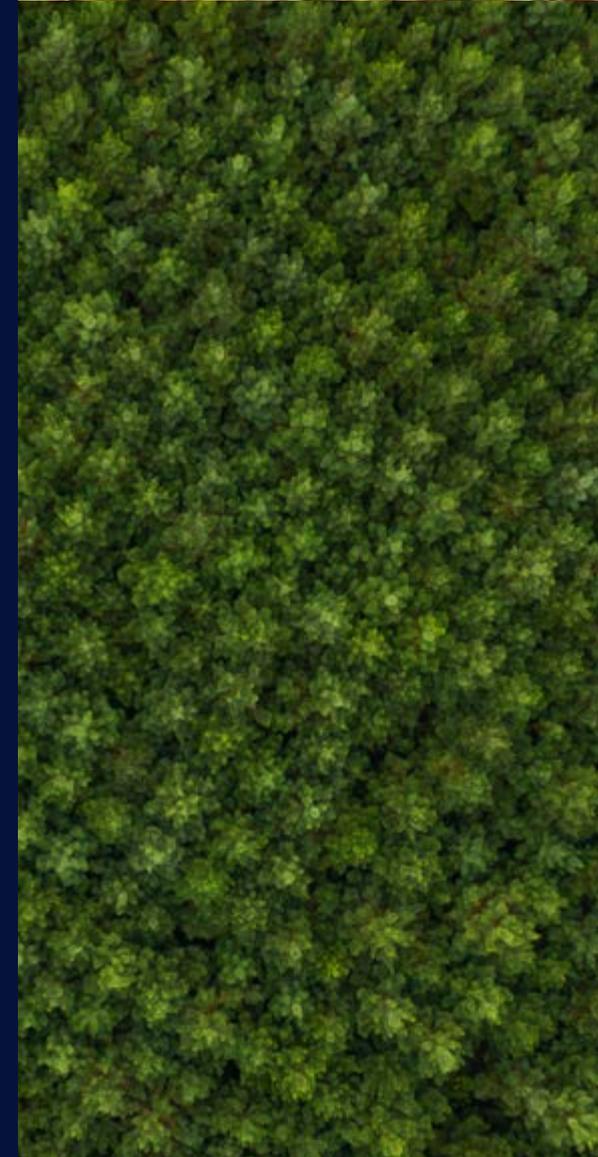




# 2023 Sustainability Report





# Table of Contents

02

A Message From Our President and Chief Executive Officer

About This Report

03

2023 Sustainability Highlights

04

Sustainability Targets: 2023 Progress on Goals

06

Priority Assessment

07

Sustainability at WestRock and Sustainability Management and Oversight

- + Our Purpose, Vision and Values
- + Our Sustainability Strategy and Pillars
- + Circularity at WestRock

08

Supporting People and Communities

- + Engaging Our People
- + Workforce Representation
- + Health and Safety
- + Diversity, Inclusion, Equity and Belonging
- + Engaging Our Communities

14

Innovating for Our Customers and Their Customers

- + Activating Our Purpose Through Innovation
- + Helping Customers Meet Their Sustainability Goals

17

Bettering the Planet

- + Our Approach to Environmental Sustainability
- + Climate and GHG Emissions
- + Energy
- + Waste, Recycling and Circularity
- + Sustainable Forestry and Biodiversity
- + Water Stewardship
- + Environmental Compliance and Product Stewardship

22

Corporate Governance

- + Identifying Risks and Acting Ethically
- + Values, Ethics and Conduct
- + Human Rights
- + Sustainability in Our Supply Chain
- + Governance and Leadership

26

About WestRock

28

ESG Performance Data Table

31

Appendix

- + Awards and Recognition
- + GRI Index
- + SASB Index
- + TCFD Index
- + Third-party Assurance



# A Message From Our President and Chief Executive Officer



**Innovate Boldly.**  
**Package Sustainably.™**

At WestRock, we consider it a privilege and an important responsibility to build on our company's legacy of contributing to a more sustainable world. We are committed to every aspect of sustainability, from supporting our people and communities to bettering the planet to innovating for our customers and their customers. Every day we draw on our spirit of innovation, partnerships with customers and leadership in fiber-based packaging to advance our targets and create a more circular economy. We are proud of the progress we made in fiscal 2023, and I am pleased to share some of the highlights.

#### Supporting People and Communities

- + Diversity, Inclusion, Equity and Belonging: Over \$940 million spent with small and diverse-owned businesses
- + Community Engagement: \$3.6 million invested with strategic community partners

#### Innovating for Our Customers and Their Customers

- + Plastic Replacement: ~96% of WestRock's packaging is recyclable, compostable or reusable with a goal to reach 100% by 2025
- + Advancing Circularity: More than 4.7 million tons of North American recycled fiber used to create new WestRock packaging
- + Awards: Winner of more than a dozen awards worldwide, including being named one of Barron's 100 Most Sustainable U.S. Companies

#### Bettering the Planet

- + Greenhouse Gas (GHG) Emissions Reductions: 11.3% total reduction in Scopes 1 and 2 GHG emissions and a 15.3% reduction in relevant Scope 3 emissions from a fiscal 2019 baseline
- + Recycling: Nearly 6.4 million tons of recyclable material managed
- + Sustainable Forestry: 100% of virgin fiber sourced from responsibly managed forests

Our significant progress is evidence that we are guided by our purpose to innovate boldly and package sustainably to meet the needs of our customers, team members, investors and the many communities where we operate. Thank you for joining us on this journey, as we continue to imagine and deliver on the promise of a sustainable future.

David B. Sewell, president and chief executive officer

# About This Report

Our 2023 Sustainability Report outlines environmental, social and governance (ESG) strategies, activities, metrics, performance and progress in fiscal 2023 (October 1, 2022 to September 30, 2023, unless otherwise noted), and forward-looking sustainability strategies. Our sustainability reporting and financial reporting both follow the same reporting period. Except where otherwise noted, this report covers WestRock's global consolidated operations, except certain joint ventures.

We report on our sustainability progress and performance annually. In May 2023, we issued a report covering fiscal 2022, which includes robust disclosure on our management approach and strategy across a variety of relevant sustainability topics. When we complete an acquisition or divestiture, we update data for all material reported topics and disclosures for the current reporting and baseline years, except as otherwise noted. For example, we have footnoted FY15 and FY19 disclosures that do not include our Grupo Gondi acquisition and recent divestitures that occurred in FY22 and FY23.

This sustainability report was prepared in accordance with the [Global Reporting Initiative \(GRI\) 2021 Universal Standards](#) and relevant Topic Standards Option. WestRock has reported in accordance with GRI since 2016.

This report includes a crosswalk to the relevant [Sustainability Accounting Standards Board \(SASB\)](#) disclosure topics and includes an index informed by the recommendations of the [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#). We have also provided a table demonstrating the potential contribution of our sustainability strategy and targets to the relevant [United Nations Sustainable Development Goals \(SDGs\)](#).

We welcome feedback on our approach to sustainability and reporting, which can be submitted to [sustainability@westrock.com](mailto:sustainability@westrock.com). For information about our process for collecting, assessing and verifying the environmental and social data included in this report, see [Data Measurement](#).

To learn more about WestRock, click [here](#).



# 2023 Sustainability Highlights

## Supporting People and Communities



Team member training:

**557,244**  
training hours

Team member engagement:

**77%** employee engagement index score in fiscal 2023

Community engagement:

More than **\$3.6 million** invested with strategic community partners

Diversity, inclusion, equity and belonging:

Over **\$940 million**

spent with small and diverse-owned businesses

## Innovating for Our Customers and Their Customers



Plastic replacement:

**~96%**

of WestRock's packaging products are recyclable, compostable or reusable

Advancing circularity: More than

**4.7 million**

tons of North American recycled fiber used to create new WestRock packaging

WestRock received the following awards for innovation:

- + Singapore Packaging Star Award: EverGrow™
- + SPC Innovator Award for KD Fold™
- + Asia Star Award: Singha Beer's use of CanCollar™
- + Gold and Platinum European Carton Excellence Awards
- + NeoGraphics Awards for Canopy Foods' use of Cluster-Clip™

For a full list, see the [Awards and Recognition](#) page.

## Bettering the Planet



GHG emissions reductions:

**11.3%** total reduction

in our Scope 1 and 2 GHG emissions from fiscal 2019 baseline

Sustainable forestry:

**100%** of virgin fiber

sourced from responsibly managed forests

Water:

**8.7%** reduction in water

intake from fiscal 2019 baseline

Energy:

**61%**

of WestRock's energy needs are generated by burning renewable biomass

Recycling:

Nearly **6.4 million**

tons of recyclables managed



# WestRock Sustainability Targets 2023 Progress Updates

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

Topic	Target	Key Performance Indicators	Target Year	United Nations Sustainable Development Goals Supported	2023 Update	Status
Safety	Strive for a 100% safe culture by driving continuous improvement to reduce risk in the workplace and by supporting our teammates' well-being.	Track life-changing events (LCEs) with a goal of zero.	Annual	8	5 LCEs in FY23	<span style="color: blue;">●</span>
		Focus on continual year-over-year reduction in severe injuries by tracking lost workday rate (LWDR).	Annual	8	14.4% increase in LWDR in FY23 vs. FY22	<span style="color: blue;">●</span>
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 by 2030.	Expose 500,000 learners to STEM (science, technology, engineering & math) curriculum to build interest in modern manufacturing by 2030.	2030	8	363,802 learners supported since FY19	<span style="color: blue;">●</span>
		Expose 250,000 economically disadvantaged individuals to technical education and skills required for advanced manufacturing careers by 2030.	2030	8, 10		
		Provide access to technical and soft skills training to 250,000 veterans to enable successful transitions from military to advanced manufacturing careers by FY30.	2030	10		
		Launch outreach/workforce development initiatives in priority areas.	2030	8		
Diversity, Inclusion, Equity and Belonging	Invest in programs and systems to advance our leadership in diversity, inclusion and belonging for our teammates, customers, industry and communities.	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	5, 10	+ Partnership with the Manufacturing Institute's Heroes MAKE America program + Support for Women MAKE America, a program aimed at closing the gender gap in manufacturing through research and mentorship	<span style="color: blue;">●</span>
		Track diversity in succession planning with the goal of making succession representative of company demographics.	2030	5, 10	Improved year-over-year women and ethnic diversity representation in Executive and Management	<span style="color: blue;">●</span>
		Target high levels of employee engagement (85% or better) and/or year-over-year improvement across WestRock operations, sites and functions.	Annual	n/a	77% employee engagement in FY23	<span style="color: blue;">●</span>
		Establish an annual incentive plan modifier to reinforce senior leaders' role in driving diversity and inclusion across the organization and to measure progress.	Annual	5	The short-term incentive plan (STIP) for FY23 assigned to approximately 100 leaders contained a diversity and inclusion modifier of +/-5%	<span style="color: green;">●</span>
		Target more than \$975 million per year of spending with small and diverse-owned businesses by 2025, driving economic equality in our communities.	2025	5, 10	Over \$940 million spent with small and diverse-owned businesses in FY23	<span style="color: blue;">●</span>



# WestRock Sustainability Targets 2023 Progress Updates

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

Topic	Target	Key Performance Indicators	Target Year	United Nations Sustainable Development Goals Supported	2023 Update	Status
Sustainable Packaging	100% of WestRock's packaging products will be recyclable, compostable or reusable, driving the transition to a more circular economy through cutting-edge innovation.	Percent recyclable, compostable or reusable	2025	8, 12	~96% of WestRock's packaging products are recyclable, compostable or reusable as of the end of FY23	<span style="color: blue;">●</span>
Carbon (GHG Emissions)	A validated science-based target to reduce our GHG emissions 27.5% by 2030.	Reduce absolute Scope 1 and Scope 2 GHG emissions by 27.5% by 2030 from a 2019 base year.	2030	7	11.3% total reduction since 2019	<span style="color: blue;">●</span>
		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% by 2030 from a 2019 base year.	2030	13	13.2% total reduction since 2019	<span style="color: blue;">●</span>
Sustainable Forestry	Promote sustainable forestry and seek to ensure that the forests where we operate remain forest positive. We seek to achieve these goals through conservation initiatives that promote sound forest management by private landowners.	Source 100% of virgin fiber from responsibly managed forests.	Annual	8, 12, 15	100% of virgin fiber sourced from responsibly managed forests during FY23	<span style="color: green;">●</span>
		Invest in the future of sustainable forestry by supporting certification of 1.5 million acres of forestland to recognized forest management standards by 2030.	2030	12, 15	Supported certification of 602,151 acres since FY19	<span style="color: blue;">●</span>
		Engage with 10,000 private landowners and their stakeholders to provide education, guidance and support for sustainable management of their forestlands by 2030.	2030	12, 15	7,054 private landowners engaged since FY19	<span style="color: blue;">●</span>
Water Stewardship	Lead in water stewardship	Commit \$15 million to community projects that protect and benefit freshwater resources, working forests and biodiversity through 2030.	2030	6, 12, 15	In the process of vetting partners for proposed community projects	<span style="color: blue;">●</span>
		Enhance the water management systems at all mills by the end of 2030, as part of a commitment to reduce our mills' water intake by 15% by 2030 from a 2019 baseline.	2030	6, 12	8.7% reduction in water intake since 2019	<span style="color: blue;">●</span>
		Launch a global employee education campaign in 2023 emphasizing the importance of responsible water use.	2023	6, 12	Phase 1 of the education campaign was launched in FY23, with Phase 2 scheduled for FY24	<span style="color: blue;">●</span>



# Priority Assessment

WestRock reports on topics that we consider priorities for our business and our stakeholders. We first conducted an internal assessment in 2015 to define priority topics for our stakeholders. We have repeatedly reviewed and refined that assessment in subsequent years, including through external stakeholder reviews in 2017 and 2019, and an external priority assessment that will be completed in 2024. Those reviews produced recommendations that provided greater context and transparency, allowing us to demonstrate the link between our sustainability goals and overall business strategy. Those recommendations have also informed our approach to reporting, as demonstrated by this report. It is important to note that a priority assessment for sustainability reporting purposes is different from the materiality assessment used in connection with our filings with the Securities and Exchange Commission (SEC). Issues deemed to be priority topics for purposes of this report, and disclosures related to those topics therein, may not be considered material for SEC reporting purposes.

The following topics form the foundation for our 2023 Sustainability Report. We believe that focusing our efforts on managing, measuring and reporting on them positions us to advance our commitments and targets.

## 2023 Priority Sustainability Topics

- + Energy
- + Fiber Sourcing and Certifications
- + Waste Recycling
- + GHG Emissions
- + Water
- + Communities
- + Diversity and Inclusion
- + Ethics and Conduct
- + Health and Safety
- + Business Performance
- + Innovation

## Stakeholder engagement

We continually evaluate our business, including our sustainability efforts, through the lens of key stakeholders: organizations and individuals who affect and are affected by the financial, commercial and/or operational aspects of our business. Our stakeholders include our team members, customers, communities, governments and governmental agencies, investors, nongovernmental organizations and suppliers.

Their perspectives on key areas of interest provide vital insights that inform our sustainability efforts and strategies. We communicate with our stakeholders about a wide variety of issues through stakeholder meetings, customer satisfaction surveys, employee engagement surveys, sales contacts, meetings, conferences, direct engagement and social media.

As noted in the 2022 sustainability report, WestRock kicked off an updated priority assessment in the second half of calendar year 2023. We engaged internal stakeholders through a solicitation process that allowed for feedback from all levels of employees, from manufacturing to executive leadership. Externally, we engaged suppliers, industry associations, NGOs, customers and investors. This process will provide us with a better understanding of which ESG topics matter the most - and the least - across a wide range of stakeholders. We plan to leverage the results of the assessment in future sustainability reports.



## Responding to stakeholder feedback

As part of our commitment to transparency, and based on feedback from external stakeholders, we published our latest consolidated EEO-1 Report as submitted to the U.S. Equal Employment Opportunity Commission. The report can be found [here](#).

We also revised our [Sustainable Forestry and Virgin Fiber Procurement Policy](#) during fiscal 2023 based on stakeholder engagement and feedback.





# Sustainability at WestRock



## Our purpose, vision and Values

Our purpose, vision and Values guide all the work we do, keeping our company oriented for success on our business and sustainability goals.

**Our Purpose:** Innovate boldly. Package sustainably.

**Our Vision:** To be the world's best paper and packaging company.

We can achieve our purpose and vision by upholding our **Values — Integrity, Respect, Accountability, Excellence** — in all that we do.

## Our sustainability strategy and pillars

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

We build our sustainability efforts on three pillars: Supporting People and Communities, Bettering the Planet and Innovating for Our Customers and Their Customers.

## Imagining and delivering on the promise of a sustainable future



## Circularity at WestRock

Circularity is core to WestRock's business and sustainability efforts. Our fiber-based packaging is made from renewable, responsibly sourced materials and can be recycled, positioning WestRock's business to help advance and support the circular economy.

The Ellen MacArthur Foundation identifies three principles that guide progress toward a more circular economy:

- + Eliminate waste and pollution
- + Circulate products and materials at their highest value
- + Regenerate nature

We strive to apply these principles every day at WestRock: promoting sustainable forestry, optimizing our use of resources, recycling and reusing materials and products, and rethinking processes and designs to minimize waste.

For more about circularity at WestRock, see the [Journey of Fiber at WestRock](#).

# Sustainability Management and Oversight

The board of directors appoints a Nominating and Corporate Governance Committee (the Governance Committee) with responsibility for overseeing the development and execution of policies, strategies and programs related to ESG matters, including sustainability. In addition, the Governance Committee has identified sustainability experience as one of the skills and experience sets that is important for our directors to possess in light of our business strategy.

The senior vice president of Strategy and Sustainability reports to the president of Global Paper, who reports to the president and CEO, and is responsible for establishing sustainability strategy and working with the company's executives to drive implementation of sustainability strategy, goals and initiatives.

For information about executive responsibilities for ESG and sustainability, please see [Governance and Leadership on page 25](#).

To learn more about the role of cross-functional groups in WestRock's sustainability strategy, plans and execution, please see our [2024 Annual Meeting Proxy Statement](#).



# Supporting People and Communities





# Supporting People and Communities



## Engaging our people

Our team members play a vital role in our ability to be the world’s best paper and packaging company. We foster a diverse, inclusive and engaged workplace focused on people and safety. We also strive to ensure our operations align with our Values of integrity, respect, accountability and excellence, while fostering a culture where individuals can build meaningful careers and do their best work.

### Employee engagement

We conduct surveys to measure employee engagement across multiple metrics and develop improvement plans every 24 months. In fiscal 2023, we received a 77% employee engagement score, continuing to work towards our annual goal of 85%.

#### 2023 Employee Engagement Survey Results

Survey Item	FY21 % Favorable	FY23 % Favorable	Cross-Industry Benchmark*
My immediate supervisor/ manager is an effective leader.	76%	80%	80%
I feel as if I belong here.	74%	79%	78%
Where I work, there is good teamwork and cooperation between departments.	65%	67%	71%

\*The cross-industry benchmark is the average score across all 4.1 million respondents in the WSA (external survey partner) normative database representing a three-year rolling database that spans 151 countries and multiple industries and job families.

## Attracting and retaining top talent

Recruiting talented, diverse and committed teammates and nurturing their career growth is very important to us. Investing in our talent acquisition processes and teams continued to help WestRock remain competitive in fiscal 2023.

### Benefits, offerings and initiatives

WestRock offers a market-based benefits program designed to attract, reward and retain top talent across the organization. WestRock evaluates opportunities to enhance our benefits programs to respond to the evolving needs of our diverse workforce.

Benefits available to full-time WestRock employees not covered by union contracts may include: medical, prescription, dental and vision insurance; health savings account; flexible spending account; employee assistance program; short-term and long-term disability; vacation; flexible scheduling and telecommuting options; tuition reimbursement; employee wellness program; parental leave; physical and mental health programs and incentives for a healthy lifestyle; and retirement plan options to include defined contribution programs.

Benefits available to workers who work 20 hours or more per week may include: medical, prescription, dental and vision insurance; employee stock purchase plan (ESPP); employee assistance program (EAP); flexible spending account; dependent care; 401(k); vacation and sick time (PTO where applicable) based on number of hours worked; and holiday and funeral pay.

In fiscal 2023, we added to our employee benefits the Cancer Navigator program to connect patients to cancer experts, implemented a new family building program called Kindbody for enhanced fertility and family-building services, and introduced part-time benefits available to salaried and non-union team members. To learn more, please visit our [website](#).

Team member training:  
**557,244**  
training hours FY23

## Learning and development

We aim to foster a culture of learning while reducing barriers to technical education and skills development.

Our operations learning and development curriculum is focused on helping ensure that team members can consistently and effectively grow technical expertise from day one on the job.

In fiscal 2023, we focused on the Technical Training Essentials program, a comprehensive and robust onboarding experience. Our technical trainers engage in on-the-job training and certification of front-line team members, working to identify skills gaps. The program is a required part of a technical trainer’s learning journey as they instruct on departmental standards and track and measure success.

We also focused on the Leading Inclusively program, an interactive and engaging experience designed to introduce and reinforce the characteristics of what it means to be an inclusive leader at WestRock. The program aims to help leaders identify and apply specific behaviors that build habits of leading inclusively.

