



2025

Our Future is in Focus

Corporate Sustainability Report



TABLE OF CONTENTS

INTRODUCTION

About the Company	3
Initiatives, Awards and Memberships	3
Materiality, Value Chain Mapping	4
Leadership Letters	5
About this Report	6

ENVIRONMENT

Environmental Stewardship	8
Climate Change and Energy Use	8
Water and Effluents	11
Sustainable Products	12
Responsible Material Use	15

SOCIAL

GOVERNANCE

Human Rights	17
Responsible Supply Chain	17
Talent Acquisition	19
People Build Businesses	20
Occupational Health and Safety	22
Enhancing Consumer Health and Safety	22
Local Communities	23

DATA TABLES

Corporate Governance	26
Councils	28
Ethics and Integrity	30
Information Security and Cybersecurity	31
Environmental Data Tables	33
Social Data Tables	35
Health and Safety Data Tables	40
Governance Data Tables	41
GRI Content Index	41
SASB Content Index	44
Data Table Notes	45

2025 Revenue *From Continued Operations*

\$7.5B

Countries

37

Plants

265

Employees *Globally*

~22,000

Markets We Serve

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

OUR BUSINESSES



Consumer Packaging
Metal Packaging



Consumer Packaging
Rigid Paper Containers



Industrial Paper Packaging
Uncoated Paperboard (URB)
and Converted Paper Products

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 a multi-billion-dollar enterprise with approximately 22,000 employees working in 265 operations in 37 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.

During the fourth quarter of 2025, Sonoco consolidated its Consumer Packaging businesses into two geographic segments. Under this structure, the Metal Packaging and Rigid Paper Containers businesses operate across Consumer Packaging, EMEA/APAC (Europe, the Middle East, and Africa/Asia-Pacific) and Consumer Packaging, Americas. In 2025, Sonoco was proudly named one of America's Most Admired and Responsible Companies by Newsweek and to USA TODAY's list of America's Climate Leaders. For more information on the Company, visit our website at www.sonoco.com.

Initiatives & Memberships

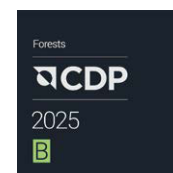
With a strong focus on the future, the Company aligns its operations with globally recognized sustainability, compliance and ethical frameworks designed to drive long-term impact. Key initiatives include participation in the United Nations Global Compact (UNGC) and the Science Based Targets initiative (SBTi).



Focusing on the future also means collaborating with organizations that shape the direction of the industry. Through active memberships in the Poly-Coated Paper Alliance (PCPA), Alliance for Fiber Based Packaging, The American Forest and Paper Association (AF&PA) and the Pet Sustainability Coalition (PSC), the Company supports innovation, shared learning and forward-thinking solutions that advance sustainability and responsible business practices. Additional commitments such as the Can Manufacturing Institute (CMI), the Metal Packaging Europe (MPE), the Sustainable Packaging Coalition (SPC) and the Alliance for Fiber Based Packaging support responsible growth and continuous improvement.



Awards and Accomplishments

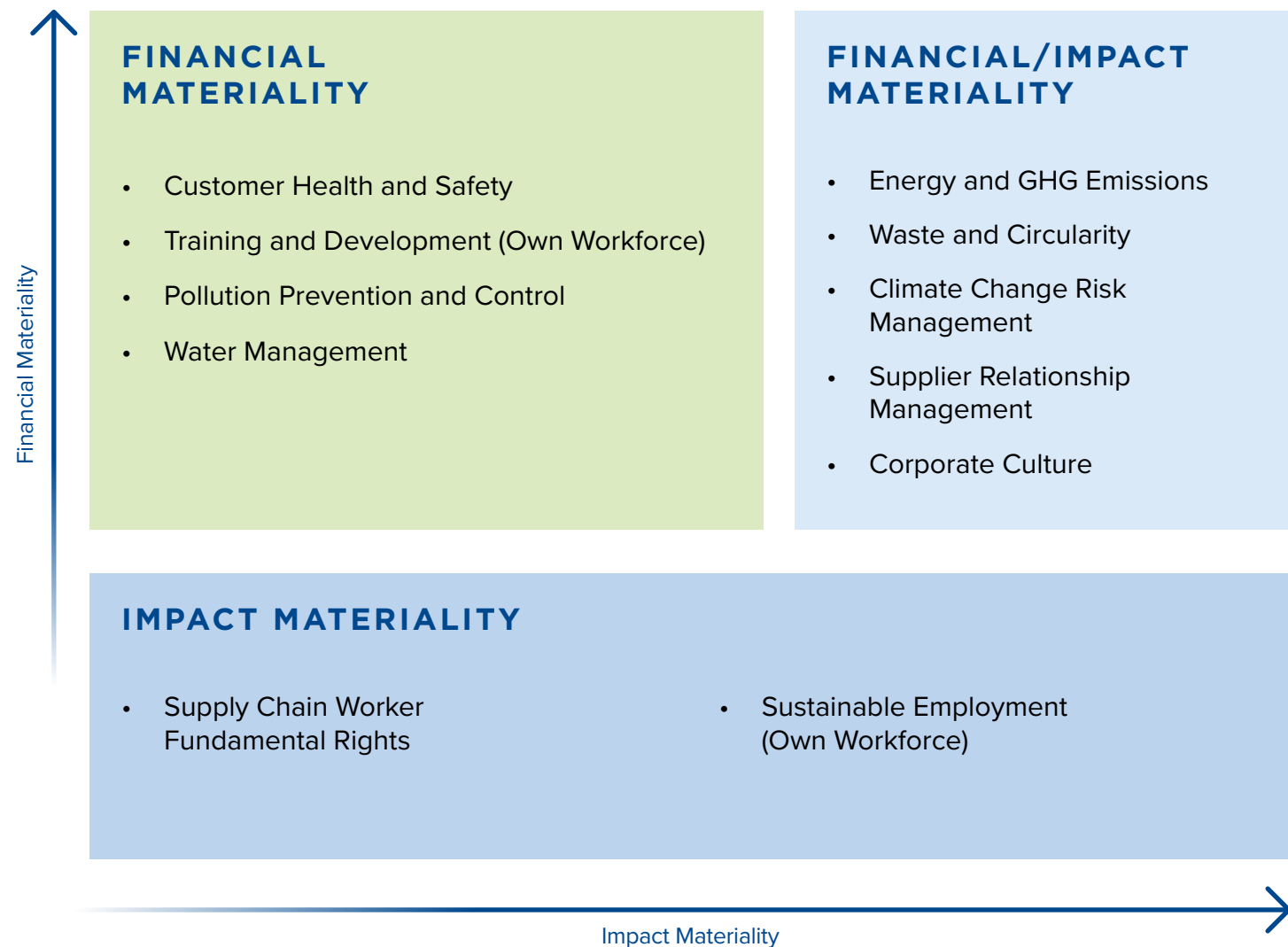


MATERIALITY

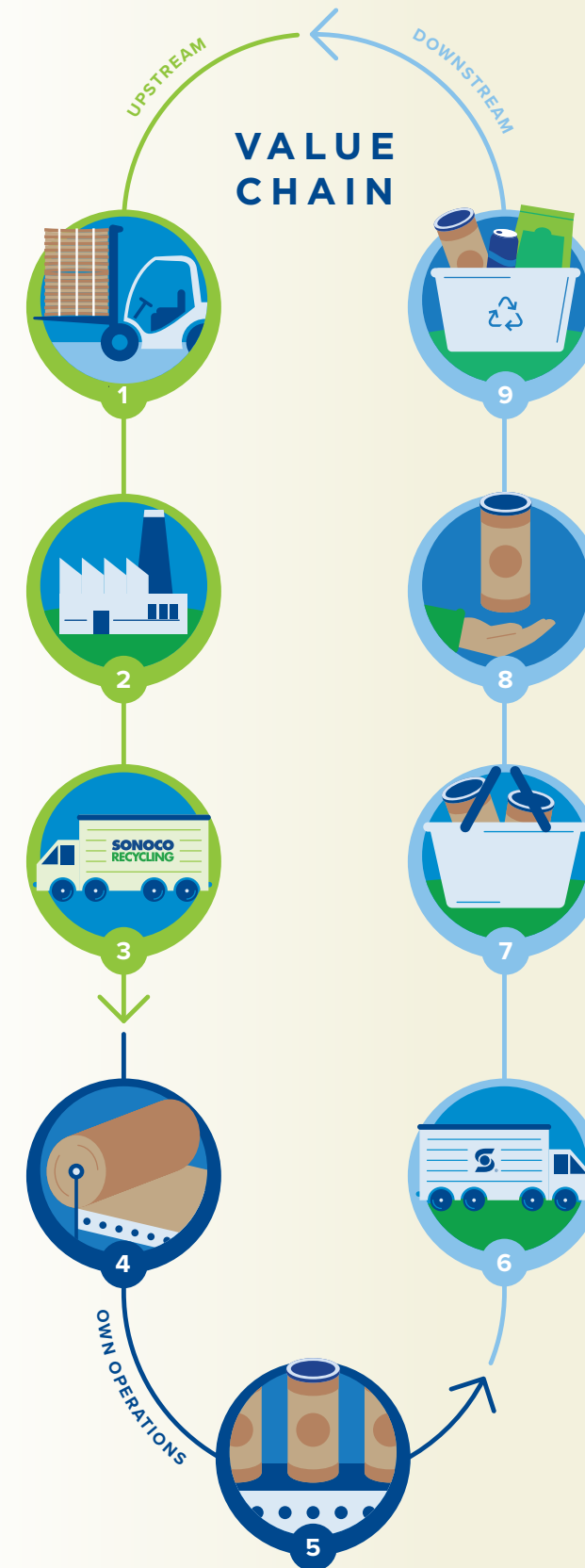
Materiality was informed by sustainability data collected, calculated, reported and verified by Sonoco employees across global operations, including manufacturing plants, recycling facilities, offices and warehouses. The process included desktop research, peer benchmarking, market scanning, value chain analysis and stakeholder engagement to identify and assess material impacts, risks and opportunities. This approach supported consistent and reliable assessment of impacts, risks and opportunities across the value chain.

This report addresses the material topics and reflects Sonoco’s focus on managing current impacts while strengthening long-term business resilience. The outcomes inform strategic planning, risk management and future sustainability initiatives to support customers, shareholders, associates, suppliers and the communities we serve. In 2026, Sonoco will be updating our existing Corporate Sustainability Reporting Directive (CSRD) aligned double materiality assessment (DMA) to include the Eviosys acquisition.

SUMMARY | MATERIALITY MATRIX



As part of our DMA process, we mapped our value chain to identify where our key sustainability-related impacts and financial risks and opportunities occur.



- 1 Principal Raw Materials**
 - Ecosystem processes, wind, sun, water, etc.
 - Raw materials used in paper, plastic, metal, adhesives, inks and other packaging materials
- 2 Raw Material Supply Chain**
 - Paper mills, plastic resin suppliers, ink suppliers, metal suppliers and adhesive suppliers
- 3 Upstream Logistics**
 - Shipping, reliance on reliable logistics solutions and services
 - Warehousing to store raw goods between sourcing / transportation / use in manufacturing
- 4 Owned Manufacturing**
 - Operating manufacturing facilities, including paper mills, plastic molding and paper and metal can converting plants
 - Dependence on skilled operators, engineers and support staff
 - Skilled workforce and leadership
- 5 Corporate, Administrative & Innovative**
 - Corporate management, administrative functions and R&D for innovative packaging solutions
- 6 Downstream Logistics**
 - Shipping reliance upon reliable logistics solutions and services
 - Warehousing to store finished goods prior to distribution
- 7 Sales & Retail**
 - Entities that buy large quantities of Sonoco products (e.g. retailers) for use in selling their end product
 - Customer’s active engagement in handling products
- 8 Use Phase**
 - Consumers’ buying preferences, means of purchasing and access to products
- 9 End of Life**
 - Consumers’ proper disposal of packaging to the appropriate waste method
 - Proper waste disposal or recycling systems to address waste
 - Sufficient facilities and systems to process water



R. HOWARD COKER
President and CEO

Letter From The PRESIDENT AND CEO

I am extremely proud to present Sonoco's 2025 Corporate Sustainability Report, an important milestone in our ongoing commitment to create packaging solutions that reveal a better, more sustainable world with tomorrow in mind. This year's report reflects meaningful progress toward our sustainability goals and reinforces the values that have guided us since 1899.

At Sonoco, we believe that *People Build Businesses by Doing the Right Thing*. This principle drives innovation, strengthens outcomes, and ultimately improves lives. It is the foundation of our culture and the inspiration behind packaging designed with tomorrow in mind.

In 2025, we completed the significant transformation of the Company and now, what differentiates Sonoco from many in our industry is that we have built global market-leading franchises in both metal and paper packaging across Consumer and Industrial markets. The sustainability of our metal and fiber-based packaging is also earning recognition. I am pleased that Sonoco and our customers jointly received three honors at the 2025 Environmental Packaging Awards: Sustainable Packaging Business of the Year, Sustainable Brand and Sustainable Investment Projects.

We were also named one of America's Climate Leaders by USA Today, recognized again by Newsweek as one of America's Most Trustworthy and Responsible Companies and included on Fortune's World's Most Admired list. Sonoco now ranks in the top one-third of companies across all industries for environment, ethics, labor and human rights and sustainable procurement.

Our benchmark for sustainable success is not just a target; we believe it is our duty and our promise to provide accurate, transparent reporting on what matters most. Our annual Corporate Sustainability Report reflects that commitment to accountability and openness.

I believe equally important is how we serve our people, strengthen our communities and build the foundation for long-term, shared successes. Through our Sonoco In Action network, we partner with nonprofits, community organizations, and charitable groups to empower our teammates to share their time, talent and resources. These efforts focus on uplifting communities through youth education, development and health initiatives.

At our core is a strategy centered on sustainable solutions that create real, lasting impact for our business, our customers and the communities we serve. I want to extend my sincere gratitude to Sonoco employees around the world. Your dedication, resilience and commitment to excellence made our 2025 achievements possible.

Letter From The VP OF SUSTAINABILITY

On behalf of Sonoco, the Sustainability Team is proud to report on our progress in 2025. Supported by the efforts of our 22,000 employees, we made meaningful progress supporting the development of global packaging solutions that reduce environmental impact and create value for our shareholders worldwide. As our business environment continues to evolve, our sustainability focus enables us to advance priorities with greater clarity and impact across the organization.

Our sustainability strategy is guided by the Corporate Sustainability Council and overseen by the Board of Directors, ensuring accountability and alignment with our long-term goals. As regulatory landscapes evolve, we are sharpening our focus across key regions, while continuing to align with global expectations and keeping our focus on the future.

Looking ahead, our approach continues to adapt in support of a more focused portfolio and evolving industry expectations. We advanced our environmental priorities by investing in energy-efficient equipment, renewable energy projects and improved manufacturing processes to help reduce greenhouse gas emissions and improve overall environmental performance. This included progress on long-term renewable energy sourcing, such as virtual power purchase agreements, as we continue working to revalidate and strengthen our science-based approach to decarbonization.

As a global recycler, we strengthened our focus on waste reduction and circularity by improving processes to increase material recovery and partnering with industry stakeholders to advance recycling practices. These efforts are increasingly informed by both global circular economy ambitions and region-specific regulatory requirements. The Company also continued efforts to manage water responsibly and collaborate with local partners on infrastructure improvements.

Sonoco always prioritizes supporting our people. Safety initiatives helped reduce exposure to serious workplace incidents, and our training and development programs continued to create opportunities for employee growth. Our commitment to communities remained strong through focused giving, volunteerism and partnerships with nonprofit organizations.

Guided by our purpose, *Better Packaging. Better Life.*[®], we remain committed to transparency and will continue to share our progress with stakeholders as we work toward our next generation of sustainability goals.



SCOTT BYRNE
Vice President of Sustainability
and Industry Affairs

“
Through the efforts of our 22,000 employees, we continued working to reduce the environmental impact of our packaging globally while supporting our stakeholders.”

“
In 2025, we completed the significant transformation of the Company and now, what differentiates Sonoco from many in our industry is that we have built global market-leading franchises in both metal and paper packaging across Consumer and Industrial markets.”

ABOUT THIS REPORT

Sonoco's 2025 Corporate Sustainability Report underscores our commitment to accountability and transparency in support of our purpose, *Better Packaging. Better Life*®. This purpose guides our strategy and actions to create long-term value and positive impact for our stakeholders.

Unless otherwise noted, the report covers data and metrics for the 2025 calendar year, from January 1 through December 31, 2025. Data may be rounded, and all financial information is presented in U.S. dollars. Environmental and operational data include Sonoco's global operations unless otherwise specified in the relevant tables.

In 2025, Sonoco completed the sale of its ThermoSafe business unit, a leading provider of temperature assurance technologies, to Arsenal Capital Partners. Unless otherwise noted, ThermoSafe data is presented separately from Sonoco and is available at this [link](#).

