



Accelerating
the possible.
Right now.

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About this report

On April 30, 2025, Amcor completed the transformational merger with Berry Global (Berry). This strategic combination brought together two highly complementary businesses to create one of the industry's most comprehensive, multifformat portfolios of primary packaging solutions for nutrition, health, beauty and wellness.

From a sustainability perspective, this landmark combination unlocks new capabilities to drive innovation in sustainability and circular packaging. Amcor's Fiscal Year 2025 (FY25) Sustainability Report focuses on the first steps of the exciting journey that lies before us.

On the following pages, we share the stories and accomplishments from two industry leaders, highlighting the synergies that we have discovered during our integration and detailing our intentions as we move forward as one global company.

Unless otherwise specified, the quantitative data presented in this report covers only legacy Amcor operations and those of its consolidated entities from July 1, 2024 to June 30, 2025, exclusive of data from legacy Berry operations. This is because we do not yet have a full year of combined data as one company. We are in the process of integrating our data collection systems and methodologies and will share a full combined footprint in our FY26 Sustainability Report.

The qualitative disclosures throughout the report include information from both legacy Amcor and legacy Berry, drawing on success stories and best practices from both companies to demonstrate our similarities as we come together and move forward under one cohesive sustainability strategy.

A letter from our CEO, Peter Konieczny

Welcome to Amcor's Sustainability Report for FY25.



At Amcor, we believe that all packaging can be circular. That packaging waste can be eliminated. That efficient packaging can mitigate global warming. And we work every day to make that happen.

Fiscal year 2025 marks an inflection point on our journey, as the combination with Berry has opened the door to bold new possibilities. With industry-leading innovation, global scale and deep packaging expertise, the new Amcor is more ready than ever to deliver breakthrough solutions that help customers achieve their sustainability aspirations. Those enhanced capabilities will help Amcor both grow and advance a circular packaging future.

This report captures our continued progress across many fronts, including how we wrap up the pledge Amcor made back in 2018 regarding the design of our products and the materials we use. As of June 30, 2025 we had reached our goal of using 10% post-consumer recycled (PCR) content, while 96% of our flexible packaging portfolio by area had recycle-ready options and 96% of our rigid packaging by weight was recyclable. Those achievements reflect the exceptional talent, passion and perseverance of the Amcor team, which is now more than 75,000 strong.

We realize that achieving packaging sustainability at scale goes beyond product design. It requires participation across the value chain – from raw material suppliers and technical experts to customers and regulators. This is why we continue partnering across the industry, collaborating to set smart standards and advocating for better policies that can drive lasting change worldwide.

As we have grown in size and scale, we have also strengthened our focus on reducing our carbon footprint. Our operations and plant management teams continue driving energy efficiency at each of the 400-plus manufacturing sites in our combined company. Those efforts exemplify how we implement our Decarbonization Roadmap, reducing emissions across the business to achieve our net zero by 2050 ambitions.

And while we are proud of our progress, it is the possibilities ahead that inspire us. We look forward to shaping an exciting new future of packaging sustainability, together. Thank you for your interest and support.

Peter Konieczny

Chief Executive Officer

Dreaming big about sustainability

We believe that all packaging can be circular, packaging waste can be eliminated and efficient packaging can mitigate global warming.

Sustainability is a core company value for Amcor. It connects directly to our purpose of elevating customers, shaping lives and protecting the future. Following the combination of Amcor and Berry in April 2025, our ambitions have never been higher.

Those ambitions aim to accelerate momentum around responsible packaging and establish a circular economy. Success will depend on active participation from every stakeholder in the value chain. Together, we can create a society where circularity is the norm.

We are excited about the progress we made in FY25. Building on this momentum, we are excited to work together to shape a future that benefits society and the planet.



PROMOTING CIRCULARITY

The transition to a circular economy is at the heart of our approach to sustainability and it inspires our commitment to innovation, growth and positive progress. During FY25, we were proud to achieve our global target of using 10% post-consumer recycled (PCR) plastic.

Innovation is an integral part of our identity and purpose. We rethink and redesign solutions to better protect products, people and the planet. In 2025, we continued to bring new solutions to the market that minimize waste and maximize resource efficiency, while also advancing circularity. We expanded our AmFiber™ range of paper-based packaging products to tap into new categories, such as recycle-ready stand-up pouch refill packs for instant coffee and a solution for trail mix bars.



We launched several new formats from Amcor's AmPrima®, AmLite™ HeatFlex™ and AmSky™ platforms in 2025, as well as new innovations such as a shrink bag for turkey breasts that reduces the packaging material and cuts the carbon footprint by 22%.*

Partnerships and advocacy remain central elements of our approach to enabling a circular economy for packaging. We work closely with organizations such as the the Alliance to End Plastic Waste to support investment in on-the-ground projects that enhance collection, sorting and recycling infrastructure worldwide. In FY25, we also collaborated with Delterra on a project that empowered more than 2400 residents and businesses in the Badung Regency in Bali, Indonesia, to separate waste and dispose of materials in the correct way.

