

2024

CORPORATE SUSTAINABILITY REPORT





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About the Company

Founded in 1899, Sonoco (NYSE: SON) is a global leader in value-added, sustainable metal and fiber consumer and industrial packaging. The Company is now a multi-billion-dollar enterprise with approximately 23,400 employees working in 285 operations in 40 countries, serving some of the world’s best-known brands. Guided by our purpose of *Better Packaging. Better Life.*®, we strive to foster a culture of innovation, collaboration and excellence to provide solutions that better serve all our stakeholders and support a more sustainable future. Sonoco was proudly named one of America’s Most Trustworthy and Responsible Companies by Newsweek in 2025. For more information on the Company, visit our website at www.sonoco.com.



SONOCO OVERVIEW

\$5.3 billion

2024 NET SALES
FROM CONTINUING OPERATIONS

285
OPERATIONS

40
COUNTRIES

23,400+
GLOBAL EMPLOYEES

MARKETS WE SERVE

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



Eviosys Acquisition

In December 2024, Sonoco completed the acquisition of Eviosys, the largest manufacturer of metal packaging in Europe, the Middle East and Africa (EMEA). Eviosys has approximately 6,300 employees in 45 facilities, providing leading consumer and industrial brands with food cans, ends, closures, aerosol cans and promotional packaging made with steel and aluminum. With this acquisition, the largest in Sonoco's history, the Company is now the leader in metal packaging as Eviosys transitions to Sonoco Metal Packaging EMEA.

Unless otherwise noted, Eviosys is not included when describing Sonoco’s activities and results. Eviosys' sustainability data is presented separately from Sonoco's and can be found at www.metalpackagingemea.sonoco.com/sustainability/.



Sonoco is now the global leader in metal packaging with the Eviosys acquisition.



From the President and CEO

I am pleased to present Sonoco's 2024 Corporate Sustainability Report, which highlights the ongoing progress we are making toward achieving our sustainability goals. As we celebrated the 125th anniversary of Sonoco's founding, the company remains dedicated to our purpose of *Better Packaging. Better Life.*® We are proud of Sonoco's long history of building a world-class packaging company while improving the lives of all Sonoco stakeholders around the world.

This report continues our commitment to being accountable and transparent through regular reporting of key metrics and initiatives. Sonoco made progress in 2024 in all our primary focus areas including ensuring worker safety, enhancing career development, building a healthy working environment, supporting our communities and promoting a circular economy and environmental stewardship.

Sonoco is significantly transforming our product portfolio to focus on more high-value, sustainable packaging. In December, we completed the acquisition of Eviosys, Europe's largest manufacturer of metal food cans, ends and closures. In April 2025, we completed the sale of our Thermoformed and Flexibles Packaging (TFP) business. Today, Sonoco is a global leader in sustainable metal and paper packaging, providing innovative solutions for some of the best known brands worldwide.



“As we celebrated the 125th anniversary of Sonoco's founding, the company remains dedicated to our purpose of *Better Packaging. Better Life.*®”

We continued to invest in product development and partnering with customers to increase the recyclability of our products. This report highlights several of our products that won awards in 2024 for innovation in packaging sustainability. Sonoco remains committed to improving the sustainability of our operations by investing in energy efficient equipment and innovative processes, increasing our use of renewable energy, and reducing overall water use and waste sent to landfills. We made progress in 2024 toward achieving our science-based targets for reducing carbon emissions and our other sustainability targets.

Our highest priority continues to be the safety and health of our employees. We were pleased to be recognized in 2024 for our *Do Safety Differently* initiatives by DEKRA, a global leader in the field of safety certification. These initiatives were launched in 2023 to reduce exposures to Life Changing Events (LCEs) and ensure continuous improvement in safety practices. In addition to extensive safety training for leadership and employees on physical risks in our facilities, in 2024 we also incorporated training on addressing psychological safety issues that can have an impact on physical safety.

To power our future growth, Sonoco continues to invest in training and career development programs for all employees, including programs to develop our next generation of leaders. These include Sonoco University, our online learning platform, along with a broad range of apprenticeship and mentorship programs. We offer formal leadership training programs for emerging leaders and more experienced leaders, and our Board and management team meet regularly to discuss talent management and succession planning.

Sonoco is committed to fostering a healthy work environment. Our Employee Resource Groups (ERGs) continue to sponsor events to educate and promote awareness of programs for all employees. In 2024, we launched a new ERG, Diverse Abilities, to empower and support employees and caregivers for people with diverse neurological and physical abilities.

Sonoco continued to support our communities in 2024 through Sonoco in Action, which restructured our philanthropic activities into three distinct areas: the Sonoco Gives Fund providing grants to non-profit organizations; the Sonoco Community Fund supporting programs in our local communities; and the Employee Events Fund for Company-wide activities, including the Sonoco Cares program providing volunteer opportunities for employees. The Sonoco Gives Fund provided grants of \$1.3 million in 2024 to 52 non-profit organizations supporting education, health and wellness, arts and culture, economic development and disaster relief.

I want to thank Sonoco’s employees around the world whose hard work made our achievements in 2024 possible. Their dedication to our purpose of improving the lives of consumers, our partners and suppliers, fellow employees and our communities, enables Sonoco to create long-term value for all our stakeholders. We look forward to keeping you informed about our ongoing sustainability journey on our sustainability hub at www.sonoco.com/sustainability.



Howard Coker
President and Chief Executive Officer



From the VP of Sustainability

On behalf of Sonoco, the Sustainability Team is proud to report on our progress in 2024. Through the dedicated efforts of our 23,400 employees around the world, we are working to reduce the environmental impact of our packaging products while improving the lives of our stakeholders.

Our sustainability strategies are overseen by the Sonoco Corporate Sustainability Council, a cross-functional group of senior leaders that sets short-term and long-term goals and targets. Sonoco’s commitment to sustainability starts at the top with oversight by the Board of Directors and the Board’s Employee and Public Responsibility Committee, which reviews our activities and performance regularly.

Sonoco’s strategic transformation to focus on more sustainable packaging, including the purchase of Eviosys, will expand our global leadership in sustainable metal and paper packaging. As the largest manufacturer of metal packaging in Europe, Eviosys has built a strong reputation for promoting sustainability and advancing a circular economy in its markets. As Eviosys transitions to the Sonoco brand they will continue to collaborate with customers, suppliers and industry partners to increase recyclability. Our product design teams utilize life cycle assessments to reduce environmental impacts across all stages of the product life cycle and provide transparency to our customers.



“Through the dedicated efforts of our 23,400 employees around the world, we are working to reduce the environmental impact of our packaging products while improving the lives of our stakeholders.”

Throughout the year, we continued to make progress towards reducing overall energy usage by investing in energy-efficient equipment and improved manufacturing processes. These investments, which included solar projects at our facilities, are critical to helping Sonoco increase our use of renewable energy and achieve our science-based targets for lowering greenhouse gas (GHG) emissions.

Our environmental stewardship goals also include reducing global water consumption and protecting water supplies. We have conducted water risk studies at 100% of our paper mills and work with our utilities and local governments to invest in upgraded equipment.

With more than 40 processing facilities in the United States and Europe, we are leveraging our leadership position as a global recycler to drive efforts to reduce waste sent to landfills. Sonoco works with industry coalitions to improve recycling practices and expand the types of packaging materials we can collect and process at our facilities. Our manufacturing operations are focused on process improvements designed to reduce overall waste in our operations and increase the recovery of materials.

Sonoco’s achievements in 2024 included tangible results in our programs aimed at improving the lives of our employees. The *Do Safety Differently* initiative, launched in 2023 to enhance worker safety training, helped reduce exposures to life changing events (LCEs) in 2024. Our training and leadership development programs, including mentorship and apprentice programs, continued to provide employees with opportunities to meet career goals. As part of our ongoing efforts to promote a healthy workplace, we launched a new Employee Resource Group in 2024, bringing the number of these affinity groups to eight.

Our commitment to supporting our local communities was strengthened through the Sonoco in Action initiative, which focused our philanthropic and

community engagement activities into three distinct areas. Sonoco continued to provide financial support to non-profit organizations and support community organizations with donations and employee volunteering.

A foundation of Sonoco’s purpose, *Better Packaging. Better Life.®*, is our focus on promoting accountability and transparency to our stakeholders. Through this report and regular engagement with employees, suppliers, partners, investors and our communities, we provide regular updates on our sustainability performance based on leading frameworks. We thank all our stakeholders for your support and look forward to keeping you updated on our progress to achieve our sustainability goals.



Scott Byrne
Vice President, Global Sustainability



Materiality

In the fourth quarter of 2024, we completed our first Corporate Sustainability Reporting Directive (CSRD) aligned double materiality assessment (DMA). We took a systematic approach consisting of desktop research, peer benchmarking and market scanning, value chain analysis and key stakeholder engagement to identify and define related topics and material impacts, risks and opportunities. Through this process, 22 ESG topics and 110 impacts, risks and opportunities (IROs) were scored based on severity, magnitude and likelihood. Ultimately, 11 ESG topics and 26 associated IROs were deemed material to our company.

The results of our assessment, as seen in our materiality visual, yielded topics with either financial materiality, impact materiality or both.

This report reflects our dedication to meeting stakeholder commitments and having a positive impact on our customers, shareholders, associates, suppliers and the communities we serve.



Value Chain





GOVERNANCE

Sonoco has robust governance policies and practices in place that underscore our commitment to transparency and accountability to all stakeholders. To achieve our goal of operating our business in line with our standards for ethics and integrity, we implement programs to ensure every person throughout our business understands and complies with our comprehensive codes, standards and policies designed to promote ethical business practices.

01

Corporate Governance

A comprehensive framework for the governance of the Company is established by the **Corporate Governance Guidelines** for Sonoco’s Board of Directors, along with our Restated Articles of Incorporation and By-Laws. Our governance policies and practices are designed to foster accountability and transparency for our Board of Directors and management team, and are reviewed and updated as needed to ensure relevance.



Governance Highlights

- Board composed of a majority of independent directors (ten of our 12 directors are independent as set forth by the guidelines of the New York Stock Exchange and our Corporate Governance Guidelines)
- Annually elected Board with all directors standing for election each year
- Regular meetings of independent directors held without management present
- Lead Independent Director with robust responsibilities
- Required orientation for new directors and continuing director educational opportunities provided by the Company
- Annual self-evaluations and individual performance reviews conducted for all directors
- Stock ownership guidelines for our directors and executive officers
- Shareholder right to request a special shareholder meeting at a 15% ownership threshold
- Majority vote standard for uncontested director elections



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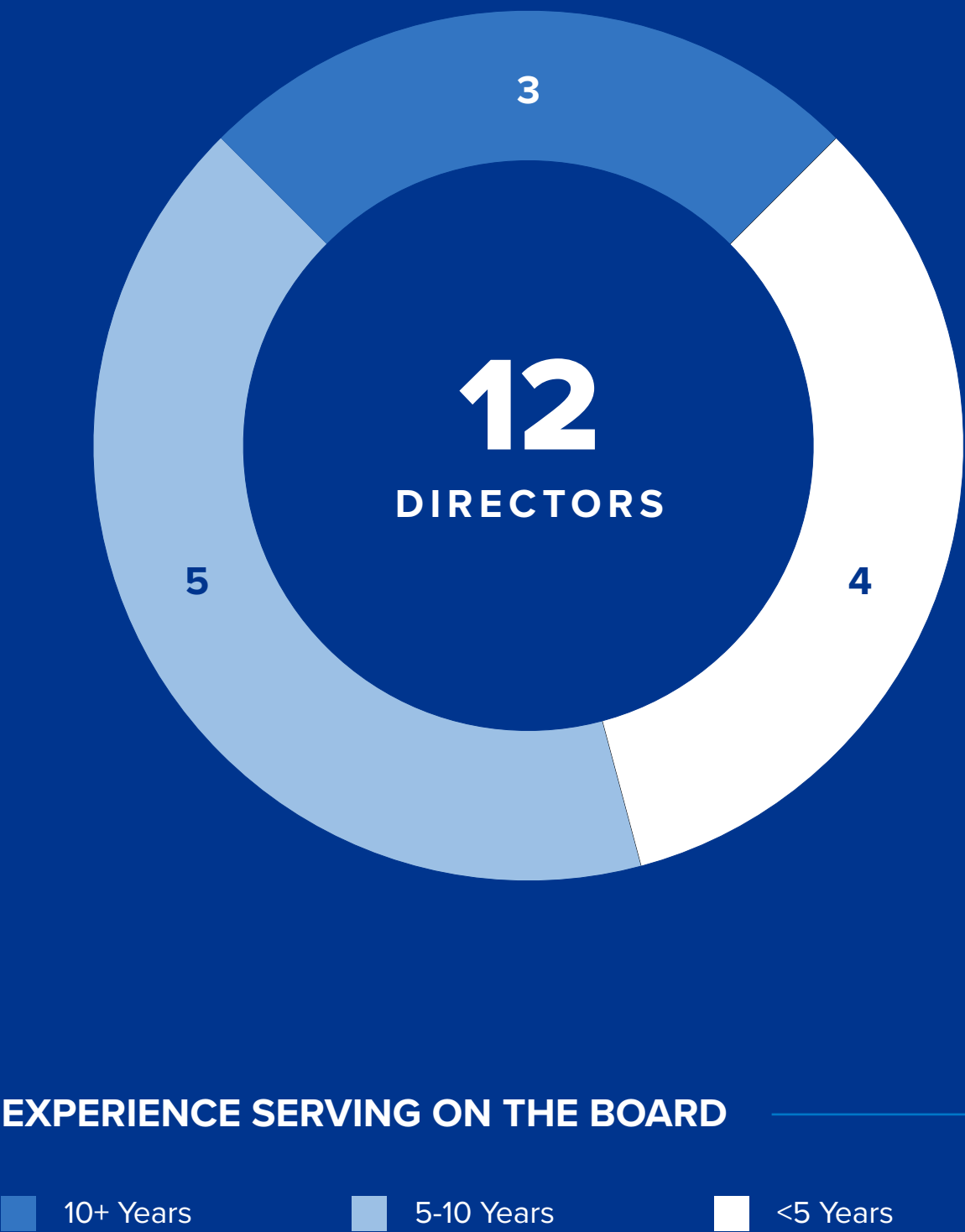
Board of Directors

Our Board is responsible for overseeing the Company’s management and business, including the review of business strategies and monitoring the implementation of those strategies. Sonoco’s Board also has oversight of management’s programs related to environmental, social and governance topics and management’s approach and programs for enterprise risk management.

Sonoco’s Board of Directors, along with the Board’s Corporate Governance and Nominating Committee, are responsible for Board refreshment and identification of individuals qualified to become Board members. We are intentional about creating and maintaining a balanced Board that reflects our commitment to independence and a variety of backgrounds and skill sets. As part of our efforts to enhance the breadth of perspectives, skills and experiences of the Board, Sonoco seeks directors from a wide range of geographic backgrounds. Most directors live outside South Carolina and one director lives in Europe, where the Company generated approximately 18% of its revenues in 2024.

When considering director candidates, Sonoco’s Corporate Governance Guidelines provide that the Board and Corporate Governance and Nominating Committee will consider the interrelation between a director candidate’s experience and business background with the experience and business backgrounds of other Board members, along with other factors. Our By-Laws provide for retirement at age 75, which allows for our longer serving directors to give historical perspective and context while Board refreshment provides opportunities to consider new ideas and perspectives. Our Board currently has three directors with more than 10 years’ experience serving on our Board, five directors with between five to 10 years’ experience and four directors with five or fewer years’ experience.

Board of Directors Breakdown



Board Committees

Sonoco's Board of Directors has established six committees to assist in performing its duties. Each committee has a written charter detailing its responsibilities, and except for the Executive Committee, the membership and chair of the committees are comprised entirely of independent directors.



1 Audit Committee assists the Board in overseeing the integrity of Sonoco's accounting and financial reporting controls and processes, including the internal audit function and the engagement of an independent registered public accounting firm. The committee is responsible for overseeing compliance with legal and regulatory requirements and the Company's Policies on Business Conduct, which includes the review of reports raised through the Company's Business Conduct Hotline, discussed below. The committee also oversees Sonoco's information security and cybersecurity policies and practices.

2 Executive Compensation Committee is responsible for establishing Sonoco's general compensation philosophy and providing

oversight of the development and implementation of Company-wide compensation programs. To fulfill this role, the committee reviews and approves the Company's corporate goals and strategic objectives related to compensation programs and evaluates actual performance against those goals and objectives.

3 Corporate Governance and Nominating Committee is responsible for developing, implementing and reviewing the Corporate Governance Guidelines, which address the structure, mission, practices and policies of the Board and its committees. The committee is also responsible for identifying, evaluating and recommending Board and/or shareholder nominations of individuals to the Board

for membership, consistent with criteria identified by the Board. On an annual basis, the committee reviews with the Board the performance of current Board members and ensures that processes are in place for an annual appraisal of Chief Executive Officer performance, succession planning and management development.

4 Employee and Public Responsibility Committee provides oversight of sustainability and social issues such as employee safety and health, employee morale and well-being, and charitable and educational contributions. The committee also provides guidance on public policy issues which may affect business performance and public perception of Sonoco, including its compliance with governmental or other regulatory

requirements. The committee is also responsible for overseeing and monitoring Sonoco's performance in fulfilling our obligations to our stakeholders, including employees, shareholders, customers and the communities in which we operate.

5 Financial Policy Committee is responsible for overseeing and monitoring the Company's financial planning and financial structure, including capital structure, significant financing transactions, financial risk management policies and practices, and investment funding.

6 Executive Committee is empowered to exercise all the authority of the Board between regularly scheduled meetings except as limited by law.

Board and Management Oversight

Sonoco is focused on working toward achieving our sustainability goals to protect our environment, invest in our people and communities, and strive for transparency at all levels of the organization. The Board’s Employee and Public Responsibility Committee oversees Sonoco’s policies and practices on sustainability and other related matters, including creating a healthy work environment, employee safety and health, employee engagement and local community support.

At the management level, the responsibility for overseeing sustainability and environmental strategies is embedded throughout the organization. The Sonoco Corporate Sustainability Council, a cross-functional group made up of members of senior management, division heads and other business leaders establishes short-, medium- and long-term sustainability objectives. The council meets quarterly and reports to the President and Chief Executive Officer.

Additionally, the Corporate Sustainability Council reports biannually to the Board’s Employee and Public Responsibility Committee on Sonoco’s sustainability activities. At least one report per year addresses the material impacts, risks and opportunities identified during the double materiality assessment as well as the due diligence that has been conducted in connection with these material activities. The VP of Global Sustainability also updates the Employee and Public Responsibility Committee on the results and effectiveness of policies, actions and tracking of metrics and targets adopted to address such material impacts, risks and opportunities.

Corporate Sustainability Council

The Corporate Sustainability Council is led by the VP of Global Sustainability and meets quarterly. The council, a cross-functional group made up of members of senior management, division heads and other business leaders, provides sustainability oversight and guidance. The council also establishes sustainability objectives and provides the Board’s Executive Committee with recommendations and action items for meeting those objectives.

