

Better
Packaging.
Better
Life.



Committed to Our Purpose, Our People and Our Planet

Sonoco 2020-2021 Corporate Responsibility Report



SONOCO OPERATING PRINCIPLES

Guiding Principle:

People Build Businesses
by Doing the Right Thing

Better
Packaging.
Better
Life.

Mission: To create sustainable packaging solutions that help build our customers' brands, enhance the quality of their products, and improve the quality of life for people around the world

Our Core Values

We are only as strong as our people

Respect: We value and celebrate the unique perspectives of everyone

Teamwork: We win together by hard work, persistence and trusting each other

Service: We will place the needs of others before our own

Integrity: We will treat people the way we hope to be treated

Accountability: We believe actions speak louder than words

Promises

Teammates: We will create caring, safe and fulfilling work environments

Customers: We will stand by our commitments and our products

Shareholders: We will protect their investment and provide for them a reasonable return

Suppliers: We will base our relationships on fairness and performance

Communities: We will be good neighbors

Key Focus Areas



People

- Talented and Engaged
- Diverse and Included



Safety

- Create a safe working environment



Sustainability

- Increase recyclability of our products
- Address global climate change



Process Excellence

- Drive continuous improvement
- Sonoco Performance System
- Optimal supply chain



Quality and Customer Experience

- Value creating solutions

Financial Priorities

Target average annual
double-digit total return
to shareholders through:

- Dividend growth
- Profitable revenue growth and margin expansion
- Working capital management
- Strong return on invested capital

Maintain investment
grade credit rating and
dividend elite status



Statement of Intent

Become the acknowledged packaging industry leader in creating and enhancing a sustainable future that benefits all of Sonoco's stakeholders through improvement of economic performance, social responsibility and environmental stewardship.

Principles of Corporate Responsibility and Sustainable Development

- Customer commitment
- Governance and integrity
- Financial performance
- Strategic leadership
- Environmental responsibility
- Employee health, safety and development
- Stakeholder engagement and communication
- Community support and philanthropy

Forward-looking Statements: Any statements of the Company's or management's expectations, beliefs, goals and forecasts in this document, including but not limited to our ability to reach certain sustainability targets and goals, levels of production and efficiency, new product development and talent acquisition and performance targets, constitute "forward-looking statements" as defined in the Private Securities Litigation Reform Act of 1995. Such statements are based on currently available information and are subject to various risks and uncertainties that could cause actual results to differ materially from the Company's present expectations. These risks and uncertainties include, but are not limited to, inflation of and volatility in raw material and energy costs, cutbacks in consumer spending that reduce demand for the Company's products, continuing pressure for lower cost and recyclable products, the Company's ability to implement its business strategies, including productivity initiatives, cost reduction plans and integration activities. Undue reliance should not be placed on such forward-looking statements, as such statements speak only as of the date on which they are made, and the Company undertakes no obligation to update such statements except as required by law. Additional information regarding these and other risks is contained in the Company's periodic filings with the Securities and Exchange Commission.

Sonoco 2020-2021 Corporate Responsibility Report

People and Packaging with a Purpose

At Sonoco, we bring more to packaging than just the package. Our integrated packaging solutions help define brand personalities, create unique customer interactions and improve the quality of products and the quality of life for people around the world. We do all of this in the service of our purpose: *Better Packaging. Better Life.* We take our corporate responsibility seriously, and our purpose helps define our commitments to enhancing the experiences of our customers, colleagues, communities and shareholders.

Sonoco has used the Global Reporting Initiative (GRI) to define the content of our *2020-21 Corporate Responsibility Report*. These guidelines form a voluntary framework of principles and indicators used to measure and report economic, environmental and social performance of the Company. They also provide a standard of comparison among Sonoco and our peers.

We have performed a quantitative, stakeholder-driven assessment to identify and prioritize the sustainability issues that impact Sonoco and its stakeholders. This report reflects our assessment and the progress we have made in meeting our stakeholder commitments. We have carefully considered Company data and projects from 2020 and 2021 and how those projects affect our customers, shareholders, associates, suppliers and the communities we serve.

We are incorporating the 17 Sustainable Development Goals established by the United Nations in their *2030 Agenda for Sustainable Development* as a benchmark for our progress across a spectrum of initiatives to promote prosperity, while protecting our planet. Where applicable, our efforts will be identified by using the graphic icons developed by the U.N. to represent a focus on one of the 17 different goals.

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SUSTAINABLE DEVELOPMENT GOALS



Commitment to Our Stakeholders

There is more to packaging than just the package.



Howard Coker, President and Chief Executive Officer

Packaging plays a fundamental role in providing sustainable, safe and hygienic delivery systems for food, medicines and other essential products around the world. As such, we believe the value of packaging is more than just its impact on the planet. As a global leader in the production of uncoated recycled paperboard as well as diverse consumer, industrial, healthcare and protective packaging, it is of utmost importance to Sonoco to address environmental challenges, such as climate change, based on data-driven scientific criteria. And, we believe there is a need for fact-based dialogues on the types of activities that contribute to environmental impacts and how these impacts can be effectively minimized.

A Commitment to Ambitious 2030 Greenhouse Gas Reductions Goals

Sonoco has been dedicated to reducing its environmental footprint for many years. While we have reduced normalized greenhouse gas emissions (GHG) by approximately 25% since 2009, we also are committed to advancing our environmental progress by setting ambitious new targets to reduce our global greenhouse gas emissions in line with the Paris Climate Agreement—to limit global temperatures to warming to well-below 2° C above pre-industrial levels.

Specifically, Sonoco is committed to reducing absolute scope 1 and 2 greenhouse gas emissions by 25% by 2030 from a 2020 base year. We have also committed to reduce absolute scope 3 greenhouse gas emissions by 13.5% from a 2019 base year by working with our customers and suppliers to develop innovative packaging solutions that reduce packaging waste and improve recyclability. In addition, we are actively studying necessary operational changes, technology developments and market changes that would be required to achieve net-zero greenhouse gas emissions by 2050. I'm pleased to say our emission reduction targets have recently been approved by the Science Based Targets initiative (SBTi).*



In order to continue delivering on our purpose of *Better Packaging. Better Life.*, we must operate with sustainability at the forefront and commit to doing our part to address climate change. Over the next decade, we will dedicate each of our more than 300 global operations to fully participate in reducing greenhouse gas emissions by investing in energy efficiency and renewable energy projects, purchasing power from certified

Scope 1	Scope 2	Scope 3
Direct emissions from company owned or controlled assets	Indirect emissions from purchased energy	Indirect emissions from sources associated with up- and downstream operations

* The Science Based Targets initiative (SBTi) is a collaboration between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). The SBTi defines and promotes best practice in science-based target setting and independently assesses companies' targets.

Commitment to Our Stakeholders

green energy sources and implementing operational excellence processes to continuously reduce energy usage.

To drive compliance of our greenhouse gas emission reduction goals, we are incorporating sustainability and environmental metrics into each of our business units' plans and management incentives.

New Sustainability Leadership

To champion our sustainability efforts going forward, we recently promoted Elizabeth Rhue to Staff Vice President of Sustainability, reporting directly to me, to work more closely with our customers and our leadership team. Elizabeth's team is tasked with identifying opportunities to meet changing product needs as well as addressing the complex regulatory and policy environment.



Elizabeth Rhue

During her career with Sonoco, Elizabeth has worked directly with our customers on new products and market development as well as laboratory R&D studies.

She will continue working with our customers and business units to develop robust, comprehensive roadmaps to help reach our sustainability goals. This includes further development of our EnviroSense® line of more sustainable packaging. EnviroSense packaging incorporates increased recycled content and improved recyclability and is represented across our portfolio, from rigid plastics, to flexibles, to our iconic paper containers. In addition, we are continuing to invest in our partnership with Tellus, a producer of sugar cane pulp products, to build out production capacity for Natrellis™ dual-ovenable meal bowls. Made from 100% U.S. grown sugarcane, an annually renewable resource, customer demand for this unique food packaging continues to grow as work-at-home eating trends are increasing demand for convenient frozen and chilled foods. You will find more examples of our EnviroSense products later in this report.