This report is guided by principles and methodologies that provide the basis for sustainability accounting and reporting. It is informed by the European Sustainability Reporting Standards (ESRS) as we prepare for upcoming CSRD requirements. It is also informed by the UN Sustainable Development Goals and is reporting with reference to Global Reporting Initiative (GRI).

Information in this report is current as of the publication date and should be read in conjunction with Sonoco's most recent Form 10-K, Forms 10-Q and 8-K, and other filings with the U.S. Securities and Exchange Commission.

Questions or feedback regarding this report or Sonoco's sustainability disclosures may be directed to our [Head of Investor Relations](#).





Environmental



ENVIRONMENTAL TARGETS

Emissions Reduction

Scope 1 & 2	Scope 3
25% (2020 Base Year)	13.5% (2019 Base Year)



Water & Effluents Reduction

12.8m³/ton to 12.3m³/ton by 2040

3% BY 2030	5% BY 2040
----------------------	----------------------



Lifecycle Assessments

Automating the carbon footprint assessment capacity

75%
BY 2030



Environmental Stewardship

SUSTAINABLE OPERATIONS

Sonoco is committed to enhancing the sustainability of our operations to help reduce our material impacts on the environment and improve the quality of life for people worldwide. The Company's Environmental Policy highlights our commitment to conducting all operations in full compliance with applicable environmental laws and regulations and beyond minimum requirements where local legislation dictates less than the standards to which we operate. Our sustainability goals are based on data-driven scientific criteria and include ambitious targets to lower greenhouse gas (GHG) emissions and initiatives to reduce energy usage. Programs include initiatives to reduce energy and water usage, lower greenhouse gas emissions 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. Our Biodiversity Policy states the Company's commitment as 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.

Paper Mill, Hartsville, SC

ENVIRONMENTAL MANAGEMENT SYSTEM

Sonoco's Environmental Management System (EMS) is grounded in a robust Environmental Policy and a commitment to clear accountability for implementation across the organization. Our system is designed to ensure continuous improvement in environmental performance by establishing targets and objectives that reduce our operational impacts, supported by employee training that deepens understanding of how our activities affect the environment.

Within our operations, 50 global sites are certified to ISO 14001 Environmental Management Systems, and 10 sites hold ISO 50001 Energy Management Systems certification, meeting international standards that require rigorous internal and external audits to maintain. In addition to these third party certifications, several of the Company's sites participate in operational audits performed by our Environmental Team each year. The team performs a risk assessment for each site that determines if they are assigned a 3-, 5-or 7- year audit cycle. Beyond this, manufacturing sites not participating in the internal operational audit in a given year are required to complete an Environmental Self-Assessment. The Company audited 52 sites in 2025, and 96% of our targeted sites completed self-assessments. Our EMS framework is supported by key governance resources, including Sonoco's Environmental Policy and the Company's Internal Environmental Audits Policy.

Climate Change and Energy Use

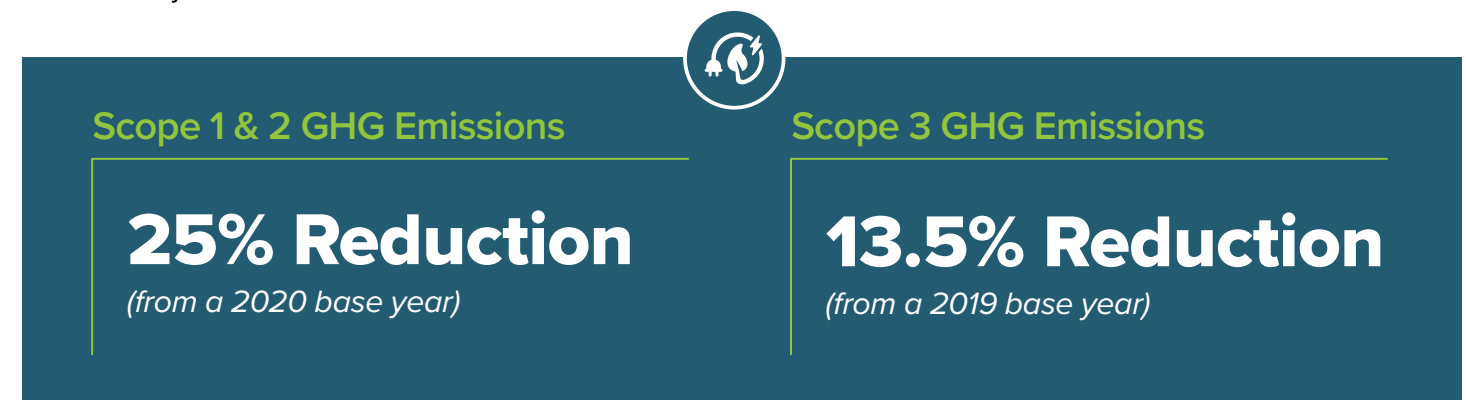
CLIMATE RISKS AND OPPORTUNITIES

Sonoco has identified physical and transition risks related to climate change, including severe weather that may disrupt production and supply chains, increased material costs and potential regulatory changes that could raise operating expenses. These risks were assessed across short-, medium- and long-term time horizons under multiple climate scenarios. Responsibility for monitoring and mitigating these risks is assigned to business units and supported by measures such as business continuity planning and ongoing sustainability initiatives. Oversight of environmental and climate-related risks is provided by the Board of Directors through the Employee and Public Responsibility Committee, with regulatory compliance overseen by the Audit Committee. The Corporate Sustainability Council meets quarterly to guide sustainability strategy and objectives.

In support of transparency and regulatory requirements and as a pioneer in packaging worldwide, Sonoco understands its role in supporting a low-carbon economy and has developed a Climate Transition Plan. This Climate Transition Plan is a living document outlining current commitments, achievements and our vision to work toward achieving 1.5°C science-based emissions reductions, aligned with the SBTi and International Sustainability Standards Board (ISSB). In 2025, we fully integrated our recently acquired metal packaging plants (formerly Eviosys) into the plan. We are continuing work toward net-zero GHG emissions, ensuring the transition is both credible and actionable. In 2025, Sonoco achieved a CDP score of 'B' across all three questionnaires: Climate, Water and Forests. This accomplishment underscores our commitment to reducing Sonoco's impact on climate change.

EMISSIONS REDUCTION TARGETS

Sonoco is committed to reducing climate related risks by setting science-based GHG reduction targets and tracking progress in alignment with the GHG Protocol, which we use to calculate and report emissions. Our emissions inventory is updated at least once per year. Sonoco's current climate goals align with limiting global warming to well below 2°C. By 2030, we're targeting a 25% reduction in Scope 1 and 2 emissions and Scope 3 emissions by 13.5%.



Across operations, we are implementing energy efficiency projects and transitioning to renewable and lower carbon energy sources to reduce Scope 1 and 2 emissions. For Scope 3, we are analyzing 2025 emissions data across our value chain to identify suppliers with the largest impacts and are developing targeted engagement strategies to support reductions. To accelerate progress and align with evolving global expectations, Sonoco will revalidate its goals later this year to align with a 1.5°C pathway.



Sonoco continues to advance emissions and energy reduction efforts globally, demonstrated by achievements such as the **LONDRINA PAPER MILL IN BRAZIL**, which earned the **Paraná State Climate Seal**. The Selo Clima Paraná is a voluntary state initiative created by the Government of Paraná to recognize organizations that measure, monitor and reduce greenhouse gas emissions while promoting ESG best practices.

ENERGY EFFICIENCY AND RENEWABLE ENERGY

YoY Energy Reduction
(MMBtu)

1,097,016

2025 Renewable Energy
(MMBtu)

6,632,579

2025 Solar Energy Increase
(MMBtu)

40,295

In 2025, Sonoco completed global sustainability projects that reduced GHG emissions by approximately 15,000 metric tons CO₂e. Some of these projects included:

Solar panel installations at two facilities: The corporate campus in Hartsville, South Carolina, is projected to reduce GHG emissions by 2,276 metric tons CO₂e, and a facility in Cirie, Italy, has expected reductions of 230 metric tons CO₂e. This brings Sonoco to a total of six facilities with solar panel installations.

In 2025, our Cali, Colombia, paper mill **regenerative brake technology** was implemented on equipment used to cut large paper reels into customer-specified widths. This system captures kinetic energy generated during the braking process and converts it into electricity, which can be reused within the facility. In addition to reducing heat generation, this technology is expected to save approximately 675,976 kWh annually.

We are also **upgrading air compressor systems** in several paper mills and converting facilities, replacing older units with more energy-efficient models. In 2025, four compressed air projects were implemented with energy reductions totaling 2,846,518 kWh. These upgrades are projected to deliver greenhouse gas reductions of 1,334 metric tons CO₂e annually across four facilities.

Sonoco established a Global Energy Council in 2025, to advance our enterprise-wide emissions reduction strategy and strengthen coordination around energy efficiency initiatives. The Energy Council has played an integral role in identifying and managing a broad portfolio of initiatives, including LED lighting upgrades, biogas utilization and turbo blower equipment updates. LED retrofits have delivered meaningful benefits such as reducing energy use while improving visibility and safety for employees in high activity operational areas.

15 YEAR VIRTUAL POWER PURCHASE AGREEMENT

Sonoco announced a 15-year Virtual Power Purchase Agreement (VPPA) with ENGIE North America supporting the 270-megawatt 'Big Sampson' Wind Project in Southwest Texas that was completed in 2025. The project includes 60 wind turbines and generates enough renewable electricity to power roughly 130,000 homes. Under the agreement, Sonoco is responsible for approximately 140 megawatts, or 52% of the project's output. The associated renewable energy credits are expected to cover about 83% of our U.S. electricity consumption in 2025 and help off-set carbon emissions by approximately 19% annually, supporting our SBTi validated commitment while also contributing to customers' Scope 3 emissions reductions. Sonoco's portion of the project is projected to generate 500,000 MWh annually and in the first three months alone it generated 112,685 MWh.

HARTSVILLE RENEWABLE ENERGY PROJECTS

A solar panel project in Hartsville, SC is expected to provide approximately 7.5 million kWh per year of renewable energy to the paper complex. Sonoco's Hartsville campus also upgraded its compressed air system that will save approximately 1,265,584 kWh annually and reduce emissions by 333 metric tons CO₂e.



Solar Panel Farm,
Corporate Headquarters,
Hartsville, SC



WORLD ENVIRONMENT WEEK

During World Environment Week and throughout Environment Month, Sonoco’s global teams came together in meaningful and creative ways to celebrate sustainability and well-being. In Brazil, facilities engaged employees’ families by inviting children to express their hopes for the planet’s future through letters and drawings, which are now proudly displayed. The Brazil sites also hosted events supporting the Prevention of Workplace Accidents and Environmental Awareness, promoting the “Do Safety Differently” approach through interactive sessions on health, safety and environmental protection as well as hands-on workshops that encouraged material reuse and sustainable thinking. In Turkey, one of our Paper Products facilities organized a trekking activity that not only reinforced our commitment to nature during World Environment Week but also supported mental well-being, offering employees a chance to reduce stress, connect with one another and strengthen team spirit. Together, these initiatives reflect Sonoco’s ongoing dedication to building a healthier, safer and more sustainable future for both our people and the planet.

PROJECTS DRIVING REDUCTIONS

The Company’s continued focus on operational efficiency and innovation is driving meaningful energy and emissions reductions across operations. In 2025, six oxidizers were installed in Europe to improve emissions control and energy performance while reducing volatile organic compounds (VOCs). We also advanced fuel-switching initiatives in Subang, Indonesia, by partially transitioning from coal to biogas generated as a byproduct of the wastewater treatment process, enabling the boiler to run on a renewable fuel source while improving effluent quality and reducing methane emissions.

Plant optimization projects including LED lighting upgrades, enhanced compressor systems and the installation of turbo blowers are further improving energy efficiency. In 2025, four compressed air systems were upgraded within the Industrial Paper Packaging division, delivering significant energy and emissions reductions. Improvements at our plant in Forest Park, GA are expected to save 267,191 kWh annually. At our paper mill in Santa Clara, Mexico, the compressed air system upgrade will save 568,986 kWh per year. The Winchester, VA plant project is expected to generate annual savings of 744,757 kWh and reduce emissions by 633 metric tons CO₂e. On the Hartsville, SC campus, the upgraded compressed air system will save approximately 1,265,584 kWh annually and reduce emissions by 333 metric tons CO₂e.

REDUCING IMPACTS THROUGH PROCESS IMPROVEMENTS AND STRATEGIC LOCATIONS

Sonoco is reducing emissions through targeted operational efficiencies and capacity investments. As customer demand grew on the West Coast, we relocated a 603 multi-dye press in our steel manufacturing line from Ohio to California, to bring production closer to the end market and eliminate the need to ship products across the country. This has significantly reduced transportation distances, lowering energy use and associated emissions as well as improving operational efficiency.

To further improve emissions intensity, we are building a new line for paper-bottom cans, which will double production capacity and enable more efficient, lower-emission manufacturing per unit. In parallel, packaging innovations, particularly in large-format solutions for complex distribution channels, are improving logistics efficiency while advancing progress toward recyclability. These initiatives integrate operational optimization, scalable production and sustainable packaging design to reduce overall environmental impact.



Images from events held for World Environmental Week in Brazil.

LIFE CYCLE ASSESSMENTS

Sonoco’s Life Cycle Assessment (LCA) approach is based on the foundations laid by ISO 14040:2006 principles and framework and ISO 14044:2006 requirements and guidelines. Product Carbon Footprints are conducted in accordance to ISO 14067:2018 requirements and guidelines for quantification. We conduct full LCAs and product carbon footprint analyses to assess environmental impacts across the value chain, from raw material sourcing through manufacturing, distribution, use and end-of-life. We then use these insights to guide product design, material selection, operational efficiency and transportation improvements. Sonoco is advancing sustainable product development by investing in tools and systems that strengthen LCA capabilities and streamline automation across the organization. In 2025, we completed 331 LCAs and individual projects.



Sonoco has committed to expand LCA capabilities and automate processes to deliver scalable, data-driven insights through an LCA Automation Project called SonoCO₂. In 2025, the Company successfully launched SonoCO₂ for company-wide access for global Tubes and Cores operations. By consolidating plant-level data into a single, automated platform that

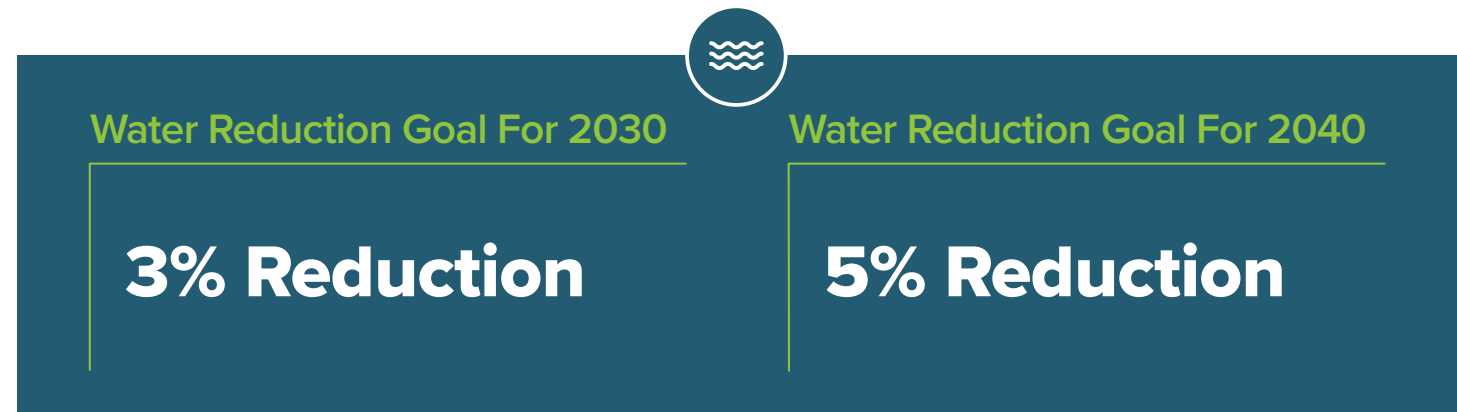
updates in real time, SonoCO₂ enables faster and more efficient responses to customer LCA requests. SonoCO₂ supports the customer in tracking emissions from Sonoco products. While this tool is currently focused on tubes and cores, the plan is to expand this capability across the portfolio and into our Consumer Packaging businesses in the future.

Water and Effluents

The Company's Environmental Policy and Water Protection Guidelines are designed to effectively manage material impacts, risks and opportunities. Sonoco considers our material impacts on water resources when sourcing and using 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, water risk studies have been conducted using the World Resource Institute (WRI) Aqueduct water risk tool at 100% of our paper mills, accounting for more than 90% of Sonoco's global water usage.

CORPORATE WATER COMMITMENT

Sonoco has established a goal of reducing global water consumption at our paper mills by 3% by 2030 (from a baseline of the five-year average from 2019-2023) and reducing by 5% by 2040 by implementing process upgrades to reduce water demand, reuse and better treat water across facilities, which would lower water intensity levels 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 the Company's facilities in optimizing water usage and highlighting the benefits of using only recycled feedstock, allowing for less material impact on water than if we were using virgin fiber.