The Council is comprised of the following members:

- | | |
|--|---|
| • Howard Coker, President and CEO (Sponsor) | • Marci Tuten, Vice President, Deputy General Counsel |
| • Rodger Fuller, Chief Operating Officer | • Scott Byrne, Vice President, Global Sustainability |
| • James Harrell, President, Global Industrial Paper Packaging Division | • Peggi Davis, Director, Global Environmental Services |
| • Sean Cairns, President, Global Rigid Paper Packaging | • Matt Moore, Vice President, Global Talent Management & Safety |
| • John Florence, General Counsel, Secretary and VP/GM, Paper Products, North America | • Roger Schrum, Head of Investor Relations |
| • Ernest Haynes, President, Sonoco Metal Packaging | • Aditya Gandhi, Vice President, & Chief Accounting Officer |
| • Francois Querrioux, Chief Operating Officer, SMP EMEA | • Garrin Traill, Vice President, Compliance, Risk & Audit |
| • Steve Charles, Vice President, Global RPC Materials Category Management | |



Ethics and Integrity

Sonoco’s **Policies on Business Conduct** (Code) highlight our commitment to the highest standards of ethics and integrity in operating our business. The Board’s Audit Committee is responsible for overseeing and monitoring compliance with the Code, including reviewing reports about concerns raised through our Business Conduct Hotline.

Sonoco requires all salaried employees, officers and directors to undergo annual business conduct training to ensure they know and understand their obligations under the Code. This training, which is delivered through our online Sonoco University platform, is updated annually to reflect the most salient topics to our workforce. In 2024, the training covered:

- Respectful communication
- Social media and electronic communications
- Global supply chain and supplier management
- Combating modern slavery
- Whistleblower reporting and protection



We are committed to the highest standards of ethics and integrity in operating our business.

Anti-Corruption, Anti-Bribery and Antitrust Compliance

Sonoco is committed to complying with applicable laws and regulations governing anti-bribery and anti-corruption wherever we operate. These laws and regulations include the U.S. Foreign Corrupt Practices Act, Canada’s Corruption of Foreign Public Officials Act and the UK’s Bribery Act, among others. Sonoco’s Policies on Business Conduct, supplemented by our [Anti-Bribery and Foreign Corrupt Practices Act Policy](#), demonstrates the Company’s thorough rejection of illegal and unethical payments. These policies apply to all “Company Representatives,” including employees, directors, officers, agents, consultants, representatives, distributors and joint venture partners. We require our suppliers to acknowledge awareness of and adhere to Sonoco’s policies on anti-bribery and anti-corruption as stated in our Policies on Business Conduct and Supplier Standards, which are discussed below in the [Responsible Supply Chain](#) section.

As part of our commitment to competing fairly and honestly, Sonoco also complies with all applicable laws governing antitrust activities wherever we conduct business. The Company’s Policies on Business Conduct prohibit the use of unfair and unethical practices, including entering into formal or informal agreements or understandings with competitors to influence prices, terms or conditions of sales, volumes of production, allocations to markets or limitations of quality. We provide a policy for Compliance with Federal Antitrust Laws to all Sonoco employees, directors and officers to help understand current antitrust laws and their enforcement.

Business Conduct Hotline

Sonoco’s Business Conduct Hotline, which is operated by an independent third party, is a robust whistleblower reporting system that enables any colleague or stakeholder to report a violation or potential violation of any law, regulation or Sonoco policy on business conduct. Reports to the Hotline are made on a confidential and anonymous basis, where allowed by local law. The Hotline is available 24 hours a day, seven days a week, with local language options, and can also be accessed via an internet portal.

Sonoco’s zero-tolerance policy against retaliation is designed to protect colleagues or stakeholders who raise a concern in good faith or cooperate in an investigation. All reported concerns are investigated in a competent and fair manner with equal respect being given to individual rights and Company objectives. We track cases using a unique reference number, with the original reporter receiving appropriate follow-up. In the event a case is substantiated, anyone found to have violated Sonoco’s policies on business conduct is subject to disciplinary action, which may include termination of employment.



Sonoco’s Business Conduct Hotline is available 24 hours a day, seven days a week.

Responsible Supply Chain

We are committed to working with partners and suppliers who share Sonoco’s values and support our sustainability, human rights and other initiatives. As part of our commitment to managing a responsible supply chain, we conduct risk assessments and due diligence including monitoring compliance with Sonoco’s Policies on Business Conduct. Sonoco may perform on-site audits and reserves the right to terminate relationships with any suppliers that do not comply.



Supplier Standards

In advance of working with a supplier, we require the supplier and any of its contractors to review and agree to adhere to Sonoco’s **Supplier Standards**, which state that all suppliers must adhere to relevant laws relating to fair compensation, working hours, child labor and forced labor, and other laws and regulations designed to support human rights, including laws regarding the prohibition of slavery and human trafficking. Sonoco supports the goals of the California Transparency in Supply Chains Act of 2010, under which manufacturers doing business in California are required to disclose efforts to eradicate slavery and human trafficking in our direct supply chain.

Supplier Spending

Sonoco’s Supplier Standards also include our expectations for supporting our sustainability goals and initiatives, including our environmental awareness and social responsibility initiatives. These include our program that is focused on partnering with broad-based suppliers in the United States and Canada. As part of this program, in 2024 Sonoco raised \$250,000 to support organizations including the National Veteran Business Development Council, the Carolina-Virginia Minority Supplier Development Council and the Greater Women’s Business Council — all of which are committed to empowering suppliers through education, affiliation and certification. Sonoco surpassed its annual broad-based spending target in 2024, spending approximately 10% of its sourcing spend with recognized broad-based suppliers.



Supplier Engagement

We promote our commitments to sustainability related matters with our suppliers through initiatives including our annual Supplier Sustainability and Performance Awards, which are presented at our annual Sonoco Supplier Conference. In 2024, approximately 220 attendees from 110 suppliers participated in the conference, which featured presentations from Sonoco’s leadership team as well as the Voice of Supplier Review, market updates, and sessions on partnerships, innovation and sustainability.

The winners of the Supplier Sustainability Awards are selected by our Supply Management Sustainability team, recognizing suppliers who have excelled in three key areas: social, economic and environmental sustainability.



attendees from 110 suppliers
participated in our 2024 annual
Sonoco Supplier Conference



2024 Sonoco Supplier Sustainability and Performance Awards

These suppliers have excelled in three key areas: social, economic and environmental sustainability.

- IPL Global
 - Kemira Oyj
- Nalco
 - Ahlstrom-Muksjo

Conflict Minerals

Sonoco’s [Conflict Minerals Policy](#) states our commitment to responsible sourcing of “conflict minerals,” which refer generally to tantalum, tin, tungsten and gold from mines and smelters in the Democratic Republic of the Congo (DRC) and adjoining countries. Sonoco complies with Section 1502 of the U.S. Dodd-Frank Act, Rule 13 p-1 under the Securities Exchange Act of 1934 and guidance issued by the U.S. Securities and Exchange Commission (SEC), which requires publicly traded companies to conduct an annual Reasonable Country of Origin Inquiry (RCOI). The RCOI must be designed to determine whether any conflict minerals that are necessary to the functionality or production of products manufactured by a company (necessary conflict minerals), or for which a company contracts the manufacture, originated in the DRC or an adjoining country, or are from recycled or scrap sources. To conduct the annual inquiry, Sonoco utilizes our supply chain due diligence program, which was designed based on guidance from the Organisation for Economic Co-operation and

Development, which the SEC has recognized as an internationally recognized due diligence framework that is appropriate for use in this context. The results of the annual RCOI are required to be disclosed in a report on Form SD (Specialized Disclosure) filed with the SEC.

Sonoco provides recurring conflict minerals training, and Sonoco management takes steps to ensure that Sonoco personnel receive an appropriate level of training for their role (e.g., business unit leaders, supply management and compliance personnel). Sonoco’s supplier contracts and purchase orders include a clause requiring Sonoco’s suppliers to disclose whether conflict minerals are used in the manufacture or production of any products they supply to the Company, and to provide additional information to Sonoco about sourcing if requested. Sonoco’s supply chain due diligence program includes supplier engagement, and Sonoco may reassess any supplier relationships with non-conforming suppliers.



Human Rights

Sonoco’s commitment to promoting respect for human rights is based on our core values and goal of being a more economically, socially and environmentally sustainable Company. Sonoco’s Standards of Business Conduct provide a worldwide framework for responsible operations and are consistent with the spirit and intent of the International Labor Organization 1998 Declaration Fundamental Principles and Rights at Work and the International Bill of Human Rights. We consider and monitor compliance with the United Nations Guiding Principles on Business and Human Rights, and are a signatory of the United Nations Global Compact and adhere to those principles. We incorporate the human rights principles of the United Nations Global Compact, and Sonoco’s Policies on Business Conduct are consistent with those outlined in the International Bill of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

We are committed to complying with all applicable laws and regulations governing the prohibition of child labor, forced or indentured labor, modern slavery and human trafficking, as stated in our [Human Rights Policy](#). Oversight of compliance with our Human Rights Policy is provided by Sonoco’s Board of Directors through its Employee and Public Responsibility Committee and by the Chief Human Resources Officer. The Company’s Internal Audit department has responsibility for conducting periodic risk assessments and monitoring the Company’s compliance with this policy.



Managing Human Rights Risks

In 2024, Sonoco implemented a third-party human rights risk management dashboard to more closely monitor compliance with our Supplier Standards. The dashboard uses insights from Freedom House, a non-profit organization that rates access to political rights and civil liberties in 210 countries and territories through its annual Freedom in the World report. We use the dashboard to identify suppliers located in countries or territories rated as “partially free” or “not free,” that may be asked to review and agree to our Supplier Standards on a more frequent basis than those located in countries rated as “free.” By monitoring the risk profiles of our most significant supplier relationships on an ongoing basis, Sonoco can communicate transparently with customers and other stakeholders about human rights conditions in our value chain.



Enterprise Risk Management

Sonoco has established a comprehensive Enterprise Risk Management (ERM) program based on assessments performed by our Compliance, Risk & Audit organization, to identify and rank the highest priority risks facing all business units in all of Sonoco’s locations. The ERM program is overseen by management’s Risk Management Committee (RMC), which is chaired by the Company’s Vice President of Compliance, Risk & Audit with direct oversight from the General Counsel. The RMC, which is comprised of senior leadership from across the organization, is responsible for defining the Company’s enterprise risk framework based on analysis of industry and peer benchmarking along with analysis of company-specific data.

The RMC is also responsible for designating appropriate risk owners, setting common reporting processes, and monitoring risk mitigation and treatment strategies to support business continuity. The RMC reviews the highest priority risk areas on a rotational basis at its regularly scheduled meetings and reviews other risk areas as needed or to ensure that organizational risk management activities are functioning as identified in the Company’s enterprise risk framework.

Board Oversight of ERM

The ERM program and practices are regularly reviewed by Sonoco’s full Board of Directors in the course of its reviews of corporate strategy, business plans and other presentations. The Board has also delegated oversight of the Company’s risk management process and structure to the Audit Committee, which receives regular updates from management regarding the RMC’s activities.

Additionally, the Board has assigned risk management oversight in specific areas to certain committees:

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



Information Security and Cybersecurity

Sonoco, utilizing industry standard risk management frameworks and processes, manages information security risks – such as cybersecurity threats and data breaches – as a high priority risk for the Company. We implement robust policies and procedures to identify and manage internal and external risks, including an internal Information Security Policy available to all employees. All employees also have access to procedures and tools to instantly report suspicious cyber events and incidents to the Corporate Information Security Team.

Our risk management and internal audit teams ensure compliance with applicable laws and regulations governing information security and cybersecurity, with oversight from the Board’s Audit Committee. Sonoco’s Chief Information Security Officer manages a comprehensive information security program via a team of internal security professionals along with external consultants and tools. To ensure proper information security safeguards, we leverage advanced security configurations and technologies on our systems, devices and third-party connections and review vendor integrations, encryption, and data usage. Every employee with a Company email address is required to complete annual information security awareness training and monthly phishing awareness assessments. Employees who fail an assessment are automatically enrolled in a training program. Our risk mitigation programs also include an annual security assessment and penetration test performed by a third party.

We implement robust policies and procedures to identify and manage internal and external risks.



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SUSTAINABLE OPERATIONS

Sonoco recognizes that to help address global climate change and reduce harmful impacts on people’s lives around the world, we must improve the sustainability of our operations. Our **Environmental Policy** states Sonoco’s commitment to conducting operations in full compliance with environmental laws and regulations and to operate in a responsible manner in countries where requirements are minimal. Our sustainability goals include ambitious targets to reduce greenhouse gas (GHG) emissions, using data-driven scientific criteria. Sonoco is also committed to reporting regularly on our progress toward achieving our goals. Our sustainability programs include initiatives to lower energy usage, lower greenhouse gas emissions, reduce water usage and protect water supplies. As a leading recycler in the United States, Sonoco is committed to reducing waste sent to landfills by investing in our global operations to increase the use and collection of recycled materials. Sonoco’s **Biodiversity Policy** states our commitment to being a responsible steward of the land we manage. We consider biodiversity impacts in reviews of capital expenditures and engage with our local communities and other stakeholders to avoid or minimize environmental impacts.

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Climate-Related Risk Management

Sonoco has identified physical and transition risks to our business related to global climate change, including increased risk of severe weather-related events resulting in lost production, supply chain disruptions and increased material costs. Other potential risks identified include new laws and regulations which could increase costs. These identified risks resulted from our assessment of short-, medium- and long-term climate-related risks under multiple climate scenarios, in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Sonoco assigns responsibility to specific units within the organization for monitoring certain risks and for developing mitigation measures such as business continuity plans and programs to continually enhance the sustainability of our operations.

Sonoco’s environmental programs are overseen by our Board of Directors, which has delegated oversight of environmental and climate-related risks to the Employee & Public Responsibility Committee, while the Audit Committee oversees compliance with all applicable environmental laws and regulations. Climate-related risk management is also overseen by management’s Corporate Sustainability Council, which meets quarterly and helps set short-, medium- and long-term sustainability objectives.

As part of our commitment to transparency and accountability, Sonoco is developing a **Climate Transition Plan** to meet the requirements of government regulations and, together with our climate risk assessment, is available in the appendix of this report.



Emissions and Energy Use

To help combat the climate-related risks that global warming poses to both our business and the world at large, Sonoco has set science-based targets for greenhouse gas (GHG) emissions reduction. Our targets call for limiting global warming to well below 2 degrees Celsius above pre-industrial levels by 2030. Our targets include:

- Reducing absolute Scope 1 (direct) and Scope 2 (indirect) GHG emissions by 25% by 2030 from a 2020 base year
- Reducing absolute Scope 3 (value chain) GHG emissions by 13.5% by 2030 from a 2019 base year

Sonoco’s emissions reduction targets were validated in 2021 by the Science Based Targets initiative (SBTi), a partnership between CDP, the United Nations Global Compact, the World Resources Institute and the World Wildlife Fund for Nature. In setting targets through the SBTi, Sonoco joins more than 2,000 organizations globally that are leading the transition to a low-carbon economy.

Sonoco has identified and deployed strategic decarbonization levers, actions and investments to meet our 2030 targets. Sonoco is working around the world to reduce Scope 1 and Scope 2 GHG emissions by focusing on energy efficiency projects, utilizing lower-emission intermodal transport and switching to renewable or greener energy sources. To meet our Scope 3 emissions targets by 2030, Sonoco analyzed emissions factors and other data in 2024 related to upstream and downstream activities. We are using this data to identify suppliers providing products associated with the highest emissions factors and develop strategies to engage with these suppliers in target reductions, timelines and initiatives.

Sonoco Metal Packaging EMEA Environmental Performance

Sonoco Metal Packaging EMEA is also committed to setting science-based targets in alignment with the Paris Climate Agreement and is currently operating with internal environmental targets. Prior to the acquisition, Eviosys achieved a 26.3% reduction in Scope 1 and 2 emissions versus the 2020 base year.

For the second consecutive year, Eviosys received the EcoVadis Platinum rating with a score of 100/100 in environmental performance.

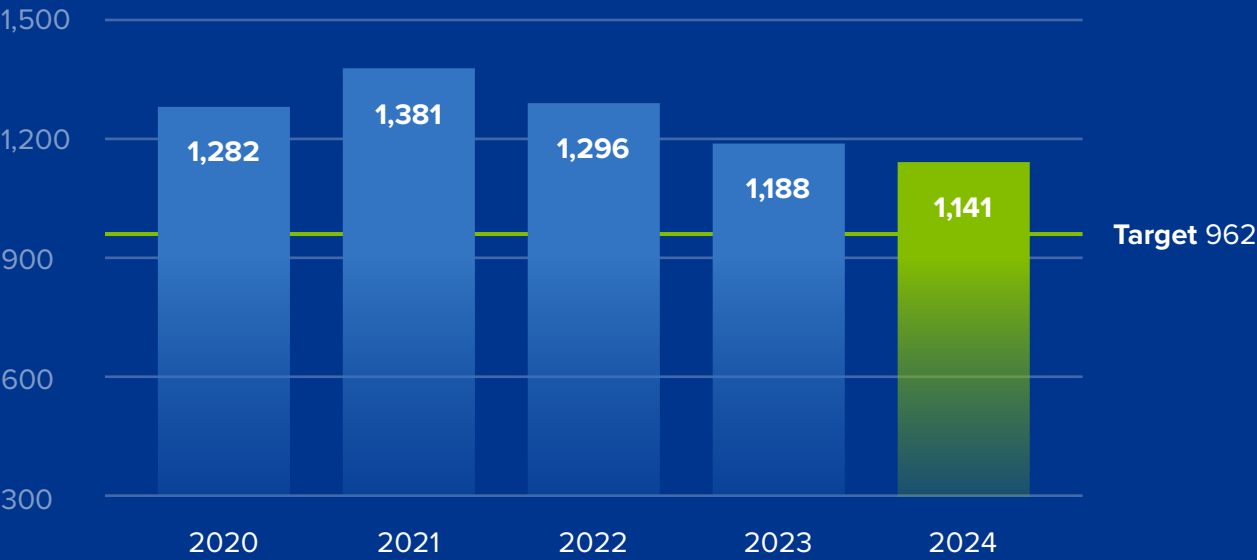


100/100
EcoVadis score in environmental performance for a second consecutive year

