




2023 Ardagh Metal Packaging **Sustainability report**

We Make Packaging for Good

About this report

Welcome to the Ardagh Metal Packaging S.A. (AMP) 2023 Sustainability Report, covering data and activities for calendar years 2021 to 2022. This report affirms our commitment to the United Nations Global Compact (UNGC) and can be read in conjunction with our [Communication on Progress \(COP\)](#), which will be updated in December 2023. Information on our economic performance is published through annual financial reports, as well as quarterly interim financial reporting. A full sustainability report is published on a biennial basis and, on alternate years, a condensed update report. Financial and sustainability performance data and activities refer to the calendar year.

This report, published in October 2023, has been prepared in accordance with Global Reporting Initiative (GRI) Standards with more information signposted in our GRI Content index which is available on our website here.

GRI index 

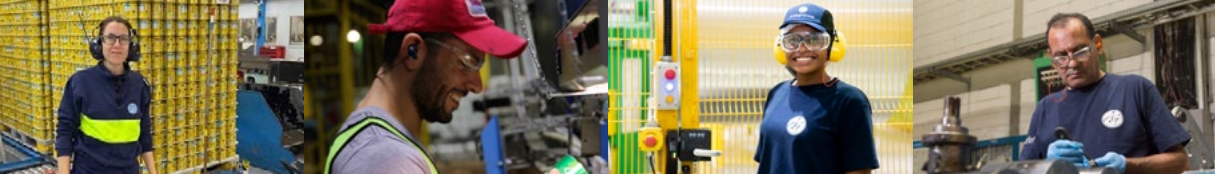
Throughout the report you will find navigation links to bring you directly to certain sections of the report as well as additional sources of information on our website.

This report includes forward-looking statements and certain numbers that are estimates or approximations and that may be based on assumptions. Unless otherwise stated, we are reporting sustainability metrics globally, covering facilities where AMP has operational control, which includes production facilities and adjacent offices. Operations that are outside these criteria, such as non-adjacent offices, are not included as they are not material. Further, the quantitative information presented in this report is with respect to AMP, unless otherwise indicated. We have engaged an independent third party to verify certain sustainability data for our operations presented in this report, the assurance statement is available on page [31](#).

Please see **Further Information** on page [32](#) for more. We welcome your questions and comments via our [website](#).

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AMP at a glance

Ardagh Metal Packaging S.A. (AMP) is a leading supplier of sustainable and infinitely recyclable metal beverage cans to brand owners globally. An operating business of sustainable packaging

company [Ardagh Group S.A.](#) (Ardagh Group), [AMP](#) is an industry player across Europe and the Americas with innovative production capabilities. AMP operates 24 production facilities in nine countries,

with more than 6,000 employees and sales of approximately \$4.7 billion as of December 31, 2022. A partner of choice for beverage companies, AMP is known for its high quality and high level of customer

service and is an independent pure play metal beverage can producer. AMP is 76%-owned by Ardagh Group and is listed on the New York Stock Exchange under the ticker AMBP.



\$4.7bn

global revenue



24

production facilities



6,000+

employees



9

countries with production facilities



100%

infinitely recyclable metals

A message from leadership

We are pleased to present our 2023 Sustainability Report, highlighting the significant strides we have made over the past two years in our journey towards a more sustainable future. Ardagh Metal Packaging S.A. (AMP) is a global supplier of infinitely recyclable metal beverage cans for brand owners around the world.

As an industry leader, we are committed to making a positive impact on the environment and the communities we serve. Our sustainability strategy is built upon three pillars: Emissions, Ecology and Social. This approach allows us to diversify our efforts, as we focus on reducing our greenhouse gas (GHG) emissions and ecological impact while simultaneously supporting our people and the communities where we do business.

Over the course of this sustainability reporting period from 2021 to 2022, we continued to provide metal beverage cans for a circular economy, even as many global industries faced pressures amid post-Covid supply chain shortages, unusually high inflation levels and the impact of the Russian invasion of Ukraine on Europe's energy sector. Despite these challenges, we progressed our sustainability strategy due to a combination of investments and the dedication of our people. Every colleague has contributed, and we thank them for their support.

Charting our progress

In 2021, we took significant strategic actions to position AMP for future growth. We issued our inaugural [green bond](#) to support sustainability objectives and to underpin our role in the circular economy. We also completed the listing of AMP as a pure-play metal beverage can manufacturer on the New York Stock Exchange.

As a signatory to United Nations Global Compact (UNGC), our sustainability strategy is linked to specific Sustainable Development Goals (SDGs). In July 2022, AMP received approval from the Science Based Targets Initiative for our near-term targets to reduce Scope 1, 2 and 3 GHG emissions by 2030. Our near-term targets align with the Paris Climate Agreement of 2015, under which governments pledged to hold the increase in the global average temperature to well below 2°C above pre-industrial levels and to pursue efforts to limit the temperature increase to 1.5°C above pre-industrial levels.

We also published additional sustainability targets for the reduction in Volatile Organic Compounds (VOC) emissions, water conservation and waste management. We intend to achieve our sustainability targets through a wide range of initiatives. These include greater usage of renewable energy while implementing energy-efficiency

projects across our production network, promoting the use of recycled content, sourcing sustainable inputs from our suppliers and reducing VOC emissions.



Our sustainability commitments were recognised by EcoVadis, a trusted independent sustainability rating platform, who elevated Ardagh Group S.A (AGSA) and its subsidiaries (Ardagh Group), including AMP, from a gold ranking to the prestigious platinum status in 2022 and 2023. Earlier this year, CDP (formerly the Carbon Disclosure Project), a non-profit environmental, social and governance rating agency, recognised AMP's leadership in sustainability. We achieved a rating of A- for Water Management and a B rating for Climate Change. CDP also awarded us

an A grade for Supplier Engagement. The Supplier Engagement score is determined by CDP's assessment of the organisation's alignment, communication and shared objectives with its supply base to mutually achieve sustainability targets.

In addition, we recently joined key aluminium industry leaders in teaming up with the Mission Possible Partnership and the Aluminium Forward 2030 coalition, launched by the International Aluminium Institute. Both initiatives are driven by strong actions in the short term to accelerate the shared global stakeholder net zero emissions target. We are proud to be a part of this community of like-minded industry leaders who, together with our customers and suppliers, have agreed on substantial investments in net zero initiatives this decade.

Our people, our communities – driving change together

Our people and communities are at the core of our sustainability strategy. We aim to create positive and collaborative work environments in which our people can thrive. We are committed to promoting diversity, equity and inclusion (DE&I) in the workplace and have established DE&I councils across our organisation.

We continue to be an employer of choice where our people can reach their full potential. In 2022, we conducted our first global employee engagement survey: Culture Amp. It enabled us to listen to employee feedback, identify opportunities for improvement and introduce meaningful, positive change.

As a provider of skilled, quality employment to more than 6,000 colleagues, we recognise the importance of recruiting, developing and retaining a skilled team. Ardagh for Education is a programme that allows us to invest in future generations through internships, apprenticeships and science, technology, engineering and mathematics (STEM) education platforms.

Launched in North America, by Ardagh Group, in 2021, Ardagh for Education began with a 10-year, up to \$50 million investment through [Project Lead the Way \(PLTW\)](#) to extend science, technology, engineering and mathematics (STEM) education in schools in the communities in which we operate. The programme will provide education and skills development to more than 500,000 students in over 2,000 schools across North America. In 2022, we extended Ardagh for Education to Europe, with an up to €5 million investment, we partnered with [Wissensfabrik](#) to promote STEM education in our local communities in Germany, aiming

to benefit more than 200,000 students in over 350 schools. This year, we intend to launch similar education initiatives in Brazil and other European countries where we do business.

2023 and beyond

We are proud of our recent accomplishments and are excited for our next stage of growth and development. Across many of the jurisdictions in which we operate, regulators are keen to introduce legislation to advance low-carbon, circular economies. We believe that our metal beverage cans, made from permanent materials and therefore inherently more sustainable and circular in nature, position AMP strongly within the circular economy.

We will continue to accelerate our progress on our sustainability strategy for the remainder of this year and beyond. Through collaboration with our people, stakeholders and communities, we can create further social, economic and environmental value. We encourage you to review our 2023 Sustainability Report and welcome feedback via our [website](#).



Oliver Graham,
CEO, Ardagh Metal Packaging



Our approach

Our metal beverage cans are an integral part of any circular economy, characterised by their leading recycling rate and recycled content rate on the market¹.

AMP leverages our product's environmental advantages by clearly supporting our customers' sustainability platforms, reducing our impact on the environment and improving the communities we do business in. It is a strategy that utilises the unique capabilities and expertise of our entire global team as we organise such actions as material, energy, waste and water reductions and charitable actions according to our three strategy pillars, all with clear links to the SDGs:



Emissions

reduce our greenhouse gas (GHG) and volatile organic compound (VOC) emissions;



Ecology

minimise our impact on the environment;



Social

create a safe, diverse and inclusive team focused on customer satisfaction and supporting the communities we do business in.



World clean up week, UK



PLTW, North America



Xeriscaping project, North America

¹ [International Aluminium Association \(IAI\)](#) and [The Aluminum Association \(AA\)](#)

Sustainability strategy

Emissions & Ecology

Minimise our GHG emissions

- Align with Science-Based Target Initiative
- Achieve 100% renewable electricity
- Implement energy efficiency projects
- Increase recycled content
- Innovative in product design
- Source sustainably
- Partner on low carbon transport
- Minimise VOC emissions



Minimise our ecological impact

- Achieve excellence in water management
- Promote zero waste to landfill across all facilities
- Support increased recycling and use of recycled content
- Promote circularity narratives on use of infinitely recyclable material

Social

Our people & our communities

Our people

- Maintain a safe and healthy workplace
- Promote diversity, equity and inclusion (DE&I)
- Recognise our employees

Our communities

- Engage proactively with our local communities
- Accelerate our investment in Ardagh for Education



Sustainability filter

Sustainability only has a sustainable impact if it is economically viable both long and short term

AMP aligned with United Nations SDGs

The SDGs are an ambitious blueprint for how the world will tackle challenges such as environment, peace and prosperity for a healthier planet by 2030. The SDGs are an international set of goals with which many companies and NGOs around the world are aligning their sustainability objectives, as they aim to make a powerful impact on our planet.

