating physicians.</p>		SDG 3 SDG 8

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		In 2021, Ball expanded our Employee Assistance Program globally, and now offers well-being resources to all global employees and their households. Ball continues to invest in our employees' and families' physical and financial well-being, resulting in a happy, healthy, and highly engaged workforce.	
		Ball continues to invest in our employees' physical, mental and financial well-being, resulting in a happy, healthy, and highly-engaged workforce.	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Slavery and Human Trafficking Statement https://www.ball.com/getattachment/c36b87af-29c7-494d-b03e-3c906f333f96/Slavery-and-Human-Trafficking-Statement-July-2020.pdf ; Business Ethics Code of Conduct https://www.ball.com/our-company/code-of-conduct ; Conflict Minerals Policy https://www.ball.com/getattachment/711bc0ba-fc4c-4cf1-a771-0e506a892f92/CP-03-025-001-Conflict-Minerals.pdf ; Conflict Minerals Report https://www.ball.com/getattachment/82f1e762-7739-44d3-939c-ee8160d20f16/Ball-2021-Conflict-Minerals-Report.pdf ; Responsible Sourcing Framework https://www.ball.com/sustainability/product-stewardship/responsible-sourcing ; 2021 Ball Corporation Combined Report (Page 27)	SDG 8
403-8	Workers covered by an occupational health and safety management system	https://www.ball.com/getattachment/3dd3f008-3441-4a2a-b13e-a51154373058/CP-03-013-003-COMPL-Environmental-Health-Safety.pdf 100% of Ball employees and workers who are not employees, but whose work and/or workplace is controlled by Ball, are covered by a health & safety system that has been internally audited	SDG 3 SDG 8
403-9	Work-related injuries	https://www.ball.com/sustainability/sustainability-reporting/data-center ; 2021 Ball Corporation Combined Report (Page 27)	SDG 3 SDG 8

Ball Corporation collects information per facility regarding injury type and rate. Some of the key metrics we monitor at the plant, regional, business and corporate level are included in the following table, per 200,000 hours worked:

Safety Statistics (per 200,000 hours worked)	2020	2021
Lost-time rate	0.28	0.35
Lost-Time Injury Frequency Rate	1.40	1.75
Total recordable injuries rate	0.77	1.01
Severity rate	9.81	11.10
Work-related fatalities	0	0

Ball does not currently report the main types of work-related injuries or the work-related hazards that pose a risk of high-consequence injury, due to each region currently collecting the information differently.

403-10	Work-related ill health	<table border="1"> <thead> <tr> <th>Work-related Ill Health Statistics</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td># of fatalities as a result of work-related ill health</td> <td>0</td> <td>0</td> </tr> <tr> <td># of cases of recordable work-related ill health</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Work-related Ill Health Statistics	2020	2021	# of fatalities as a result of work-related ill health	0	0	# of cases of recordable work-related ill health	0	0	SDG 3 SDG 8
Work-related Ill Health Statistics	2020	2021										
# of fatalities as a result of work-related ill health	0	0										
# of cases of recordable work-related ill health	0	0										

Main types of work-related ill health within Ball are sprains and strains.

Training and Education
GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/social-impact/talent-development
103-2	The management approach and its components	https://www.ball.com/sustainability/social-impact/talent-development ; https://www.ball.com/sustainability/goals ; 2021 Ball Corporation Combined Report (Page 29)

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103-3 Evaluation of the management approach <https://www.ball.com/sustainability/social-impact/talent-development>

GRI-404 TRAINING AND EDUCATION 2016

404-1 Average hours of training per year per employee SDG 4
SDG 5
SDG 8

Training and Development Statistics	2020			2021		
	Total Workforce	Male	Female	Total Workforce	Male	Female
Average hours per FTE of training and development	9	9	10	12	12	13
Average amount spent per FTE on training and development (USD)	\$464	\$432	\$457	\$613	\$537	\$478
		\$124	\$129		\$188	\$310
		Non-mandatory	Non-mandatory		Non-mandatory	Non-Mandatory

Ball employees complete training, both through mandatory courses at the start of employment, and through required and voluntary skills development and refresher training throughout their careers. In 2020, we implemented our Learning Management System (LMS) globally. This was the first time we have had all of our learning programs set in one learning system and developed a specific, strategic method of the learning programs and information created within our LMS. We have ensured the learning programs uploaded into our LMS are formal and repeatable. Therefore, all numbers reported upon for 2020 are deliberate and intentional learning programs for all Ball employees.

