

2022 Sustainability Report

Summary

Updated as of July 14, 2023

Imagining and Delivering on the Promise of a Sustainable Future

At WestRock, sustainability and innovation are fundamental to our vision to become the world's best paper and packaging company. In 2022, we continued to make progress toward our sustainability targets and are working diligently to continue making an impact in our sustainability journey.

"We believe our greatest business opportunity lies at the intersection of innovation and sustainability."

- David B. Sewell, President and Chief Executive Officer



Our Sustainability Pillars

Three pillars underpin our work to innovate boldly and package sustainably.

Imagining and Delivering on the Promise of a Sustainable Future



Supporting
People and
Communities

Bettering
the Planet

Innovating for Our
Customers and
Their Customers

Supporting People and Communities

Our team of approximately 50,000 team members lives and works in more than 300 locations in 30 countries around the world. Their success is a key driver in our ability to build a strong and sustainable future at WestRock. We are committed to fostering a safe, diverse and inclusive workplace through programs and policies that allow team members to thrive in their work and in their communities.



2022 Sustainability Highlights

Spent more than

\$1 billion

with small and diverse-owned suppliers, exceeding our annual spend goal of \$975 million per year.

Provided STEM, manufacturing and technical training to

330K+

individuals since 2019.



Aligned on a strategic, global corporate giving approach.

Reduced life-changing events at our facilities from four to two, bringing us closer to our goal of zero.



Topic	Targets / Key Performance Indicators	Target Fiscal Year	FY22 Progress Update	Status
Safety	Track life-changing events (LCEs) with a goal of zero.	Annual	Reduced LCEs to 2 in FY22	●
	Focus on continual year-over-year reduction in severe injuries by tracking lost work-day rate (LWDR).	Annual	0.8% increase in LWDR in FY22	●
Training and Education	Invest to reduce barriers to technical education and skills, inspiring careers in modern manufacturing by providing access to training for one million individuals.	2030	330,352 learners supported since FY19	●
Diversity, Inclusion, Equity and Belonging	Focus on critical recruitment and retention programs to target year-over-year improvement at all levels for women, people of color and military veterans working at WestRock.	2030	+ Partnerships with HBCUs and external professional programs for women and people of color	●
			+ Partnership with the Manufacturing Institute's Heroes MAKE America program; increased veteran new hires by 0.7%	
			+ Support for Women MAKE America, a program aimed at closing the gender gap in manufacturing through research and mentorship	
	Track diversity in succession planning, with the goal of making succession representative of company demographics.	2030	Improved year-over-year women and ethnic diversity representation in Executive and Management	●
	Target high levels of employee engagement (85% or better) and/or year-over-year improvement across WestRock operations, sites and functions.	Annual	77% employee engagement in FY22	●
	Establish an annual incentive plan modifier to reinforce senior leaders' role in driving diversity and inclusion across the organization and to measure progress.	Annual	The short-term incentive plan (STIP) for FY22 assigned to approximately 100 leaders contained a diversity modifier of +/-5%	●
	Target more than \$975 million per year of spending with diverse-owned businesses, driving economic equality in our communities.	2025	Over \$1 billion spent with small and diverse-owned businesses in FY22	●

● Target reached ● On track to meet target ● Setback could impact target achievement date ● Minor delay; expecting recovery

Innovating for Our Customers and Their Customers

We take pride in our spirit of innovation. We are investing in research and development and becoming more innovative in pursuit of our sustainability and business goals. At WestRock, we are developing new technologies, products and processes to help create a more circular and sustainable economy.



2022 Sustainability Highlights



Developed new technologies and partnerships to replace plastic with fiber-based materials.

Enhanced circularity by partnering with customers on recycling initiatives.



Helped customers understand and reduce packaging-related greenhouse gas (GHG) emissions.

Topic	Targets / Key Performance Indicators	Target Fiscal Year	FY22 Progress Update	Status
Sustainable Packaging	100% of WestRock's products will be recyclable, compostable or reusable, driving the transition to a more circular economy through cutting-edge innovation.	2025	97.8% of products recyclable, compostable or reusable	●

● Target reached
 ● On track to meet target
 ● Setback could impact target achievement date
 ● Minor delay; expecting recovery

Ska Brewing Reduces Plastic with CanCollar®

WestRock in fiscal year 2022 worked with craft brewer Ska Brewing to meet its goal to transition away from plastic four-pack and six-pack rings in favor of a fiber-based alternative. The partnership resulted in Ska Brewing's April 2023 announcement that it was installing WestRock's CanCollar® Corsair™ machine — enabling the company to replace plastic consumption by up to 95% compared to alternative plastic multipack options.



Developing a More Sustainable Takeout Container

Swiss Chalet, a Canadian chain of casual dining restaurants, set a goal to replace rigid plastic takeout containers with a more sustainable solution. After evaluating packaging performance requirements, WestRock and Swiss Chalet arrived at a renewable option that leverages EnShield® Natural Kraft (ENK). The design was awarded the PAC Global Award for Sustainable Design during the Inclusive Opportunities & Universal Design Summit in February 2022.

Bettering the Planet

We understand our responsibility as stewards of the environment. We are doing our part by reducing emissions and water intake, and by promoting responsible forestry and land management practices for a low-carbon future and a better planet.



2022 Sustainability Highlights

Made progress towards our Scope 1 and Scope 2 science-based targets (SBTs) with a

5.6%
total reduction
from a 2019 baseline.

Ensured that nearly

100%

of wholly owned fiber-based manufacturing facilities were chain-of-study certified to internationally recognized standards.



For the first time, provided an index informed by the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.



Topic	Targets / Key Performance Indicators	Target Fiscal Year	FY22 Progress Update	Status
Carbon (GHG Emissions)	Reduce absolute Scope 1 and Scope 2 GHG emissions by 27.5% from a FY19 base year.	2030	5.6% total reduction from 2019 baseline	●
	Reduce absolute Scope 3 GHG emissions from purchased goods and services, fuel and energy activities, upstream and downstream transportation and distribution, and end-of-life treatment of sold products by 27.5% from a FY19 base year.	2030	Partnering with CDP to collect data for Scope 3 emissions inventory	●
Sustainable Forestry	Source 100% of virgin fiber from responsibly managed forests.	Annual	100% of virgin fiber sourced from responsibly managed forests	●
	Invest in the future of sustainable forestry by supporting certification of 1.5 million acres of forestland to recognized forest management standards.	2030	Supported certification of 457,114 acres since FY19	●
	Engage with 10,000 private landowners and their stakeholders to provide education, guidance and support for sustainable management of their forestlands.	2030	5,550 landowners engaged since FY19	●
Water Stewardship	Commit \$15 million to community projects that protect and benefit freshwater resources, working forests and biodiversity.	2030	In the process of vetting partners for proposed community projects	●
	Enhance the water management systems at all mills as part of a commitment to reduce our water intake by 15% from a FY19 baseline.	2030	1.1% reduction of water intake from FY19 baseline	●
	Launch a global employee education campaign emphasizing the importance of responsible water use.	2030	Project plan in place for FY23 launch	●

● Target reached ● On track to meet target ● Setback could impact target achievement date ● Minor delay; expecting recovery

For more information about WestRock's sustainability efforts, please read our [2022 Sustainability Report](#).