

BALL CORPORATION

2021 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 on our online sustainability report, as well as other corporate disclosures such as our Annual Report, Proxy, Form 10-K, our publicly available CDP Climate Change response, and additional information provided on our website at www.ball.com.

GENERAL DISCLOSURE

GRI STANDARD DISCLOSURE

RESPONSE | PAGE | LINK

EXTERNAL SDG
OMISSION ASSURANCE LINK

Organizational Profile

102-1	Name of the organization	www.ball.com/na/about-ball/overview/quick-facts ; 2020 Sustainability Report (Page 1)		
102-2	Activities, brands, products, and services	www.ball.com/na/solutions ; 2020 Sustainability Report (Page 2)		
102-3	Location of headquarters	www.ball.com/na/about-ball/overview/quick-facts ; 2020 Sustainability Report (Back Cover)		
102-4	Location of operations	www.ball.com/na/about-ball/contact-us/locations-map ;		
102-5	Ownership and legal form	2020 Form 10-K https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_Corp_2020_10K_Final.pdf (Page 1)		
102-6	Markets served	www.ball.com/na/solutions ; 2020 Sustainability Report (Page 2)		
102-7	Scale of the organization	www.ball.com/na/about-ball/overview/quick-facts ; 2020 Sustainability Report (Page 2)		

102-8	Information on employees and other workers	Employees at Year-End				2020				SDG 8
			2019							
		Total	Female	Male	Unknown*	Total	Female	Male	Unknown*	
	Global	18344	3029	14607	708	21573	3727	17845	1	
	North & Central America	9967	1902	7630	435	12090	2307	9783	0	
	South America	2664	385	2271	8	3043	538	2504	1	
	EMEA	5578	713	4600	265	6314	855	5459	0	
	Asia	135	29	106	0	126	27	99	0	

See 2020 Sustainability Report (Page 5) for a 5-year trend overview

*Unknown chose not to identify as male or female

Globally in 2020, 16% of employees were under the age of 30 years old, 35% were between the age of 30-50 years old and 20% were over the age of 50 years old.

102-9	Supply chain	www.ball.com/life-cycle ; 2020 Sustainability Report (Page 21, 28, 30-33)		SDG 17
-------	--------------	--	--	--------

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	OMISSION	EXTERNAL ASSURANCE	SDG LINK
102-10	Significant changes to the organization and its supply chain			
	2020 Form 10-K https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_Corp_2020_10K_Final.pdf (Pages 1-6)			
102-11	Precautionary Principle or approach			
	www.ball.com/our-approach ; 2020 Sustainability Report (Page 6-9, 25, 30-33, 38)			
102-12	External initiatives			SDG 17
	http://www.ball.com/na/vision/sustainability/community 2020 Sustainability Report (Page 9-15, 22, 29-30, 39)			
102-13	Memberships of associations			SDG 17
	www.ball.com/stakeholder-engagement 2020 Sustainability Report (Pages 32-38)			
Strategy				
102-14	Statement from the senior decision-maker			
	https://investors.ball.com/investors/default.aspx Featured Reports: 20120 Annual Report 2020 Sustainability Report (Page 1)			
102-15	Key impacts, risks, and opportunities			
	2020 Form 10-K https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_Corp_2020_10K_Final.pdf (Pages 7-15); www.ball.com/life-cycle , www.ball.com/goals			
Ethics and Integrity				
102-16	Values, principles, standards and norms of behavior			SDG 16
	www.ball.com/drive-for-10 ; 2020 Business Ethics Code of Conduct , 2020 Sustainability Report (Page 33)			
102-17	Mechanisms for advice and concerns about ethics			SDG 16
	http://phx.corporate-ir.net/phoenix.zhtml?c=115234&p=irol-govconduct https://investors.ball.com/corporate-governance/governance-overview/default.aspx			
Governance				
102-18	Governance structure			
	www.ball.com/sustainability-governance ; https://investors.ball.com/corporate-governance/governance-overview/default.aspx 2020 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			
	www.ball.com/sustainability-governance ; www.ball.com/stakeholder-engagement			
102-22	Composition of the highest governance body and its committees			SDG 5 SDG 16
	www.ball.com/sustainability-governance ; https://investors.ball.com/corporate-governance/governance-overview/default.aspx			
102-23	Chair of the highest governance body			SDG 16
	2020 Annual Report https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_AR20_Digital.pdf (Page 12)			
102-24	Nominating and Selecting highest governance body			SDG 5 SDG 16
	https://investors.ball.com/corporate-governance/governance-overview/default.aspx			
102-25	Conflicts of interest			SDG 16
	https://investors.ball.com/corporate-governance/governance-overview/default.aspx			

GRI STANDARD DISCLOSURE		RESPONSE PAGE LINK	EXTERNAL OMISSION	SDG ASSURANCE	SDG LINK
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
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 ; 2020 Sustainability Report			
102-32	Highest governance body's role in sustainability reporting	www.ball.com/sustainability-governance ; 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	2021 Proxy Statement https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_Corporation_-_2021_Proxy_Statement_-_Web_Posting.pdf (Pages 31-69)			
102-36	Process for determining remuneration	2021 Proxy Statement https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_Corporation_-_2021_Proxy_Statement_-_Web_Posting.pdf (Pages 31-69)			
102-37	Stakeholders' involvement in remuneration	2021 Proxy Statement https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_Corporation_-_2021_Proxy_Statement_-_Web_Posting.pdf (Pages 31-69)			SDG 16
102-38	Annual total compensation ratio	2021 Proxy Statement https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_Corporation_-_2021_Proxy_Statement_-_Web_Posting.pdf (Pages 31-69)			
102-39	Percentage increase in annual total compensation ratio	2021 Proxy Statement https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_Corporation_-_2021_Proxy_Statement_-_Web_Posting.pdf (Pages 31-69)			
Stakeholder Engagement					
102-40	List of stakeholder groups	www.ball.com/stakeholder-engagement			

102-41 Collective bargaining agreement

Ball respects freedom of association and our employees' right to collective bargaining.