The LMS provides us a platform to expand our development and training opportunities more heavily going forward.

Additionally, in 2020, we set up a dedicated Learning Center of Excellence, which includes learning and development professionals for the creation of internal learning courses offered in up to 14 different languages. In 2020, this team created and uploaded 54 new internal courses to the Learning Management System. We also have uploaded over 16,000 LinkedIn Learning courses that are available to our employees who use computers in their day-to-day work.

404-2 Programs for upgrading employee skills and transition assistance programs <https://www.ball.com/sustainability/social-impact/talent-development> ; <https://www.ball.com/sustainability/goals> ; 2021 Ball Corporation Combined Report (Page 29) SDG 8

As Ball has grown over the years and conducts business in packaging and aerospace, some tools and processes around organizational learning and knowledge management are business unit- or company-specific. Ball's strategy is to harmonize towards global best practices where it benefits the global organization and individual business units. Below are descriptions of globally adopted standards and operating company specific standards used to improve skill mapping and development:

North America (Packaging)

- Driven by top-management across all functions, the Beverage Best Practice Process has been established with the goal to find and share best practices that improve throughput, reduce costs, improve maintenance, and drive EVA across the North American beverage plants. An organization structure of Regional Leadership, Manufacturing Excellence, and plant teams, supported by a solid process from idea submittal, review, verification and roll out to the network ensure the sustainability of the effort. In addition to the structure and processes, all information (including the implementation progress in different plants) is shared via our intranet.
- Engineering: Knowledge is gained and shared using the documentation for both proposals and troubleshooting. The documentation benefits the engineering team in not only providing details on the solution to the problem, but the process on how that solution was determined and monitored. This increases everyone's learning from projects and problem solving.

North America (Aerospace)

- Knowledge Management using multiple tools and methods across the organization allows employees to capture, develop, share and effectively use our organizational knowledge. Access to the knowledge is primarily through portals including the Aerospace Front Page and the organization's/departments' SharePoint pages. The Front Page is a searchable listing with links to relevant business information and knowledge.
- Explicit knowledge is available through multiple resources. The Ball Process Library is a controlled repository of work instructions, policies, procedures and standards. Formalized training is provided via the Talent and Organizational Development and/or organizational Strategic Business or Support Units (SBU & SSU) on our systems, tools and processes. The training curriculum available is both technical and management-/leadership-oriented. Training is conducted in a classroom or is web-based, depending upon the knowledge being transferred.

South America

- Several tools are used to ensure the dissemination and sharing of knowledge in the company in order to support the business needs. Employees have access to the intranet, where they find information about all departments.
- Aligned with strategic planning and challenges for each area, the company provides formal trainings, which aims to update and disseminate knowledge. The trainings are conducted in classroom, E-learning or on-the-job.

Europe

- In order to maintain the high expertise, we use our processes, procedures, etc., which are sustained in our Integrated Management System (IMS) by delivering a framework, method, and tools. Standardizing processes and procedures enables the organization to rollout best practices in the company. Careful control of documentation ensures that accurate information is available at the point where it is needed. In addition to that, we are aware that sharing knowledge is a key to our success.
- An infrastructure with an IT-platform encourages and instills a culture of sharing and collaboration across functions and sites, an idea- and project management platform is used by employees in the innovation community across different functions–innovation, marketing, manufacturing and others.

In 2020, to ensure that we are effectively measuring employee engagement and employees' connection with our company and culture on an ongoing basis, we transitioned from conducting large, biennial employee engagement surveys to a continuous listening approach. This strategy focused on three types of surveys: global, event-based and employee lifecycle. In 2021, we continued with this listening approach and conducted 18 pulse surveys across the business targeting these Global, Event-Based, and Employee Lifecycle pulse surveys. We reached over 11,500 employees within these surveys (which represents over 50% of the population), but to ensure these are all unique participants, our data for total employees surveyed against overall headcount was based on the employees surveyed only for our global Corporate/Packaging performance management survey, which reflected 30% of the employee population in 2021. Across our employee lifecycle surveys, it showed an average of 77% actively engaged employees.