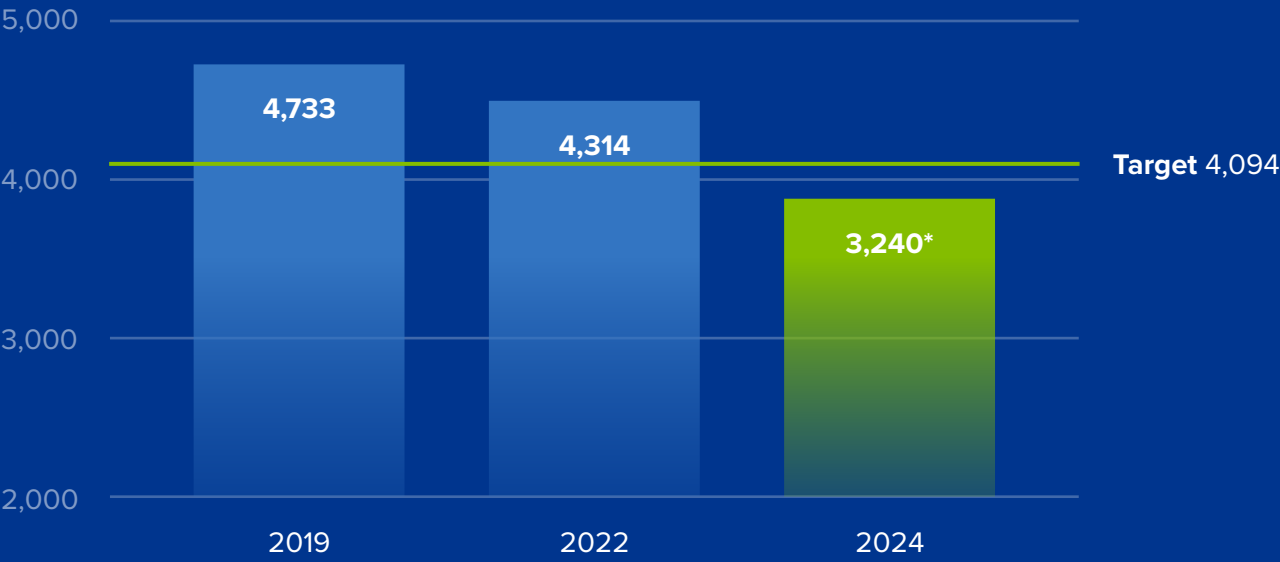


Emissions and Energy Data

Scope 1 & 2 GHG Emissions (1,000 MTCO₂e) Progress Made

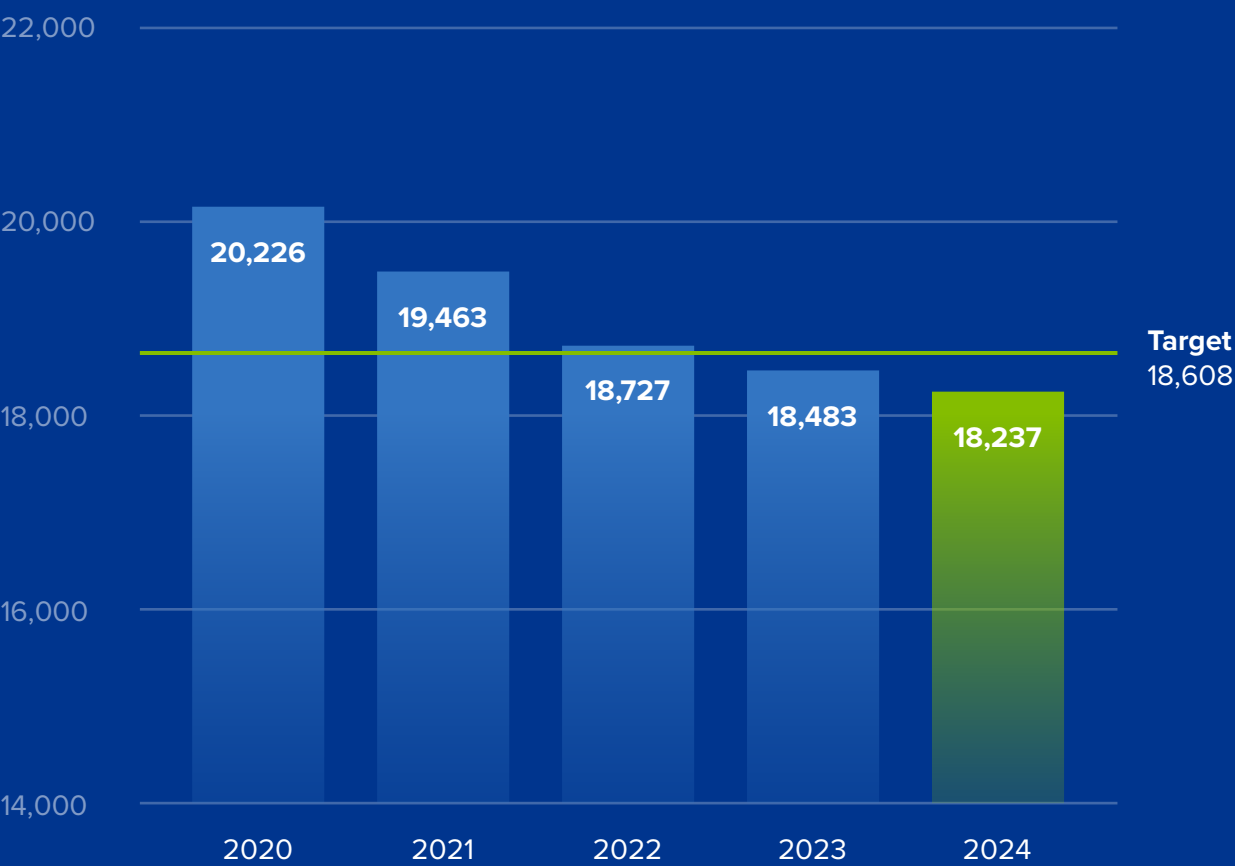


Scope 3 GHG Emissions (1,000 MTCO₂e)



* Scope 3 calculation methodology changed from spend based to average data based in 2024, which likely accounts for the decrease reflected. A new baseline will be established in 2025.

Energy (1,000 MMBtu) Goal Exceeded!



9.8%

energy usage reduction through 2024,
exceeding our goal of 8% by 2030 (2020 baseline)

Energy Efficiency and Renewable Energy

- In 2024 Sonoco completed 24 sustainability projects globally that are projected to reduce GHG emissions by approximately 14,000 MTCO₂e per year. These projects include the following list below:
- High-efficiency turbo blower projects at our paper plants in Subang, Indonesia and Stainland, UK are projected to reduce electrical energy consumption by over 3,300,000 kWh per year and reduce GHG emissions by more than 2,300 MTCO₂e per year.
 - New biogas boiler installed at our plant in Subang, Indonesia is expected to produce a 3,777 MTCO₂e reduction in Scope 1 emissions.

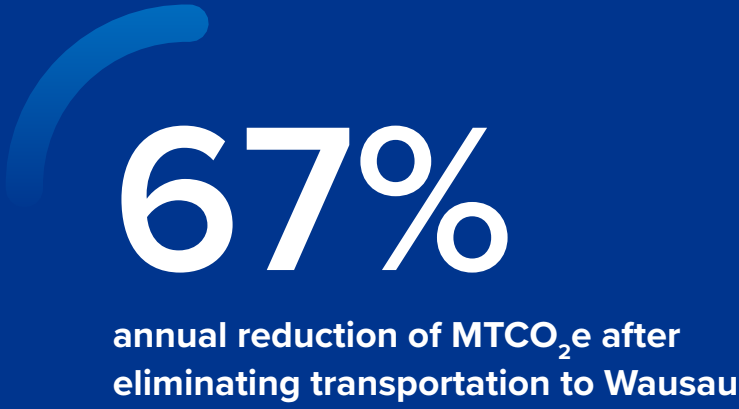
Eviosys installed five energy-efficient oxidizers at its facilities in 2024 which are expected to reduce natural gas use by 60% and eliminate emissions of solvents.

Intermodal Transport Conversion

Sonoco is utilizing energy-efficient intermodal transport to reduce both transportation costs as well as GHG emissions. In the United States, where moving goods by rail is three to four times more fuel-efficient than trucks, we are increasingly packing cargo into specialized intermodal containers to leverage the long-distance efficiency of rail combined with the last-mile capabilities of trucking. In 2024, Sonoco nearly doubled the number of intermodal shipments, representing a carbon savings of approximately 2,379 MTCO₂e.

Reducing Emissions Through Process Improvements

In 2024, Sonoco’s metal packaging facility in Henderson, Kentucky, implemented a process improvement that resulted in substantial emissions reduction for products being shipped between facilities. Prior to the improvement, for one SKU, the Henderson facility shipped 70 million metal ends per year to Wausau, Wisconsin for compound application before transporting to can plants in Cincinnati, Ohio and Jamesburg, New Jersey for seaming. With the installation of a new compound liner in Henderson, the compound application is now done on site. Then ends are shipped directly to Cincinnati and Jamesburg. The elimination of the transport to Wausau resulted in an annual reduction of 169 MTCO₂e, or 67 percent.



Renewable Energy

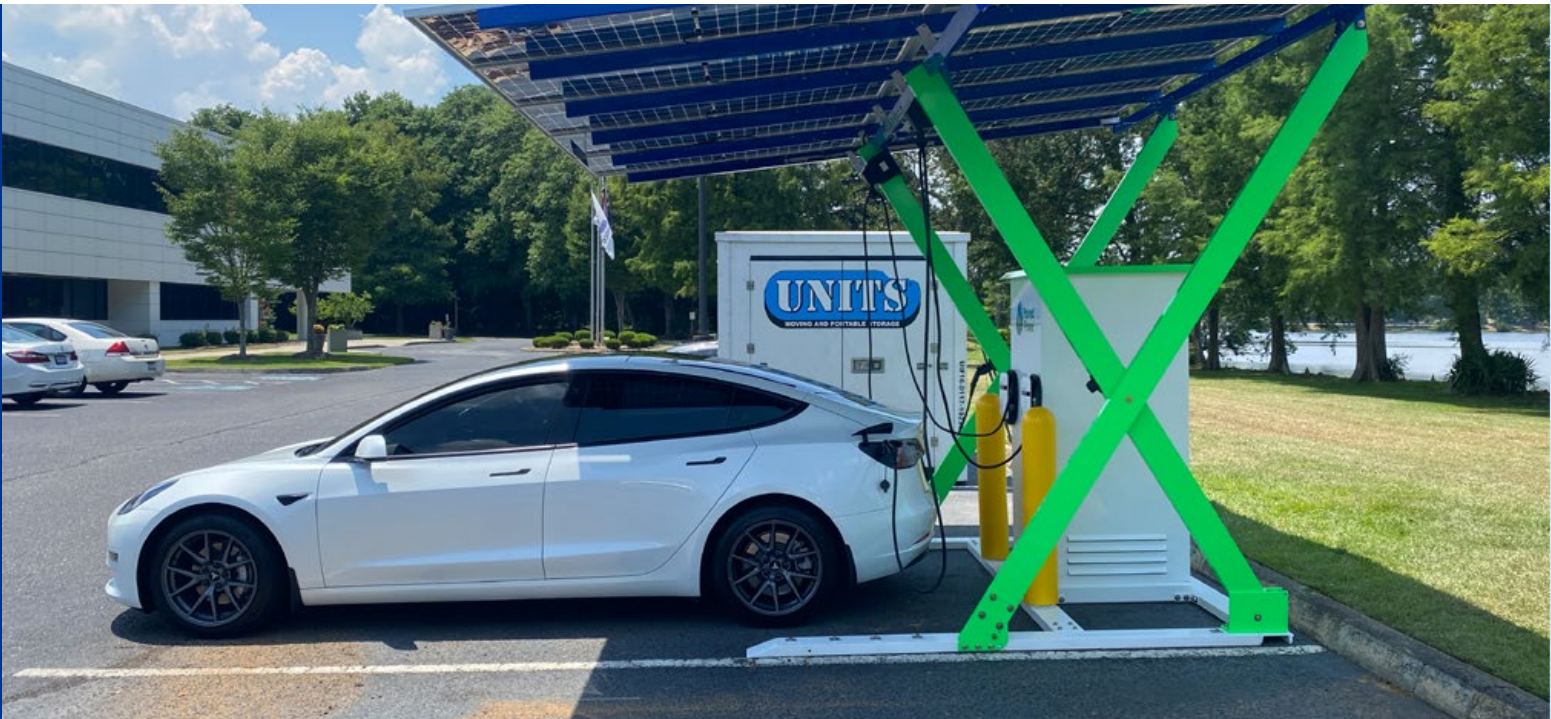
To increase our use of renewable energy, we installed solar power projects at some facilities and purchased energy from renewable sources through utility contracts and power purchase agreements (PPAs). We also supported the growth of the renewable energy sector through a virtual power purchase agreement (VPPA).

Solar projects were completed at our facilities in Cirie, Italy; Waco, Texas; and Hartsville, South Carolina, and are projected to generate 9.2 million kWh annually with GHG emissions reduction of approximately 3,000 MTCO₂e per year. Our Jamesburg facility in New Jersey generates solar energy used for the facility’s electricity needs, and excess energy is delivered to the Dayton, NJ utility grid. As a part of the agreement, Dayton receives renewable energy certificates as well.

Eviosys completed the installation of a solar power project at its facility in Murcia, Spain, which is expected to reduce GHG emissions by 2,212 MTCO₂e per year.

Hartsville Renewable Energy Projects

Sonoco installed a solar panels project in Hartsville that is expected to provide approximately 7.5 million kWh per year of renewable energy to the paper complex. We also installed six EV charging station on the corporate campus, with two of the stations powered solely by solar panels.



Our Skjern plant in Denmark entered into a PPA with its local utility in 2022, which provides 100% of purchased electricity from solar installations. In 2024, the plant purchased 23,028 MWh, representing 19% of the plant’s total energy needs. The Skjern paper mill also supplies the local district heating company with 53,000 MWh of waste heat generated from the paper drying, wood chip burning and steam production processes. In this system, the paper mill provides enough heat to equate to two thirds of total consumption by the city of Skjern.

We signed a VPPA in December of 2023 with ENGIE North America for 140 MW of capacity from a wind turbine project, including 52% of the output for 15 years from ENGIE’s Big Sampson Wind Project in Crockett County, Texas. These wind turbine projects are projected to provide up to 500,000 MWh of renewable energy credits annually beginning in 2025, which we estimate will reduce Sonoco’s Scope 2 emissions by approximately 200,000 MTCO₂e annually by 2026.



Water and Effluents

Our Environmental Policy and Water Protection Guidelines are designed to effectively manage material impacts, risks and opportunities. Sonoco considers both water and marine resources when using and sourcing water in operations. Sonoco focuses on optimizing water treatment systems and preventing water pollution. To assess whether there are any risks to water supplies from our plants, we have conducted water risk studies using the World Resource Institute (WRI) Aqueduct water risk tool at 100% of our paper mills, accounting for more than 90% of our global water usage.

2030 Water Commitment

Sonoco’s paper mills established a goal of reducing global water consumption by 3% by 2030 (from a baseline of the five-year average from 2019-2023) and reducing consumption by 5% by 2040, which would lower our water intensity level from 12.8 m³/ton to 12.3 m³/ton. Sonoco’s current water intensity is below the paper industry average of approximately 20 m³/ton, demonstrating the efficiency of our facilities in optimizing water usage.

Our water management initiatives include process improvements and working with local governments and utilities to enable investments in new equipment. In 2024, we began using high-efficiency vacuum turbo blowers at our paper plants in Subang, Indonesia and Stainland, UK, which are projected to result in a freshwater reduction of 79,800 m³ per year.

Our paper mill in Cali, Colombia, implemented upgrades to their wastewater treatment plant in 2024, which allowed 2,500 m³ of treated water to be recirculated instead of using fresh water.

Sonoco also participated in a pilot assessment with the American Forest & Paper Association (AF&PA) to test deployment of a tool utilizing industry best practices to identify paper mill-specific actions and metrics to promote water stewardship. This tool uses U.S. Census data and other local information to provide insights on water demand. In 2025, Sonoco will continue to partner with AF&PA to develop water stewardship strategies for our paper mills located in the United States and Canada.

Effluent Reductions

The water stewardship team at our Wisconsin Rapids paper mill leveraged the PDCA (Plan-Do-Check-Act) methodology and other problem-solving tools to identify sustainable improvements for effluent sent for wastewater treatment. By implementing new wastewater practices, this mill reduced its effluent by an average of 100,000 gallons (or 378 m³) per day while realizing an annual savings of \$121,000.



Waste Management

Sonoco is a leading global recycler with more than 40 processing facilities in the United States and Europe collecting three million tons of paper, plastic, metal and other materials annually. We are committed to reducing waste sent to landfills by increasing the use of recycled materials in our products and making investments that enable us to collect, sort and process additional types of packaging materials at our processing facilities.

Our waste management initiatives take into account that recycling practices vary across regions due to differences in regulation and recycling infrastructure. Sonoco continues to adapt to new and pending regulations such as the European Union’s Packaging and Packaging Waste Regulation.

In 2024, Sonoco introduced a metal recovery program, which diverts recyclable metal waste from landfills, and optimized freight for steel material to further reduce waste generation.

As part of this program, we installed a new grinding system at our facility in Chestnut Hill, Tennessee, allowing us to reduce our wood waste by grinding and reusing wood as a raw material. Our Sonoco Reels and Plugs facility in Hartselle, Alabama installed a new grinding system using a magnetic conveyor to separate nails from scrap wood, allowing the wood waste to be recycled. The new system reduced the amount of wood waste sent to landfill by 2,845 tons annually, or 45%, which will reduce annual landfill costs by over \$200,000 and energy costs by over \$50,000.



3 million
tons of materials collected by Sonoco processing facilities in the United States and Europe for recycling





SUSTAINABLE PRODUCTS

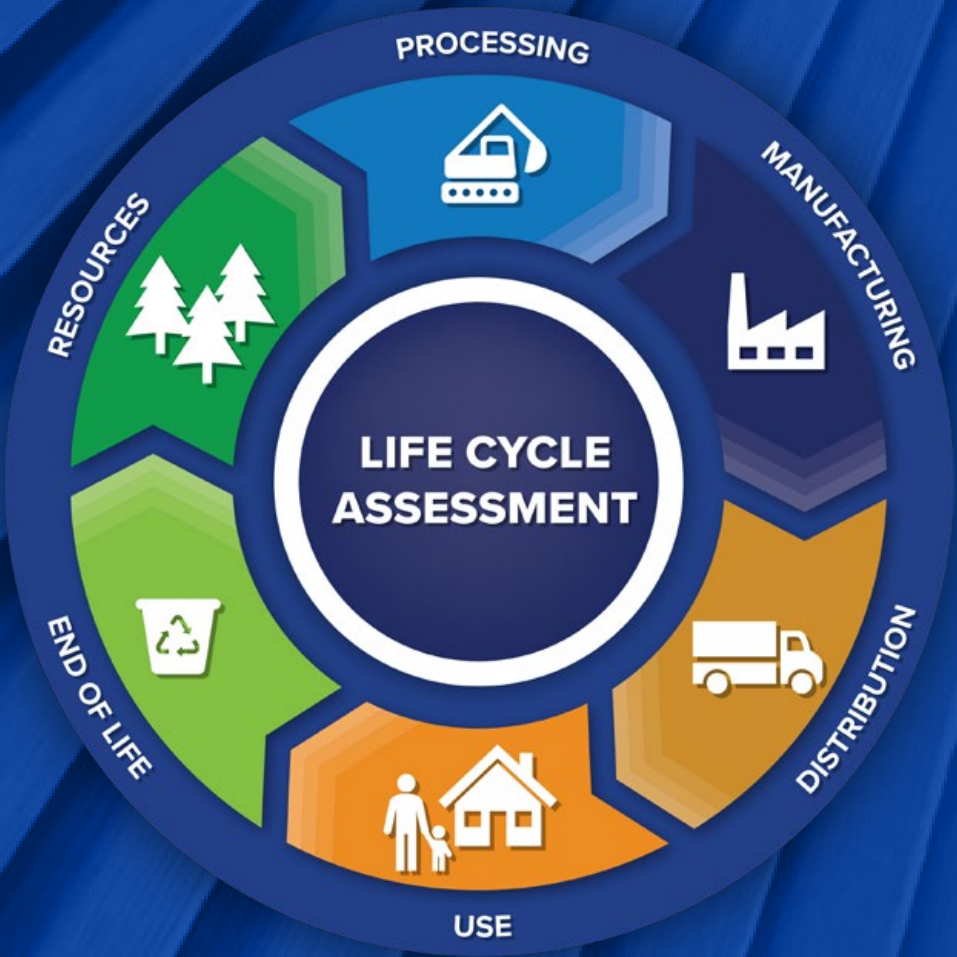
Sonoco is committed to leading our industry in creating innovative sustainable packaging products and advancing a circular economy. Throughout the product design process, we strive to meet the performance and safety needs of our customers, while at the same time working to reduce environmental impacts across the product lifecycle. Our research and development efforts are focused on improving the recyclability of our products and increasing the sourcing of sustainable materials. In the design process we analyze the entire product lifecycle to ensure that materials selection, production processes, consumer use and end-of-life are appropriately considered.