Investing in Ourselves and Our People

As we focus on thinking about the future, we are spending more time looking in the mirror, rather than looking out the window. That means we are taking a closer view of our core consumer and industrial businesses and determining how increased investment in our people and technology can better drive both growth and margin improvement.

A prime example of this strategy is our plan to invest \$115 million in Project Horizon, an investment to transform our Hartsville, S.C., corrugated medium machine into a state-of-the-art uncoated recycled paperboard URB operation with annual production of approximately 180,000 tons. This project is designed with the goal of being the lowest cost producer of URB in the world. Expected to be operational by the end of the second quarter of 2022, there are a number



of significant construction projects currently underway that will modernize the infrastructure of the entire Hartsville mill complex and allow for the efficient and safe handling of raw materials and finished goods. Furthermore, Project Horizon will generate important environmental benefits, including reducing electricity consumption, which in turn will drive a reduction in green-house gas emissions, as well as total water use.

We are also investing to further improve our portfolio, including the acquisition of Can Packaging, a French designer and manufacturer of sustainable paper packaging and related equipment, which provides us with many new innovations, including patented technology to produce a recyclable, high performance paper package that can be made round, square, rectan-

Commitment to Our Stakeholders

gular, oval, oblong or triangular. These innovations complement our global EnviroCan™ recyclable paper can franchise.

Investing in ourselves also means we are spending more time engaging, developing and rewarding our 19,000 associates so they can be successful. Our human capital management priorities include protecting the health and safety of our people, embracing diversity and inclusion to make sure our organization reflects the diversity of our customers and communities where we live and work; and attracting, developing and retaining a talented workforce. More information on our Human Capital Management efforts can be found on page 18 of this report.

Pandemic Response

Despite the impact of the pandemic-induced global recession, we quickly refocused operations on accelerating production of food packaging to meet consumers' growing preference for at-home eating, while adjusting our industrial-related and protective packaging businesses in response to demand swings. We also developed vitally needed temperature-assured packaging to begin shipping life-saving vaccines and therapeutic drugs to combat the spread of the Coronavirus.

As I look back at all we accomplished during the pandemic, it could never measure up to the spirit of generosity that I found in our Company. I am struck by how much this organization has given back and impacted the lives of others, whether that was providing essential food, medical and industrial packaging to keep the global economy moving or helping our communities and our neighbors navigate extremely difficult times. Several of our businesses produced or provided personal protective equipment which has been so critical to supporting frontline healthcare workers. We developed packaging for shipping COVID-19 diagnostic test kits, vaccines and other critical medicines and medical devices. Some of our businesses partnered with local farmers to provide packaging to help stock food banks, which have become a lifeline for so many families during these uncertain economic times. Just as our Guiding



Principle states, *People Build Businesses by Doing the Right Thing*, our people demonstrated yet again that when we stay true to our values there is nothing we can't do together.

As We Look Forward

I am pleased that as a result of our efforts to reduce environmental, social and governance (ESG) risks, Sonoco has been recognized over the past several years as one of Barron's 100 Most Sustainable Companies, by *Newsweek* as one of America's Most Responsible Companies and as one of *Fortune's* World's Most Admired Companies.

However, there is much more we can and must do together. As a top 10 recycler in the U.S., we must work with industry partners and other stakeholders to better collaborate to achieve improved "end of life" for all packaging, no matter the substrate. To make environmentally viable decisions, it is imperative to establish scientific evidence on the true impacts throughout the full lifecycle of existing alternatives, and thereby provide crucial data for conversations around packaging, climate and better regulation. If you would like to know more about how we can work together to support a shared vision of sustainability, please contact us at sonoco.sustainability@sonoco.com.

Howard Coker
President and Chief Executive Officer
July 26, 2021



Commitment to Our Customers

Sonoco's packaging solutions help define brands, create unique consumer interactions and improve the quality of products. Getting there demands a special mindset, unique perspective and passionate curiosity.



Yes, We Can

Brands are answering the challenge of balancing responsible materials sourcing with product and food safety, and Sonoco's flagship can—the EnviroCan™ paper container with a steel bottom—was designed to meet the performance needs of today's brands.

The EnviroCan container's body is made of 100% recycled fiber, of which 90% comes from post-consumer sources.

The can's design enables it to be recycled in the steel stream in the U.S. and Canada, and it is eligible for the relevant recycling label in Canada.



Sonoco ThermoSafe Launches EOS™ Line of Curbside Recyclable Temperature-Controlled Parcel Shippers

Sonoco ThermoSafe created the new EOS line of fully curbside recyclable temperature-controlled packaging to give concerned life science and perishable clients a truly curbside recyclable system from a trusted provider.

Made from 100% post-industrial, pre-consumer paper fiber, a feedstock that some of Sonoco's consumer paper products naturally create, the EOS line is a promising vision of the circular economy inside Sonoco.

"It takes a company as uniquely experienced as Sonoco in paper manufacturing, thermal insulation and recycling management to create a product like the EOS line of shippers," said Ron Haub, segment director for Sonoco ThermoSafe."



Enval Partners with Kraft Heinz Co., Sonoco to Launch Project Touchdown

Enval has partnered with Kraft Heinz Co. and Sonoco to launch Project Touchdown, an initiative that seeks to improve packaging sustainability by accelerating the deployment of new plastic recycling solutions in the U.S.

The U.K.-based Enval has developed technology to recycle aluminum from plastic-aluminum laminates and recycle flexible packaging using a proprietary pyrolysis solution that produces feedstock that can be used in the production of new plastic.

"We're thrilled to be working with two groups as important in the consumer packaged goods and packaging communities as Kraft Heinz and Sonoco. We're convinced that it is only via these types of collaborations, which involve players at different stages of the supply chain, that new technologies such as ours can be deployed quicker," said Carlos Ludlow-Palafox, CEO of Enval. "We must quickly establish new and better infrastructure to succeed in reducing plastic pollution and decreasing carbon emissions."

Commitment to Our Customers



Sonoco Asia and Africa Launches EnviroCan™ Container for Fast-growing Snacks Category

Sonoco Asia and Africa announced the launch of the EnviroCan™ paper container, designed for the fast-growing snacks category in Asia and Africa. The package's design enables it to meet a brand like Liwayway's challenge of balancing responsible materials sourcing with product and food safety.



The launch represents Sonoco's first paper container with a paper bottom in the region. The EnviroCan™ package contains 90% paper fiber and uses less plastic than conventional paper containers.

The new technology was developed in Asia and will launch in China where Sonoco is first to market with a hermetic paper bottom can. Sonoco operates paper container production operations in Malaysia, China and South Africa and exports to countries throughout the region.

Sonoco Europe Partners with ACE UK to Launch Paper Container Recycling

Sonoco Europe and the Alliance for Beverage Cartons and the Environment (ACE UK) have signed an agreement which provides a U.K.-wide recycling solution for paper containers with metal ends, through ACE UK's Bring Bank collection scheme.



Consumers will now be able to recycle their paper cans, including Kellogg's® Pringles containers, alongside food and drink cartons at 334 recycling points throughout the U.K.

With 26% coverage located in 100 local authorities across the U.K., the Bring Bank offers consumers a simple and effective way to recycle used paper containers.

Material collected from the Bring Banks is sent to ACE UK's Stainland recycling facility in West Yorkshire, which is run by Sonoco Alcore. Fibre from the

recycled paper containers and cartons is fed directly into Sonoco Alcore's paper mill on the same site, to be turned into industrial coreboard.

Helen Potter, sustainability commercial lead for Kellogg's-owned Pringles says: "We know that people want to recycle their Pringles tubes. Including a solution for Pringles in the Bring Banks scheme will allow our consumers to return them to be recycled into something new and is an important interim solution as we work towards the development of our new tube. At Kellogg, we're committed to making all of our packaging recyclable, reusable, or compostable by the end of 2025.