In this report, we are currently aligned to seven of the 17 SDGs, and we discuss how our business operations, packaging solutions and sustainability strategy contribute to these goals.



Governance

AMP is committed to operating in an environmentally and socially sustainable way, and to creating long-term value through the implementation of a sustainability strategy that focuses on the environmental and social dimensions of doing business. The board of directors of AMP (Board) has established a sustainability committee (Sustainability Committee) with full oversight and decision-making capabilities, consisting of high-level executives in the organisation and two non-executive directors.

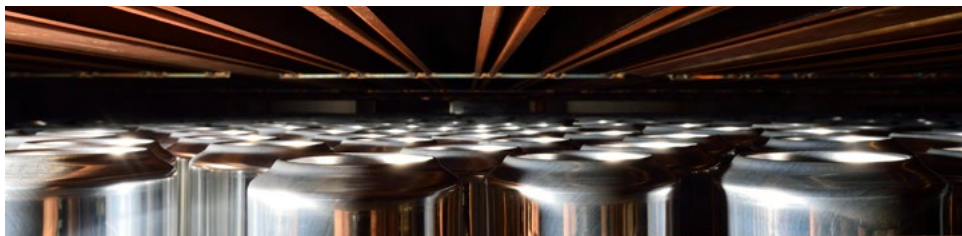
The Sustainability Committee includes the following members: the CEO, who chairs the Sustainability Committee; the Chief Financial Officer; the Chief Sustainability Officer; Ardagh Group's Chief Financial Officer and Director; and two non-executive directors.

The meetings of the Sustainability Committee are also attended by the CEOs of Europe and Americas as well as the Investor Relations Director, the Chief Risk Officer and the Chief Human Resources

Officer. The Sustainability Committee objectives include:

- Assisting the Board in fulfilling its oversight responsibility for the Company's environmental and social sustainability objectives, including climate-related objectives;
- Making recommendations to the Board relating to environmental (including climate) and social sustainability matters;
- Developing and overseeing the implementation of the sustainability strategy to deliver on clear Emission, Ecology and Social objectives; and
- Advising the Board periodically with regard to current and emerging environmental and social sustainability developments.

In 2022, six Sustainability Committee meetings were held, with an attendance rate of 100%. The Board has adopted a [written charter for the Sustainability Committee](#).



Business ethics

We built our business with a commitment to practice integrity and sound governance. To ensure we act ethically across our organisation, we are committed to complying with all applicable laws and to following the highest principles of integrity and standards across our business functions and the markets in which we operate. This commitment is a core part of our business culture and the framework for how we achieve this is set out in our code of conduct (Code), which is deployed globally. The Code applies to all of our employees, officers, directors and third parties working on our behalf. We supplement this Code with standalone policies and statements for certain issues, such as our conflict minerals policy, a tax strategy statement and modern slavery and human trafficking statement.

We set expectations of our suppliers within our [Responsible Procurement Policy](#) and monitor progress. This policy is informed by both our own Code as well as important public principles like the Ethical Trading Initiative Base Code, which is founded on the conventions of the International Labour Organisation and is an internationally recognized code of good labour practice, and the United Nations Global Compact (UNGC). This aims to align the objectives and conduct of all our global suppliers

with the standards we enforce with our own teams. We expect each supplier to comply with these guidelines, or their own equivalents, throughout their interactions with our organisation.



Human rights

AMP respects the Universal Declaration of Human Rights and is committed to adhere to and support the core principles of human rights. AMP expects every employee to actively support these principles. In order to identify and address potential human rights issues, AMP makes assessments internally and across the supply chain focused, in particular, on human rights risk situations (e.g., political instability, absence of civil rights, complex value chains, etc.). More information on AMP's policy on human rights is available in [Appendix 1- Social Sustainability Policy of the Code](#).

Additional information available in our [GRI Index](#).

Stakeholder engagement

We interact with a variety of stakeholders on a global, national and local scale to exchange ideas, prioritise opportunities, inform our business and sustainability strategies and maximise the value we deliver. We identify appropriate stakeholders based on a number of factors including, but not limited to, alignment with our goals, expertise, openness to collaboration, location and reputation. Depending on the nature of the dialogue, we engage with each of the listed stakeholder groups at least annually and often on a monthly or weekly basis.

These efforts are intended to directly support our customers' own sustainability platforms, positioning us and the product we make as an inherent advantage in achieving their own targets.

We also recognise how the investment community is increasing analysis and recognition across climate and social considerations.

Thus, we are in continuous dialogue with our stakeholders to ensure that we meet the rising expectations of those who invest in our promise to deliver sustainability excellence and a strong standard of business.

Our people

We continuously engage with our employees both individually and collectively via works councils at production facility levels, team effectiveness surveys, personal development reviews, our Compliance Hotline, an independently operated hotline through which employees can raise concerns in a confidential and anonymous manner, and encourage direct access to our leadership.

Our customers

We collaborate with our customers to address efficiencies we may achieve together, including light-weighting, freight improvements and supply location. We understand that increasing recycling and reducing emissions, materials, water and waste strengthen the metal beverage can's environmental characteristics, directly improving our sustainability achievements across the supply chain.

A key AMP customer, Mark Anthony Brewing Inc., producer of such iconic brands as White Claw and Mike's Hard Lemonade, cites mutual sustainability targets as becoming more important in choosing partners.

"We recognise the metal beverage can's inherent advantages as part of the

circular economy with leading recycling rates, but there is still much opportunity to lower emissions and reduce water, energy and waste across our entire supply chain and we seek partners that target and deliver such improvements. This is why we are consistently encouraged by what we see from AMP in innovating, identifying and applying best practices across its global operations to continuously set new standards of business and sustainability excellence."

John Sacksteder,
President, MA Brewing

Our suppliers

We work in partnership with our suppliers to determine and deliver product and process efficiencies and assure responsible sourcing. Our suppliers verify their adherence to our Responsible Procurement Policy and we regularly assess ESG risks and sustainability performance of all suppliers by way of questionnaires and onsite assessments.

Our communities

We engage pro-actively with our local communities through our Ardagh for Education programme and various community involvement projects.



Our investors

We conduct ongoing dialogue with our investors through regular reporting, conferences and speaking engagements as well as one-to-one engagements detailing our sustainability strategy.

Our industry associations

We work closely with our industry associations and align resources to address the needs of federal, state and local regulatory authorities as environmental improvements are explored to the extent allowed by law.

Materiality

As climate risk is ever-evolving, materiality assessments will continue to serve as a guide for AMP in determining issues that are most relevant to all stakeholders. This also helps us to assess our progress toward our sustainability targets and recognise opportunities for how our sustainability strategy aligns with the goals of our peers and customers.

Our efforts to create a more sustainable business and society are driven by where we have the most opportunity for positive impact – and where we can minimise potential for negative impact.



In 2022, amid a fast-changing economic and sustainability landscape, the Ardagh Group, including AMP, conducted a new materiality assessment to identify the most relevant sustainability topics for Ardagh Group and its stakeholders. This update reflected changes within the organisation, including the listing of AMP on the New York Stock Exchange. It also took into account societal changes driven by the global COVID-19 pandemic and awareness of inequality and includes more perspectives

from external stakeholders including suppliers and industry association partners.

Facilitated by an external consultancy, Research Institute of Sweden (RISE), the exercise identified material topics critical to Ardagh Group’s business success. Based on this assessment, Ardagh Group has identified 24 material topics. The results of this assessment and ongoing evaluations will also influence how financial resources and human capital are allocated, help make decisions based on relevant data and meet increasing demands from regulators and reporting standards.

Four of these topics do not map directly to the GRI Standards. Ardagh Group will be evaluating these topics in 2023 to define its management approach and key performance indicators to measure impact of these topics.

We recognise that materiality is a dynamic process, and we will continue to monitor the evolution of global issues and needs, stakeholder expectations and changes within our organisation. More information on our approach to materiality is available on our [website](#). Although we use the word “material” or “materiality” in this report, they should not be read as necessarily rising to the level of materiality used for the purposes of complying with or reporting pursuant to the U.S. federal securities laws and regulations.

¹ Additional GRI topics identified as material in 2022.

	Economic	Environmental	Social	Human rights
GRI material topics	Economic performance Anti-corruption ¹ Anti-competitive behaviour	Materials Energy Water and effluents Biodiversity ¹ Emissions Waste Supplier environmental assessment	Employment Occupational health and safety Training and education Diversity and equal opportunity Supplier social assessment	Non-discrimination ¹ Freedom of association and collective bargaining Child labour ¹ Forced or compulsory labour ¹ Rights of indigenous peoples ¹
Additional material topics			Talent acquisition and retention Customer focussed Industry associations engagement and partnerships Social outreach programme	

Summary of progress

We remain focused on our commitment to meeting our stated sustainability objectives across our three strategy pillars of **Emissions, Ecology** and **Social**.

We are aligned with our stakeholders in our commitment to achieve net zero emissions by 2050 and have set aggressive targets for 2030 to assure long-term success, which were approved by the Board Sustainability committee. Our near-term GHG emission reduction targets have been validated and approved by the SBTi.

The increase in absolute Scope 1, 2 & 3 GHG emissions can be linked to the increase in our metal beverage can capacity, which delivered shipment growth of 5% as of December 31, 2022 compared to 2021.

We reduced our Scope 1 & 2 GHG emissions on an intensity basis by 6.7% as of December 31, 2022, compared to 2020, and have identified levers to put us back on track to achieving our 2030 targets, including investing in energy savings projects, further transition to renewable electricity, increased recycled content and partnership on low-carbon transportation.