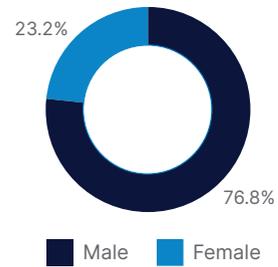
Our leadership development initiative provides a framework for growing and sustaining future WestRock leaders. Through structured experiences facilitated by experts, these programs seek to improve our leaders’ ability to develop engaged and ready teams, anticipate business changes, understand customer needs and effectively execute business strategies.



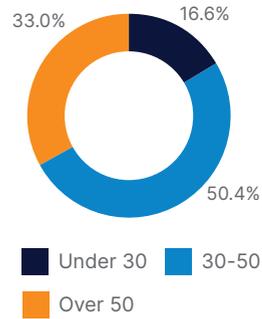
# Workforce Representation\*

## Diversity of Employees

Global Employees

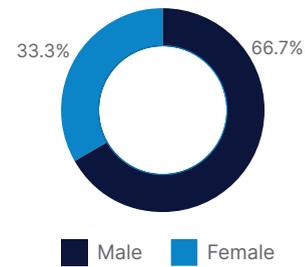


Global Employees



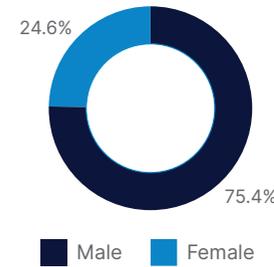
## Governance Body

Board of Directors

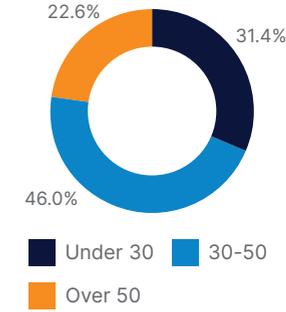


## Employee Turnover

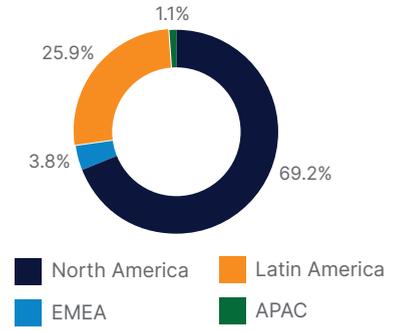
Turnover: Gender



Turnover: Age Group

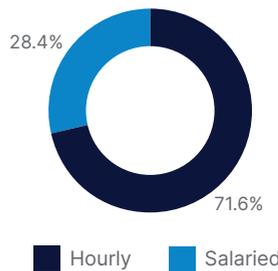


Turnover: Region

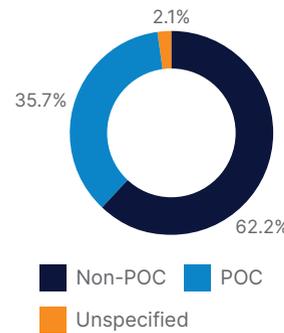


## Salaried and Hourly

Global Employees

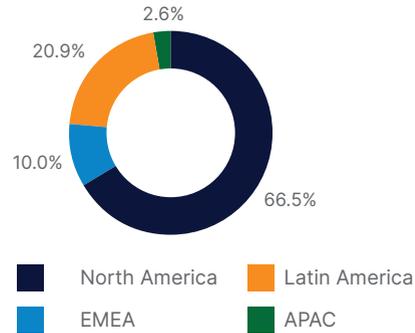


## People of Color (U.S. only)



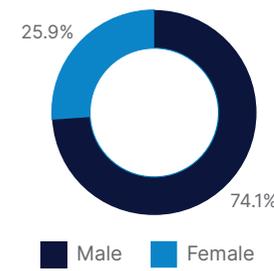
## Employees by Region

Global Employees

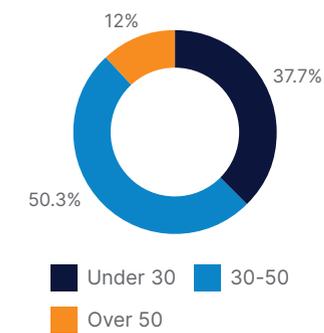


## Employee New Hires

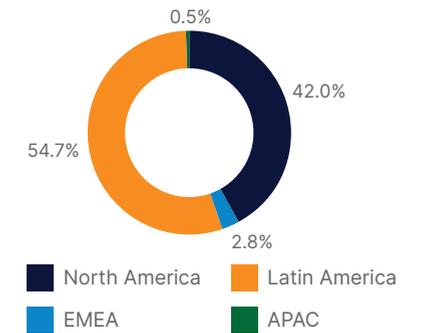
New Hires: Gender



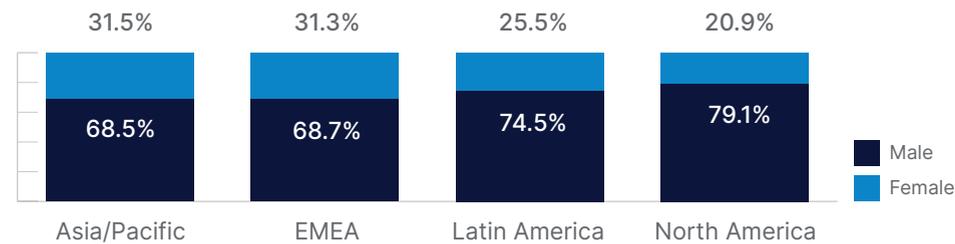
New Hires: Age Group



New Hires: Region



## Gender by Region



\* Turnover includes site closures, divestitures and involuntary and voluntary departures.  
New hires includes newly hired employees and newly onboarded employees from acquisitions.



## Health and safety

Employing a strong occupational health and safety strategy and strong related performance are fundamental to our Values. Protecting the health, safety and overall well-being of our team is central to delivering on WestRock’s business and sustainability goals and essential for attracting, retaining and motivating top talent in our industry.

We implement our Global Health and Safety Policy’s requirements through a comprehensive, companywide Safety Excellence System (SES) that includes global policies, performance standards, implementation tools, guidance documents, standardized forms, best practice sharing and operational learning.

WestRock has implemented a companywide safety management software system to track safety incidents, strengthen our SES processes and improve our management of health and safety matters. We seek to ensure compliance with our policies and performance standards through SES self-assessments, internal

safety audits and routine inspections. To learn more about our global policy and WestRock’s SES, see the [Global Health and Safety Policy](#) on our website.

### Our primary goal: eliminating life-changing events

Our primary safety goal is to eliminate life-changing events (LCEs): fatalities and serious injuries such as multiple fractures or amputations. We strive to achieve this objective by maintaining a safety-focused culture, engaging all team members on safety, executing a variety of targeted initiatives and projects and integrating health and safety considerations into our operations and systems.

We believe the best way to achieve our goal of zero LCEs is to focus on reducing risks in situations with the highest potential for harm. We employ a robust strategy with defined, measurable targets for both leading indicators, such as participation in the identification of safety concerns and completion of training, and lagging indicators, such as lost workday rates (LWDR).

## Human and organizational performance (HOP)

In fiscal 2023, we continued our enterprise-wide safety efforts around the human and organizational performance (HOP) philosophy, which emphasizes minimizing LCEs by continuously improving the safety of our systems and involving team members in focused learning efforts.

HOP includes an emphasis on developing greater understanding of team member practices and the underlying reasons problems occur. We cultivate these insights by providing team members with a mechanism for expressing concerns and reporting injuries, and by seeking to foster a culture of listening and learning.

We completed HOP training in Mexico in fiscal 2023.

## Health and safety performance

Our OSHA recordable incident rate has decreased by 9.5% in fiscal 2023 from our 2019 baseline. In fiscal 2023, we experienced a total of five life-changing event injuries.

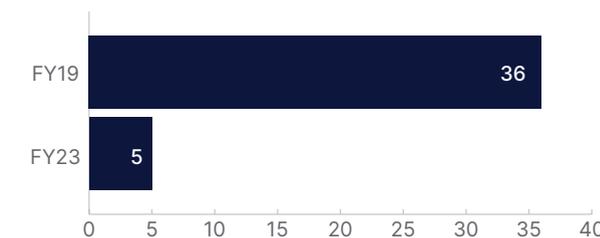
Consistent strategy, education and ongoing training throughout our enterprise will continue to be a core focus as we work toward achieving zero LCEs and improving our overall safety performance year-over-year.

## Working together to identify and reduce risks

Everyone at WestRock shares responsibility for maintaining a safe and healthy workplace. We encourage team members to drive continuous improvement by identifying, reporting and reducing risk in their work environment, and we aim to provide positive recognition for our team members when they take these actions.

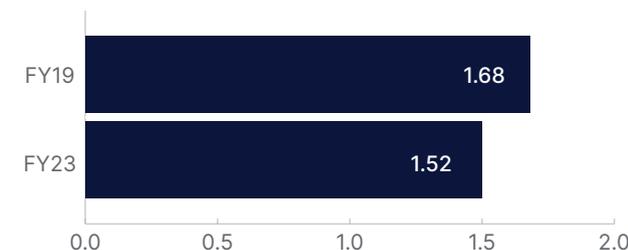
Each WestRock team member is empowered to stop work to address any unsafe work situation, and we do not tolerate retaliation for team members reporting an unsafe condition or practice. All workers can identify and report safety concerns or hazards in their own language at the site level.

## LCEs



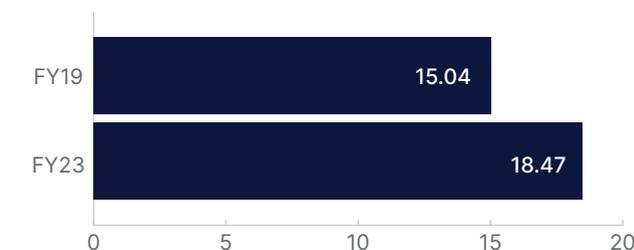
## OSHA Recordable Incident Rate

Recordable Injuries/100 Employees



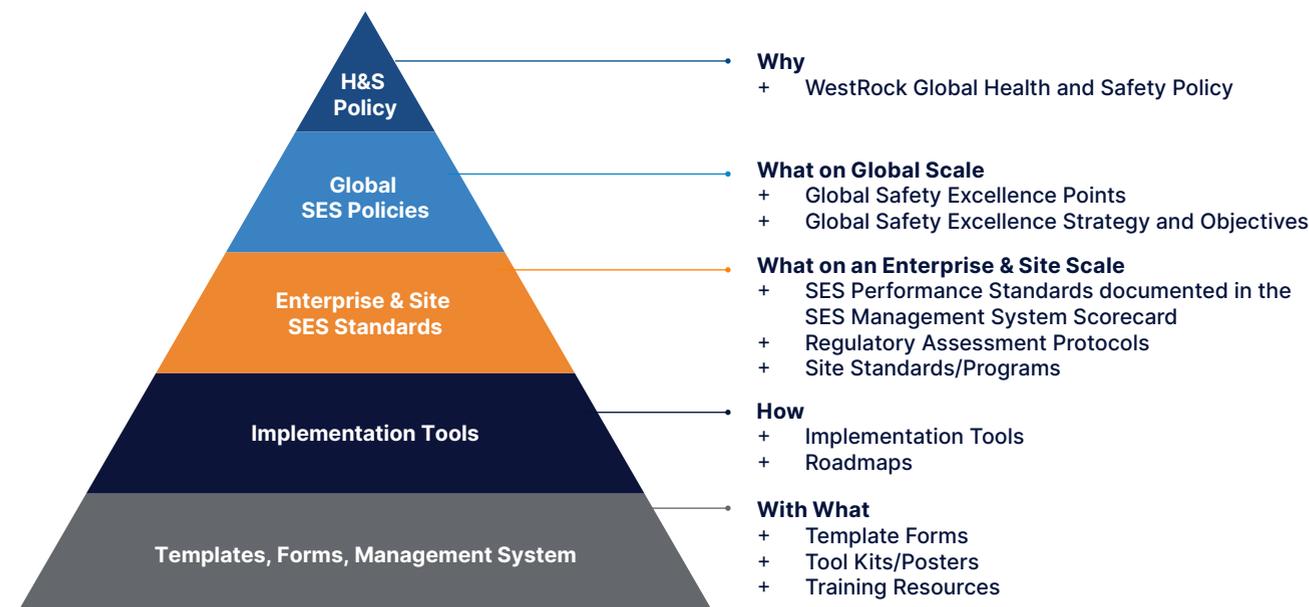
## Lost Workday Rate

Number of Days/100 Employees



The FY19 data on this page has not been updated to reflect recent acquisitions and divestitures with the exception of LCEs.

## Health and safety oversight pyramid





These concerns are evaluated, and solutions are put in place to reduce risk. We communicate relevant information to our team members about work-related incidents, as well as actions taken in response. In addition, we share internal and external best practices with our facilities.

WestRock applies a robust approach to identify and control risk at every site, with common health and safety risk assessment and reporting tools across our safety operations. To learn more, visit WestRock's [Global Health and Safety Policy](#).

### WestRock Health and Safety teams

WestRock has Health and Safety teams and committees throughout the organization, as well as site, business and corporate safety councils. These teams may consist of management and team member representatives. Health and Safety teams review a variety of leading and lagging safety indicators, looking to identify areas of potential improvement, and are guided by the WestRock Safety Excellence Systems (SES).

### Health and safety training

Training is a key element in our focus on safety excellence. WestRock provides occupational health and safety training to team members based on their exposure to potential hazards and risks in the workplace. Our training extends to visitors and contractors, depending on the nature of their visit to our facilities. Training needs are determined based on hazard assessments for tasks performed.

WestRock training addresses regulatory standards, as well as additional measures needed to achieve safety excellence. Our training content includes, but is not limited to, topics such as:

- + Emergency response
- + Control of hazardous energy/lockout-tagout
- + Ergonomics
- + Machine guarding

- + Human and organizational performance (HOP)
- + Injury and illness reporting

Training is presented in languages necessary to be understood by WestRock team members at the local site. Knowledge is assessed in various ways, including quizzes, audits of implementation effectiveness at the job site, safety performance (both leading and lagging metrics) and practical application.

## Diversity, inclusion, equity and belonging

At WestRock, we believe that diversity, inclusion, equity and belonging (DIEB) are competitive advantages. We are dedicated to creating a work environment where all team members feel they belong, are respected and valued and can do their best work. We value and embrace a diversity of perspectives and experiences and seek to actively attract, hire, develop and retain people from different backgrounds.

WestRock is working to advance DIEB, and we strive to accomplish these aims through a focus on:

- + Education: Our managers and team members — both salaried and hourly — have access to training to identify and address unconscious bias.
- + Engagement: Our WestRock Resource Groups continue to grow and drive positive change within our company.
- + Recruitment: Our talent acquisition team and programs continue to focus on increasing our diverse hiring through partnerships on college campuses, in our rotational programs and through veteran and military programs.

Learn more about how WestRock is advancing our DIEB focus areas, including our seven WestRock resource groups and examples of our work in action toward our three focus areas on our [Diversity page](#).

A component of executive compensation is tied to our performance on DIEB matters. The Compensation Committee of the board sets challenging goals and evaluates progress and results for each fiscal year.





For details about WestRock’s fiscal 2023 workforce representation, please see the [ESG performance data table](#). For more information on WestRock’s Diversity Search Policy, see our [2024 Annual Meeting Proxy Statement](#).

## Supplier diversity

WestRock is committed to providing enterprise procurement opportunities to small businesses and businesses owned by racially and/or ethnically diverse individuals, women, veterans, people with differing abilities and LGBTQIA+ individuals. We are on track to achieve our diverse supplier spending goal of \$975 million by 2025.

More than  
**\$940 million**  
 spent with small and diverse-owned suppliers



## Engaging our communities

At WestRock, we care about our communities. We want them to be vibrant, prosperous places for our 54,875 employees.

We invest in our communities through three strategic areas of focus:

- + **Environmental sustainability:** Keeping forests as forests through conservation projects and family landowner programs, and the development and preservation of urban tree canopies and public green spaces.
- + **Manufacturing workforce development:** Helping people build rewarding careers while cultivating the manufacturing workforce of tomorrow.
- + **Team member community engagement:** Supporting financial and volunteer commitments to causes about which our team members are passionate.

Every community is unique, with a distinct set of needs and characteristics. WestRock invests in our communities in several ways: enterprise-level strategic philanthropy partnerships, community sponsorships and support for team members’ charitable efforts.

## Environmental sustainability partnerships

WestRock works closely with nonprofits and landowners to advance sustainability through forest, water and wildlife conservation projects in communities where we operate.

Healthy forests are essential for our business, our communities and our planet. We partner with family landowners, promoting sustainable forestry practices to help keep land forested and healthy. We invest in the work of the American Forest Foundation and The Center for Heirs’ Property Preservation to provide resources and education that help family landowners manage their land more sustainably.

We also partner with environmental organizations, including the Arbor Day Foundation, The Nature Conservancy (TNC) and The Trust for Public Land to protect and grow forest and urban canopies. Learn more by visiting our [2023 community engagement highlights](#).

## Community education and workforce development

WestRock is committed to helping build a skilled manufacturing workforce by investing in education and hands-on skills training. Our partnership with the Manufacturing Institute highlights this commitment through technical skills building and mentorship, ensuring a workforce prepared for a successful career in advanced manufacturing.

## Community engagement efforts

We encourage our facilities to identify and participate in activities that will benefit their communities, such as improving public green spaces, engaging students in STEM activities, staffing volunteer emergency services organizations and mentoring the workforce of tomorrow.

By connecting to nonprofits in their community, our team members share a voice in how we give through their participation in our Matching Gifts and Grants for Volunteers programs. These programs resulted in 745 nonprofits receiving grants during fiscal 2023.

## Supporting our team members

Our team members are committed to taking care of each other. The WestRock Employee Relief Fund, an independent 501(c)(3) organization administered by a board and grant review committee composed of WestRock team members, provides financial assistance to employees around the world who suffer financial hardship due to a natural or man-made disaster. Since its inception in 2005, the Fund has provided 1,276 grants totaling more than \$2.9 million to WestRock team members.





# Innovating for Our Customers and Their Customers





# Innovating for Our Customers and Their Customers

## Activating our purpose through innovation

WestRock takes pride in its spirit of innovation. We have embedded innovation throughout our enterprise to better help our customers advance sustainability and win in the marketplace.

WestRock is creating a fiber-based future by stretching the limits of paper. We're working to create fiber-based alternatives that are stronger, last longer and do more.

We drive innovation through a disciplined approach that includes discovery, research, development and new product introduction. WestRock's innovation professionals work with our businesses throughout the world to develop products that advance our customers' sustainability needs and meet their performance requirements.

We focus our innovations for customers in four areas:

**Machinery and Automation:** Whether we are creating new machines or adaptations for the machines customers are already using, machine innovation is designed to make it easier for businesses to adopt sustainable packaging, make their packaging lines efficient and scale operations.

**Digital:** The evolution of artificial intelligence, Internet of Things and digital automation is pushing rapid innovation in digital, leading to improved processes within WestRock operations and new products that enhance the customer experience.

**Packaging Design:** Innovations in design change the look, feel and/or performance of packaging, creating new types capable of replacing plastic or housing new products just brought to market.

**Materials Science:** Innovations in how fiber-based substrates are woven, strengthened, coated and adhered lead to new processes for producing packaging and new products that are designed to withstand liquid, moisture, grease and weight.

Visit our [Innovation web page](#) for more information about each of these areas.

## Helping customers meet their sustainability goals

Sustainability drives innovation for us and for our customers. We encourage our customers to bring us their biggest packaging challenges. Our materials scientists, packaging designers, mechanical engineers and manufacturing experts work together to tackle them.

As part of our commitment to helping customers meet their sustainability goals, we continue to work towards our goal of having **100%** of WestRock's products be recyclable, compostable or reusable by 2025.





## Customer partnerships



### Costco and Certified Origins: Cluster-Clip™ and EnduraGrip™

Packaging designers at Costco wanted to replace plastic packaging for bottles and jars in a range of sizes, shapes, weights and multipack configurations. The company worked with WestRock to implement two fiber-based solutions, Cluster-Clip™ and EnduraGrip™, which enable brands to transition from rigid plastic and shrink film to renewable paperboard. WestRock also partnered with Certified Origins, a leading private-label olive oil and food company, to implement sustainable EnduraGrip™ handles and the Cluster-Clip™ bundling solution, reducing plastic packaging and eliminating the need for plastic clips and shrink film.



### Liberty Coca-Cola: PETCollar™ Shield Plus

PETCollar™ Shield Plus is a paperboard bottle carrier that replaces plastic rings. WestRock is partnering with bottler, Liberty Coca-Cola Beverages, to implement the system for its multipacks, with operation scheduled to begin by summer 2024. Liberty Coca-Cola installed a paperboard packaging system for mini-cans in 2022; together, the two systems are expected to replace 200,000 pounds of plastic packaging a year.

