

# Appendix

**Amcor has reported with reference to the GRI Standards for the period July 1, 2023 to June 30, 2024.**

This report is also prepared in accordance with Sustainability Accounting Standards Board (SASB) Containers and Packaging Sustainability Accounting Standard version 2023-12 and contains disclosures aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework. This is the 13th year we have reported using GRI Standards, the fifth year we are reporting using the SASB Standard and the third year we are reporting using the TCFD framework.

We release a sustainability report annually. Our most recent report before this one was released in November 2023. This and other historical reports may be accessed at [www.amcor.com/sustainability/reports](http://www.amcor.com/sustainability/reports).

**Scope of information:** Unless otherwise specified, the disclosures in this FY24 Sustainability Report cover Amcor plc operations and those of its consolidated entities from July 1, 2023 to June 30, 2024. For clarity, comparative figures have been rounded to the nearest 1,000 (nearest 100 for smaller figures).

**Assurance:** Selected data has been reviewed for limited assurance by Intertek. Assured metrics are indicated in the Statement of Assurance on the final page of this report.

**Contact us:** Please direct any feedback or queries regarding Amcor's FY24 Sustainability Report to [amcor.sustainability@amcor.com](mailto:amcor.sustainability@amcor.com)

Exhibit 1: **GRI content index**

Exhibit 2: **SASB content index**

Exhibit 3: **TCFD disclosure**

Exhibit 4: **Materiality assessment**

Exhibit 5: **GHG emissions calculations**

Exhibit 6: **Workforce data**

Exhibit 7: **List of memberships**

Exhibit 8: **Statement of assurance**

## Exhibit 1: GRI content index

The document sources referenced in this content index include:

- [Amcor's FY24 Annual Report](#)
- [Amcor's FY24 Form 10-K](#)
- [Amcor's FY24 Proxy Statement](#)
- [Amcor's FY24 Sustainability Report](#)
- [Amcor's public website](#)
- All policies referenced can be found in the Investors section of Amcor's company website, under the Corporate Governance tab

Section	Disclosure Title	Document	Page	Disclosure or Additional Explanation
<b>Section 2: General Disclosures</b>				
2-1	Organizational details			Amcor plc (Amcor) is a publicly listed company with shares trading on the New York Stock Exchange (NYSE) under the ticker symbol "AMCR" and CHESD Depository Interests trading on the Australian Securities Exchange (ASX) under the ticker symbol "AMC."  Countries of operation include Argentina, Australia, Belgium, Brazil, Canada, Chile, China, Colombia, Czechia, Denmark, Dominican Republic, El Salvador, Finland, France, Germany, India, Indonesia, Ireland, Italy, Kazakhstan, Malaysia, Mexico, Morocco, Netherlands, New Zealand, Peru, Philippines, Poland, Portugal, Romania, Singapore, South Korea, Spain, Switzerland, Thailand, Trinidad and Tobago, Turkey, United Kingdom, United States and Venezuela.
2-2	Entities included in the organization's sustainability reporting			Unless otherwise specified, the disclosures in this FY24 Sustainability Report cover Amcor plc operations and those of its consolidated entities from July 1, 2023 to June 20, 2024. Disclosures related to GHG emissions, waste and water cover all of Amcor's manufacturing facilities and exclude non-manufacturing sites, whose impacts have been determined to be immaterial to Amcor's overall environmental footprint.
2-3	Reporting period, frequency and contact point	Sustainability Report	84	
2-4	Restatements of information	Sustainability Report	102	In October 2024, we identified an error that led to the overstatement of the amounts of PCR materials and PCR plastics used in FY24, FY23 and FY22. As of October 23, 2024, the error had been corrected and the updated values for all three years had been added to our FY24 Sustainability Report.
2-5	External assurance	Sustainability Report	112	
2-6	Activities, value chain and other business relationships	Annual Report Sustainability Report	6-7 23-28, 72, 77	
2-7	Employees	Sustainability Report	105-106	