We continued to advocate for improved policies and regulations that support systemic change around the globe during the year. In Europe, our teams worked closely with industry associations and governments to provide feedback and guidance in the lead-up to the formal adoption of the European Union's Packaging and Packaging Waste Regulation (PPWR). Amcor's sustainability and regulatory experts remain involved in educating customers and other stakeholders about how our products can support compliance with this new regulation.

*Based on an ASSET LCA comparing the baseline netted turkey breast bag with Perflex handle bag, based on cradle-to-grave methodology.

Dreaming big about sustainability continued

PROTECTING THE ENVIRONMENT

We strive to reduce the carbon footprint of our own operations by embracing the latest technologies, methodologies and concepts. Since our baseline year of FY22, Amcor has reduced greenhouse gas (GHG) emissions by 20%, keeping us on track to achieve our near-term and net-zero science-based targets.

Our decarbonization roadmap clarifies and guides our efforts to achieve our GHG emission reduction targets. It is built around a strategy that emphasizes action on four priority levers that address the largest sources of GHG emissions within our business: renewable electricity, supply chain, recycled content and product redesign. These are supported by an additional lever focused on operational efficiency, through which we monitor and implement various lower-impact activities.

For the renewable electricity element of this roadmap, we achieved progress in FY25 through a combination of direct power purchase agreements, virtual power purchase agreements and renewable energy certificates. Amcor bought 3,556,000 gigajoules of renewable electricity in FY25, which represents 30% of our total energy consumption and is a 100% increase from the previous year. Several sites installed solar panels within the reporting period, including our facility in Barcelona, Spain. It now operates a solar farm that covers 20% of the site's overall energy needs.

We continued to work with suppliers to reduce the carbon footprint of the raw materials that we bought in FY25. We hosted a Supplier Sustainability Summit where we engaged 113 of our largest suppliers in discussions about reducing GHG emissions. Our teams collected data about the carbon footprints of more than 12,000 materials that we buy. These insights are now helping us to calculate our carbon footprint more accurately and pinpoint opportunities to reduce it.

For the recycled-content element of the roadmap, we used 233,000 metric tons of PCR materials in our packaging, and we achieved our goal to use 10% PCR plastic by 2025.

We also took action to redesign products and reduce their carbon footprints. Our ASSET™ life cycle assessment system, certified by the Carbon Trust, is a core part of this approach. It considers every step of the packaging life cycle, then generates data and insights about factors that include carbon footprints. The system offers comparisons of up to six different packaging solutions, which supports our teams as they assess the best possible design and material options. In FY25, we conducted 1,556 analyses using ASSET.

As well as driving progress through the four core GHG emission reduction levers, we are pursuing efficiencies across Amcor's global operations in other areas. This includes continuously improving the way that we manage energy, waste and water. Our experts manage site-level performance in these areas each quarter. Following the combination of Amcor and Berry, our sustainability teams have been identifying and sharing information about best practices from both companies related to saving energy, managing water and reducing waste.





Our decarbonization strategy

4 PRIORITY INITIATIVES

1 Renewable electricity

Switching to renewable sources

Will contribute ~31% of emission reductions

2 Supply chain

Working with suppliers to reduce the carbon footprint of our raw materials

Will contribute ~27% of emission reductions

3 Recycled content

Using more PCR materials

Will contribute ~16% of emission reductions

4 Product redesign

Reducing material use and switching to lower-carbon materials

Will contribute ~18% of emission reductions

1 ONGOING INITIATIVE

+1

Operational efficiencies

Ongoing waste, water, energy efficiency and equipment upgrade activities to underpin our drive toward net zero



SUPPORTING OUR PEOPLE

At Amcor, we actively take care of each other's well-being every day. We understand that our employees are the foundation of business success and sustainability progress. For that reason, safety is a core value for our company and we aim to provide a workplace that is free from serious risks and undesired incidents. We remain intently focused on safety, and our combination with Berry has presented an exciting opportunity to leverage each other's successes as we continue building an industry-leading safety program. We reduced recordable injuries by 2% in FY25 compared with the previous year, while 68% of our sites were injury-free.

The combination with Berry also offers a unique opportunity to evolve how our company attracts, engages and develops talented people, while strengthening inclusion and belonging. Our teams are building on the strengths of both organizations and combining the best of both cultures, while also embracing fresh ideas to meet future workforce needs. We are committed to innovating our human resources (HR) practices, leveraging best-in-class approaches and shaping initiatives that elevate the employee experience.