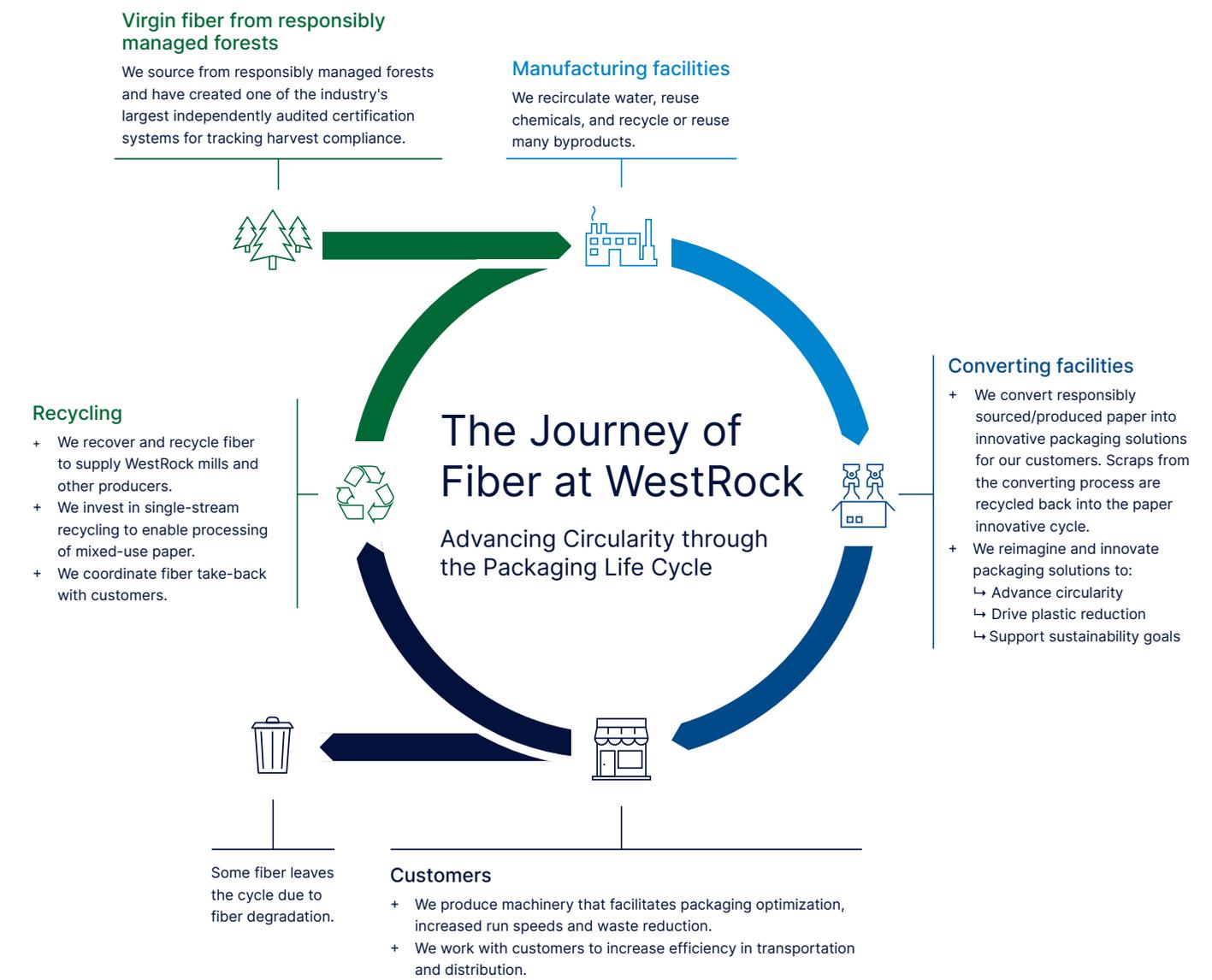


## Innovation at WestRock

### Extended reality technology

Extended reality (XR) isn't just for gaming. At WestRock, it's helping us work more safely and efficiently. For example, augmented reality tools—which allow users to see virtual objects in their field of view—are helping team members make repairs more quickly and reducing machinery downtime, while virtual reality tools are helping orient new hires and teaching skills they'll need on the factory floor.

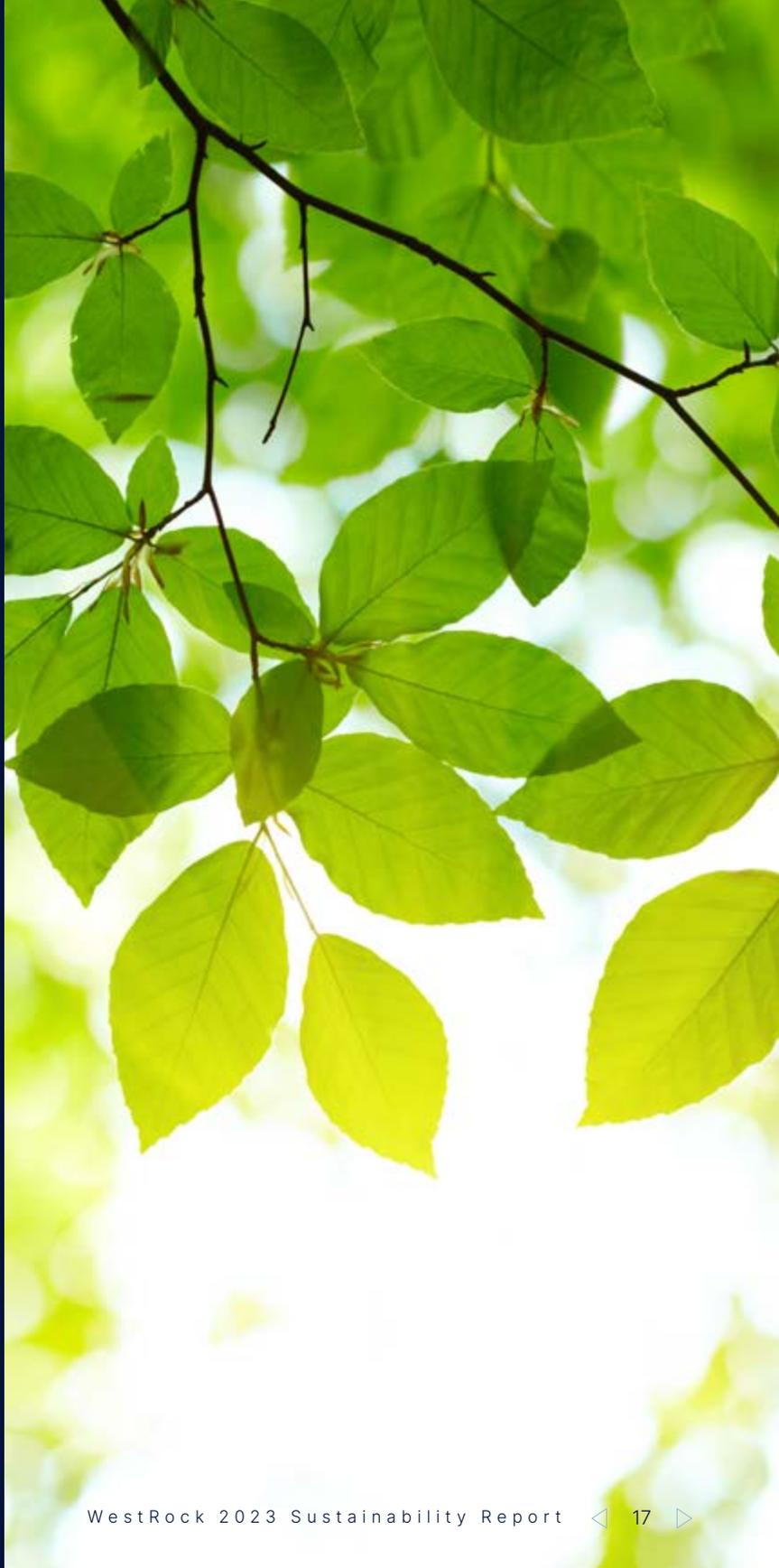
## The circular economy at WestRock revolves around fiber, our core input, which comes from forests.



For more information on how WestRock provides innovative packaging solutions that help our customers achieve their sustainability goals, visit our [2023 innovation highlights](#).



# Bettering the Planet





# Bettering the Planet

## Our approach to environmental sustainability

At WestRock, environmental sustainability is good business. We work daily toward a more circular and sustainable world: advancing science and research, partnering with our customers to design and manufacture right-sized packaging products, investing in recycling operations, practicing and promoting sustainable forestry, and strategically optimizing the environmental performance of our operations. We look for opportunities to improve our environmental and product stewardship management systems, including setting objectives and targets aimed at reducing our environmental impacts and preventing pollution.

We focus our environmental targets on high-impact areas including:

- + GHG emissions reduction
- + Packaging recyclability
- + Responsible fiber sourcing
- + Sustainable forest management
- + Water stewardship

## Climate and GHG emissions

In July 2021, WestRock committed to setting a science-based emissions reduction target. In 2022, we developed, validated and published our target to reduce Scope 1 and 2 GHG emissions by 27.5% by 2030 from a 2019 baseline. We made progress toward this target in fiscal 2023 with an 11.3% total reduction in Scope 1 and 2 GHG emissions. Our emissions intensity continues to trend downward since 2015.

We are committed to decreasing GHG emissions and enhancing the ways we report on climate issues relevant to our business. We have publicly responded to CDP's Climate Change questionnaire every year since 2016. And for the second consecutive year,

Progress toward Scope 1 and 2 SBT (FY19 baseline)

# 11.3%

 absolute reduction

we developed an index informed by the Task Force for Climate-Related Financial Disclosures (TCFD) framework, in which we discuss our organizational approach to climate issues, identify WestRock's climate-related risks and opportunities and provide insight into our strategy for achieving our 2030 SBT.

We have processes for evaluating and adjusting our SBT strategy based on market dynamics, customer preferences, business operations, laws and regulations and climate science. Our SBT for GHG emissions reductions has been developed in conformance with SBTi Criteria and Recommendations (version 4.2) and our Scope 1 and 2 targets, as well as Scope 3 targets, have been validated by the Science Based Targets Initiative (SBTi) and are aligned to a well-below 2-degree Celsius pathway.

Our strategy for achieving our SBT includes:

- + Energy efficiency projects
- + Fuel switching
- + Low-carbon technology investments
- + Electric grid decarbonization
- + Physical and renewable power purchase agreements
- + Manufacturing asset rationalizations

More information is included in our full [TCFD Index](#), and a full breakdown of WestRock's Scope 1 and Scope 2 GHG emissions by business unit and region is included in our response to the CDP Climate Change questionnaire.

## Total GHG Emissions Scope 1 & Scope 2 Market-Based (Metric Tonnes CO<sub>2</sub>e in Millions)



## Our path to GHG reduction

Addressing climate change and reducing GHG emissions are key facets of our sustainability strategy. To continue our progress to achieve a well-below 2-degree Celsius ambition, we make operational and capital investments to reduce GHG emissions and carefully evaluate the impact of individual projects' emissions.

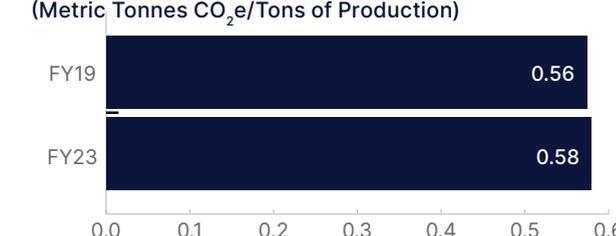
WestRock tracks our emissions data annually. We have engaged Ernst & Young LLP, an independent third party, to provide limited assurance over our Scope 1 and Scope 2 MBM metrics for fiscal 2023 and our recalculated fiscal 2019 baseline emissions. For the first time in fiscal 2023, the limited assurance also included Scope 3 emissions. As we continue to aim to reduce the impact of our operations on the environment, we are also continuing to enhance the way we report. Over the past few years, WestRock has been in the process of calculating our Scope 3 emission inventory to align with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

## GHG emissions reduction since creation of WestRock in 2015

**Absolute: 29.8%**    **Intensity: 13.1%**

The above FY15 data has not been updated to reflect recent acquisitions and divestitures.

## Mill Scope 1 & 2 CO<sub>2</sub>e Emissions Intensity — All WestRock Mills (Metric Tonnes CO<sub>2</sub>e/Tons of Production)



Scope 1 fugitive methane emissions from company-owned landfills are not included in our Scope 1 emissions inventory. Including these emissions in our Scope 1 inventory would increase total Scope 1 emissions by 13% in FY19 and 15% in FY23. Currently, we have chosen to exclude these emissions from our inventory, as we believe default emission factors in existing U.S. EPA calculation methodologies (and other publicly available estimation methodologies) may not be representative of actual emissions and in some cases overstate the significance of fugitive methane emissions from pulp and paper industry landfills. Therefore, excluding fugitive methane emissions from company-owned landfills in our reporting boundary is consistent with The GHG Protocol: A Corporate Accounting and Reporting Standard.

We have reviewed and determined the categories we deem relevant to our operations. These categories include purchased goods and services, capital goods, fuel and energy activities, upstream and downstream transportation and distribution, processing of sold products, and end-of-life of sold products. We determined non-relevant categories to be any topic that may apply to WestRock, but represents less than 1% of our Scope 3 inventory and is not included in our SBT. The non-relevant categories include waste generated in operations, business travel and employee commuting.

As part of our approach to help ensure we meet our SBT Scope 3 emissions reduction target, we plan to inventory and track the key categories on an annual basis. We have achieved a 15.3% reduction in relevant Scope 3 category emissions since 2019 and a 13.2% reduction in the five categories that are a part of our SBT.

Certain aspects of our operations are intrinsically beneficial for reducing GHG emissions. As one of the largest consumers of recycled fiber in North America, WestRock managed approximately 6.4 million tons of paper and packaging in fiscal 2023. In doing so, we help avoid the significant GHGs that would be released into the atmosphere if the material was otherwise landfilled and allowed to degrade.



Our virgin fiber procurement activities also support sustainability. WestRock helps to create economic incentives for private landowners and family tree farmers to maintain their holdings as working forests. These forests help to sequester carbon and protect fresh water supplies and habitats for diverse populations of plant and animal species.

### Establishment of virtual power purchase agreements

Supporting our strategy to reduce our Scope 2 emissions, WestRock has entered two virtual power purchase agreements (VPPAs) with ENGIE North America. The agreements, finalized in November 2023, support ENGIE solar projects in Wharton County and Bell County, Texas for an aggregate of 282 megawatts of power. For more information about these agreements, [see the press release](#).

### Other air emissions

Air emissions of nitrogen oxide (NO<sub>x</sub>) and sulfur dioxide (SO<sub>2</sub>) are associated with the pulp and papermaking process, and we closely monitor emissions of these compounds from our mills. Since our last report, emissions of NO<sub>x</sub> from our paper mills decreased by approximately 15% and our SO<sub>2</sub> emissions decreased by approximately 24% due primarily to our mill footprint rationalization efforts and reduced fuel usage.

### Energy

Energy is critical to WestRock's operations and sustainability efforts. As we focus on reducing GHG emissions, we must also optimize costs, energy efficiency and fuel reliability. Today, this requires us to use a variety of fuels, including biomass, natural gas, fuel oil and coal. Our internal energy group works closely with our manufacturing sites to pursue our energy-related goals, and we map energy use throughout our mill system.

Biomass is our most important energy source and it is renewable. WestRock's manufacturing facilities generated 61% of their own energy needs with renewable biomass as of the end of fiscal 2023. Most of these facilities generate the steam and power needed for their manufacturing processes using combined heat and power (CHP) cogeneration systems, thermodynamically efficient systems that generate electricity and useful thermal energy from one integrated process.

The majority of our recycled paperboard mills purchase electricity and power their manufacturing processes by making their own steam using natural gas-fired boilers. Our converting operations purchase electricity and self-generate steam primarily with natural gas.

### Reduction of energy consumption

Since 2015:\*

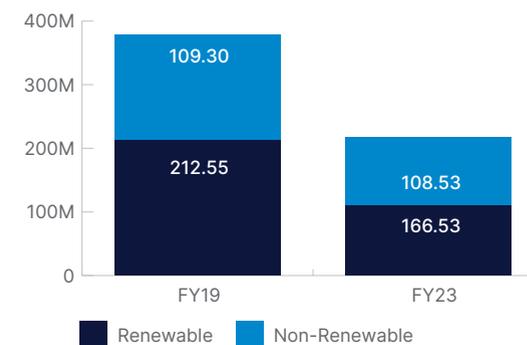
- + 52.8% reduction in use of coal
- + 13.9% reduction in total energy use
- + 25.2% reduction in electricity purchases

\*FY15 baseline has not been updated to reflect recent acquisitions or divestitures.

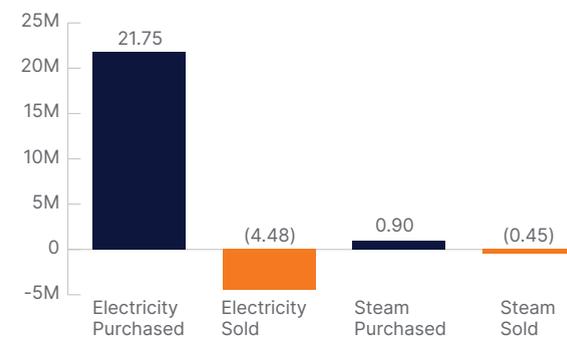
### Waste, recycling and circularity

WestRock is one of the largest paper recyclers in North America. Every year we recover millions of tons of old corrugated containers (OCC) and other grades of paper. We use recovered fiber in our own business and sell it to third parties, helping facilitate recycling beyond our company. WestRock is uniquely able to assist our customers in achieving their own goals relating to the circular economy. Our portfolio of paper-based solutions includes recyclable, reusable and industrially compostable packaging designs, as well as alternatives that can replace traditional single-use and other plastic packaging. Our advanced machinery technology, coupled with our innovative paper-based packaging designs, can help customers improve production-line performance and reduce waste by right-sizing packaging and minimizing excess material.

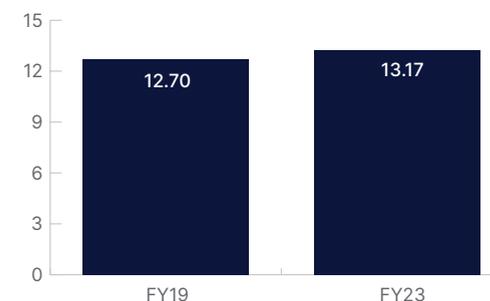
### Total MMBtu All Manufacturing Locations



### FY23 Total Electricity, Steam & Heat Purchases & Sales for All Locations MMBtu

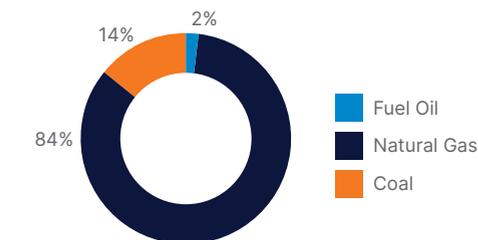


### Purchased Fuel Efficiency — All WestRock Mills (MMBtu/Tons of Production)

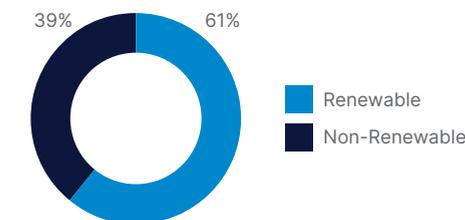


The FY19 energy-related data on this page has not been updated to reflect recent acquisitions and divestitures.

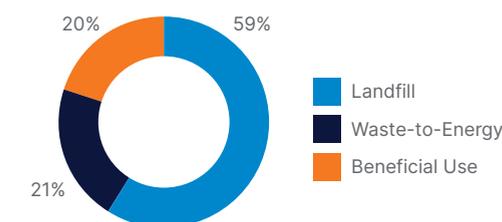
### FY23 Fossil Fuel Mix



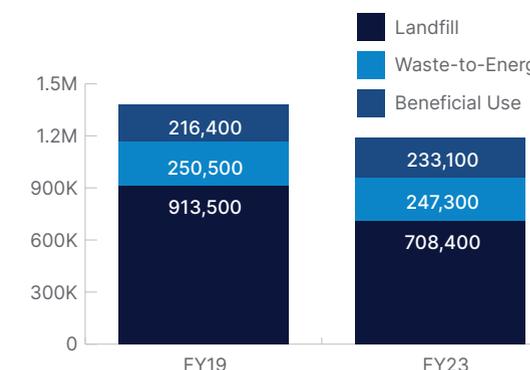
### FY23 Energy Mix



### FY23 Waste



### Mill Waste Generation (tons)





## Waste management and reuse of materials

We focus on minimizing waste from our own manufacturing operations and finding safe, environmentally responsible ways to recycle waste materials. Several of the byproducts generated by our paper mills can be beneficially reused; maximizing these opportunities enables us to capture both business and sustainability benefits.

For example, the lime residuals from the kraft pulping processes at integrated paper mills contain nitrogen, phosphorus and micronutrients, making them effective and economical soil amendments for agricultural and silvicultural operations. Residuals from our pulping and papermaking processes help to power several of our boilers, are applied as landfill cover and are used in composting. And our manufacturing facilities recycle materials such as used oil, spent fluorescent lighting, scrap wood and metal.

Several of our paper mills operate their own waste management facilities. These facilities are captive units that receive only nonhazardous residuals from our operations. We also send manufacturing waste to third-party recycling facilities. WestRock has established internal guidelines for procuring recycling and waste services to require that our materials are handled by third-party providers in an environmentally responsible and legally compliant manner.

Environmental teams across our company advance local initiatives aimed at reducing waste and increasing recycling. For more information about these efforts, see [Engaging our communities](#) and our [2023 community engagement highlights](#).

## Sustainable forestry and biodiversity

Like recycling, sustainable forestry is fundamental and essential to circularity at WestRock. Wood fiber used in packaging can be recycled between five and seven times. As fiber completes its recyclable lifespan, it must be replaced by virgin fiber. Sustainably managed forests provide that fiber. Wood fiber is a renewable material; by practicing and promoting sustainable forestry, WestRock helps ensure a future supply of virgin fiber while supporting a host of environmental and social benefits.