SDG 8

Employees at Year-End covered by collective bargaining agreements (percent of total workforce)	2019	2020
Global	27%	20%
Beverage Packaging North & Central America	18%	17%
Beverage Packaging South America	68%	52%
Beverage Packaging EMEA	41%	33%
Beverage Packaging Asia Pacific	0%	3%
Beverage Packaging AMEA	24%	-
Aerosol Packaging*	65%	21%
Global Business Services	0%	21%
Cups	-	1%
Corporate	0%	1%
Aerospace	0%	0%

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. AMEA listed above represents our previous beverage packaging business unit for the Asia, Middle East and Africa region. As of 2020 the AMEA plants have been included in an expanded Europe, Middle East and Africa business unit. The cups division's first plant began operation in 2020 and has been added to 2020 statistics.

*Aerosol is spread amongst regions of EMEA, NCA and SA

102-42 Identifying and selecting stakeholders

www.ball.com/stakeholder-engagement

102-43 Approach to stakeholder engagement

www.ball.com/stakeholder-engagement; 2020 Sustainability Report (Pages 38-39)

Satisfaction Measurement (Referral Rating Score, 1-10 range)	2019	2020
Global Beverage Packaging	7.23	7.78

Ball's global beverage packaging businesses started using the Referral Rating in 2017. We generally do the survey in March of each year. The survey completed in March 2020 (shown as 2019 result in the table above as a sentiment of customers towards Ball reflective primarily of our actions in 2019) resulted in overall scores and response rates that were (a) not as good as expected, and (b) impacted by the COVID 19 outbreak. That is why we took immediate action to set up customer-specific improvement plans and conducted a mid-point survey in September 2020 which already showed improvements. Since then, we have further improved for our survey conducted in March 2021 (shown as 2020 results). 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. Please note from 2018-2021 that in the rating by job function, sustainability provided the most favorable rating of any of the functions surveyed, underlining our goal to be seen as a credible and effective sustainability partner by our customers.

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	EXTERNAL OMISSION ASSURANCE SDG LINK
102-44 Key topics and concerns raised	www.ball.com/stakeholder-engagement	
Reporting Practice		
102-45 Entities included in the consolidated financial statements	2020 Form 10-K https://s1.g4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_Corp_2020_10K_Final.pdf	
102-46 Defining report content and topic Boundaries	www.ball.com/sustainability-reports	
102-47 List of material topics	http://www.ball.com/reporting-hub	
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: 2019-2020	
102-51 Date of most recent report	2020 www.ball.com/sustainability-reports	
102-52 Reporting cycle	Biennial sustainability reports: www.ball.com/sustainability-reports Starting in 2022 Ball will begin a shift to annual reporting, in combination with its annual report	
102-53 Contact point for questions regarding the report	http://www.ball.com/reporting-hub 2020 Sustainability Report (Inside back cover)	
102-54 Claims of reporting in accordance with the GRI Standards	www.ball.com/global-reporting-initiative ; www.ball.com/reporting-hub	
102-55 GRI content index	www.ball.com/na/vision/sustainability/reporting-hub/global-reporting-initiative	
102-56 External assurance	https://www.ball.com/reporting-hub (under "Independent Assurance") https://www.ball.com/getattachment/na/Vision/Sustainability/Reporting-Hub/ERM-CVS-2020-Assurance-Statement-Ball-Corp-FINAL.pdf.aspx?lang=en-US	

ECONOMIC

Economic Performance

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/priorities (materiality matrix accessible from that page)	
103-2	The management approach and its components	www.ball.com/reporting-hub 2020 Sustainability Report (Page 38-39)	SDG 1 SDG 5 SDG 8
103-3	Evaluation of the management approach	www.ball.com/priorities 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		(\$ in millions)	2019	2020	SDG 2 SDG 5 SDG 7 SDG 8 SDG 9
		Revenues ¹		11,504.0	11,784.0	
		Income from Minority Investments		(1.0)	(6.0)	
		Total Economic Value Generated		11,503.0	11,778.0	
		Operating Costs - including payments to employees ²		9,860.1	10,106.0	
		Payments to Capital Providers (Interest)		324.0	316.0	
		Payments to Government Tax Authorities		128.0	157.0	
		Payments for Charitable Contributions		5.3	5.0	
		Payments to Shareholders - Dividends & Share Repurchases		1,127.0	273.0	
		Total Economic Value Distributed		11,444.5	10,857.1	
	Difference		58.5	920.9		

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	2020 Form 10-K https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_Corp_2020_10K_Final.pdf (Page 10); 2021 CDP Climate Change response (Question C2)	
201-3	Defined benefit plan obligations and other retirement plans	2020 Form 10-K https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_Corp_2020_10K_Final.pdf (Pages 13, 43)	

GRI STANDARD DISCLOSURE RESPONSE | PAGE | LINK

201-4	Financial assistance received from government	(\$ in millions)	2019	2020
		Tax relief and credits	160.5	176.3
		Government or other subsidies	16.9	14.7
		Investment grant, research and development credits	10.4	39.4
		Awards	-	-
		Royalty holidays	-	-
		Financial incentives	-	-
		Other financial benefits	-	-
		Total	187.8	230.5

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	2020 Form 10-K https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_Corp_2020_10K_Final.pdf (Pages 1-6); www.ball.com/na/about-ball/contact-us/locations-map
103-2	The management approach and its components	2020 Form 10-K https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_Corp_2020_10K_Final.pdf (Pages 1-6); www.ball.com/na/about-ball/contact-us/locations-map
103-3	Evaluation of the management approach	2020 Form 10-K https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_Corp_2020_10K_Final.pdf (Pages 1-6); 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	www.ball.com/na/vision/sustainability/community	
103-2	The management approach and its components	www.ball.com/na/vision/sustainability/community www.ball.com/na/vision/sustainability/community/ball-foundation	SDG 1 SDG 5 SDG 8
103-3	Evaluation of the management approach	www.ball.com/na/vision/sustainability/community	

GRI-203 INDIRECT ECONOMIC IMPACTS 2016

203-1	Infrastructure investments and services supported	2020 Sustainability Report (Page 9-13); www.ball.com/ball-foundation/ Through Ball Foundation, the philanthropic arm of Ball Corporation (www.ball.com/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	SDG 2 SDG 5 SDG 7 SDG 9 SDG 11
-------	---	--	--

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

In 2019, Ball also made a \$1 million contribution to CU Boulder for their new aerospace building, which aligns with our support of STEM education.

In Europe, the Every Can Counts (ECC) program, an industry initiative supported by Ball, operates in 19 countries 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.