Section	Disclosure Title	Document	Page	Disclosure or Additional Explanation
2-9	Governance structure and composition	Proxy Statement	5-6, 14-19, 22-24	
2-10	Nomination and selection of the highest governance body	Proxy Statement	14, 21	
		Corporate Governance Guidelines	4-5	
2-11	Chair of the highest governance body	Proxy Statement	14	
2-12	Role of the highest governance body in overseeing the management of impacts	Proxy Statement	25-26	
2-13	Delegation of responsibility for managing impacts	Sustainability Report	75-76	
2-14	Role of the highest governance body in sustainability reporting	Sustainability Report	101	
2-15	Conflicts of interest	Corporate Governance Guidelines	6	
		Code of Business Conduct & Ethics	1-3	
		Proxy Statement	14-19, 28, 40	
2-16	Communication of critical concerns	Whistleblower Policy	1-3	
		Sustainability Report	82	
2-17	Collective knowledge of highest governance body	Corporate Governance Guidelines	6-7	
2-18	Evaluation of the performance of the highest governance body	Proxy Statement	27	
		Nominating & Corporate Governance Committee Charter	1	
		Corporate Governance Guidelines	7	
2-19	Remuneration policies	Proxy Statement	20, 32-39	
2-20	Process to determine remuneration	Compensation Committee Charter	1-3	
		Proxy Statement	23, 32-39	
2-21	Annual total compensation ratio	Proxy Statement	53	
2-22	Statement on sustainable development strategy	Sustainability Report	3-10	

Section	Disclosure Title	Document	Page	Disclosure or Additional Explanation
2-23	Policy commitments	Code of Business Conduct and Ethics	1	Amcor's Code of Business Conduct and Ethics, Sustainability Policy and Supplier Code of Conduct are written with regard for OECD Guidelines for Multinational Enterprises. These policy commitments apply to all of Amcor's activities. They are reviewed periodically by the relevant functional teams and approved by senior leadership. All employees are expected to review and sign the Code of Business Conduct and Ethics, and all suppliers are expected to review and sign the Supplier Code of Conduct. The policies do not expressly stipulate conducting due diligence or applying the precautionary principle, though such practices are integrated into our core business activities in key areas such as sourcing and EHS. Examples of these practices are shared in the "Environment, health and safety" and "Human rights" sections of this report. Our Code of Conduct and Ethics Policy and Supplier Code of Conduct both explicitly stipulate human rights-related practices such as prohibition of child labor and forced labor and provision of the opportunity to work without fear of intimidation, reprisal, or harassment. Amcor does not have a standalone Human Rights Policy.
2-24	Embedding policy commitments	Sustainability Report	26-27	
2-25	Processes to remediate negative impacts	Sustainability Report	82	
		Whistleblower Policy	1-3	
2-26	Mechanisms for seeking advice and raising concerns	Sustainability Report	82	
		Whistleblower Policy	1-3	
		Amcor website		The "Corporate ethics & feedback" section of Amcor's website communicates the processes in place to communicate concerns.
2-27	Compliance with laws and regulations	Sustainability Report	45	
2-28	Membership associations	Sustainability Report	107-111	
2-29	Approach to stakeholder engagement	Sustainability Report	77, 100	
2-30	Collective bargaining agreements	Form 10-K	24	
<b>Section 200: Economic Disclosures</b>				
201-1	Direct economic value generated and distributed	Form 10-K	64-68	
201-2	Financial implications and other risks and opportunities due to climate change	Form 10-K	12-21	
		Sustainability Report	91-97	
201-3	Defined benefit plan obligations and other retirement plans	Form 10-K	52-53, 93-95	
203-1	Infrastructure investments and services supported	Sustainability Report	23-24, 80	
205-2	Communication and training about anti-corruption policies and procedures	Code of Conduct and Ethics	2-3, 6	
		Code of Ethics for Senior Financial Employees	1-2	
		Supplier Code of Conduct (Global)	1	
		Anti-Bribery and Corruption Policy	1-7	