Following the combination, we launched a new culture framework that reflects our shared purpose, values and behaviors. This framework unites our organization and sets clear expectations for how we work and lead, ensuring consistency across our diverse global footprint. To bring it to life, we introduced a series of global and local initiatives focused on embedding the framework into everyday practices, helping employees to connect with our culture and align with our ways of working.

JumpStart was another key aspect of our integrated people management activities launched during FY25. This virtual experience for existing employees and new joiners offers a consistent, engaging introduction to Amcor. It features podcasts and live sessions with senior leaders that aim to accelerate alignment, belonging and confidence during times of change, while helping to build early connections to our culture, priorities and ways of working.

In FY25, we introduced a new employee value proposition (EVP): "Possibility unpacked. For you. For the world." It clearly articulates why employees join, stay and thrive at Amcor, reflecting a purpose-driven culture that celebrates opportunities for growth, innovation and impact.

Our workplace brings together employees from diverse backgrounds. We foster an inclusive culture where everyone feels valued and knows that they are essential to Amcor's success. We support our colleagues' well-being by offering programs that support physical and mental health, and we offer a range of resource groups designed to support employees on different topics.

Our commitment to responsible business practices also includes active engagement in social and community-based programs. Amcor's volunteering strategy focuses on caring for people, the environment and future talent. Individuals and teams around the world brought that spirit to life in FY25 through projects such as supporting underprivileged households in Singapore, bringing clean water to residents in the Dominican Republic, educating young people about sustainability in Evansville, Indiana, and supporting colleagues affected by flooding in Spain.

Looking beyond Amcor's own workforce and communities, we strongly value our suppliers as partners in driving progress toward our long-term sustainability goals and ensuring human rights are protected throughout the supply chain. We are taking action to build our capabilities in the areas of human rights and environmental due diligence, including assessing our critical and strategic suppliers through the EcoVadis sustainability platform and launching a program to screen for human rights- and environment-related risks. In FY25, we screened more than 7,700 suppliers, which represented more than 90% of our total annual spend through our new risk assessment platform. We also hosted modern slavery training for procurement team members in roles that require interaction with suppliers, achieving a 100% training compliance rate.



SPOTLIGHT

Day 1 celebrations

On May 6, 2025, we kicked off an exciting new chapter for Amcor. Around the globe, teams from Berry and Amcor came together to celebrate Day 1 of our combination, bringing incredible energy, unity and enthusiasm to this milestone moment.





FY25 YEAR-END REVIEW

The following table shares a summary of Amcor's progress toward our priorities during FY25.

Impact area	Priority	FY25 update
Circularity	Develop all our packaging to be recyclable, reusable or compostable by 2025	72% of packaging by weight was recyclable or recycle-ready 96% of flexible packaging portfolio by area had a recycle-ready option available to customers
	Achieve 10% PCR plastic use by 2025	10% PCR plastic used
GHG emissions	Reduce Scope 1 and 2 emissions 54.6% by 2033 ¹	30% reduction; Amcor remains on-track to achieve our near-term science-based targets
	Reduce Scope 3 emissions 32.5% by 2033 ¹	18% reduction; Amcor remains on-track to achieve our near-term science-based targets
	Achieve net zero GHG emissions by 2050 ²	20% reduction; Amcor remains on-track to achieve our net-zero science-based targets
Operational efficiency	Increase renewable electricity	30% of electricity was from renewable sources, a 100% increase from the previous year
	Reduce waste-to-disposal	75% of waste was diverted from disposal through recycling and other recovery methods 120 sites internally certified through "zero waste-to-disposal" program
	Ensure all sites have a water management plan in place	100% compliance
	Ensure all sites that use plastic pellets, powders and flakes have aligned with OCS methodology	100% compliance
Safety	Achieve an injury-free Amcor	1.35 recordable case frequency rate (RCFR) 2% year-over-year reduction in recordable injuries
Responsible sourcing	Ensure all strategic and critical suppliers have signed Amcor's Supplier Code of Conduct	93% completion rate
	Ensure 75% of strategic and critical suppliers have completed EcoVadis assessment within the past two years, with a score over 45	81% completion rate

1. Our near-term Scope 1 and 2 target boundary includes biogenic land-related emissions and removals from bioenergy feedstocks. Our near-term Scope 3 target boundary covers purchased goods and services, fuel and energy-related activities, upstream transportation and distribution, waste generated in operations, and end-of-life treatment of sold products — representing 67% of Amcor's total Scope 3 footprint. Targets are based on an FY22 baseline year.
2. Our net-zero Scope 1 and 2 target boundary includes biogenic land-related emissions and removals from bioenergy feedstocks. Our net-zero Scope 3 target boundary covers purchased goods and services, fuel and energy-related activities, upstream transportation and distribution, waste generated in operations, and end-of-life treatment of sold products — representing 90% of Amcor's total Scope 3 footprint. Targets are based on an FY22 baseline year.

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