Can Recycling Trials

Earlier this year, Sonoco ran trials led by third-party consultants at three U.S. material recovery facilities (MRFs)—two Sonoco MRFs and one third-party MRF in Texas—to understand how our rigid paper cans flow through those facilities.

The results showed the vast majority of Sonoco's cans consistently flowed to the container lines for collection in either steel or laminated paper streams. Sonoco can now provide the recycling industry best practices for sorting paper cans and ultimately increasing the recycling rate of this iconic package.

Commitment to Our Customers

New Sonopost® Technology Coming to Europe

A new Sonopost® packing technology is set to open its doors in Sochaczew, Poland. This new manufacturing facility will utilize existing manufacturing infrastructure, strategically located to support this growing opportunity to expand the Sonopost platform's manufacturing operations in Europe.

"European manufacturing and retailers are aggressively looking for proven solutions to address mandates related to sustainability," said Adam Wood, vice president and general manager, Industrial Converted Products Europe. "With industry-leading Sonopost technology, we have the privilege of helping European manufacturers make significant progress toward their sustainability goals."

Sonopost technology uses cornerposts made from 100% recycled paperboard to provide more sustainable packaging solutions for large appliances, HVAC units and similar products requiring superior unit protection and exceptional stacking capability.

After use, the 100%-recyclable corner posts can be baled with existing paper scrap and recycled in the paper stream, allowing manufacturers to reduce or completely eliminate their packaging waste.



Reducing Plastic with Sealed Lidding Film

Replacing rigid plastic lidding with sealed lidding film reduces the amount of plastic used. When sealed lidding film is used instead of rigid plastic lids in the fresh fruit and vegetable market, Sonoco sees a minimum 35% reduction in total package weight. The plastic used in sealed lidding film is PET or rPET, enabling brand owners to make claims of both source reduction as well as the use of post-consumer recycled PET.



HolyGrail 2.0

Sonoco is a proud partner of the Digital Watermarks Initiative on the HolyGrail 2.0 project, an initiative facilitated by AIM, to prove the viability of digital watermarking for sorting packaging waste and the business case at scale.



The HolyGrail 2.0 initiative has the goal of assessing whether digital technology can enable better sorting and higher-quality recycling rates for packaging in the European Union. Today, more than 130 partners across the value chain are working together to refine and commercialize this concept.

Commitment to Our Customers



Sonoco, Clemson University Host FRESH Food, Packaging and Sustainability Summit

Sonoco FRESH (Food Research Excellence for Safety and Health), a Sonoco and Clemson University initiative to develop new technologies and new forms of packaging to optimize the fresh food lifecycle, hosted the *FRESH Summit* at Clemson University. With the theme of *Safe. Secure. Sustainable.*, the Summit stimulated high-impact discussions about how issues associated with each part of the food value chain can be used as opportunities to drive business and benefit society.

Attendees, industry and academic experts participated in presentations and panels to foster knowledge growth and solutions. Highlighted with a keynote address from David Beasley, Executive Director of the United Nations World Food Programme and a recipient of a 2020 Nobel Peace Prize, hundreds of virtual attendees participated in engaging sessions over three days.



Sonoco Expands Recycling of Paper Containers in U.S.

Sonoco has expanded recovery and recycling of scrap materials from the production of its iconic EnviroCan™ paper containers in the U.S. to be used as raw material at three of its uncoated paperboard mills to produce new paperboard. In total, it's estimated that 165 truckloads of scrap will be recycled into paperboard at Sonoco mills every year.

"Sonoco is uniquely positioned as a leading recycler, paper mill operator and packaging converter to help deliver end-of-life

Approximately 165 truckloads of scrap will be recycled into paperboard at Sonoco mills annually.

solutions across our consumer and industrial packaging platforms," said Elizabeth Rhue, Sonoco's staff vice president of sustainability.

"We are taking the lead to further demonstrate our ability to recycle our paper containers with metal ends not only through the steel stream, as they are largely done today, but also through the paper stream. And, we look forward to growing consumer access to increase recycling of our paper cans through post-consumer recycling streams."

Our EnviroSense® line of more sustainable packaging.

EnviroSense packaging incorporates increased recycled content and improved recyclability and is represented across our portfolio, from rigid plastics, to flexibles, to our iconic paper containers.



Commitment to Our Customers

Sonoco Acquires Sustainable Paper Can Solutions Producer

Sonoco has acquired Can Packaging, a privately owned designer and manufacturer of sustainable paper packaging and related manufacturing equipment based in Habshein, France.



Founded in 1989, Can Packaging operates two paper can manufacturing facilities in France along with a research and development center where it designs and builds patented packaging machines and sealing equipment. Can Packaging provides sustainable

paperboard packaging to a number of large consumer food brands distributed across Europe.

Sean Cairns, division vice president and general manager of Sonoco's European Consumer Products Division, said, "Adding Can Packaging's innovation center, intellectual property and proprietary manufacturing capabilities will allow

Sonoco to leverage and enhance our strong material science and engineering capabilities to develop more recyclable, mono-material paper packaging solutions that will have a wide range of food barrier properties for our customers in Europe. We also see using Can Packaging's unique, low-cost machine technology to expand our consumer products offering into growth markets."



NIR-Readable Black PP Thermoformed Trays

Sonoco's Plastics Research and Development team identified several Near Infrared (NIR) black colorants to replace carbon black, allowing Sonoco's black thermoformed trays to be detectable at material recovery facilities (MRFs).

In pilot plant trials, the team successfully demonstrated that the colorants can be reprocessed without shifting color quality. In trials, the trays showed no metal contamination and passed microwave cooking and NIR sortability tests.

Sonoco partnered with MSS, a recycling original equipment manufacturer, to test the trays. The tests showed that Sonoco's trays were detectable within MSS's sorting system. Further testing is currently underway.



New Lightweight Recyclable Packaging for Heavyweight Products

Sonoco Protective Solutions announced two new paper-based packaging options for heavy and high-value products to its EnviroSense® line of more sustainable packaging: The EnviroSense® FiberMax™ Bulk Box and the EnviroSense® FiberMax™ Master Roll package.

Both EnviroSense FiberMax packaging solutions are 100% recyclable and provide the strength needed to hold thousands of pounds.

"We believe we have a responsibility to develop more sustainable packaging to help protect and preserve our planet for future generations," said Carl Kraus, segment vice president of Protective Solutions at Sonoco.

"Although customers have relied on us for returnable packaging innovation, some supply chains need one-way and export solutions. The FiberMax Bulk Box and Master Roll solutions apply this same philosophy to the development of bracing and cushioning options for heavy and fragile goods—offering superior protection from the rigors of new distribution channels while at the same time providing an innovative new option that's 100% recyclable," said Kraus.

Commitment to Our Customers



Sonoco Contributes Findings for "PET Thermoform Recycling Cost & Flow Analysis"

Partnering with the Foodservice Packaging Institute, Sonoco participated in a study to learn more about PET thermoform generation and recovery and understand the sorting and reclamation capabilities of the recycling value chain. The study also looked forward to potential pathways to grow PET thermoform recycling and highlighted opportunities and challenges.



Potential PET Thermoform Flows in MRFs

© RRS 2020



Expand capture of PET thermoforms for recycling, increasing volumes to PET markets.



Use optical sort for all PET, manual and/or robotic sort to separate out PET thermoforms, if needed



Produce commodity bales:

1. PET thermoform-only bales for market
2. Mixed PET bottle/thermoform bale, potentially with higher % of thermoforms, or
3. Mixed plastic bale



pladis Boosts Sustainability Credentials with EnviroCan™ Paperboard Container

pladis, the global snack company behind some of the United Kingdom's most loved and iconic brands, is utilizing Sonoco's EnviroCan™ container with paperboard ends for its Mini Cheddars and Twiglets. The EnviroCan paper-based can utilizes Sonoco's traditional and trustworthy paperboard container and meets the recycling requirements of the UK. pladis launched its Mini Cheddars and Twiglets products during the summer sporting season to help customers tap into a 'big night in' from the comfort of their own homes.