Section	Disclosure Title	Document	Page	Disclosure or Additional Explanation
<b>Section 300: Environmental Disclosures</b>				
301-1	Materials used by weight or volume	Sustainability Report	15	
301-2	Recycled input materials used	Sustainability Report	15	
301-3	Reclaimed products and their packaging materials	Sustainability Report	20-22	
302-1	Energy consumption within the organization	Sustainability Report	34	
303-1	Interactions with water as a shared resource	Sustainability Report	42-43	
303-2	Management of water discharge-related impacts	Sustainability Report	42-43	
303-3	Water withdrawal	Sustainability Report	44	
303-4	Water discharge	Sustainability Report	44	
303-5	Water consumption	Sustainability Report	42	
304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	Sustainability Report	45	
304-2	Significant impacts of activities, products and services on biodiversity	Sustainability Report	45-47	
305-1	Direct (Scope 1) GHG emissions	Sustainability Report	34	
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report	34	
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report	34	
305-4	GHG emissions intensity	Sustainability Report	34	
305-7	Nitrogen oxides, sulfur oxides, and other significant air emissions	Sustainability Report	36	
306-1	Waste generation and significant waste-related impacts	Sustainability Report	39-40	
306-2	Waste by type and disposal method	Sustainability Report	40	
306-3	Waste generated	Sustainability Report	40	
306-4	Waste diverted from disposal	Sustainability Report	40	
306-5	Waste directed to disposal	Sustainability Report	40	
307-1	Non-compliance with environmental laws and regulations	Sustainability Report	45	
308-1	New suppliers that were screened using environmental criteria	Sustainability Report	72	
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainability Report	72-73	
<b>Section 400: Social Disclosures</b>				
401-1	New employee hires and employee turnover	Sustainability Report	105-106	
403-1	Occupational health and safety management system	Sustainability Report	49-51	
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report	50-51	
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report	49	
403-5	Worker training on occupational health and safety	Sustainability Report	49	

Section	Disclosure Title	Document	Page	Disclosure or Additional Explanation
403-6	Promotion of worker health	Sustainability Report	60-61	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report	49-52	
403-8	Workers covered by an occupational health and safety management system	Sustainability Report	49	
403-9	Work-related injuries	Sustainability Report	50	
403-10	Worker-related ill health	Sustainability Report	50	
404-1	Average hours of training per year per employee	Sustainability Report	60	
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report	57-61	
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report	60	
405-1	Diversity of governance bodies and employees	Sustainability Report	105	
		Proxy Statement	5-6	
405-2	Ratio of basic salary and remuneration of women to men	UK Gender Pay Gap Statement		Amcor has not completed a global analysis of this metric. We do report on the ratio of basic salary and remuneration of women to men as required by law in the United Kingdom.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Modern Slavery and Human Trafficking Statement	5	
408-1	Operations and suppliers at significant risk for incidents of child labor	Modern Slavery and Human Trafficking Statement	5	
409-1	Operations and suppliers at significant risk of incidents of forced or compulsory labor	Modern Slavery and Human Trafficking Statement	5	
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report	65-70	
414-1	New suppliers that were screened using social criteria	Sustainability Report	72	
414-2	Negative social impacts in the supply chain and actions taken	Sustainability Report	72	
415-1	Political contributions	Sustainability Report	27	
416-1	Assessment of the health and safety impacts of product and service categories	Sustainability Report	51-52	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report	51-52	
417-1	Requirements for product and service information and labeling	Sustainability Report		Amcor complies with the ISO 14000 series of environmental management standards – specifically two sections that provide guidance on making environmental claims about products or services: ISO 14020 and ISO 14021. Our sustainability experts offer informal guidance to colleagues and customers to help ensure any environmental claims align with these standards and are supported by data that is clear and robust.