EFFLUENT OPTIMIZATIONS

At Sonoco sites with in-house wastewater treatment plants, we are finding ways to reduce emissions through capturing the biogas that is generated through the wastewater treatment process. For example, the paper production wastewater treatment site at the Hartsville, SC campus captures methane and converts it to renewable natural gas. At the Subang, Indonesia, and Cirie, Italy sites, methane gas is captured and used on site to fuel the plant's boiler system. Not only does this reduce the amount of methane that is released into the environment; it also replaces the use of natural gas.

Sonoco is in the construction phase of a new wastewater treatment system at a metal plant in Milwaukee, Wisconsin. This dual-purpose project will improve onsite treatment capabilities and send water to the local public utility. By lowering biochemical oxygen demand (BOD) levels in discharged water, the system will significantly reduce pollutant loading to the municipal facility.

The project also includes biogas capture and combustion, enabling safe utilization of gases generated during treatment. This will further reduce environmental impact while improving overall process efficiency. Once operational, the system will result in cleaner effluent and reduced emissions.

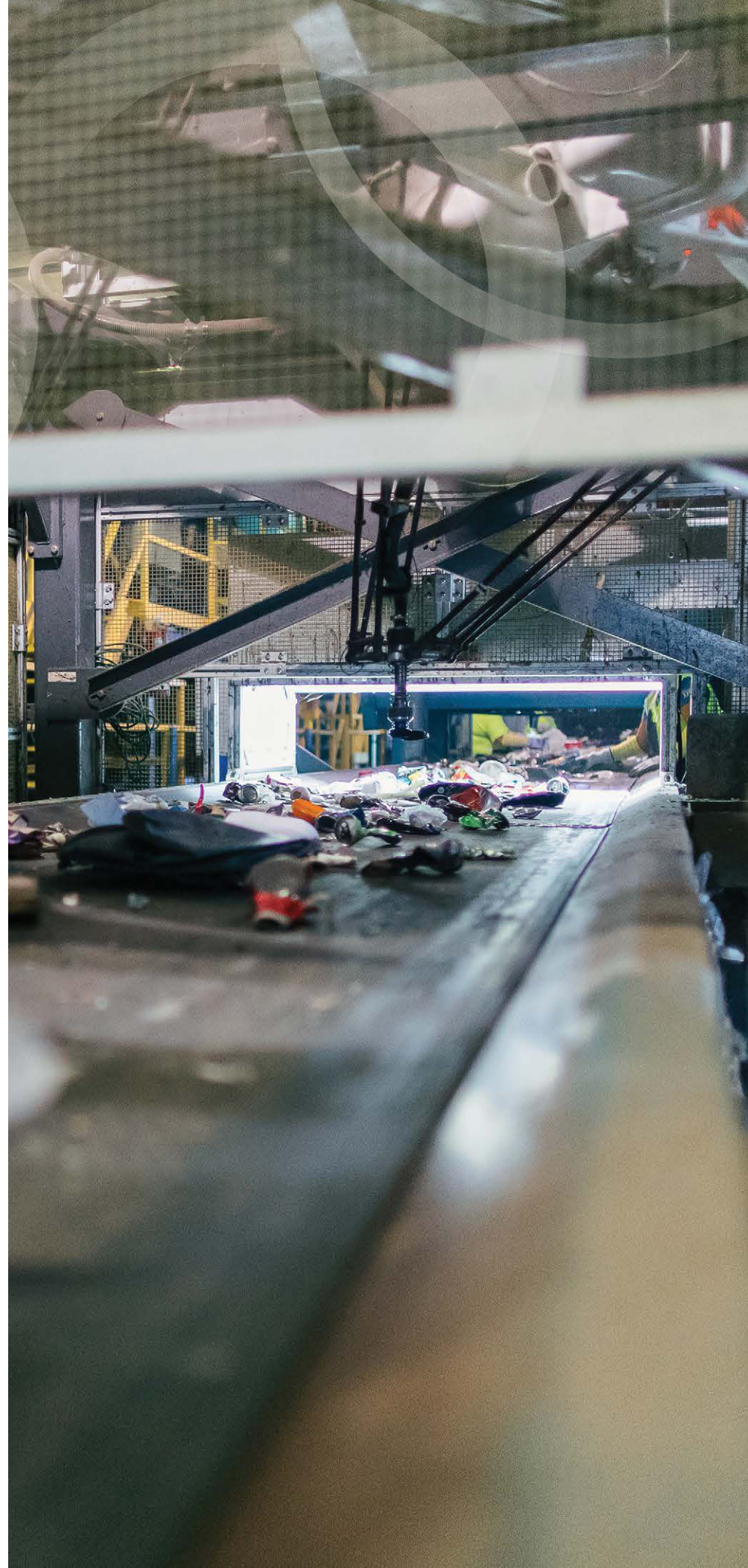
At our facility in Richmond, VA we recently completed a major lagoon restoration project. This included dredging accumulated materials, installing new pumps and preparing the system to recirculate treated water back into the plant. A plan is also in place to install additional aerators to further enhance water quality. As part of this effort, the lagoon footprint was reduced from nine acres to approximately 2.2 acres, and a land bridge was constructed to improve access and management. Previously, the plant was unable to reuse water within the mill; however, with these upgrades, the facility is expected to implement water reuse operations by the end of 2026.



Biogas Boiler (Subang, Indonesia)



Lagoon Restoration before and after (Richmond, VA)



POLLUTION REDUCTIONS

Across Sonoco's global operations, we work to reduce pollution-related impacts through targeted initiatives. In addition to oxidizer upgrades for VOC reduction and methane capture systems, we implement projects to reduce particulate matter emissions, often diverting collected material to beneficial reuse. We actively manage dust using various approaches, including compressing it into pucks for energy recovery, applying water misting to reduce flammability and repurposing materials for uses such as landscaping. At facilities handling plastic pellets, we maintain equipment and training to prevent environmental release, supporting efforts to minimize microplastic pollution and strengthen water stewardship.

WASTE MANAGEMENT

Sonoco is a leading global recycler with more than 40 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 our use of recycled materials 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 directives such as the European Union's Packaging and Packaging Waste Regulation (PPWR).

In Canada, sludge from our processes is redirected to an external location where it is incorporated into soil, supporting beneficial reuse. In the United States, glass waste is sent to a processor in Raleigh, NC where it is repurposed for road construction and site access, while a new ash recovery program has secured a partner to reuse ash from the Hartsville biomass boiler. Across Europe, certain waste streams are managed through recovery incineration partnerships in which rejected material is converted into energy and returned to our facilities as steam. Waste minimization is also embedded in European policy through measures such as optimizing primary packaging to reduce size, weight and material complexity, and reducing grease- or moisture-proof barrier coatings that limit paper recyclability, while exploring biodegradable barrier alternatives. Additional initiatives include programs such as manufacturing and reusing core plugs made from sawdust produced during the wooden reel manufacturing process, which helps eliminate waste. At facilities like Hartselle, AL the team utilizes a new grinding system that separates nails from scrap wood for increased wood recycling.

Additionally, our tube and core operations recover skiving byproducts that can be repurposed as animal bedding for farms, with facilities such as Robeson, PA supplying bagged material to agricultural partners. Each year, these waste streams and reuse opportunities are reviewed through formal audits to ensure that available materials are aligned with market demand, and that diversion and reuse opportunities continue to expand wherever possible.



Sustainable Products

Sonoco is committed to finding sustainable and creative packaging solutions that advance a circular economy. Our design process focuses on delivering packaging that meets customer performance and safety requirements while reducing environmental impacts across the product lifecycle. Through ongoing research and development, the Company works to enhance product recyclability and expand the use of responsibly sourced materials. This thinking is integrated throughout the design process to evaluate material choices, manufacturing methods, product use and end-of-life outcomes, helping ensure more sustainable solutions from concept through disposal.

ADVANCING A CIRCULAR ECONOMY

Sonoco is focused on expanding our sustainable product portfolio through partnerships with our customers to design widely recyclable products and increase the sourcing of sustainable materials. This is highlighted by our Core Reuse Program, a concerted effort between Sonoco and our customers to try to improve the number of turns and individual core uses in their facility. In one case, our team was able to increase the number of reuses from 0 to 3.9 on average with about 26,000 metric tons CO₂e reduction. We provide materials and tools to customers on how to best manage Sonoco cores to enable multiple life cycles. We also partner with our customers to improve core end of life with specialized equipment to recycle then convert cores back into pulp for a circular life cycle.

PARTNERING TO PROMOTE RECYCLING

Sonoco partners with organizations to promote recycling initiatives, including efforts to expand recycling of various packaging formats and increase the use of on-pack recyclability labels.



Poly Coated Paper Alliance

Sonoco is a founding member of the [Poly Coated Paper Alliance \(PCPA\)](#), a collaborative group with the goal of achieving the 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 \(ARI\)](#), a project of the Can Manufacturers Institute (CMI) and the Household & Commercial Products Association (HCPA). ARI is supported by 20 companies across the aerosol value chain in the United States and is working toward 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 the [Australian Packaging Covenant Organization \(APCO\)](#), to help customers facilitate on-pack recyclability claims by assessing, testing and modifying products for recyclability.

Sonoco is a founding member of the [Alliance for Fiber-Based Packaging](#), supporting our commitment to sustainable materials and circular packaging. Through this collaboration, we help advance recyclable, fiber-based solutions, promote responsible sourcing and drive industry-wide progress on emissions and waste reduction.



DESIGNING FOR CIRCULARITY

Sonoco prioritizes designing packaging that supports recyclability in practice and at scale for our customers and their consumers. Our product development efforts focus on reducing materials of concern, increasing recyclability and improving resource efficiency. We are also advancing paper-based packaging solutions, including new paper bottom technologies that are being introduced and adapted for the North American market. Production of paper bottom cans began in 2025 following equipment reengineering and retooling at our Jamesburg, NJ and Greenville, WI facilities, supporting the development of paper solutions designed for large-format packaging, demanding distribution environments and improved recyclability, with a new line set to be installed in 2026 to double production.

Implemented in 2025, Horizon is a lightweight metal overcap designed as a single-material can-to-top solution. It replaces traditional plastic lids with a recyclable metal alternative, eliminating multi-material packaging and improving compatibility with existing recycling streams. By reducing material weight and simplifying end-of-life processing, the design supports circular material flows while lowering associated CO₂e by 56% compared to conventional overcaps.



AWARD WINNING PRODUCTS AND INITIATIVES

Sonoco was proud to win several awards in 2025 recognizing innovation in project design and sustainability.

Flex Project

For the second consecutive year, Sonoco Consumer Packaging, EMEA/APAC partnered with FareShare, donating 145,000 metal cans to support the Food Life Extension (FLEX) food donation project. The initiative won both the Sustainability Award and Environmental Packaging Award at the 2025 Packaging Europe Awards.



Palais des Thés

Sonoco partnered with Palais des Thés to create refillable metal packaging that preserves rare tea harvests while encouraging reuse. The collaboration earned a top-three placement for the Green Award at Luxe Pack.



Environmental Packaging Awards 2025

In Europe, Sonoco received three Bronze trophies at the Environmental Packaging Awards 2025, hosted by Packaging News. Our rigid paper packaging won in the Sustainable Packaging Business of the Year and Sustainable Brand of the Year categories, while Consumer Packaging earned Bronze for Sustainable Investment Project of the Year.



GreenCan®

Sonoco's GreenCan® was shortlisted as one of four global finalists in the Packaging Europe Sustainability Awards 2025 Readers' Award category, recognized for its customer success stories and sustainable packaging innovation.



How2Recycle® Prequalification

Sonoco's Paper Container with Metal End achieved How2Recycle® prequalification after more than five years of collaboration with recyclers and data collection. The milestone helps brands promote recyclability through North America's leading standardized recycling label system.



NaturDrops GreenCan Packaging

Sonoco supported NaturDrops GmbH with 96% paper GreenCan rigid paper packaging that minimizes waste while maintaining product quality, reinforcing the brand's commitment to sustainability and pet well-being.



PAC Award Nomination

Sonoco's Paper Can with a Paper End was nominated for the 2026 PAC Global Package Circularity Award for Sustainable Package Design. Made from 90–95% paper, the packaging was recognized for supporting circularity through recyclable and resource-conscious design.



DoggyLove GreenCan Partnership

DoggyLove partnered with Sonoco to launch plant-based dog snacks in 96% paper, curbside-recyclable GreenCan packaging. The initiative earned the 2026 German Sustainability Award in the Animal Feed and Pet Food category.



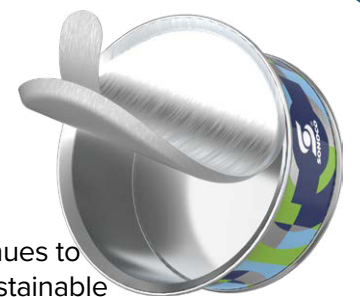
Pet Sustainability Coalition Accreditation

In 2025, Sonoco achieved accreditation from the Pet Sustainability Coalition after joining the organization in 2024. The recognition reflects Sonoco's commitment to ethical operations, sustainability and transparent reporting.



EcoPeel™ Technology

Sonoco's award-winning EcoPeel™ technology continues to advance more sustainable production by improving efficiency and reducing material waste across packaging applications. In 2025, EcoPeel™ was a finalist for Packaging Europe's Sustainability Awards.



Responsible Material Use

Sonoco ensures responsible material use through many targeted efforts which include light weighting, supplier engagement, ethical sourcing, use of recycled content and biobased and renewable material. These efforts are designed to control and reduce environmental impacts from these raw materials on GHG emissions, water and energy consumption, solid waste and 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 the Company meet Scope 3 emissions reduction goals while also creating sustainable value for customers.

In Europe, all products manufactured as of April 2025 are free from bisphenol A (BPA)–based coatings, reflecting Sonoco’s leadership in proactively addressing emerging regulatory and environmental expectations. The Company is also working to replace PVC components in metal vacuum closures and coatings with more environmentally preferred alternatives, including non-PVC gaskets and coatings on easy-open ends. In addition, lightweighting initiatives, particularly in European aerosol packaging, have reduced the amount of metal required while maintaining performance. Similar material reduction efforts are underway in the United States through sustainable product innovation programs.

MATERIAL OPTIMIZATION

The Company is reducing its environmental impact through targeted material optimization across our packaging portfolio. Lightweighting initiatives, particularly for aerosol tops and bottoms, are decreasing material use per unit while maintaining performance and safety standards, directly lowering embedded carbon and resource consumption.

In parallel, Sonoco’s new paper technology, RCS 2.0, is used to produce cores with reduced wall thickness and weight, without compromising structural integrity. Together, these advancements decrease raw material demand, improve cost efficiency, decrease emissions and support SBTi goals by lowering lifecycle emissions and advancing more sustainable packaging design.



RENEWABLE MATERIALS

Sonoco’s GreenCan® is an innovative packaging solution designed to support sustainability while maintaining product performance. Made with 92–98% paper content, the GreenCan® significantly reduces reliance on plastic while providing a recyclable, resource-efficient packaging choice. Optional barrier coatings protect against moisture, oxygen and other external factors to help preserve product freshness without compromising the recyclability of the paper-based design. The high-paper content reduces reliance on plastic materials, helping to lower overall carbon emissions in production and supply chain processes. GreenCan® maintains the strength and durability needed for product protection during transport and on-shelf display. Its lightweight structure also reduces shipping weight, contributing to lower transportation costs and reduced carbon emissions across the supply chain.



FIBER CERTIFICATION AND RECYCLED CONTENT

Sonoco’s global paper mills use 100% reclaimed paper. In addition to producing paper with 100% recycled content, most of our paper mills also participate in our Triple Chain of Custody fiber certification program. The global program consists of paper mills as well as industrial and commercial converter sites, allowing them to make certified sustainable claims about the fiber sourced for their respective products. Under the Triple Chain of Custody program, Sonoco is certified for the following standards at select sites:



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

Look for our FSC Certified Products!

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

www.forests.org





Social



SOCIAL METRICS

Operations Covered by Occupational Health & Safety Services

100%



Targeted Suppliers Aligned to Supplier Code of Conduct

98%



Invested Annually In Community Programs (with focus on youth development)

\$2M



Human Rights

Sonoco's commitment to respecting and advancing human rights is grounded in our core values to operate as an economically, socially and environmentally sustainable company. Our Standards of Business Conduct establish a global framework for responsible operations and align with internationally recognized human rights principles, including those reflected in the International Bill of Human Rights and the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work. We actively support and monitor alignment with the United Nations Guiding Principles on Business and Human Rights and remain a signatory of the United Nations Global Compact, integrating its principles into our policies, practices and decision-making processes.

We are committed to full compliance with all applicable laws and regulations related to the prohibition of child labor, forced or indentured labor, modern slavery, discrimination and harassment, as outlined in our Human Rights Policy. Oversight of this commitment is provided by Sonoco's Board of Directors through its Employee and Public Responsibility Committee, as well as by executive leadership, including the Chief Human Resources Officer.