Sonoco Expands Recyclable Materials Recovery with North Carolina Grant

Sonoco Recycling was awarded a recycling business development grant from the North Carolina Department of Environmental Quality. This grant, coupled with Sonoco's independent investment, will enable Sonoco Recycling to improve capabilities

ties at its Wake County, N.C., facility. The grant was awarded to complete the purchase of a new optical sorter, which separates fiber and non-fiber recyclables, leading to increased recovery rates, less contamination and better commodity values.



Commitment to Our Customers



Project Horizon to Make Sonoco Lowest Cost Global Producer of Recycled Paperboard

Last year, Sonoco committed to invest \$115 million to transform its Hartsville, S.C., corrugated medium machine into a state-of-the-art uncoated recycled paperboard machine with annual production capacity of 180,000 tons. This investment is expected to make Sonoco the largest and lowest cost producer of recycled paperboard in the world. Aptly called Project Horizon, the transformation will also significantly modernize the infrastructure of the entire Hartsville Mill Complex and allow for more efficient and safe handling of raw materials and finished goods. Project Horizon will also boost the environmental footprint of the company's operations by reducing electricity consumption in Sonoco's U.S. and Canada paper mill system by 16%, which will in turn drive a 16% reduction in greenhouse gas emissions while total water usage will decline 25%.



Project Horizon
Creating A Brighter Future For Our URB System

Project Horizon Positive Environmental Impact



Energy Usage
(NA System use/MWh)

Current	Future
3,236K	2,706K

-16.4%
Percent Change



Greenhouse Gases
(tons/CO₂ equivalent)

Current	Future
507K	479K

-16.0%
Percent Change



Water Usage
(NA System use/gallons)

Current	Future
4,633MM	3,462MM

-25.3%
Percent Change

Commitment to Our Planet



Sonoco works to reduce energy consumption, greenhouse gases and water usage at our facilities. We also serve as a valued partner to our customers to reduce the environmental impact of their packaging.

Sonoco Corporate Environmental Commitments

GHG:

Sonoco has committed to validated Science-Based Targets aligned with keeping global warming to well below 2°C.

Sonoco will reduce our absolute Scope 1 and 2 emissions at least

25% x 2030
(2020 baseline)

Sonoco, in cooperation with our suppliers and customers, will also reduce our Scope 3 emissions in line with the 2°C Absolute Contraction Approach resulting in at least

13.5%

absolute Scope 3 emissions reductions by 2030. (2019 baseline)

In addition, Sonoco is studying necessary operational changes, technology developments, and market changes that would be required to achieve Net-Zero emissions by 2050.

Energy:

In support of our GHG emission reductions, Sonoco will continue energy efficiency improvements in our manufacturing plants and reduce normalized energy use by at least **8%** by 2030. (2020 baseline)

Water:

By 2024, Sonoco will conduct water risk studies at our manufacturing facilities which account for at least 90% of our water usage using WRI Aqueduct, WWF Water Rich Filter or similar tools.

Additionally, by 2025, Sonoco will implement Operation Clean Sweep at all facilities using plastic pellets to prevent environmental discharge of the pellets.

Waste:

Recycle or cause to recycle 85% equivalent by weight, of products we put into the marketplace.

Commitment to Our Planet

Sonoco's Approach to Climate Change

Sonoco recognizes our responsibility to address the challenges of global climate change. We are committed to measuring, reporting and reducing our greenhouse gas emissions as well as energy and water consumption and waste generation in our operations around the world.

To meet our Science Based Targets initiatives over the next decade, each of our more than 300 global operations are focused on reducing greenhouse gas emissions by investing in energy efficiency and renewable energy projects along with purchasing electricity from certified green and reduced-carbon energy sources.

To drive compliance of our greenhouse gas emission reduction goals, we are incorporating sustainability and environmental metrics into each of our business units' plans and management incentives.

Science Based Targets Approval

Sonoco's emissions reduction targets were approved by the Science Based Targets initiative (SBTi) as consistent with levels required to meet the goals of the Paris Agreement. The targets covering greenhouse gas emissions from Sonoco's operations (scopes 1 and 2) are consistent with reductions required to keep warming to well-below 2°C.

Science-based targets show companies how much and how quickly they need to reduce their greenhouse gas emissions to be consistent with keeping warming below the most dangerous levels. The SBTi defines and promotes best practices in science-based target setting and independently assesses companies' targets.



SCIENCE
BASED
TARGETS



Key Environmental Metrics

Key Metrics – Absolute and Normalized by Sonoco Units	Unit of Measure	Five-year Percentage Change	Year-over-year Percentage Change	2020 Data
Total Energy Usage	MMBtu	8.03%	-1.08%	19,684,341
Energy Usage (normalized)	MMBtu/Sonoco Units	-3.87%	0.29%	173,483
Total Greenhouse Gas Emissions	mtons CO2e	17.88%	-2.45%	1,413,566
Total Greenhouse Gas Emissions (normalized)	mton CO2e/Sonoco Units	-0.95%	0.34%	11,709
Direct Emissions (Scope 1)	mtons CO2e	37.31%	5.88%	721,176
Direct Emissions (Scope 1) (normalized)	mton CO2e/ Sonoco Units	3.07%	9.72%	5,358
Indirect Emissions (Scope 2)	mtons CO2e	2.74%	-9.85%	692,390
Indirect Emissions (Scope 2) (normalized)	mton CO2e/Sonoco Units	-4.56%	-7.87%	6,321
Total Landfill Disposed	mtons	47.08%	-8.88%	228,865
Landfill Disposed (normalized)	mton/Sonoco Units	36.58%	-10.25%	2,125
Total Water Usage	m3	17.35%	-2.31%	23,985,569
Water Usage (normalized)	m3/Sonoco Units	0.53%	-2.17%	206,249

Historical data referenced in this chart has been retrospectively revised to reflect changes in business structure (acquisitions and divestitures), and improvements in data collection, and so may differ from previously published reports. In addition to showing total usage of energy consumption, total greenhouse gas emissions (Scope 1 and Scope 2), total water usage and total landfill disposal, we compare these key environmental data points utilizing a normalized benchmark of measure across our diverse business mix to provide a more accurate comparison.

Sonoco's normalization method takes into account that our business units may use different productivity metrics such as tons, revenue or units of production. The change in productivity in each business unit influences an abstract metric we have named, "Sonoco Units." The amount in which each business unit influences that change, is proportional to the percentage of the sustainability metric that business unit consumes to the company's total global sustainability metric for the previous year.

Commitment to Our Planet



Our 2025 Sustainability Commitments in Packaging

We will increase the equivalent, by weight, the amount we recycle or cause to be recycled from

65%^{to} 85%

relative to the volume of product we put into the global marketplace.

We will ensure all of our production facilities utilizing plastic pellets have systems to prevent environmental discharges.

We will ensure that approximately

75% of our global rigid plastic packaging

is capable of making the relevant on-package recyclable claim.

We will not utilize resin additives that purport to degrade in landfills or waterways by simply breaking up into smaller pieces.

We are committed to work closely with our customers to help them achieve their PCR content commitments.



Robotic Sorting Headed to S.C. Recycling Facility

Sonoco Recycling purchased the usage of a Cortex robot to upgrade offerings at its Material Recovery Facility in Columbia, S.C. The robot, purchased through AMP Robotics, can accurately sort any grade it is instructed to sort at a rate of 80+ picks per minute, estimated to have the throughput of two typical manual sorters.

Not only is the system swift and accurate, but it is also machine learning-enabled. The Cortex robot continually learns over time, adapting to material changes in the stream and allowing Sonoco to target additional materials in the future. The system also maintains full awareness of the recyclable stream that passes through it, even for recyclables it does not pick.