03

Product Life Cycle

We actively employ life cycle assessments (LCAs) to support our Research & Development and Material Development teams, enabling them to evaluate environmental impacts of raw material choices, transportation and end-of-life impacts for recycling, landfilling and composting. This process, which was also used by Eviosys for all new product development efforts, enables our teams to make informed decisions when partnering with customers while also highlighting the sustainability of our products.

As part of the LCA process, Sonoco can provide comprehensive product carbon footprint (PCF) data to our customers and identifies focus areas to reduce carbon emissions. We conduct all our LCAs in alignment with ISO 14040 and ISO 14044 standards, recognized as industry standards for LCAs. Our PCFs also align with ISO 14067, a standard for reporting the carbon footprint of a product, underscoring our dedication to maintaining industry best practices.



2030 Product Transparency Commitment

Sonoco has established a goal of automating the carbon footprint assessment capability for 75% of our global portfolio at product level by 2030.



Advancing a Circular Economy

Sonoco recognizes that transitioning to a circular economy is crucial to reducing waste sent to landfills and mitigating other harmful environmental impacts on air and water quality. We are focused on expanding our sustainable product portfolio through partnerships with our customers to design widely recyclable products and increase the sourcing of sustainable materials.

We also seek to expand our portfolio of recyclable products through acquisitions. In 2024, Sonoco acquired Eviosys, Europe’s leading metal food cans, ends and closures manufacturer, making Sonoco the leading global metal food can and aerosol packaging manufacturer.

Partnerships

As a dedicated member of the Brazilian Packaging Association (ABRE), Sonoco was a sponsor of the 2024 ABRE Sustainability Forum in São Paulo, Brazil. The event brought together representatives from the entire packaging ecosystem in Brazil to share perspectives on sustainable solutions and services for packaging and consumer goods. Sonoco was represented by a team who shared our expertise as a paper recycler and manufacturer of circular packaging.

Partnering to Promote Recycling

Sonoco advances a circular economy by partnering with organizations that promote recycling initiatives, including efforts to expand recycling of various packaging formats and increase the use of on-pack recyclability labels.

- Sonoco is a founding member of the Poly Coated Paper Alliance (PCPA), a group collaborating to achieve widespread recycling of poly coated paper across the United States. PCPA’s efforts are focused on creating design guidelines, increasing end-market acceptance, upgrading and aligning industry specifications and documenting recovery of poly coated paper at recycling facilities.
- Sonoco is a member of the Aerosol Recycling Initiative (ARI), an initiative of the Can Manufacturers Institute and the Household & Commercial Products Association. ARI is supported by 20 companies across the aerosol value chain in the United States and is working towards 2030 goals of achieving a recycling access rate of 85 percent for all aerosol cans and a 90 percent rate of recyclable labeling of aerosol cans, with messaging about how to properly recycle them.
- Sonoco partners with several labeling organizations around the world, including How2Recycle®, OPRL Ltd. and Australian Packaging Covenant Organisation (APCO), to help our customers facilitate on-pack recyclability claims by assessing, testing and modifying products for recyclability.



Advancing Circularity in Product Design

To advance a circular economy, recyclability is a key focus for Sonoco’s customers and their consumers. Our product design efforts strive to provide customers and consumers with circular packaging solutions that are fully recyclable in practice and at scale.

Sonoco worked with Kellanova Europe to develop a widely recyclable Pringles® tube, which was successfully launched in Europe in 2023. The redesigned tube, Sonoco Paper Container- EnviroSense Qualified, features a paper base in place of metal bottoms and was designed in accordance with the “Circularity by Design” guidelines from the European fiber-based packaging value chain alliance, 4evergreen. In 2024, Sonoco Paper Container was launched in the United States and to meet anticipated high demand for the tube, Sonoco plans to install two new paper-bottom presses and two can lines in 2025 at its plants in Chicago, Illinois; Greenville, Wisconsin; Jamesburg, New Jersey; and Norwalk, California.

New Metal Packaging Center

In May 2024, Sonoco celebrated the grand opening of the Sonoco Metal Packaging Technical & Engineering Center in Columbus, Ohio. This 11,000-square-foot facility features state-of-the-art laboratories, prototyping equipment, training rooms and collaboration spaces. The new center will strengthen Sonoco’s leadership in sustainable steel food and aerosol packaging by offering a centralized hub for design and advanced technical support to enhance package performance. With capabilities like integrity testing, real-time shelf-life testing and electrochemical corrosion testing, this facility will empower our customers with safer, more durable products tailored to the markets they serve.



Award-Winning Products

Sonoco was proud to win several awards in 2024 recognizing innovation in product design and sustainability.

Sonoco Paper Container

Sonoco Paper Container was recognized by the Packaging Association (PAC) at its 2024 PAC Global Awards, winning the PAC Best in Class for Sustainable Package Design — Package Circularity and PAC Award of Distinction for Package Innovation Design — Technical.

Sonoco’s American Duster and Spray-X® Duster

We received the Innovation in Packaging Excellence award at the 2024 AAPEX Show (Automotive Aftermarket Products Expo) for a new product line of compressed-air dusters, American Duster and Spray-X® Duster. Sonoco collaborated with the Technical Chemical Company (TCC) to produce the lightweight, two-piece can, which hit the market after two years of extensive development.



Sonoco's EnviroSense PaperBlister™ Package

Our EnviroSense PaperBlister™ Package for Pentel® RSVP pens was awarded the 2024 PAC Best of Show for Sustainable Package Design and PAC Best in Class for Sustainable Package Design – Package Circularity. Our PaperBlister packaging was also named 2024 Household Category Winner in the WorldStar Global Packaging Awards.



Sonoco's EnviroFlex® Paper UTL 2.0

Sonoco was recognized with the Innovation in Sustainability Award by the American Forest & Paper Association for our EnviroFlex® Paper UTL 2.0 solution. Engineered to be a high barrier paper structure, EnviroFlex Paper is suitable for curbside recycling label indicating ease of recyclability (where available) and is suitable for curbside recycling in the paper stream.



Eviosys' Ecopeel™ and Horizon™

Eviosys won Transformation awards at the Oscar de l'Emballage 2024 awards ceremonies for two eco-friendly packaging advancements. The grand prize was won by Ecopeel™, an easy-opening food can that uses less material and reduces carbon emissions by 20%. Horizon™, a lightweight overcap design, was also nominated in the category.



Sourcing Sustainable Materials

Sonoco works with our suppliers to develop methods, goals and reporting on the sustainability of raw materials we purchase. These efforts are designed to control and reduce environmental impacts from these raw materials on greenhouse gas (GHG) emissions, water and energy consumption, solid waste, and volatile organic compound (VOC) and hazardous air pollutant (HAP) production.

To enhance our sustainable sourcing programs, Sonoco is developing a standardized process to evaluate suppliers through the analysis of emissions information as well as emissions reduction targets and initiatives. These supplier engagement efforts will help us meet our Scope 3 emissions reductions goals while also creating sustainable value for our customers.

100% Recycled Fiber

Sonoco’s global paperboard mills use 100 percent recycled fiber and represent 16 of the 30 sites participating in our Triple Chain of Custody Fiber Certification program. Under this program, several of our paper mills and packaging converters can make certified sustainable claims about the fiber sourced for their respective products. Our sites are certified to the following standards:

- Forest Stewardship Council® (FSC®), FSC-C011144
- Sustainable Forest Initiative® (SFI®), SFI-00390
- Programme for the Endorsement of Forest Certification (PEFC), PEFC/29-31-248

Our certification program ensures that any product we sell with certification, was manufactured with ethically sourced fiber. At every step of the value chain the fiber in our certified products was certified to the same standard, ensuring that it came from a sustainably managed and certified forest or from recycled material.

Look for our FSC Certified Products!

SFI marks are registered marks owned by the Sustainable Forestry Initiative Inc.

www.forests.org



Enhancing Consumer Health and Safety

Sonoco utilizes a comprehensive product safety process to ensure compliance with regulatory requirements on consumer health and safety, including the completion of relevant certifications for direct food contact and medical packaging safety. We focus on product safety and compliance throughout the product life cycle, including the selection of materials that can be safely used, ensuring quality control in the production stage, and safely disposing products at end-of-life. In 2024, Sonoco did not have any recalls related to compliance or product safety.

Sonoco’s Food Contact Materials Policy details the Company’s approach to assuring the legal compliance of our products, including the raw materials used whenever a new use is initiated and on an ongoing basis. All uses of materials must be cleared with the U.S. Food and Drug Administration or other applicable governing bodies unless exempted. We require our raw materials suppliers to provide routine safety, technical and quality documentation along with information necessary to determine compliance of finished products, such as product formulations and use limitations.



Eviosys Inclusive Packaging

Eviosys has focused on designing inclusive packaging for food and other products. In 2024, they introduced a new version of Orbit™, the metal closure that makes any glass jar easy to open for everyone.

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Sonoco’s operations producing food packaging products are certified using the Benchmarking Requirements of The Global Food Safety Initiative (GFSI). GFSI brings together 44 retailers and manufacturers from across the membership of the Consumer Goods Forum (CGF) and an extended food safety community to oversee food safety standards for businesses and consumers. The GFSI certification is recognized by retailers and other buyers around the world as a mark of the highest standards in food safety.

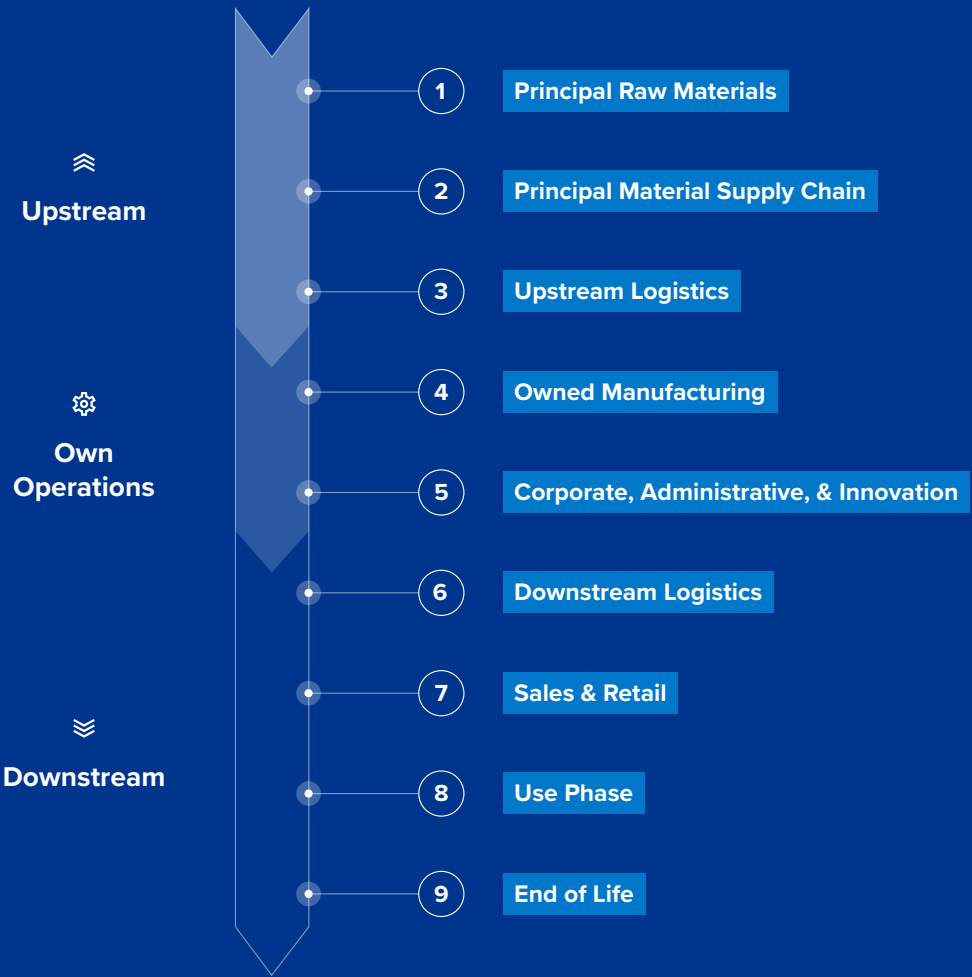
Our focus on product safety includes initiatives to collaborate across the value chain and leverage our expertise to eliminate substances of concern such as per- and polyfluoroalkyl substances (PFAS), which include thousands of chemical compounds used in a wide variety of industrial and consumer products. Sonoco works proactively with raw material suppliers across our value chain to remove known sources of intentionally added PFAS from our food packaging. In 2024, we successfully eliminated intentionally added PFAS across most of our supply chain, with a special focus on food-contact materials. We are also looking ahead to identify other potential substances of concern such as PVC.

Sonoco’s experience in medical packaging industry regulations and requirements enables us to offer a wide range of sterile and non-sterile packaging, temperature assurance packaging, shipping and display solutions designed to meet the exacting standards of the medical, pharmaceutical and biotech industries. We follow strict procedures for design, production and quality control to ensure that our packaging enables clinical and surgical products to safely reach the end user. Sonoco also provides temperature assurance design and testing services through Sonoco ThermoSafe’s ISC Labs® along with qualification and validation services to meet all regulatory requirements.

Sonoco Value Chain

Sonoco’s value chain includes upstream activities, our own operations and downstream activities, including:

- Raw materials sourcing
- Suppliers
- Operations
- Transportation and distribution
- Product end-of-life





PEOPLE

Sonoco’s purpose of *Better Packaging. Better Life.*® underlies our efforts to attract, develop, integrate and retain talented employees for our global business. We bring more to packaging than just the package. We depend on our employees to achieve our mission of creating sustainable packaging that helps our customers build brands, enhance the quality of their products and improve the quality of life for people around the world. We work towards this goal by establishing a foundation for action that supports sustainability, health and safety and talent development.



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Employment

We recognize that a strong focus on human capital through the talent we hire and retain, and the talent we gain and integrate through acquisitions, is critical to our competitiveness. This focus on human capital is reinforced by our [Policy on Business Conduct](#) and through increasing employee awareness, education, communication and training. We are dedicated to treating all employees, stakeholders and communities fairly with dignity and respect.



Compensation and Benefits

At Sonoco, we recognize that employee compensation and benefit programs are a key component to recruiting and retaining top talent. We provide competitive and affordable benefits packages that are customized for local market conditions where we operate.

In the United States, we offer a competitive benefits package that includes medical, dental, vision benefits, life and disability coverage, education reimbursement and paid time off. Every year, employees can choose between two medical plans according to their needs, including a PPO plan and a high-deductible plan with a health savings account that includes a company contribution. We also help employees plan for retirement with a 401(k)-retirement savings plan that offers a generous match of 100% on the first 6% of employee contributions.

In 2024, we enhanced our general plan offerings in the United States to include a paid parental-leave program, adoption and surrogacy reimbursement, flexible work arrangements and doubled basic life-insurance benefits. In line with our commitment to fairness, Sonoco offers all employees, both salaried and non-union hourly, the same benefit plans except for the level of company-provided disability coverage.

Our executive compensation program, overseen by the Executive Compensation Committee of the Board, is driven by our over-arching goal of linking pay with performance and creating long-term shareholder value. To best align management and shareholder interests, total direct compensation includes both performance-based annual cash incentives and long-term equity incentives. Sonoco tracks all employee pay relative to market practices across the world, using external job pricing surveys to develop benchmarks. In 2024 we did not have any employee pay fall below the benchmark.



Occupational Health and Safety

Sonoco has been committed to health and safety since its founding 125 years ago. We rank the health and safety of our employees above all other success metrics, including production, quality, costs and service. This commitment is stated in our Corporate Health and Safety Policy, which also highlights our investments in safety improvement programs and active engagement with all employees to identify, prevent and correct safety issues. The primary goal stated in our Safety Mission Statement is to reduce incidents and eliminate life changing events (LCEs), or injuries that cause or have the potential to cause permanent disabilities or loss of life.

Sonoco’s Operations Safety Council, composed of our 30 top operations executives, oversees our safety strategy and programs. Each business unit has its own Safety Council, and every site has a Safety Pillar Team consisting of a cross section of hourly and salaried employees. At each site, these teams help develop a mandatory annual safety action plan focused on achieving goals for safety inspections and employee participation in safety measures. Data for key safety metrics is tracked companywide in our Intelix technology platform.

In 2024, we provided more than 20,000 employee training sessions on risk identification and communication in the workplace — the largest training initiative in Sonoco’s history. We also completed 17,447 workplace audits and inspections conducted by hundreds of Sonoco safety professionals, trained assessors and front-line employees at operations worldwide. From 2023 to 2024, we saw a 47% reduction in LCE exposure.

Safety Through Partnership

As part of Sonoco’s continued commitment to collaboration and operational understanding, safety managers often visit Sonoco sites across the globe. These visits are designed to deepen cross-functional relationships, share knowledge and strengthen alignment between regions and teams, providing the opportunity to see and suggest best practices from their wealth of knowledge and experience in safety at Sonoco.

Throughout their journeys, they engage directly with site teams, gaining valuable insight into local processes, safety practices and production flows. Each location offers a unique perspective—whether it is witnessing innovation on the factory floor, discussing operational challenges or learning how teams are driving continuous improvement.

Beyond the technical insights and operational takeaways, visits always highlight the power of connection—between people, teams and shared goals. Demonstrating how collaboration and curiosity can spark new ideas, strengthen best practices and bring fresh energy to everyday work.



DEKRA ICON Award

Sonoco received the first ever ICON Award at DEKRA’s Safety in Action Conference, recognizing our efforts to reduce exposures through our *Do Safety Differently* initiatives. DEKRA is the world’s largest independent non-listed expert organization in the field of safety testing, inspection and certification.

Brazil Holds Safety Awareness Week

Several facilities in Brazil held an Internal Week for Workplace Accident Prevention and Environmental Awareness, with events focused on key topics such as traffic safety and employee well-being.

Eviosys Safety Initiatives

Committed to worker safety, Eviosys held regular mandatory training on safety procedures at all its facilities. Among the training sessions held at facilities in 2024 were:

- meetings in Alcochete, Portugal and Seesen, Germany to raise awareness about the issue of harmful impacts from noise
- training in Galicia, Spain on postural hygiene to correct bad posture habits
- Health, Safety & Sustainability week of events at Murcia, Spain with presentations on topics including road safety and machine safety



Psychological Safety at Work

Sonoco recognizes the value in promoting a work environment where people feel empowered to express ideas, thoughts and concerns without fear of being embarrassed, rejected or punished. To further foster psychological safety at Sonoco, we held a conference in Myrtle Beach, South Carolina at which over 200 global managers received training on leadership skills and psychological safety. This training provided insights into the ways psychological safety helps mitigate physical safety incidents, guidance on how leaders can act with empathy towards others and promote psychological safety within their teams.