To gain more insight into how efficient informal collection in Myanmar is, we conducted a research project and found that, in 2019, the weight of used aluminum beverage cans collected for recycling was 13,100 metric tons in Myanmar, representing a recycling rate of 96%. Based on these findings, we are now working with suppliers to make it easier and cheaper for collectors to get their cans to aggregators. In addition, Ball is providing financial support for two local non-governmental organizations, to run education campaigns that promote can recycling in schools and on radio and television.

203-2	Significant indirect economic impacts	As of June 2021, 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	www.ball.com/responsible-sourcing-framework	
103-2	The management approach and its components	www.ball.com/responsible-sourcing-framework	SDG 1 SDG 5 SDG 8
103-3	Evaluation of the management approach	www.ball.com/responsible-sourcing-framework	

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
		Responsible Sourcing Framework: www.ball.com/responsible-sourcing-framework	*

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 18 languages) www.ball.com/codeofconduct	
-------	--	---	--

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	EXTERNAL OMISSION ASSURANCE	SDG LINK												
103-2	The management approach and its components Ball Business Ethics Code of Conduct: www.ball.com/codeofconduct		SDG 1 SDG 5 SDG 8												
103-3	Evaluation of the management approach Ball Business Ethics Code of Conduct: www.ball.com/codeofconduct														
GRI-205 ANTI-CORRUPTION 2016															
205-1	Operations assessed for risks related to corruption www.ball.com/codeofconduct		SDG 16												
205-2	Communication and training about anti-corruption policies and procedures www.ball.com/codeofconduct 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. Each year, the Law Department conducts the Annual Corporate Compliance certification program, through which a selected group of employees are required to certify to the Code of Conduct, as well as a few other policies and documents. We use a risk-based approach to identify participants for the Annual Corporate Compliance certification. Globally, the criteria for populating the list of employees assigned the certification is the equivalent of U.S. job grades 16 and above. Only full and part time employees were included in the program; contractors and temporary workers are excluded. However, 100% of suppliers have to acknowledge and sign our Supplier Guiding Principles. In the 2019-2020 cycle, we sent the certification to approximately 9,600 employees of Ball Corporation and its subsidiaries for acknowledgment of receipt and compliance. We obtained 98% completion of the certification task. In 2017, 2016 and 2015 we obtained 100% completion of the certification task, and it was assigned to approximately 6,048 employees, 5,316 employees and 5,089 employees respectively. For 2019, 2017, 2016 and 2015, 30%, 33%, 29% and 34% of total employees were trained and provided written acknowledgment was obtained. For training and acknowledgement, Ball does not identify which parties are employees, subsidiaries or joint ventures, but rather the employee base is viewed as one holistic number. In the 2019 certification program, we assigned the certification to employees who met the U.S. job grade 16 and above criteria. In 2020, new hires who met the criteria were also assigned the certification.		SDG 16												
205-3	Confirmed incidents of corruption and actions taken <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;"></th> <th style="width: 10%;"></th> <th style="width: 15%;">2019</th> <th style="width: 15%;">2020</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"><i>(Number of cases)</i></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Corruption and Bribery Cases</td> <td></td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> </tbody> </table> 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 during the past four fiscal years and is not currently involved in any ongoing corruption or bribery cases involving governmental authorities.			2019	2020	<i>(Number of cases)</i>				Corruption and Bribery Cases		0	0		SDG 16
		2019	2020												
<i>(Number of cases)</i>															
Corruption and Bribery Cases		0	0												
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 18 languages) www.ball.com/codeofconduct														
103-2	The management approach and its components Ball Business Ethics Code of Conduct: www.ball.com/codeofconduct		SDG 1 SDG 5 SDG 8												

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	
103-3 Evaluation of the management approach	Ball Business Ethics Code of Conduct: www.ball.com/codeofconduct	
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 2019-2020 regarding anti-competitive behavior and violations of anti-trust and monopoly legislation.	SDG 16
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	2020 Form 10-K https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_Corp_2020_10K_Final.pdf (Page 69)	

ENVIRONMENTAL

Materials																	
GRI-103 MANAGEMENT APPROACH 2016																	
103-1 Explanation of the material topic and its Boundary	www.ball.com/operational-excellence																
103-2 The management approach and its components	www.ball.com/operational-excellence	SDG 12															
103-3 Evaluation of the management approach	www.ball.com/operational-excellence																
GRI-301 MATERIALS 2016																	
301-1 Materials used by weight or volume	<table border="1"> <thead> <tr> <th>Material Usage (metric tons)*</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Aluminum</td> <td>1,829,773</td> <td>1,885,915</td> </tr> <tr> <td>Inks</td> <td>4,374</td> <td>4,510</td> </tr> <tr> <td>Coatings</td> <td>102,031</td> <td>109,337</td> </tr> <tr> <td>End Compound</td> <td>4,348</td> <td>4,359</td> </tr> </tbody> </table>	Material Usage (metric tons)*	2019	2020	Aluminum	1,829,773	1,885,915	Inks	4,374	4,510	Coatings	102,031	109,337	End Compound	4,348	4,359	SDG 8 SDG 12
Material Usage (metric tons)*	2019	2020															
Aluminum	1,829,773	1,885,915															
Inks	4,374	4,510															
Coatings	102,031	109,337															
End Compound	4,348	4,359															

Associated Process Materials (metric tons)*	2019	2020
Gear lubes and oils	5,005	4,092
Acids, bases and washer chemicals	9,804	9,166
Copper sheet lube tab lube, body maker coolant	12,334	10,664
Cleaning solvents and detergents consumed (limited to those included in VOC reporting)	439	453

301-2 Recycled input materials used

www.ball.com/recycling;
<https://www.ball.com/na/vision/sustainability/our-approach/goals>; <https://www.ball.com/realcircularity>

SDG 12

The average recycled content for all 100+ billion beverage cans produced by Ball globally in 2019 was 64%, 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.