Forests are essential to biodiversity, act as natural filters for fresh water, sequester carbon and improve air quality. We support private landowners who practice responsible land management, integrating the growing and harvesting of trees with the protection and conservation of soil, air and water quality; biological diversity; wildlife and aquatic habitats; forests with high conservation value; and recreational and aesthetic properties.

### Landowner forest management

WestRock’s community investment strategy prioritizes keeping forests as forests. We work with forest landowners to encourage the adoption of recognized forest management standards through our landowner outreach program. The program provides education on land management practices that promote long-term forest productivity and protect biodiversity.

For details about our landowner forest management programs, visit WestRock’s [Sustainable Forestry page](#).

### Responsible fiber procurement

Virgin fiber and recycled fiber are the primary raw materials purchased and used in our mill operations. Maintaining a robust,

balanced supply of fiber is a top priority. We hold ourselves and our fiber procurement organization to high standards.

Our mills use either virgin wood fiber, 100% recycled fiber or a combination of the two. Sustainable production of recycled fiber would not be possible without the continued input of virgin wood fiber, making virgin fiber a foundational ingredient of paper and

packaging and an essential input to a circular economy. For more information about these efforts, see [our blog post](#).

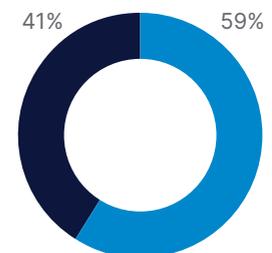
WestRock’s fiber certification systems provide assurance that the paper and packaging products we make contain fiber from well-managed forests. To learn more about our responsible sourcing process, certifications and work with landowners, visit the [Sustainable Forestry page](#) on our website.

We directly own forestland in Brazil only. Our forestland in Brazil is certified to the Forest Stewardship Council (FSC®) and The Brazilian Certification Program (CERFLOR) forest certification standards; CERFLOR is recognized by the Programme for the Endorsement of Forest Certification (PEFC®). Our forestlands supply our paper mill in Tres Barras, and they are more than 1,000 miles from the Amazon Forest region of Northern Brazil. WestRock does not source any virgin fiber from the Amazon Forest region or from any other area of native forests in the country.

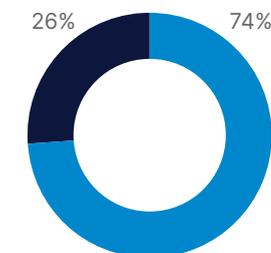
Our [Sustainable Forestry page](#) has more information about our work in Brazil, including our efforts to protect and promote biodiversity, a full list of WestRock’s forestry and fiber certifications, and our Sustainable Forestry and Wood Fiber Procurement Policy. The policy was updated in fiscal 2023 to more clearly describe our commitments to eliminate deforestation and highlight how we are supporting biodiversity.

### FY23 Fiber Mix

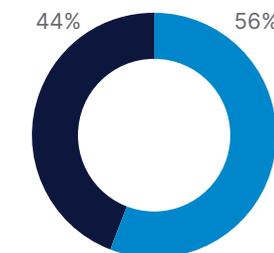
All WestRock Mills



Consumer Mills



Corrugated Mills



■ Virgin  
■ Recycled

■ Virgin  
■ Recycled

■ Virgin  
■ Recycled



## Water stewardship

The papermaking process is water-intensive and requires access to a consistent supply of clean water. To advance our sustainability commitments and meet environmental compliance requirements, we are focused on making sure the water we use is suitable to return to the environment.

### Responsible water use

The water we draw from the environment is recycled several times within our mills. It is then treated and returned to the environment, lost to evaporation or imparted to our final products. Some of our mills buy water from third parties.

In many cases, our mills receive permits from state and local governmental authorities allowing the withdrawal of water from the environment. These permits often specify the amount we can withdraw. Acquiring a permit typically involves modeling that evaluates the environmental impacts of our permitted withdrawals.

### Measuring our water usage

We have mapped and evaluated water risks at each of our pulp and paper mills using the World Resources Institute's Aqueduct tool, and we are enhancing the water management systems at all mills. Additionally, WestRock has water-reduction plans in place for facilities located in strategic watersheds. For example, our Morai, India recycled mill, located in Gujarat state, uses a closed-loop water system that continually recirculates water.

We plan to continue looking for alternative sources of water, investigating options for increasing water recycling and efficiency and using a risk-based approach to managing the amount of water we use in strategic locations.

## Environmental compliance and product stewardship

We are committed to full compliance with all applicable environmental laws and regulations and approach our environmental and product stewardship responsibilities according to the highest ethical standards. We also expect our key suppliers and business partners to achieve this same high level of performance. No material environmental enforcement actions were commenced against WestRock during fiscal 2023. To learn more about our dedication to environmental and product stewardship, see our [Environmental Policy](#).

### Product stewardship

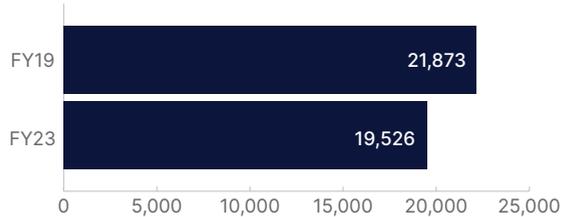
All our containerboard mills are registered to ISO 9001, and more than 80 facilities are third-party certified to Safe Quality Food (SQF), British Retail Consortium (BRC) or other recognized food safety and hygiene standards.

We work with our suppliers to select raw materials that meet the requirements of a broad range of U.S. and international regulations. For materials with the potential to end up in our final products, we request our suppliers to certify that such products meet our standards. We also seek to ensure final products are consistently produced to applicable quality standards.

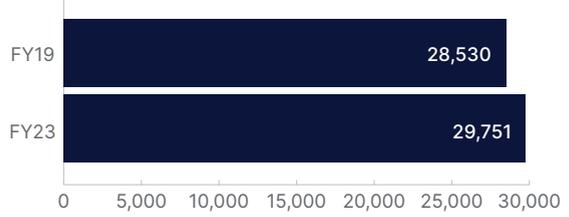
Our final product testing protocol includes verifying the effectiveness of our manufacturing practices and operating procedures to ensure that final products meet requirements for their intended use. For example, we test our products for a range of chemical and microbiological constituents to ensure they meet applicable regulatory requirements as well as customer expectations.

Ongoing assessments of the life cycle impacts of our products are a regular part of our product stewardship and innovation processes. Our Life Cycle Assessments (LCA) tool enhances our capability to model substrate impacts between current and newly designed products. This tool was created in partnership with Sustainable Solutions LLC following ISO 14040 and 14044's methodology framework for completing an LCA and was third-party reviewed by Industrial Ecology Consultants.

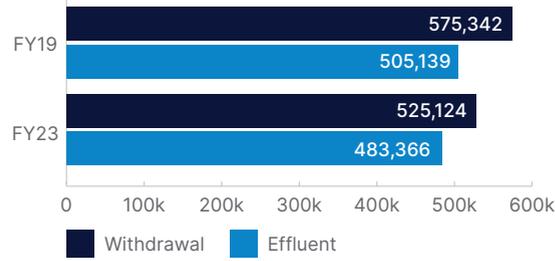
**Total Mill Biological Oxygen Demand (BOD)**  
(1000 lbs)



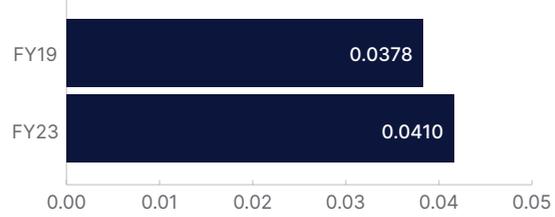
**Total Mill Suspended Solids (TSS) Discharged**  
(1000 lbs)



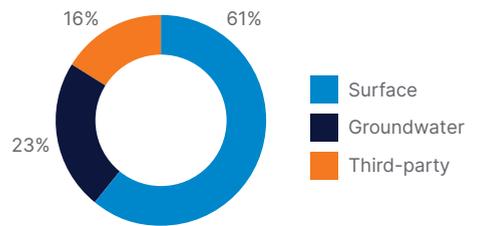
**Mill Water Use - Withdrawal and Effluents**  
(Megaliters)



**Mill Water Withdrawal Intensity**  
(Megaliters/Ton)



**Sources of Mill Water (FY23)**





# Corporate Governance





# Corporate Governance

Our approach to corporate governance prioritizes ethics, integrity and compliance with laws and regulations across our organization.

## Identifying risks and acting ethically

We know that we cannot avoid risk, and in fact, taking well-considered risks is essential to our success. But we need to identify, understand, manage and mitigate risk. This approach has led us to utilize a governance structure that can identify and react to risks to our business and to develop a culture that promotes ethical behavior based on our Values. Governance starts with board oversight, management leadership and commitment to our Values.

Our [Code of Conduct](#) puts forth our common principles, which are supported by compliance policies that guide our everyday decisions. Among other things, these policies govern compensation, anti-corruption practices, political activities, competitive practices, protection of human rights and participation in trade associations. Compliance governance is further supported by regional compliance committees that help to ensure effective local communication of expectations and to identify and address unique compliance risks.

As part of our formal Enterprise Risk Management process, we conduct annual interviews with senior executives and a broad cross-section of WestRock's functional and operational leaders to identify areas of material risk to the enterprise, including compliance risks, and seek feedback on the effectiveness of applicable controls. The results of this risk assessment are shared with our board of directors and used for internal audit planning purposes. See our [2024 Annual Meeting Proxy Statement](#) to learn more about risk oversight.

## Values, ethics and conduct

Our core Values serve as a foundation that guides our interactions with our customers, colleagues, investors, suppliers and communities.

### Policy commitments

The WestRock [Code of Conduct](#) and [Anti-bribery Policy](#) are the primary means of communicating our expectations for employee conduct. The Code of Conduct strengthens the alignment of our compliance and ethics policies with our dynamic and growing global business.

All salaried employees are required to complete annual training on the Code, and all employees who operate in areas with higher risk of bribery and corruption receive annual trainings.

Annual trainings, including comprehension testing, affirm their commitments to the Code and certify that all potential code violations or concerns are appropriately reported. Code highlights are distributed to front-line team members annually, and training is required at least every three years.

The Code of Conduct, related compliance policies and training and support materials are available to all team members in multiple languages on the WestRock intranet. WestRock team members are also provided copies at hire and, where appropriate, with annual training.

We also make the Code of Conduct accessible to external stakeholders, including third-party partners and the public. The Code of Conduct, along with other key policies and certifications, can be found on the company's website under Sustainability and under Governance in the Investor Relations section.

The company also conducts global annual training on competition law and on anti-bribery for sales, marketing, procurement, international personnel and others as appropriate.



## Governance of ethics and conduct

Each year, our board of directors reviews and approves the WestRock Code of Conduct. The Audit Committee receives periodic briefings on Code-related matters and is also briefed on specific incidents as appropriate.

As a part of our due diligence procedures, we require that at-risk vendors either have their own anti-corruption policies and training or agree to WestRock third-party anti-corruption policies and receive training provided by WestRock.

Our [WestRock Supplier Principles of Conduct](#) spell out requirements for suppliers, including compliance with applicable laws and regulations in the countries where they do business, and a prohibition on forced labor or child labor.

## Reporting concerns

Team members who have ethics concerns or want to report a possible violation can contact the WestRock Compliance Line anonymously by mail, web reporting, email or phone 24 hours a day, seven days a week. Contact information for the compliance line is posted at each facility, and native-language speakers are available to assist non-English speakers. WestRock takes all reports of violations seriously, and each is investigated and resolved appropriately.



## Commitment to acting ethically

From time to time, WestRock or its agents encounter demands or apparent demands for bribes from public officials. Employees and agents are required to decline any demand for bribes and work diligently to remedy any claimed defect that might be an impediment to a government process or approval until the matter is favorably resolved. No public legal cases regarding corruption have been brought against the organization or its employees.

## Competition

WestRock maintains a rigorous program of global compliance with competition laws that includes:

- + Firm and visible leadership commitment to compliance

- + Strong policies tailored to our business, including requiring written reports of contacts with competitors and restrictions on technical visits to competitor operations
- + Mandatory electronic or live compliance training every 12 to 18 months
- + Quarterly antitrust memos on various industry- and business-specific topics that provide guidance regarding our policies and practices
- + Close monitoring of antitrust controls at trade associations, including withdrawal when our standards are not met
- + Periodic risk assessments of businesses in global geographies, which have included a program audit by an international accounting firm and Asia Pacific, South American and EU site audits by the chief compliance officer
- + Risk-based email monitoring program, with a sampling methodology focused on criteria that indicate antitrust/competition compliance exposure
- + Ongoing monitoring, advice and review by expert antitrust counsel in the legal department

## Human rights

WestRock's Values provide a foundation for our approach to human rights. We are committed to respect for all people and promote discrimination-, harassment- and bullying-free workplaces. We expect our suppliers to share the same commitment and to meet our ethical standards.

WestRock does not tolerate human trafficking in the U.S. or globally. We support the elimination of human trafficking and slavery from our supply chain. The transparency of our efforts is consistent with the California Transparency in Supply Chains Act of 2010 and the United Kingdom's Modern Slavery Act of 2015. WestRock's specific commitments to respect human rights are embodied in the WestRock [Mutual Respect in the Workplace Policy](#), [Anti-Human Trafficking and Slavery Statement](#), [Supplier Principles of Conduct](#) and [Sustainable Forestry and Virgin Wood Fiber Procurement Policy](#).

## Human rights policy and procedures training

In fiscal 2023, we trained 27,326 associates on our [Code of Conduct](#) and global [Mutual Respect in the Workplace Policy](#). This represents 12,221 hours of training and approximately 50% of our global population of team members.

## Sustainability in our supply chain

Maintaining a sound, stable supply base is vital to our success. We work with suppliers across the world, purchasing approximately \$17 billion annually in fiber, chemicals, energy, services and equipment. To read more about our supplier diversity efforts, see [page 13](#).

## Key items in the supply chain

Our supply chain provides us with a wide variety of raw materials, services and equipment beyond fiber. Other than fiber, they include:

- + Energy. As noted in the Bettering the Planet section, virgin containerboard and paperboard mills employ a variety of fuels to balance energy needs, process reliability and environmental objectives.
- + Chemicals. We use a variety of chemicals across our mill and corrugating operations and consume materials such as caustic soda and corn starch in large volumes. We qualify a range of formulated products with multiple suppliers to ensure options are available during times of restricted capacity.
- + Transportation. Our supply chain employs multiple modes of transportation, including truck, rail, intermodal and ocean. The principal markets for our products are in North America, South America, Europe, Asia and Australia.

To read more about our approach to sourcing virgin and recycled fiber, our primary source materials, see [page 20](#).



## Governance and leadership

WestRock believes good corporate governance supports long-term value creation for all stakeholders, and our corporate governance framework supports independent oversight and accountability.

### Board of directors

Eleven members of our 12-member [board of directors](#) are independent, and the board is led by an independent chair with clearly delineated responsibilities. Three independent directors were added in the last five years. Our directors are elected on an annual basis (with majority voting in uncontested elections), participate in annual board and committee self-evaluations and are subject to robust stock ownership guidelines and an over-boarding policy.

To ensure the board of directors continues evolving in a manner that serves our changing business and strategic needs, the Governance Committee evaluates whether incumbent directors collectively possess the requisite skills and perspective before recommending a slate of incumbent directors for renomination.

For more information, see our [2024 Annual Meeting Proxy Statement](#).

### Board refreshment and diversity

We recognize the importance of board refreshment. As a result of the board's strict refreshment process, the board currently includes four directors with less than five years of service (two of whom joined the board in 2022). These additions demonstrate the Board's commitment to refreshment with independent nominees who provide perspectives and experience to advance our business strategy.

The board is composed of experienced members who are diverse with respect to background, skills, experiences, gender, race and ethnicity, which facilitates the effective oversight of our strategy and management. We also recognize and value the importance of board diversity. In 2020, the board adopted the WestRock Company Diversity Search Policy, pursuant to which we include qualified female and racially or ethnically diverse candidates on the initial lists of candidates from which new management-

supported director nominees recruited from outside the Company are chosen by the board.

As of September 30, 2023, 20.3% of the management and executive positions were held by women globally, and 21.4% of the management and executive positions in the U.S. were held by people of color.

Direct reports to the CEO reflect 27% women and 27% people of color.

To learn more, see our [2024 Annual Meeting Proxy Statement](#).

### Sustainability management and oversight

Sustainability is a top priority, and our ability to embed it throughout all aspects of our organization hinges on sound governance and oversight.

The board oversees the development and execution of our sustainability strategy and reporting. The charter of the Nominating and Governance Committee (Governance Committee) provides that one of its primary duties is to oversee policies, strategies and programs related to ESG matters including sustainability.

The Governance Committee determined to increase the cadence of its meetings to four times per year beginning in fiscal 2023, which expanded the frequency with which ESG and sustainability topics are discussed. In addition, the Governance Committee has identified sustainability experience as one of the important areas of experience for our directors to possess collectively, considering our business strategy.

Our senior vice president of Strategy and Sustainability, who reports to our president of Global Paper, is responsible for providing guidance on our sustainability approach, helping to link our sustainability and business initiatives and driving implementation of our sustainability strategy throughout the organization in collaboration with other executives.

WestRock also has a vice president of Sustainability who manages the day-to-day implementation of our global sustainability program. Among other activities, our vice president of Sustainability regularly meets with customers to learn about their sustainability challenges. He also oversees product life cycle assessment (LCA) work in our efforts to provide sustainable packaging solutions and participates in global sustainability forums to advance WestRock's position as a thought leader in this important area. In addition

to our sustainability executives, WestRock has established a Sustainability Council of functional and operational leaders from across the enterprise to facilitate ongoing refinement and execution of our sustainability strategy through guidance and distribution of resources across business segments.

To learn more about ESG oversight and management at WestRock, see our [2024 Annual Meeting Proxy Statement](#).

### Executive compensation

Our executive compensation policies and programs are a strategic tool designed to drive stockholder value creation by attracting, retaining and motivating highly effective leaders committed to the successful execution of our business strategy. We believe our short- and long-term incentive programs for leaders and other employees are appropriately balanced, reinforcing both near- and longer-term results, while also encouraging prudent decision-making, effective risk management and consideration of market practices.

For additional information on WestRock's CEO pay ratio, please see our [2024 Annual Meeting Proxy Statement](#).





# About WestRock

WestRock provides innovative, sustainable, fiber-based packaging solutions for consumer and corrugated packaging markets. We believe fiber-based packaging plays a central role in replacing plastic and advancing a more circular economy.

WestRock partners with our customers to provide differentiated, sustainable paper and packaging solutions that help them win in the marketplace. WestRock's team members support customers around the world from locations spanning North America, South America, Europe, Asia and Australia.

More information on our business and the markets we serve can be found in our [2023 Annual Report on Form 10-K](#) for the fiscal year ending September 30, 2023.

# Data Measurement

WestRock data included in this report was gathered by facility personnel, financial services teams, human resources and other subject-matter experts. In most cases, the data in this report has been extracted from corporate data management systems. Portions of the data come directly from subject-matter experts, and fiber and recycling data comes directly from weight tickets using scales at our operating facilities. Calculation methods have been established using a combination of international, governmental, industry and company standards or protocols. GHG data is calculated using the World Resources Institute (WRI) GHG Protocol and includes combustion sources only. Scope 1 fugitive methane emissions from company-owned landfills are not included in our Scope 1 emissions inventory. Currently, we have chosen to exclude these emissions from our inventory as we believe default emission factors in existing U.S. EPA calculation methodologies (and other publicly available estimation methodologies) may not be representative of actual emissions and in some cases overstate the significance of fugitive methane emissions from pulp and paper industry landfills. Therefore, excluding fugitive methane emissions from company-owned

landfills in our reporting boundary is consistent with The GHG Protocol: A Corporate Accounting and Reporting Standard. We are working with industry partners to better understand methane landfill emissions, and will establish accurate, robust models to account for these fugitive emissions in future inventories. We calculate our location-based Scope 2 GHG emissions by multiplying purchased electricity and steam by source-specific emissions factors. We do not account for the sale of renewable energy attributes in the form of unbundled renewable energy certificates (RECs) under the location-based method. Our location-based Scope 2 GHG emissions differ from our market-based Scope 2 GHG emissions because our market-based emissions account for annual certificate creation of unbundled renewable energy attributes by calculating emissions associated with the null power generated and consumed in our operations as if it was purchased from the grid. Differences also result from the purchase of RECs/GoOs, supplier specific factors, and residual mix factors. Scope 1 and Scope 2 GHG emissions are reported as CO<sub>2</sub>e and include CO<sub>2</sub>, N<sub>2</sub>O and CH<sub>4</sub>. We use the following Scope 1 and Scope 2 emission factors for our inventory:

- + 2006 Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories
- + World Resources Institute (2015) – Greenhouse Gas (GHG) Protocol tool for stationary combustion. Version 4.1.
- + 2022 U.S. Environmental Protection Agency (EPA) Emission Factors for Greenhouse Gas Inventories
- + 2014 IPCC Fifth Assessment Report
- + The Emissions & Generation Resource Integrated Database (eGRID) 2021
- + 2023 Edison Electric Institute (EEI) Electric Company Carbon Emissions and Electricity Mix Reporting Database for Corporate Customers
- + 2020 National Inventory Report 1990-2017: Greenhouse Gas Sources and Sinks in Canada
- + 2023 factors, International Energy Agency Data Services
- + Federal Register Environmental Protection Agency; 40 CFR Part 98; e-CFR, June 13, 2017. Table C-1, Table C-2, Table AA-1
- + 2022 Data Year RE-DISS Residual Mix Emissions Rates for Europe
- + 2023 UK Government GHG Conversion Factors for Company Reporting
- + 2023 Australian Government Department of Industry, Science, Energy and Resources National Greenhouse Accounts Factors
- + Brazil Ministry of Mines and Energy Summary Report 2023 (Reference year 2022)



WestRock Scope 3 emissions are calculated in accordance with the GHG Protocol Scope 3 Standard. Our relevant Scope 3 categories include purchased goods and services, capital goods, fuel and energy activities, upstream and downstream transportation and distribution, processing of sold products, and end-of-life of sold products. We have excluded Scope 3 categories that do not relate to our business. These include upstream leased assets, use of sold products, downstream leased assets, franchises, and investments. All other Scope 3 categories have been calculated and evaluated as non-relevant to our operations and are also not reported. We inventory and track these categories on an annual basis as a part of our plan to ensure we meet our SBT Scope 3 emissions reduction target. We have assured categories 1, 2, 3, 4, 9, 10 and 12 for the first time this year. Total Scope 3 emissions for these key categories were 9,652,663 tonnes of CO<sub>2</sub>e in fiscal 2023.