## Exhibit 2: SASB content index

SASB Topic	Disclosure Number	Disclosure Title	Page
Greenhouse Gas Emissions	RT-CP-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	34
	RT-CP-110a.2	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	30-35
Air Quality	RT-CP-120a.1	Air emissions of the following pollutants: NOx, SOx, volatile organic compounds (VOCs), and particulate matter (PM)	36
Energy Management	RT-CP-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	34
Water Management	RT-CP-140a.1	(1) Total water withdrawn, (2) total water consumed, (3) percentage of each in regions with High or Extremely High Baseline Water Stress	42
	RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	42-43
	RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	43
Waste Management	RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	40
Product Safety	RT-CP-250a.1	Number of recalls issued, total units recalled	52
	RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern	51-52
Product Life cycle Management	RT-CP-410a.1	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	15-18
	RT-CP-410a.2	Revenue from products that are reusable, recyclable, and/or compostable	20,22
	RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its life cycle	13-28
Supply Chain Management	RT-CP-430a.1	Total wood fiber procured, percentage from certified sources	15, 46
	RT-CP-430a.2	Total aluminum purchased, percentage from certified sources	15, 46
Activity Metrics	RT-CP-000.A	Amount of production, by substrate	15
	RT-CP-000.B	Percentage of production as (1) paper/wood, (2) glass, (3) metal, and (4) plastic	15
	RT-CP-000.C	Number of employees	105

## Appendix Exhibit 3: TCFD Disclosure

The following exhibit shares Amcor's climate related disclosures, in alignment with the framework developed by the Task Force for Climate-Related Financial Disclosures (TCFD).

### Governance

Amcor incorporates board oversight of and management responsibility for climate-related risks and opportunities into the oversight and management practices used to guide our broader sustainability strategy. A detailed description of these approaches is available in the Governance section of this report on page 75-77.

### Key

Low impact

Medium impact

High impact

### Strategy

#### Climate-related risks and opportunities

As a result of the scenario analysis process Amcor completed in FY22, we identified six areas of our strategy that may incur climate-related risks and opportunities across all three scenarios assessed. Three of the areas are **transition impacts**, meaning they are linked to the policy, legal, technology and market changes that come with the transition to a lower-carbon economy. The other three areas are related to the acute and chronic **physical impacts** of climate change. The impacts were assessed in line with our strategic risk evaluation criteria, which consider likelihood occurrence and severity of potential financial, reputational, corporate governance, environmental and safety impacts.

	Impact	Summary	Time Horizon	Potential Impact to Amcor	Strategic Response
TRANSITION IMPACT	Reputation	Negative perception from use of fossil fuels and fossil-based materials in manufacturing process may lead to reputational damage	0-11+ years	<p>Reduced revenue from decreased demand for products</p> <p>Reduced revenue from negative impacts on workforce management and planning (e.g. employee recruitment and retention)</p>	<p><b>Current/ongoing actions:</b></p> <ul style="list-style-type: none"> <li>Set ambitious science-based targets aligned with a 1.5°C future and net-zero emissions by 2050. Amcor's near-term and net-zero science-based targets were validated by the Science Based Targets initiative</li> <li>Developed a Decarbonization Roadmap to align global business around shared strategy to achieve GHG emission reduction goals</li> <li>Completed quarterly tracking of GHG emissions and progress against targets, with results reviewed by Amcor's Global Management Team and board of directors</li> <li>Evaluated capital budgeting criteria and researched carbon pricing methodologies to identify possible strategies for integrating climate impact along with payback period and return on investment for future project budget decision-making</li> <li>Hosted Supplier Sustainability Summit, where Amcor's expectations related to Scope 3 GHG emission reduction and future alignment with science-based targets were shared with suppliers</li> </ul> <p><b>Identified for further consideration during climate scenario analysis process:</b></p> <ul style="list-style-type: none"> <li>Develop a clear and cohesive strategy addressing volatile organic compound emissions</li> <li>Explore alternative components for emission-heavy aspects of the production process (e.g. water-based vs solvent-based chemicals) and collaborate with suppliers of these components to develop or source new approaches where none currently exist</li> <li>Promote broader communication about Amcor's commitment to science-based targets and net-zero emissions and ensure leaders are briefed on Amcor's goals and strategy related to carbon footprint and fossil fuel reduction</li> </ul>