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

www.ball.com/recycling;
www.ball.com/product-stewardship

SDG 12

GRI STANDARD DISCLOSURE

RESPONSE | PAGE | LINK

EXTERNAL OMISSION ASSURANCE SDG LINK

www.ball.com/metal-packaging

Energy

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/energy	
103-2	The management approach and its components	www.ball.com/energy ; 2020 Sustainability Report (Page 16-23)	SDG 12 SDG 13
103-3	Evaluation of the management approach	www.ball.com/energy	

GRI-302 ENERGY 2016

302-1	Energy consumption within the organization	www.ball.com/energy , www.ball.com/data-center	SDG 7 SDG 8 SDG 12 SDG 13															
		<table border="1"> <thead> <tr> <th>Direct Energy Use (MWh)</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Natural gas</td> <td>2,003,805</td> <td>2,064,807</td> </tr> <tr> <td>Propane (stationary and mobile)</td> <td>61244</td> <td>72838</td> </tr> <tr> <td>Diesel</td> <td>1,441</td> <td>1,028</td> </tr> <tr> <td>Other direct sources</td> <td>29877</td> <td>33416</td> </tr> </tbody> </table>	Direct Energy Use (MWh)	2019	2020	Natural gas	2,003,805	2,064,807	Propane (stationary and mobile)	61244	72838	Diesel	1,441	1,028	Other direct sources	29877	33416	✓
Direct Energy Use (MWh)	2019	2020																
Natural gas	2,003,805	2,064,807																
Propane (stationary and mobile)	61244	72838																
Diesel	1,441	1,028																
Other direct sources	29877	33416																

302-2	Energy consumption outside of the organization	www.ball.com/energy , www.ball.com/data-center	SDG 7 SDG 8 SDG 12 SDG 13									
		<table border="1"> <thead> <tr> <th>Indirect Energy Use (MWh)</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Electricity</td> <td>2,192,709</td> <td>2,273,521</td> </tr> <tr> <td>Hot water and steam</td> <td>35,374</td> <td>37,857</td> </tr> </tbody> </table>	Indirect Energy Use (MWh)	2019	2020	Electricity	2,192,709	2,273,521	Hot water and steam	35,374	37,857	✓
Indirect Energy Use (MWh)	2019	2020										
Electricity	2,192,709	2,273,521										
Hot water and steam	35,374	37,857										

302-3	Energy intensity	www.ball.com/energy , www.ball.com/data-center	SDG 7 SDG 8 SDG 12 SDG 13															
		<table border="1"> <thead> <tr> <th>Business Unit (kWh per normalization factor)*</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Beverage Cans</td> <td>36.20</td> <td>36.07</td> </tr> <tr> <td>Slugs</td> <td>2884.89</td> <td>2863.34</td> </tr> <tr> <td>Impact Extruded</td> <td>115.90</td> <td>117.73</td> </tr> <tr> <td>Aerospace</td> <td>66.57</td> <td>66.01</td> </tr> </tbody> </table>	Business Unit (kWh per normalization factor)*	2019	2020	Beverage Cans	36.20	36.07	Slugs	2884.89	2863.34	Impact Extruded	115.90	117.73	Aerospace	66.57	66.01	✓
Business Unit (kWh per normalization factor)*	2019	2020																
Beverage Cans	36.20	36.07																
Slugs	2884.89	2863.34																
Impact Extruded	115.90	117.73																
Aerospace	66.57	66.01																

*Visit www.ball.com/normalization for details on our approach regarding sustainability data normalization

302-4	Reduction of energy consumption	http://www.ball.com/data-center ; www.ball.com/energy 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).	SDG 7 SDG 8 SDG 12 SDG 13
-------	---------------------------------	--	------------------------------------

302-5	Reductions in energy requirements of products and services	www.ball.com/metal-packaging http://aluminum.org/sites/default/files/AluminumCanUse_Report_Clean%20Final_07-22-2016.pdf	
-------	--	---	--

Water and Effluents

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/water	
103-2	The management approach and its components	www.ball.com/water ; 2020 Sustainability Report (Page 24-29)	SDG 6 SDG 12
103-3	Evaluation of the management approach	www.ball.com/water	

GRI-303 WATER AND EFFLUENTS 2018

303-1	Interactions with water as a shared resource	www.ball.com/water ; 2020 Sustainability Report (Page 24-29)	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.	SDG 6 SDG 12 SDG 14
303-3	Water withdrawal	www.ball.com/water , www.ball.com/data-center	SDG 6 SDG 12 SDG 14 SDG 15

Water Withdrawal (megaliters)		2019		2020	
		All Areas	Areas with Water Stress*	All Areas	Areas with Water Stress*
Water Withdrawal by Source	Surface water (total)	59.4		69.5	
	Freshwater				
	Other water *rainwater	59.4		69.5	
	Groundwater (total)	270.1		870.5	
	Freshwater	270.1		870.5	
	Other water				
	Third-party water (total)	8924.7	1807	8644.2	1818
Freshwater	8924.7	1807	8644.2	1818	
Other water					
Total Water Withdrawal	Surface water (total) + groundwater (total) + third-party water (total)	9254.2	1807	9584.3	1818



Ball has identified that 1.6% (1 out of 63) of its beverage packaging plants and 11.1% of its aerosol packaging plants (1 out of 9) are located in extremely high-risk areas according to WRI Aqueduct. Together, these extremely high risk sites represented 0.8% of Ball's 2020 total water usage. 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 2020 total water usage.

303--4	Water discharge					SDG 3 SDG 6 SDG 12 SDG 14 SDG 15
	Water Discharge (megaliters)	All Areas	2019 Areas with Water Stress	All Areas	2020 Areas with Water Stress	
	Water discharge by destination	Surface water	53.5	62.6		
		Groundwater	243.1	783.5		
		Third-party water (total)	8032.2	1626.3	7779.8	1636.2
	Total water discharge	Surface water + groundwater + third-party water (total)	8328.8	1626.3	8625.9	1636.2
	Water discharge by freshwater and other water	Freshwater				
		Other water	8328.8	1626.3	8625.9	1636.2



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

www.ball.com/water
2020 Sustainability Report (Page 5, 24-29)

SDG 6
SDG 12
SDG 14
SDG 15



Water Consumption (megaliters)	2019		2020	
	All Areas	Areas with Water Stress	All Areas	Areas with Water Stress
Total water consumption	9254	1807	9584	1818
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	

Biodiversity

GRI-103 MANAGEMENT APPROACH 2016

103-1 Explanation of the material topic and its Boundary

www.ball.com/life-cycle

103-2 The management approach and its components

www.ball.com/life-cycle

SDG 14
SDG 15

103-3 Evaluation of the management approach

www.ball.com/life-cycle

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

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.

