

Sonoco Products Company 2022 G4 Content Index

KEY	AR 2021 Annual Report
	10-K 2022 Form 10K
	CRR 2022 Corporate Responsibility Report
	Proxy 2022 Proxy Statement

GRI 2: General Disclosures 2021

DISCLOSURE	LOCATION
2-1 Organizational details	10-K page 1, https://www.sonoco.com/locations
2-2 Entities included in the organization's sustainability reporting	10-K pages 4-5
2-3 Reporting period, frequency and contact point	CRR pages 1, 48, and last page.
2-4 Restatements of information	Not Applicable
2-5 External assurance	CRR Page 48
2-6 Activities, value chain and other business relationships	10K pages 4-7
2-7 Employees	GRI Appendix 1
2-8 Workers who are not employees	GRI Appendix 1
2-9 Governance structure and composition	CRR Page 44, 48, Proxy Pages 8, 13-14 Board Meetings and Committees of the Board
2-10 Nomination and selection of the highest governance body	Proxy Page 13 Director Nomination Process
2-11 Chair of the highest governance body	Proxy Page 19, Board Leadership Structure
2-12 Role of the highest governance body in overseeing the management of impacts	CRR Page 46
2-13 Delegation of responsibility for managing impacts	Proxy Page 19, Board Leadership Structure, CRR Page 48
2-14 Role of the highest governance body in sustainability reporting	CRR page 48
2-15 Conflicts of interest	Proxy Page 22, Related Party and Policy Transactions
2-16 Communication of critical concerns	Proxy Page 20, Communications with Board of Directors
2-17 Collective knowledge of the highest governance body	Proxy Pages 8-12
2-18 Evaluation of the performance of the highest governance body	Proxy Page 19, Annual Performance Evaluation of the Board

GRI 2: General Disclosures 2021

DISCLOSURE	LOCATION
2-19 Remuneration policies	Proxy, Pages 25-48 Executive Compensation
2-20 Process to determine remuneration	Proxy, Pages 25-48 Executive Compensation
2-21 Annual total compensation ratio	Proxy Page 48, Pay Ratio
2-22 Statement on sustainable development strategy	CRR Pages 4-7
2-23 Policy commitments	Human Rights Policy
2-24 Embedding policy commitments	Human Rights Policy
2-25 Processes to remediate negative impacts	Human Rights Policy
2-26 Mechanisms for seeking advice and raising concerns	BC, Page 12
2-27 Compliance with laws and regulations	10K pages 15,19
2-28 Membership associations	CRR page 40
2-29 Approach to stakeholder engagement	CRR pages 4-7, Proxy, Page 5 Shareholder Engagement
2-30 Collective bargaining agreements	GRI Appendix 1

GRI 3: Material Topics 2021

3-1 Process to determine material topics	CRR Page 12
3-2 List of material topics	CRR Page 12
3-3 Management of material topics	CRR Page 12

GRI 201: Economic Performance 2016

201-1 Direct economic value generated and distributed	10-K F3-F6
201-2 Financial implications and other risks and opportunities due to climate change	10_K Pages 14
201-3 Defined benefit plan obligations and other retirement plans	10-K Pages F27 - F29
201-4 Financial assistance received from government	Information not Available, We are working on a way to calculate this total.

GRI 202: Market Presence 2016

DISCLOSURE	LOCATION
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Information not Available
202-2 Proportion of senior management hired from the local community	GRI Appendix 1

GRI 205: Anti-corruption 2016

205-1 Operations assessed for risks related to corruption	Anti-Bribery and Foreign Corrupt Practices Act Policy
205-2 Communication and training about anti-corruption policies and procedures	Anti-Bribery and Foreign Corrupt Practices Act Policy, Page 1
205-3 Confirmed incidents of corruption and actions taken	No Incidents Occurred

GRI 301: Materials 2016

301-1 Materials used by weight or volume	In Tonnes- Metal:126862, Fiber: 3288782, plastic:228483
301-2 Recycled input materials used	In Tonnes- Metal:12622, Fiber: 3230809, plastic:25591
301-3 Reclaimed products and their packaging materials	CRR Page 10 Cause to Be Recycled, Metal:10% Fiber:98% Plastic: 11%

GRI 302: Energy 2016

302-1 Energy consumption within the organization	CRR Page 10 Cause to Be Recycled, Metal:10% Fiber:98% Plastic: 11%
302-2 Energy consumption outside of the organization	We do not have Scope 3 Energy Use Available at this time.
302-3 Energy intensity	CRR page 15
302-4 Reduction of energy consumption	CRR page 14
302-5 Reductions in energy requirements of products and services	CRR Page 23

GRI 303: Water and Effluents 2018

DISCLOSURE	LOCATION
303-1 Interactions with water as a shared resource	10K page 6, CRR page 5,10,23,16
303-2 Management of water discharge-related impacts	CRR - page 16
303-3 Water withdrawal	Municipal:2.41, Fresh Surface Water: 5.63, Fresh Groundwater:15.57 Million Cubic Meters
303-4 Water discharge	3.13 million cubic meters
303-5 Water consumption	20.48 million cubic meters