All data that has not undergone independent external review-level assurance has been reviewed and validated by WestRock's internal audit team. For this 2023 Sustainability Report, we engaged Ernst & Young LLP to provide independent external review-level assurance on the following fiscal 2023 indicators:

- + Recordable incident rate
- + Diversity of governance bodies and employees
- + New employee hires and employee turnover

- + Materials used by weight for virgin fiber
- + Recycled input materials used
- + Water withdrawal by source for mills
- + Water intensity
- + Facilities located in a high-risk country of operation
- + Scope 1 and Scope 2 market-based method GHG emissions
- + Scope 3 GHG emissions
- + Fiscal 2019 baseline update for Scopes 1 and 2 market-based GHG emissions
- + Biogenic carbon emissions
- + GHG emissions intensity
- + Energy consumption
- + Purchased energy intensity

Our SBT for GHG emissions reductions has been developed in conformance with SBTi Criteria and Recommendations (version 4.2), and our Scope 1 and 2 target and Scope 3 target have undergone SBTi's validation process. Our SBT is aligned with a well-below 2-degree Celsius ambition using the absolute contraction approach. Our Scope 1 and 2 target includes biogenic emissions and removals from bioenergy feedstocks; however, biogenic CO<sub>2</sub> emissions are considered carbon neutral. Progress reported against our Scope 1 and 2 target is measured using the Scope 2 market-based method.



## Environmental indicators

Our boundary for environmental indicators is WestRock’s global manufacturing operations as of September 30, 2023. For all water indicators, waste data and SO<sub>2</sub> and NO<sub>x</sub>, our boundary is WestRock’s mills (noted in charts or text) instead of our global manufacturing operations, since these facilities account for the majority of these impacts. The information provided for our total direct energy use, purchased electricity and Scope 1 and Scope 2 GHG emissions covers 100% of our global manufacturing operations. All indicators measured using the metric system will be stated as “tonnes.” All indicators that reference “tons” are measured as U.S. short tons. All waste-related and fiber tons are dry tons except for the Virgin Wood Fiber Consumed chart, which is measured in green tons.

The environmental indicators for fiscal 2023 data include all acquisitions since 2015, including Multi Packaging Solutions, Kapstone Paper and Packaging and Grupo Gondi. These acquisitions have also been added to our baseline year of 2019 to accurately track progress on our goals and provide up-to-date information to our stakeholders. All divestitures are removed from our baseline and all subsequent years.\*

\* FY19 energy data is the only exception

## Innovation indicators

WestRock’s progress against our innovation target to make 100% of our packaging products recyclable, compostable or reusable by 2025 is determined by dividing revenues derived from external sales of all product lines that meet these criteria in a given fiscal year by our total sales during the same period. The term “packaging products” as used in this target includes paperboard, containerboard, and converted products, and excludes external sales related to machinery and automation, permanent displays, and our Victory Packaging division.

In determining external sales, WestRock in some cases has used estimating techniques and assumptions to derive these values. The data used to measure progress against our innovation target for fiscal 2023 data includes Grupo Gondi and excludes facilities that were divested by the end of fiscal 2023. The classification of a WestRock packaging product as recyclable, compostable or reusable is made based on the attributes of our packaging products as manufactured. Downstream processing and use of our packaging past the point of manufacture are not considered for purposes of classifying our products. The term “recyclable” as used in our target means packaging products that can be collected, separated, or otherwise recovered from the waste stream through an established recycling program for reuse, remanufacturing, or assembling into new products. Products that have qualified recycling claims are counted as recyclable for purposes of evaluating our progress toward our target. “Compostable packaging” are products which are validated to be industrially and/or household compostable or are designed to be biodegradable in a defined environment which is necessary for the intended use. “Reusable packaging” is material that is designed or is capable of being used multiple times throughout their lifecycle.

## Social indicators

Our boundary for social indicators is WestRock’s total employee population. All social indicators for fiscal 2023 data include acquisitions completed through the end of fiscal 2023. The data provided for each social indicator covers 100% of our employees for that year unless explicitly stated. FY19 data has not be adjusted for the acquisition of Grupo Gondi and recent (FY22-23) divestitures.

WestRock assessed facilities that operate in certain high-risk countries for human rights. We assess risk at these facilities annually based on three indices: the 2022 Human Freedom Index (Human Freedom score), the 2023 Heritage Risk Index and the 2023 Freedom in the World Index. These indices rate a country’s human rights risk using political, economic and social criteria. For each index, WestRock used the most recently available data at the time of the company’s assessment and a quartile rating system to rescore each country on a scale of 1 to 4. Scores were then aggregated for each country across the three indices, with possible scores ranging from 3-12, with 3 being lowest risk and 12 being highest risk. This allowed the company to create an operation-specific human rights risk assessment by country. For WestRock’s risk assessment, the company chose a combined rating of 6 or higher to be considered a high-risk country of operation. This included countries that had a rating in the 4th quartile (highest risk) in one index or were rated in the 2nd quartile for all three indices.



# ESG Performance Data Table

## Recycling and Fiber Sourcing

	FY19	FY23		
<b>Production (Tons)</b>				
Total Production	15,218,523	12,820,853		
<b>Virgin Wood Fiber Procured (Tons)</b>				
United States	35,655,428	25,719,745		
Canada	1,731,436	1,277,428		
Brazil	1,858,118	2,564,348		
Total	39,244,982	29,561,521		
<b>Fiber Sourced (Tons)</b>				
		<b>Virgin</b>	<b>Recycled</b>	
All		59%	41%	
Consumer Mills		74%	26%	
Corrugated Mills		56%	44%	
<b>Recycled Fiber Used (Tons)</b>				
North American Recycled Tons Used by WestRock	5,400,000	4,760,000		
Percentage of Total Recycled Fiber Tons Managed	67%	75%		
<b>Volume of Fiber Managed (Tons)</b>				
Recycled Tons Used by WestRock	5,400,000	4,760,000		
Sold Externally	2,670,000	1,560,000		
Percentage of Total Fiber Tons Managed	67%	75%		
<b>Volume of Recyclables Managed (Tons)</b>				
Fiber	8,102,000	6,320,000		
Plastic	59,000	29,900		
Aluminum	7,600	3,300		
Other Non-fiber	37,100	43,300		
Total	8,205,700	6,396,500		

## Energy\*

	FY19	FY23		
<b>Energy Used</b>				
Total Renewable Energy Used (MMBtu)	212,547,241	166,526,977		
Total Non-Renewable Used (MMBtu)	109,302,860	108,532,191		
Total Energy Used (MMBtu)	321,850,101	275,059,168		
Purchase Fuel Energy Efficiency (MMBtu / Ton)	12.70	13.17		
Electricity, Steam & Heat Purchased (MMBtu)	22,943,540	22,646,476		
Electricity, Steam & Heat Sold (MMBtu)	(2,099,762)	(4,930,723)		
<b>Energy Mix</b>				
	MMBTU	Percentage	MMBTU	Percentage
Renewable	212,547,241.17	66%	166,526,977	61%
Non-Renewable	109,302,859.86	34%	108,532,191	39%
+ Natural Gas	• 87,251,186.53	• 81%	• 86,064,639	• 84%
+ Coal	• 18,688,095.84	• 17%	• 14,017,876	• 14%
+ Fuel Oil	• 2,078,263.34	• 2%	• 1,890,395	• 2%

\*The FY19 energy-related data on this page has not been updated to reflect recent acquisitions and divestitures.

## Emissions

	FY19	FY23
<b>GHG Emissions</b>		
Scope 1 - Direct Emissions (CO <sub>2</sub> e MT)	6,411,167	5,997,083
Scope 2 - Indirect Emissions - Location (CO <sub>2</sub> e MT)	1,863,185	1,683,513.76
Scope 2 - Indirect Emissions - Market (CO <sub>2</sub> e MT)	2,968,004	2,326,787
Total Emissions: Scope 1 and 2 Market-based (CO <sub>2</sub> e MT)	9,379,171	8,323,870
GHG Emissions Intensity (CO <sub>2</sub> e MT / Ton)	0.56	0.58
Biogenic Emissions (Tonnes CO <sub>2</sub> )	19,951,905	16,451,379
Scope 3 Relevant Emissions (Categories 1, 2, 3, 4, 9, 10, 12) (CO <sub>2</sub> e MT)	11,399,031	9,652,663
<b>Science Based Target Progress</b>		
Scope 1 and 2 Target (27.5% reduction by 2030)	Baseline	11.3% reduction
Scope 3 Target (27.5% reduction by 2030)	Baseline	13.2% reduction
<b>Air Emissions</b>		
NO <sub>x</sub> (tons)	24,205	21,142
SO <sub>x</sub> (tons)	9,838	7,556



# ESG Performance Data Table

## Water

	FY19	FY23
<b>Mill Water Use</b>		
Withdrawal (megaliters)	575,342	525,124
Effluents (megaliters)	505,139	483,366
Water Consumption (megaliters)*	70,202	41,758
Withdrawal Intensity (megaliters/ton)	0.038	0.041
<b>Source of Mill Water of All Mills (megaliters)</b>		
Surface	335,669	320,440
Groundwater	128,930	118,842
Third-party	110,054	85,842
<b>Water Quality</b>		
Total BOD Discharged (1,000 lbs)	21,873	19,526
Total TSS Discharged (1,000 lbs)	28,530	29,751

\*Water consumption = withdrawal minus effluent

## Waste

	FY19	FY23
<b>Mill Waste Generation (Tons)</b>		
Landfill	913,541	708,378
Waste-to-Energy	250,534	247,340
Beneficial Use	216,409	233,141
Significant Spills**	0	0

\*\*A spill that is included in the company's financial statements

## Environmental Management Systems

	FY19	FY23
ISO 14001 Certified Sites		22*

\*WestRock requires all sites to implement an Environmental Management System

## Safety\*\*\*

	FY19	FY23
<b>Safety</b>		
OSHA Rate (Recordable Injuries per 100 employees)	1.68	1.52
LWD Rate (Number of LWD per 100 employees)	15.04	18.47
Life-Changing Events Total (count)	36	5
+ Amputation		3
+ Burn		1
+ Degloving		0
+ Fractures		1
+ Fatalities		0
Number of hours worked		122,757,540

\*\*\*The FY19 safety-related data on this page has not been updated to reflect recent acquisitions and divestitures with the exception of LCEs

## Training

	FY19	FY23
<b>Training</b>		
Total Training Hours		557,244
Training Hours Per Employee		11
<b>Training Spend (USD)</b>		
Total Training Spend		\$3,215,208
Training Spend Per Employee		\$61

## Political contributions

	FY19	FY23
Political Contributions (USD)	\$1,531,737	\$2,283,962



# ESG Performance Data Table

## Employees

		FY19*	FY23
<b>New Hires</b>			
Total		16,070	22,897
Gender	Male	12,566	16,959
	Female	3,504	5,938
Region	North America		9,606
	Asia/Pacific		118
	EMEA		652
	Latin America		12,521
Age Group	Under 30	5,429	8,641
	30 - 50	7,328	11,522
	Over 50	3,313	2,734
<b>Turnover</b>			
Total		10,822	17,863
Gender	Male	8,318	13,469
	Female	2,504	4,394
Region	North America		12,355
	Asia/Pacific		190
	EMEA		688
	Latin America		4,630
Age Group	Under 30	3,631	5,607
	30 - 50	4,565	8,223
	Over 50	2,626	4,033

		FY19*	FY23
<b>Board of Directors</b>			
Gender	Male	10	8
	Female	3	4
<b>All Employees</b>			
Gender	Male	40,331	42,140
	Female	10,725	12,735
Region	North America	39,718	36,490
	Asia/Pacific	1,821	1,453
	EMEA	6,136	5,480
	Latin America	3,386	11,452
Age Group	Under 30	7,960	9,132
	30-50	26,530	27,653
	Over 50	16,571	18,090
Employee Type	Hourly	36,150	39,276
	Salaried	14,674	15,599
People of Color (U.S. Only)	Non-POC		20,821
	POC		11,961
	Unspecified		694

\*The FY19 employee-related data on this page has not been updated to reflect recent acquisitions and divestitures.



# Appendix

## Cautionary Statement

Statements in this report that do not relate strictly to historical facts are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are based on the Company’s current expectations, beliefs, plans or forecasts and use words such as “may,” “will,” “could,” “should,” “would,” “anticipate,” “intend,” “estimate,” “project,” “plan,” “believe,” “expect,” “target,” “prospects,” “potential,” “commit” and “forecast,” or words of similar import or meaning or refer to future time periods. Forward-looking statements involve estimates, expectations, projections, goals, targets, forecasts, assumptions, risks and uncertainties. A forward-looking statement is not a guarantee of future performance, and actual results could differ materially from those contained in the forward-looking statement.

Forward-looking statements are subject to a number of assumptions, risks and uncertainties, many of which are beyond our control, such as developments related to pricing cycles and volumes; economic, competitive and market conditions generally including macroeconomic uncertainty, customer inventory rebalancing, the impact of inflation and increases in energy, raw materials, shipping, labor and capital equipment costs; reduced supply of raw materials, energy and transportation, including from supply chain disruptions and labor shortages; intense competition; results and impacts of acquisitions, including operational and financial effects from our acquisition of the remaining interest in Grupo Gondi and divestitures; business disruptions, including the occurrence of severe weather or a natural disaster or other unanticipated problems, such as labor difficulties, equipment failure or unscheduled maintenance and repair; or public health crises; failure to respond to changing customer preferences and to protect our intellectual property; the amount and timing of capital expenditures, including installation costs, project development and implementation costs, and costs related to resolving disputes with third parties with which we work to manage and implement capital projects; risks related to international sales and operations; the production of faulty or contaminated products; the loss of certain customers; adverse legal, reputational, operational and financial effects resulting from information security incidents

and the effectiveness of business continuity plans during a ransomware or other cyber incident; work stoppages and other labor relations difficulties; inability to attract, motivate and retain qualified personnel, including as a result of the proposed business combination with Smurfit Kappa Group plc (the “Transaction”); risks associated with sustainability and climate change, including our ability to achieve sustainability targets and commitments and realize related opportunities on announced timelines or at all; our inability to successfully identify and make performance improvements and deliver cost savings and risks associated with completing strategic projects on anticipated timelines and realizing anticipated financial or operational improvements on announced timelines or at all, including with respect to our business systems transformation; risks related to the proposed Transaction, including our ability to complete the Transaction on the anticipated timeline, or at all, restrictions imposed on our business under the Transaction Agreement, disruptions to our business while the proposed Transaction is pending, the impact of management’s time and attention being focused on consummation of the proposed Transaction, costs associated with the proposed Transaction, and integration difficulties; risks related to our indebtedness, including increases in interest rates; the scope, costs, timing and impact of any restructuring of our operations and corporate and tax structure; the scope, timing and outcome of any litigation, claims or other proceedings or dispute resolutions and the impact of any such litigation (including with respect to the Brazil tax liability matter); and additional impairment charges. Such risks and other factors that may impact forward-looking statements are discussed in Item 1A. “Risk Factors” in our [Annual Report on Form 10-K for fiscal 2023](#), as well our subsequent filings with the Securities and Exchange Commission. The forward-looking information contained in this report speaks as of May 6, 2024, and we do not have or undertake any obligation to update or revise our forward-looking statements, whether as a result of new information, future events or otherwise, except to the extent required by law. Forward-looking statements could also change as a result of consummation of the proposed business combination with Smurfit Kappa Group.



# Awards and Recognition

## 2022

**Newsweek America's Most Responsible Companies**

**Sustainable Packaging Coaliton Innovator Award**  
KDFold™

**North American Paperboard Packaging Competition**

- + **Folding Carton of the Year**  
Moonchild Whisky Limited Edition
- + **Gold Award**  
Remy Martin XO Extra Old Cognac
- + **Excellence Awards in Sustainability**  
Recipe Unlimited Swiss Chalet Takeout Cartons and Trays
- + **WestRock EverGrow™ Grape Tomato Punnet with Kroger**
- + **Excellence Awards**  
WhistlePig The Boss Hog® VIII Lapulapu's Pacific
- + **Fun Wine® Variety Pack**

**AF&PA Sustainability Awards for Safety and Circular Value Chain**

**Singapore Packaging Star Award**  
EverGrow™

**Omnishopper Awards for Product Display**

## 2023

**Barron's 100 Most Sustainable Companies**

**Fortune 500, first in Packaging and Containers industry category**

**Pulp and Paper Safety Association Executive Eagle Award**  
Tom Stigers

**PAC Global Award**  
Sally Hansen Paint with Pride

**IoPP Ameristar Award for Design Excellence**  
Sharpie

**Asia Star Awards**  
Singha Beer's use of CanCollar™

**European Carton Excellence Award**

- + **Gold**  
Gut Hardegg Birdhouse

**Mexico National Graphic Arts Award**  
AB InBev and Grupo Modelo

**NeoGraphics Awards**  
Canopy Foods' use of CanCollar™

**Several Shop! Outstanding Merchandising Achievement Awards for merchandising displays**

**Silver Rating from Grupo Boticario Partner Assessment and Development Program**

**Gold Sustainability Seal from Resibras**



**PAC Global Award**  
Sally Hansen Paint with Pride



**Asia Star Awards**  
Singha Beer's use of CanCollar™



**Singapore Packaging Star Award**  
EverGrow™



**Mexico National Graphic Arts Award**  
AB InBev and Grupo Modelo



**Shop! Outstanding Merchandising Achievement Bronze Award**  
Dr. Squatch permanent endcap



**Shop! Outstanding Merchandising Achievement Bronze Award**  
L'Oréal Paris Elvive Hyaluron endstand



# GRI Index

## GRI 2: General Disclosures

Disclosure	Description	Response
2-1	Organizational details	<p>WestRock Company, a Delaware corporation, is a publicly traded company listed on the New York Stock Exchange (NYSE: WRK). Our principal executive office is located at 1000 Abernathy Road NE, Atlanta, GA 30328.</p> <ul style="list-style-type: none"> <li>+ 28 mills</li> <li>+ 342 total facilities</li> <li>+ 54,875 team members</li> </ul> <p>Sales by Segment, FY23 (million \$)            Corrugated Segment: \$9,774.60 (48% of total)            Consumer Segment: \$4,911.10 (24% of total)            Global Paper: \$4,369.90 (22% of total)            Distribution: \$1,254.40 (6% of total)            WestRock: \$20,310.00</p> <p>See <a href="#">About WestRock</a> for information about the locations of operations.</p>
2-2	Entities included in the organization's sustainability reporting	All entities in which Westrock has operational control.
2-3	Reporting period, frequency and contact point	<a href="#">About this Report</a>
2-4	Restatements of information	No restatements for this year's report
2-5	External assurance	<a href="#">Appendix: Third-party Assurance</a>
2-6	Activities, value chain and other business relationships	<p><a href="#">Our Purpose, Vision and Values</a>  <a href="#">Sustainability in Our Supply Chain</a></p> <p>The nature of our value chain and our key stakeholders are covered throughout our sustainability report. For additional details on joint ventures and other key relationships, please refer to our <a href="#">2023 Annual Report</a>.</p>
2-7	Employees	<a href="#">ESG Performance Data Table</a>
2-8	Workers who are not employees	In fiscal 2023, WestRock had 1,111 workers who are not employees; these workers generally include interns and temporary employees. Over 90% of non-employees are outside of the United States.
2-9	Governance structure and composition	<p><a href="#">Identifying Risks and Acting Ethically</a>  <a href="#">Governance and Leadership</a></p> <p>For more information, see WestRock's <a href="#">2024 Annual Meeting Proxy Statement</a>, pages 3, 8-18</p>
2-10	Nomination and selection of the highest governance body	See our <a href="#">2024 Annual Meeting Proxy Statement</a> , pages 10-14
2-11	Chair of the highest governance body	See our <a href="#">2024 Annual Meeting Proxy Statement</a> , page 10
2-12	Role of the highest governance body in overseeing the management of impacts	<p><a href="#">Sustainability at WestRock</a>  <a href="#">Governance and Leadership</a></p> <p>For more information see our <a href="#">2024 Annual Meeting Proxy Statement</a>, page 4</p>

Disclosure	Description	Response
2-13	Delegation of responsibility for managing impacts	See our <a href="#">2024 Annual Meeting Proxy Statement</a> , page 7
2-14	Role of the highest governance body in sustainability reporting	<a href="#">Governance and Leadership</a>
2-15	Conflicts of interest	See our <a href="#">Code of Conduct</a> , page 21
2-16	Communication of critical concerns	<a href="#">Identifying Risks and Acting Ethically</a> <a href="#">Health and Safety</a>
2-17	Collective knowledge of the highest governance body	See our <a href="#">2024 Annual Meeting Proxy Statement</a> , page 3
2-18	Evaluation of the performance of the highest governance body	See our <a href="#">2024 Annual Meeting Proxy Statement</a> , page 15
2-19	Remuneration policies	<a href="#">Governance and Leadership</a>
2-20	Process to determine remuneration	See our <a href="#">2024 Annual Meeting Proxy Statement</a> , page 5
2-21	Annual total compensation ratio	See our <a href="#">2024 Annual Meeting Proxy Statement</a> , page 45
2-22	Statement on sustainable development strategy	<p><a href="#">CEO Letter</a></p> <p>For an overview of WestRock's corporate strategy, please see our <a href="#">2023 Annual Report</a>, page 8.</p>
2-23	Policy commitments	<a href="#">Values, Ethics and Conduct</a>
2-24	Embedding policy commitments	<a href="#">Values, Ethics and Conduct</a>
2-25	Processes to remediate negative impacts	<a href="#">Values, Ethics and Conduct</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Values, Ethics and Conduct</a>
2-27	Compliance with laws and regulations	<p>2-27-a: <a href="#">Environmental Compliance and Product Stewardship</a></p> <p>2-27-b: No material fines were paid during fiscal 2023 for non-compliance with laws and regulations applicable to our business, including laws or regulations related to environmental, corruption, bribery, competition, or labor issues, such as workplace discrimination.</p>
2-28	Membership associations	<a href="#">External Initiatives and Membership Associations</a>
2-29	Approach to stakeholder engagement	<a href="#">Priority Assessment</a>
2-30	Collective bargaining agreements	Approximately 54% as in the 10K of our hourly employees in the U.S. and Canada are covered by collective bargaining agreements (CBAs), which typically have four- to six-year terms. Approximately 25% of those employees covered under CBAs are operating under local agreements that expire within one year, and approximately 11% of those employees are governed under expired local contracts. For more details, see our <a href="#">2023 Annual Report</a> .