SDG 14
SDG 15

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

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	EXTERNAL OMISSION	SDG ASSURANCE	SDG LINK
	<p>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>			
304-2	<p>Significant impacts of activities, products, and services on biodiversity</p> <p>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.</p>	*		SDG 14 SDG 15
304-3	<p>Habitats protected or restored</p> <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.</p>	*		SDG 14 SDG 15
304-4	<p>IUCN Red List species and national conservation list species with habitats in areas affected by operations</p> <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	www.ball.com/ghg-emissions ; www.ball.com/cut-4-carbon ; www.ball.com/vocs		
103-2	The management approach and its components	www.ball.com/ghg-emissions ; www.ball.com/cut-4-carbon ; www.ball.com/vocs ; 2020 Sustainability Report (Page 16-23)		
103-3	Evaluation of the management approach	www.ball.com/ghg-emissions ; www.ball.com/cut-4-carbon ; www.ball.com/vocs		

GRI-305 EMISSIONS 2016

305-1	Direct (Scope 1) GHG emissions	www.ball.com/ghg-emissions ; www.ball.com/data-center ; 2021 CDP Climate Change response (Questions C6.1); 2020 Sustainability Report (Page 5)		
	Direct GHG Emissions (metric tons)	2019	2020	✓
	Absolute direct GHG Emissions (Scope 1)	425,086	440,509	

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	EXTERNAL OMISSION ASSURANCE	SDG LINK
-------------------------	------------------------	--------------------------------	-------------

305-2	Energy indirect (Scope 2) GHG emissions	www.ball.com/ghg-emissions ; www.ball.com/data-center ; 2021 CDP Climate Change response (Questions C6.3); 2020 Sustainability Report (Page 5)	✓	SDG 3 SDG 12 SDG 13 SDG 14 SDG 15
-------	---	--	---	---

Indirect GHG Emissions (metric tons)	2019	2020
Absolute indirect GHG Emissions (Scope 2 – Market Based)	763,114	671,890
Absolute indirect GHG Emissions (Scope 2 – Location Based)	751,984	779,649

305-3	Other indirect (Scope 3) GHG emissions	www.ball.com/ghg-emissions ; www.ball.com/data-center ; 2021 CDP Climate Change response (Question C6.5) 2020 Sustainability Report (Page 5)	✓	SDG 3 SDG 12 SDG 13 SDG 14 SDG 15
-------	--	--	---	---

Indirect GHG Emissions (metric tons)	2019	2020
All other indirect emissions (Scope 3)	9,149,160	10,004,568

305-4	GHG emissions intensity	www.ball.com/ghg-emissions ; 2021 CDP Climate Change response (Question C6.10) ; 2020 Sustainability Report (Page 5)		SDG 13 SDG 14 SDG 15
-------	-------------------------	--	--	----------------------------

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	www.ball.com/ghg-emissions ; 2021 CDP Climate Change response (Question C7.9a and C7.9b) 2020 Sustainability Report (Page 5)		SDG 13 SDG 14 SDG 15
-----	----------------------------	--	--	----------------------------

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	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.		SDG 13
-------	---	--	--	--------

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)	2019	2020
NO _x	309.7	320.3
SO _x	1.85	1.92
VOC (after control)	9,667	9,895
Particulates	23.3	24.1

GRI STANDARD DISCLOSURE

RESPONSE | PAGE | LINK

EXTERNAL OMISSION ASSURANCE SDG LINK

Waste

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	2020 Sustainability report, Circular Economy Chapter (Page 6-15); https://www.ball.com/na/vision/sustainability/product-stewardship ; https://www.ball.com/na/vision/sustainability/product-stewardship/packaging/recycling ; www.ball.com/waste ; www.ball.com/realcircularity	
103-2	The management approach and its components	2020 Sustainability report, Circular Economy Chapter (Page 6-15); https://www.ball.com/na/vision/sustainability/product-stewardship ; https://www.ball.com/na/vision/sustainability/product-stewardship/packaging/recycling ; www.ball.com/waste ; www.ball.com/realcircularity	SDG 12
103-3	Evaluation of the management approach	2020 Sustainability report, Circular Economy Chapter (Page 6-15); https://www.ball.com/na/vision/sustainability/product-stewardship ; https://www.ball.com/na/vision/sustainability/product-stewardship/packaging/recycling ; www.ball.com/waste ; www.ball.com/realcircularity	

GRI-306 WASTE 2020

306-1	Waste generation and significant waste-related impacts	https://www.ball.com/na/vision/sustainability/operational-excellence/waste	SDG 12
306-2	Management of significant waste-related impacts	https://www.ball.com/na/vision/sustainability/operational-excellence/waste ; 2020 Sustainability Report, Circular Economy Chapter (Page 6-15)	SDG 12
306-3	Waste generated	www.ball.com/waste ; www.ball.com/data-center	SDG 12

Total Waste Generated (metric tons)		
	2019	2020
Recycling/Reuse	40,349	49,992
Landfill	6,286	5,441
Other waste treatment	20,725	27,618
Total	67,360	83,051



306-4	Waste diverted from disposal	www.ball.com/waste ; www.ball.com/data-center	SDG 12
-------	------------------------------	---	--------

Total Waste Diverted (metric tons)		
	2019	2020
Waste Diverted	61,074	77,610



Hazardous Waste Diverted (metric tons)			
		2019*	2020
Offsite	Preparation for reuse	869.6	206.1
	Recycling	2450.69	2822.5
	Other recovery operations	4162.8	807.3
	Total	7483.1	3835.9

Non-hazardous Waste Diverted (metric tons)		2019*	2020
Offsite	Preparation for reuse	674.5	631.7
	Recycling	6383.3	6641.9
	Other recovery operations	1093.9	1394.1
	Total	8151.7	8667.7

*Diverted hazardous and non-hazardous waste was calculated using waste from 2020'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

www.ball.com/waste; www.ball.com/data-center

SDG 12

Total Waste Disposed (metric tons)		2019	2020
Directed to disposal		6,286	5,441

Hazardous Waste Disposed (metric tons)		2019*	2020
Offsite	Incineration (with energy recovery)	1085.1	1099.5
	Incineration (without energy recovery)	354	436.1
	Landfilling	348.4	607.8
	Other disposal operations	0	0
	Total	1787.5	2143.4

Non-hazardous Waste Disposed (metric tons)		2019*	2020
Offsite	Incineration (with energy recovery)	439.4	469.5
	Incineration (without energy recovery)	274.8	236.5
	Landfilling	2290.1	1449.9
	Other disposal operations	0	0
	Total	3004.3	2155.9



GRI STANDARD DISCLOSURE

RESPONSE | PAGE | LINK

*Diverted hazardous and non-hazardous waste disposed was calculated using waste from 2020'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	www.ball.com/operational-excellence	
103-2	The management approach and its components	www.ball.com/operational-excellence	SDG 12
103-3	Evaluation of the management approach	www.ball.com/operational-excellence	

GRI-307 ENVIRONMENTAL COMPLIANCE 2016

307-1	Non-compliance with environmental laws and regulations	Significant fines* (\$)	2019	2020	SDG 12 SDG 13 SDG 14 SDG 15
		Monetary value of significant fines	\$18,525	\$101,206	

*We cover significant spills, fines and penalties in our reporting greater than \$10,000 USD (or equivalent when converted from local currency).