404-3	Percentage of employees receiving regular performance and career development reviews	100 percent of our employees receive a regular performance and career development reviews. Employees are entitled to have a development/performance discussion with their supervisor at least annually. The performance appraisal approach for all managerial staff is globally harmonized and based on an identical process and form. 100 percent of all non-union employees are covered by the performance appraisal system. The performance appraisal for all non-managerial staff follows a similar approach but differs due to country laws in its appearance. In 2020 Ball implemented Success Factors and a more rigorous approach with company-wide employee goal setting within that system.	SDG 5 SDG 8
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Diversity and Equal Opportunity
GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	https://www.ball.com/careers/diversity-inclusion ; https://www.ball.com/careers
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103-2	The management approach and its components	https://www.ball.com/careers/diversity-inclusion ; https://www.ball.com/careers ; https://www.ball.com/sustainability/goals ; 2021 Ball Corporation Combined Report (Page 28)	SDG 5 SDG 8
103-3	Evaluation of the management approach	https://www.ball.com/careers/diversity-inclusion ; https://www.ball.com/careers	

GRI-405 DIVERSITY AND EQUAL OPPORTUNITY 2016

405-1	Diversity of governance bodies and employees	2021 Proxy Statement https://d18rn0p25nwr6d.cloudfront.net/CIK-0000009389/7515aad3-9b1d-4be5-a6e7-e48b35bdb4f3.pdf (Pages 3, 6, 20) ; 2020 EEO-1 Workplace Report	SDG 5 SDG 8
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Gender	2020			2021		
	Total	Male	Female	Total	Male	Female
Board of Directors	12	8 67%	4 33%	13	8 62%	5 38%
Executive Leadership Team	16	13 81%	3 19%	12	10 83%	2 17%
Senior Management	372	295 79%	77 21%	409	315 77%	94 23%
Management	1,902	1,548 81%	354 19%	2,309	1,833 79%	476 21%

Age	2020			2021		
	<30	30-50	>50	<30	30-50	>50
Board of Directors	0 0%	1 8%	11 92%	0 0%	1 8%	12 92%
Executive Leadership Team	0 0%	5 31%	11 69%	0 0%	4 33%	8 67%

U.S. Ethnicity	2020		2021	
	U.S Total Workforce	U.S. Management	U.S Total Workforce	U.S. Management
Asian	383 4%	48 4%	433 4%	51 3%
Black or African American	370 4%	35 3%	456 4%	59 4%
Hispanic or Latino	809 8%	77 6%	957 9%	93 6.2%
White	7,438 78%	1,082 83%	8,143 76%	1,228 82%
Indigenous or Native (American Indian, Alaskan Native, Native Hawaiian or other Pacific Island)	156 2%	15 1%	169 2%	16 1%
Other (Two or More Races, Decline to self- identify, Blank)	370 4%	42 3%	519 5%	54 4%

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Workforce breakdown is for US based employees, across all of Ball's businesses. This accounts for 44% of its workforce.

More than half of our board of directors consists of women and ethnic minorities. The board regularly reviews our D&I progress and challenges the company to go deeper and faster. Leveraging the power of their extensive networks, its members connect our leaders and D&I team to D&I functions at other organizations, so that we can share best practices and key learnings with the goal of furthering our investments in the activities that support our culture of belonging.

Over the long term, we aim to increase the representation of underrepresented groups in our workforce, and provide equal opportunities for career development and progression to maximize the potential and impact made by all employees. Our businesses and regions are facing unique D&I challenges and opportunities. That is why each of them set their own 2025 D&I goals. <https://www.ball.com/sustainability/goals>

Examples include:

- Beverage Packaging North & Central America: Increase female representation from 10% (2020) to 18%.
- Beverage Packaging EMEA: Achieve a 25% female recruitment rate for all manufacturing roles (baseline: 5% women in production roles in 2020).
- Ball Aerosol Packaging: Increase female representation from 22% (2020) to 28%.
- Beverage Packaging South America: Increase race/ethnicity (non-white) diversity in new hires from 31% (2020) to 47%.
- Ball Aerospace: Increase race/ethnicity (non-white) diversity from 17% (2020) to 20%.