Our 2030 renewable electricity, absolute Scope 1, 2 & 3 GHG emission reduction

and zero waste to landfill targets include performance data from our global can body and can end production facilities. Can end production facilities are excluded from our VOC emissions and water usage intensity targets, as these are insignificant. Our facility in Huron, Ohio commenced can ends production in November 2021 and can body production in July 2022. Performance data from the Huron, Ohio facility has been included in our renewable electricity, absolute Scope 1, 2 & 3 GHG emissions reduction and zero waste to landfill targets to the right. As can body production at the Huron, Ohio production facility was only in operation for part of 2022, performance data has not yet been included in VOC emissions and water usage intensity metrics. We plan to include this performance data in future reports.



Metric	Target to 2030 unless otherwise stated	Status
Renewable electricity	100%	21% Progress to target
Absolute Scope 1 & 2 GHG emissions	42% reduction	6% increase from 2020
Absolute Scope 3 GHG emissions	12.3% reduction	9% increase from 2020
VOC emissions intensity	10% reduction	62.8% Progress to target
Water usage intensity	20% reduction	8.1% Progress to target
Zero waste to landfill ¹	100% by 2025	80% Progress to target

Emissions

Ecology

Social

Reached nearly **35,000 students and 250 teachers** through our partnership with Project Lead the Way.

100% engagement on Community Involvement Projects.

Granted approximately **\$2.3 million²** to elementary, middle and high schools in the United States through our Ardagh for Education programme since 2021.

¹ Zero waste to landfill for operational waste streams where allowed by regulation. ² The Ardagh for Education programme has granted approximately \$10.6 million since 2021, including the \$2.3 million specifically granted by AMP in the United States. This is on track for the 10-year investment in Project Lead the Way.

Emissions

The Emissions pillar of our sustainability strategy aligns to the SBTi and aims to minimise our GHG emissions and other potential emissions to air. We are targeting a reduction in our Scope 1 & 2 GHG emissions by 42% and Scope 3 GHG emissions by 12.3% by 2030 across our global production facilities from a 2020 baseline. These targets have been approved by the SBTi. The increase in absolute GHG emissions can be

linked to the increase in our metal beverage can capacity, which delivered shipment growth of 5% as of December 31, 2022 compared to 2021. This aligns with the GHG Protocol, an international standard for corporate accounting and reporting emissions, and the Paris Climate Agreement of 2015, under which select governments around the world pledged to hold the increase in the global

average temperature to well below 2°C above pre-industrial levels and pursue efforts to limit the temperature increase to 1.5°C above pre-industrial levels. We take a holistic approach across our own operations and supply chains working in close collaboration with our industry associations to increase recycled content and reduce emissions from our materials and operations.



AMP has taken significant strides to minimise our GHG emissions while executing on our \$1.8 billion business growth investment programme involving the sustainable construction of new, infinitely recyclable metal beverage can capacity across Europe, North America and South America. These facilities – such as our production facility in Huron, Ohio – leverage best practices focusing on zero waste to landfill, energy and water efficiencies and lower emissions.

With these strategic investments, since 2020, we have reduced our Scope 1 & 2 GHG emissions per 1000 units of finished goods by 6.7%¹, as of December 31, 2022. While the increase in absolute Scope 1, 2 & 3 GHG emissions can be linked to the

increase in our metal beverage can capacity, which delivered shipment growth of 5% as of December 31, 2022 compared to 2021, we have identified a number of levers to reduce emissions in the coming years to progress toward and achieve our 2030 targets.

We also, have made significant progress in the reduction of Volatile Organic Compounds (VOC) emissions. We achieved a 5.9%¹ reduction in VOC emission intensity in 2022, compared to 2021, tracking ahead of schedule on our 2030 target.

This result is due in part to our investments in efficient technologies within our own operations and our partnerships with suppliers on lower VOC materials.



Ardagh Metal Packaging facility, Huron, Ohio

¹ Refer to footnote 2 on page 13 for further details.

Progress on emissions

Scope 1 & 2 GHG emissions¹

2022 vs 2021 Results: **6% increase** ●

2030 target: **42%**

Scope 3 GHG emissions²

2022 vs 2021 Results: **12% increase** ●

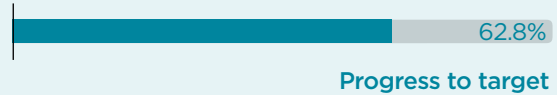
2030 target: **12.3%**

VOC emissions intensity³

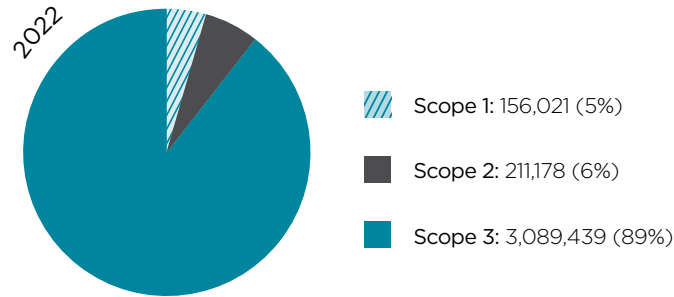
2022 vs 2021 Results: **5.9% decrease** ●

2030 target: **10%**

Progress:



GHG emissions tCO₂e (Absolute)



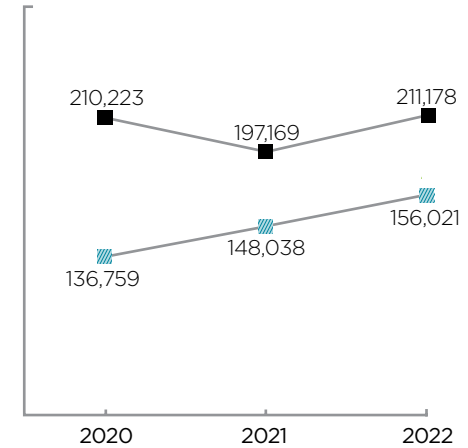
Total GHG Emissions (tCO ₂ e)	
2020	3,185,001
2021	3,114,157
2022	3,456,638

VOC emissions intensity²

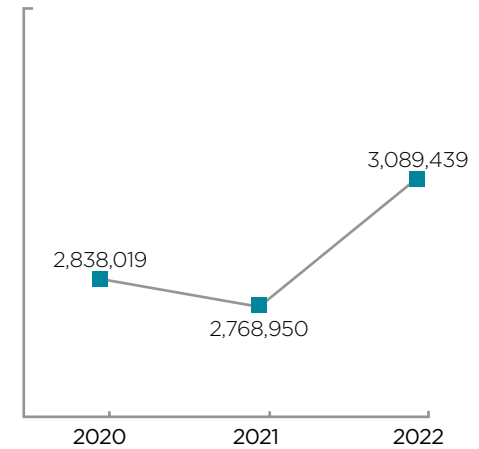
(g/1000 units)



Scope 1 & 2 (tCO₂e)



Scope 3 (tCO₂e)



¹ Scope 1 GHG emissions are direct emissions such as those from production and transport on site. Scope 2 GHG emissions are indirect emissions from electricity use and hot water. Scope 3 GHG emissions are all other indirect emissions from the organisation's value chain (e.g., the purchase of raw materials, transport and waste). ² Intensity metrics shown here include can body production facilities only as water and VOC emissions from can end production are insignificant. Our facility in Huron, Ohio commenced ends production in November 2021 and can body production in July 2022. As can body production at the Huron, Ohio production facility was only in operation for part of 2022, performance data from the Huron, Ohio production facility has not yet been included in these metrics. We plan to include performance data from the Huron, Ohio production facility in future reports.

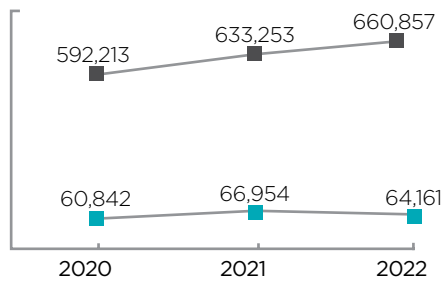
AMP and the circular economy

Global decarbonisation will take industry wide action. We have identified several strategic activities to support emissions reductions, including using less material, lightweighting the aluminium we use without sacrificing quality and optimising logistics to reduce fuel usage.