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.

Supplier Environmental Assessment

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/responsible-sourcing-framework	
103-2	The management approach and its components	www.ball.com/responsible-sourcing-framework ; 2020 Sustainability Report (Page 30-33); Ball is also utilizing SEDEX platform (Buyer/Supplier (AB) membership holder): www.sedexglobal.com	SDG 12
103-3	Evaluation of the management approach	www.ball.com/responsible-sourcing-framework	SDG 8 SDG 12 SDG 17

GRI-308 SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

308-1	New suppliers that were screened using environmental criteria	www.ball.com/responsible-sourcing-framework 2020 Sustainability Report (Page 30-33)	SDG 8 SDG 12 SDG 17
308-2	Negative environmental impacts in the supply chain and actions taken	www.ball.com/life-cycle 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.	SDG 8 SDG 12 SDG 17

Ball has been working on Aluminium Stewardship Initiative (ASI) certification throughout 2020. We achieved the Performance, and Chain of Custody (CoC) Standard certifications in early 2020 for all 23 of its Europe, Middle East and Africa (EMEA) beverage can plants. This accomplishment is 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 CoC Standard certifications for its South American and North American beverage can plants. Our goal is to have all Ball packaging businesses achieve ASI Performance and CoC certification by YE 2022.

SOCIAL

Employment

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/talent-management
103-2	The management approach and its components	www.ball.com/talent-management
103-3	Evaluation of the management approach	www.ball.com/talent-management

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	3399	2627 77%	745 22%	27 1%	1411 42%	1666 49%	322 9%
		North & Central America	1950	1465 75%	464 24%	21 1%	741 38%	948 49%	261 13%
2019		South America	772	612 79%	158 20%	2 0%	406 53%	359 47%	7 1%
		EMEA	534	427 80%	103 19%	4 1%	193 36%	287 54%	54 10%
		Asia	143	123 86%	20 14%	0 0%	71 50%	72 50%	0 0%
		Global	5914	4746 80%	1161 20%	7 0%	1681 28%	3006 51%	1227 21%
		North & Central America	3625	3004 83%	618 17%	3 0%	839 23%	1841 51%	945 26%
2020		South America	1042	754 72%	285 27%	3 0%	381 37%	628 60%	33 3%
		EMEA	1221	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%

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

Number and Rate of Employee Turnover* (# and % of total workforce)		Total
2019	Global	2247 12%
	North & Central America	1072 6%
	South America	580 3%
	EMEA	500 3%
	Asia	95 1%
2020	Global	2670 12%
	North & Central America	1550 7%
	South America	516 2%
	EMEA	597 2.76%
	Asia	7 0.03%

* Included in employees leaving the organization are voluntary departures or those due to dismissal, retirement and passing.

401-2 Benefits provided to full-time employees not provided to temporary employees

www.ball.com/health-wellness;
<https://www.ball.com/na/about-ball/careers/total-rewards>; https://www.ball.com/us_benefits
 Benefits vary by country and are based on one philosophy: Global Principles with Local Solutions.

SDG 8

Global Principles

- 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:
 - 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

Local Solutions

- 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.

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	EXTERNAL OMISSION	SDG ASSURANCE LINK
-------------------------	------------------------	-------------------	--------------------

- 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.

401-3	Parental leave	<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 www.ball.com/careers).</p>	SDG 5 SDG 8
-------	----------------	--	----------------

Labor/Management Relations

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/talent-management ; www.ball.com/human-rights	
103-2	The management approach and its components	www.ball.com/talent-management ; www.ball.com/human-rights	SDG 8
103-3	Evaluation of the management approach	www.ball.com/talent-management ; www.ball.com/human-rights	

GRI-402 LABOR/MANAGEMENT RELATIONS 2016

402-1	Minimum notice periods regarding operational changes	<p>North America</p> <p>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</p> <p>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</p> <p>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
-------	--	---	-------

Occupational Health and Safety

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/safety	
103-2	The management approach and its components	www.ball.com/safety ; http://www.ball.com/Ball/media/Ball/Global/Downloads/Global-Health-and-Safety-Policy-2017.pdf	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 STANDARD DISCLOSURE	RESPONSE PAGE LINK	EXTERNAL OMISSION ASSURANCE SDG LINK
GRI-403 OCCUPATIONAL HEALTH AND SAFETY 2018		
403-1 Occupational health and safety management system	http://www.ball.com/Ball/media/Ball/Global/Downloads/Global-Health-and-Safety-Policy-2017.pdf https://www.ball.com/safety Business Ethics Code of Conduct www.ball.com/codeofconduct	
403-2 Hazard identification, risk assessment, and incident investigation	http://www.ball.com/Ball/media/Ball/Global/Downloads/Global-Health-and-Safety-Policy-2017.pdf https://www.ball.com/safety Business Ethics Code of Conduct www.ball.com/codeofconduct	
403-3 Occupational health services	http://www.ball.com/Ball/media/Ball/Global/Downloads/Global-Health-and-Safety-Policy-2017.pdf https://www.ball.com/safety Business Ethics Code of Conduct www.ball.com/codeofconduct	
403-4 Worker participation, consultation, and communication on occupational health and safety	<p>All United States facilities have formal management/worker health and safety committees. 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, 92% have formal health and safety committees made up of, on average, 7% of the manufacturing facility workforce. Within our facilities in Asia, environmental health and safety committee members represent 5 to 10 percent of the plant workforce, and committees hold monthly meetings.</p>	SDG 8
403-5 Worker training on occupational health and safety	https://www.ball.com/Ball/media/Ball/Global/Downloads/Global-Health-and-Safety-Policy-2017.pdf https://www.ball.com/safety <p>In 2020 Ball employees completed 43,342 hours of occupational health and safety training.</p>	SDG 3 SDG 8
403-6 Promotion of worker health	<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</p>	SDG 3 SDG 8

GRI STANDARD DISCLOSURE

RESPONSE | PAGE | LINK

EXTERNAL OMISSION ASSURANCE SDG LINK

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.