Energy Provider Recognizes Sonoco Facility for Commitment to Energy Efficiency

AEP Ohio recognized the Tiffin, Ohio, Sonoco facility for a commitment to energy efficiency and the environment and taking part in AEP Ohio's savings incentives programs for businesses. Members of the Sonoco facility see this recognition as a reminder to lead the way for safety and environmental stewardship as a company and in their own community.

Commitment to Our Planet

Germany, UK Facilities Reduce GHG Footprint

Through strategic sourcing, Sonoco facilities in Germany and Stainland transitioned supply of power for both regions from traditional non-renewable “brown” power to renewable green sources. For Germany, the impact of this change reduced the

company’s global GHG footprint by 0.88%, and the impact of this change for Stainland reduced Sonoco’s global GHG footprint by 0.78%. Facilities still managed to reduce cost over baseline for Germany and stayed relatively flat for Stainland.

Sonoco Boosts Sustainability Credentials with INCPEN Membership

Sonoco Europe became a member of the Industry Council for Packaging & the Environment (INCPEN), continuing Sonoco’s effective, ongoing drive to develop its own sustainability and corporate social responsibility credentials and to help promote environmental awareness and decisive action in the wider packaging industry.



INCPEN works closely with its wide-ranging membership base, which includes some of the world’s largest enterprises as well as small, local firms. The organization has been working with the United Nations on its sustainable development goals as it continues to work to form a society that operates in harmony with the planet’s natural resources.

“We’re delighted to be welcoming Sonoco, a truly global packaging company with a substantial recycling division and an exceptional history of sustainability and corporate social responsibility,” said Paul Vanston, CEO of INCPEN.

How Sonoco has Reduced its Environmental Impact

Since 2009:

Sonoco has reduced total greenhouse gas emissions by **24.6%***

Sonoco has reduced total water use by **42.4%***

Currently:

Sonoco recycles, or causes to be recycled, the equivalent by weight of **86%** of the product it places in the marketplace

Sonoco’s Paper Mills produce **100%** uncoated recycled paperboard with **~85%** post-consumer fiber

Sonoco Recycling is one of the 10 largest recyclers in the U.S. We have helped more than

70 customer facilities achieve Zero Waste-to-Landfill status



*Normalized by revenue

Commitment to Our People



It's not so much what you do, but why you do it. This inspires our teammates to do what they do every day—create a better package that may just create a better life for someone.

People Build Businesses by Doing the Right Thing

Sonoco believes that people build businesses, and we are committed to a diverse community. Sonoco's Diversity and Inclusion (D&I) Council continues to grow across the globe. The Council's mission is to create a diverse workforce within an inclusive environment that fosters education, awareness and communication.

In 2020, the D&I Council added the Black Employees@Sonoco Business Resource Group (BRG), which joins the LGBT+ BRG, the Women@Sonoco, the Military Professionals group, Sonoco Cares and the Sonoco Young Professionals. During the year, the Black Employees@Sonoco BRG conducted educational programs during Black History month and Juneteenth as well as sponsoring a week of community service in honor of Dr. Martin Luther King.

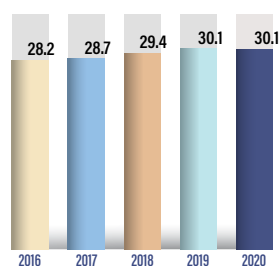


Sonoco was proud to host its first Week of Understanding in early 2021. Educational materials were created by the CEO Action for Diversity and Inclusion, of which Sonoco is a member, and were presented by Sonoco's own BRGs. More than 1,400 employees participated in the events which were designed to foster personal growth and conversations centered on diversity and inclusion.

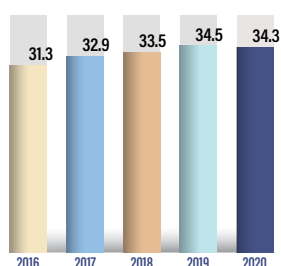
Sonoco's LGBT+ BRG celebrated Pride Month in June. A series of events focused on why Pride Month is important, allyship and creating a safe space where everyone can bring their best selves to work.



TOTAL GLOBAL FEMALE WORKFORCE DIVERSITY percent



TOTAL U.S. MINORITY WORKFORCE DIVERSITY percent



Commitment to Diversity and Inclusion

2020

20%
women in senior leadership

12%
minorities in senior leadership

9%
turnover rate for global salaried females

Representation of diverse employees in successor pools across business units and functions

2023

25%
women in senior leadership

15%
minorities in senior leadership

6%
turnover rate for global salaried females

Identification of a diverse candidate as successor for Head of Manufacturing



Health and Safety

Protecting the health and safety of our teammates is our top priority. The company utilizes global and local incident data along with identifying leading indicators to create programs and action plans to reduce conditions and behaviors that lead to at-risk situations. In 2020, we experienced a 6% decline in total recordable injuries, and lost days were down more than 40%. We have also introduced standardized safety metrics and practices within each business to help ensure we are directing safety similarly across all operations. In 2020, the company achieved 97% of our Safety Action Plan, site level improvement plans designed to reduce risks.

Our focus on safeguarding the health of our employees was strengthened in response to the COVID-19 global pandemic. We implemented new safety protocols and procedures across all facilities following recommendations by the U.S. Centers for Disease Control and Prevention and the World Health Organization. We also established a global task force of senior leaders and regional management committees to continuously monitor the impacts on our teammates and proactively create new measures and practices for health and safety of our employees.

SONOCO
PERFORMANCE
SYSTEM



Empowering People, Process and Purpose

More Than 100 Facilities Now Involved in SPS

Sonoco continues to increase our quality and speed to market through the Sonoco Performance System (SPS). SPS yields sustainable continuous improvement by focusing on business and manufacturing fundamentals

through process and employee empowerment that together achieve key results for the company.

SPS's goals aim to improve safety, support growth and relationships with customers, allow more time to focus on productivity and process improvement, optimize a more flexible workforce to meet challenging business demands and create a culture of clearly aligned metrics, accountability and process. Currently, more than 100 plants are involved in the SPS certification process.



Sonoco University Fosters Lifelong Learning

At Sonoco, we believe lifelong learning is essential to organizational success. Learning must be carefully planned and managed as a part of the company's strategy. Sonoco

University was launched in 2020 to provide educational courses, training, learning and development



programs to associates. Custom content for online and classroom-based training curates a premium learning experience that meets the developmental needs of all employees. Close to 10,000 students have benefited from more than 5,000 courses offered within the platform.

Commitment to Our People



Memberships and Certifications

- Amazon Packaging Support and Supplier Network (APASS)
- American Forest and Paper Association
- AMERIPEN
- Association for Dressings and Sauces
- Association of Plastics Recyclers
- Brazil Packaging Association
- Carbon Disclosure Project
- Carolina Recycling Association
- CEFLEX (EU)
- CELAB and CELAB North America
- Center for Advance Purchasing Studies
- Confederation of European Paper Industries/4evergreen Project
- Ecodesk
- EcoVadis
- Environmental Education Association of South Carolina
- EPS Industry Alliance
- Flexible Packaging Association
- Foodservice Packaging Institute
- Forest Stewardship Council® (FSC®)*
- Healthcare Plastics Recycling Council (HPRC)
- inDUFed
- Industry Council for Packaging and the Environment (INCPEN)
- International Safe Transit Association (ISTA)
- Institute of Packaging Professionals (IoPP)
- Institute of Scrap Recycling Industries (ISRI)
- Material Handling Institute (MHI)
- National Association for Information Destruction
- National Association for PET Container Resources
- National Council for Air and Stream Improvement
- National Minority Supplier Development Council
- National Sustainability Coalition
- National Veterans Business Supplier Development Council
- Northeast Recycling Council
- Operation Clean Sweep
- Paper and Packaging Board
- PMMI (The Association for Packaging and Processing Technologies)
- Programme for the Endorsement of Forest Certification (PEFC™)*
- The Recycling Partnership
- SEDEX
- Solid Waste Association of North America
- South Carolina Chamber of Commerce
- South Carolina Manufacturers Alliance
- Southeastern Recycling Coalition
- Southeast Recycling Development Council
- Sustainable Forestry Initiative® (SFI®)*
- Sustainable Packaging Coalition
- Sustainable Purchasing Leadership Council
- Sustain SC (Corporate Membership Network)
- Women's Business Enterprise National Council

Sonoco Human Rights Policy Statement

Ethical business conduct

This Human Rights Policy Statement reflects the Company's broader commitment to ethical business practices, which is embodied in Sonoco's *Setting the Standard – Policies on Business Conduct*. These guidelines serve as the cornerstone of the Company's business ethics and compliance program and require Sonoco's Board of Directors, officers and employees to conduct business fairly, honestly and in compliance with all applicable laws, rules and regulations, including those protecting Human Rights. The Company has appropriate mechanisms in place to internally monitor compliance with these guidelines and facilitate reporting of possible violations.