## GRI 3: Material Topics

Disclosure	Description	Response
3-1	Process to determine material topics	<a href="#">Priority Assessment</a>
3-2	List of material topics	<a href="#">Priority Assessment</a>

## GRI 201: Economic Performance

Disclosure	Description	Response
3-3	Management of material topics	See our <a href="#">2023 Annual Report</a> , page 33
201-1	Direct economic value generated and distributed	See our <a href="#">2023 Annual Report</a> , page 33
201-2	Financial implications and other risks and opportunities due to climate change	See our <a href="#">TCFD Index</a>

## GRI 205: Anti-Corruption

Disclosure	Description	Response
3-3	Management of material topics	<a href="#">Identifying Risks and Acting Ethically</a>
205-1	Operations assessed for risks related to corruption	<a href="#">Identifying Risks and Acting Ethically</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Values, Ethics and Conduct</a>
205-3	Confirmed incidents of corruption and actions taken	<a href="#">Values, Ethics and Conduct</a>

## GRI 206: Anti-Competitive Behavior

Disclosure	Description	Response
3-3	Management of material topics	<a href="#">Values, Ethics and Conduct</a>
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	<a href="#">Values, Ethics and Conduct</a> At times, WestRock is a defendant in lawsuits arising out of the conduct of our business, some of which may involve allegations of anticompetitive behavior. There were no such claims, decisions or judgments in the year ending September 30, 2023.

## GRI 301: Materials

Disclosure	Description	Response
3-3	Management of material topics	<a href="#">Sustainable Forestry and Biodiversity</a>
301-1	Material consumption by weight or volume	<a href="#">ESG Performance Data Table</a>
301-2	Recycled input materials used	<a href="#">Sustainable Forestry and Biodiversity</a>

## GRI 302: Energy

Disclosure	Description	Response
3-3	Management of material topics	<a href="#">Energy</a>
302-1	Energy consumption within the organization	<a href="#">Energy</a> <a href="#">ESG Performance Data Table</a>
302-3	Energy intensity	<a href="#">Energy</a> <a href="#">ESG Performance Data Table</a>
302-4	Reduction of energy consumed	<a href="#">Energy</a> <a href="#">ESG Performance Data Table</a>

## GRI 303: Water and Effluents

Disclosure	Description	Response
3-3	Management of material topics	
303-4	Water discharge	<a href="#">Water Stewardship</a>

## GRI 304: Biodiversity

Disclosure	Description	Response
3-3	Management of material topics	
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	<a href="#">Sustainable Forestry and Biodiversity</a>
304-3	Habitats protected or restored	<a href="#">Sustainable Forestry and Biodiversity</a>



## GRI 305: Emissions

Disclosure	Description	Response
3-3	Management of material topics	<a href="#">Climate and GHG Emissions</a>
305-1	Direct (Scope 1) GHG emissions	<a href="#">Climate and GHG Emissions</a>
305-2	Indirect (Scope 2) GHG emissions	<a href="#">Climate and GHG Emissions</a>
305-4	GHG emissions intensity	<a href="#">Climate and GHG Emissions</a>
305-5	Reduction of GHG emissions	<a href="#">Climate and GHG Emissions</a>
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	<a href="#">Other Air Emissions</a>

## GRI 306: Waste

Disclosure	Description	Response
3-3	Management of material topics	<a href="#">Waste, Recycling and Circularity</a>
306-2	Management of significant waste-related impacts	<a href="#">Waste, Recycling and Circularity</a>
306-3	Waste generated	<a href="#">Waste, Recycling and Circularity</a>
306-4	Waste diverted	<a href="#">Waste, Recycling and Circularity</a>

## GRI 307: Environmental Compliance

Disclosure	Description	Response
3-3	Management of material topics	<a href="#">Environmental Compliance and Product Stewardship</a>
307-1	Non-compliance with environmental laws and regulations	<a href="#">Environmental Compliance and Product Stewardship</a>

## GRI 401: Employment

Disclosure	Description	Response
3-3	Management of material topics	
401-1	New employee hires and employee turnover	<a href="#">ESG Performance Data Table Workforce Representation</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Engaging Our People</a>

## GRI 402: Labor/Management Relations

Disclosure	Description	Response
3-3	Management of material topics	
402-1	Minimum notice periods regarding operations changes	WestRock offers a market-based benefits program that has been designed to attract, reward and retain top talent across the organization. Our benefits also have been tailored to respond to the evolving needs of our diverse workforce. Benefits available to full-time WestRock employees not covered by union contracts include: medical, prescription, dental, vision, health savings account, flexible spending account, employee assistance program, short-term disability, long-term disability, vacation, parental leave, flexible scheduling and telecommuting options at our corporate offices, tuition reimbursement, employee wellness program, including physical and mental health programs and incentives for a healthy lifestyle, and defined benefit program.



## GRI 403: Occupational Health and Safety

Disclosure	Description	Response
3-3	Management of material topics	<a href="#">Health and Safety</a>
403-1	Occupational health and safety management system	<a href="#">Health and Safety</a>
403-2	Hazard identification, risk assessment and incident investigation	<a href="#">Health and Safety</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Health and Safety</a>
403-5	Worker training on occupational health and safety	<a href="#">Health and Safety</a>
		<a href="#">Health and Safety, ESG Performance Data Table</a> <ul style="list-style-type: none"> <li>+ For all workers who are not employees but whose work and/or workplace is controlled by the organization: <ul style="list-style-type: none"> <li>↳ The number and rate of high-consequence work-related injuries (excluding fatalities): 0.</li> <li>↳ The number and rate of recordable work-related injuries: 46. Supervised contract employee hours worked cannot be broken out, therefore we cannot calculate a separate rate. These 46 are also included in the total reported in the <a href="#">ESG Performance Data Table</a>.</li> </ul> </li> <li>+ The work-related hazards that pose a risk of high-consequence injury have been determined by data analysis on all high-consequence injuries trended to the identification of 9 critical safety elements. The hazards that have caused or contributed to high-consequence injuries during the reporting period include "machine safeguarding" and "fall prevention and protection." Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls are included in the <a href="#">Health and Safety</a> section.</li> <li>+ Rates have been calculated based on 200,000 hours worked.</li> <li>+ No workers have been excluded from this disclosure.</li> </ul>
403-9	Work-related injuries	

## GRI 404: Training and Education

Disclosure	Description	Response
3-3	Management of material topics	
404-1	Average hours of training per year per employee	Average hours of training per employee = 11 Amount spent on training per employee = \$61
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Learning and Development</a>
		<p>Annually, WestRock salaried teammates go through a process of reflection on the past year ("looking back/looking forward") and how they were able to achieve their goals/objectives and key results (OKRs). Managers do the same for each of their direct reports (98% of teammates* in FY2023 received a written review from their manager). Teammates are evaluated on a five-point performance scale. Calibration sessions are conducted within business functions to look across the talent and ensure performance ratings are calibrated with senior leaders. The year-end conversation is an opportunity to highlight strengths, identify opportunities and areas for growth and development and celebrate what the teammate accomplished in the last year.</p>
404-3	Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> <li>+ Men receiving a performance review (64%)</li> <li>+ Women receiving a performance review (34%)</li> <li>+ Executive population (0.6%)</li> <li>+ Management population (35%)</li> <li>+ Professional population (49%)</li> <li>+ Business support population (8%)</li> </ul>

Footnote: \*98% is from 256 missing self-assessments and manager comments out of 13,427 reviews (as of November 17, 2023).

## GRI 405: Diversity and Equal Opportunity

Disclosure	Description	Response
3-3	Management of material topics	<a href="#">Governance and Leadership</a>
405-1	Diversity of governance bodies and employees	<a href="#">Governance and Leadership</a>

## GRI 413: Local Communities

Disclosure	Description	Response
3-3	Management of material topics	<a href="#">Engaging Our Communities</a>
413-1	Operations with local community engagement, impact assessments and development programs	<a href="#">Engaging Our Communities</a>



## GRI 415: Public Policies

Disclosure	Description	Response
3-3	Management of material topics	For more information on WestRock's commitment to political engagement and oversight of political activity, please see our <a href="#">website</a> .
415-1	Political contributions	<a href="#">ESG Performance Data Table</a>

## GRI 416: Customer Health and Safety

Disclosure	Description	Response
3-3	Management of material topics	<a href="#">Environmental Compliance and Product Stewardship</a>
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Environmental Compliance and Product Stewardship</a>

## GRI 419: Socioeconomic Compliance

Disclosure	Description	Response
3-3	Management of material topics	WestRock is committed to operating our business with high standards of ethics and integrity and in compliance with the laws applicable to our operations. For more information see <a href="#">Values, Ethics and Conduct</a> .
419-1	Non-compliance with laws and regulation in the social and economic area	No material fines were paid during fiscal 2023 for non-compliance with laws and regulations in the social or economic areas, including laws or regulations related to accounting and tax fraud, corruption, bribery, competition, the provision of products and services, or labor issues, such as workplace discrimination.



# SASB Index

**Table 1. Sustainability Disclosure Topics & Accounting Metrics for the Containers & Packaging Standard**

Topic	Accounting Metric	Unit of Measure	Code	FY23 Value	Location
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Metric tons (t) CO <sub>2</sub> e	RT-CP-110a.1	5,997,083	<a href="#">Climate and GHG Emissions</a>
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	n/a	RT-CP-110a.2	-	<a href="#">Climate and GHG Emissions</a>
Air Quality	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O) (2) SO <sub>x</sub>	Metric tons (t)	RT-CP-120a.1	NO <sub>x</sub> : 19,180 SO <sub>x</sub> : 6,855	<a href="#">Climate and GHG Emissions</a>
Energy Management	(1) Total energy consumed (2) Percentage renewable	Gigajoules (GJ), Percentage (%)	RT-CP-130a.1	308,893,938 61%	<a href="#">Energy</a>
Water Management	(1) Total water withdrawn (2) Total water consumed	Thousand cubic meters (m <sup>3</sup> )	RT-CP-140a.1	525,124 41,758	<a href="#">Water Stewardship</a>
	Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a	RT-CP-140a.2	-	<a href="#">Water Stewardship</a>
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Number	RT-CP-140a.3	0*	
Product Safety	Discussion of process to identify and manage emerging materials and chemicals of concern	n/a	RT-CP-250a.2	-	<a href="#">Environmental compliance and product stewardship</a>
Product Life Cycle Management	Discussion of strategies to reduce the environmental impact of packaging throughout its life cycle	n/a	RT-CP-410a.3	-	<a href="#">Environmental compliance and product stewardship</a>
Supply Chain Management	Total virgin wood fiber procured	Metric tons (t), Percentage (%)	RT-CP-430a.1	26,817,768	

\*No wastewater enforcement actions that resulted in fines or penalties greater than \$10,000 in fiscal year 2023

**Table 2. Activity Metrics**

Accounting Metric	Unit of Measure	Code	FY23 Value	Location
Amount of production (paper)	Metric tons (t)	RT-CP-000.A	11,630,885	<a href="#">ESG Performance Data Table</a>
Number of employees	Number	RT-CP-000.C	54,875	<a href="#">Engaging our communities</a>

**Table 3. Modified and Omitted Accounting Metrics**

Topic	Accounting Metric	Unit of Measure	Code	FY23 Value	Rationale
Greenhouse Gas Emissions	Percentage covered under emissions-limiting regulations	Percentage (%)	RT-CP-110a.1	Omitted	Not currently reported
Air Quality	Air emissions of the following pollutants: (1) volatile organic compounds (VOCs), and (2) particulate matter (PM)	Metric tons (t)	RT-CP-120a.1	Omitted	Not currently reported
Energy Management	(1) Percentage grid electricity, (2) total self-generated energy	Gigajoules (GJ), Percentage (%)	RT-CP-130a.1	Omitted	Not currently reported
Water Management	Percentage of each (withdrawal and consumption) in regions with High or Extremely High baseline water stress	Percentage (%)	RT-CP-140a.1	Modified	Not currently reported
Waste Management	Amount of hazardous waste generated, percentage recycled	Metric tons (t), Percentage (%)	RT-CP-150a.1	Omitted	Not currently reported
Product Safety	Number of recalls issued, total units recalled	Number	RT-CP-250a.1	Omitted	Not currently reported
Product Life Cycle Management	Percentage of raw materials from: (1) recycled content (2) renewable resources (3) renewable and recycled content	Percentage (%) by weight reporting currency	RT-CP-410a.1 RT-CP-410a.2	Omitted	Not currently reported
Supply Chain Management	Total aluminum purchased, total virgin wood fiber procured, percentage from certified sources	Metric tons (t), Percentage (%)	RT-CP-430a.2	Omitted	Not currently reported
	Percentage of production as: (1) paper/wood, (2) glass, (3) metal and (4) plastic	Percentage (%) by revenue	RT-CP-000.B	Omitted	Not currently reported



# TCFD Index

## Governance

a) Board oversight	Board-level oversight of climate-related matters resides with WestRock’s Nominating and Corporate Governance Committee (the Governance Committee) and six members of the board of directors have sustainability experience. The Governance Committee’s charter provides that one of its principal duties and responsibilities is to oversee WestRock’s policies, strategies and programs related to environmental, social and governance (ESG) matters, including climate issues and strategy, as well as other sustainability matters. During fiscal year 2022, the Governance Committee determined to increase the cadence of its meetings to four times per year beginning in fiscal 2023, which expands the frequency with which sustainability topics are discussed with the Governance Committee. The senior vice president of Strategy and Sustainability regularly briefs the Governance Committee’s members on the company’s climate strategy and progress against our validated science-based target (SBT) for GHG emissions reduction.
b) Management’s role	WestRock’s executive leadership team is responsible for establishing the company’s sustainability strategy, including our approach to climate-related issues. Our senior vice president of Strategy and Sustainability provides guidance to our executive leadership team on our sustainability approach, helps to link our sustainability and business initiatives and drives implementation of our sustainability strategy throughout the organization in collaboration with other executives. Our senior vice president of Strategy and Sustainability reports to the president of our Global Paper segment, who is a member of the executive leadership team. Our vice president of Sustainability, who reports to our senior vice president of Strategy and Sustainability, manages day-to-day sustainability work and leads the company’s sustainability reporting efforts, including our progress against our 2030 SBT. The vice president of Sustainability, also meets regularly with customers to learn about their climate-related ambitions and challenges, oversees product life-cycle analysis work to evaluate the GHG profile of our products and participates in various organizations to keep abreast of climate-related developments. WestRock has formed a Sustainability Council composed of functional leaders from across the enterprise to facilitate ongoing refinement and execution of our sustainability strategy. Additionally, cross-functional working groups and teams within the organization provide input on our sustainability strategy and ensure our work on our climate-related priorities is aligned with and embedded into our operations. These teams include representatives from our product stewardship, environmental, innovation, engineering, manufacturing, finance, legal and communication groups.

## Strategy

a) Climate-related risks and opportunities	<p>Our SBT is the cornerstone of WestRock’s climate strategy, and we have committed to achieve this target by 2030. Within this short-to-medium time horizon, we will face certain climate-related opportunities and risks.</p> <p>Our climate-related opportunities include:</p> <ul style="list-style-type: none"> <li>+ Increasing our sales of fiber-based packaging by capitalizing on shifting consumer preferences for products that advance the circular economy and reduce or replace single use, fossil fuel-based plastics. We estimate our plastics replacement revenue annual run rate at \$365 million, which we are seeking to grow to more than \$700 million by fiscal 2025.</li> <li>+ Expanding our installed base of packaging machinery solutions, which have the potential to improve customers’ GHG profiles by optimizing raw material usage, improving manufacturing efficiencies and reducing or eliminating plastic waste.</li> <li>+ Attracting investors and talented employees, as well as cultivating positive relationships with communities where we operate and with other stakeholders, by demonstrating our leadership in sustainability with our sustainability targets, including our SBT.</li> <li>+ Improving the resiliency of our energy supply chain and potentially lowering our operating costs by reducing or eliminating fossil fuels such as coal and oil.</li> </ul> <p>Our climate-related risks include:</p> <ul style="list-style-type: none"> <li>+ Lost production and damage to our physical assets and infrastructure, including our manufacturing facilities, as the result of severe weather-related events, such as hurricanes, tornadoes, other extreme storms, wildfires and floods.</li> <li>+ Supply chain disruptions and increased material costs, such as through impacts to virgin fiber supplies and prices, during prolonged periods of heavy rain, heat, drought, tree disease or insect epidemics or other environmental conditions that may be caused by variations in conditions.</li> <li>+ Additional compliance costs and burdens resulting from the enactment of new laws and regulations aimed at reducing carbon emissions, which could take the form of cap-and-trade, carbon taxes or a GHG reduction mandate.</li> <li>+ Higher prices for certain raw materials and fuels, including natural gas, related to the transition to a lower-carbon economy or the enactment of GHG reduction mandates. Also, new climate rules and regulations that result in fuel efficiency standards could increase WestRock’s transportation costs.</li> <li>+ Increased capital expenditures and/or operating costs to meet our SBT. Also, the anticipated capital and operational costs to achieve our SBT could deviate materially from our initial estimates.</li> <li>+ Climate change, which may be a potential source of reputational risk tied to customer or other stakeholder perceptions if we are unable to achieve our SBT fully or on time due to various risks and uncertainties, some of which are outside our control.</li> <li>+ Climate change as a potential source of reputational risk if customer or other stakeholder expectations increase beyond our current SBT commitment, requiring increased capital expenditures and/or operating costs.</li> </ul>
--	--



# TCFD Index

## Strategy

<p>b) Impact of climate-related risks and opportunities on the business, strategy and financial planning</p>	<p>WestRock has combined our corporate sustainability and strategy functions to ensure that climate risks and opportunities, risk mitigation measures, and investments to achieve our SBT are factored into, and are consistent with, our corporate purpose, vision and strategy. Our Sustainability Council, which includes key business and functional leaders from across the organization, is a forum we use to drive alignment between our sustainability and operational initiatives and day-to-day business activities. WestRock is intentional about incorporating climate-related considerations into our capital planning processes and related strategies. Our Engineering and Manufacturing Services (EMS) group, which is responsible for developing and tracking capital investments from across the enterprise, maintains a database of sustainability projects, including those aimed at carbon reduction. Our EMS and sustainability teams meet regularly with business and executive leaders to ensure that our capital investment strategy takes our climate and other sustainability objectives into account.</p>
<p>c) Resilience of the organization's climate strategy</p>	<p>WestRock has a validated SBT aligned to a well-below 2-degree Celsius (WB2C) ambition. Our strategy for achieving this target is multifaceted and includes consideration of a number of alternatives that can be deployed in combination with energy-efficiency projects, fuel switching, low carbon technology investments, electricity grid decarbonization, physical and renewable power purchase agreements and manufacturing footprint rationalizations. We have processes for regularly evaluating and optimizing our SBT strategy to account for changes in markets dynamics and customer preferences, our business operations, laws and regulations, and climate science. As part of our continual improvement efforts in this area, WestRock plans to investigate available tools for evaluating physical and transition risks under hypothetical future climate states in addition to the WB2C scenario.</p>