The Company also utilizes Sedex (Supplier Ethical Data Exchange), a platform that enables customers to assess suppliers against ethical sourcing standards, including human rights, workers' rights and environmental practices. In addition to several of our sites participating in Sedex Members Ethical Trade Audits (SMETA), our Internal Audit function conducts periodic risk assessments and monitors adherence to our [Human Rights Policy](#) to ensure accountability and continuous improvement across operations. In 2025, we conducted an internal overtime audit across every site in the United States and Canada. This initiative was prompted by findings from a human rights risk assessment completed in the previous year, which identified overtime management as a potential area of concern. The audit helped Sonoco evaluate compliance, identify opportunities for improvement and strengthen oversight processes to help ensure fair and responsible working conditions across all locations.

Responsible Supply Chain

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

SUPPLIER CODE OF CONDUCT

Sonoco communicates its [Supplier Code of Conduct](#) to suppliers and expects alignment with its principles and requirements. This code outlines expectations related to Business Ethics, Human Rights and Labor Practices, Health and Safety, Sustainability, Cybersecurity and Compliance. Additionally, the code details Sonoco's expectations for reporting violations, providing a mechanism for confidential reporting via Sonoco's Business Ethics Reporting Hotline. Sonoco also observes local jurisdictions such as the California Transparency in Supply Chains Act of 2010, which requires companies operating in California to disclose their actions to prevent slavery and human trafficking within their direct supply chains.

THIRD-PARTY RISK MANAGEMENT

Sonoco operates a multidomain Third-Party Risk Management (TPRM) program designed to identify, assess and mitigate risks across its supplier ecosystem. The program leverages a risk-based, tiered framework to prioritize third parties and apply appropriate levels of due diligence based on inherent risk exposure throughout the third-party lifecycle. Sonoco utilizes a combination of external data sources and supplier-facing assessments to evaluate risks across key domains, including cybersecurity, financial stability, geopolitical exposure, regulatory compliance and broader ecosystem dependencies. Compliance-related evaluations consider factors such as sanctions exposure, enforcement actions, adverse media and politically exposed persons (PEPs). Screenings are refreshed on a recurring basis to support ongoing risk oversight.

Third Parties identified as higher risk are subject to enhanced due diligence, including control-based assessments aligned to Sonoco's Supplier Code of Conduct. These assessments are designed to evaluate the effectiveness of supplier risk management practices and identify areas requiring remediation. Sonoco leverages a leading TPRM platform that enables streamlined assessment workflows, tailored questionnaires and documentation review. The platform also facilitates issue tracking and corrective action management, helping ensure identified risks are addressed and mitigated.



SUPPLIER ENGAGEMENT

Sonoco actively engages with suppliers to strengthen resilience, drive innovation and support responsible sourcing practices across our value chain. We work to mitigate risk by avoiding single-source dependencies and developing global sourcing options when needed, while maintaining strong relationships with both external and internal suppliers. We collaborate closely with key partners through formalized growth councils, leveraging these relationships to co-develop solutions and support long-term value creation. Initiatives such as Technology Day in Sonoco's paper operations, and similar forums in our consumer businesses, create opportunities for strategic dialogue, where we share unmet needs and invite suppliers to contribute innovative solutions, often resulting in joint productivity and growth projects.

The Company also fosters strategic alignment through forums such as the Strategic Supplier Business Conference, informed by leading procurement research, and remains committed to expanding opportunities for a broad range of suppliers. Our involvement with organizations such as the Carolina-Virginia Minority Supplier Development Council and the National Veteran Business Development Council, including hosting the 2025 National Veteran Business Council annual meeting, reflects our ongoing efforts to build an inclusive and collaborative supplier network.

CONFLICT MINERALS

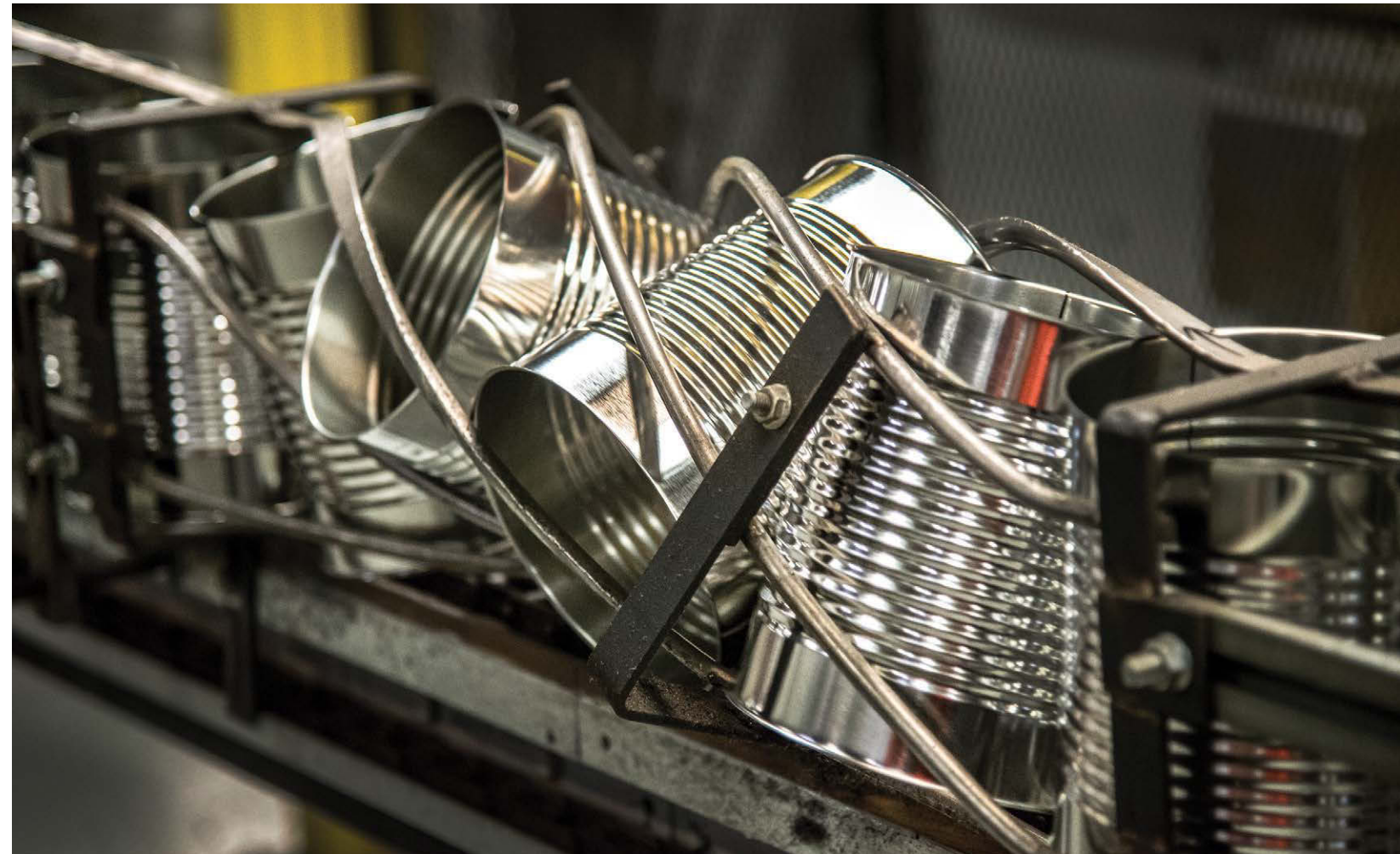
Sonoco is committed to the responsible sourcing of conflict minerals such as tantalum, tin, tungsten and gold (3TG), and to maintaining transparency and accountability within the supply chain. The Company's Conflict Minerals Policy aligns with Section 1502 of the U.S. Dodd-Frank Act, Rule 13p-1 under the Securities Exchange Act of 1934, and related guidance issued by the U.S. Securities and Exchange Commission (SEC).

In accordance with these requirements, Sonoco conducts an annual Reasonable Country of Origin Inquiry (RCOI) to determine whether necessary conflict minerals in our products originate from the Democratic Republic of the Congo (DRC) and adjoining countries, or are derived from recycled or scrap sources. Our due diligence framework is designed in alignment with the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, an internationally recognized standard.

As part of this framework, we maintain a structured risk identification and assessment process to evaluate supply chain risks. This includes supplier surveys, response validation and follow-up procedures to address identified risks and corrective action management. Where necessary, Sonoco implements remediation and evaluates alternative sourcing strategies to mitigate potential impacts. These efforts are supported by ongoing supplier engagement and contractual requirements that obligate suppliers to disclose the use and sourcing of conflict minerals and provide supporting documentation upon request.

Sonoco provides recurring training to relevant personnel to ensure effective implementation of our conflict minerals program and reserves the right to reassess or discontinue relationships with suppliers who do not meet our standards for responsible sourcing and transparency.

The results of our RCOI and due diligence activities are disclosed annually in our Form SD filing with the SEC.





Talent Acquisition and Development

Sonoco's talent strategy is focused on attracting, developing and retaining a skilled, varied and high-performing workforce, supported by strong leadership at all levels of the organization. Oversight of talent management, leadership development and succession planning is provided by our Board of Directors and its Employee and Public Responsibility Committee. In 2025, the Board continued to review these areas on a quarterly basis and received regular updates from the Chief Executive Officer and Chief Human Resources Officer.

The Company maintains a formal Performance Management Policy that establishes a consistent framework for evaluating employee performance and supporting career development. Performance evaluations are conducted on an annual basis for 100% of salaried employees, with ongoing feedback conversations throughout the year. Our performance management process incorporates manager assessments, goal-based evaluations and development-focused discussions to ensure alignment with business objectives and individual growth.

Training and development are central to Sonoco's employee strategy. Employees are supported through structured learning programs, role-based training and leadership development initiatives. Individual Development Plans (IDPs) are created in partnership with employees to identify career goals, skill-building opportunities and advancement pathways. These plans are reinforced through regular coaching and mentorship, enabling employees to build capabilities and prepare for future roles.

We actively promote internal mobility by prioritizing internal candidates for open roles, supporting career progression across business units and encouraging employees to explore diverse career paths within the organization. In 2025, we further strengthened our talent pipeline through the launch of an employee referral program campaign.

Sonoco's Early Career Programs (ECP) continue to serve as a cornerstone of the Company's talent development strategy. With more than 40 years of history, these initiatives include a high school associate program, a 12-week summer internship, the two-year Emerging Leaders Program (ELP) and a two-year apprenticeship. Each program provides participants with hands-on, real-world experience while fostering connections across the organization and offering insight into future career opportunities. Many of Sonoco's current executives and senior leaders began

their careers as interns, apprentices or emerging leaders, and approximately 50% of interns transition to full-time roles following their internship. In 2025, 16 emerging leaders completed ELP training, and Sonoco hosted 68 interns and co-op students across its facilities nationwide.

To further support leadership development, Sonoco offers Foundations of Leadership, which has expanded to a global audience. This multi-month program equips new and emerging leaders with essential management skills, including communication, coaching, feedback and team engagement. Recent enhancements to the curriculum include courses on accountability, train-the-trainer capabilities and employee recognition and appreciation led by Human Resources. In 2025, a total of 93 leaders completed Foundations of Leadership with 70 graduates from the Americas and 23 graduates from EMEA.

Mentorship and coaching are embedded across the organization through multiple initiatives, including career development, peer-to-peer and new hire mentorship opportunities. These programs are designed to foster knowledge sharing, strengthen engagement and support long-term career growth.

In addition, Sonoco supports workforce development through paid apprenticeships that combine classroom instruction with hands-on experience in advanced manufacturing and technical fields. These apprenticeships are available to students, recent graduates and current employees seeking new career pathways within the Company.

Through these integrated talent initiatives, Sonoco continues to strengthen its leadership pipeline, enhance employee engagement and support long-term organizational performance.

People Build Businesses

Sonoco's purpose, *Better Packaging. Better Life.*[®], guides how we attract, develop, integrate and retain talented employees across global operations. We aim to deliver more than packaging alone, relying on our people to advance our mission of creating sustainable solutions that help customers strengthen their brands, improve product quality and enhance everyday life worldwide. To support this, we focus on building a strong foundation that prioritizes sustainability, employee health and safety and ongoing talent development.

EMPLOYMENT

Sonoco believes effective management of human capital, through hiring, retention and integration of talent, is essential to our long term success. This focus is reinforced by our Policy on Business Conduct and ongoing employee education, communication and training. We strive to treat all employees, stakeholders and communities fairly, with dignity and respect.

EMPLOYEE APPRECIATION

In 2025, Sonoco strengthened its focus on employee engagement through the implementation of employee appreciation workshops designed to build awareness and capability around recognizing and valuing employee contributions. These workshops, attended by all HR leaders and business partners, focused on practical approaches to demonstrating appreciation and fostering a culture of recognition across the organization. Following the initial sessions, HR employees brought the training to facilities globally, supporting consistent adoption at the site level. This initiative reflects Sonoco's commitment to enhancing workplace culture and employee experience.

COMPENSATION AND BENEFITS

At Sonoco, we recognize that competitive compensation and affordable comprehensive benefits are essential to attracting, retaining and engaging a high-performing workforce. Our programs are designed to be market-competitive and responsive to local conditions across the regions in which we operate.

Sonoco is committed to fair and equitable pay practices. Roles are evaluated and benchmarked based on job responsibilities, skills and experience, ensuring compensation decisions are applied consistently and without regard to personal characteristics. We regularly review pay practices using external market data to maintain alignment with industry standards.

In the United States, we offer a comprehensive benefits package that includes medical, dental and vision coverage, life and disability insurance, education assistance and paid time off, keeping employee premiums flat for 2025. Employees may choose between multiple medical plan options, including a PPO plan and a high-deductible health plan with a health savings account and company contribution. Our benefits are designed to support employees and their families, with many employees electing to enroll their spouses in Sonoco's plans due to the overall value and coverage provided. In the past year, we further enhanced affordability by lowering deductibles across select medical plan options.

The Company also supports long-term financial well-being through a 401(k) retirement savings plan, which includes a company match of 100% on the first 6% of employee contributions. In 2025, we continued to enhance our

benefits offerings, including programs such as paid parental leave, adoption and surrogacy reimbursement, flexible work arrangements and increased basic life insurance coverage. In line with our commitment to consistency and fairness, Sonoco provides substantially similar core benefit plans to all employees, including salaried and non-union hourly employees, with limited variation based on role-specific needs.

In 2025, Sonoco enhanced its benefits offerings to provide employees with greater choice, affordability and support. Medical plan improvements included lower deductibles and out-of-pocket maximums, reduced costs under the Co-Pay 80 plan and the introduction of an elite advocacy service to help employees navigate claims, billing and provider selection. Expanded health and wellness programs include services that provide virtual physical therapy, pre-diabetes support with continuous glucose monitoring and 24/7 family and women's health support.

Additionally, Sonoco introduced new voluntary benefits, such as supplemental medical, pet, identity theft, auto and home, permanent life and legal insurance, giving employees more flexibility to tailor coverage to their individual needs. Through these enhancements, we continue to invest in tools and resources that support employee well-being and financial security.

The Company's executive compensation program, overseen by the Board's Executive Compensation Committee, is designed to align leadership incentives with company performance and long-term shareholder value creation. Total direct compensation includes a combination of base salary, performance-based annual incentives and long-term equity awards, reinforcing a strong pay-for-performance philosophy.





EMPLOYEE RESOURCE GROUPS

Sonoco is committed to fostering a workplace where employees feel valued, respected and empowered to contribute their ideas. Employee Resource Groups (ERGs) play a key role in advancing this culture by creating opportunities for connection, education and open dialogue across the organization and within our communities. These employee-led groups promote awareness, strengthen engagement and support a sense of belonging among our workforce.

In 2025, Sonoco launched a new ERG, the Sonoco Caregivers, focused on supporting employees who serve in caregiving roles. This group provides a community of understanding where caregivers can connect, share experiences, access resources and advocate for support that enables them to thrive both personally and professionally. Through initiatives like Sonoco Caregivers, we continue to expand our efforts to meet the evolving needs of our teammates and foster a more supportive workplace.

OUR RESOURCE GROUPS INCLUDE:



Black Employees
@Sonoco



SONOCO
Caregivers



DiverseAbilities
@Sonoco



Latinos
de Sonoco



LGBTQ+



MILITARY
Professionals



Women
@Sonoco



Young
Professionals

+ Occupational Health and Safety

Sonoco has prioritized employee health and safety since its founding in 1899. This commitment is formalized in our Corporate Health and Safety Policy, which emphasizes continuous investment in safety improvement initiatives and proactive employee engagement to identify, prevent and address potential hazards. The core objective of our Safety Mission Statement is to minimize workplace incidents and prevent life-changing events (LCEs), injuries that result in permanent disability or loss of life.

Oversight of our safety strategy is provided by Sonoco’s Operations Safety Council, which includes our 30 most senior operations leaders. Each business unit maintains its own Safety Council, and every site has a Safety Pillar Team comprised of hourly and salaried employees. These teams develop mandatory annual safety action plans, focusing on objectives such as inspections, hazard identification and employee participation in safety programs. Company-wide metrics are tracked and analyzed using one platform, ensuring real-time monitoring and continuous improvement.