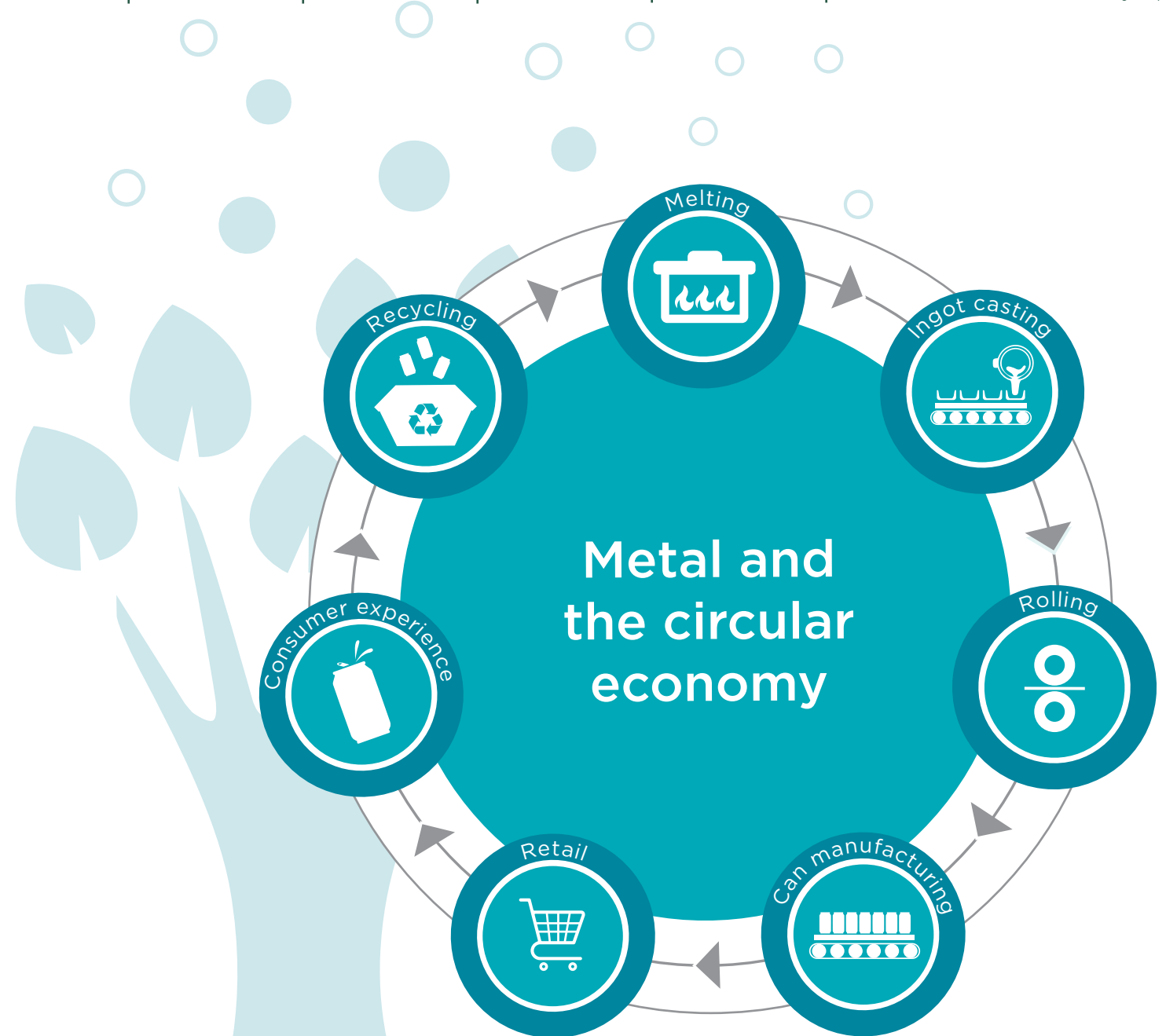
A key element to achieving our scope 3 GHG emissions reduction targets is industry-wide recycling and recycled content. AMP has the benefit of manufacturing a product already recognised for being infinitely recyclable. In fact, metal beverage cans significantly contribute to a circular economy, and are able to return to store shelves in their original form in as little as 60 days¹.

Material usage

- Aluminium (Metric tonnes)
- Steel (Metric tonnes)



¹ Can Manufacturers Institute



Industry alignment to drive recycling rates

AMP is partnering with our influential industry associations to increase recycling rates, whether it's through supporting packaging recycling legislation, setting a positive recycling example in the communities where we have operations or, as we've reported, directly investing in recycling operations. Marked by membership that includes major players across the global beverage can industry—including suppliers—these associations favourably represent the beverage can industry, educate stakeholders on the environmental and business benefits of the product we make and communicate to legislators the economic and community benefits of recycling cans.

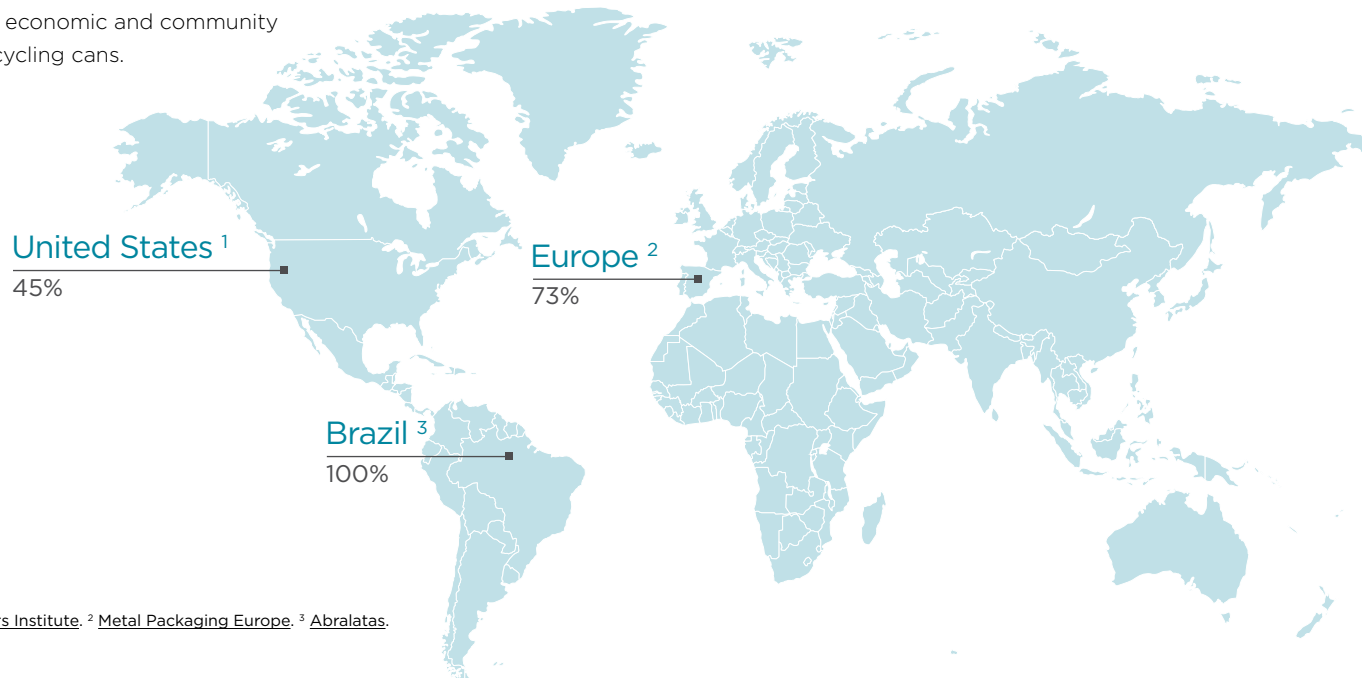
Each region we do business in has clear recycling goals for metal beverage cans. As a member of Metal Packaging Europe (MPE) we support its ambition to achieve 100% recycling rate by 2030. The Can Manufacturers Institute (CMI) in the United States published a recycling roadmap and primer announcing a 70% recycling rate goal by 2030, 80% by 2040 and 90% by 2050, and in Brazil, our industry association Abralatas is committed to maintaining one of the highest recycling rates globally.

"Through support from industry partners such as Ardagh, we're proud to announce a 100% recycling rate in 2022, equal to 390.2K metric tonnes of recycled aluminium, assured by an independent and external company. In addition, we published a best practice manual for waste pickers while providing waste management training to municipalities in 220 cities and rolled out Every Can Counts in Brazil."

Cátilo Candido,
CEO, Abralatas



More information is available on our association websites:



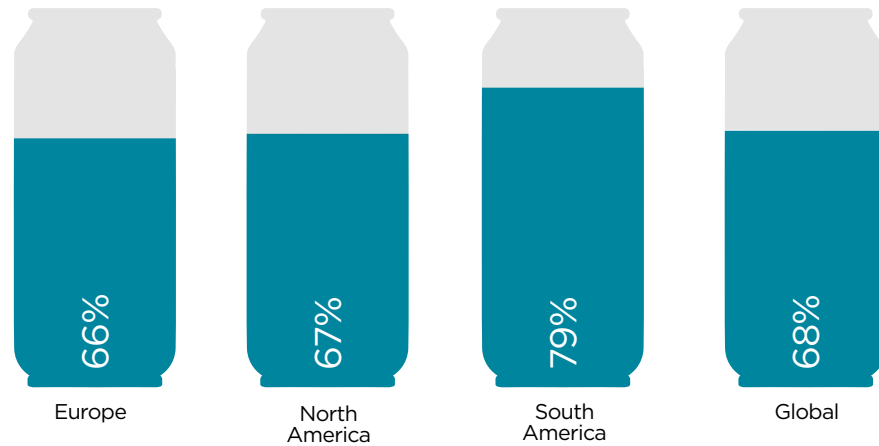
¹ Can Manufacturers Institute. ² Metal Packaging Europe. ³ Abralatas.

High recycling rates drive high recycled content rates

Because metals are infinitely recyclable, they can be reused in various applications to become products again and again. In fact, nearly 75% of all aluminium ever produced is still in use today¹. This high amount of recycled content results in a significant environmental impact because making a can from recycled aluminium

reduces energy use and GHG emissions by more than 90% compared to using new aluminium¹. These high recycled content numbers also support and strengthen our own customers' sustainability platforms through the delivery of lower GHG emissions, particularly versus other packaging materials.

AMP recycled content rates²



Clean up week, South America

¹ International Aluminium Institute ² Recycled content is defined according to ISO 14021 as the proportion, by mass, of recycled material in a product or packaging. The percentages shown here include both can bodies and ends. Post-consumer (e.g., used beverage cans) and pre-consumer scrap (e.g., can manufacturer class scrap, other industrial scrap, etc.) are included in these calculations. Run-around scrap is not included. Primary data on recycled content comes from our aluminium suppliers. Where primary data is not available an estimation methodology has been created and validated by a third-party consultant.

Decarbonisation advancements

Global

The Global Aluminium Can Sustainability Summit

The [Global Aluminium Can Sustainability Summit](#), which took place in September 2022 in Rome, Italy, brought together more than 100 leaders from global organisations across the aluminium beverage can value chain. Their goal was to operationalise the decarbonisation of aluminium produced for can sheet and generate transparent information on recycling and circularity – including how to measure recycled content in aluminium beverage cans.

This first-of-its-kind event, which AMP co-hosted with CMI, Crown Holdings Inc. and the International Aluminium Institute, to build on the aluminium beverage can’s leading sustainability performance to meet the ambitious environmental goals of our industry. Next steps from the Global Aluminium Can Sustainability Summit include further commitment on operationalising processes that reach net zero emissions by 2050, as well as the implementation of a standard measurement system detailing recycled content.