## Risk Management

<p>a) Processes for identifying and assessing climate-related risks</p>	<p>WestRock uses several methods to identify and assess climate-related risks. Our GHG data is a foundational element of our climate risk assessment process. We collect and track GHG emissions information from our global manufacturing facilities in a centralized system that includes internal quality assurance controls. Also, our pulp and paper mills in the U.S., which are our most energy-intensive sites, report biogenic and fossil fuel GHG emissions for combustion units and certain other equipment on a source-specific basis. WestRock uses internal GHG data and external benchmarking information to evaluate the performance of our paper mills based on their GHG intensity. WestRock participates in industry associations and other organizations that help us stay abreast of climate-related scientific issues and regulatory changes. These organizations include, but are not limited to, the American Forest &amp; Paper Association, the National Council for Air and Stream Improvement, CDP and SBTi. We regularly participate in meetings and other discussions with external stakeholders, including our customers, suppliers, communities and government representatives, to gain insights and gather diverse perspectives on climate-related issues, and we use this information to inform our risk identification work. Finally, we leverage the experience and insights of our Sustainability Council members to identify climate-related risks with potential to impact our business.</p>
<p>b) Process for managing climate-related risks</p>	<p>WestRock has multiple tools and processes for managing climate-related risks.</p> <ul style="list-style-type: none"> <li>+ We have a property conservation program designed to minimize physical risks associated with severe weather events. This program consists of casualty insurance for property damage and production interruptions, as well as periodic on-site reviews and inspections to evaluate the sites' ability to withstand anticipated flooding and other severe weather events.</li> <li>+ WestRock has developed contingency plans to address supply chain interruptions and established a business continuity team composed of senior leaders from several operational and functional groups. This team develops and implements business continuity plans designed to ensure that our operations are well positioned to continue producing and delivering products to customers without disruption, including during severe weather events.</li> <li>+ We incorporate a review of meteorological forecast data into our fiber procurement decisions and strategies as a method of mitigating risks to this vital raw material supply chain.</li> <li>+ WestRock's government relations and environmental teams monitor global developments in climate-related laws, regulations and policies on an ongoing basis to assess the potential impact of such developments on our results of operations and compliance obligations. We also participate in various trade associations and other organizations that provide us with information on changes in climate laws.</li> <li>+ Directly and through our trade associations, we participate in forums to educate lawmakers, the public and others on the sustainability attributes of biomass and fiber-based packaging.</li> <li>+ We have a cross-functional team of sustainability, product stewardship, environmental, innovation, engineering, manufacturing, finance, legal and communication representatives who investigate potential GHG reduction opportunities and low carbon technologies and help us refine our strategy to achieve our SBT.</li> <li>+ WestRock has developed a proprietary Design for the Environment Tool in accordance with ISO 14040 and ISO 14044, which is designed to optimize the carbon footprint of our products so that we can provide customers with packaging that helps them advance their sustainability goals.</li> </ul>
<p>c) Process for integrating processes for identifying, assessing and managing climate-related risks into the organization's overall risk management</p>	<p>Annually, WestRock's internal audit group interviews senior executives and a broad cross-section of the company's functional and operational leaders to identify areas of material risk to the enterprise and seeks feedback on the effectiveness of applicable controls. In 2023, we added climate-related topics to this risk assessment. The results of this work will be shared with our board of directors. In addition, the board's Governance Committee receives periodic updates on climate-related issues, our strategy for achieving our SBT and our progress toward this target.</p> <p>Our capital project request form contains a calculator that facilities can use to estimate the sustainability attributes of their proposed investment, including the potential impacts on carbon emissions. Additionally, during annual budget and strategy meetings, opportunities for reducing GHG emissions by improving energy efficiency and reducing fossil fuel use is discussed at our paper mills.</p>



# TCFD Index

## Metrics and Targets

<p>a) Metrics used to assess climate-related risks and opportunities in line with strategy and risk management processes</p>	<p>WestRock uses the following climate-related metrics:</p> <ul style="list-style-type: none"> <li>+ GHG emissions – absolute Scope 1, Scope 2 and Scope 3 emissions as measured by metric ton of CO<sub>2</sub>e (MTCO<sub>2</sub>e).</li> </ul>
<p>b) Scope 1, Scope 2 and Scope 3 GHG emissions</p>	<ul style="list-style-type: none"> <li>+ Total Scope 1               <ul style="list-style-type: none"> <li>↳ Total emissions from direct fuels for all WestRock sites were 5,997,083 tonnes of CO<sub>2</sub>e in fiscal 2023.</li> </ul> </li> <li>+ Total Scope 2               <ul style="list-style-type: none"> <li>↳ Location-based emissions from indirect electricity and steam purchases for all WestRock sites were 1,683,514 tonnes of CO<sub>2</sub>e in fiscal 2023.</li> <li>↳ Market-based emissions from indirect electricity and steam purchases for all WestRock sites were 2,326,787 tonnes of CO<sub>2</sub>e in fiscal 2023.</li> </ul> </li> </ul> <p>Our key Scope 3 categories include purchased goods and services, capital goods, fuel and energy activities, upstream and downstream transportation and distribution, processing of sold products, and end-of-life of sold products. We will inventory and track these categories on an annual basis as a part of our plan to ensure we meet our Scope 3 emissions SBT. We have assured categories 1, 2, 3, 4, 9, 10 and 12 for the first time this year. Total Scope 3 emissions for these key categories were 9,652,663 tonnes of CO<sub>2</sub>e in fiscal 2023.</p> <ul style="list-style-type: none"> <li>+ Total Scope 3               <ul style="list-style-type: none"> <li>↳ Total emissions from our value chain include categories 1, 2, 3, 4, 9, 10 and 12.</li> <li>↳ These emissions totaled 9,652,663 tonnes of CO<sub>2</sub>e in fiscal 2023.</li> </ul> </li> </ul>
<p>c) Targets used to manage climate-related risks and opportunities and performance against targets</p>	<p>WestRock has voluntarily established targets to reduce enterprise GHG emissions by 2030. We have validated a SBT to reduce absolute Scope 1 and 2 GHG emissions by 27.5% by 2030 from a 2019 baseline year to achieve a well-below 2°C ambition. The SBT also includes a targeted reduction in 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% within the same period.</p>

For additional information regarding these matters, please refer to our [2023 Annual Report and 2024 Proxy Statement](#).



# Third-Party Assurance



Ernst & Young LLP  
 Suite 1000  
 55 Ivan Allen Jr. Boulevard  
 Atlanta, GA 30308  
 Tel: +1 404 874 8300  
 Fax: +1 404 817 5589  
 ey.com

## Independent Accountants' Review Report

To the Management of WestRock Company

We have reviewed WestRock Company's ("WestRock") accompanying schedules of selected sustainability indicators included in Appendix A (the "Subject Matter") for the reporting periods indicated in the table below, based on the criteria also set forth in Appendix A (the "Criteria"). WestRock's management is responsible for the Subject Matter based on the Criteria. Our responsibility is to express a conclusion on the Subject Matter based on our review.

Subject Matter	Reporting Period
Schedule of Recordable Incident Rate	For the year ended September 30, 2023
Schedule of Select Diversity Metrics	As of September 30, 2023
Schedule of Select Employment Metrics	For the year ended September 30, 2023
Schedule of Facilities Located in a High-Risk Country of Operation	As of September 30, 2023
Schedule of Select Environmental Metrics –Operational Emissions	For the year ended September 30, 2019 (as amended) and for the year ended September 30, 2023
Schedule of Select Environmental Metrics – Scope 3 Emissions	For the year ended September 30, 2023
Schedule of Select Other Environmental Metrics	For the year ended September 30, 2023

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) AT-C section 105, Concepts Common to All Attestation Engagements, and AT-C section 210, Review Engagements. Those standards require that we plan and perform our review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be based on the Criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is based on the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. As such, a review does not provide assurance that we became aware of all significant matters that would be disclosed in an examination. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

A member firm of Ernst & Young Global Limited



We are required to be independent of WestRock and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review engagement. Additionally, we have complied with the other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Control Standards established by the AICPA.

The procedures we performed were based on our professional judgment. Our review consisted principally of applying analytical procedures, making inquiries of persons responsible for the subject matter, obtaining an understanding of the data management systems and processes used to generate, aggregate and report the Subject Matter and performing such other procedures as we considered necessary in the circumstances.

As described in Appendix A, the Subject Matter is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. Furthermore, Scope 3 emissions are calculated based on a significant number of estimations and management assumptions due to the inherent nature of the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard as well as the Technical Guidance for Calculating Scope 3 Emissions criteria.

The information included in WestRock's 2023 Sustainability Report and Climate Change, Forests, and Water Security 2024 submission to the CDP, formerly the Carbon Disclosure Project, other than the Subject Matter, has not been subjected to the procedures applied in our review and, accordingly, we express no conclusion on it.

Based on our review, we are not aware of any material modifications that should be made to the accompanying schedules of selected sustainability indicators included in Appendix A for the reporting periods as indicated in the table above, in order for the schedules to be based on the Criteria.

*Ernst + Young LLP*  
May 1, 2024

A member firm of Ernst & Young Global Limited



Appendix A – WestRock Company Schedules of Selected Sustainability Indicators

Schedule of Recordable Incident Rate for the year ended September 30, 2023

Indicator name	Reported value	Units of measure	Criteria	Reporting Boundary
Recordable incident rate (RIR) <sup>1,2</sup>	1.52 <sup>3</sup>	Recordable incidents per 100 employees	Recordable incident rate, presented as the rate of recordable work-related incidents, as defined in GRI 403-9(a)(iii), 403-9(e), 403-9(f) and 403-9(g) <sup>4</sup> . Significant contextual information necessary to understand how the data have been compiled have been disclosed.	WestRock includes employees (salaried and hourly) and contractors that WestRock directly supervises in its calculation.

<sup>1</sup> WestRock calculates its RIR by dividing the number of recordable work-related incidents by the number of total hours worked and multiplying the quotient by 200,000.

<sup>2</sup> WestRock defines a "recordable event" as any occupational injury/illness that results in the following:

- Fatalities, regardless of the time between the injury and death, or the length of the illness; or
- Days away from work cases, other than fatalities; or
- Non-fatal cases without days away from work that:
  - Result in transfer to another job or termination of employment
  - Require medical treatment (other than first aid)
  - Involve loss of consciousness
  - Result in restriction of work or motion

<sup>3</sup> Recordable incident rate was determined as of January 26, 2024, for the fiscal year ended September 30, 2023. The number of recordable incidents is based upon employees self-reporting work-related injuries or illnesses which may be affected by culture, societal norms, and/or regulations. To the extent a recordable incident is not self-reported, it would not be included in the recordable incident rate calculation.

<sup>4</sup> Other criteria included in GRI 403-9a (i.e., for all employees, number and rate of fatalities as a result of work related injuries, number and rate of high consequence work-related injuries, number of recordable work-related injuries, types of work-related injuries, number of hours worked) and other components of GRI 403-9 (i.e., for employees and workers who are not employees but whose work and/or workplace is controlled by the organization, the number and rate of fatalities as a result of work-related injury, the number and rate of high-consequence work-related injuries (excluding fatalities), the number and rate of recordable work-related injuries, the main types of work-related injury, the number of hours worked; work-related hazards that pose a risk of high-consequence injury; any actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls; and whether any workers have been excluded from this disclosure) are excluded.



Schedule of Select Diversity Metrics as of September 30, 2023

Indicator Name	Reported Value (%)		
	Male	Female	
Board of Directors by Gender	66.7%	33.3%	
Employees by Gender	76.8%	23.2%	
Employees by Age	Under 30 Years	30-50 Years	Over 50 Years
	16.6%	50.4%	33.0%
Employees by Ethnicity <sup>5</sup>	People of Color (POC)	Non-POC	Unspecified
	35.7%	62.2%	2.1%
Criteria <sup>6</sup>	As defined by GRI 405-1 (a): Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender As defined by GRI 405-1 (b): Percentage of employees per employee category in each of the following diversity categories: i. Gender ii. Age group (under 30, 30-50, above 50) iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)		
Reporting Boundary	Metrics for WestRock's Board of Directors include all members of the Board. For employee-level metrics, WestRock includes all employees, except for interns and temporary employees, unless otherwise noted.		

<sup>5</sup> The diversity of employees by ethnicity is limited only to WestRock's employees that are based in the United States. WestRock does not collect racial/ethnic demographics of its employees outside of the United States. The number of employees that are reported as people of color is based upon employees self-reporting their ethnicity. The "Unspecified" category of employees are those who declined to disclose such information.

<sup>6</sup> Other criteria included in GRI 405-1 (i.e. percentage of individuals within the organization's governance bodies by age group and other relevant indicators (e.g., race/ethnicity), and percentage of employees by function (such as technical, administrative, production), by gender, age group, and other relevant indicators (e.g., race/ethnicity)) are excluded.



Schedule of Select Diversity Metrics as of September 30, 2023

Indicator Name	Reported Value (%)							
	Employees by Pay Category	Salary				Hourly		
28.4%				71.6%				
Employees by Region <sup>7</sup>	North America		EMEA		Latin America		Asia-Pacific	
	66.5%		10.0%		20.9%		2.6%	
Employees by Gender by Region	Male	Female	Male	Female	Male	Female	Male	Female
	79.1%	20.9%	68.7%	31.3%	74.5%	25.5%	68.5%	31.5%
Criteria	Percentage of employees per employee category in each of the following categories: i. Pay category (hourly vs. salary) ii. Region iii. Gender by Region							
Reporting Boundary	WestRock includes all employees, except for interns and temporary employees, unless otherwise noted.							

<sup>7</sup> EMEA is defined as Europe, Middle East and Africa. WestRock captures employees within Canada and the United States within the North America region. All other employees in the Americas are captured within Latin America. Beginning in FY22, Mexico was re-aligned from the North America region to Latin America. WestRock notes the re-alignment is in response to the acquisition of Grupo Gondi in Mexico during Q1 of FY23.



Schedule of Select Employment Metrics for the year ended September 30, 2023

Indicator name	Reported Value (%) <sup>8</sup>			
	Male		Female	
Employment by gender	Male		Female	
New Hires	74.1%		25.9%	
Turnover	75.4%		24.6%	
Employment by age	Under 30 Years	30-50 years		Over 50 years
New hires	37.7%	50.3%		12.0%
Turnover	31.4%	46.0%		22.6%
Employment by region <sup>9</sup>	North America	EMEA	Latin America	Asia-Pacific
New Hires	42.0%	2.8%	54.7%	0.5%
Turnover	69.2%	3.8%	25.9%	1.1%
Criteria	Employee metrics are reported as defined in GRI 401-1 <sup>10</sup> . Significant contextual information necessary to understand how the data have been compiled have been disclosed.			
Reporting Boundary	WestRock includes all new hires and terminated employees, except for interns and temporary employees, unless otherwise noted.			

<sup>8</sup> Employment metrics were determined as of November 12, 2023, for the fiscal year ended September 30, 2023. Certain new hire and employee turnover information may not be reflected in the reported metrics for transactions occurring close to year-end and processed subsequent to November 12, 2023. For the fiscal year ended September 30, 2023, these instances were determined to have insignificant impacts on the reported metrics.

<sup>9</sup> EMEA is defined as Europe, Middle East and Africa. WestRock captures employees within Canada and the United States within the North America region. All other employees in the Americas are captured within Latin America. Beginning in FY22, Mexico was re-aligned from the North America region to Latin America. WestRock notes the re-alignment is in response to the acquisition of Grupo Gondi in Mexico during Q1 of FY23.

<sup>10</sup> Other criteria included in GRI 401-1 (i.e. number of new employee hires and employee turnover) are excluded.



Schedule of Facilities Located in a High-Risk Country of Operation as of September 30, 2023

Indicator name	Reported value	Criteria	Reporting boundary
Facilities located in a high-risk country of operation	In 2023, WestRock conducted a global human rights risk assessment encompassing all core business operating facilities. Of the 297 locations reviewed, 30 ranked as potentially high-risk.	In 2023, WestRock conducted a global human rights risk assessment encompassing all our core business operating facilities. WestRock elected to assess human rights risk based on three indices – the Human Freedom Index 2022 <sup>11</sup> , the 2023 Index of Economic Freedom <sup>12</sup> and the Freedom in the World Index 2023 <sup>13</sup> . These indices rate a country's human rights risk using political, economic, and social criteria. For each index, WestRock used the most recently available data at the time of the company's assessment and a quartile rating system to re-score each country on a scale of 1 to 4. Scores were then aggregated for each country across the three indices, with possible scores ranging from 3 (lowest risk) to 12 (highest risk). This allowed the company to create an operation-specific human rights risk assessment by country. For WestRock's risk assessment, the company chose a combined rating of 6 or higher to be considered a high-risk country of operation. This included countries that had a rating in the 4th quartile (highest risk) in one index or were rated in the 2nd quartile for all 3 indices.	WestRock includes all core business operating facilities, which comprise headquarter office locations, regional offices, and manufacturing and converting operations that are delivering goods and services to customers. Certain corporate and regional offices are not included when management deems them to be not core operating facilities. This includes IT facilities, small sales offices (generally less than 10 employees), and customer locations that maintain WestRock staff onsite.

<sup>11</sup> The Human Freedom Index 2022, co-published by the Cato Institute and the Fraser Institute.

<sup>12</sup> The 2023 Index of Economic Freedom, published by the Heritage Foundation.

<sup>13</sup> The Freedom in the World Index 2023, published by Freedom House.



Schedule of  
Select Environmental Metrics – Operational Emissions  
for the year ended September 30, 2019 (as amended) and 2023

Indicator name	Reported value 2019 (as amended) <sup>14</sup>	Reported value 2023	Units of measure	Criteria	Reporting Boundary
Scope 1 (Direct) Greenhouse Gas (GHG) Emissions <sup>15,16</sup>	6,411,167	5,997,083	Metric tonnes carbon dioxide equivalents (MT CO <sub>2</sub> e)	GRI Standard 305-1: Energy Direct – Scope 1 emissions The Greenhouse Gas (GHG) Protocol: A Corporate Accounting and Reporting Standard as amended by the GHG Protocol Scope 2 Guidance	WestRock selected an organizational boundary based on the company's operational control. WestRock may exclude converting facilities and offices that pay electricity invoices through rental leases, which management has determined are not material to the users of the reported information.
Scope 2 (Indirect) GHG Emissions, market-based method <sup>17,18,19</sup>	2,968,004	2,326,787	MT CO <sub>2</sub> e	GRI Standard 305-2: Energy Indirect – Scope 2 emissions The GHG Protocol: A Corporate Accounting and Reporting Standard as amended by the GHG Protocol Scope 2 Guidance	

<sup>14</sup> The 2019 base year Scope 1 and Scope 2 MBM emissions were amended, triggered by significant structural changes since the initially reported values, including the acquisition of Grupo Gondi in 2023 and other mill and converting facility divestitures, in accordance with the GHG Protocol which requires recalculation of the base year when a structural change, change in methodology, or error has a 5% or greater impact on the base year metrics, or at the discretion of management if the impact is less.

<sup>15</sup> GHG emissions – Scope 1 includes natural gas, coal, oil #2, oil #4, oil #6, shale oil, propane, diesel and biogenic emissions for CH<sub>4</sub> and N<sub>2</sub>O; gases included in the reporting boundary are CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. The majority of the reported CO<sub>2</sub>e emissions are from CO<sub>2</sub> with the remainder being composed of CH<sub>4</sub> and N<sub>2</sub>O, noting that HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub> are not material to the Company's emissions.

<sup>16</sup> WestRock owns and operates landfills which are located onsite or in close proximity to WestRock's paper mills. EPA calculation methodologies (and other publicly available estimation methodologies) may not be representative of actual fugitive methane emissions from pulp and paper industry landfills. As such, management has elected to exclude fugitive methane emissions from company-owned landfills from its reporting boundary, which is permissible according to The GHG Protocol: A Corporate Accounting and Reporting Standard.

<sup>17</sup> WestRock tracks energy consumption data for sites within its reporting boundary, such as utility invoices or metering. Where actual consumption data is not available or cannot be obtained in a timely manner, WestRock estimates consumption using other available data, such as previous consumption at the site or average energy consumption at similar sites, to provide the most complete inventory possible. To calculate Scope 1 and Scope 2 (MBM) GHG emissions, WestRock multiplies activity-level data by the emissions factors indicated in the notes section titled "Sources of emissions factors and global warming potentials."

<sup>18</sup> For some WestRock owned mills, renewable energy attributes are generated from the stationary combustion of biofuels. Where these attributes are unbundled and registered in an energy market's attribute tracking system, the company adjusts its Scope 2 MBM emissions as recommended by the GHG Protocol Scope 2 Guidance by treating the underlying power associated with the attributes as if it were purchased from the grid and multiplying the power by the corresponding emissions factors.

<sup>19</sup> GHG emissions – Scope 2 indirect emissions includes the following gases: CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O in the reporting boundary. The majority of the reported CO<sub>2</sub>e emissions are from CO<sub>2</sub> with the remainder being composed of CH<sub>4</sub> and N<sub>2</sub>O, noting that HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub> are not material to the Company's emissions.