In 2025, we delivered over 20,000 employee training sessions on risk identification, hazard communication and safe work practices, the largest safety training initiative in Sonoco’s history. Additionally, we completed 20,030 workplace audits and inspections conducted by Sonoco safety professionals, trained assessors and front-line employees at operations worldwide.

MAKING DECISIONS DIFFERENTLY

The Making Decisions Differently (MDD) initiative strengthens risk recognition through focused training and practical decision-making tools. Employees participate in a series of workshops designed to build hazard awareness, reinforce safer behaviors and develop skills for identifying and responding to brain-centered risks and other operational hazards. The program emphasizes breaking routine-driven habits that can lead to complacency and encourages more deliberate, safety-focused decisions in day-to-day work.

Implemented as a global program, MDD provides a consistent framework for improving safety culture across facilities and teams. A mascot created at the Londrina Paper Mill in Brazil has become a recognizable symbol of the initiative. Employees also have access to an MDD Toolbox, including a safety leadership playbook that supports both executives and operations teams in reinforcing best practices and sustaining continuous improvement in decision-making.



HEALTH & WELLNESS FOR OUR EMPLOYEES

Sonoco is committed to supporting the mental health and overall well-being of our employees by fostering a culture that prioritizes awareness, engagement and access to resources. In 2025, we continued to expand our global well-being initiatives, including dedicated programming such as the United Kingdom & Ireland Wellbeing Calendar, where September focused on Mental Health & Sports. This included events such as an intercompany charity football match that brought together employees across multiple sites to promote teamwork and connection. Ongoing communication efforts, such as Wellness Wednesday features and monthly wellness newsletters, help reinforce healthy habits and provide accessible resources to employees.

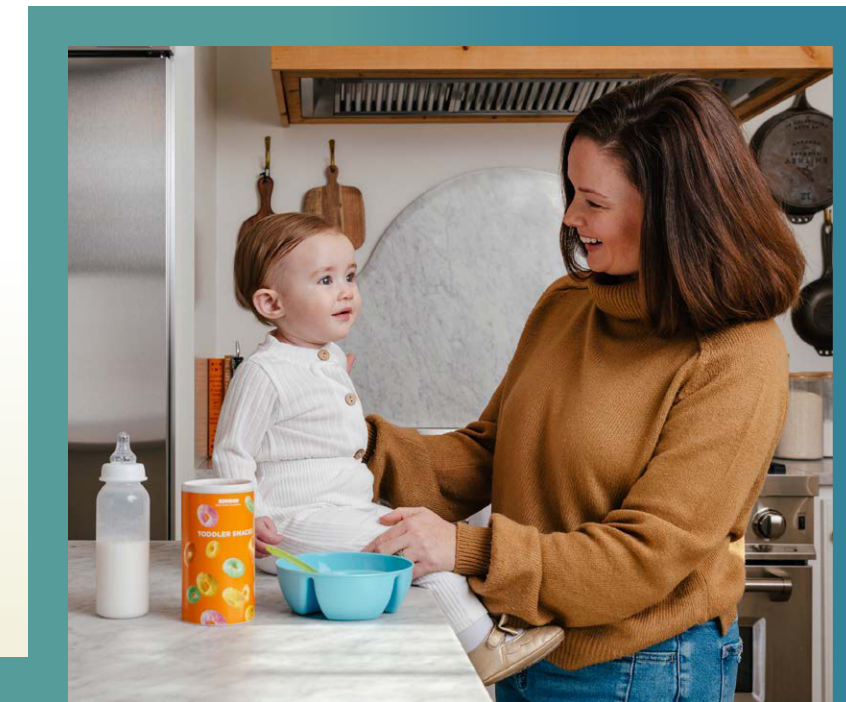
Employee Resource Groups (ERGs) further support well-being by incorporating activities such as yoga, meditation and other wellness-focused events into their programming. Physical and mental health is also promoted through company-sponsored activities, including regular participation in 5K events and recognition of World Health and Safety Day. On the Hartsville campus, employees and eligible family members have access to an on-site health clinic, the Health Connection, supporting convenient access to preventive care and services, as well as a mobile mammogram truck that is available twice a year.

In addition, Sonoco offers targeted programs and workshops to address mental health and psychological well-being, including Personal Energy Protection workshops, mental health sessions led by HR teams, Men’s Health seminars and training on psychological safety and stress management in the workplace. To reinforce learning and encourage continued engagement, new interactive tools, such as wellness-focused card games, were introduced in 2025 to support ongoing reflection and personal development. Through these initiatives, Sonoco continues to invest in a holistic approach to employee well-being.

+ Enhancing Consumer Health and Safety

Sonoco is committed to enhancing consumer health and safety by proactively addressing emerging regulatory requirements and reducing the use of substances of concern in our products and packaging. 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 safe disposal at end-of-life. In 2025, we advanced key initiatives, including the reduction of PVC from coatings and the elimination of BPA from certain applications, with PVC being replaced by alternative materials such as polyester. We are closely monitoring evolving global regulations, including restrictions on PFAS, heavy metals, and other hazardous substances under frameworks such as the EU Packaging and Packaging Waste Regulation (PPWR), as well as regional requirements related to mineral oil and food safety thresholds. In 2025, Sonoco did not have any recalls related to compliance or product safety.



Sonoco’s Food Contact Materials Policy outlines our approach to ensuring the legal compliance of products and raw materials for new and ongoing uses. All materials must be cleared by the U.S. Food and Drug Administration or other applicable authorities, unless exempt. We require suppliers to provide routine safety, technical and quality documentation to support compliance determinations for finished products.

The Company’s teams actively engage with industry groups and regulatory developments to stay ahead of changing requirements, allowing us to anticipate and respond to potential restrictions even before they are formally enacted. Efforts also include material optimization, such as downgauging to reduce packaging thickness while maintaining safety and compliance, and innovation in recyclability, including projects like near-infrared (NIR) detectable packaging components. Through these initiatives and ongoing collaboration across our product safety and regulatory teams, Sonoco continues to strengthen product stewardship and support safer, more sustainable packaging solutions.

Local Communities

For 125 plus years, Sonoco’s commitment to doing the right thing has guided our support of the communities where we operate. We partner with nonprofit, government and educational organizations to promote growth and economic development, supported by employee volunteerism and civic engagement.



SONOCO IN ACTION

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. Sonoco In Action exists to strengthen the people and places that shape us, supporting our employees, uplifting our local communities and investing in initiatives that create lasting opportunities. We are dedicated to enriching the lives of children and families by partnering with local organizations and nonprofits that support youth 18 and under. To best serve the community, Sonoco In Action has split its funding into three distinct tiers:

Sonoco Gives

Sonoco Gives is a program that provides grants to non-profit organizations, including the Sonoco Employee Relief Fund.

Sonoco Community

Sonoco Community is a program for community engagement activities.

Employee Events

Employee Events are company-sponsored events and activities.



SONOCO GIVES

The Sonoco Gives program partners with the Central Carolina Community Foundation to validate the 501(c)(3) non-profit status of organizations applying for grants and administer and process payments. This collaboration gives Sonoco a more direct sightline into institutional giving. In 2025, the Sonoco Gives Fund provided grants of \$1.5 million to more than 40 non-profit organizations.

PRIMARY FOCUS AREAS

- Youth Development
- Education
- Arts and Culture
- Mentorship
- Youth Health and Wellness
- Economic Development
- Disaster Relief

Youth Development

With the transition of Sonoco In Action in 2025 came a more focused and intentional vision, one that places a strong emphasis on youth development. These efforts center on supporting children ages 18 and under, recognizing that meaningful impact comes from addressing the full spectrum of their growth and potential.

This commitment spans a wide range of areas, including educational support, athletics, health and wellness, after-school enrichment, the arts, STEM opportunities and beyond. Investing in youth is essential to building stronger communities for Sonoco and the neighborhoods and families we serve.

This approach reflects a holistic view of development. Whether it involves encouraging participation in sports, creating space for creative expression or ensuring that every student has access to enriching experiences like field trips, the focus remains on removing barriers and expanding opportunities. By supporting youth across all aspects of their development, the goal is to empower the next generation to thrive, lead and contribute meaningfully to their communities.

SONOCO COMMUNITY

The Sonoco Community Program allocates funds for engagement projects throughout the community where our corporate headquarters is located, including recreational sports leagues, school programs and events such as Downtown’s Holiday Open House, Screen on the Green community movie nights, Block Party and National Night Out. In 2025, funds were distributed to projects including:

PRIMARY FOCUS AREAS

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

Community Youth Impact

A key component of Sonoco In Action’s Youth Development focus is support for organizations and programs that extend learning beyond the classroom and into real-world experiences. These partnerships emphasize after-school and out-of-school engagement, providing young people with opportunities to build confidence, develop life skills and strengthen their overall well-being.

In 2025, Sonoco In Action revitalized its commitment to the Trent Hill Center for Children and Families. This program provides residential care, independent living assistance, day services and comprehensive assessments to youth in foster care, giving them practical, everyday skills. These experiences go beyond traditional academics, helping participants gain knowledge such as basic car maintenance and other essential life competencies that foster independence and self-reliance.

Further engagement with the Cypress Adventures program promotes hands-on outdoor learning, encouraging time spent in nature while introducing skills related to planting, sustainability and agriculture. These experiences help cultivate a deeper connection to the environment while reinforcing teamwork and personal growth.

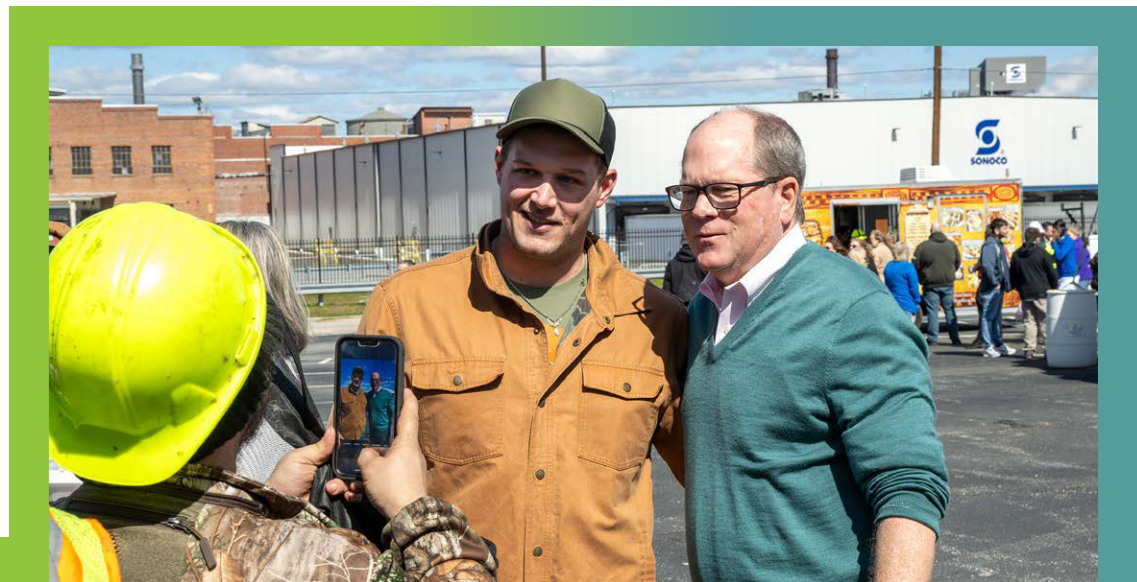
Our support also extends to the Boys & Girls Clubs of America, where structured afterschool programming provides a safe and enriching environment for youth to explore interests, build relationships and access mentorship.

Collectively, these initiatives represent a commitment to going beyond traditional education by investing in the whole child. Participation in afterschool and community-based programs plays a critical role in supporting mental health, building confidence and helping young people discover their strengths, interests and sense of purpose. Through these efforts, a lasting and meaningful impact is made on both individual lives and the broader community.

Community Nourishment & Support

Consistent, hands-on engagement is demonstrated through monthly volunteer efforts at a local soup kitchen, where employees dedicate their time to serving meals and connecting directly with individuals and families in need.

In addition to ongoing volunteerism, mentorship programs such as PAWS and Youth to Leaders extend this impact by supporting youth and their families beyond traditional guidance and development. During the holiday season, these efforts take on added significance. Mentees and their families are provided with meal vouchers to local restaurants, ensuring access to warm, reliable meals during Thanksgiving and Christmas.



EMPLOYEE EVENTS

In 2025, several events and activities such as Employee Appreciation Day and Family Day were held, and employees participated in the annual Hartsville Christmas Parade, providing two floats built and decorated by Sonoco employees.

EVENTS

- Employee Appreciation Day
- Annual Family Day
- Sonoco Men’s Club
- Lakeview Club
- Sonoco Old Timers
- Hartsville Christmas Parade

Employee Volunteering

Throughout the year, Sonoco teammates give back to the local community through a variety of volunteer activities. In 2025, employee volunteering included:

VOLUNTEER OPPORTUNITIES

American Heart Association’s Annual Heart Walk where employees in South Carolina came together to make a positive impact on heart health. Sonoco was honored to receive recognition as the leading contributor for the third year in a row.

Christmas Family, a family adoption program facilitated by the Darlington County School District provided Sonoco employees the opportunity to gift presents to children in our community. Several other Sonoco sites also supported similar programs within their communities.

Coats4Kids Drive, a program where the employees donated coats to the United Way that were then distributed to local school children.

2025 McLeod Children’s Hospital Radiothon where Sonoco employees took shifts answering the phones and collecting donations to support local healthcare.





Governance



OVERVIEW

Dedicated Sustainability Council Reporting into Executive Governance



Majority-Independent Board
(NYSE-aligned governance standards)



Completion Rate For Code of Conduct Training (Globally)

99%



Independent, Anonymous Ethics & Compliance Hotline

Available 24/7 Multilingual



Corporate Governance

Sonoco's governance framework continues to evolve, building on established policies, programs and oversight that support ethical conduct, responsible decision-making and compliance with applicable laws and regulations. Through ongoing education, accessible resources and clear expectations, employees are equipped to understand and uphold our standards.

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



GOVERNANCE HIGHLIGHTS

Board composed of a majority of independent directors (9 of our 11 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 educational opportunities for directors provided by the Company.

Annual self-evaluations and individual performance reviews conducted for all directors.

Stock ownership guidelines for directors and executive officers.

Shareholder's right to request a special shareholder meeting at a 15% ownership threshold.

Majority vote standard for uncontested director elections.

BOARD OF DIRECTORS

The Board of Directors 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 programs related to environmental, social and governance (ESG) topics, 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 maintain a long standing commitment to ensuring our Board reflects a broad range of professional backgrounds and perspectives. The Board has included directors with varied experiences that strengthen our governance and oversight. Most directors live outside of South Carolina, with one living in Europe, where the Company generated approximately 43% of its revenues in 2025.

The Company’s Bylaws establish a mandatory retirement age of 75, enabling long tenured directors to contribute valuable historical context while ongoing Board refreshment ensures the introduction of new perspectives. Currently, the Board includes three directors with more than 10 years of service, five directors with five to 10 years of service, and three directors with fewer than five years of service.

BOARD OF DIRECTORS BREAKDOWN



Experience Serving on the Board ● 10+ Years ● 5-10 Years ● <5 Years

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 The **Audit Committee** supports the Board in overseeing the integrity of Sonoco’s accounting and financial reporting systems, including internal controls, the internal audit function and the appointment and performance of the independent registered public accounting firm. The committee is also responsible for monitoring compliance with applicable legal and regulatory requirements and with the Company’s Policies on Business Conduct, which includes reviewing matters reported through the Company’s Business Conduct Hotline. In addition, the committee provides oversight of Sonoco’s information security and cybersecurity policies and practices.
- 2 The **Executive Compensation Committee** oversees Sonoco’s overall compensation philosophy and the design and implementation of company-wide compensation programs. The committee reviews and approves corporate goals and strategic objectives related to compensation and evaluates Company performance against those measures.
- 3 The **Corporate Governance and Nominating Committee** is responsible for developing, implementing and reviewing the Corporate Governance Guidelines, which outline the structure, responsibilities and operating practices of the Board and its committees. The committee also identifies, evaluates and recommends candidates for Board membership in accordance with approved criteria. Each year, the committee reviews the performance of current directors with the Board and ensures that processes are in place for the annual evaluation of the Chief Executive Officer, succession planning and management development.
- 4 The **Employee and Public Responsibility Committee**, informed by the Sustainability Council, provides oversight of sustainability related and social matters, including employee health and safety, well-being and organizational culture, as well as charitable and educational initiatives. The committee also advises on public policy issues that may influence business performance or stakeholder perceptions and oversees the Company’s fulfillment of its responsibilities to employees, shareholders, customers and the communities in which we operate.
- 5 The **Financial Policy Committee** oversees the Company’s financial planning and financial structure, including capital structure, major financing activities, financial risk management policies and investment funding.
- 6 The **Executive Committee** is empowered to exercise all the authority of the Board between regularly scheduled meetings except as limited by law.