At year-end 2021, 22.63% of STEM-related positions were filled by women.

405-2 Ratio of basic salary and remuneration of women to men

Salary Ratio (female to male)	2020	2021
Senior Management	1	1.05
Management	0.94	1.09
Non-management, individual contributor	0.86	1.07

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It is the philosophy of Ball to reward all employees equitably based on their competitive labor market data, performance levels and contributions to Ball Corporation's success while ensuring adherence to all applicable laws and regulations. Any globally consolidated data points on pay ratios are of very limited value, as they do not take into account regional differences, the respective roles within an employment category, etc.

Non-discrimination
GRI-103 MANAGEMENT APPROACH 2016

103-1 Explanation of the material topic and its Boundary

<https://www.ball.com/sustainability/social-impact/talent-development/human-rights> ; Business Ethics Code of Conduct: <https://www.ball.com/our-company/code-of-conduct>

103-2 The management approach and its components

<https://www.ball.com/sustainability/social-impact/talent-development/human-rights> ; Business Ethics Code of Conduct: <https://www.ball.com/our-company/code-of-conduct>

SDG 5

103-3 Evaluation of the management approach

<https://www.ball.com/sustainability/social-impact/talent-development/human-rights> ; Business Ethics Code of Conduct: <https://www.ball.com/our-company/code-of-conduct>

GRI-406 NON-DISCRIMINATION 2016

406-1 Incidents of discrimination and corrective actions taken

Workplace Harassment Prevention Training (Number of Employees)	2021
Completed training	22,591

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SDG 16

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Ball will not tolerate discrimination and harassment in the workplace based on such factors as race, ethnicity, color, creed, religion, gender, age, national origin, marital status, sexual orientation, gender identity or expression, disability, genetic information, or veteran status, or any other characteristic protected by applicable federal, state, or local law. Ball will not tolerate sexual harassment in the workplace. In addition, Ball will not tolerate retaliation in the workplace.

Ball has implemented a policy and procedure for employees to report discrimination, harassment, or retaliation. Employees are able to report any potential discrimination, harassment, or retaliation to his or her supervisor, Human Resources Manager, any other member of management, or call the Ball Compliance Hotline. Employees may also choose to remain anonymous, except as otherwise prohibited by law in local jurisdictions. Upon receiving a complaint, Ball may engage in a formal, documented investigation process conducted by human resources, the law department, or other appropriate personnel, including both internal complaints and charges filed with an outside agency as needed. Resolution generally occurs when the investigation is concluded and any necessary corrective actions are taken, such as disciplinary action or termination of employment. In the event that government agency charges or lawsuits are initiated by employees, they may result in court findings of discrimination, harassment, or retaliation.

Freedom of Association and Collective Bargaining

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/social-impact/talent-development/human-rights ; Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct	
103-2	The management approach and its components	https://www.ball.com/sustainability/social-impact/talent-development/human-rights ; Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct	SDG 8
103-3	Evaluation of the management approach	https://www.ball.com/sustainability/social-impact/talent-development/human-rights ; Business Ethics Code of Conduct available at https://www.ball.com/our-company/code-of-conduct	

GRI-407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Ball respects freedom of association and our employees' right to collective bargaining. We work with our subcontractors and suppliers to work to ensure they do the same. As of year-end, 2021 17.9% of employees were represented by an independent trade union or covered by collective bargaining agreements.	SDG 8
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Child Labor

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/social-impact/talent-development/human-rights ; Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct	
103-2	The management approach and its components	https://www.ball.com/sustainability/social-impact/talent-development/human-rights ; Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct	SDG 8 SDG 16
103-3	Evaluation of the management approach	https://www.ball.com/sustainability/social-impact/talent-development/human-rights ; Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct	

GRI-408 CHILD LABOUR 2016

408-1	Operations and suppliers at significant risk for incidents of child labor	We have a zero tolerance policy for the use of child or forced labor or for human trafficking practices and we have the same expectations of businesses in our supply chain. We continue to be vigilant through global policies and programs complemented with regular audits. Ball has also taken steps to comply with the requirements of the California Transparency in Supply Chains Act of 2010, including revising Ball's corporate policy to address slavery specifically, developing a revised set of Supplier Guiding Principles and Framework as well as a compliance document for our suppliers, and implementing training of all employees involved in supply chain management.	SDG 8
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Forced or Compulsory Labor