Protection of the rights of workers

Sonoco is an Equal Opportunity Employer committed to providing its employees with a safe, non-discriminatory work environment that promotes open and honest communication and embraces dignity, respect and diversity in all aspects of its business operations. Sonoco further supports the elimination of all forms of forced, bonded or compulsory labor and the freedom of association. We believe that people should work because they want or need to, not because they are forced to do so. We prohibit the use of prison labor, forcibly indentured labor, bonded labor, slavery or servitude.

Protection of the rights of children and young workers

Sonoco condemns all forms of exploitation of children. The Company does not recruit child labor and supports the elimination of exploitative child labor. Sonoco also supports laws duly enacted to prevent and punish the crime of sexual exploitation of children and will cooperate with law enforcement authorities in these matters. We do encourage the creation of educational, training or apprenticeship programs tied to formal education for young people.

Equality of opportunity

We recognize, respect and embrace the cultural differences found in the world-wide marketplace. Our workplace is a meritocracy where our goal is to attract, develop, promote and retain the best people from all cultures and segments of the population, based on ability. We have zero tolerance for discrimination or harassment of any kind. As a U.S. Federal contractor, Sonoco completes Affirmative Action Plans for its U.S. operations and has diversity hiring goals that are reported to its Board of Directors. We also carefully monitor diversity hiring globally and strive to create a diverse workforce that represents the communities where we operate.

Compensation

We ensure that compensation meets or exceeds the legal minimums and is competitive with industry standards. Our compensation philosophy is clearly communicated to employees and is in full compliance with all applicable laws.

Relationships with indigenous people

Within the framework of our values, we respect the cultures, customs and values of the people in communities where we operate and take into account their needs, concerns and aspirations.

Implementation

This Human Rights Policy Statement is implemented through the Company's business ethics and compliance program, on which employees are trained, and will remain posted on Sonoco's website at www.sonoco.com. Sonoco's Global Human Rights statement was implemented and is regularly reviewed by the Employee and Public Responsibility Committee of the Board of Directors, while managed by the Vice President, Human Resources and General Counsel.

About our Certifications: Sonoco is committed to responsible use of natural resources through responsible sourcing, recycling and use of recycled fiber in our paper-based packaging. Many mills are certified to one or more fiber certification programs. These are: the Forest Stewardship Council® (FSC®), Sustainable Forestry Initiative® (SFI®) and the Program for the Endorsement of Forest Certification® (PEFC®) Chain of Custody and Due Diligence System Standards. Additionally, we have plants in our composite can packaging, industrial tubes and cores, and primary packaging carton operations that are certified to these programs and can produce certified packaging. Overall sales (certified and not) by these mills and fiber certified plants is equal to 15% of Sonoco's revenue.

All but three of our 19 global paperboard mills use 100% recycled fiber in their production. Some amount of responsibly-sourced virgin fiber is needed for select grades of paperboard. The amount of recycled fiber in our composite cans range from 60% to 80+%, depending on the product specifications for the package. On average, the amount of recycled fiber used in our industrial tubes and cores exceeds 95%.

Commitment to Our Communities

Sonoco continues its strong community support through partnerships and collaboration, education, health and welfare, arts and culture and the environment.



"The time is always right to do what is right."

Dr. Martin Luther King, Jr.

Sonoco's mission of *Better Packaging. Better Life.* highlights our passion not only as a packaging company but also for making the world we live in a better place for all. In this spirit, the company participated in its fifth annual MLK Week of Service in January. Teammates participated in a variety of safe and socially distanced activities in honor of King, including serving at local soup kitchens, donating canned goods to food banks, making care packages for the homeless and essential workers, participating in mental health check-ins with friends and loved ones and donating to charity.



Ending Hunger One Step at a Time

More than 100 teams hit the pavement for the **Million Step Walking Challenge**, which benefits Rise Against Hunger, a global movement to end hunger by empowering communities, nourishing lives and responding to emergencies. The winning team, *Distance Walkers at a Distance*, logged almost 4 million steps.

In our home state of South Carolina, one in six struggles with food insecurity and hunger. Sonoco is honored to continue support for the **Harvest Hope Food Bank**, the state's largest food bank, distributing more than 27 million pounds of food each year. In addition to corporate support, Sonoco teammates hosted food drives throughout the year and worked on site at the local Harvest Hope Food Bank to organize and distribute food to the hungry.



Sonoco Cares

Sonoco employees interested in giving back to their communities volunteer with Sonoco Cares, part of Sonoco's Diversity and Inclusion Council. When it started in 2015, Sonoco Cares had 39 employees who donated 450 hours of community service that year. By 2020, employee participation and hours served has grown exponentially, as team members have raised funds and collected goods for charity.

Activities include providing Christmas gifts to needy children, caring for animals at the Humane Society and raising money for Carolina Kids, a Hartsville, S.C. based charity that sends food home from school for hungry children, and many more.

Commitment to Our Communities



Sonoco Aids in COVID-19 Crisis

As the world grappled with the unprecedented COVID-19 pandemic, Sonoco refocused operations in many facilities to develop vital temperature-assured packaging to ship life-saving vaccines and therapeutic drugs to combat the spread of the virus. The company also reached out to its local communities to aid in the production of packaging critical to protecting and treating patients and those on the front lines. Sonoco joined with others to produce face shields and temperature-controlled diagnostic testing packaging, partnered with local farmers to provide 60,300 dozen eggs to North Carolina food banks and provided medical packaging in the U.S., United Kingdom and Poland.



Additionally, as the U.S. specifically battled through COVID-19, wildfires in California and tornadoes in Tennessee, Sonoco was honored to commit more than \$50,000 to the American Red Cross to aid those in need.



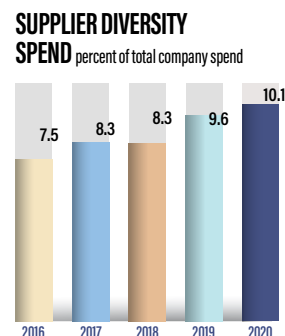
Making a Difference

Sonoco teammates again generously supported the United Way over the past year, donating \$114,000 to the organization. Their generous giving, matched by the company, provided beds for those who have never owned one, meals for seniors and veterans, food and water following disasters, lodging, food and clothing for fire victims, kindergarten prep for at-risk children and so much more!



Diverse Suppliers: A Commitment to Quality and Service

Sonoco is committed to lifting-up historically disadvantaged businesses in an effort to make a positive economic impact on society. The Company has had a dedicated Supplier Diversity program since 2004, and since 2010 we have spent more than \$1.5 billion with diverse suppliers. In 2020, the Company's diversity spend was approximately 10% of our total supplier spend in the U.S. and Canada. Sonoco was also nominated for the 2020 Corporation of the Year award by the National Minority Supplier Development Council (NMSDC), which recognizes the best in minority business inclusion practices and utilization.