Personal Energy Protection Workshops

Sonoco Paper’s Europe division developed a series of workshops to support employees and managers in addressing mental health issues that can have the potential to lead to LCEs. These Personal Energy Protection workshops included 1-day sessions for all employees and a 2-day session aimed at training mental health first aiders and coaches. The workshops included exercises aimed at identifying areas of stress and underlying causes to help manage and eliminate stress, and ways for leaders to identify overstressed employees.

Supporting Employee Well-Being

Eviosys, now Sonoco Metal Packaging EMEA, has committed to supporting the well-being of employees through improvements to its facilities. In 2024, the Carpentras facility in France worked with SOLEV, a local sustainable landscaping company, to restore the biodiversity of unused land adjacent to the facility by planting more than 200 new native trees and shrubs and adding a pond with fish and aquatic plants. The project also focused on the well-being of the facility’s employees by creating garden parcels for employees to grow their own fruits and vegetables, adding a walking path and adding a pétanque field for afterwork play.



Talent Acquisition and Development

Sonoco’s talent strategy, which is focused on maintaining a skilled, talented, comprehensive and experienced leadership team, is reviewed regularly by our Board of Directors and the Board’s Employee and Public Responsibility Committee. In 2024, the Board discussed talent management, leadership development and/or succession planning at each of its quarterly meetings and received regular reports from our Chief Executive Officer and Chief Human Resources Officer.

As part of our commitment to providing opportunities for employees to advance and fulfill their career goals, we hold annual performance reviews for 100% of our salaried employees. We also create individualized plans to ensure each employee is receiving appropriate training and education to further their development.

Sonoco is invested in developing our next generation of business leaders through our Emerging Leaders Program (ELP), an early-careers program targeting college students and recent graduates. This program has been in place for more than 40 years, and many of our current business leaders began their Sonoco careers through the program. The ELP offers two programs: a 12-week summer internship combining project-based and hands-on experience, and full-time ELP program for the first 12 to 18 months of employment. The full-time ELP program involves participation in team-building activities with other ELP participants for the first 12 to 18 months of employment, supported by dedicated mentorship and ongoing leadership development programming. In 2024, 70 future leaders completed ELP, including 58 interns and 12 full-time employees.

Sonoco Celebrates Multi-Generational Employees

Sonoco’s 125-year history of accomplishments has been fueled by the dedication and hard work of our employees. We are proud to have several employees who are the most recent generation of their family to work with Sonoco. Four generations of the Brown family have worked with Sonoco dating back to 1945. Shot Brown has worked at the Hartsville paper mill for 34 years, starting as a production worker and rising to Engineering Projects Manager. His son, Jake Brown, and daughter, Carrie Royal, are also working in Hartsville. Ramey Hall is a 3rd generation Sonoco employee and has worked at the Hartsville paper mill for 29 years. His daughter, Hailey Hall Johnson, who has been with Sonoco for two years in the Corporate office in Hartsville, is a 4th generation Sonoco employee whose grandfather worked for Sonoco in Massachusetts, Pennsylvania and South Carolina.

“I love being in a position to share my knowledge and skills with young talented people willing to grow within Sonoco.”

— Shot Brown



Sonoco’s Foundations of Leadership program is an eight-month program designed to provide newly hired or promoted people managers with communication skills and leadership tools including coaching and feedback, handling difficult conversations and showing appreciation. The program blends virtual instruction with in-person sessions with other program participants. In 2024, 97 leaders completed the program.

To provide additional advancement opportunities, we also offer three mentorship programs — career development, peer-to-peer and new hire — for all salaried employees. These programs are designed to cultivate regular development conversations with fellow employees and provide guidance on how employees can leverage their strengths and broaden their perspectives to advance in their careers.

Sonoco also sponsors a paid apprenticeship program that combines academic and technical instruction, and hands-on work experience to prepare participants for careers in advanced manufacturing. In 2024, 3 apprentices completed our professional apprenticeship program for technical school students and 10+ apprentices completed our youth programs for high school juniors and seniors. Apprenticeships are also offered for recent technical school graduates and current Sonoco team members exploring career changes.



Hartselle Tiger Launch Program

Sonoco’s Hartselle, Alabama campus launched the Tiger Launch Program in 2018, which originally started as a pilot of eight students from Hartselle High School. Through the program, participating students are introduced to the basics of manufacturing along with safety, quality and continuous improvement concepts. Over the past six years, 350 graduates of this program from ten local high schools have been hired at the Hartselle campus.

Training and Education

Sonoco is committed to providing ample opportunity for employee advancement. Sonoco University, our internal learning platform that offers a wide array of in-person and online learning opportunities to build employee competencies, has more than 30,000 courses providing training and educational materials for all positions across the company. The platform is available in a number of formats including e-learning courses, e-books, audiobooks, podcasts and videos, as well as practice labs for building information technology skills and offering practice tests for industry certifications such as CAPM, ITIL 4, PMBOK, Six Sigma Green Belt and PHR. Sonoco University has also been expanded to include in-person training with the addition of more programs providing on-the-job instruction.

Sonoco’s Tuition Reimbursement Policy outlines opportunities for financial assistance to U.S. employees working to further their professional development by enrolling in coursework related to Sonoco’s business operations. In 2024, Sonoco paid out \$160,175 in tuition reimbursement.



2024 Training by the Numbers

SONOCO UNIVERSITY

48,578 unique course user completions

15 new packaged learning courses, bringing the total up to 39

11 new What's Up Wednesday on-demand sessions

673 AI simulator courses introduced and implemented

482 skill benchmark assessments activated

INSTRUCTOR-LED TRAINING

102 classes taught 99% positive feedback 493 classroom hours 400+ leaders trained



Eviosys Career Development Programs

Eviosys has committed to ensuring that employees can fulfill career goals by following a five-step approach to performance and development management based on continuous improvement. This approach, GoPro 2.0, enabled employees to explore personal aspirations, set goals, have regular check-ins with managers, hold difficult conversations related to performance and determine the best approach to support growth. Eviosys also utilized a digital coaching platform, CoachHub, which provided access to a network of over 1,700 certified coaches across Europe, Middle East and Africa to help managers identify strengths and areas to focus on including communication, leadership and stress management.

1,700
certified career coaches
were accessible to all Eviosys
employees through CoachHub

Eviosys has committed to ensuring that
employees can fulfill career goals.



People Build Businesses

At Sonoco, we are committed to attracting, recruiting, developing and retaining the best talent and being representative of the communities we operate in. Our Board of Directors oversees our talent management commitments and goals, with the Board’s Employee and Public Responsibility Committee directly overseeing strategies and programs. Both the board and the committee regularly receive reports from management on progress toward our goals.

Sonoco invests in programs and initiatives to help build a strong talent pipeline. A major initiative is recruiting on college campuses to identify candidates with a variety of top skills, thoughts, perspectives and demographics. In 2024, the team attended 45 events at 25 colleges, including presentations to undergraduate and graduate students at University of South Carolina, Georgia Tech, Francis Marion University and Coastal Carolina University.

Employee Resource Groups

Sonoco invests in building a work environment where our employees know they are respected, treated fairly and their ideas are heard and encouraged. As part of our efforts, Sonoco sponsors a wide range of Employee Resource Groups (ERGs), which are employee affinity groups that create programs to foster education, awareness and communication among Sonoco employees as well as in our communities.

In 2024, an employee-led initiative led to the launch of a new ERG, Diverse Abilities, focused on empowering and supporting employees with non-typical neurological and physical abilities and those who are caregivers for children, parents or other family members with non-typical abilities.

ERGs are employee affinity groups that create programs to foster education and awareness among Sonoco employees as well as in our communities.

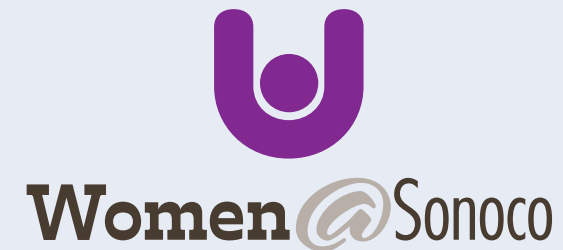
“I was motivated to create and lead the Diverse Abilities ERG because I know firsthand the stigma that can be put on those with a disability and wanted to be part of breaking down those stigmas at Sonoco. My son has autism, and while most stigmas or assumptions are not made in malice, they can be prohibitive for him to understand or express his true value and for that value to be understood and appreciated by others. I want Sonoco to be a place where everyone’s unique values are celebrated.”

— Blake Faucette, Demand Manger, Supply Chain

“The journey to find empathetic understanding, particularly for those directly affected by or responsible for the well-being of someone with distinctive neurological capabilities, can be daunting. This initiative has not only facilitated the development of meaningful connections with colleagues but has created a supportive space where I feel genuinely accepted and at ease to share the multifaceted impact of these personal experiences on my life.”

— Larry Middleton, Logistics Manager

Employee Resource Groups



In 2024, our Employee Resource Groups hosted a variety of events to educate and engage employees.

- **Black Employees@Sonoco** held a Week of Focus in February with activities including volunteering at a local soup kitchen, a Black Trivia contest and a Hearty Conversations event to learn more about cardiovascular disease.
- **LGBTQ+** held a Week of Focus in June with events, including an LGBTQ+ Inclusivity in the Workplace Panel in collaboration with Pee Dee Equality, and the Lavender Ceiling, an intersectionality event co-hosted by the European chapter of Young Professionals focused on the importance of identity representation, challenges of the LGBTQ+ community and the Lavender Ceiling; which is the result of subtle bias, limiting stereotypes and structural inequalities that block career growth.
- **Military Professionals** held an Honor & Horizon Week in November with activities including a Care Package Day to assemble care packages for service members across the world, awarding the second Annual Sonoco Veteran of the Year and a panel discussion highlighting the importance of supporting veteran organizations.

- **Latinos de Sonoco** celebrated Hispanic Heritage Month with events including a Tradition Sharing session to learn about traditions from the different cultures of Sonoco employees and a cooking class on how to cook Aguachile Verde (shrimp dish).
- **Women@Sonoco** held a Week of Focus in March with events including “Mentoring 2.0: Enhancing Your Career with Women@Sonoco,” featuring a panel of mentors and mentees sharing their first-hand experience and stories and “Becoming More Financially Savvy with Women@Sonoco,” a hybrid virtual/in-person event focused on breaking down myths surrounding women and finances.
- **Sonoco Caregivers and Diverse Abilities** collaborated on a virtual event for parents or caregivers of a child with special needs to learn practical strategies for coping with their unique challenges, and led de-stress December, 15-minute breaks designed to help us relax and unwind with guided breathing exercises, chair yoga, meditation and more.





LOCAL COMMUNITIES

For 125 years, Sonoco’s Guiding Principle of doing the right thing has informed everything we do, including giving back to our local communities.

Sonoco is proud of our legacy of supporting the communities in which we operate and where our employees live and work. We provide philanthropic support through partnerships with non-profit organizations, government agencies and educational institutions focused on growth and economic development. Sonoco’s employees contribute time, money and talents to a multitude of worthy causes by volunteering, serving on boards, organizing and contributing to fundraising drives and events, and participating in other civic-oriented projects.



Donations

Each year, Sonoco allocates approximately \$2 million to be distributed among non-profit organizations focused on education, health and wellness, arts and culture, the environment and disaster relief. To improve the efficiency and efficacy of our giving, we launched Sonoco in Action in 2024, which restructured our philanthropic support into three distinct initiatives:

- **Sonoco Gives Fund** – a fund that provides grants to non-profit organizations, including the Sonoco Employee Relief Fund
- **Sonoco Community Fund** – donations for community engagement programs
- **Employee Events Fund** – support for Company activities



Sonoco Gives Fund

The Sonoco Gives Fund is a partnership with the Central Carolina Community Foundation to validate the 501(c)(3) non-profit status of organizations applying for grants and to administer and process payments. This collaboration gives Sonoco a more direct sightline into our institutional giving.

In 2024, the Sonoco Gives Fund provided grants of \$1.3 million to 52 non-profit organizations working in our primary focus areas:

Education

- Butler Academy
- Coker University
- Clemson University FRESH initiative
- South Carolina Governor’s School for Math & Science
- Florence-Darlington Technical College
- Brockington Elementary Magnet School
- Crosby Scholars Community Partnership
- Francis Marion University Education Foundation
- Hartsville High School
- Rosenwald Elementary and Middle School
- South Carolina Independent Colleges & Universities, Inc.
- Thomas Hart Academy
- United Negro College Fund, Inc.
- University of South Carolina

Arts and Culture

- Black Creek Arts Council
- Butler Heritage Foundation Inc.

Health and Wellness

- United Way
- American Heart Association
- Boys & Girls Clubs of the Pee Dee Area
- Harvest Hope
- YMCA of the Upper Pee Dee

Economic Development

- Hartsville Chamber of Commerce
- South Carolina Chamber of Commerce
- South Carolina Manufacturers Alliance
- Darlington County Progress Inc.
- Global Compact Network USA, Inc.
- National Veteran Business Development Council
- The North Eastern Strategic Alliance

Disaster Relief

- American Red Cross
- Sonoco Employee Relief Fund
- Darlington County Humane Society



Supporting Education

Education has been a fundamental value at Sonoco since 1894, when Sonoco founder Major James Lide Coker founded Welsh Neck High School in Hartsville, South Carolina. In 1908, that school became the Coker College for Women, aimed at addressing disparities in educational opportunities for young women. Today, what’s now known as Coker University is a coeducational liberal arts school. Sonoco continues to donate directly to Coker University as well as the South Carolina Independent Colleges and Universities, a non-profit aimed at strengthening South Carolina’s independent higher-educational institutions.

In 1988, Charles W. Coker, then president of Sonoco, provided funding to establish the South Carolina Governor’s School for Science and Mathematics (GSSM). GSSM is a tuition-free, two-year residential school that offers a challenging education in science, technology, engineering and math (STEM) to high school juniors and seniors. Sonoco continues its involvement with GSSM, and in 2024 \$20,000 went to support GSSM.

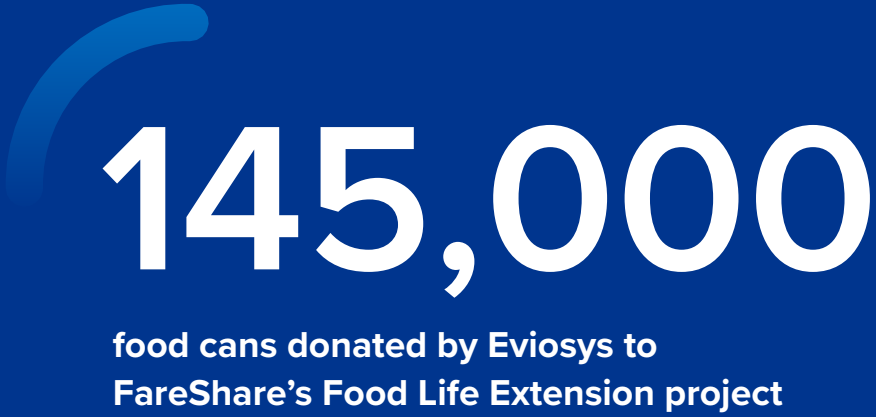
In 2024, Sonoco donated \$25,000 to Florence-Darlington Technical College. The school is currently developing a new campus adjacent to Coker University.

The Sonoco Foundation continued its support in 2024 of Butler Academy, the first public charter school in Hartsville, South Carolina. The school opened its doors to grades K-7 in 2022, and enrollment quickly grew to 350 students. The school plans to expand to grades K-12 and an enrollment of 750.

Sonoco Metal Packaging EMEA Provided Community Support

Sonoco Metal Packaging EMEA contributed to non-profit organizations that support local communities and promote sustainability. In 2024, Sonoco Metal Packaging EMEA partnered with FareShare, the UK’s largest food charity, by donating 145,000 metal cans to FareShare to support its Food Life Extension (FLEX) project, which reduces food waste and hunger by transforming surplus fresh produce into long-life quality canned products.

The Sonoco Metal Packaging EMEA United Kingdom and Ireland (UK&I) Regional Wellbeing team dedicated its December 2024 initiative to combat hunger and support local communities by organizing donations to local food banks at each site.



Sonoco Community Fund

The Sonoco Community Fund allocates funds for community engagement projects including recreational sports leagues, local school programs and events such as Sonoco’s holiday open house, Screen on the Green community movie nights, Downtown Block Party and National Night Out. In 2024, funds were distributed to projects including:

- PAWS (Positive Advocates Working with Students)
- Youth to Leaders
- Darlington County Public Schools
- Recreational sports leagues in Hartsville, South Carolina
- Ascend, a local initiative that allows students to tour facilities and learn about potential business and career opportunities
- Downtown Hartsville events

Employee Events Fund

The Employee Events Fund supports company activities. In 2024, several events and activities such as Employee Appreciation Day and Family Day were held.

Hurricane Helene Relief

Hurricane Helene in September 2024 left widespread destruction, flooding and prolonged utility outages across a wide swath of the Southeast United States, a region with more than 60 Sonoco plants in six states. Although none of our employees were injured, many of their lives were significantly impacted, including the loss of their homes.

The Sonoco Employee Relief Fund, which was seeded in 2023 with a \$150,000 grant from the Sonoco Foundation, was ready to respond. This fund initially was meant to provide tax-free emergency grants of up to \$1,500 for U.S. employees needing immediate financial assistance. When the extent of the storm’s devastation became apparent, the individual grant amount was increased to \$5,000. After initial hurricane relief expenditures depleted the fund, the Sonoco Foundation immediately allocated another \$100,000 to ensure employees would have a financial lifeline available when future needs arise. Grant disbursement is facilitated by a tech-enabled platform called E4E Relief.

The Sonoco Foundation also made an emergency donation of \$90,000 to the American Red Cross to be divided evenly among hurricane relief efforts in North Carolina, South Carolina and Tennessee.

In the immediate aftermath of the devastating storm, many of our plants became community hubs as we opened our cafeterias to provide hot meals to employees, families and neighbors. Hot showers were available in locker areas. In addition, we sent 11 truckloads of bottled water to six plants that lacked safe water access, and many of our employees donated money or assembled personal-care kits for hurricane survivors.

Employee Volunteering

Throughout the year our employees give back to their local communities through a variety of volunteer activities. In 2024, Sonoco employee volunteering included:

- The monthly soup kitchen in Hartsville
- Coats4Kids Drive, a program where United Way brought boxes to the Sonoco Hartsville Campus and employees donated coats that were then distributed to local school children
- Walk to Make Alzheimer’s A Memory, where a team of employees from Sonoco’s Jackson, Tennessee plant participated in the walk and raised over \$4,000 for the Alzheimer’s Association of Tennessee
- Christmas Family, a Christmastime family adoption program facilitated by The Darlington County School District, that provided Sonoco employees with the opportunity to gift presents to the children in our community. Several other Sonoco sites also supported similar programs within their communities.



Heart Walk

Community engagement and prioritizing the well-being of others is part of who we are at Sonoco. Employees in South Carolina came together to support the American Heart Association in an effort to make a positive impact on heart health. We are honored to receive recognition as the leading contributor for the Pee Dee 2024 Heart Walk.

Support for PAWS Community Hub

Sonoco proudly celebrated its longtime partnership with the Darlington County Humane Society (DCHS) as it moved into a new \$9 million, 24,984-square-foot Animal Adoption and Education Center in 2024. The first-of-its-kind facility expands DCHS beyond traditional animal sheltering to a community hub for compassion, education and engagement. Sonoco’s Emerging Leaders program volunteered to assist with furniture installation and supply organization at the new facility, which includes more than 120 indoor/outdoor dog kennels, cat habitats, adoption areas, a community veterinary clinic and administrative offices.