	Impact	Summary	Time Horizon	Potential Impact to Amcor	Strategic Response
TRANSITION IMPACT	Business strategy and innovation	If regulations requiring a rapid transition to lower-carbon technology are enacted, Amcor may experience a lack of capital and/or inefficient or misaligned capital investments needed to respond effectively and appropriately	6-11+ years	Reduced capital availability	<p><b>Current/ongoing actions:</b></p> <ul style="list-style-type: none"> <li>- Monitoring of evolving regulations and disclosure frameworks that could impact access to capital or our perceived worthiness for investment</li> <li>- Collaboration with investors to understand their expectations around climate goals and to help build trust and debunk myths about plastic packaging</li> <li>- Pursue ambitious science-based targets aligned with a 1.5°C future and net-zero emissions by 2050, building on our long-term GHG reduction goals and demonstrating continued progress in the transition to a low-carbon future</li> <li>- Developed a Decarbonization Roadmap to align global business around shared strategy to achieve GHG emission reduction goals</li> <li>- Diversification of our packaging portfolio across materials and formats, including expansion of AmFiber™ technology to new regions and markets</li> <li>- Evaluated capital budgeting criteria and researched carbon pricing methodologies to identify possible strategies for integrating climate impact along with payback period and return on investment for future project budget decision-making</li> </ul> <p><b>Identified for further consideration during climate scenario analysis process:</b></p> <ul style="list-style-type: none"> <li>- Identify opportunities to replace carbon-intensive equipment with lower-carbon alternatives and invest in them in the near-term while capital remains available</li> </ul>
	Business strategy and innovation	As the world becomes more localized in adapting to the impacts of climate change, Amcor may be challenged to meet the varying needs of global operations and struggle to deliver a consistent global strategy	6-11+ years	Reduced revenue from decreased production capacity (e.g. delayed planning approvals, supply chain interruptions)	<p><b>Current/ongoing actions:</b></p> <ul style="list-style-type: none"> <li>- Internal sustainability management structure designed to facilitate regional implementation of a global sustainability strategy, allowing for flexibility while maintaining alignment with company-wide goals</li> <li>- Sustainability leaders across business groups meet monthly to share updates and discuss opportunities and challenges</li> <li>- Sustainability Steering Committee meets monthly to consider strategic issues and decisions</li> <li>- Updates on sustainability strategy given to Board of Directors at every meeting</li> <li>- Onboarded a VP of Government Affairs to monitor potential regulatory impacts on Amcor and proactively advocate for effective policy solutions that support Amcor's sustainability goals</li> </ul> <p><b>Identified for further consideration during climate scenario analysis process:</b></p> <ul style="list-style-type: none"> <li>- Integrate climate considerations into Amcor's three-year strategy process, including reviewing Amcor's operational and supply chain footprint and contingency plan in the face of climate impacts and disruptions</li> <li>- Assess how variations between local, state, and federal policies may impact Amcor's financial situation and operational capabilities, and ensure any current and potential regulatory variations and shifts are included within business continuity plan</li> </ul>

	Impact	Summary	Time Horizon	Potential Impact to Amcor	Strategic Response
TRANSITION IMPACT	Business strategy and innovation	Amcor can continue expanding our lower-carbon product offerings, with strong and early action that may help maintain a leadership position and drive broader demand and investment in this space	0-10 years	<p>Increased revenue through demand for lower-emission products</p> <p>Better competitive position to reflect shifting consumer preferences</p>	<p><b>Current/ongoing actions:</b></p> <ul style="list-style-type: none"> <li>- Demonstration of ongoing progress toward the development of lower-carbon packaging options across a range of formats and materials</li> <li>- Close collaboration with key customers to develop roadmaps that drive sustainability-focused innovation</li> <li>- Investment of approximately \$100 million annually in research &amp; development</li> <li>- Participation in global and regional collaborations focused on aligning the value chain around lower-carbon design standards</li> <li>- Participation in global and regional advocacy efforts such as INC 1-4 meetings to change mindsets toward packaging sustainability and influence rules and regulations to ensure decarbonization, sustainable sourcing of raw materials, and production of more sustainable products</li> <li>- Hosted annual Supplier Sustainability Summit, where Amcor's expectations related to Scope 3 GHG emission reduction and future alignment with science-based targets were shared with suppliers</li> </ul> <p><b>Identified for further consideration during climate scenario analysis process:</b></p> <ul style="list-style-type: none"> <li>- Partner with peers and other stakeholders to increase consumer awareness and education around climate impacts and GHG footprint of certain materials</li> <li>- Increase collaboration focused on promoting low-carbon packaging innovations</li> <li>- Build demand for more sustainable premium products with a consistent customer base by creating or joining strategic partnerships that create a platform for shared costs and supplier innovation incentives</li> <li>- Develop a supplier engagement program that rewards innovation based on performance in key areas material to Amcor's targets to reduce Scope 3 emissions</li> </ul>