Commitment to Our Communities

Major Gifts

Organization	2020 Gift (\$)
American Heart Association	12,500
American Red Cross	50,000
Black Creek Arts Council	15,000
Boy Scouts	5,000
Boys & Girls Club	10,000
Butler Academy	100,000
Butler Heritage Foundation	50,000
Hartsville Community PPE Initiative	10,000
Clemson University	352,500
Coker University	148,814
Covid-19 Community Non-profit Grants	100,000
Community Development Grants	321,000
Cypress Adventures	15,000
Darlington County Humane Society	10,000
Farmers To Food Bank	10,000
Francis Marion University	15,000
Girl Scouts of Eastern Carolina	5,000
Governor's School for Science and Mathematics	10,000
Harvest Hope Food Bank	10,000
Keep the Midlands Beautiful	2,500
Local Schools	28,220
Macedonia Life-skills Center	25,000
Northeastern Strategic Alliance	10,000
Rise Against Hunger	5,000
Sonoco Scholarships	86,360
South Carolina Independent Colleges and Universities, Inc.	25,000
TEACH Foundation	225,000
Trinity Collegiate School	50,000
UNCF	15,000
United Way	110,000
USC Darla Moore School of Business	10,000
YMCA	80,000

Sonoco did not make contributions of expenditures toward the influence of an issue or topic requiring lobbying efforts in 2020.

Awards and Accolades

Sonoco was again selected for **Fortune Magazine's World's Most Admired Companies** list for 2021, the definitive report card on corporate reputations. The company ranked second overall in the Packaging/Container Industry category.

2021 marked the third consecutive year Sonoco has been included as one of **Barron's 100 Most Sustainable Companies** in the U.S. Calvert Research and Management completes a rigorous process of reviewing 230 indicators of 1,000 companies to arrive at the Barron's list. Those indicators involve economic, environmental, governance and social attributes.

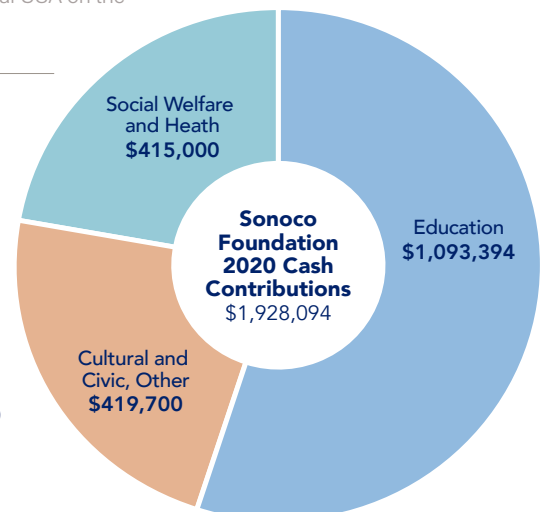


Sonoco earned an "A" on the **MSCI ESG rating**, which measures a company's resilience to long-term, industry material environmental, social and governance (ESG) risks. The rating examines 37 ESG key issues divided into three pillars and ten themes: climate change, natural resources, pollution, environmental opportunities, human capital, product liability, stakeholder opposition, social opportunities, corporate governance and corporate behavior.

Sonoco was once again named one of **100 Best for Vets companies by Military Times**, joining other well-known brands, including Kellogg Company, Amazon, Deloitte and L'Oréal USA on the distinguished list.

Sustainable Footprint award from EnelX

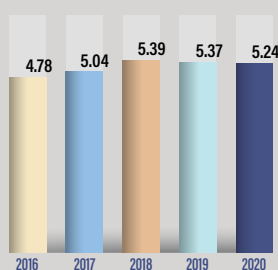
Selected as one of **America's Most Responsible Companies 2020** by *Newsweek*



Commitment to Our Shareholders

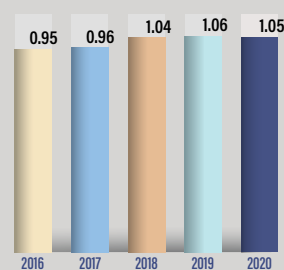
Our strategy is focused on four areas: investing to drive profitable growth, both organically and through targeted acquisitions; improving margins; increasing cash flow; and sustainability.

NET SALES billions of dollars

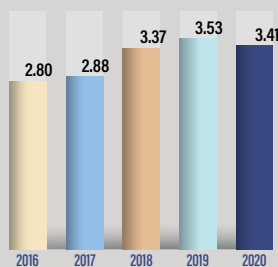


2020 Sales declined 2.6% compared to 2019. Gross profit was 20.0% in 2020 compared to 19.7% in 2019.

GROSS PROFIT billions of dollars

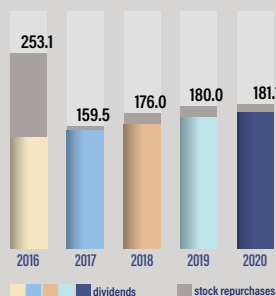


BASE EARNINGS PER DILUTED SHARE dollars



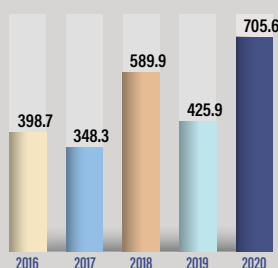
Base Earnings was \$345.5 million compared to \$357.2 million in 2019.

DIVIDENDS AND STOCK REPURCHASES millions of dollars



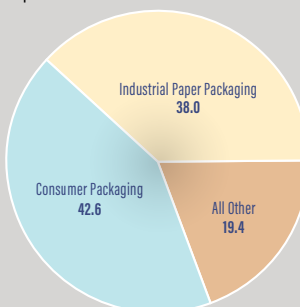
Sonoco has returned approximately \$950 million to shareholders over the past five years. We have paid dividends since 1925 and increased dividends for the past 38 years.

CASH FLOW FROM OPERATIONS millions of dollars



2020 Cash Flow increased 65.7% from that of 2019.

2020 SALES BY SEGMENT percent of sales



As reported in our new operating and reporting structure.

Commitment to Our Shareholders

Materiality and Risk Assessment

We are committed to active engagement with our identified stakeholder groups: customers, suppliers, peers, shareholders, non-government organizations, community leaders, and regulators/governmental, and employees. To facilitate this engagement, Sonoco conducts materiality assessments every few years to ensure that we are focusing on the issues that are of most importance to our stakeholders. Our next planned assessment update will take place during the last half of 2021.



Complementing our materiality assessment is our Enterprise Risk Management (ERM) Program, which assists Sonoco in determining the issues that pose the greatest risk to our company. Every 5-years, and most recently in 2021, Sonoco engages an outside firm to perform an independent assessment of our ERM Program. Key leaders from across our business

were interviewed for their input and recommendations regarding operational, financial, human capital, information technology, legal and compliance risks. Sonoco continues to monitor all aspects of risk and works to mitigate them. During our most recent ERM review process, we identified the following as our top 10 risks:

Enterprise Risk Management	
Risk Category	Risk
Human Capital	Executive Succession Planning
Human Capital	Talent Acquisition and Development
Information Technology	Cyber Security
Information Technology	IT Infrastructure
Operational	Business Continuity
Operational	Commodity Price Volatility
Strategic	Acquisition, Integration and Divestitures
Strategic	Competition and Resultant Margin Pressure
Strategic	Product Demand, Innovation and Shifting Consumer Preferences
Strategic	Product Market Pricing

Commitment to Our Shareholders

Corporate Governance and Compliance

Sonoco follows a philosophy that greater transparency, sensible risk taking and strong governance policies are necessary to protect shareholder value. Key elements include:

Board Independence

Sonoco's Board is comprised of 12 independent members or 86%, based on the criteria established by the NYSE. Also, 100% of the members of the Audit, Executive Compensation, and Corporate Governance and Nominating Committees are independent.

Board Refreshment

We recognize the importance of refreshing our Board with diverse, experienced leaders. Over the past two years, we have added three new Directors. These new members are independent and provide experience and perspective to advance our business strategy. We also believe it is important to have varying degrees of tenure on our Board.

