

WESTROCK 2021 SUSTAINABILITY REPORT SUMMARY

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. We made significant progress in 2021, and we set meaningful goals that will guide the future of our sustainability journey.

“Embedding sustainability throughout our company is a business imperative.”

– David B. Sewell

OUR SUSTAINABILITY PILLARS

At WestRock, we're imagining and delivering on the promise of a sustainable future.

Our sustainability strategy is built on three main pillars that together will help us realize this future:





SUPPORTING PEOPLE AND COMMUNITIES

Our teammates are the key to becoming the world's best paper and packaging company. We know that supporting their success will be fundamental to WestRock's ability to build a strong, sustainable future, so we employ programs, practices and policies that seek to ensure teammates' safety and promote their growth and development.

2021 SUSTAINABILITY HIGHLIGHTS



TEAM MEMBER TRAINING

- **347,459** hours teammates spent in leadership, technical, functional, safety and compliance training sessions



SAFETY

- **83%** drop in the number of life-changing events since 2019



DIVERSITY, INCLUSION, EQUITY & BELONGING

- **86%** of managers participated in inclusive leadership training
- **3,800** teammates active in WestRock Resource Groups (WRGs)
- Launched **two new WRGs**: P.R.I.D.E.+ Allies and Differing Abilities, Caregivers + Allies
- Ethnically diverse representation increased **from 31.4% to 33.4%** in 2021²
- Named a **Best Company for LGBTQ Equality** by Human Rights Campaign for the second consecutive year



TEAM MEMBER ENGAGEMENT

- **86%** of team members participated in our engagement survey
- **74%** of engagement survey respondents feel a sense of belonging at WestRock



COMMUNITY ENGAGEMENT

- **1M+** meals provided to local food banks and pantries in 2021 by our annual Stock the Box food drive

TARGETS FOR SUPPORTING PEOPLE AND COMMUNITIES

STRIVE FOR A 100% SAFE CULTURE

- Track **life-changing events**, with a goal of zero.
- Track **lost work-day rate**, focusing on continual year-over-year reductions in severe injuries.

ADVANCE IN DIVERSITY, INCLUSION, EQUITY & BELONGING

- Improve **year-over-year** in empowerment of women, people of color and military veterans at WestRock.
- Track **diversity in succession planning**, seeking to make succession more representative of company demographics.
- Achieve **85% or better employee engagement** and/or year-over-year improvement in engagement across WestRock operations, sites and functions.
- Establish **annual incentive plan modifier** to reinforce senior leaders' role in diversity and inclusion.
- Spend more than **\$975M** per year with **diverse-owned businesses** by 2025.
- Invest in **training and education**, providing access to training for one million individuals by 2030:
 - STEM (science, technology, engineering & math) curriculum for 500,000 learners
 - Technical education and skills for 250,000 economically disadvantaged individuals
 - Technical and soft skills training for 250,000 veterans

BETTERING THE PLANET

Environmental sustainability isn't only the right thing to do, it is also good for business. Our approach to sustainability provides greater value to customers, promotes the long-term availability of high-quality wood fiber and clean water, and reduces greenhouse gas emissions across our value chain.

2021 SUSTAINABILITY HIGHLIGHTS



EMISSIONS

- **22%** reduction in absolute Scope 1 and Scope 2 market-based emissions from 2015 baseline
- **15%** reduction in GHG emissions per ton of production from 2015 baseline



RECYCLING

- **7.3M** tons of paper recovered for recycling



ENERGY

- **63%** energy produced from renewable sources
- **39%** reduction in use of coal from 2015 baseline



SUSTAINABLE FORESTRY

- **99%** of wholly owned fiber-based manufacturing facilities chain-of-custody certified to internationally recognized standards such as Sustainable Forestry Initiative (SFI), Programme for the Endorsement of Forest Certification (PEFC) and Forest Stewardship Council (FSC)

TARGETS FOR SUPPORTING BETTERING THE PLANET

CUT CARBON EMISSIONS

- Reduce our greenhouse gas (GHG) emissions 27.5% by 2030 from 2019 base year, validated by SBTi.

PROMOTE SUSTAINABLE FORESTRY

- Source 100% of virgin fiber from responsibly managed forests.
- Support certification of 1.5 million acres of forestland to recognized forest management standards by 2030.
- Engage with 10,000 private landowners and their stakeholders, providing support on sustainable management of their forestlands by 2030.

LEAD IN WATER STEWARDSHIP

- Commit \$15 million through 2030 to projects that protect and benefit freshwater resources, working forests and biodiversity.
- Enhance water management systems at all mills by the end of 2030, reducing water intake 15% between 2019 and 2030.
- Launch a global employee education campaign in 2023 emphasizing responsible water use.

INNOVATING FOR OUR CUSTOMERS AND THEIR CUSTOMERS

At WestRock, we partner with customers to help them meet their customers' demands today and tomorrow. That work takes constant innovation and partnership.

2021 SUSTAINABILITY HIGHLIGHTS



PRODUCT INNOVATION

- Developed new recyclable PEFC-certified CarrierKote® paperboard packaging, which uses 50% less material than a fully enclosed wraparound box and has an 18.7% lower carbon footprint than the equivalent shrink-wrap design, in partnership with Kraft-Heinz.



CUSTOMER PARTNERSHIPS

- Partnering with Grupo Modelo, WestRock's recyclable CanCollar, a durable, paperboard-based multipack solution for cans is expected to reduce plastic waste by more than 100 tons each year.¹

¹Based on 2x3 standard can pack format, and plastic ring finished package weight of 8 grams/pack across 12 million packs.

TARGETS FOR INNOVATION

LEAD IN SUSTAINABLE PACKAGING

- Make 100% of our products recyclable, compostable or reusable by 2025.



THE IMPACT OF INNOVATION

In 2021, WestRock's new product innovations made a difference by:

- Replacing plastic with **fiber-based solutions**
- Driving more efficient use of materials through **automation and design**
- Reducing the carbon footprint** of customers' packaging
- Increasing the recyclability** of common packaging formats
- Creating a more **circular economy**

For more information about WestRock's sustainability efforts,
please read WestRock's [2021 Sustainability Report](#).

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