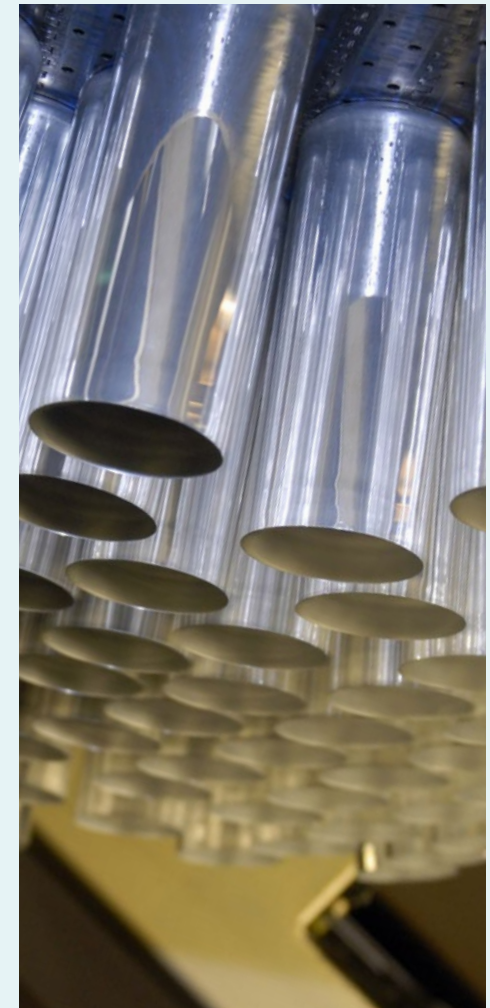
“The Can Manufacturer’s Institute’s environmental objectives are inspired by our members’ commitment to sustainable and responsible world-class, circular manufacturing processes,” said Robert Budway, CMI President. *“AMP North America’s leadership has enabled our industry to create innovative sustainability solutions. One example is the 2022 Global Aluminium Can Sustainability Summit, an on-going coalition of aluminium sheet producers, can manufacturers, suppliers and customers committed to actualising a path toward net zero emissions by 2050 by exchanging best practices to increase recycling and formalising a global methodology to measure recycled content.”*

Robert Budway,
CMI, President

AMP commits to Mission Possible Partnership

We supported and endorsed [Mission Possible Partnership’s \(MPP\) transition strategy](#) for a net zero, 1.5°C-aligned aluminium industry.

Transitioning the aluminium industry to net zero greenhouse gas emissions by 2050, while complying with a target of limiting global warming to 1.5°C from pre-industrial levels, will require a variety of actions including deploying new technologies, decarbonising power supply and increasing material and product efficiency. The MPP aluminium transition strategy provides an actionable, achievable plan. Through such endorsements, AMP has agreed on the importance of limiting global warming to 1.5 degree Celsius and recognise that actions to support this initiative will be pursued expeditiously.



Decarbonisation advancements

Europe

ASI certifies AMP against Performance Standard

With a focus on material stewardship at our research and development centre in Bonn, Germany and our aluminium beverage can production facility in La Ciotat, France, we achieved Aluminium Stewardship Initiative (ASI) certification against the Performance Standard in 2022.

The ASI certification programme was developed through an extensive multi-stakeholder consultation process and is the

only comprehensive voluntary sustainability standard initiative for the aluminium value chain. ASI Performance Standard certification addresses issues such as product design, life cycle assessments, management of process scrap and collection and recycling of products at end of life. AMP's ASI Performance Standard Certification demonstrates our commitment to the material stewardship of our aluminium beverage packaging products. In 2023, we will continue with certification across all our production facilities in Europe and anticipate full certification of the Americas by 2024.



North America

Significant economic impact from recycling

Metal beverage can recycling not only benefits customers, but communities. Aluminium beverage cans are typically the most valuable material in the single stream recycling system and is able to fund local recycling operations. This is central to the recent finding that most material recovery facilities (MRFs) in the United States that separate materials collected from kerbside recycling systems would not be able to operate without the revenue from used beverage cans¹.

In fact, a third of the revenue for a typical MRF in a non-deposit state comes from used beverage cans. For example, the nearly 46.7 billion cans recycled in the United States in 2020 were worth close to \$700 million for MRFs².

As a member of CMI, we have co-funded the Can Capture Grant Programme³. This grant programme has provided five MRFs with funding to install equipment to help capture more than 71 million aluminium used beverage cans a year that were previously missorted.



¹ Aluminium Beverage Can: Driver of the U.S. Recycling System ² Key Economic Statistics for Aluminium Beverage Can Recycling ³ Can Manufacturers Institute (CMI)

Decarbonisation advancements

South America/Europe Brazil implements Every Can Counts

With 19 European countries now on board, the Every Can Counts recycling initiative welcomes Brazil to its growing community, a collection of people, brands, festivals and organisations that work together toward the vision of a 100% recycling rate for metal beverage cans.

Referred to as “Cada Lata Conta”, the Brazilian version of Every Can Counts is being launched by Abralatas, the Brazilian association of aluminium can manufacturers, of which AMP is a member. Brazil already boasts one of the highest metal beverage can recycling rates¹ in the world—consistently above 95%—but Abralatas leaders cite a commitment to maintain and even improve this percentage to show Brazilians a true example of a circular economy in fun, straightforward and creative ways.

“Our vision at Every Can Counts is to get 100% of drink cans recycled. It is through large-scale initiatives in partnership with our members, such as local days of education and recycling activations at AMP’s

production facilities across Europe, that we continue to see success in our mission to inspire, encourage and empower people to recycle their drink cans wherever they are. We are also, excited to announce Every Can Counts newest chapter launch in Brazil, with the support from AMP.”

David Van Heuverswyn,
Director, Every Can Counts Europe



North America/Europe Digital printing is the image of the future

The AMP team recognises that the industry must invest and innovate to achieve its emission reduction targets. We recently acquired companies specialising in digital printing, which significantly reduces waste by eliminating the need for printing plates, allowing for on-demand printing directly from digital files.

In 2021, AMP acquired Quebec-based Hart Print, a digital printing company. This was followed in 2022 by AMP’s acquisition of a majority share in digital printing company NOMOQ, a Switzerland-based start-up founded in 2021.

We expect a high level of efficiency, customer satisfaction and sustainability advancements. The benefits are clear. Not only does this process minimise ink and substrate waste, but its flexible nature allows AMP to produce smaller batch sizes (hence the NOMOQ name - **NO** Minimum **O**rders **Q**uantity) or even individualised metal beverage cans. This reduces the risk of overproduction, minimising inventory waste and diminishing the likelihood of misprints and rejects.

Digital printing also reduces energy consumption and associated GHG emissions. Traditional printing methods involve complex setup, colour mixing and lengthy drying processes. For smaller batch sizes or individualised metal beverage cans, digital printing operates more efficiently and requires less energy. The absence of drying ovens and other equipment contributes to lower energy consumption and reduces the carbon footprint of AMP’s manufacturing process while allowing our customers to transform the sustainable and functional metal beverage can into a more vibrant creative canvas.



¹ Abralatas Consolidated Report of ESG Practices

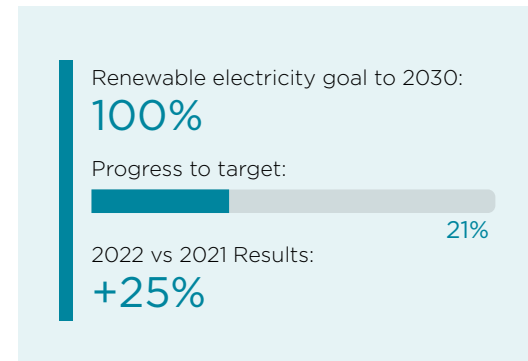
Energy progress

We continuously work to streamline our processes and reduce our resource consumption as we manufacture metal beverage cans. We are committed to identifying new efficiencies and minimising our GHG emissions.

We use an environmental management system to help us manage compliance, reduce costs and increase efficiencies.

More than 90% of our production facilities are certified by the International Organisation for Standardisation (ISO) 14001, and more than half have certified energy management systems covered by ISO 50001. Each of our production facilities has a role to play in reaching our goals to reduce overall energy usage and source 100% renewable electricity by 2030. In 2022, we increased the share

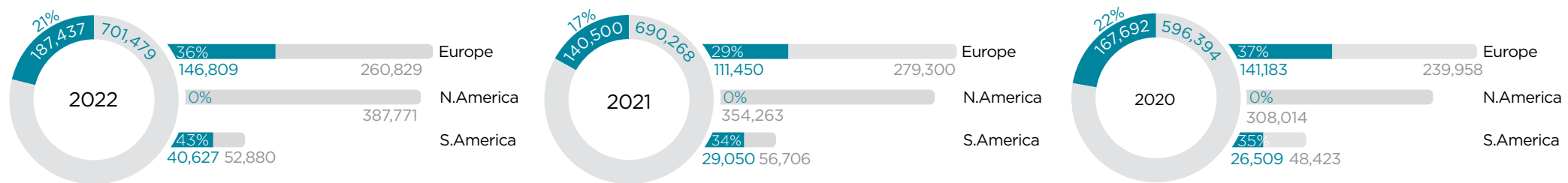
of renewable electricity at our global production facilities by 25% compared to 2021. We are leveraging various mechanisms to supply renewable electricity to our production facilities in Europe and South America, today, including renewable electricity credits. In North America, we are continuing to identify future opportunities and refine our strategy for renewable electricity sourcing.