The Sonoco Foundation provided a \$500,000 multi-year grant to sponsor the construction of the center, and Sonoco employees held events to raise additional funds. Becky Skipper, Director of Business Development and Marketing, Sonoco Metal Packaging, who was instrumental in organizing Sonoco’s efforts, said “this project was a huge commitment by Sonoco and reflects a company deeply invested in its people and the communities we serve.”

At the heart of the transformed facility is the PAWS Center by Sonoco, a multi-functional, technology-equipped space for educational programs, meetings and events. The center is named for the Sonoco Positive Advocates Working with Students (PAWS) Program, a community outreach program for elementary through high school students. The program particularly targets 11th- and 12th-grade students without defined post-graduation plans.

Through the PAWS Program, volunteers from Sonoco provide discipline-specific mentorship once a week in cooperation with Darlington County Schools, through job shadowing and educational tracts in areas such as agriculture, horticulture and mechanics. In 2024, 53 mentor/mentee pairings were facilitated. PAWS also provides opportunities for students to work with Humane Society employees and volunteers to develop skills in facility maintenance, business administration and animal care.

In addition to fundraising efforts for DCHS, Sonoco employees held donation drives for supplies like towels and pet food.





APPENDIX

- [About this Report](#)
- [Data Tables](#)
- [Sonoco Climate Transition Plan](#)
- [GRI, TCFD and SASB Indices](#)

06

About this Report

Our 2024 Corporate Sustainability Report demonstrates Sonoco’s commitment to fostering accountability and transparency to our stakeholders in the service of our purpose: *Better Packaging. Better Life.*® Our purpose helps define the Company’s goals and strategies to have a positive impact on our key stakeholders.

The report covers data and metrics related to the 2024 fiscal year from January 1 to December 31, 2024, unless otherwise noted. Data may be rounded. All financial information is presented in U.S. dollars unless otherwise noted.

In December 2024, Sonoco completed the acquisition of Eviosys, the largest manufacturer of metal packaging in Europe, the Middle East and Africa (EMEA). Eviosys has transitioned to the Sonoco brand and now operates under Sonoco’s Consumer Packaging segment as Sonoco Metal Packaging EMEA. Unless otherwise noted, Eviosys is not included when describing Sonoco’s activities and results. In addition, unless otherwise noted, data pertaining to Eviosys is presented separately from Sonoco and can be found at www.metalpackagingemea.sonoco.com/sustainability/.

This report includes an Appendix with information that has been prepared with reference to the Global Reporting Initiative (GRI) 2021 Universal Standards, the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and the Sustainability Accounting Standards Board (SASB) Containers and Packaging 2023 Sustainability Accounting Standard. In addition, this report incorporates the Sustainable Development Goals (SDGs) established by the United Nations in their 2030 Agenda for Sustainable Development.

In the fourth quarter of 2024, we completed our first Corporate Sustainability Reporting Directive (CSRD) aligned double materiality assessment (DMA) with the assistance of an independent consulting firm. The systematic approach consisted of desktop research, peer benchmarking and market scanning, value chain analysis and key stakeholder engagement to identify and define potentially material topics and related impacts, risks and opportunities. Our use of the terms “material,” “materiality” and similar terms in this report refer to topics that could potentially have significant sustainability impacts on Sonoco’s business and key stakeholders. We do not assess “materiality” for purposes of this report in the same manner as we assess it for purposes of our disclosures pursuant to applicable securities laws. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with, or reporting pursuant to, the U.S. federal securities laws and regulations or any other law or regulation. This report reflects information as of the publication date and should be read in conjunction with our most recent Form 10-K, Forms 10-Q and 8-K and other filings made with the U.S. Securities and Exchange Commission.

Questions or feedback about the report or any of our sustainability disclosures can be sent to our [Head of Investor Relations](#).



Environmental Data Tables

Metric	2022	2023	2024
Energy			
Energy consumption within the organization (MMBtu)	18,727,084	18,483,262	18,237,434
Non-renewable	16,717,726	15,197,742	14,747,512
Renewable	2,009,358	3,285,521	3,489,922
Electricity	4,948,444	4,443,534	4,272,251
Steam	262,506	233,121	249,219
Natural Gas	10,083,660	9,158,016	8,985,686
Fuel Oil	10,410	14,187	16,580
Coal	1,316,053	1,258,892	1,136,701
Propane	75,811	76,071	76,439
Hydro	0	0	0
Biomass	2,009,358	3,201,940	3,401,531
Solar	0	83,580	88,391
Jet fuel	20,842	13,920	10,636
Nuclear	0	0	0
Energy intensity (MMBtu/thousand \$ revenue)	2.583	2.724	2.765
Percentage grid electricity of total energy consumption	26%	24%	23%
Water			
Total water withdrawal (m³)	20,714,512	19,555,359	19,784,304
Water withdrawal by source (m³)			
Surface water	4,360,371	4,202,546	4,869,184
Groundwater	14,324,757	13,319,242	12,907,050



Metric	2022	2023	2024
Third-party water	2,029,384	2,033,571	2,008,070
Total freshwater withdrawn (m³)	20,714,512	19,555,359	19,784,304
Water withdrawal intensity (m³/thousand \$ revenue)	2.86	2.88	3.00
Total water discharge (m³)	17,009,478	16,012,050	16,191,136
Water discharge by destination (m³)			
Surface water	11,985,988	10,872,482	10,964,914
Third-party water	5,023,478	5,139,568	5,226,223
Total water consumption (m³)	3,705,034	3,543,309	3,593,168
Water consumption intensity (m³ / thousand \$ revenue)	0.511	0.523	0.545
Emissions ¹			
Total Scope 1 and Scope 2 GHG emissions (MTCO ₂ e, Market-based)	1,296,212	1,188,046	1,140,767
Total Scope 1 and Scope 2 GHG emissions intensity (MTCO ₂ e, Market-based/thousand \$ revenue)	0.179	0.176	0.173
Direct (Scope 1) GHG emissions (MTCO ₂ e)	719,260	646,226	637,605
Direct (Scope 1) GHG emissions intensity (MTCO ₂ e/thousand \$ revenue)	0.100	0.096	0.097
Biogenic CO ₂ emissions (MTCO ₂ e)	235,061	371,049	404,012
Indirect (Scope 2) GHG emissions (MTCO ₂ e, Market-based)	576,952	541,820	503,042
Indirect (Scope 2) GHG emissions intensity (MTCO ₂ e, Market-based/thousand \$ revenue)	0.077	0.080	0.076
Indirect (Scope 2) GHG emissions (MTCO ₂ e, Location-based)	607,162	571,467	510,240
Indirect (Scope 2) GHG emissions intensity (MTCO ₂ e, Location-based/thousand \$ revenue)	0.088	0.084	0.077
Total Scope 3 GHG emissions (MTCO ₂ e)	-	-	3,240,208
Scope 3 categories included in calculation	-	-	1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 15
Scope 3 GHG emissions intensity (MTCO ₂ e/thousand \$ revenue)	-	-	0.491

1 - The types of GHG included in the calculations are N2O, CO2, and CH4. The global warming potentials (GWP) used are the following: CH4 GWP is 28 and the N2O GWP is 265, these potentials are from the GHG Protocol.



Metric	2022	2023	2024
Total Scope 1, Scope 2 and Scope 3 GHG emissions (MTCO ₂ e, Market-based)	-	-	4,389,818
Total Scope 1, Scope 2 and Scope 3 GHG emissions intensity (MTCO ₂ e, Market-based/thousand \$ revenue)	-	-	0.665
Waste			
Total waste generated (MT)	193,024	185,586	270,792
Total waste generated by composition (MT)			
Hazardous	2,821	5,281	5,484
Non-hazardous	190,203	180,305	265,308
Total waste diverted from disposal (MT)	15,440	25,336	93,266
Total weight of waste diverted from disposal by composition (MT)			
Hazardous	1,526	3,559	3,405
Non-hazardous	13,914	21,777	89,860
Total weight of hazardous waste diverted from disposal by the following recovery options (MT)			
Preparation for reuse	0	0	0
Recycling	1,526	3,559	3,405
Total weight of non-hazardous waste diverted from disposal by the following recovery options (MT)			
Preparation for reuse	3,519	3,856	7,711
Recycling	10,395	17,921	82,149
Total weight of hazardous and non-hazardous waste diverted from disposal at the following recovery options (MT)			
On-site	-	-	844
Off-site	15,440	25,336	92,421
Total waste directed to disposal (MT)	177,583	160,250	177,526
Total weight of waste directed to disposal by composition (MT)			
Hazardous	1,294	1,722	2,078
Non-hazardous	176,289	158,528	175,448



Metric	2022	2023	2024
Total weight of hazardous waste directed to disposal by the following recovery options (MT)			
Incineration (with energy recovery)	900	1,247	1,718
Landfill	394	475	327
Total weight of non-hazardous waste directed to disposal by the following recovery options (MT)			
Incineration (with energy recovery)	3,085	3,490	2,236
Landfill	173,204	155,038	173,130
Total weight of hazardous and of non-hazardous waste directed to disposal at the following recovery options (MT)			
On-site	24,960	25,693	39,867
Off-site	152,623	134,557	137,659

2024 Materials	Fiber	Plastic	Metal	Total
Total purchased	3,668,001	139,116	403,284	4,210,401
Virgin	43,173	130,399	334,316	507,888
Virgin (percentage)	1%	94%	83%	12%
Total recycled	3,624,828	8,718	68,968	3,702,514
Total recycled (percentage)	99%	6%	17%	88%
Post-consumer recycled	3,464,265	8,718	41,786	3,514,769
Post-consumer recycled (percentage)	94%	6%	10%	83%
Post-industrial recycled	160,563	0	27,182	187,745
Post-industrial recycled (percentage)	4%	0%	7%	4%



Environmental Restatements and Notes

Energy

We have restated our hydropower consumption from 6,445 MMBtu and 5,988 MMBtu to 0 MMBtu and 0 MMBtu for 2022 and 2023 respectively. The previously stated hydropower consumption was representative of the renewable energy consumed as a result of the grid mix; however, Sonoco has not purchased the RECs to claim ownership of the renewable energy.

Electricity usage was restated from 4,941,999 MMBtu and 4,714,330 MMBtu to 4,948,444 MMBtu and 4,443,534 MMBtu for 2022 and 2023 respectively to account for the restated hydropower in 2022 and 2023. The restated 2023 electricity usage also reflects accounting changes to individual locations that total <5% shift in usage.

Natural gas usage was restated from 10,233,605 MMBtu and 9,066,233 MMBtu to 10,083,660 MMBtu and 9,158,016 MMBtu for 2022 and 2023 respectively to reflect minor accounting changes to individual locations that total <2% shift in usage.

Propane usage was restated from 75,811 MMBtu to 76,071 MMBtu for 2023 to reflect minor accounting changes to individual locations that total <0.5% shift in usage.

Solar usage was restated from 2,771 MMBtu to 83,580 MMBtu for 2023 to reflect Solar PPA REC retirement in Denmark.

Non-renewable energy usage was restated from 16,840,384 MMBtu and 15,362,574 MMBtu to 16,717,726 MMBtu and 15,197,742 MMBtu for 2022 and 2023 respectively to account for the restated hydropower, electricity, natural gas and propane in 2022 and 2023.

Renewable energy usage was restated from 2,015,803 MMBtu and 3,210,699 MMBtu to 2,009,358 MMBtu and 3,285,521 MMBtu for 2022 and 2023 respectively to account for the restated hydropower in 2022 and 2023 and solar in 2023.

Total energy usage was restated from 18,856,187 MMBtu and 18,573,273 MMBtu to 18,727,084 MMBtu and 18,483,262 MMBtu for 2022 and 2023 respectively to reflect the restatements made above.

Water

Total water withdrawal has been restated from 19,478,489 m³ to 19,555,359 m³, surface water withdrawal from 4,135,669 m³ to 4,202,546 m³, third-party water withdrawal from 2,023,577 m³ to 2,033,571 m³, total water discharge from 15,791,901 m³ to 16,012,050 m³, third-party destination water discharge from 5,086,792 m³ to 5,139,568 m³ and total water consumption from 3,686,588 m³ to 3,543,309 m³ for 2023 to reflect a formula correction.

Emissions

Scope 1

Scope 1 emissions were restated from 724,557 MTCO₂e and 650,574 MTCO₂e to 719,260 MTCO₂e and 646,226 MTCO₂e for 2022 and 2023 respectively to include jet fuel emissions, reflect additional biogas emissions and to reflect minor accounting changes to individual locations that total <2% shift in emissions.

Scope 2

Scope 2 emissions (market-based) were restated from 610,803 MTCO₂e and 572,347 MTCO₂e to 576,952 MTCO₂e and 541,820 MTCO₂e for 2022 and 2023 respectively. Scope 2 emissions (location-based) were restated from 641,013 MTCO₂e and 595,112 MTCO₂e to 607,162 MTCO₂e and 571,467 MTCO₂e for 2022 and 2023 respectively. The restatements reflect purchased steam, emission factor corrections and the adjustment of hydropower consumption. The adjustment also reflects minor accounting changes to individual locations that total <2% and <5% shift in emissions for 2022 and 2023 respectively.

Scope 3

The 2019 baseline for Scope 3 emissions was calculated using the GHG Protocol Quantis tool for all categories using spend-based methodology. Scope 3 emissions for 2024 was calculated using the hybrid method, utilizing primary data where possible. The shift in emissions from 2019 to 2024 is not a decrease, but rather a reflection of the shift in calculation methodology and updated emission factors. A new baseline will be established in 2025.



Social Data Tables

Metric	2022	2023	2024
Demographics			
Workforce			
Total headcount	22,017	22,474	21,440
Total headcount by type			
Number			
Age			
< 30 years old	4,128	4,165	3,997
30 -50 years old	11,044	10,596	10,588
> 50 years old	6,845	7,713	6,855
Gender			
Female	5,621	5,648	5,271
Male	16,378	16,651	16,065
Other/not specified	18	175	104
Region			
AMER	15,859	16,585	12,429
APAC	2,241	2,128	1,691
EMEA	3,917	3,761	3,497
LATAM	-	-	3,823
Race (U.S. only)			
American Indian or Alaska Native	130	108	71
Asian	656	778	403
Black or African American	3,038	3,257	1,780
Hispanic or Latino	3,316	3,367	1,974



Metric	2022	2023	2024
Native Hawaiian or Pacific Islander	42	56	19
White	14168	14,394	7,372
Two or More Races (not Hispanic or Latino)	134	190	96
Declined to answer	533	326	714
Percentage			
Age			
< 30 years old	18.75%	18.53%	18.64%
30 -50 years old	50.16%	47.15%	49.38%
> 50 years old	31.09%	34.32%	31.97%
Gender			
Female	25.53%	25.13%	24.58%
Male	74.39%	74.09%	74.93%
Other/not specified	0.08%	0.78%	0.49%
Region			
AMER	72.03%	73.80%	57.97%
APAC	10.18%	9.47%	7.89%
EMEA	17.79%	16.73%	16.31%
LATAM	-	-	17.83%
Race (U.S. only)			
American Indian or Alaska Native	0.59%	0.48%	0.57%
Asian	2.98%	3.46%	3.24%
Black or African American	13.80%	14.49%	14.32%
Hispanic or Latino	15.06%	14.98%	15.88%
Native Hawaiian or Pacific Islander	0.19%	0.25%	0.15%
White	64.35%	64.05%	59.31%



Metric	2022	2023	2024
Two or More Races (not Hispanic or Latino)	2.42%	1.45%	0.77%
Declined to answer	0.61%	0.84%	5.74%
Employee headcount by category and type			
Number			
Permanent employees	-	21,889	20,904
Gender			
Female	-	5,486	5,135
Male	-	16,229	15,668
Other/not specified	-	174	101
Region			
AMER	-	16,323	12,286
APAC	-	1,954	1,581
EMEA	-	3,612	3,345
LATAM	-	-	3,692
Temporary employees	-	585	532
Gender			
Female	-	162	134
Male	-	422	395
Other/not specified	-	1	3
Region			
AMER	-	262	139
APAC	-	174	110
EMEA	-	149	152
LATAM	-	-	131
Full-time employees	-	22,094	21,057



Metric	2022	2023	2024
Gender			
Female	-	5,440	5,075
Male	-	16,479	15,878
Other/not specified	-	175	104
Region			
AMER	-	16,403	12,261
APAC	-	2,116	3,320
EMEA	-	3,575	1,579
LATAM	-	-	3,797
Part-time employees	-	380	379
Gender			
Female	-	208	194
Male	-	172	185
Other/not specified	-	-	0
Region			
AMER	-	182	164
APAC	-	12	12
EMEA	-	186	177
LATAM	-	-	26
Percentage			
Permanent employees	-	97.40%	97.50%
Gender			
Female	-	25.06%	24.56%
Male	-	74.14%	74.95%
Other/not specified	-	0.79%	0.48%



Metric	2022	2023	2024
Region			
AMER	-	74.57%	57.30%
APAC	-	8.93%	7.37%
EMEA	-	16.50%	15.60%
LATAM	-	-	17.22%
Temporary employees	-	2.60%	2.50%
Gender			
Female	-	27.69%	25.19%
Male	-	72.14%	74.25%
Other/not specified	-	0.17%	0.56%
Region			
AMER	-	44.79%	26.13%
APAC	-	29.74%	20.68%
EMEA	-	25.47%	28.57%
LATAM	-	-	24.62%
Full-time employees	-	98.31%	98.21%
Gender			
Female	-	24.62%	24.10%
Male	-	74.59%	75.40%
Other/not specified	-	0.79%	0.49%
Region			
AMER	-	74.24%	58.23%
APAC	-	9.58%	15.77%
EMEA	-	16.18%	7.97%
LATAM	-	-	18.03%



Metric	2022	2023	2024
Part-time employees	-	1.69%	1.77%
Gender			
Female	-	54.74%	51.19%
Male	-	45.26%	48.81%
Other/not specified	-	0.00%	0.00%
Region			
AMER	-	47.89%	43.27%
APAC	-	3.16%	3.17%
EMEA	-	48.95%	46.70%
LATAM	-	-	6.86%
New Hires			
Total new hires	6,709	6,580	6,815
New hires by type			
Number			
Age			
< 30 years old	3,087	2,701	2,092
30 -50 years old	2,921	2,807	2,201
> 50 years old	701	1,072	477
Not specified	-	-	2,045
Gender			
Female	2,138	1,820	1,161
Male	4,507	4,533	3,575
Other/not specified	64	227	2,079
Region			
AMER	5,645	5,837	4,655



Metric	2022	2023	2024
APAC	408	345	299
EMEA	656	398	761
LATAM	-	-	1,100
Race (U.S. only)			
American Indian or Alaska Native	49	29	26
Asian	85	147	69
Black or African American	785	678	694
Hispanic or Latino	668	671	522
Native Hawaiian or Pacific Islander	7	25	11
White	2,124	2,047	1,405
Two or More Races (not Hispanic or Latino)	85	80	87
Declined to answer	205	99	1,841
Percentage			
Age			
< 30 years old	18.75%	41.05%	30.70%
30 -50 years old	50.16%	42.66%	32.30%
> 50 years old	31.09%	16.29%	7.00%
Not specified	-	-	30.01%
Gender			
Female	25.53%	27.66%	17.04%
Male	74.38%	68.89%	52.46%
Other/not specified	0.08%	3.45%	30.51%
Region			
AMER	72.03%	88.71%	68.31%
APAC	10.18%	5.24%	4.39%