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.

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/na/vision/sustainability/product-stewardship/supply-chain/human-trafficking ; Business Ethics Code of Conduct www.ball.com/codeofconduct ; Conflict Minerals Policy https://www.ball.com/Ball/media/Ball/Global/Downloads/Ball_Conflict_Minerals_Policy.pdf ; Conflict Minerals Report https://www.ball.com/getmedia/fd04942e-ca22-4dea-92e6-2ff2809a8302/Ball-2021-Conflict-Minerals-Report.pdf.aspx Responsible Sourcing Framework https://www.ball.com/na/vision/sustainability/product-stewardship/supply-chain/responsible-sourcing-framework	SDG 8
-------	---	---	-------

403-8	Workers covered by an occupational health and safety management system	https://www.ball.com/Ball/media/Ball/Global/Downloads/Global-Health-and-Safety-Policy-2017.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	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:	SDG 3 SDG 8
-------	-----------------------	---	----------------

Safety Statistics (per 200,000 hours worked)	2019	2020
Lost-time rate	0.29	0.28
Lost-Time Injury Frequency Rate	1.43	1.40
Total recordable injuries rate	0.90	0.77
Severity rate	9.68	9.81
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 data-bbox="594 1294 1371 1318">Work-related Ill Health Statistics</th> <th data-bbox="1381 1294 1665 1318">2020</th> </tr> </thead> <tbody> <tr> <td data-bbox="594 1326 1371 1359"># of fatalities as a result of work-related ill health</td> <td data-bbox="1381 1326 1665 1359">0</td> </tr> <tr> <td data-bbox="594 1367 1371 1385"># of cases of recordable work-related ill health</td> <td data-bbox="1381 1367 1665 1385">0</td> </tr> </tbody> </table>	Work-related Ill Health Statistics	2020	# of fatalities as a result of work-related ill health	0	# of cases of recordable work-related ill health	0	SDG 3 SDG 8
Work-related Ill Health Statistics	2020								
# of fatalities as a result of work-related ill health	0								
# of cases of recordable work-related ill health	0								

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

GRI STANDARD DISCLOSURE **RESPONSE | PAGE | LINK**

Training and Education

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/talent-management
103-2	The management approach and its components	www.ball.com/talent-management
103-3	Evaluation of the management approach	www.ball.com/talent-management

GRI-404 TRAINING AND EDUCATION 2016

404-1 Average hours of training per year per employee

Training and Development Statistics		2020	
	Total Workforce	Male	Female
Average hours per FTE of training and development	9	9	10
Average amount spent per FTE on training and development (USD)	\$464	\$432	\$457

SDG 4
SDG 5
SDG 8

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

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:

SDG 8

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.

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
-------	--	---	----------------

Diversity and Equal Opportunity
GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/diversity-inclusion ; www.ball.com/careers	
103-2	The management approach and its components	www.ball.com/diversity-inclusion ; www.ball.com/careers	SDG 5 SDG 8
103-3	Evaluation of the management approach	www.ball.com/diversity-inclusion ; www.ball.com/careers	

GRI-405 DIVERSITY AND EQUAL OPPORTUNITY 2016

405-1	Diversity of governance bodies and employees	2021 Proxy Statement https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_Corporation_-_2021_Proxy_Statement_-_Web_Posting.pdf (Pages 3, 6, 20); 2020 Annual Report https://s1.q4cdn.com/288660599/files/doc_downloads/featured_reports/Ball_AR20_Digital.pdf (Page 12)	SDG 5 SDG 8
-------	--	---	----------------

*

Gender	2019			2020		
	Total	Male	Female	Total	Male	Female
Board of Directors	11	7 64%	4 36%	12	8 67%	4 33%
Executive Leadership Team	14	12 86%	2 14%	16	13 81%	3 19%
Senior Management	467	383 82%	84 18%	372	295 79%	77 21%
Management	1074	847 79%	227 21%	1902	1548 81%	354 19%

Age	2019			2020		
	<30	30-50	>50	<30	30-50	>50
Board of Directors	0 0%	0 0%	11 100%	0 0%	1 8%	11 92%
Executive Leadership Team	0 0%	4 29%	10 71%	0 0%	5 31%	11 69%

U.S. Ethnicity	2020	
	U.S. Total Workforce	U.S. Management
Asian	383 4%	48 4%
Black or African American	370 4%	35 3%
Hispanic or Latino	809 8%	77 6%
White	7438 78%	1082 83%
Indigenous or Native (American Indian, Alaskan Native, Native Hawaiian or other Pacific Island)	156 2%	15 1%
Other (Two or More Races, Decline to self-identify, Blank)	370 4%	42 3%

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/na/about-ball/careers/diversity-inclusion/d-i-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%.

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

Salary Ratio <i>(female to male)</i>	2020
Senior Management	1
Management	0.94
Non-management, individual contributor	0.86

SDG 5
SDG 8

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

www.ball.com/human-rights; Business Ethics Code of Conduct available at www.ball.com/codeofconduct

103-2 The management approach and its components

www.ball.com/human-rights; Business Ethics Code of Conduct available at www.ball.com/codeofconduct

SDG 5

103-3 Evaluation of the management approach

www.ball.com/human-rights; Business Ethics Code of Conduct available at www.ball.com/codeofconduct

GRI-406 NON-DISCRIMINATION 2016

406-1 Incidents of discrimination and corrective actions taken

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.

SDG 5
SDG 8
SDG 16

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.