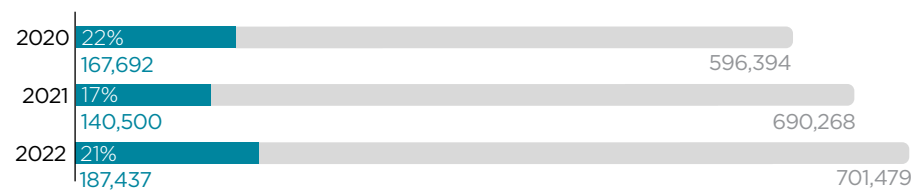
Renewable electricity

Regional figures

■ Renewable electricity (MWh) ■ Non-renewable electricity (MWh)



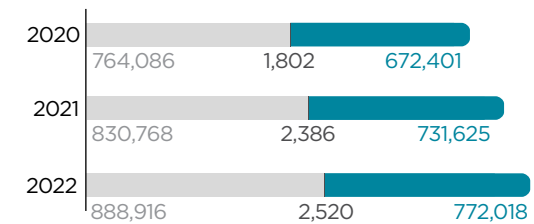
Global figures





Energy consumption¹

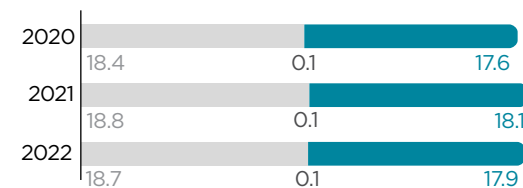
Electricity (MWh) Hot water (MWh) Fossil fuels (MWh)



Year	Total energy (MWh) ²
2020	1,438,289
2021	1,564,780
2022	1,663,454

Energy intensity²

Electricity (kWh/1000 units) Hot water (kWh/1000 units) Fossil fuels (kWh/1000 units)



Year	Total energy (kWh/1000 units)
2020	35.9
2021	36.9
2022	36.7

¹ Refer to [GRI Content Index](#) for further details. ² Refer to footnote 2 on page 11 for further details.

Energy advancements

Global

Progressing on renewables

Since the launch in 2020 of our Renewable Energy Programme targeting achievement of 100% renewable electricity by 2030, **our production facilities in Brazil are now sourcing 43% of their electricity demand from renewables, including solar, wind and hydropower. This has contributed to an estimated 11,400 metric tonnes of CO₂e avoided.** Our production facilities in Alagoinhas and Manaus achieved 100% renewable electricity and are certified by the International Renewable Energy Certificate Standard, who provides traceability certificates that prove electricity is consumed from renewable energy sources.

Outside of South America, construction commenced on a solar power plant at our production facility in the Netherlands. This solar installation will supply on-site generated renewable electricity to our production facility and is part of the strategy to use 100% renewable electricity by 2030. The Netherlands is the first country where our production facility will be supplied with on-site generated sustainable energy via large-scale solar energy installations.



North America

LED avoiding CO₂e

LED lighting programmes across AMP-North America production facilities have resulted in the avoidance of 13,100 metric tonnes of CO₂e annually.

There have been 1,752 light fixtures across AMP-North America changed to LED, saving an estimated 27,000MWh of electricity annually. These retrofit programmes have an additional benefit of improving visibility within our operations.

North America/Europe

Equipment upgrade and efficiencies

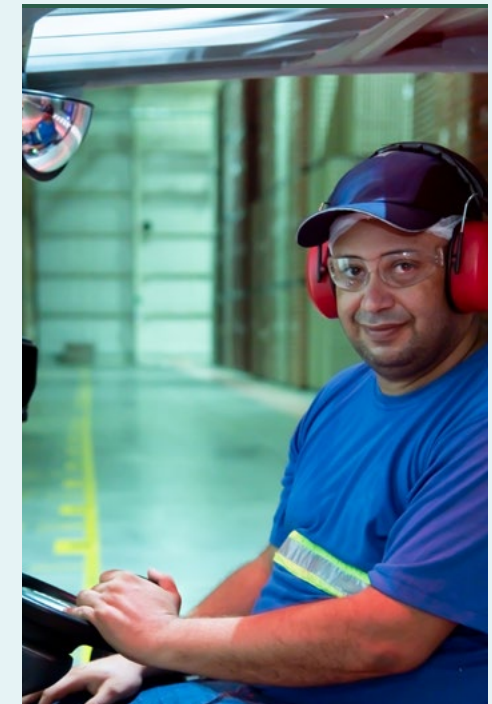
Many of our European and North American production facilities audited their production processes and equipment to identify opportunities for increasing energy efficiencies during the reporting period. The data was used to initiate upgrades across such components as vacuum pumps and air compressors which resulted in increased energy efficiencies and reduction of GHG emissions. **For example, through these investments at our Fairfield, California, production facility alone, we've seen a 24% reduction in combined Scope 1 & 2 GHG emissions, similarly at our Hermsdorf, Germany, production facility, we've seen a 17% reduction in combined Scope 1 & 2 GHG emissions in 2022 compared to a 2020 base year.**

South America

Moving to electric

In South America, the decarbonisation of forklift trucks has commenced with an initiative to replace all propane-powered forklifts with electric versions. This paves the way toward our GHG

emission reduction goals by avoiding one metric tonne of CO₂e emissions annually, equivalent to the natural CO₂-absorbing effect of more than 230 trees. Safety concerns, such as the risk of fire associated with propane tanks, are also reduced. The full transition to electric forklifts across all AMP-South America facilities is expected to be completed by 2025.



Ecology

The Ecology pillar of our sustainability strategy is anchored by our work to reduce waste and water consumption, minimising our impact on the environment. In 2021, to further minimise our potential ecological impacts, we published our long-term targets to reduce water usage on an intensity basis and achieve zero waste to landfill across our global operations. The following states our progress as of December 31, 2022.

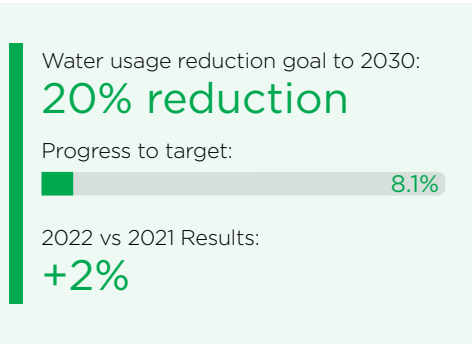
Water conservation

Water scarcity is affecting an increasing number of regions worldwide. Our recognition of the strategic significance of water as a finite and essential resource is central to our commitment to reducing water usage across our global operations. Water is used in many steps of our manufacturing processes, including forming, washing, rinsing and cooling of beverage

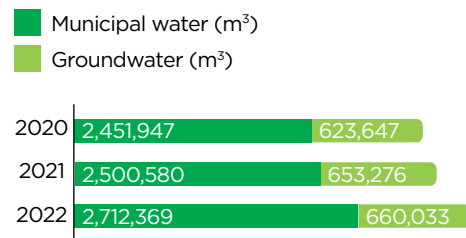
cans. It is also an important element in the manufacture of aluminium and the production of the various beverages made by our customers. Even though AMP's facilities require freshwater inputs, most of this water returns to the water system and zero water is present in our final product.

We source water from a combination of third parties, surfaces and groundwater, depending on the production facility location. Once utilised, water is sent through an on-site wastewater treatment system prior to its discharge, the majority of which is then discharged into third-party municipal wastewater treatment systems. Facilities that treat wastewater onsite monitor biological oxygen demand and chemical oxygen demand parameters, in addition to any parameters required by

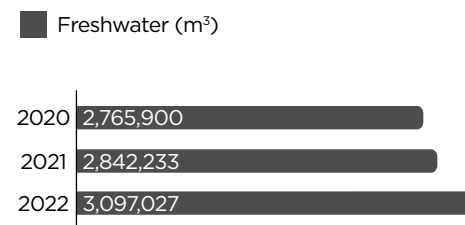
local discharge and/or operational permits. All discharge follows local regulations. We identify water-related impacts by evaluating annually the specific data in each of our locations and developing action plans to address identified risks and opportunities. Our assessments include measuring and analysing our incoming and outgoing water as well as overall resource utilisation. Our water withdrawal and discharge are validated through an external third-party verification process. By employing robust assessment methods, we gain valuable insights into our water footprint, identifying opportunities and implementing conservation measures. This work aligns with our sustainability target to reduce water usage by 20% on an intensity basis by 2030.



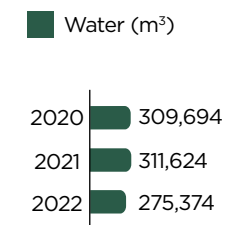
Total water withdrawal from all areas by source and category¹



Total water discharge from all areas by category



Total water consumption from all areas



¹Refer to footnote 2 on page 11 for further details.

Water conservation advancements

Europe

Washer investment drives efficiencies

In 2022, our production facility in Valdemorillo, Spain, implemented an active counterflow system upgrade to the facility's washer that allows for significant improvement in our efforts to reduce water usage by the optimisation and control of washer overflow.



North America

1.7 million gallons of water per year saved

In 2022, our Fairfield, California, production facility replaced 50% of its lawn with attractive river rock and water-conserving xeriscaping – landscaping that reduces or eliminates water usage.

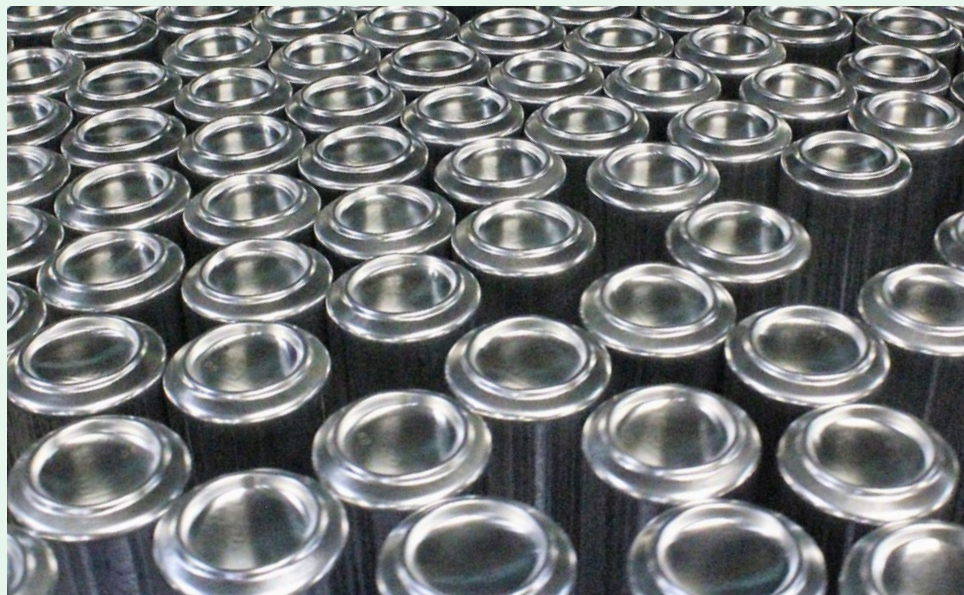
The result is a savings of approximately 6,400 m³ of water each year.