Tenures

- 10 years or more – 4 Directors
- 5 to 10 years – 5 Directors
- 4 or fewer years – 5 Directors

Long-standing Commitment to Board Diversity

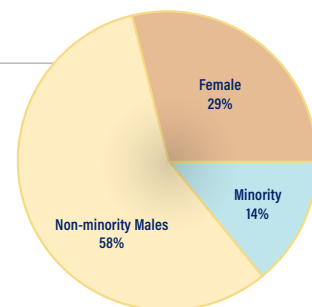
We are very intentional about our long-standing commitment to gender, racial and cultural board diversity and independence. Our current Board has a diversity rate of 43% in these categories. We first elected a woman to our Board in 1995, and currently have four women on our Board. We first elected an African American to our Board in 1993, and currently have one African American on our Board and one Asian Indian director. For well over two decades, our Board has included women, minorities and culturally diverse members. In addition, we seek geographic diversity in our directors. Nearly all of our directors live outside South Carolina, and one director lives in Europe, where the Company generates nearly 20% of its revenues. This diversity helps bring more global business perspective to our Board.

Director Elections

All Directors are elected annually At Sonoco's Annual Shareholders Meeting. Directors were elected at an average majority of

98.6%

GENDER AND MINORITY BREAKDOWN OF SONOCO'S BOARD OF DIRECTORS



Commitment to Our Shareholders

Lead Independent Director

Our by-laws provide that the Chairman of the Corporate Governance and Nominating Committee, who is always an Independent Director, will simultaneously serve as Lead Director.

The Lead Director presides at any meeting at which the Chairman is not present; presides at executive sessions of the Independent Directors; serves as a liaison between the Chairman and the Independent Directors when requested; confers with the Chairman regarding the information sent to the Board and the schedules and agendas for meetings; and is available for consultation and direct communication with major shareholders.

Proxy Access

Our by-laws provide eligible shareholders with “proxy access” rights to nominate Director candidates.

A shareholder, or a group of shareholders, owning at least 3% of the Company’s outstanding common stock continuously for at least three years may submit eligible Director nominees for up to the great of two Directors or 20% of the number of Directors in office.

Business Conduct and Anti-bribery Policy

Sonoco requires the Board, management, employees, contractors and vendors to understand and comply with the Company’s Business Conduct Standards and Anti-bribery and Foreign Corrupt Practices Act Policy.

More information about these policies can be found on our Investor Relations website at www.sonoco.com.

Say on Pay

At the April 2021 Annual Meeting,

96.1% of shareholders who cast a vote for or against the proposal, voted in favor of the Company’s “Say on Pay” proposal on executive compensation.

As of June 30, 2021

ISS Governance Quality Score:

2

Sonoco at a Glance

Consumer Packaging

We are the global leader in paper food cans and a provider of flexible packaging and rigid plastic food containers

Products and Services

Round and shaped rigid paper containers; fiber and plastic caulk/adhesive tubes; aluminum, steel and peelable membrane easy-open closures for paper and metal cans; thermoformed rigid plastic products, including trays, cups and bowls; high-barrier flexible plastic packaging films, modified atmosphere packaging, lidding films, printed flexible packaging; rotogravure cylinder engraving, global brand management

Markets

Stacked chips, snacks, nuts, cookies, crackers, other hard-baked goods, candy, gum, frozen concentrate, powdered and liquid beverages, powdered infant formula, coffee, refrigerated dough, frozen foods and entrees, processed foods, fresh fruits, vegetables, fresh-cut produce, salads, fresh-baked goods, eggs, seafood, poultry, soup, pasta, dairy, sauces, dips, condiments, pet food, meats, cheeses, labels



All Other

We are a provider of healthcare, protective and retail packaging and industrial plastic products

Products and Services

Thermoformed rigid plastic trays and devices; custom-engineered molded foam protective packaging and components; temperature-assured packaging; retail packaging, including printed backer cards, thermoformed blisters and heat sealing equipment; injection molded and extruded containers, spools and parts; point-of-purchase displays; fulfillment; paperboard specialties



Sonoco at a Glance

Industrial Paper Packaging

We are the global leader in the production of uncoated recycled paperboard and paperboard tubes, cores and cones

Products and Services

Uncoated recycled paperboard, chipboard, tubeboard, lightweight corestock, boxboard, corrugating medium, edgeboard, specialty paper grades; adhesives; paperboard tubes, cores and cones; molded plugs, reels; collection, processing and recycling of old corrugated containers, paper, plastics, metal, glass and other recyclable materials; flexible intermediate bulk containers and bulk bags; paper-based protective packaging

Markets

Converted paperboard products, spiral winders, construction, plastic films, metal, paper mills, shipping and storage, tape and labels, textiles; wire and cable; adhesives; municipal, residential, customers' manufacturing and distribution facilities; appliances, heating and air conditioning, office furnishings, fitness equipment, promotional and palletized distribution



Markets

Medical devices, pharmaceuticals, electronics; automotive, appliances, temperature-sensitive pharmaceuticals and food; miscellaneous foods and beverages, candy, electronics, personal care, baby care, cosmetics, fragrances, hosiery, office supplies, toys, home and garden, medical, over-the-counter drugs, sporting goods, hospitality industry, advertising, medical, pharmaceutical, electronics

Sustainability Oversight

Corporate Sustainability Council

The Sonoco Corporate Sustainability Council provides oversight, guidance and direction on social, environmental and governance issues that have potential impacts on the reputation and long-term economic viability of the Company and our stakeholders.

Sustainability Council Members

Howard Coker President and CEO (Sponsor)

Elizabeth Rhue Staff Vice President, Global Sustainability (Chair)

Julie Albrecht Vice President and Chief Financial Officer

Susan Albritton U.S. Field Manager, Sonoco Recycling

Scott Byrne Assistant Director, Global Sustainability

Steve Charles Director, Strategic Sourcing

John Florence Vice President, Human Resources, General Counsel and Secretary

Rodger Fuller Executive Vice President, Global Industrial and Consumer

Russell Grissett Division Vice President and General Manager, Global Flexibles

Edward Harrington Director, Environmental Services

Ernest Haynes Division Vice President and General Manager, Rigid Paper and Closures NA

Elizabeth Kremer Assistant Secretary and Stakeholder Engagement Coordinator

Jim Lassiter Division Vice President, Healthcare and Protective Solutions

Greg Munoz Staff Vice President, Global Supply Management and Logistics

Rolfe Olsen Segment Vice President, Global Plastics–Frozen and Prepared Foods

Roger Schrum Vice President, Investor Relations and Corporate Affairs

Jeffrey Schuetz Staff Vice President, Global Technology, Consumer

Palace Stepps Division Vice President and General Manager, Sonoco Recycling

Marcy Thompson Vice President, Marketing and Innovation

Jeffrey Tomaszewski Vice President, NA Consumer and Global Rigid Paper and Closures

Garrin Traill Director, Internal Audit

Corporate Oversight

When advancing sustainability, making a commitment is half the battle. Execution wins the war. We believe our commitments are not just good for the planet but good for business. As we examine how to meet our environmental and sustainability commitments, we recognize our goals must be truly corporate commitments within all levels of the organization. The first step is to align business metrics and management incentives with environmental and sustainability goals. This means greater granularity and transparency around how our businesses, product lines and manufacturing operations contribute to our larger commitments. It also includes ensuring better data systems, reporting and tracking. We have formed a cross-functional oversight committee that will serve as champions to track and drive business engagement and execution of projects and processes required to deliver our goals. We believe these actions will be effective in ensuring internal alignment, leveraging best practices and ultimately successfully meeting our commitments in 2025, 2030 and beyond.

Corporate Oversight Structure



Employee and Public Responsibility Committee of the Board of Directors

The Employee and Public Responsibility Committee of the Board of Directors provides oversight and guidance on environmental issues and social issues such as diversity, employee safety and health and employee morale and well-being, as well as public policy issues.

Employee and Public Responsibility Committee Members

Dr. Pamela L. Davies (Chair)	Blythe J. McGarvie
Theresa J. Drew	Sundaram Nagarajan
Philippe Guillemot	Lloyd M. Yates
Eleni Istavridis	



1 North Second Street · Hartsville, South Carolina 29550
843 383 7000 · sonoco.com