Councils

SUSTAINABILITY COUNCIL

The Corporate Sustainability Council is led by the Vice President of Global Sustainability and Industry Affairs and meets quarterly. The Council, a cross-functional group made up of members of senior management, business unit heads and other 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 Chief Executive Officer (Sponsor)

James Harrell
President,
Global Industrial Paper Packaging

Sean Cairns
President,
Consumer Packaging, EMEA/APAC

John Florence
General Counsel
and Secretary

Ernest Haynes
President,
Consumer Packaging, Americas

Steve Charles
Vice President, Global Rigid Paper Container
Materials Category Management

Scott Byrne
Vice President,
Global Sustainability and Industry Affairs (Chair)

Peggi Davis
Director,
Global Environmental Services

Matt Moore
Vice President,
Global Talent Management and Safety

Roger Schrum
Head of Investor Relations

Garrin Traill
Vice President,
Compliance, Risk and Audit

**Members as of 2026*

ENERGY COUNCIL

In addition to the Sustainability Council, Sonoco established a Global Energy Council in 2025 to advance our enterprise-wide emissions reduction strategy and strengthen coordination around energy efficiency initiatives. Comprised primarily of operational leaders, the Council evaluates and prioritizes energy projects across the business, using criteria such as financial impact, emissions reduction potential, project timelines and insights from similar past efforts. The Council also facilitates collaboration across sites by sharing project learnings and operational insights, helping to improve communication and leverage successful initiatives across the organization.

The Energy Council has played an integral role in identifying and managing a broad portfolio of efficiency initiatives, including LED lighting upgrades and compressed air system improvements. LED retrofits, in particular, have delivered meaningful benefits such as reducing energy use while improving visibility and safety for employees in high activity operational areas. The Council leads the evaluation and implementation of on site renewable energy projects. Recent progress includes two solar installations completed in Cirie, Italy and Hartsville, SC. All of these efforts represent a significant milestone in advancing Sonoco’s renewable energy footprint. In 2025, through these advancements, the Council’s internal goal was exceeded in capturing emissions reductions of 15,000 metric tons of CO₂e.

Throughout the past year, the Council convened leaders from across business units to review and analyze potential projects within their operations, fostering a highly collaborative process. This work has enabled more consistent tracking of projects and progress across the enterprise. While initial efforts focused on our paper mill operations, the Council has since expanded its scope to include consumer product facilities.

All information and results from the Energy Council are brought to the Sustainability Council. Collectively, these efforts support Sonoco’s broader emissions reduction objectives while enhancing operational efficiency, resilience and long term energy performance across our global footprint.



ENTERPRISE RISK MANAGEMENT

Sonoco maintains a comprehensive Enterprise Risk Management (ERM) program grounded in assessments conducted by the Compliance Risk and Audit organization to identify and prioritize the most significant risks across all business units and locations. Oversight of the program is provided by the Risk Management Committee (RMC), chaired by the Vice President of Compliance, Risk and Audit with direct oversight from Sonoco’s General Counsel. Comprised of senior leaders from across the Company, the RMC establishes Sonoco’s enterprise risk framework based on industry benchmarking, peer comparisons and analysis of Company specific data.

The RMC designates appropriate risk owners, defines consistent reporting processes and monitors mitigation and treatment strategies to support ongoing business continuity. It reviews the highest priority risk areas on a rotational basis at its scheduled meetings as well as addresses the most significant areas of risk to ensure that enterprise risk management activities operate effectively within the established framework.

Board Oversight of ERM

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

Additionally, the Board has assigned risk management oversight in specific areas to certain committees: Audit, Executive Compensation, Corporate Governance and Nominating, Employee and Public Responsibility and Financial Policy Committees.



<p>Audit Committee</p>	<p>Financial reporting, internal controls, regulatory and other compliance, cybersecurity and litigation</p>	<p>Employee and Public Responsibility Committee</p>	<p>Environment, sustainability, workplace safety, equal opportunity employment, litigation, public policy and other matters involving the Company’s reputation</p>
<p>Executive Compensation Committee</p>	<p>Executive development, succession policies and programs and compensation policies and practices, including incentive compensation</p>	<p>Financial Policy Committee</p>	<p>Liquidity, interest rates, currency, investment performance, insurance coverage and significant capital transactions</p>
<p>Corporate Governance and Nominating Committee</p>	<p>Corporate governance, leadership structure, effectiveness of the board and its committees, new director candidates, conflicts of interest and director independence</p>		

Ethics and Integrity

At Sonoco, strong governance, ethics and integrity form the foundation of our long-term success and responsibility to all stakeholders. Guided by our Core Values and longstanding belief that “People Build Businesses by Doing the Right Thing,” the Company is committed to maintaining the highest standards of ethics, integrity, transparency and accountability across every facet of our business. Our standards for excellence and transparency have been recognized by peers, and in 2025, we were again named one of **America’s Most Trustworthy Companies** by *Newsweek*.



POLICIES

Sonoco’s [Policies on Business Conduct](#) (the Code) reflect this commitment by outlining the expectations for ethical behavior and responsible decision making for all employees, officers and directors. The Code reflects our commitment to acting with integrity in everything we do and includes clear standards on conflicts of interest, protection of company information, proper business practices, compliance with laws and fair dealing.

Oversight of compliance with the Code is provided by the Board’s Audit Committee, which reviews matters reported through the Company’s Business Conduct Hotline. All employees, officers and directors are required to understand their responsibilities under the Code and complete annual business code of conduct training.

CODE OF CONDUCT TRAINING

Every year, mandatory business conduct training is delivered through our online Sonoco University platform. The content is refreshed annually to reflect evolving risks and regulatory requirements.

Topics Covered In Trainings	Number of Employees	Completion Rate
<ul style="list-style-type: none"> • Anti-retaliation • Modern Slavery • Protection of Company Information • Gifts and Gratuities 	<p>5,256</p> <p>(includes 1,442 from the Eviosys acquisition)</p>	<p>99%</p>

The Company administered the training to 5,256 employees, including 1,442 from the Eviosys acquisition. This was the largest campaign of the year with a 99% completion rate, demonstrating successful integration of the recently acquired metal packaging businesses in EMEA.

ADDITIONAL COMPLIANCE TRAININGS

In addition to Code of Conduct training, Sonoco administers standalone courses for other high-risk topics concerning the safety and security of our people and business. In 2025, Sonoco successfully delivered several corporate led trainings, most notably anti-harassment, anti-trust and conflict minerals programs.

The Company’s corporate anti-harassment training was delivered to employees who live or work in states with specific regulatory requirements (California, New York, Illinois and Maine), along with their direct managers and

HR representatives. The purpose of this training is to ensure employees understand how to recognize, prevent and report workplace harassment and contribute to a safe, respectful environment. This training achieved a 99.6% completion rate.

Anti-trust training was designed for employees in legal, procurement and sales roles, and focused on equipping them with the knowledge needed to avoid anti-competitive behavior and ensure full compliance with global competition laws. This training achieved a 96% completion rate.

Sonoco’s conflict minerals training supports our commitment to responsible sourcing by helping employees understand due diligence requirements and the controls needed to avoid materials linked to human rights abuses in our supply chain. This training achieved a 100% completion rate.

ANTI-CORRUPTION, ANTI-BRIBERY, AND ANTI-TRUST COMPLIANCE

Sonoco is committed to complying with all applicable anti bribery and anti corruption laws in every region where we operate, including the U.S. Foreign Corrupt Practices Act, Canada’s Corruption of Foreign Public Officials Act and the U.K. Bribery Act. Our Code of Conduct, together with our Anti-Bribery and Foreign Corrupt Practices Act Policy, reinforces the Company’s clear prohibition against improper or unethical payments. These requirements apply to all Company representatives, including employees, officers, directors, agents, consultants, distributors and joint venture partners. In addition, our suppliers are expected to acknowledge and adhere to these standards as outlined in our Policies on Business Conduct and Supplier Code of Conduct.



Sonoco’s commitment to fair and ethical competition also includes strict compliance with anti-trust and competition laws in all jurisdictions where we operate. The Code prohibits practices such as agreements, formal or informal, with competitors that influence pricing, terms of sale, production levels, market allocation or product quality. To support compliance, Sonoco provides all employees, officers and directors with a Guide for Compliance with Federal Antitrust Laws and delivers regular training.

BUSINESS CONDUCT HOTLINE

Sonoco maintains a robust whistleblower reporting system in the Business Conduct Hotline which enables colleagues and stakeholders (including suppliers and their employees), to report actual or potential violations of laws, regulations or policies on business conduct. The Hotline is operated by an independent third party and is available 24 hours a day, seven days a week, with options to report in local languages. Reports to the Hotline are made on a confidential and anonymous basis, where allowed by local law, and can also be made via an internet portal.

The Company enforces a strict non-retaliation policy to protect individuals who raise concerns in good faith or participate in an investigation. All reports are investigated promptly, thoroughly and fairly, with respect to individual rights and company objectives. Cases are tracked using a unique reference number, and appropriate follow up is provided to the reporter. When violations are substantiated, disciplinary action is taken, up to and including termination of employment.

Information Security and Cybersecurity

Sonoco integrates information security and cybersecurity into its broader enterprise risk management processes, recognizing that data protection and cyber threats present material risks to business continuity and stakeholder trust. We maintain comprehensive policies and procedures, including our Global Information Cybersecurity Policy, to identify, mitigate and respond to internal and external threats. Employees are equipped with tools and clear reporting channels to immediately escalate suspicious activity or potential incidents to the Corporate Information Security Team.

Oversight is supported by the Company's risk management and audit functions, with governance provided by the Board's Audit Committee. We implement four specialized cybersecurity teams:

- **Governance, Risk and Compliance (GRC):** Responsible for policy development, control design, risk assessments, testing, remediation and compliance to required regulations.
- **Security Engineering:** Evaluates and implements new security technologies and infrastructure level protections.
- **Identity Management:** Manages user access, identity controls and account onboarding and offboarding processes, including response to identity related security events.
- **Security Operations:** Monitors threats, manages incidents and ensures timely response and remediation.

Sonoco has a strong control environment protecting confidential and sensitive data, including third-party connection safeguards. In 2025, we enhanced our data protection capabilities by implementing data loss prevention (DLP) controls, strengthening protection around sensitive information.

A Security Awareness Program Committee oversees employee education across our enterprise, through a variety of communication platforms, with regular updates around key security topics. All employees are required to complete annual cybersecurity training in addition to the exposure of targeted global phishing campaigns each month. Employees who do not pass these assessments are automatically enrolled in related, mandatory training courses, the participation of which is monitored and enforced by the Committee.

The Board of Directors is comprised of members who have extensive information security training, and they receive updates on a quarterly basis from senior management regarding cybersecurity and other Information matters. To further strengthen our preparedness, the executive leadership team participates in annual table top cyber incident exercises facilitated by external experts, enabling leaders to engage with simulated scenarios and refine response protocols. We also perform annual third party external security assessments and penetration testing. Through continuous improvements across people, processes and technology, Sonoco has significantly reduced response times to cybersecurity events, enabling faster intervention and more effective mitigation across operations.

Information Security Oversight

Governance, Risk and Compliance (GRC)

Responsible for policy development, control design, risk assessments, testing, remediation and compliance to required regulations

Security Engineering

Evaluates and implements new security technologies and infrastructure level protections

Identity Management

Manages user access, identity controls and account onboarding and offboarding processes, including response to identity related security events

Security Operations

Monitors threats, manages incidents and ensures timely response and remediation





Data Tables



Guided by our theme, *Our Future is in Focus*, the following data tables reflect Sonoco's commitment to transparency, accountability and continuous progress across our material sustainability impacts. These metrics provide a clear and data-driven view of our 2025 performance, representing information collected and validated across our global operations, unless otherwise noted. Informed by leading frameworks such as GRI, SASB and the Greenhouse Gas Protocol, and by our double materiality assessment, this data demonstrates how we are embedding sustainability into the core of our business. As we prepare for evolving regulatory expectations, including CSRD, we remain focused on strengthening our data, enhancing our processes, delivering measurable impact and ensuring that the actions we take today help build a more sustainable and resilient future for tomorrow.

ENVIRONMENTAL DATA TABLES

METRIC	2023	2024	2025
ENVIRONMENTAL MANAGEMENT			
Number of Sites Internally Audited for Specific Environmental Risks and Conformance	34	51	52
Percentage of Targeted Sites Internally Audited for Specific Environmental Risks and Conformance	94%	100%	85%
Number of Sites that completed an Environmental Self-Assessment	131	141	139
Percentage of Targeted Sites that completed an Environmental Self-Assessment	88%	95%	96%
ENERGY			
Total Energy Consumption Within The Organization (MMBTu)	21,238,818	21,415,286	20,318,270
Non-renewable	15,197,742	14,747,512	13,685,691
Renewable	6,041,076	6,667,774	6,632,579
Electricity	4,443,534	4,272,251	4,139,655
Steam	233,121	249,219	264,754
Natural Gas	9,158,016	8,985,686	8,370,443
Fuel Oil	14,187	16,580	66,320
Coal	1,258,892	1,136,701	697,165
Propane	76,071	76,439	111,133
Butane	-	-	2
District Heating	-	-	26,832
Hydro	0	0	0
Biomass	5,957,496	6,579,383	6,503,893
Solar	83,580	88,391	128,686
Jet Fuel	13,920	10,636	9,387
Nuclear	0	0	0
Energy intensity (MMBTu/thousand \$ revenue)	3.132	3.246	2.622
Percentage grid electricity of total energy consumption	21%	20%	20%

METRIC	2023	2024	2025
WATER			
Total Water Withdrawal (m3)	19,555,359	19,784,304	18,838,135
Water Withdrawal by source (m3)			
Surface Water	4,202,546	4,869,184	4,967,989
Groundwater	13,319,242	12,907,050	11,951,097
Third-party water	2,033,571	2,008,070	1,919,049
Total freshwater withdrawn (m3)	19,555,359	19,784,304	18,838,135
Water withdrawal intensity (m3/thousand \$ revenue)	2.880	3.000	2.431
Total Water Discharge (m3)	16,012,050	16,191,136	14,688,094
Water Discharge by Destination (m3)			
Surface Water	10,872,482	10,964,914	9,579,438
Third-party water	5,139,568	5,226,223	5,108,655
Total Water Consumption	3,543,309	3,593,168	4,150,041
Water Consumption Intensity (m3/thousand \$ revenue)	0.523	0.545	0.535
Water Risk Assessments			
Number of Paper Mills in Water Stressed Areas	6	5	4
% of Paper Mills in Water Stressed Areas	24%	22%	20%
Number of Plants Included in Water Risk Assessment	25	23	20
Water Withdrawal in water Stressed areas in (m3)	2,959,130	2,989,839	2,003,483
Total Water Consumption in Water Stressed areas in (million m3)	0.12349	0.09675	0.42274
% of Water Consumption in Water Stressed Areas	15%	15%	11%
% of Freshwater Consumption in Water Stress Areas	15%	15%	11%
Other Water Metrics			
Calculated Recycled Water (in gallons)	-	5,105,051,627	4,114,943,368
Number of Sites that have Conducted Wastewater Quality Test or Monitoring	25	23	20
Percentage of Sites that have Conducted Wastewater Quality Test or Monitoring	100%	100%	100%

METRIC	2023	2024	2025
EMISSIONS			
Total Scope 1 and Scope 2 GHG Emissions (MTCO ₂ e, Market-based)	1,188,046	1,140,767	982,062
Total Scope 1 and Scope 2 GHG emissions intensity (MTCO ₂ e, Market-based/thousand \$ revenue)	0.176	0.173	0.127
Direct (Scope 1) GHG emissions (MTCO ₂ e)	646,226	637,605	544,209
Direct (Scope 1) GHG emissions intensity (MTCO ₂ e/thousand \$ revenue)	0.096	0.097	0.070
Biogenic CO ₂ emissions (MTCO ₂ e)	592,237	651,530	646,069
Indirect (Scope 2) GHG emissions (MTCO ₂ e, Market-based)	541,820	503,042	437,853
Indirect (Scope 2) GHG emissions intensity (MTCO ₂ e, Market-based/thousand \$ revenue)	0.08	0.076	0.056
Indirect (Scope 2) GHG emissions (MTCO ₂ e, Location-based)	550,400	494,296	418,662
Indirect (Scope 2) GHG emissions intensity (MTCO ₂ e, Location-based/thousand \$ revenue)	0.081	0.075	0.054
Total Scope 3 GHG emissions (MTCO ₂ e)	-	3,240,208	4,340,000
Scope 3 Category 1	-	-	2,755,187
Scope 3 Category 2	-	-	18,066
Scope 3 Category 3	-	-	270,264
Scope 3 Category 4	-	-	36,414
Scope 3 Category 5	-	-	272,878
Scope 3 Category 6	-	-	7,801
Scope 3 Category 7	-	-	24,784
Scope 3 Category 8	-	-	19,608
Scope 3 Category 9	-	-	140,884
Scope 3 Category 12	-	-	777,767
Scope 3 Category 13	-	-	1,034
Scope 3 Category 15	-	-	15,313
Scope 3 GHG emissions intensity (mTCO ₂ e/thousand \$ revenue)	-	0.491	0.560
Total Scope 1, Scope 2 and Scope 3 GHG emissions (MTCO ₂ e, Market-based)	-	4,389,818	5,322,062
Total Scope 1, Scope 2 and Scope 3 GHG emissions intensity (MTCO ₂ e, Market-based/thousand \$ revenue)	-	0.665	0.687