Metric	2022	2023	2024
EMEA	17.79%	6.05%	11.17%
LATAM	-	-	16.14%
Race (U.S. only)			
American Indian or Alaska Native	1.22%	0.77%	0.56%
Asian	2.12%	3.89%	1.48%
Black or African American	19.59%	17.96%	14.91%
Hispanic or Latino	16.67%	17.77%	11.21%
Native Hawaiian or Pacific Islander	0.17%	0.66%	0.24%
White	52.99%	54.21%	30.18%
Two or More Races (not Hispanic or Latino)	2.12%	2.12%	1.87%
Declined to answer	5.11%	2.62%	39.55%
Voluntary Turnover			
Total voluntary turnover	4,957	2,326	3,334
Voluntary turnover by type			
Number			
Age			
< 30 years old	1,955	855	1,165
30 -50 years old	2,142	951	1,399
> 50 years old	860	520	770
Gender			
Female	1,626	644	960
Male	3,270	1,682	2,329
Other/not specified	61	0	45
Region			
AMER	4,140	2,138	1,982



Metric	2022	2023	2024
APAC	308	177	203
EMEA	509	11	401
LATAM	-	-	748
Race (U.S. only)			
American Indian or Alaska Native	27	18	11
Asian	69	26	57
Black or African American	472	337	324
Hispanic or Latino	378	310	244
Native Hawaiian or Pacific Islander	3	12	10
White	1,591	1,342	1,174
Two or More Races (not Hispanic or Latino)	36	40	47
Declined to answer	192	6	115
Percentage			
Age			
< 30 years old	39.44%	36.75%	34.94%
30 -50 years old	43.21%	40.89%	41.96%
> 50 years old	17.35%	22.36%	23.10%
Gender			
Female	32.80%	27.76%	28.79%
Male	65.97%	72.30%	69.86%
Other/not specified	1.23%	0%	1.35%
Region			
AMER	83.52%	91.91%	59.45%
APAC	6.21%	7.62%	6.09%
EMEA	10.27%	0.47%	12.03%



Metric	2022	2023	2024
LATAM	-	-	22.44%
Race (U.S. only)			
American Indian or Alaska Native	0.98%	0.86%	0.55%
Asian	2.49%	1.24%	2.88%
Black or African American	17.05%	16.12%	16.35%
Hispanic or Latino	13.66%	14.83%	12.31%
Native Hawaiian or Pacific Islander	0.11%	0.57%	0.50%
White	57.48%	64.18%	59.23%
Two or More Races (not Hispanic or Latino)	1.30%	1.91%	2.37%
Declined to answer	6.94%	0.29%	5.80%
Involuntary Turnover			
Total involuntary turnover	1,960	1,457	2,638
Involuntary turnover by type			
Number			
Age			
< 30 years old	668	383	683
30 - 50 years old	975	721	1,394
> 50 years old	317	353	561
Gender			
Female	542	384	606
Male	1,395	1,071	2,016
Other/not specified	23	2	16
Region			
AMER	1,561	1,356	1,323
APAC	112	98	460



Metric	2022	2023	2024
EMEA	287	3	305
LATAM	-	-	550
Race (U.S. only)			
American Indian or Alaska Native	10	16	8
Asian	8	36	35
Black or African American	211	233	309
Hispanic or Latino	153	353	197
Native Hawaiian or Pacific Islander	3	6	12
White	506	672	654
Two or More Races (not Hispanic or Latino)	14	23	33
Declined to answer	69	15	75
Percentage			
Age			
< 30 years old	34.08%	26.29%	25.89%
30 - 50 years old	49.74%	49.48%	52.84%
> 50 years old	16.17%	24.23%	21.27%
Gender			
Female	27.65%	26.35%	22.97%
Male	71.17%	73.52%	76.42%
Other/not specified	1.17%	0.13%	0.61%
Region			
AMER	79.64%	93.06%	50.15%
APAC	5.71%	6.72%	17.44%
EMEA	14.64%	0.22%	11.56%
LATAM	-	-	20.85%



Metric	2022	2023	2024
Race (U.S. only)			
American Indian or Alaska Native	1.03%	1.18%	0.60%
Asian	0.82%	2.66%	2.65%
Black or African American	21.66%	17.21%	23.36%
Hispanic or Latino	15.71%	26.07%	14.89%
Native Hawaiian or Pacific Islander	0.31%	0.44%	0.91%
White	51.95%	49.63%	49.43%
Two or More Races (not Hispanic or Latino)	1.44%	1.70%	2.49%
Declined to answer	7.08%	1.11%	5.67%
Parental Leave			
Total number of employees entitled to parental leave	-	15,999	10,387
Gender			
Female	-	4,046	2,821
Male	-	11,953	7,562
Other/not specified	-	0	4
Training & Engagement			
In-person, instructor led leadership training			
Classes	-	133	102
Hours	-	353	493
Leaders	-	284	400+
Sonoco University Courses (excluding compliance training)			
Number of courses offered to employees		30,000	30,000
Enrollments	-	57,297	48,578
Sonoco specific development courses created	-	21	39

2 - According to the Employee Engagement Survey, 91% of respondents enjoy the work they do at Sonoco.



Metric	2022	2023	2024
Employee satisfaction rate ²	-	-	91%
Compliance Training (Business Code of Conduct)			
Employees	-	-	4,898
Course completion rate	-	-	99%
Main topics covered	-	-	<ul style="list-style-type: none">• Respectful communication• Social media and electronic communications• Global supply chain and supplier management• Combating modern slavery• Whistleblower reporting and protection
Percentage of salaried employees receiving performance reviews	-	100%	100%
Health & Safety			
Total hours worked	44,270,541	45,915,026	44,255,457
Employee hours	44,267,928	44,592,340	42,976,979
Contractor hours	2,613	1,322,686	1,278,477
All injuries	1,395	1,247	1,398
All injury rate	6.30	5.59	6.31
Work-related injuries			
Total fatalities as a result of work-related injury	0	0	0
Number of fatalities as a result of work-related injury -- employees	0	0	0
Rate of fatalities as a result of work-related injury -- employees	0.00	0.00	0.00
Number of fatalities as a result of work-related injury -- contractors	0	0	0
Rate of fatalities as a result of work-related injury -- contractors	0.00	0.00	0.00
Total high-consequence work-related injuries	0	1	0
Number of high-consequence work-related injuries -- employees	0	1	0
Rate of high-consequence work-related injuries -- employees	0.00	0.004	0.00



Metric	2022	2023	2024
Number of high-consequence work-related injuries -- contractors	0	0	0
Rate of high-consequence work-related injuries -- contractors	0.00	0.00	0.00
Work-related hazards that have contributed to high-consequence injuries	Lack of adequate guards or safety devices, lack of effective procedure, mobile equipment/vehicular traffic, close clearance, congestion hazards	Lifting/pushing/pulling, falling, overexertion	Contact - sharp object
Total recordable work-related injuries	223	211	289
Number of recordable work-related injuries -- employees	220	204	210
Rate of recordable work-related injuries -- employees	0.99	0.91	0.97
Number of recordable work-related injuries -- contractors	3	7	7
Rate of recordable work-related injuries -- contractors	0.20	1.05	1.09
Main types of work-related injuries			
Main types of work-related injuries -- employees	Lifting/pushing/pulling, falling, overexertion	Caught in, under between/struck by/lifting, pushing, pulling	Caught in, under or between
Main types of work-related injuries -- contractors	Lifting/pushing/pulling, falling, overexertion	Struck against, lifting, overexertion	Fall, from elevation
Near miss frequency rate (NMFR)	28.75	23.7	16.7
Lost time incidents (LTI)	143	121	155
Lost time incident rate (LTIR)	0.64	0.54	0.70
Life changing event (LCE) exposure rate	1.89	1.40	1.31
Work-related ill health			
Total fatalities as a result of work-related ill health	0	0	0
Number of fatalities as a result of work-related ill health -- employees	0	0	0
Number of cases of recordable work-related ill health -- employees	0	0	0
Number of fatalities as a result of work-related ill health -- contractors	0	0	0



Metric	2022	2023	2024
Number of cases of recordable work-related ill health -- contractors	0	0	0
Total cases of recordable work-related ill health	145	156	86
Cases of recordable work-related ill health -- employees	145	156	86
Rate of recordable work-related ill health -- employees	0.655	0.700	0.389
Cases of recordable work-related ill health -- contractors	0	0	0
Rate of recordable work-related ill health -- contractors	0.00	0.00	0.00
Main types of work-related ill health			
Main types of work-related ill health -- employees	All were hearing shifts	All were hearing shifts	All were hearing shifts
Main types of work-related ill health -- contractors	N/A	N/A	N/A
Work-related hazards that have contributed to ill health	Noise exposure	Noise exposure	Noise exposure
OHS system coverage			
Total number of employees covered by the OHS system	-	21,700	20,665
Total percentage of employees covered by the OHS system	-	100%	100%
Total number of contractors covered by the OHS system	-	7,600	7,600
Total percentage of contractors covered by the OHS system	-	100%	100%
Total number of employees that are covered by the OHS that has been internally audited	-	21,700	20,665
Total percentage of employees that are covered by the OHS that has been internally audited	-	100%	100%
Total number of contractors that are covered by the OHS that has been internally audited	-	7,600	7,600
Total percentage of contractors that are covered by the OHS that has been internally audited	-	100%	100%
Total number of employees that are covered by the OHS that has been externally audited	-	21,700	20,665
Total percentage of employees that are covered by the OHS that has been externally audited	-	100%	100%
Total number of contractors that are covered by the OHS that has been externally audited	-	7,600	7,600
Total percentage of contractors that are covered by the OHS that has been externally audited	-	100%	100%
Number of workplace audits/inspections conducted	-	16,791	17,447



Governance Data Tables

Metric	2022	2023	2024
Directors			
Total Directors	11	11	12
Board Diversity			
Gender			
Female	36%	36%	33%
Male	64%	64%	67%
Age			
< 30 years old	0%	0%	0%
30 - 50 years old	0%	0%	0%
> 50 years old	100%	100%	100%
Ethnicity			
Minority	9%	9%	8%
Non-minority	91%	91%	92%
Board Independence			
Number of independent directors	9	9	10



Sonoco Climate Transition Plan

The need for organizations to develop a comprehensive Climate Transition Plan is growing as the international community steps up its efforts to tackle climate change. Stakeholders, governments and regulatory agencies anticipate that companies will support global climate accords like the Paris Agreement and provide a clear route to sustainability objectives. As a pioneer in packaging worldwide, Sonoco understands its obligation to promote climate action and support a low-carbon economy. Organizations must adjust to the substantial operational, financial and regulatory risks posed by climate change in order to stay resilient and competitive. Proactively managing a company's climate transition can reduce risks, open new growth prospects and increase stakeholder trust.

The 2024/25 Climate Transition Plan is a living document outlining our current commitments, achievements and our vision to work towards achieving 1.5°C science-based emissions reductions, aligned with the Science Based Targets initiative (SBTi) and International Sustainability Standards Board (ISSB) frameworks. We are exploring working towards net-zero greenhouse gas (GHG) emissions, ensuring that our transition is both credible and actionable.

In 2024, Sonoco achieved a CDP score of B. Organizations who have addressed the environmental implications of their operations and ensured strong environmental management are awarded a "B" score, which denotes environmental management. According to the Corporate Sustainability Reports for 2022, 2023 and 2024, Sonoco has made notable progress in its sustainability programs.

Sonoco's dedication to sustainable packaging solutions was reinforced in December 2024 when it purchased Eviosys, the top producer of metal packaging in Europe. Sonoco's capacity to provide recyclable and lightweight metal packaging is improved by this combination, hence advancing circular economy objectives. By pooling their knowledge, the businesses hope to advance sustainable material innovation, boost energy efficiency and lower carbon emissions throughout their international operations. Once strategically aligned, Sonoco will fully integrate Eviosys into the Climate Transition Plan later in 2025. The Climate Transition Plan's components and specifics that aren't covered in the Corporate Sustainability Reports are included in the pages that follow.

Financial Planning and Investment

Achieving our climate goals requires dedicated investment and building a robust financial strategy to support decarbonization goals. Focusing on financial planning as part of our transition ensures long-term sustainability while maintaining profitability and shareholder value.

Sonoco is committed to allocating capital towards renewable energy, energy efficiency and low-carbon technologies. These investments are strategically allocated to:

- Upgrading manufacturing processes for improved energy efficiency.
- Transitioning to renewable energy sources across global operations.
- Establishing new facilities like the Bursa, Turkey plant for Sonopost corner posts made from 100% recycled Sonoco mill paperboard.
- Developing low-carbon packaging solutions, including:
 - Lightweighted cores that reduce material consumption.
 - Paper bottom cans as an alternative to metal bottom cans.
- Expanding sustainable packaging through acquisitions
 - September 2023 RTS Packaging; to strengthen 100% recycled fiber-based product portfolio.
 - December 2024 Eviosys; strategic investment linked to sustainable growth

Cost Management & Risk Mitigation

The financial plan incorporates measures to manage costs and mitigate risks associated with climate transition, including:

- Hedging strategies to address energy price volatility.
- Supply chain diversification to ensure resource availability.
- Conducting scenario analyses for climate-related financial risks.
- Continuous investment in operational efficiency, such as LED lighting installations and upgrades to plant boilers, com-pressed air systems, HVAC and process chillers to reduce energy consumption.

Revenue Growth through Sustainability

Sonoco is leveraging its transition efforts to unlock new revenue streams, including:

- Offering sustainable packaging products.
- Expansion into new markets with stringent sustainability standards.
- Collaboration with key customers to co-develop circular economy solutions.
- Internal reinvestment from operational efficiencies and cost savings.



Emissions Reduction Initiatives

Sonoco has approved several projects to reduce Scope 1 and Scope 2 emissions:

- Power Purchase Agreements (PPAs) to secure renewable energy, including:
 - U.S. Virtual PPA (VPPA) with ENGIE North America for 140 MW of wind energy, covering 52% of the output from ENGIE’s Big Sampson Wind Project in Texas, reducing Scope 2 emissions by approximately 200,000 MT annually—accounting for 36% of Sonoco’s purchased electricity.
 - Skjern plant in Denmark providing 100% solar electricity (23,235 MWh in 2023).
- Deploying a Biogas Boiler in Subang, Indonesia (-3,777 MT Scope 1 emissions).
- Installing a High Efficiency Boiler in Richmond, VA (-3,634 MT Scope 1 emissions).
- Deploying turbo blowers in Subang, Indonesia and Stainland, UK (-2,381 MT Scope 2 emissions)
- Compressed air optimization projects in Hartselle, AL; Jefferson, TX; Richmond, VA; and West Chicago (-769 MT Scope 2 emissions).
- Regenerative brake projects in Stainland, UK and Cali, Colombia (-760 MT Scope 2 emissions).

Investments into these projects is supported by considering shadow carbon pricing and exercising available government tax incentives.

Sonoco is committed to aligning financial disclosures with ISSB guidelines to enhance transparency and investor confidence. While the organization’s financial accounting is not yet fully aligned with its Climate Transition Plan, Sonoco has a structured plan to integrate climate considerations into financial reporting within the next 2-4 years. Key elements include regular reporting on climate-related financial risks and opportunities, integration of climate considerations into financial planning and governance and establishing clear KPIs to track progress against climate targets.

Sonoco will continue to highlight plans to:

- Allocate budgets for climate initiatives and sustainability projects
- Leverage green financing
- Explore partnerships with government and private sectors for funding opportunities.



Introduction

Governance

Sustainable Operations

Sustainable Products

People

Local Communities

Appendix

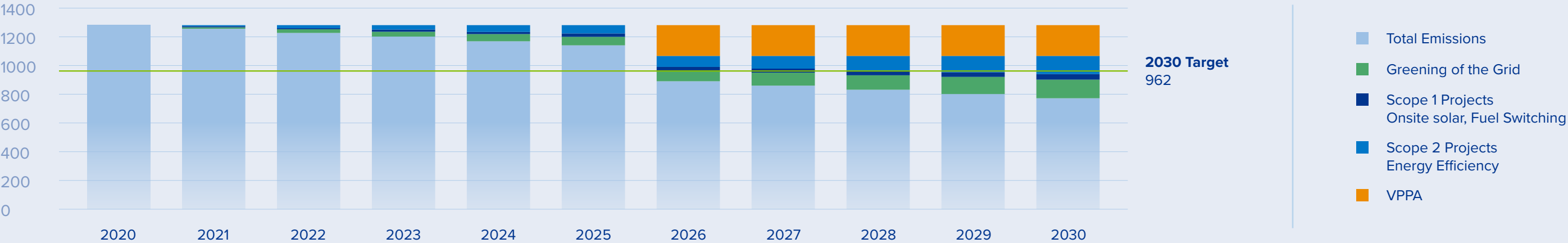
Emission Reporting and Transparency

Our emissions inventory, based on a 2020 base year for Scope 1 and 2 and 2019 base year for Scope 3, serves as the foundation for setting measurable targets.

Key sources of emissions include raw material extraction, manufacturing processes, energy consumption, transportation and product end-of-life.

To maintain transparency, we commit to annual disclosures aligned with ISSB standards and the Task Force on Climate-related Financial Disclosures (TCFD). Key performance indicators (KPIs) will track emissions reductions, energy transition progress and climate risk mitigation efforts. We will also publish an annual Climate Progress Report detailing achievements and areas for improvement. Finally, we will expand our third-party auditing for verification and transparency.

Figure 1: Scopes 1 & 2 GHG Emissions Total & Reductions (1,000 MTCO₂e)



Emission Reduction Targets

Our emissions reduction targets, validated by the Science Based Targets initiative (SBTi) in 2021, include:

- Absolute target well below 2°C for Scope 1, 2 and 3
- Scope 1 and 2: Reduce absolute GHG emissions by 25% by 2030, using a 2020 base year.
- Scope 3: Reduce absolute GHG emissions by 13.5% by 2030, using a 2019 base year.

As part of our SBTi validated GHG targets, we have established an energy target to help us achieve our goal.

- Reduce normalized energy use by 8% by 2030 from a 2020 baseline year
- 11% of planned GHG emissions reductions are from low-carbon energy use

We recognize the importance of aligning with a 1.5°C pathway and will continue to assess our strategic approach to climate action. In Figure 1 and Table 1 below, find more details Sonoco’s roadmap to achieve Scopes 1 and 2 emissions reductions.