South America

Brazil facility “reactor” treats wastewater

Our Alagoinhas production facility in Brazil is now utilising a Membrane Biological Reactor (MBR) which serves as an on-site wastewater treatment process.

The MBR enables the plant to treat wastewater from the production facility and discharge it safely under the parameters defined by Brazil's Environmental Agency.



Waste reduction and management

Around the world, too much waste is being sent to landfills. The negative impact this is having on our planet is clear. To do our part, we strive to reduce the amount of waste we generate and prevent such waste from going into landfills either through reuse or recycling. When reuse or recycling is not possible, we apply controls and treatment technologies to prevent human health effects and minimise the environmental impacts of disposal.

In our production facilities, aluminium and steel, which are infinitely recyclable and circular in nature, represent the vast majority of our incoming materials. The use of these substrates and other materials, such as recyclable cardboard and paper, helps mitigate the waste-related impacts of our organisation, including waste generated in our own activities and downstream.

Significant effort is made across our global

production facilities to capture, recover and recycle nearly 100% of our metal waste. **In fact, in 2022 we received ASI certification at our La Ciotat production facility and our Bonn research organisation and development centre validating these efforts. We expect that our remaining European production facilities will be certified in 2023 and the Americas will follow.**



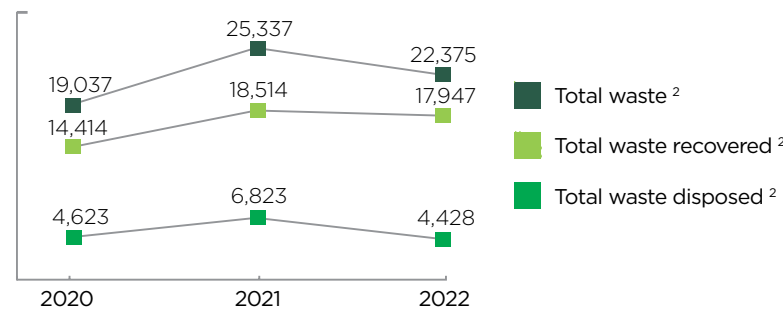
Every AMP production facility carefully tracks and reports the amount of operational waste it generates and how it

is managed. This database is constantly reviewed and assessed for accuracy. Since requirements for disposal vary from country to country, waste reporting is completed at the local production facility level, and documentation is supplied by the waste contractor or the production facility itself. Due to these global differences, we continue to work with our waste management suppliers to improve the collection of data.

We are evaluating a path forward to increase the granularity of the data against waste categories in a reliable and consistent way, aiming for alignment with and progression toward our overall sustainability targets. These initiatives affirm our commitment and support progress toward achieving zero waste to landfill for our operational waste streams by 2025.



Absolute operational waste (mt)



¹ Zero waste to landfill for operational waste streams where allowed by regulation. ² Waste disposed includes hazardous waste and non-hazardous waste chemically or physically treated plus incinerated without energy recover plus landfilled. Waste recovered includes hazardous waste and non-hazardous waste recycled plus incinerated with energy recovery plus fuel blended. Total waste generated is equal to waste disposed plus waste recovered.

Waste reduction advancements

Global

Ahead of target on zero waste to landfill

In 2022, 80% of our global production facilities maintained or achieved zero waste to landfill status, enabling our organisation to track ahead of 2025. This success can be attributed to all European and South American facilities and four of our North American facilities having already achieved zero waste to landfill. Ensuring we meet our target requires partnerships with our waste management providers, identifying new outlets for waste recycling and recovery, team member engagement and investments in equipment. For example, we recently installed balers across our production facilities in Chicago, Illinois, Fairfield, California, and our three Ohio locations



in Fremont, Huron and Whitehouse to guarantee cardboard continues to be recycled. These efforts extend beyond the achievement of our zero waste to landfill goal, with increasing recycling and recovery efforts helping to ensure we make consistent progress toward achieving our scope 3 GHG emission target. These retrofit programmes have an additional benefit of improving visibility within our operations.

Regulatory/legal requirements and biodiversity

Our active participation in industry associations around the world enables us to be aware of and prepare for any upcoming regulatory and legislative requirements.

Protecting and promoting biodiversity and natural habitats is an important part of environmental management. Furthermore, we are aligned with the UN SDGs which are interlinked with Aichi Biodiversity targets, which consists of 20 specific targets to address and mitigate biodiversity loss globally. Most of our production facilities are located in industrial or mixed-use areas and only a handful are adjacent to protected areas. As part of an environmental risk assessment, we identified no European production facilities that are located within a 100-metre radius of protected areas such

as Natura 2000 and nationally designated sites. In the United States, we have no production facilities close to areas which are covered under the U.S. Geological Survey. Production facilities outside the United States and Europe have been matched against the Protected Planet database. We continuously monitor our activities and progressively work to improve our environmental performance.

South America

Biodiversity and community advancements

Indigenous communities' traditional knowledge and sustainable practices integrate well with our sustainability strategies. In 2022, as part of our global [World Clean Up Day activities](#) team members from our Manaus, Brazil production facility partnered with the Ocean Conservancy for a clean-up in the Parque das Tribos near the Tarumã Açu River. Twenty volunteers worked with members of the indigenous community to collect over 1.5 tonnes of litter and waste, which was diverted from landfill by our supplier partner, GRI. Located in the Amazon rainforest, Parque das Tribos is home to the Sateré Mawé tribe, a unique and valuable



partner that holds cultural significance and serves as stewards of the surrounding environment. The community's rivers and streams sustain both their way of life and diverse flora and fauna. The clean up action aimed to preserve the community's cultural customs and sustainable practices.

Eliomar Cavalcante, the Social Sustainability Ambassador for Manaus and a member of the Sateré Mawé tribe, highlighted the importance of such initiatives: *“Without protecting the forest, their community cannot thrive and maintain its heritage. Indigenous communities, as the original inhabitants, have a duty to fight for their territories and showcase their strength. By engaging with these communities, we tap into their traditional knowledge and practices that have sustained their ecosystems for generations.”*

Social

The Social pillar of our sustainability strategy embodies our commitment to build a safe, diverse, equal and inclusive workforce focused on customer satisfaction and improving the communities we do business in. We believe in fostering environments where diverse ideas help us solve our most pressing challenges and that our unique backgrounds and perspectives drive innovation. We aim to offer base salaries that are fair internally and competitive externally, our bonus and incentive schemes focus on achievement of collective targets and support our Core Values of Trust, Teamwork and Excellence.

Safety

An anchor point of our Social pillar is team safety, with the clear objective of each and every teammate returning home safe to friends and family every day. Prevention of physical harm and support for mental health and wellbeing are a vital part of our organisational commitments and endorsed by a variety of workplace initiatives.

Our approach to workplace health and safety is exemplified by our BSafe! 7 Programme (BSafe! 7), which is supported by our Environmental, Health and Safety team. BSafe! 7 incorporates training and communications, which covers safety topics including traffic safety, machine intervention and work permits. We are continuously

raising awareness of health and safety, the role of protective equipment and need for constant improvement in workplace and procedural safety. All production facilities implement an accident/injury investigation system, including near-misses, which examine root causes and identifies potential short- and long-term corrective actions, and follow emergency action plans.

We regularly review the effectiveness of BSafe! 7 with internal audits, and elements of our safety management, including policies, planning, implementation and operation, corrective action and timely safety reviews to ensure accountability and the ultimate safety of everyone at AMP.



Diversity key to innovation

AMP's focus on Diversity, Equity and Inclusion (DE&I) goes beyond social awareness, it is a strategic enabler of organisational growth and business performance. We began this journey in North America with stated DE&I objectives, such as focused recruitment and retention of diverse individuals, and a commitment to increasing the number of women and minorities across

our organisation. Over the past two years, these objectives have expanded and evolved as AMP continues to empower an inclusive and collaborative work environment that drives innovation forward while maximising team performance.

As we continue to integrate DE&I practices into our Core Values and operations at AMP, we fulfil our commitment to supporting the communities in which we do business in and position ourselves for long-term success in an increasingly interconnected and competitive global landscape.



Ardagh Recordable Accident Rate (ARAR)			Severity		
2021	2022	Change	2021	2022	Change
1.20	1.10	-8%	23.3	27.7	+18%

Definitions

ARAR: # lost time and medically treated accidents per 100 full time employees per year.

Severity: # of lost time and restricted duty days per 100 full time employees per year.

Diversity key to innovation

Global

Promoting diversity in our industry and supporting underserved communities in which we do business in is at the foundation of our [Ardagh for Education](#) programme. Through investments in STEM education for students from pre-kindergarten through high school and employee engagement, such as curriculum development, school visits and production facility tours, AMP is in a unique position to promote and increase the number of diverse candidates entering the workplace. **Diverse skills and perspectives are highly valued at AMP; by expanding our involvement with Ardagh for Education, we are enabling a diverse talent pool and increasing our market understanding of an ever-evolving customer base.**

Europe

In further support of increasing diverse talent pools, team members at our Enzesfeld, Austria production facility hosted “Girls Day”, welcoming students and teachers to learn about metal beverage can production, sustainability and AMP’s apprenticeship programme. The girls and teachers toured the production area to see

can manufacturing in action, followed by a presentation and question and answer session on what it means to work in the metal industry as a woman.