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions	CRR page 15
305-2 Energy indirect (Scope 2) GHG emissions	CRR page 15
305-3 Other indirect (Scope 3) GHG emissions	1088080 metric tonnes CO ₂ e, 2020 base year
305-4 GHG emissions intensity	CRR page 15
305-5 Reduction of GHG emissions	CRR page 15
305-6 Emissions of ozone-depleting substances (ODS)	Not Applicable
305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Not Applicable

GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts	CRR page 15, 30-33
306-2 Management of significant waste-related impacts	CRR page 15, 30-33, https://investor.sonoco.com/news-releases/news-release-details/sonoco-expanding-recycling-iconic-paper-containers-us
306-3 Waste generated	CRR page 15
306-4 Waste diverted from disposal	CRR-page 10, , Sonoco is working to improve our ability to track this metric globally.
306-5 Waste directed to disposal	CRR page 15

GRI 401: Employment 2016

DISCLOSURE	LOCATION
401-1 New employee hires and employee turnover	GRI Appendix 1
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	AR F27, Employee Benefits Plan
401-3 Parental leave	10K Page 17-18 of Sonoco Retirement and Savings Plan Section

GRI 403: Occupational Health and Safety 2018

403-1 Occupational health and safety management system	10K Page 6-7, CRR Page 38, AR Pages 6-7
403-2 Hazard identification, risk assessment, and incident investigation	CRR page 38
403-3 Occupational health services	CRR page 38
403-4 Worker participation, consultation, and communication on occupational health and safety	Corporate Safety Policy Statement (sonoco.com)
403-5 Worker training on occupational health and safety	AR Pages 23-24, CRR page 38
403-6 Promotion of worker health	Corporate Safety Policy Statement (sonoco.com), CRR page 38
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	AR Pages 6-7
403-8 Workers covered by an occupational health and safety management system	AR Pages 6-7, Corporate Safety Policy Statement (sonoco.com)
403-9 Work-related injuries	AR Pages 6-7
403-10 Work-related ill health	AR Pages 6-7

GRI 404: Training and Education 2016

404-1 Average hours of training per year per employee	CRR page 38, Sonoco is working to improve our data around training metrics by gender and employee category.
404-2 Programs for upgrading employee skills and transition assistance programs	CRR page 38
404-3 Percentage of employees receiving regular performance and career development reviews	Proxy, Page 7, 100%

GRI 405: Diversity and Equal Opportunity 2016

DISCLOSURE	LOCATION
405-1 Diversity of governance bodies and employees	CRR page 44, 10K Page 7, Appendix 1
405-2 Ratio of basic salary and remuneration of women to men	GRI Appendix 1

GRI 415: Public Policy 2016

415-1 Political contributions	Sonoco does not routinely contribute to political campaigns. CRR page 42
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GRI 416: Customer Health and Safety 2016

416-1 Assessment of the health and safety impacts of product and service categories	CRR Page 42. 100% of our products are assessed for health and safety impacts.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There are no instances of Non-Compliance at this time.

Sonoco Products Company 2022 Appendix

BASED ON ACTIVE EMPLOYEES USING WORKER TYPE AND ACTIVE STATUS FIELD IN WORKDAY
AS OF DECEMBER 31ST, 2021

	REGION A (North America - US and Canada Only)	REGION B (All other Regions exempting North America)	TOTAL
Number of Employees (head Count /FTE)	10703	9796	20499
Number of permanent employees (head count / FTE)	10602	9157	19759
Number of temporary employees (head count / FTE)	101	639	740
Number of non-guaranteed hours employees (head count / FTE)	0	0	0
Number of full-time employees (head count / FTE)	10572	9573	20145
Number of part-time employees (head count / FTE)	131	223	354

	Female	Male	Other (Blanks)	Not Disclosed (Not Identified)	TOTAL
Number of Employees (head Count /FTE)	5362	15122	11	4	20499
Number of permanent employees (head count / FTE)	5140	14604	11	4	19759
Number of temporary employees (head count / FTE)	222	518	0	0	740
Number of non-guaranteed hours employees (head count / FTE)	0	0	0	0	0
Number of full-time employees (head count / FTE)	5143	14987	11	4	20145
Number of part-time employees (head count / FTE)	219	135	0	0	354

Number of Workers Who are not Employees of Sonoco (Contigent Workers)	1311	Worker Type: Contigent
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	Female	Male
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	N/A	N/A

We do not have this data, but Sonoco pays competitively depending on where the position is located and the market.

Sonoco Products Company 2022 Appendix

BASED ON ACTIVE EMPLOYEES USING WORKER TYPE AND ACTIVE STATUS FIELD IN WORKDAY
AS OF DECEMBER 31ST, 2021

% of Sonoco Employees Covered by Collective Bargaining Agreements	27%
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5440 Employees in a Union or with a Collective Bargaining Agreement/ 20499 Total Employees

Proportion of senior management hired from the local community	100%
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New employee hires and employee turnover	New employee hires - 7630	Terminations - 9546
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Ratio of basic salary and remuneration of women to men	98%
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Ratio determined by comparing Female to Male when looking at: Full Time, Permanent, Salary Employees by Management Level and Country Currency

	AGE GROUP	% OF EMPLOYEES
Employee Diversity by Age Group:	< 30 years old	15.8%
Number of permanent employees (head count / FTE)	30-50 years old	45.7%
Number of temporary employees (head count / FTE)	> 50 years old	38.5%