METRIC	2023	2024	2025
WASTE			
Total Waste Generated (mT)	185,586	270,792	255,635
Total waste generated by composition (mT)			
Hazardous	5,281	5,484	10,747
Non-hazardous	180,305	265,308	244,888
Percentage of total waste diverted from Landfill	22%	42%	29%
Total tons of waste diverted from Landfill	39,927	113,000	74,289
Total waste diverted from (landfill or incineration) disposal (mT)	25,336	93,266	63,676
Total waste diverted from disposal by composition (mT)			
Hazardous	3,559	3,405	5,514
Non-hazardous	21,777	89,860	58,162
Total weight of hazardous waste diverted from disposal by the following recovery options (mT)			
Preparation for reuse	0	0	5,173
Recycling	3,559	3,405	341
Total weight of non-hazardous waste diverted from disposal by the following recovery options (mT)			
Preparation for reuse	3,856	7,711	9,920
Recycling	17,921	82,149	47,628
Land Application	14.8	13.5	612
Composting	0.3	0.4	2
Total waste directed to disposal (mT)	160,250	177,526	191,959
Total weight of waste directed to disposal by composition (mT)			
Hazardous	1,722	2,045	5,233
Non-hazardous	158,528	175,448	186,726
Total weight of non-hazardous waste directed to disposal by the following recovery options (mT)			
Incineration (with energy recovery)	13,329	18,003	5,440
Incineration (without energy recovery)	0	0	0
Landfill	145,199	157,445	181,286

METRIC	2023	2024	2025
WASTE CONTD.			
Total weight of hazardous waste directed to disposal by the following recovery options (mT)			
Incineration (with energy recovery)	1,247	1,718	5,173
Incineration (without energy recovery)	0	0	0
Landfill	475	327	60
Total weight of hazardous and of non-hazardous waste directed to disposal at the following recovery options (mT)			
On-Site	25,693	39,867	42,014
Off-Site	134,557	137,659	144,772
Wooden Reel Reuse Program			
Total Number Reused	67,075	71,523	74,378
Total Metric Tonnes Reused	6,237	6,651	6,916

LIFE CYCLE ASSESSMENT COVERAGE			
Percent of total product portfolio represented by Full PCF's/LCA's Completed	80%	90%	91%
Percent of total product portfolio represented by automated Carbon Footprint Assessments	0	0	11%

METRIC	FIBER	PLASTIC	METAL	TOTAL
2025 MATERIALS				
Total Purchased (mT)	2,450,215	26,506	1,043,427	3,520,149
Virgin (mT)	22,065	19,033	850,063	891,160
Virgin (Percentage of Substrate Purchased)	1%	72%	81%	25%
Total Recycled (mT)	2,428,151	7,473	193,365	2,628,989
Total Recycled (Percentage of Substrate Purchased)	99%	28%	19%	75%
Post-consumer recycled (mT)	2,170,569	7,473	162,744	2,340,786
Post-consumer recycled (Percentage of Substrate Purchased)	89%	28%	16%	66%
Post-industrial recycled (mT)	257,582	0	30,621	288,203
Post-Industrial Recycled (Percentage)	11%	0%	3%	8%

SOCIAL DATA TABLES

METRIC	2023	2024	2025
WORKFORCE BY TYPE			
Total Headcount	22474	21440	22777
Total Headcount by Age			
< 30 years old	4,165	3,997	3,506
%	18.53	18.64	15.39
30 -50 years old	10,596	10,588	11,501
%	47.15	49.38	50.49
> 50 years old	7,713	6,855	7,733
%	34.32	31.97	33.95
Total Headcount by Gender			
Female	5,648	5,271	5,124
%	23.13	24.58	22.49
Male	16,651	16,065	17,560
%	74.09	74.93	77.1
Other/not specified	175	104	93
%	0.78	0.49	0.41
Total Headcount by Region			
AMER	16,585	12,429	9,708
%	73.8	57.97	42.62
APAC	2,128	1,691	1,620
%	9.47	7.89	7.11
EMEA	3,761	3,497	10,118
%	16.73	16.31	44.42
LATAM	-	3,823	1,331
%	-	17.83	5.84
Total Headcount by Race (US only)			
American Indian or Alaska Native	108	71	53
%	0.48	0.57	1
Asian	778	403	255
%	3.46	3.24	3
Black or African American	3,257	1,780	1,396
%	14.49	14.32	17
Hispanic or Latino	3,367	1,974	921
%	14.98	15.88	11
Native Hawaiian or Pacific Islander	56	19	11
%	0.25	0.15	0
White	14,394	7,372	5,425
%	64.05	59.31	66
Two or More Races (not Hispanic or Latino)	190	96	86
%	1.45	0.77	1
Declined to answer	326	714	135
%	0.84	5.74	2

METRIC	2023	2024	2025
WORKFORCE BY CATEGORY AND TYPE			
Total Permanent Employees	22474	21440	21654
Total Permanent Employees by Gender			
Female	5,486	5,135	4,716
%	25.06	24.56	21.78
Male	16,229	15,668	16,848
%	74.14	74.95	77.81
Other/not specified	174	101	100
%	0.79	0.48	0.46
Total Permanent Employees by Region			
AMER	16,323	12,286	9,536
%	74.57	57.3	44.04
APAC	1,954	1,581	1,520
%	8.93	7.37	7.02
EMEA	3,612	3,345	9,351
%	16.5	16.6	43.18
LATAM	-	3,692	1,247
%	-	17.22	5.76

Total Temporary Employees			
	585	532	568
Total Temporary Employees by Gender			
Female	162	134	139
%	27.69	25.19	24.47
Male	422	395	426
%	72.14	74.25	75
Other/not specified	1	3	3
%	0.17	0.56	0.53
Total Temporary Employees by Region			
AMER	262	139	136
%	44.79	26.13	23.94
APAC	174	110	89
%	29.74	20.68	15.67
EMEA	149	152	417
%	25.47	28.57	73.42
LATAM	-	131	80
%	-	24.62	14.08

METRIC	2023	2024	2025
WORKFORCE BY CATEGORY AND TYPE CONTD.			
Total Full-time Employees	22094	21057	22222
Total Full-time Employees by Gender			
Female	162	134	4855
%	24.62	24.1	21.85
Male	422	395	17,274
%	74.59	75.4	77.73
Other/not specified	1	3	87
%	0.79	0.49	0.39
Total Full-time Employees by Region			
AMER	262	139	9572
%	74.24	58.23	43.07
APAC	174	110	1609
%	9.58	15.77	7.24
EMEA	149	152	9730
%	16.18	7.97	43.79
LATAM	-	131	1,311
%	-	18.03	5.9

Total Part-time Employees			
	380	379	555
Total Part-time Employees by Gender			
Female	208	194	269
%	54.74	51.19	48.47
Male	172	185	286
%	45.26	48.81	51.53
Other/not specified	-	0	0
%	0	0	0
Total Part-time Employees by Region			
AMER	182	164	136
%	47.89	43.27	24.5
APAC	12	12	11
%	3.16	3.17	1.98
EMEA	186	177	388
%	48.95	46.7	69.91
LATAM	-	26	20
%	-	6.86	3.6

METRIC	2023	2024	2025
NEW HIRES			
Total New Hires	6580	6815	2521
New Hires by Type			
< 30 years old	2,701	2,092	1,079
%	41.05	30.7	42.8
30 -50 years old	2,807	2,201	1,213
%	42.66	32.3	48.12
> 50 years old	1,072	477	227
%	16.29	7	9
Not Specified	-	2045	2
%	-	30.01	0.08
New Hires by Gender			
Female	1820	1,161	601
%	27.66	17.04	23.84
Male	4,533	3,575	1,907
%	68.89	52.46	75.64
Other/not specified	227	2,079	13
%	3.45	30.51	0.52
New Hires by Region			
AMER	5,837	4,655	1,326
%	88.71	68.31	52.6
APAC	345	299	331
%	5.24	4.39	13.13
EMEA	398	761	632
%	6.05	11.17	25.07
LATAM	-	1,100	224
%	-	16.14	8.89
New Hires by Race (US only)			
American Indian or Alaska Native	29	26	10
%	0.77	0.56	0.4
Asian	147	69	17
%	3.89	1.48	0.67
Black or African American	678	694	242
%	17.96	14.91	9.6
Hispanic or Latino	671	522	157
%	17.77	11.21	6.23
Native Hawaiian or Pacific Islander	25	11	1
%	0.66	0.24	0.04
White	2047	1405	627
%	54.21	30.18	24.87
Two or More Races (not Hispanic or Latino)	80	87	29
%	2.12	1.87	1.15
Declined to answer	99	1841	1312
%	2.62	39.55	52.04

METRIC	2023	2024	2025
VOLUNTARY TURNOVER			
Total Voluntary Turnover	2326	3334	3552
New Hires by Type			
< 30 years old	855	1165	1192
%	36.75	34.94	33.56
30 -50 years old	951	1,399	1,462
%	40.89	41.96	41.16
> 50 years old	520	770	869
%	22.36	23.1	24.47
Voluntary Turnover by Gender			
Female	644	960	964
%	27.76	28.79	27.14
Male	1,682	2,329	2,532
%	72.3	69.86	71.28
Other/not specified	0	45	56
%	0	1.35	1.58
Voluntary Turnover by Region			
AMER	2,138	1,982	2,542
%	91.91	59.45	71.57
APAC	177	203	188
%	7.62	6.09	5.29
EMEA	11	401	659
%	0.47	12.03	18.55
LATAM	-	748	164
%	-	22.44	4.62
Voluntary Turnover by Race (US only)			
American Indian or Alaska Native	18	11	21
%	0.86	0.55	0.59
Asian	26	57	44
%	1.24	2.88	1.24
Black or African American	337	324	297
%	16.12	16.35	8.36
Hispanic or Latino	310	244	372
%	14.83	12.31	10.47
Native Hawaiian or Pacific Islander	12	10	3
%	0.57	0.5	0.08
White	1342	1174	1091
%	64.18	59.23	30.72
Two or More Races (not Hispanic or Latino)	40	47	25
%	1.91	2.37	0.7
Declined to answer	6	115	1562
%	0.29	5.8	43.98

METRIC	2023	2024	2025
INVOLUNTARY TURNOVER			
Total Involuntary Turnover	1457	2638	3069
Involuntary Turnover by Type			
< 30 years old	383	683	847
%	26.29	25.89	27.6
30 -50 years old	721	1,394	1,545
%	49.48	52.84	50.34
> 50 years old	353	561	665
%	24.23	21.27	21.67
Involuntary Turnover by Gender			
Female	384	606	806
%	26.35	22.97	26.26
Male	1,071	2,016	2,242
%	73.52	76.42	73.05
Other/not specified	2	16	22
%	0.13	0.61	0.72
Involuntary Turnover by Region			
AMER	1,356	1,323	2,346
%	93.06	50.15	76.44
APAC	98	460	91
%	6.72	17.44	2.97
EMEA	3	305	176
%	0.22	11.56	5.73
LATAM	-	550	456
%	-	20.85	14.86
Involuntary Turnover by Race (US only)			
American Indian or Alaska Native	16	8	25
%	1.18	0.6	0.81
Asian	36	35	45
%	2.66	2.65	1.47
Black or African American	233	309	363
%	17.21	23.36	11.83
Hispanic or Latino	353	197	238
%	26.07	14.89	7.75
Native Hawaiian or Pacific Islander	6	12	6
%	0.44	0.91	0.2
White	672	654	958
%	49.63	49.43	31.22
Two or More Races (not Hispanic or Latino)	23	33	41
%	1.7	2.49	1.34
Declined to answer	15	75	1332
%	1.11	5.67	43.4

METRIC	2023	2024	2025
MANAGEMENT BY GENDER BREAKDOWN			
Percentage of Employees in Management Positions			
Female	-	21.13%	20.20%
Male	-	78.76%	79.59%
Undeclared	-	0.12%	0.20%
Percentage of Employees in Top Management Positions (max two levels away from CEO)			
Female	-	20.94%	20.02%
Male	-	78.93%	79.76%
Undeclared	-	0.13%	0.22%
Percentage of Employees in Junior Management Positions			
Female	-	13.79%	11.48%
Male	-	86.21%	88.52%
Percentage of Employees in Management Positions that are Revenue Generating Positions			
Female	-	23.40%	19.23%
Male	-	76.60%	80.77%
PARENTAL LEAVE			
Total Number of Employees With Benefits Packages Including Parental Leave	15,999	10,387	14,944
Parental Leave Benefits by Gender			
Female	4,046	2,821	2,983
Male	11,953	7,562	11,936
Other/not specified	0	4	25
COLLECTIVE BARGAINING			
Total Permanent Employees Represented by Collective Bargaining Agreements	2,801	2,590	1,734
%	12	12	8
TRAINING			
In Person Instructor Led Leadership Training			
Classes	133	102	117
Hours	353	493	560
Leaders	284	400	687
Sonoco University Courses (excluding compliance Training)			
Number of courses offered to employees	30,000	30,000	82,345
Enrollments	57,297	48,578	47,346
Sonoco specific development courses created	21	39	16
Average Hours of Sonoco University Training per Employee	2	3	3

METRIC	2023	2024	2025
Compliance Training			
Employees Assigned to Complete Business Code of Conduct Training	2,978	4,898	5,256
Course Completion Rate	99.7	99%	99%
Main Topics Covered	Anti-bribery, Antitrust, Conflicts of Interest, Diversity, Business Ethics	Respectful Communication, Social Media and Electronic Communications, Global Supply Chain and Supplier Management, Combating Modern Slavery, Whistleblower Reporting and Protection	Anti-retaliation, Combating Modern Slavery, Protection of Company Information, Gifts and Gratuities
Percentage of Employees who completed training on Corruption and Bribery Prevention	100%	-	-
Percentage of Employees who Completed the Anti-Harassment and Discrimination Training	99.2%	99.7%	99.6%
Percentage of Employees who completed Cybersecurity Training	91%	93%	97%

In The Loop Sustainability and Environmental Webinar Training			
Number of Employee that Attended	817	691	728
% of Employees that Attended	4%	3%	3%
Topics Covered	US EPR, Energy Reduction Projects, Recycling Infrastructures around the World, Sedex Auditing Program, Greenwashing, Food Waste Reduction, Green Claims in the EU, Product Innovations Driving Sustainability	Responsible Workplace Practices, Material Certification, PPWR, EU Elections and Impacts on ESG Regulations, MRF Technology, Human Rights in Manufacturing, Life Cycle Assessments and Product Carbon Footprints	Recyclability, EUDR and Deforestation, Fiber Certification, Sustainability Initiatives, Energy and Emissions, Scope 3 Engagement, Life Cycle Assessment Results.