Table 1: Emissions Reduction Strategy: 2021-2030

Near-term Actions (2030)	GHG Reductions	Partners	Investments & Projects	Challenges and Solutions	Just Transition
Energy Efficiency Improvements	128,000 MTCO ₂ e	Business leaders, engineers & equipment vendors.	Invest capital budget in LED lighting, compressed air, greener energy boilers, chilled water projects, turbo blowers, regenerative brakes and more.	Low-return projects will be supported with risk-benefit analyses including the use of internal carbon pricing. Sonoco will react to unfavorable changes in recycling acceptance criteria; Sonoco will research and respond to investor inquiries about carbon reduction roadmaps. By creating the Sonoco Energy Council, the company will improve internal resource coordination to optimize project selection, returns and execution.	Energy efficient projects promote labor practices. New equipment complies with EHS standards and moving to greener energy sources is better for the community.
Solar Panels Installation	13,000 MTCO ₂ e	Business leaders, engineers & utility suppliers.	Invest capital budget in 5-10 solar projects.		Solar energy is clean and safe energy for communities. Sonoco seeks to minimize land use by installing panels on roofs or using land unfit for farming.
Greening of the Utility Grid	128,000 MTCO ₂ e	Supply management, utility suppliers & energy advisors.	Support green efforts for utility suppliers.		Supporting utility conversions to greener energy secures jobs and provides equitable access to energy for communities.
Virtual Purchased Power Agreement	200,000 MTCO ₂ e	VPPA contractual partners. (Effective January 2026)	Partner on wind energy development facility.		Supporting green energy projects creates decentralized energy systems, enabling increased access to communities.
Purchased Fiber and Steel PCF Reduction	1,100,000 MTCO ₂ e	Steel & fiber suppliers.	Implement supplier engagement processes to reduce purchased goods carbon footprint.		Mobilizing sustainable and responsible suppliers reduces extent of climate change and decreases physical risks.
Improved End of Life: Increased Recyclability & Improved Recycling Rates	600,000 MTCO ₂ e	R&D & industry recycling associations.	Invest capital budget to convert cans with metal ends to paper bottom. Shift portfolio from plastic to metal packaging. Qualify paper and aerosol can for wide-scale recyclability.	By analyzing and mitigating financial risks, capital investments will be justified. Sonoco will validate recyclability with data to increase recycling rates of paper and aerosol can packaging.	Mobilizing sustainable and responsible recycling programs with equitable public access promotes community.



Direct Operation Initiatives

In 2023, Sonoco has taken significant strides toward reducing our environmental footprint and improving the sustainability of our operations. These efforts align with our broader commitment to climate action, responsible growth and operational efficiency.

Energy Efficiency Improvements

Sonoco continued its efforts to reduce energy consumption across our facilities. Key initiatives included:

- The installation of LED lighting across operations, contributing to significant reductions in energy use.
- Strategic investments to enhance the energy efficiency of critical equipment, including: plant boilers, compressed air systems, vacuum systems, HVAC systems and process chillers

These upgrades are designed to optimize energy usage and reduce our reliance on non-renewable energy sources, helping us move closer to our decarbonization goals.

Solar Energy Utilization

Sonoco installed batteries at several plants, allowing us to capture and store solar energy. This ensures that the energy generated from our solar panels is fully utilized, enhancing our renewable energy usage and reducing our dependency on grid-supplied electricity.

These initiatives represent just a portion of our ongoing work to improve sustainability across Sonoco’s operations. As we continue to innovate and invest in new technologies, we are committed to enhancing operational efficiencies, reducing emissions and supporting our long-term climate transition goals.

Biogas Utilization

As part of our wastewater treatment process, Sonoco cleans the biogas generated by the anaerobic wastewater treatment process. While this biogas was previously flared, we’ve now transitioned to using it in a boiler system that replaces the need for coal-fired boilers. This shift not only reduces greenhouse gas emissions but also helps us use renewable energy sources within our operations.

Waste Reduction

In 2024, Sonoco made notable progress in waste management, successfully reducing 2,800 tons of waste that would have otherwise gone to landfill. This effort is part of our ongoing commitment to reducing the environmental impact of our manufacturing processes and promoting circularity.



Impact, Risk & Opportunity Management and Resilience

As part of our commitment to sustainability and climate resilience, Sonoco has established a structured approach to identifying, assessing and mitigating climate-related risks while capitalizing on substantive opportunities. This process is integrated into our corporate governance and strategic planning.

Identifying and Prioritizing Climate-Related Risks and Opportunities

To inform our climate transition strategy, Sonoco completed a Corporate Sustainability Reporting Directive (CSRD) aligned double materiality assessment (DMA). We took a systematic approach consisting of desktop research, peer benchmarking and market scanning, value chain analysis and key stakeholder engagement to identify and define potentially material topics and related impacts, risks and opportunities. Through this process, 22 ESG topics and 110 impacts, risks and opportunities (IROs) were scored based on severity, magnitude and likelihood. Ultimately, 11 ESG topics and 26 associated IRO's were deemed material to our company. The results of our assessment, as seen in our materiality matrix in this report, yielded topics with either financial materiality, impact materiality or both.

Mitigation Strategies and Business Continuity

By integrating climate-related risk management into broader enterprise risk framework, we ensure that our business remains resilient in the face of climate challenges. These measures enable Sonoco to navigate an evolving regulatory landscape while safeguarding business continuity and stakeholder value. Risk mitigation includes:

- Proactive risk identification through regular assessments and benchmarking.
- Clear accountability by assigning risk owners for climate-related risks.
- Ongoing monitoring of risk mitigation efforts to ensure continuous improvement.

Maximizing Climate-Related Opportunities

Beyond risk mitigation, Sonoco is actively seeking ways to drive positive climate impact and enhance business value through sustainable innovation. Our Resilience Analysis underscores our commitment to managing and mitigating impacts, risks and opportunities to leverage sustainability as a competitive advantage while supporting global climate goals.



Climate-Related Risk Scenario Analysis

Sonoco utilizes multiple climate-related risk scenarios to provide a broad comparison of potential impacts on our business.

- IEA Net Zero Emissions (NZE) 2050: 1.6°C - 1.9°C (2030 / 2050)
- IEA Stated Policies Scenario (STEPS) (formerly IEA NPS): 2.0°C - 2.4°C (2030 / 2050)
- IEA Announced Pledges Scenario (APS): 2.0°C - 2.4°C (2030 / 2050)

These scenarios enable us to assess a range of climate risks, from physical impacts on our supply chain, customers, operations, employees and energy availability to transition risks related to the markets we serve, reputation, technology and regulatory policies.

Assessment of Climate-Related Physical and Transition Risks

As a result of the climate-related risk scenario analysis process, Sonoco identified five key areas of physical impacts affecting our business:

- **Supply Chain:** Disruptions due to extreme weather, resource scarcity and transportation challenges.
- **Customers:** Shifting demand patterns and increased sustainability expectations.
- **Operations:** Infrastructure resilience and energy reliability.
- **Employees:** Workforce safety, productivity and location-specific climate hazards.
- **Energy Availability:** Dependence on stable and renewable energy sources.

Additionally, we identified key transition risks associated with:

- **Market Shifts:** Evolving consumer preferences and competitive landscape changes.
- **Reputation:** Expectations from investors, customers and regulatory bodies.
- **Technology:** Advancements in low-carbon packaging and energy efficiency innovations.
- **Policy and Regulation:** Compliance with evolving global climate policies and carbon reduction mandates.

These impacts were assessed based on their potential financial impact and likelihood of occurrence across different terms. While short-term financial impacts (within 12 months) were not directly assessed, they are assumed to be captured within the medium-term analysis.

- **Medium-Term (up to 2030):** Near-future risks affecting business strategy and operations.
- **Long-Term (2031-2050):** Systemic risks shaping long-term climate resilience and industry transformation.

Resilience Analysis

Resilience analysis in the context of the Corporate Sustainability Reporting Directive (CSRD) involves assessing climate-related risks, impacts and opportunities to enhance organizational resilience. Risks were identified and compiled from the 2024 TCFD-Aligned Climate Scenario Analysis and the 2024 Double Materiality Assessment.

The current actions are evidenced by the company’s strategic priorities, enterprise risk management plans and annual report.

Table 2

Risk Description	Potential Impact to Sonoco	Strategic Actions / Opportunities	Implementation Timeline and Resources	Potential Barriers and How to Address Them
Physical Risks				
Increased frequency and intensity of extreme weather events (e.g., hurricanes, tornadoes, floods, heatwaves, droughts, forest fires, winter weather)	<ul style="list-style-type: none">Disruption to production and associated lost revenueIncreased capital costs for repair and replacementIncreased insurance premiumsIncreased energy costs to cool facilities or relocation to less hot or humid facilities	<p>Actions</p> <ul style="list-style-type: none">Facility Specific Business Continuity PlansEmergency response protocols for at-risk facilities. <p>Opportunities</p> <ul style="list-style-type: none">Weather event mitigation preparation plan (hardening plants) based on risk priority.	Continuity and emergency planning will continue through 2030 and beyond and is supported by business resources. Future opportunities are being evaluated for short term initiation.	Protocols are reviewed annually for effectiveness and completeness. Budgets are created to reflect anticipated costs and to minimize unplanned expenses.

Transparency and Reporting

Sonoco is dedicated to transparent climate risk disclosure and alignment with leading reporting frameworks. Identified climate risks and mitigation strategies are detailed in our regulatory filings, ensuring accountability to investors and stakeholders.

As we continue our climate transition journey, we remain committed to refining our risk management processes, deepening stakeholder engagement and advancing meaningful climate action. Through these efforts, Sonoco is not only mitigating risks but also unlocking new opportunities to lead in sustainable packaging innovation, delivering long-term value for our customers, shareholders, employees and communities.





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Increased frequency and intensity of extreme weather (e.g., hurricanes, floods, heatwaves, droughts, forest fires, winter weather, sea rise, long-term temperature changes)	<ul style="list-style-type: none">Disruptions to raw material availability and supply chainIncreased costs due to changes in supply availability, transportation, alternatives, etc.Relocation of suppliers impacting timeliness or availability of deliveries	Actions <ul style="list-style-type: none">Simplified portfolio for easier adapting of production across multiple facilitiesSupply chain mapping and business continuity plans by supplier and raw materialDevelop products using alternative raw materials Opportunities <ul style="list-style-type: none">Raw material inventory stocking strategy	To reduce supply chain disruptions, in 2024 Sonoco began simplifying its portfolio. Businesses are conducting supply chain mapping and planning for business continuity through 2030 and beyond. Product teams are qualifying alternate materials and suppliers on a regular basis and through 2030 and beyond.	There are very few challenges or barriers to executing the risk mitigating actions.
Changes in precipitation and water availability	<ul style="list-style-type: none">Disruption to or decrease in plant volumes due to lack of process water availability.Capital costs to optimize water use	Actions <ul style="list-style-type: none">Publicly stated corporate commitments to complete in-depth water risk studiesPublicly stated corporate commitment to reduce water consumption or recycle more process water Opportunities <ul style="list-style-type: none">Alternate water supply in high-risk areas	Sonoco's Corporate Sustainability Council provides oversight for water sustainability commitments and activities. Environmental specialists monitor paper mill industry studies and water reduction proposals for Sonoco adoption. Target 2030 and 2040 for milestone evaluations.	The investment strategy accommodates process improvements for operations dependent upon water use.
Drought and other weather conditions impacting reliability of energy supply (both green and brown) – power curtailments, lack of supply, etc.	<ul style="list-style-type: none">Power outages, curtailments and force majeure declarations resulting in lost production and associated costs / lost revenue	Actions <ul style="list-style-type: none">Coordinate corporate energy consumption reductionInvestment strategy supports the development of insular energy solutions (i.e. onsite renewable, battery storage)Supply management strategy supports contingency energy supply and supply priority Opportunities <ul style="list-style-type: none">Energy-focused business continuity plans	Energy reduction, renewable energy and energy continuity planning will continue through 2030 and beyond and are supported by business resources and Sonoco's Global Energy Council. Future opportunities are being evaluated for short term initiation.	Energy-related project will be supported with investment strategies and adequate sustainability resource availability. Additionally, utility contracts will be negotiated to facilitate increased renewable energy use.
Health and safety risks for employees and communities due to extreme weather events (or conditions) and changing weather patterns	<ul style="list-style-type: none">Increased costs for cooling facilitiesLimitations on employee hours or desire to work in manufacturing settingEmployees could be impacted by extreme weather events, impacting ability to work	Actions <ul style="list-style-type: none">Automation is a corporate strategic priorityEnergy efficiency strategy drives less heat generationAnalyze jobs for heat stress potentialEmployee services and financial assistance in response to disasters Opportunities <ul style="list-style-type: none">(Re)Locating facilities in moderate climatesDesigning new or existing plant remodels considering climate	Manufacturing personnel evaluate and modify employee work conditions and locations from 2020 and through 2030 and beyond.	Investment strategy will be evaluated to ensure risk mitigation opportunities are resourced.

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Risk Description	Potential Impact to Sonoco	Strategic Actions / Opportunities	Implementation Timeline and Resources	Potential Barriers and How to Address Them
Transition Risks				
Carbon policy and legislation to include carbon pricing mechanisms, cross-border taxes and position on carbon neutrality	<ul style="list-style-type: none">Increased capital costs to meet compliance due to conversions to alternative fuelsIncreased tax burden where we are unable to meet requirements or during transitionCompetitive advantage where we are able to implement cost effective carbon mitigation strategies	Actions <ul style="list-style-type: none">Global Sustainability team monitors carbon policyContinued GHG reduction initiatives executed according to investment strategy Opportunities <ul style="list-style-type: none">Forecast costs associated with carbon (operational and material)Explore alternative energy sources for facilities using biomass (if categorized as not carbon neutral)Add GHG impact to acquisition checklist / consideration	Since 2020, Sonoco leadership along with the Corporate Sustainability Council, the Board and sustainability resources have provided oversight and ensured accountability of advocacy and projects to support decarbonization. These activities will continue through 2030 and beyond.	There are very few challenges or barriers to executing these risk mitigating actions.
Increased policy and regulatory changes related to environmental quality and climate mitigation and adaptation (to include water, air, solid waste regulation)	<ul style="list-style-type: none">Increased cost of complianceIncreased cost of lower carbon fuels and other alternativesIncreased waste disposal fees	Actions <ul style="list-style-type: none">Track, engage and educate through trade associations related to policy and regulatory activityStrategic priorities focus on optimizing water use, discharge and treatment to reduce environmental impact Opportunities <ul style="list-style-type: none">GHG and other environmental impacts mitigation activityDevelop waste mitigation targets, plans and execution strategy	Sustainability resources directly advocate or indirectly advocate through industry partnerships for safe and sustainable policy on an ongoing basis through 2030 and beyond. Manufacturing and material handling resources collaborate to minimize waste and impact of regulations on an ongoing basis through 2030 and beyond.	Costs will be estimated and budgeted.
Legislation and policy geared towards increasing the circular economy may impact customer demand and/or burden certain Sonoco material types or formats	<ul style="list-style-type: none">Increased R&D costs associated with package design to meet circular economyDecreased business if Sonoco packaging is perceived to not meet requirements of a circular economyIncreased business if Sonoco can drive a competitive advantage	Actions <ul style="list-style-type: none">Strategic priorities to develop calculators for producing carbon footprints / LCA by product lineKey strategic priorities focus on the development and deployment of products with lower carbon impact and/or circular designCorporate sustainability priorities focus on tracking, influencing and advocating through trade associations the policy and regulatory activity	Innovation and sustainability resources execute lower product carbon footprint product designs and advocate for increased recycling acceptance.	IT support will support data collection systems across the entire portfolio.





Risk Description	Potential Impact to Sonoco	Strategic Actions / Opportunities	Implementation Timeline and Resources	Potential Barriers and How to Address Them
Global Political and Geopolitical instability driving unpredictable policy and legislation (Ex. Unrest due to fertilizer limits to manage climate; Bans on Asian imports due to use of coal; Paper mill in water scarcity areas)	<ul style="list-style-type: none">Increased cost of complianceUncertainty could result in investments in stranded assets	Actions <ul style="list-style-type: none">Corporate sustainability priorities focus on tracking, engaging and educating the policy and regulatory activity by regionComply with regulations. Opportunities <ul style="list-style-type: none">Business Continuity Plans	Business leaders and resources from Corporate Sustainability Council, Legal & Trade Compliance and Manufacturing collaborate to monitor geopolitical issues, comply with new regulations and develop business continuity plans through 2030 and beyond.	Costs will be monitored and budgeted costs to mitigate risks and supply management and operations teams will collaborate to align on future continuity plans.
Customer demand for better, more detailed data, along with increased public scrutiny and stakeholder activism drive an increased need for transparency and more accurate data collection and information systems.	<ul style="list-style-type: none">Litigation related to green washing or false claims based on inaccurate data inputsSEC/CSRD / reporting implicationsLost productivity with data reviewCost to put in appropriate data tracking systems at corporate, plant or line level	Actions <ul style="list-style-type: none">Developing auditable controls, processes, governance and data collection/trackingCompliance with global reporting requirementsAssess ability and need to create reporting tools internally Opportunities <ul style="list-style-type: none">Investment in updated data collection infrastructure (submetering, databases, etc.)Implement Legal and Compliance review of all business unit public marketing	Business leaders and resources from Corporate Sustainability Council, Legal & Trade Compliance and Manufacturing collaborate to monitor greenwashing legislature and develop marketing processes to ensure legal compliance through 2030 and beyond.	All costs, including third party audit costs, will be estimated and budgeted and a global, cross-functional communications strategy will be implemented.
Changes in investor sentiment and capital allocation due to climate-related concerns	<ul style="list-style-type: none">Reduced capital available to SonocoLower stock pricesIncreased ESG investing increases capital available to SonocoAdded costs to support investor-related reporting	Actions <ul style="list-style-type: none">Leverage third party advisors for ESG reporting and verificationDevelop and fulfill corporate ESG commitments Opportunities <ul style="list-style-type: none">Tailor and increase ESG-related public relations	Business leaders, sustainability resources and investor relations resources collaborate to monitor climate related concerns and develop business ESG reports through 2030 and beyond.	There are very few challenges or barriers to executing these risk mitigating actions.
Change in workforce dynamics impacts labor availability, skills need and employer reputational risk	<ul style="list-style-type: none">Expense related to training employees for “green” jobsIncreased recruitment and retention costsImpact on recruitment and retention due to positive sustainability reputation	Actions <ul style="list-style-type: none">Develop and fulfill corporate ESG commitmentsInvest in sustainability curriculum development at the university level Opportunities <ul style="list-style-type: none">Participate in recruitment activity (include sustainability & environmental)Tailor and increase ESG-related public relations	Sustainability, Human Resources and Investor Relations to engage with schools, trade associations, etc. to improve labor educational opportunities through 2030 and beyond.	There are very few challenges or barriers to executing these risk mitigating actions.

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A Commitment to Sustainable Growth

At Sonoco, sustainability, innovation and responsible growth are at the core of our business strategy. Our Corporate Sustainability Report along with the separately highlighted elements of the Climate Transition Plan reflect our commitment to integrating climate action into every aspect of our operations, ensuring long-term resilience, value creation and a positive impact for all stakeholders.

This plan is a living framework designed to evolve in response to emerging science, regulatory changes and industry best practices. By embedding sustainability into our decision-making, we aim to align with global climate goals, including the ambition to limit global warming to 1.5°C. Through transparent reporting and measurable milestones, we ensure that our progress remains clear and actionable.

2025 marks a critical milestone in our transition. We are refining our decarbonization strategy, adapting to new opportunities and accelerating the deployment of sustainable innovations. As part of continuous improvement, we will release the Climate Transition Plan for 2025, integrating Eviosys and reinforcing our ambitions within our annual reporting cycle. By taking decisive action today, Sonoco is shaping a more sustainable future for the packaging industry —one where responsible business practices drive long-term success for our company, customers and stakeholders.

Note: Eviosys information will be included in the full Climate Transition Plan which will be available in second half of 2025



Wind turbines at ENGIE’s Big Sampson Wind Project in Crockett County, Texas.





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