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	EXTERNAL OMISSION	SDG ASSURANCE LINK
Freedom of Association and Collective Bargaining			
GRI-103 MANAGEMENT APPROACH 2016			
103-1	Explanation of the material topic and its Boundary	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct	
103-2	The management approach and its components	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct	SDG 8
103-3	Evaluation of the management approach	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct	
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 2020, 27.21% of employees were represented by an independent trade union or covered by collective bargaining agreements.	SDG 8
Child Labor			
GRI-103 MANAGEMENT APPROACH 2016			
103-1	Explanation of the material topic and its Boundary	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct	
103-2	The management approach and its components	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct	SDG 8 SDG 16
103-3	Evaluation of the management approach	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct	
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
Forced or Compulsory Labor			
GRI-103 MANAGEMENT APPROACH 2016			
103-1	Explanation of the material topic and its Boundary	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct	
103-2	The management approach and its components	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct	SDG 8 SDG 16
103-3	Evaluation of the management approach	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct	
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	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct	

GRI STANDARD DISCLOSURE		RESPONSE PAGE LINK	EXTERNAL OMISSION	SDG ASSURANCE	SDG LINK
103-2	The management approach and its components	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct			SDG 8
103-3	Evaluation of the management approach	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct			
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	www.ball.com/human-rights ;			
103-2	The management approach and its components	www.ball.com/human-rights ;			SDG 8 SDG 16
103-3	Evaluation of the management approach	www.ball.com/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 2019-2020.			SDG 8
Human Rights Assessment					
GRI-103 MANAGEMENT APPROACH 2016					
103-1	Explanation of the material topic and its Boundary	www.ball.com/human-rights ; 2021 Human Rights Policy https://www.ball.com/getmedia/8b7d7778-a659-453c-9f5d-fd17ef831fde/Human-Rights-GP-03-012-003.pdf.aspx			
103-2	The management approach and its components	www.ball.com/human-rights ; 2021 Human Rights Policy https://www.ball.com/getmedia/8b7d7778-a659-453c-9f5d-fd17ef831fde/Human-Rights-GP-03-012-003.pdf.aspx			SDG 8 SDG 16
103-3	Evaluation of the management approach	www.ball.com/human-rights ; 2021 Human Rights Policy https://www.ball.com/getmedia/8b7d7778-a659-453c-9f5d-fd17ef831fde/Human-Rights-GP-03-012-003.pdf.aspx			
GRI-412 HUMAN RIGHTS ASSESSMENT 2016					
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, all 23 of Ball's EMEA sites were audited in 2019. This 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. This includes auditing and human rights due diligence.</p> <p>In addition, over the past year 86% 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	Ball rolled-out a new 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.			SDG 8
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	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.			SDG 8

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	EXTERNAL OMISSION ASSURANCE	SDG LINK
	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.		
Local Communities			
GRI-103 MANAGEMENT APPROACH 2016			
103-1	Explanation of the material topic and its Boundary	www.ball.com/community-ambassadors ; www.ball.com/ball-foundation ; www.ball.com/employee-giving-volunteering	
103-2	The management approach and its components	www.ball.com/community-ambassadors ; www.ball.com/ball-foundation ; www.ball.com/employee-giving-volunteering	SDG 3
103-3	Evaluation of the management approach	www.ball.com/community-ambassadors ; www.ball.com/ball-foundation ; www.ball.com/employee-giving-volunteering	
GRI-413 LOCAL COMMUNITIES 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	www.ball.com/community-ambassadors ; www.ball.com/ball-foundation 2020 Sustainability Report (Pages 12-15)	SDG 3
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	www.ball.com/responsible-sourcing	
103-2	The management approach and its components	www.ball.com/responsible-sourcing ; 2020 Sustainability Report (Pages 30-33) 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	www.ball.com/responsible-sourcing	
GRI-414 SUPPLIER SOCIAL ASSESSMENT 2016			
414-1	New suppliers that were screened using social criteria	www.ball.com/responsible-sourcing-framework 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	www.ball.com/responsible-sourcing-framework 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 and as of June 2021, 36% of all supplying rolling mills globally had achieved ASI Performance Standard	SDG 5 SDG 8 SDG 16

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.

Public Policy

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/stakeholder-engagement	
103-2	The management approach and its components	www.ball.com/stakeholder-engagement	SDG 16
103-3	Evaluation of the management approach	www.ball.com/stakeholder-engagement	

GRI-415 PUBLIC POLICY 2016

415-1	Political contributions			SDG 16
		Contributions & Spending (USD)		
		2019	2020	
Lobbying		\$1,230,000	\$780,000	
Trade Associations		\$4,367,883	\$2,753,705	

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 2020 went to Metal Packaging Europe, The Business Roundtable and ABRALATAS in the amount of \$573,775, \$250,000 and \$580,000 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	
	2018	2020
Raised	\$459,700	\$507,800
Spent	\$333,500	\$411,000

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

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	EXTERNAL OMISSION ASSURANCE SDG LINK	
	<p>efforts minimized regulatory uncertainty, and investments in education that prepares people for today's (and tomorrow's) jobs.</p> <p>BallPAC operates strictly in accordance with all applicable laws.</p>		
Customer Health and Safety			
GRI-103 MANAGEMENT APPROACH 2016			
103-1	Explanation of the material topic and its Boundary	www.ball.com/product-stewardship	
103-2	The management approach and its components	www.ball.com/product-stewardship	SDG 3
103-3	Evaluation of the management approach	www.ball.com/product-stewardship	
GRI-416 CUSTOMER HEALTH AND SAFETY 2016			
416-1	Assessment of the health and safety impacts of product and service categories	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	www.ball.com/product-stewardship ; www.ball.com/legal-notice	
103-2	The management approach and its components	www.ball.com/product-stewardship ; www.ball.com/legal-notice	SDG 16
103-3	Evaluation of the management approach	www.ball.com/product-stewardship ; www.ball.com/legal-notice	
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 2019-2020.	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 2019-2020, including advertising, promotion and sponsorship.	SDG 16
Customer Privacy			
GRI-103 MANAGEMENT APPROACH 2016			

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	EXTERNAL OMISSION ASSURANCE	SDG LINK
103-1 Explanation of the material topic and its Boundary	www.ball.com/privacy-statement		
103-2 The management approach and its components	www.ball.com/privacy-statement		SDG 16
103-3 Evaluation of the management approach	www.ball.com/privacy-statement		
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 in 2019-2020.		
Socio-Economic Compliance			
GRI-103 MANAGEMENT APPROACH 2016			
103-1 Explanation of the material topic and its Boundary	Business Ethics Code of Conduct available at www.ball.com/codeofconduct		
103-2 The management approach and its components	Business Ethics Code of Conduct available at www.ball.com/codeofconduct		
103-3 Evaluation of the management approach	Business Ethics Code of Conduct available at www.ball.com/codeofconduct		
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 2019-2020.		

This GRI Content Index was issued on July 12, 2021.