GRI-103 MANAGEMENT APPROACH 2016

GRI STANDARD DISCLOSURE		RESPONSE PAGE LINK	OMISSION	SDG LINK
103-1	Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/social-impact/talent-development/human-rights ; Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct		
103-2	The management approach and its components	https://www.ball.com/sustainability/social-impact/talent-development/human-rights ; Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct		SDG 8 SDG 16
103-3	Evaluation of the management approach	https://www.ball.com/sustainability/social-impact/talent-development/human-rights ; Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct		
GRI-409 FORCED OR COMPULSORY LABOR 2016				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We have a zero tolerance policy for the use of forced labor or for human trafficking practices and we have the same expectations of businesses in our supply chain. We continue to be vigilant through global policies and programs complemented with regular audits. Ball has also taken steps to comply with the requirements of the California Transparency in Supply Chains Act of 2010, including revising Ball's corporate policy to address slavery specifically, developing a revised set of Supplier Guiding Principles and Framework as well as a compliance document for our suppliers, and implementing training of all employees involved in supply chain management.		SDG 8
Security Practices				
GRI-103 MANAGEMENT APPROACH 2016				
103-1	Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/social-impact/talent-development/human-rights ; Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct		
103-2	The management approach and its components	https://www.ball.com/sustainability/social-impact/talent-development/human-rights ; Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct		SDG 8
103-3	Evaluation of the management approach	https://www.ball.com/sustainability/social-impact/talent-development/human-rights ; Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct		
GRI-410 SECURITY PRACTICES 2016				
410-1	Security personnel trained in human rights policies or procedures	Ball rolled-out a global compliance-training program in 2017 that requires selected employees to attend compliance training on a biennial schedule. This training covers various corporate policies.		SDG 8
Rights of Indigenous Peoples				
GRI-103 MANAGEMENT APPROACH 2016				
103-1	Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/social-impact/talent-development/human-rights		
103-2	The management approach and its components	https://www.ball.com/sustainability/social-impact/talent-development/human-rights		SDG 8 SDG 16
103-3	Evaluation of the management approach	https://www.ball.com/sustainability/social-impact/talent-development/human-rights		
GRI-411 RIGHTS OF INDIGENOUS PEOPLES 2016				
411-1	Incidents of violations involving rights of indigenous peoples	There were no incidents or violations involving the rights of indigenous people during 2020 - 2021.		SDG 8
Human Rights Assessment				
GRI-103 MANAGEMENT APPROACH 2016				
103-1	Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/social-impact/talent-development/human-rights ; 2021 Human Rights Policy https://www.ball.com/getmedia/51aba6db-ecd1-48dd-9be1-63cd9a9f850a/Human-Rights-GP-03-012-003.pdf		
103-2	The management approach and its components	https://www.ball.com/sustainability/social-impact/talent-development/human-rights ; UN Global Compact Membership ; 2021 Human Rights Policy https://www.ball.com/getmedia/51aba6db-ecd1-48dd-9be1-63cd9a9f850a/Human-Rights-GP-03-012-003.pdf		SDG 8 SDG 16
103-3	Evaluation of the management approach	https://www.ball.com/sustainability/social-impact/talent-development/human-rights ; UN Global Compact Membership ; 2021 Human Rights Policy https://www.ball.com/getmedia/51aba6db-ecd1-48dd-9be1-63cd9a9f850a/Human-Rights-GP-03-012-003.pdf		
GRI-412 HUMAN RIGHTS ASSESSMENT 2016				