METRIC	2023	2024	2025
ENGAGEMENT			
Percentage of Salaried Employees Receiving Performance Reviews	100%	100%	100%
New Roles Filled by Internal Candidates	1,877	1,805	1,097
Salaried Employees	183	144	166
Hourly Employees	1694	1661	931
Employee Satisfaction Rate	91%		

SUSTAINABLE SOURCING			
Number of Suppliers who have gone through a Sustainability Risk Screening	0	1000	2750
Percentage of Targeted Suppliers who have agreed to the Supplier Code of Conduct	98%	98%	98%
Percent of Buyers who Received Training on Conflict Minerals	100%	100%	100%
Percentage of total revenues from products containing minerals from conflict-affected areas	-	<.1%	<.1%
Percentage of total revenues from products containing minerals from conflict-affected and high-risk areas coming from suppliers who have been verified conflict-free	-	<.1%	<.1%

PRODUCT SAFETY			
Number of Recalls Issued	0	0	0
Number of Units Recalled	0	0	0

HEALTH AND SAFETY DATA TABLES

METRIC	2023	2024	2025
HOURS			
Total Hours Worked	45,915,026	44,255,457	50,340,219
Employee Hours	44,592,340	42,976,979	49,126,011
Contractor Hours	1,322,686	1,278,477	2,156,792
All Injuries	1,247	1,398	1,367
All Injury Rate	5.59	6.31	5.43
WORK-RELATED INJURIES			
Total fatalities as a result of work-related injury			
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	0	0
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	0	0
Total high-consequence work-related injuries			
Number of high-consequence work-related injuries -- employees	1	0	0
Rate of high-consequence work-related injuries -- employees	.004	0	0
Number of high-consequence work-related injuries -- contractors	0	0	0
Rate of high-consequence work-related injuries -- contractors	0	0	0
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 Injuries			
Number of recordable work-related injuries -- employees	204	210	260
Rate of recordable work-related injuries -- employees	0.91	0.97	1.03
Number of recordable work-related injuries -- contractors	7	7	1
Rate of recordable work-related injuries -- contractors	1.05	1.09	0
Main types of work-related injuries -- employees	Caught in, under between/struck by/lifting, pushing, pulling	Caught in, under or between	Contact - sharp object
Main types of work-related injuries -- contractors	Struck against, lifting, overexertion	Fall, from elevation	-
Near miss frequency rate (NMFR)	23.7	16.7	12.08
Lost time incidents (LTI)	121	155	141
Lost time incident rate (LTIR)	0.54	0.7	0.57
Life changing event (LCE) exposure rate	1.4	1.31	0.62

METRIC	2023	2024	2025
WORK-RELATED ILL HEALTH			
Total fatalities as a result of work-related ill health			
Number of fatalities as a result of work-related ill health -- employees	0	0	0
Rate of fatalities as a result of work-related ill health -- employees	0	0	0
Number of fatalities as a result of work-related ill health -- contractors	0	0	0
Rate of fatalities as a result of work-related ill health -- contractors	0	0	0
Total cases of recordable work-related ill health			
Cases of recordable work-related ill health -- employees	156	86	149
Rate of recordable work related ill health -- employees	0.7	0.389	0.192
Cases of recordable work-related ill health -- contractors	0	0	0
Rate of recordable work-related ill health -- contractors	0	0	0
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	22,777
Total percentage of employees covered by the OHS system	100%	100%	100%
Total number of contractors covered by the OHS system	7,600	7,600	7,600
Total percentage of contractors covered by the OHS system	100%	100%	100%
Total number of employees covered by the OHS that have been internally audited	21,700	20,665	32,360
Total percentage of employees covered by the OHS that have been internally audited	100%	100%	100%
Total number of contractors covered by the OHS that have been internally audited	7,600	7,600	7,600
Total percentage of contractors covered by the OHS that have been internally audited	100%	100%	100%
Total number of employees covered by the OHS that have been externally audited	21,700	20,665	32,360
Total percentage of employees covered by the OHS that have been externally audited	100%	100%	100%
Total number of contractors covered by the OHS the have been externally audited	7,600	7,600	7,600
Total percentage of contractors covered by the OHS that have been externally audited	100%	100%	100%
Number of workplace audits/inspections conducted	16,791	17,447	20,030
Percentage of sites for which an employee health and safety risk assessment has been conducted.	82%	88%	91%

GOVERNANCE DATA TABLES

METRIC	2023	2024	2025
DIRECTORS			
Age			
< 30 years old	0	0	0
%	0%	0%	0%
30-50 years old	0	0	0
%	0%	0%	0%
> 50 years old	11	12	11
%	100%	100%	100%
Gender			
Female	3	3	3
%	36%	33%	27%
Male	8	9	8
%	64%	67%	73%
Ethnicity			
Minority	1	1	1
%	9%	8%	9%
Non-Minority	10	11	10
%	91%	92%	91%
BOARD INDEPENDENCE			
Number of Independent Directors	9	10	9
%	82%	83%	82%
CERTIFICATION			
ISO 9001 Certifications			
Number of Sites	18	21	51
%	6%	7%	23%
ISO 14001 Certifications			
Number of Sites	12	12	51
%	4%	4%	19%
ISO 45001 Certifications			
Number of Sites	6	6	45
%	2%	2%	17%
ISO 50001 Certifications			
Number of Sites	8	8	10
%	3%	3%	4%
Sedex Participants			
Number of Sites	80	81	107
%	26%	26%	40%
SMETA Audits Conducted			
Number of Audits	3	3	11
Percent of Sites at which Audits were Performed	1%	1%	4%













GRI CONTENT INDEX


External References: 2025 10-K, 2026 Proxy, Policies on Business Conduct

METRIC	LOCATION	SDG
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021		
2-1 Organizational details	2025 10-K pages 4-5	 
2-2 Entities included in the organization's sustainability reporting	2025 10-K pages 4-5	
2-3 Reporting period, frequency and contact point	About this Report, page 6	
2-4 Restatements of information	Data Table Notes, page 45	
2-5 External assurance	At time of publishing external assurance is still underway and will be updated at time of completion.	 
2-6 Activities, value chain and other business relationships	About the Company, page 3	  
2-7 Employees	Social Data Tables, pages 35-37	 
2-8 Workers who are not employees	Social Data Tables, pages 35-37	 
2-9 Governance structure and composition	Governance pages 26-29 2026 Proxy, pages 19-20	 
2-10 Nomination and selection of the highest governance body	2026 Proxy, page 12	 
2-11 Chair of the highest governance body	2026 Proxy, page 20	 
2-12 Role of the highest governance body in overseeing the management of impacts	Board of Directors, page 27 Board Committees, page 27 Councils, pages 28-29	 
2-13 Delegation of responsibility for managing impacts	Board of Directors, page 27 Board Committees, page 27 Councils, pages 28-29	
2-14 Role of the highest governance body in sustainability reporting	Board of Directors, page 27 Board Committees, page 27 Councils, pages 28-29	
2-15 Conflicts of interest	2026 Proxy, page 19	

METRIC	LOCATION	SDG
2-16 Communication of critical concerns	2026 Proxy, page 21	
2-17 Collective knowledge of the highest governance body	2026 Proxy, page 3	
2-18 Evaluation of the performance of the highest governance body	2026 Proxy, page 19 Governance Highlights, page 26	
2-19 Remuneration Policies	2026 Proxy, page 18	
2-20 Process to determine remuneration	2026 Proxy, page 18	
2-21 Annual total compensation ratio	2026 Proxy, page 62	
2-22 Statement on sustainable development strategy	Letter from the CEO, page 5 Letter from the VP of Sustainability, page 5	
2-23 Policy commitments	Ethics and Integrity, page 30 Board Committees, page 27 Human Rights, page 17 Responsible Supply Chain, page 17	
2-24 Embedding policy commitments	Ethics and Integrity, page 30 Board Committees, page 27 Human Rights, page 17 Responsible Supply Chain, page 17	
2-25 Processes to remediate negative impacts	Ethics and Integrity, page 30 Board Committees, page 27 Human Rights, page 17 Responsible Supply Chain, page 17	
2-26 Mechanisms for seeking advice and raising concerns	Policies on Business Conduct, page 16 Business Conduct Hotline, page 30	
2-27 Compliance with laws and regulations	2025 10-K, page 23	
2-28 Membership associations	Initiatives and Memberships, page 3	
2-29 Approach to stakeholder engagement	Materiality, page 4	
2-30 Collective bargaining agreements	Collective Bargaining, page 38	

METRIC	LOCATION	SDG
MATERIAL TOPICS		
GRI 3: Material Topic 2021		
3-1 Process to determine material topics	Materiality, page 4	
3-2 List of material topics	Materiality, page 4	
3-3 Management of material topics	Enhancing Consumer Health and Safety, page 22 Talent Acquisition, page 19 Pollution Reductions, page 12 Water and Effluent, page 11 Climate Change and Energy Use, pages 8-10 Waste Management, page 12-13 Responsible Supply Chain, pages 17-18 People Build Businesses, pages 20-23	
MATERIAL		
GRI 301: Materials 2016		
301-1 Materials used by weight or volume	2025 Materials, page 35	
301-2 Recycled input materials used	2025 Materials, page 35	
301-3 Reclaimed products and their packaging materials	2025 Materials, page 35, Wooden Reel Reuse Program, page 35	
ENERGY		
GRI 302: Energy 2016		
302-1 Energy consumption within the organization	Energy Data Tables, page 33	
302-3 Energy intensity	Energy Data Tables, page 34	
302-4 Reduction of energy consumption	Energy Data Tables, page 35	
302-5 Reduction in energy requirements of products and services	Energy Efficiency and Renewable Energy, page 9	
WATER AND EFFLUENTS		
GRI 303: Water and Effluents 2018		
303-1 Interactions with water as a shared resource	Water and Effluents, page 11	

METRIC	LOCATION	SDG
303-2 Management of water discharge-related impacts	Water and Effluents, page 11	 
303-3 Water withdrawal	Water Data Tables, page 33	
303-4 Water discharge	Water Data Tables, page 33	 
303-5 Water consumption	Water Data Tables, page 33	
EMISSIONS		
GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	Emissions Data Tables, page 34	
305-2 Energy indirect (Scope 2) GHG emissions	Emissions Data Tables, page 34	
305-3 Other indirect (Scope 3) GHG emissions	Emissions Data Tables, page 34	
305-4 GHG emissions intensity	Emissions Data Tables, page 34	
305-5 Reduction of GHG emissions	Emissions Data Tables, page 34	
WASTE		
GRI 306: Waste 2020		
306-1 Waste generation and significant waste-related impacts	Waste Management, pages 12-13	
306-2 Management of significant waste-related impacts	Waste Management, pages 12-13	
306-3 Waste generated	Waste Data Tables, page 34-35	
306-4 Waste diverted from disposal	Waste Data Tables, page 34-36	
306-5 Waste directed to disposal	Waste Data Tables, page 34-37	

METRIC	LOCATION	SDG
SUPPLIER ENVIRONMENTAL ASSESSMENT		
GRI 308: Supplier Environmental Assessment 2016		
308-1 New suppliers screened using environmental criteria	Responsible Supply Chain, page 17-18	 
308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain, page 17-18	 
EMPLOYMENT		
GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	Social Data Tables, pages 37-38	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and Benefits, page 20	  
401-3 Parental Leave	Compensation and Benefits, page 20 Parental Leave, page 38	  
TRAINING AND EDUCATION		
GRI 404: Training and Education 2016		
404-1 Average hours of training per year per employee	Training Data Tables, page 38	 
404-2 Programs for upgrading employee skills and transition assistance programs	Talent Acquisition, page 19	 
404-3 Percentage of employees receiving regular performance and career development reviews	Engagement Data Tables, page 39	
SUPPLIER SOCIAL ASSESSMENT		
GRI 414: Supplier Social Assessment 2016		
414-1 New suppliers screened using social criteria	Sustainable Sourcing Data Tables, page 39	  
414-2 Negative social impacts in the supply chain and actions taken	Responsible Supply Chain, page 17-18	 
CUSTOMER HEALTH AND SAFETY		
GRI 416: Customer Health and Safety 2016		
416-1 Assessment of the health and safety impacts of product and service categories	Enhancing Consumer Health and Safety, pages 22-23	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Enhancing Consumer Health and Safety, pages 22-23	 

SASB CONTENT INDEX

Topic	Accounting Metric	Code	2026 Response
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CP-110a.1	Emissions Data Tables, page 34
Greenhouse Gas Emissions	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CP-110a.2	Leadership Letters, page 5 Climate Change and Energy Use, pages 8-10
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	RT-CP-120a.1	Relevant non-greenhouse gas (non-GHG) air emissions are measured, monitored, and reported to local regulatory authorities in accordance with the permit requirements governing each operating facility
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	RT-CP-130a.1	Energy Data Tables, page 33
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CP-140a.1	Water Data Tables, page 33
Water Management	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CP-140a.2	Water and Effluents, pages 11-19
Waste Management	Amount of hazardous waste generated, percentage recycled	RT-CP-150a.1	Waste Data Tables, pages 34-35
Product Safety	(1) Number of recalls issued, (2) total units recalled	RT-CP-250a.1	Product Safety, page 39
Product Safety	Discussion of process to identify and manage emerging materials and chemicals of concern	RT-CP-250a.2	Enhancing Consumer Health and Safety, pages 22-23

Topic	Accounting Metric	Code	2026 Response
Product Lifecycle Management	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	RT-CP-410a.1	Recycled Content: 75% Renewable Resources: 70% Renewable Resources and Recycled Content: 75%
Product Lifecycle Management	Revenue from products that are reusable, recyclable, or compostable	RT-CP-410a.2	\$7,294,067.15
Product Lifecycle Management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	RT-CP-410a.3	Life Cycle Assessments, page 10 Sustainable Products, pages 13-14 Responsible Material Use, page 15
Supply Chain Management	Total wood fiber procured; percentage from certified sources	RT-CP-430a.1	Total fiber procured: 2,450,215.5 Percentage from certified sources: 61%
Supply Chain Management	Total aluminum purchased; percentage from certified sources	RT-CP-430a.2	Total aluminum procured: 23462 t Percentage from certified sources: 100%
Activity Metrics	Amount of production, by substrate	RT-CP-000.A	Paper/Wood: 2,450,215 Metal: 1,043,427 Plastic: 2%
Activity Metrics	Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	RT-CP-000.B	Paper/Wood: 51% Metal: 47% Plastic: 2%
Activity Metrics	Number of employees	RT-CP-000.C	Workforce by Count, pages 35-36

DATA TABLE NOTES

Section	Metric	Notes
General	All	The 2025 data does not include TFP or Thermosafe businesses that were divested. The 2025 data does include all of the Eviosys metal packaging sites that were acquired in 2025.
		During 2025, we made progress integrating two legacy companies (Sonoco and Eviosys) including a new utility billing management system, expanding site level primary data reporting and aligning reporting policies, definitions and processes across the combined company.
		As this is the first year of combined reporting, certain data collection, reporting, and integration challenges remain and may affect the completeness, consistency and comparability of information. Every effort has been made to provide data that is complete and as accurate as possible. Any changes in year-over-year data not listed in this table were below the threshold for restatements.
Energy	Biomass	Biomass data for prior years was revised to reflect an update in high-heating value (HHV) used. The total energy for prior years was also updated to include this data.
Water	Calculated Recycled Water in Gallons	This calculation is based on paper mills that have established methodologies to quantify the volume of water recycled. The metric includes six of our 20 paper mills and excludes water recycled at the remaining 14 mills where such calculations are not currently feasible.
	Total Water Consumption in Water Stressed Areas in (million m3)	One of our paper mills in a water stressed area changed to a governmental flow meter for discharge reading in 2025, impacting the total water consumption measurements for that site. There is no historical reading for this new equipment available to analyze previous years with this same methodology.
	% of Water Consumption in Water Stressed Areas	

Section	Metric	Notes
Emissions	ALL	Total GHG emissions are calculated using the GHG Protocol Standard and related to the activities reported in our consolidated accounting group (parent and subsidiaries).
	ALL	Total GHG emissions are sum of scope 1 and scope 2 activities within our operations and scope 3 activities covering our upstream and downstream value chain.
	ALL	Total GHG emissions include 3 GHGs (CO ₂ , CH ₄ , N ₂ O) combined into a single CO ₂ -equivalent (CO ₂ e).
	ALL	Environmental emissions factors are gathered from external sources, and calculation methods have been established using a combination of international, governmental and industry as required by the GHG Protocol.
	All Scope 1	Scope 1 fugitive emissions and Scope 1 mobile emissions are not included in 2025 and prior year data. We are in the process of implementing new data reporting and processes for these emissions for the combined companies.
	All Scope 1 and 2	For certain sites not reporting in the utility billing management system, we measure estimates for scope 1 and 2 emissions based on measurable sites.
	All Scope 3	Scope 3 activities are estimated for 13 emission categories. Emission category 10 (Processing of sold products) and Emission category 14 (Investments) are not reported as they are not material.
	Biogenic CO ₂ emissions (MTCO ₂ e)	Biogenic emissions for prior years were updated to reflect the HHV update. Biogenic emissions are excluded from total Scope 1 emissions, requiring no further change. Biogenic emissions for prior years were updated to reflect biogas and methane fugitive emissions that should have been included in this category. Subsequent changes to Scope 1 were not made as they were below a 1% variance.
	Indirect (Scope 2) GHG emissions (MTCO ₂ e, Location-based)	A more robust process was implemented for applying Scope 2 location-based emission factors, with no material variance requiring restatement of prior years.
Indirect (Scope 2) GHG emissions intensity (MTCO ₂ e, Location-based/ thousand \$ revenue)		

Section	Metric	Notes
Waste	Entire Section, excluding Wooden Reel Reuse Program	Our waste numbers only include operations in North American and legacy Sonoco European entities.
Training	Percentage of Employees who completed training on Corruption and Bribery Prevention	Sonoco rotates specific focus areas for annual training. Corruption and Bribery Prevention training was the key focus area for training delivered in 2023.
	Percentage of Employees who completed Anti-Harassment and Discrimination Training	All salaried employees in the United States were assigned this training in 2023 and 2024. In 2025, the scope was narrowed to include salaried employees who live or work in California, New York, Illinois, or Maine, along with their direct managers and HR leaders.
Engagement	Employee Satisfaction Rate	Sonoco performs the Employee Satisfaction survey every three years. The last survey was performed in 2024.
Certification	Sedex Participants	The increase observed in 2025 for these metrics is partly attributable to the acquisition of our metal packaging facilities across Europe, the Middle East, and Asia.
	SMETA Audits Conducted	





Corporate Headquarters

1 North Second Street
Hartsville, SC 29550
USA

843.383.7000

sonoco.com



[@sonoco.products](https://www.facebook.com/sonoco.products)



[@sonoco](https://www.linkedin.com/company/sonoco)



[sonocoproducts](https://www.youtube.com/sonocoproducts)



[@sonoco](https://twitter.com/sonoco)