Schedule of  
Select Environmental Metrics – Operational Emissions  
for the year ended September 30, 2019 (as amended) and 2023

Indicator name	Reported value 2019 (as amended) <sup>20</sup>	Reported value 2023	Units of measure	Criteria	Reporting Boundary
GHG Emissions Intensity <sup>21</sup>	Not subject to assurance	0.58	MT CO <sub>2</sub> e per ton of paperboard and containerboard produced	GRI 305-4: GHG emissions intensity	WestRock includes all global mill operations in this calculation that specifically manufacture paperboard and containerboard.
Biogenic CO <sub>2</sub> emissions <sup>22</sup>	Not subject to assurance	16,451,379	MT CO <sub>2</sub>	The GHG Protocol Corporate Accounting and Reporting Standard and the GHG Protocol Scope 2 Guidance GRI Standard 305-1: Energy Direct – Scope 1 emissions GRI Standard 305-2: Energy Indirect – Scope 2 emissions	WestRock selected an organizational boundary based on the company's operational control. WestRock may exclude converting facilities and offices that pay electricity invoices through rental leases, which management has determined are not material to the users of the reported information.

<sup>20</sup> The 2019 base year Scope 1 and Scope 2 MBM emissions were amended, triggered by significant structural changes since the initially reported values, including the acquisition of Grupo Gondi in 2023 and other mill and converting facility divestitures, in accordance with the GHG Protocol which requires recalculation of the base year when a structural change, change in methodology, or error has a 5% or greater impact on the base year metrics, or at the discretion of management if the impact is less.

<sup>21</sup> WestRock calculates emissions intensity as the total Scope 1 emissions from combustion sources from mills that manufacture paperboard and containerboard (i.e., excluding fugitive methane emissions from company-owned landfills) and total Scope 2 MBM emissions from mills that manufacture paperboard and containerboard divided by tons of paperboard and containerboard produced.

<sup>22</sup> WestRock's reported biogenic CO<sub>2</sub> emissions include the CO<sub>2</sub> portion of biogenic emissions from both direct sources (Scope 1) and indirect sources (Scope 2) of emissions. Direct biogenic emissions consisted of 16,162,942 mtCO<sub>2</sub> while indirect biogenic emissions consisted of 288,437 mtCO<sub>2</sub>, totaling 16,451,379 mtCO<sub>2</sub>.



Schedule of  
Select Environmental Metrics – Scope 3 Emissions  
for the year ended September 30, 2023

The reported values have been prepared based on the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard and The GHG Protocol Technical Guidance for Calculating Scope 3 emissions. WestRock uses the global warming potentials per the 2014 IPCC Fifth Assessment Report.

Indicator name <sup>23, 24</sup>	Reported value 2023 (MT CO <sub>2</sub> e)	Methodology and Emission Factors
Scope 3 category 1 emissions – purchased goods and services	2,780,113	This category includes all non-capital purchased goods and services in the fiscal year on a cash-basis for our direct operations. WestRock calculates supplier emissions allocated to our company using the hybrid method. Over 45% of our category 1 emissions is calculated using data from suppliers via CDP. For spend with suppliers that report to the CDP, WestRock applies the emissions allocated to WestRock by the supplier as reported through the CDP, when the data is available and meets our criteria for completeness. If supplier allocated emissions are not provided, WestRock will then use a supplier-specific emissions intensity reported value. Supplier-specific emissions factors were calculated by using the supplier's 2022 scope 1, 2 (market-based) and relevant scope 3 upstream emissions divided by 2022 total revenue.  For spend with suppliers that do not report to the CDP, WestRock categorizes and matches the spend by industry, activity group, and activity and apply the CDP Supply Chain average emission factor for the respective industry, activity group and activity matched to the spend and utilize the most granular factor available (activity being most granular).
Scope 3 category 2 emissions – capital goods	96,499	This category includes all capital purchased goods and services in the fiscal year, for our direct operations. WestRock uses the same method as Category 1 but only includes capital spend.

<sup>23</sup> The following Scope 3 categories were identified by WestRock as not relevant as defined by the Greenhouse Gas Protocol or immaterial and therefore are not reported. Scope 3 Category 5 – Waste Generated In Operations has been identified as immaterial and therefore, not calculated as there is little waste in production and the waste that is produced is largely either recycled through the manufacturing systems (i.e., scrap pulp and paper) or disposed in company-owned landfills (refer to footnote 16). Scope 3 Category 6 – Business Travel and Scope 3 Category 7 – Employee Commuting have been identified as immaterial and therefore, not calculated as these are not a significant emissions source for the Company. Scope 3 Category 8 – Upstream Leased Assets has been identified as immaterial and therefore, not calculated as all material emissions associated with leased assets within our business are accounted for within our Scope 1 and 2 emissions. Any leased assets outside of the Company's operational control are immaterial. Scope 3 Category 13 – Downstream Leased Assets has been identified as not relevant as the emissions related to leased custom packaging machinery is de minimis. Scope 3 Category 15 – Investments has been identified as immaterial and therefore, not calculated as the Company does not have any significant equity investments.

<sup>24</sup> The following scope 3 categories were identified by WestRock as not applicable. Category 11 – Use of Sold Products has been identified as not applicable as the Company's products are used in packaging or in other ways that do not consume energy and Category 14 – Franchises has been identified as not applicable as the Company does not operate any franchises.



Schedule of Select Environmental Metrics – Scope 3 Emissions for the year ended September 30, 2023

Indicator name	Reported value 2023 (MT CO <sub>2</sub> e)	Methodology and Emission Factors
Scope 3 category 3 emissions – fuel-and energy-related activities (not included in scope 1 or scope 2)	2,291,118	<p>This category includes upstream emissions from coal, natural gas, fuel oil, propane, and diesel used in mill and converting operations, as well as upstream emissions from all electricity and steam purchases. WestRock calculates upstream emissions associated with fuel using annual usage for each fuel type, a fuel-specific upstream emission factor from the Ecolnvent Life Cycle Impact Assessment Database (version 3.8), and the fuel's heat content.</p> <p>Upstream electricity emissions are calculated using annual consumption and the International Energy Agency (IEA) lifecycle upstream emission factors 2023. Electricity transmission and distribution ("T&amp;D") emissions are calculated using location-based scope 2 emissions and a weighted average T&amp;D loss factor by country from the IEA 2018 statistics.</p> <p>Upstream steam emissions are calculated using steam usage, in addition to the fuel source breakdown for steam. Upstream factors from the Ecolnvent Life Cycle Impact Assessment Database are then utilized to calculate emissions. WestRock assumes no steam T&amp;D loss since it is produced on-site with minimal estimated losses.</p>
Scope 3 category 4 emissions – upstream transportation and distribution	1,072,682	<p>This category includes all transportation paid for by our Company, including truck, rail, vessel, and intermodal. In the U.S., WestRock calculates emissions by using the fuel-based and distance-based method. For the fuel-based method, WestRock uses the miles, weight, and number of loads for rail and road transports to estimate diesel fuel usage and the 2023 EPA Emission Factors for Greenhouse Gas Inventories to determine emissions. For the distance-based method, WestRock uses barge shipment and allocated weight on each route to calculate emissions using the 2023 EPA Emission Factors for Greenhouse Gas Inventories.</p> <p>For all other regions (Canada, Latin America, EMEA and Asia Pacific), WestRock uses the calculated U.S. values and annual FY 2023 revenue by geographical market to create a factor to estimate emissions due to a lack of primary data in those markets.</p>
Scope 3 category 9 emissions – downstream transportation and distribution	71,545	<p>This category includes all truck, rail, and intermodal transportation not paid for by our company as well as warehouse space used. WestRock calculates downstream emissions from truck, rail, and intermodal transportation using the same method and estimation process as Category 4. In addition, Warehouse emissions are calculated using an Energy Information Administration (EIA) 2018 factor to estimate kWh per square foot of warehouse space, along with location electricity factors for each warehouse including 2021 eGRID factors for U.S. warehouses and 2023 IEA factors for any non-U.S. warehouses.</p>



Schedule of Select Environmental Metrics – Scope 3 Emissions for the year ended September 30, 2023

Indicator name	Reported value 2023 (MT CO <sub>2</sub> e)	Methodology and Emission Factors
Scope 3 category 10 emissions – processing of sold products	430,387	This category includes the processing of externally sold paperboard or containerboard into final products. WestRock calculates emissions using externally sold tons and emissions factors calculated from WestRock’s primary data. WestRock uses FY23 scope 1 and scope 2 market-based emissions generated from our converting facilities to create product-type specific emission factors which are then applied to the externally sold volume for relevant products that require further processing.
Scope 3 category 12 emissions – End-of-life treatment of sold products	2,910,319	This category includes all end-of-life emissions from our paperboard or containerboard. WestRock calculates emissions using the average-data method. WestRock uses the average recycling, landfill, and combustion rates for the most analogous product to our paperboards from the EPA End of Life Statistics along with 2023 EPA Emission Factors for Greenhouse Gas Inventories based on the associated end-of-life treatment.
Total Scope 3 emissions	9,652,633	Refer above



Schedule of Select Other Environmental Metrics for the year ended September 30, 2023

Indicator name	Reported value	Units of measure	Criteria	Reporting Boundary
Materials used by weight or volume for virgin fiber <sup>25</sup>			The total weight of virgin fiber procured during the reporting period <sup>26</sup> . Significant contextual information necessary to understand how the data have been compiled have been disclosed.	WestRock includes all global mill operations in this calculation that specifically manufacture paperboard and containerboard.
• US mills	25,719,745	US tons		
• Canada mills	1,277,428			
• Brazil mills	2,564,348			
• All mills	29,561,521			
Recycled input materials used <sup>27</sup>			The percentage of recycled input materials used to manufacture the organization's primary products and services. This is defined as the total recycled input materials procured divided by the total of virgin fiber and recycled input materials procured. Significant contextual information necessary to understand how the data have been compiled have been disclosed.	WestRock includes global mill operations that specifically manufacture paperboard and containerboard <sup>28</sup> .
• All mills	41	%		

<sup>25</sup> WestRock calculates total weight in US tons of virgin wood fiber procurement. Virgin wood fiber is classified by WestRock as a raw material that is renewable, material that is derived from plentiful resources that are quickly replenished by ecological cycles or agricultural processes, so that the services provided by these and other linked resources are not endangered and remain available for the next generation. WestRock sums all mill procurement data that meets the classification of virgin wood fiber for the reporting period.

<sup>26</sup> WestRock reports the total weight of virgin fiber (i.e. virgin wood log and chips) procured during the reporting period. Management has identified that other materials used to produce their products are immaterial in production. These other materials are additives within the manufacturing process and may include, but are not limited to, materials such as dye, starch, kaolin clay, and calcium carbonate. Water is also a component in WestRock's primary products; water withdrawn for use in in the manufacturing process is disclosed in the Mill Water Withdrawal metric described below.

<sup>27</sup> To calculate the percentage of recycled materials used by WestRock to manufacture paperboard and containerboard, WestRock first measures the total recycled input materials procured during the reporting period. Recycled input material is defined as material that replaces virgin materials, which are purchased or obtained from internal or external sources and that are not by-products and non-product outputs produced by the organization. Recycled input materials can be classified as pre-consumer (i.e., paperboard or containerboard that is manufactured but does not ultimately make it into a finished good delivered to customers) or post-consumer (i.e., materials that have been used by an end user or consumer, disposed of, and diverted from landfills). To calculate total recycled input materials used during the reporting period, WestRock takes the unconverted tonnage (i.e., raw tonnage of recycled fiber weighed at the time of purchase) of pre-consumer and post-consumer fiber and applies a conversion factor to account for weight lost during the manufacturing process. This final converted tonnage for pre-consumer and post-consumer materials is summed to calculate total converted recycled input materials procured during the reporting period. For the mills included in the calculation of recycled materials procured during the reporting period, WestRock also takes the unconverted tonnage of virgin wood fiber and applies a conversion factor to calculate total converted virgin wood fiber procurement during the reporting period. To calculate the reported value, WestRock divides the total converted recycled input materials procured during the reporting period by the sum of total converted recycled input materials and converted virgin wood fiber procured during the reporting period.

<sup>28</sup> WestRock maintains operational control over a diverse portfolio of mills categorized based on the type of final product manufactured, including consumer mills, corrugated mills, chip mills, and sawmills. As the percentage of recycled input materials used is specific to mills that procure and consume materials for the purpose of manufacturing paperboard and containerboard, only consumer and corrugated mills are included in the reporting boundary.



Schedule of Select Other Environmental Metrics for the year ended September 30, 2023

Indicator name	Reported value	Units of measure <sup>29</sup>	Criteria	Reporting Boundary
Energy consumption within the organization			GRI Standard 302-1: Energy consumption within the organization <sup>30</sup>	WestRock selected an organizational boundary based on the company's operational control. WestRock may exclude converting facilities and offices that pay electricity invoices through rental leases, which management has determined are not material to the users of the reported information.
Total energy consumption	292,774,921	MMBtu		
Total direct energy consumption <sup>31</sup>	275,059,168	MMBtu		
Total indirect energy consumption <sup>32</sup>	17,715,753	MMBtu		
Total purchased electricity	21,745,018	MMBtu		
Total purchased steam <sup>33</sup>	901,458	MMBtu		
Total electricity sold	(4,480,038)	MMBtu		
Total steam sold	(450,685)	MMBtu		
Fuel consumption from renewable sources <sup>34</sup>	166,526,977	MMBtu		
Fuel consumption from non-renewable sources <sup>35</sup>	108,532,191	MMBtu		
Total energy mix (renewable)	61%	%		
Total energy mix (non-renewable)	39%	%		
Purchased fuel efficiency	13.17	MMBtu per ton of paperboard and containerboard produced	GRI Standard 302-3: Energy intensity, United States Department of Energy (DOE): Energy Intensity and Baseline Guidance	WestRock includes all global mill operations in this calculation that specifically manufacture paperboard and containerboard <sup>36</sup> .

<sup>29</sup> WestRock utilizes a conversion factor of 1 GJ to 0.947817 MMBtu.

<sup>30</sup> Heating and cooling (both purchased and sold) have been identified as not being material to WestRock's operations and therefore have been excluded from this table.

<sup>31</sup> Total direct energy consumption is defined as the sum of fuel consumption from renewable sources and fuel consumption from non-renewable sources.

<sup>32</sup> Total indirect energy consumption is defined as the sum of purchased electricity and steam less sold electricity and steam.

<sup>22</sup> Total purchased steam is exclusive of steam obtained from independently operated joint ventures where the steam is generated through such joint venture's consumption of WestRock's production waste (i.e., wood waste and black liquor). The combustion of this production waste is reported within fuel consumption from renewable sources.

<sup>34</sup> WestRock includes the following fuel types in fuel consumption from renewable sources: steam generated by biomass, black liquor, wood waste, and rail road ties; WestRock includes the following fuel types in non-renewable sources: natural gas, coal, oil #2, oil #4, oil #6, shale oil, propane, diesel, and steam generated by fossil fuel.

<sup>35</sup> WestRock's accounting policy indicates that all renewable energy attributes generated by mills during the fiscal year and registered in a renewable energy market's attribute tracking system are treated as sold or available for sale and that WestRock will not be retiring the attributes to realize the underlying environmental benefits. As a result, every MWh associated with the attributes generated and registered in an attribute tracking system will be treated as if WestRock had purchased that MWh from the grid ("null power"), thereby classifying the electricity as a non-renewable energy source, though it remains identified as self-generated and not purchased power.

<sup>36</sup> WestRock calculates purchased energy as "primary energy," which includes the energy consumed by the reporting company as well as the energy required to produce and transport to WestRock's mills. Primary energy purchased is calculated using site energy (i.e., energy consumed at each WestRock mill) and applying a multiplier provided by the DOE. Refer to Notes to Schedule section for the sources of conversion factors used. Purchased energy intensity (also referred to as purchased fuel efficiency) is calculated by dividing purchased energy for mills by tons of paperboard and containerboard produced. Purchased energy includes purchased fuel (e.g., coal, natural gas), electricity, and steam for WestRock's mills. Where mills generate excess electricity that is sold back to the grid or another third party, WestRock deducts the amount of sold electricity against purchased electricity which is permissible according to the DOE guidance.



Schedule of  
Select Other Environmental Metrics  
for the year ended September 30, 2023

Indicator name	Reported value		Criteria	Reporting Boundary
Mill water withdrawal by source <sup>37</sup>			Total water withdrawal, presented as the total and total by source of surface water, groundwater, and third-party water, as defined in GRI 303-3(a) <sup>38</sup> . Significant contextual information necessary to understand how the data have been compiled have been disclosed.	WestRock includes total water intake from all sources (including surface water, ground water, and third-party sources), for all mills included in the company's global operations that specifically manufacture paperboard and containerboard.
Units of Measure	Mega-liters	%of total mill water withdrawal		
Total water withdrawal	525,124 <sup>39</sup>	100%		
Surface water withdrawal	320,440	61%		
Groundwater withdrawal	118,842	23%		
Third-party water withdrawal	85,842	16%		
Mill water withdrawal intensity			Total water withdrawal for mills divided by tons of paperboard and containerboard produced	WestRock includes total water intake from all sources (including surface water, groundwater, and third-party sources), for all mills included in the company's global operations that specifically manufacture paperboard and containerboard.
Units of Measure	Total water withdrawal for mills in mega-liters per ton of paperboard and containerboard produced			
Mill water withdrawal intensity	0.0410			

<sup>37</sup> WestRock breaks out water withdrawal into three applicable categories outlined in GRI Standard 303-3: surface water, groundwater, and third-party water. Seawater and produced water are not applicable to WestRock as WestRock does not withdraw material volumes of seawater and produced water for WestRock's operations.

<sup>38</sup> Other criteria included in GRI 303-3 (i.e., water withdrawal from water stressed areas and water withdrawal by dissolved solid content) are excluded.

<sup>39</sup> WestRock primarily relies on the use of company-owned flow meter equipment to capture daily water withdrawal volumes, which are aggregated over the reporting period for external reporting. As recommended by management, mills calibrate flow meters regularly to support the accurate measurement of water withdrawal volumes.



Notes to Schedules

Note on sources of emissions factors and global warming potentials (GHG emissions – Scope 1 & 2 (market-based)):

Indicator name	Emissions factors	Global warming potentials
GHG emissions – Scope 1 (2023)	2006 Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories 2022 U.S. Environmental Protection Agency (EPA) Emission Factors for Greenhouse Gas Inventories. Federal Register EPA; 40 CFR Part 98; e-CFR. Table C-1 and Table C-2 (78 FR 71950, Nov. 29, 2013, as amended at 81 FR 89252, Dec. 9, 2016), Table AA-1 (78 FR 71965, Nov. 29, 2013). World Resources Institute (2015) – Greenhouse Gas (GHG) Protocol tool for stationary combustion. Version 4.1.	2014 IPCC Fifth Assessment Report
GHG emissions – Scope 1 (2019 as amended)	2020 U.S. Environmental Protection Agency (EPA) Emission Factors for Greenhouse Gas Inventories. Federal Register EPA; 40 CFR Part 98; e-CFR. Table C-1 and Table C-2 (78 FR 71950, Nov. 29, 2013, as amended at 81 FR 89252, Dec. 9, 2016), Table AA-1 (78 FR 71965, Nov. 29, 2013). World Resources Institute (2015) – Greenhouse Gas (GHG) Protocol tool for stationary combustion. Version 4.1.	
GHG emissions – Scope 2 (market-based) (2023)	The Emissions & Generation Resource Integrated Database (eGRID) 2021 2023 Edison Electric Institute (EEI) Electric Company Carbon Emissions and Electricity Mix Reporting Database for Corporate Customers 2020 National Inventory Report 1990-2020: Greenhouse Gas Sources and Sinks in Canada 2023 factors, International Energy Agency Data Services Federal Register EPA; 40 CFR Part 98; e-CFR. Table C-1 and Table C-2 (78 FR 71950, Nov. 29, 2013, as amended at 81 FR 89252, Dec. 9, 2016), Table AA-1 (78 FR 71965, Nov. 29, 2013) 2006 IPCC Guidelines for National Greenhouse Gas Inventories 2022 Data Year RE-DISS Residual Mix Emissions Rates for Europe 2023 UK Government GHG Conversion Factors for Company Reporting 2023 Australian Government Department of Climate Change, energy, the Environment and Water National Greenhouse Accounts Factors Brazil Ministry of Mines and Energy Summary Report 2023 (Reference year 2022)	
GHG emissions – Scope 2 (market-based) (2019 as amended)	The Emissions & Generation Resource Integrated Database (eGRID) 2019 2019 Edison Electric Institute (EEI) Electric Company Carbon Emissions and Electricity Mix Reporting Database for Corporate Customers 2019 factors, International Energy Agency Data Services (2021) 2019 National Inventory Report 1990-2017: Greenhouse Gas Sources and Sinks in Canada 2018 UK Government GHG Conversion Factors for Company Reporting 2018 Australian Government Department of Climate Change, energy, the Environment and Water National Greenhouse Accounts Factors	



Note on sources of conversion factors:

Indicator	Conversion factors
Total energy consumption Total direct energy consumption Fuel consumption from non-renewable sources	Federal Register Environmental Protection Agency; 40 CFR Part 98; e-CFR. Table C-1, Table C-2 (as amended at 81 FR 89252, Dec. 9, 2016), Table AA-1 (78 FR 71965, Nov. 29, 2013)
Total purchased electricity Total electricity sold	US Energy Information Administration (EIA) Unit Energy Conversion Calculator
Total purchased steam Total steam sold	EnergyStar Steam Unit Conversion Reference
Fuel consumption from renewable sources	US EIA Renewable Energy Annual Trends Table 2009

Note on Non-financial Reporting:

Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurements techniques may also vary.