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	OMISSION	SDG LINK
412-1 Operations that have been subject to human rights reviews or impact assessments	<p>As part of the Aluminum Stewardship Initiative (ASI) certification process, in early 2020, Ball became the first beverage can manufacturer to certify all 23 of its beverage can plants in the Europe, Middle East and Africa (EMEA). Ball Beverage South America would also earn this same distinction in 2021 following by Ball Beverage India in 2022. This process included a human rights due diligence process that seeks to identify, prevent, mitigate and account for how it addresses its actual and potential impacts on human rights, in alignment with the UN Guiding Principles on Business and Human Rights.</p> <p>Ball is currently working towards ASI certification for all beverage and aerosol packaging sites globally by year-end 2022. This includes auditing and human rights due diligence.</p> <p>In addition, as of March 2022, 97% of Ball Beverage and Aerosol Packaging sites globally completed their Sedex Self-Assessment Questionnaire, which addresses ethical and labor standards, to be reviewed and updated annually, with the goal of achieving 100% SAQ completion.</p>		SDG 8
412-2 Employee training on human rights policies or procedures	<p>Ball rolled-out a global compliance-training program in 2018 that requires all employees to attend compliance training on a biennial schedule. This training covers various corporate policies, including Ball's Human Rights policy.</p>		SDG 8
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<p>Ball seeks to avoid indirect involvement in human rights abuses. In the value chain of our products, we are identifying where adverse human rights impacts from human trafficking and Conflict Minerals may occur. We respect and promote human rights when engaging with subcontractors, suppliers, customers, joint venture and other partners. We do this, as appropriate, through proactive engagement, monitoring and contractual provisions.</p> <p>We also seek to respect human rights and to develop an understanding of the cultures, customs and values that prevail in our local communities by developing an inclusive and open dialogue with the people affected by our operations.</p> <p>In early 2022, Ball joined the United Nations (UN) Global Compact committing to continued implementation of sustainability principles that support human rights, labor, the environment, and anti-corruption. Our ambitious goals and targets align with the Global Compact and Sustainable Development Goals, and we're committed to continue our transparency and accountability as we map out the progress we're making along the way.</p>		SDG 8
Local Communities			
GRI-103 MANAGEMENT APPROACH 2016			
103-1 Explanation of the material topic and its Boundary	<p>https://www.ball.com/our-company/ball-in-the-community ; https://www.ball.com/our-company/ball-in-the-community/the-ball-foundation</p>		
103-2 The management approach and its components	<p>https://www.ball.com/our-company/ball-in-the-community ; https://www.ball.com/our-company/ball-in-the-community/the-ball-foundation ; 2021 Ball Corporation Combined Report (Page 31)</p>		SDG 3
103-3 Evaluation of the management approach	<p>https://www.ball.com/our-company/ball-in-the-community ; https://www.ball.com/our-company/ball-in-the-community/the-ball-foundation</p>		
GRI-413 LOCAL COMMUNITIES 2016			
413-1 Operations with local community engagement, impact assessments, and development programs	<p>https://www.ball.com/our-company/ball-in-the-community ; https://www.ball.com/our-company/ball-in-the-community/the-ball-foundation ; 2021 Ball Corporation Combined Report (Page 31)</p> <p>Ball's community investment total in 2021 was \$6.2 million. This amount includes grants made by The Ball Foundation and investments made by plants in our focus areas. For charitable donations, the majority is the Ball Corporation match of employee gifts. In 2021, the corporation matched \$3.99 million in employee directed donations and for volunteer rewards. 2021 was a difficult year for all of us. In response to the COVID-19 pandemic, Ball Corporation distributed the second installment (\$2.5 million) of the full \$5 million dollar pledge to support communities where we operate combat the effects of the pandemic. These donations tend to be driven by employee requests and local community needs and events.</p>		SDG 3