Across our European operations, we initiated in 2021, the “Respect in the Workplace” campaign aimed to cultivate a culture of mutual respect and inclusivity. The campaign communicated the need to value, respect and apply unique diverse backgrounds and perspectives when determining new and more efficient ways to meet and exceed customer expectations and strategy objectives.

North America

AMP-North America expanded its focus on diversity and inclusion in the workplace by establishing Employee Resource Groups (ERGs) to optimise the employee experience across our facilities. **In 2022, we added three new employee-led ERGs, AMPlify Black Voices, AMPride and VAMOS!, representing Black/African Americans, LGBTQ+ and Hispanic communities and allies, respectively.** These ERGs aim to promote awareness of and develop leaders from underrepresented demographics in our workplace.

Outside of our workplace, we have partnered with [Coca-Cola’s C5 Association](#), whose mission is to change the odds for high-potential teens from underrepresented communities by preparing them for leadership roles in school and their future careers. As C5’s National Sponsor, we provide funding and support for the programme’s annual wilderness trek, where more than 200 participants and staff are able to experience a life-changing personal growth experience.

South America

We formally launched our DE&I initiative

Programa Vem, Vivendo Entre Mundos, created with the aim of valuing and respecting the diversity of our employees. Structured through affinity groups divided into Ethnicity, Gender and People with Disabilities, the programme aims to increase understanding and acceptance of diverse perspectives to develop our full potential as a leader in the aluminium beverage can industry.

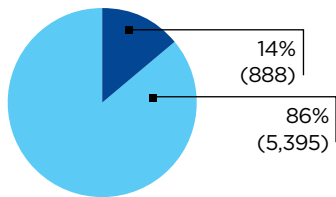


To further support employee health and well-being, we launched “VivArdagh.” **The VivArdagh programme is free and confidential, utilising qualified health professionals to guide employees through mental, physical, social and/or financial aspects of personal and professional life.**

Employees as of December 31, 2022

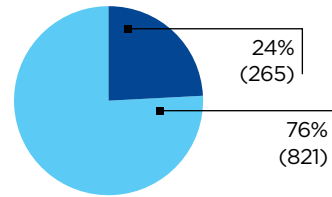
Male Female

Total employees: 6,283



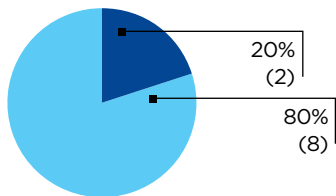
Age	<30	30-50	>50
Number	1,081	3,274	1,929

Managers: 1,086



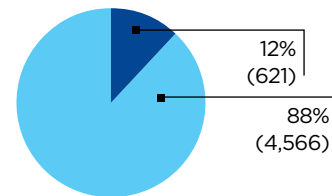
Age	<30	30-50	>50
Number	49	639	399

Board members: 10



Age	<30	30-50	>50
Number	0	0	10

Other employees: 5,187



Age	<30	30-50	>50
Number	1,032	2,635	1,520

Training efforts extended

Created in 2019, our myLearning platform delivers a single source and access point for teammates to obtain training tools and content to improve performance. Accessible via PC, tablet, smartphone or from one of our plant-dedicated training rooms, best practices training is communicated in clear examples for employees to use on the job. Our teammates have this training support available across numerous topics, including health and safety, technical, professional skills and leadership development.

Furthermore, during the reporting period we introduced a core technical training programme based upon the six key can-body production facility areas. In partnership with Integrated Project Services (IPS), our strategic learning partner in

the United States, we developed a full curriculum for new and existing operators across three levels—basic, intermediate and advanced. The content builds knowledge and skills through the blended programme of eLearning packages, knowledge checks, on-the-job training materials and standard operating procedures. Over three hundred courses have been developed with the direct input of subject-matter experts from our global teams; these are now being translated into the languages for all the locations where we do business. The success of this core technical training programme for our can-body production teammates has prompted the development of additional programmes for our can-end production facilities.



Social pillar advancements

Global

Expanding STEM education grants to Europe

In 2021, we announced a 10-year, up to \$50 million grant programme in the United States in partnership with Project Lead The Way (PLTW) which delivers science, technology, engineering and mathematics (STEM) education to students from pre-kindergarten through to high school (PreK-12) in the communities in which we operate. This community investment is part of our Ardagh for Education programme and is expected to benefit more than 500,000 PreK-12 students as well as delivering best-in-class teacher training to more than 5,000 teachers across 2,000 schools in Ardagh Group's U.S. communities. Since 2021, AMP has granted nearly \$2.3 million to elementary, middle and high schools through PLTW, reaching nearly 250 teachers and 35,000 students. We expanded this initiative into Europe in 2022 and announced an up to €5 million STEM investment in Germany for students in primary and secondary schools in the communities in which Ardagh Group operates. The investment in partnership with Wissenfabrik will benefit more than 200,000 students, training more than 1,100

teachers across more than 350 schools. This year, we intend to launch similar education initiatives in Brazil and our other European communities.

"This PLTW engineering course has benefitted me because it has challenged me to think critically and has exposed me to something completely different than my other classes. I've learned how to work with technology and design, which has given me skills that I can use after I graduate."



PLTW high school student,
Chicago, Illinois

Bringing World Clean Up Day to life

For the second year in a row, 100% of our production facilities completed at least one Community Involvement Project (CIP) including completing an activity in support of World Clean-Up Day.

Across Europe our teams joined up with local partners to promote, support and educate on the topics of circularity and resource conservation as part of World Clean-Up Day which occurs every year in September.

Our North America facility teams committed to clean-up projects in their local communities. Each production facility either teamed up with a local charity organisation or identified their own target areas to walk the grounds and remove litter while recycling any materials possible. Projects ranged from cleaning local parks to riverbanks to the plants' own industrial communities.

And in South America, AMP production facility teammates mobilised to volunteer their time to collect more than four tonnes of debris around plant neighbourhoods to set positive examples in the communities we do business in.



Such projects are an answer to AMP's global Social pillar commitment of at least one community improvement project per year by each AMP location.



Listening to our employees

AMP recognises that listening to its employees' feedback helps to build upon and maintain a company and a culture that attracts, and more importantly, retains talented people. In partnership with Culture Amp, a market-leading employee experience platform, AMP launched its first global employee engagement survey, achieving a high participation rate. Action plans were developed across regional operating businesses, facilities and function levels to respond to feedback and address areas for improvement.

Additional resources



Independent Assurance Statement

The Sustainability Committee, which reports into the highest governance body and consists of selected board members and other relevant senior staff, is responsible for reviewing and approving the reported information on behalf of the highest governance body.

At the request of the Sustainability Committee, RISE (Research Institutes of Sweden) has undertaken under contract a limited assurance of the data underpinning the 2023 AMP Sustainability Report. In particular, the scope of the assurance provided is focused on the acquisition, processing and aggregation of the quantitative data necessary to calculate the principal environmental and health and safety key performance indicators (KPIs). The assurance has been delivered in accordance with RISE's own methodology which is based on the international assurance and audit standard ISAE 3000.

RISE has also provided advice and support to AMP during the preparation of this report, confirming that the disclosures made fulfil the GRI requirements. For clarity, this support during the preparation of the report does not constitute formal assurance of the report, its content or any

targets and claims made in the report. RISE's responsibility is solely in terms of providing limited assurance with respect to the process of gathering and processing the data that underpins the KPIs and data reported.

The independent assurance statement can be found here:

[Independent assurance statement](#) ▶

[GRI index](#) ▶

Further information

Disclaimer

Forward-looking statements

This report contains forward-looking statements that are based on the current expectations and beliefs of AMP. Forward-looking statements are not historical facts and are inherently subject to known and unknown risks and uncertainties, many of which are beyond our control. Statements in this report that could be deemed forward-looking statements include, but are not limited to, any statements related to our sustainability targets, goals, commitments, focus areas, programmes, impact, outcomes, results, savings or progress towards any of the same, as well as statements related to anticipated future operating performance and results of AMP.

We caution you that the forward-looking statements presented in this report are not a guarantee of future events, and that actual events may differ materially from those made in or suggested by the

forward-looking statements contained in this report. Certain factors that could cause actual events to differ materially from those discussed in any forward-looking statements include those set forth in the Risk Factors section and under any “Forward-Looking Statements” or similar heading in AMP’s Annual Report on Form 20-F for the year ended December 31, 2022 filed with the U.S. Securities and Exchange Commission (the “SEC”) and any other public filings made by AMP with the SEC. In addition, new risk factors and uncertainties emerge from time to time, and it is not possible for us to predict all risk factors and uncertainties, nor can we assess the impact of all factors on our business or the extent to which any factor, or combination of factors, may cause actual events to differ materially from those contained in any forward-looking statements. Under no circumstances should the inclusion of such forward-looking statements in this report be regarded as a representation

or warranty by us or any other person with respect to the achievement of results set out in such statements or that the underlying assumptions used will in fact be the case. You are cautioned not to place undue reliance on these forward-looking statements, and unless otherwise noted, AMP is providing this information as of the date of this report and does not undertake any obligation to update any forward-looking statements contained in this report as a result of new information, future events or otherwise.

Estimates and assumptions; third-party information

This report includes certain numbers that are estimates or approximations and that may be based on assumptions. We believe that the estimates employed are appropriate and reasonable; however, due to inherent uncertainties in making estimates and assumptions, actual results could differ from the original estimates,

and we may at times revisit our historical data to ensure their accuracy. Some information in this report is dependent on data that has been provided by third parties that are outside of our control.

For further detail on the AMP sustainability strategy, certifications and verified third-party data alignment, access the following:

[AMP Disclosure on material topics](#) ▶

[2022 AMP Sustainability report](#) ▶

[2021 AMP Sustainability report](#) ▶

[UNGC Communication on Progress](#) ▶

[Statement GHG Emissions](#) ▶