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	OMISSION	SDG LINK
	Our employee matching gifts policy includes a Ball Corporation match of up to \$5,000 per employee per year and at the end of 2021 the benefit was expanded to all eligible employees across the world. The company also matches each volunteer hour with \$20 for the employee to donate to the 501(c)(3) of their choice. The program is very flexible and responsive to the interests and passions of our employees and contributes to employee engagement. Any 501(c)(3) (or registered charity globally) is eligible for Ball match except organizations that serve a primarily religious or political purpose.		
413-2	Operations with significant actual or potential negative impacts on communities We do not consider any of our operations to have significant actual or potential negative impacts on local communities.		SDG 1 SDG 2
Supplier Social Assessment			
GRI-103 MANAGEMENT APPROACH 2016			
103-1	Explanation of the material topic and its Boundary https://www.ball.com/sustainability/product-stewardship/responsible-sourcing		
103-2	The management approach and its components https://www.ball.com/sustainability/product-stewardship/responsible-sourcing ; 2021 Ball Corporation Combined Report (Pages 22-23) ; Ball is also utilizing SEDEX platform (Buyer/Supplier (AB) membership holder); www.sedexglobal.com		SDG 3 SDG 9 SDG 17
103-3	Evaluation of the management approach https://www.ball.com/sustainability/product-stewardship/responsible-sourcing		
GRI-414 SUPPLIER SOCIAL ASSESSMENT 2016			
414-1	New suppliers that were screened using social criteria https://www.ball.com/sustainability/product-stewardship/responsible-sourcing Ball's key suppliers are required to create and keep their Sedex profiles up to date, which include site-level self-assessments. Sedex then enables Ball to see each supplier's inherent risk score based on location and management proficiency score, related to ESG performance.		SDG 5 SDG 8 SDG 16
414-2	Negative social impacts in the supply chain and actions taken https://www.ball.com/sustainability/product-stewardship/responsible-sourcing ; 2021 Ball Corporation Combined Report (Page 23) Our Supplier Guiding Principles address several social impacts. Ball is requesting that its suppliers sign two additional certification documents regarding conflict minerals and forced labor and slavery. Ball's suppliers with a spend over \$1 million USD are required to complete and update a Sedex profile, which – among other aspects – assesses their social impacts. As of June 2021, 33% of our key suppliers in Sedex had low risk profiles, with the remainder classified as medium, aside from one supplier identified as high risk, driven by their inherent risk due to geographic location. The level of risk assigned to each supplier helps us to identify the likelihood of risks in our supply chain. We are working with all of our aluminum suppliers to achieve Aluminium Stewardship Initiative (ASI) certification. As of February 2022, 71% of all supplying rolling mills globally had achieved ASI Performance Standard certification and 43% of supplying rolling mills globally had achieved ASI Chain of Custody Standard certification. Third party audits for the ASI Performance Standard cover social impacts in the areas of human rights, labor rights as well as occupational health and safety.		SDG 5 SDG 8 SDG 16
Public Policy			
GRI-103 MANAGEMENT APPROACH 2016			
103-1	Explanation of the material topic and its Boundary https://www.ball.com/sustainability/our-approach		
103-2	The management approach and its components https://www.ball.com/sustainability/our-approach		SDG 16

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103-3 Evaluation of the management approach

<https://www.ball.com/sustainability/our-approach>

GRI-415 PUBLIC POLICY 2016

415-1 Political contributions

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Contributions & Spending (USD)	2020	2021
Lobbying	\$780,000	\$810,000
Trade Associations	\$2,753,705	\$3,406,695

The contributions listed above that relate to Lobbying represent our all of our U.S. businesses spend with registered lobbyists and lobbying groups. The contributions listed above that relate to trade association membership fees from all of Ball's global businesses and corporate.

Top trade association spend in 2021 went to ABRALATAS, The Aerospace Industry Association, and The Business Roundtable in the amount of \$496,302, \$471,551, and \$250,000 USD, respectively. 2020 saw a large decrease in Ball's Trade Association spending, as Ball is no longer a member of the Can Manufacturers Institute.

BallPAC (USD)	U.S. Election Cycle	
	2021	2022
Raised	\$282,300	\$535,200
Spent	\$95,500	\$503,000

Ball Corporation has a political action committee (BallPAC) that contributes financially to federal candidates in the United States. Established more than 40 years ago, BallPAC is a voluntary, nonpartisan political action committee. Registered with the U.S. Federal Election Commission (FEC) and appropriate state offices, the PAC allows Ball employees to pool personal, voluntary financial contributions to support candidates seeking elective office at the federal level who support issues important to our business, our employees and our shareholders. BallPAC is run with the same high level of integrity and transparency as our company. As an advocacy tool, BallPAC affords Ball the opportunity to participate with our industry peers in the political process.

Today, BallPAC participates only at the Congressional level. The U.S. Federal Government is one of Ball's largest customers – responsible for nearly all of our aerospace business – and the U.S. Congress controls funding for Government programs. In addition, Congress debates and passes laws impacting much of our packaging business, such as legislation affecting our products, manufacturing process and our people. Through BallPAC, we have the opportunity to communicate our policy position on recycling, the circular economy, sustainability, trade, support of efforts minimized regulatory uncertainty, and investments in education that prepares people for today's (and tomorrow's) jobs.

BallPAC operates strictly in accordance with all applicable laws.

Customer Health and Safety
GRI-103 MANAGEMENT APPROACH 2016

103-1 Explanation of the material topic and its Boundary

<https://www.ball.com/sustainability/product-stewardship/material-health>

103-2 The management approach and its components

<https://www.ball.com/sustainability/product-stewardship/material-health> ; 2021 Ball Corporation Combined Report (Page 26)

SDG 3

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	OMISSION	SDG LINK
103-3 Evaluation of the management approach	https://www.ball.com/sustainability/product-stewardship/material-health		
GRI-416 CUSTOMER HEALTH AND SAFETY 2016			
416-1 Assessment of the health and safety impacts of product and service categories	https://vision-authoring.ball.com/sustainability/product-stewardship/material-health Ball strictly adheres to internal procedures and test protocols for materials used to manufacture our containers to ensure the health and safety of consumers. Depending on markets served, regulatory compliance documents and data certifying that the materials we use in our production meet or exceed, as applicable, U.S. Food and Drug Administration (FDA) regulations, the European Union's health and consumer protection laws, General Administration of Quality Supervision and Health Canada standards. In order to utilize the necessary materials to protect the public and to preserve the integrity and safety of the products in our packaging, the composition of beverage and aerosol containers are carefully and continually studied to ensure we operate in line with our customers' requirements. Ball and its customers also perform selective organoleptic (sensory) testing as well as shelf life studies.		SDG 3 SDG 16
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Where Ball identifies any incident of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services, we work to resolve the identified issues.		
Marketing and Labeling			
GRI-103 MANAGEMENT APPROACH 2016			
103-1 Explanation of the material topic and its Boundary	https://www.ball.com/sustainability/our-approach ; https://www.ball.com/sustainability/product-stewardship/material-health		
103-2 The management approach and its components	https://www.ball.com/sustainability/our-approach ; https://www.ball.com/sustainability/product-stewardship/material-health		SDG 16
103-3 Evaluation of the management approach	https://www.ball.com/sustainability/our-approach ; https://www.ball.com/sustainability/product-stewardship/material-health		
GRI-417 MARKETING AND LABELING 2016			
417-1 Requirements for product and service information and labeling	Our packaging products are sold to consumer and household goods companies who determine product information and labeling for the end user.		SDG 16
417-2 Incidents of non-compliance concerning product and service information and labeling	Ball has not encountered any incidents of non-compliance with regulations and voluntary codes related to product and service labelling in 2020.		SDG 16
417-3 Incidents of non-compliance concerning marketing communications	Ball has not encountered any incidents of non-compliance with regulations and voluntary codes concerning marketing communications in 2020, including advertising, promotion and sponsorship.		SDG 16
Customer Privacy			
GRI-103 MANAGEMENT APPROACH 2016			
103-1 Explanation of the material topic and its Boundary	https://www.ball.com/terms-of-use-and-privacy-policies		
103-2 The management approach and its components	https://www.ball.com/terms-of-use-and-privacy-policies		SDG 16
103-3 Evaluation of the management approach	https://www.ball.com/terms-of-use-and-privacy-policies		
GRI-418 CUSTOMER PRIVACY 2016			
418-1 Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	Ball has not received any substantiated complaints regarding a breach of customer privacy or the loss of customer data during 2020 - 2021.		

Socio-Economic Compliance

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	OMISSION	SDG LINK
GRI-103 MANAGEMENT APPROACH 2016			
103-1	Explanation of the material topic and its Boundary	Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct	
103-2	The management approach and its components	Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct	SDG 16
103-3	Evaluation of the management approach	Business Ethics Code of Conduct: https://www.ball.com/our-company/code-of-conduct	
GRI-419 SOCIO-ECONOMIC COMPLIANCE 2016			
419-1	Non-compliance with laws and regulations in the social and economic area	Ball has not received any significant fines for non-compliance with laws and regulations concerning the provision and use of products and services in 2020.	SDG 16

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