	Impact	Summary	Time Horizon	Potential Impact to Amcor	Strategic Response
TRANSITION IMPACT	Government regulation	Regional policy variations and changing political agendas may create a costly and complex compliance and reporting burden across global operations, and may raise the risk of non-compliance	0-10 years	<p>Increased operating costs tied to higher compliance costs</p> <p>Increased costs resulting from fines associated with non-compliance</p>	<p><b>Current/ongoing actions:</b></p> <ul style="list-style-type: none"> <li>- Tracking of local and regional policy developments related to climate change, GHG emissions, and the use of fossil fuel-based raw materials</li> <li>- Engagement with industry organizations to monitor emerging policies and assess their potential impacts for Amcor and the packaging industry</li> <li>- Regular collaboration between financial, legal, and sustainability reporting teams (and consultants as necessary) at regional and global levels to ensure Amcor is meeting or prepared to meet mandatory disclosure regulations</li> <li>- Onboarded a VP of Government Affairs to support development of a system for conducting comprehensive regulatory risk assessment; monitor, understand and engage in anticipated changes to regulations and compliance assessment; and maintain central tracking system for emerging legislation</li> </ul> <p><b>Identified for further consideration during climate scenario analysis process:</b></p> <ul style="list-style-type: none"> <li>- Increase focus on developing robust, assurable data-management practices in response to anticipated increase in attention to sustainability and GHG reporting</li> <li>- Assess how variations between local, state and federal policies may impact Amcor's financial situation and operational capabilities, and ensure any current and potential regulatory variations and shifts are included within business continuity plans</li> </ul>
	Government regulation	Increased policy and regulation around emissions reduction and oversight may require more time to monitor, comply with, and report on, and may raise the risk of non-compliance	0-10 years	<p>Increased operating costs tied to higher compliance costs</p> <p>Increased costs resulting from fines associated with non-compliance</p>	<p><b>Current/ongoing actions:</b></p> <ul style="list-style-type: none"> <li>- Tracking of local and regional policy developments related to emissions reduction</li> <li>- Regular collaboration between financial, legal and sustainability reporting teams (and consultants as necessary) at regional and global levels to ensure Amcor is meeting or prepared to meet mandatory legal disclosures</li> <li>- Regular collaboration between financial, legal, and sustainability reporting teams (and consultants as necessary) at regional and global levels to ensure Amcor is meeting or prepared to meet emissions reporting and reduction requirements</li> </ul> <p><b>Identified for further consideration during scenario analysis process:</b></p> <ul style="list-style-type: none"> <li>- Increase focus on developing robust, assurable data management practices in response to anticipated increase in attention to sustainability and GHG reporting</li> <li>- Assess how variations between local, state, and federal policies may impact Amcor's financial situation and operational capabilities, and ensure any current and potential regulatory variations and shifts are included in business continuity plans</li> </ul>

	Impact	Summary	Time Horizon	Potential Impact to Amcor	Strategic Response
TRANSITION IMPACT	Government regulation	Regulations limiting emissions, mandating or banning certain types of energy, or raising the price of GHG emissions may lead to rapid transition that could require costly upgrades to or retirement and replacement of capital equipment and other infrastructure/assets	6-11+ years	<p>Abrupt and unexpected shifts in energy costs</p> <p>Increased capital costs to replace existing infrastructure</p> <p>Write-offs, asset impairment, and early retirement of existing assets due to policy changes</p>	<p><b>Current/ongoing actions:</b></p> <ul style="list-style-type: none"> <li>- Tracking of local and regional policy developments related to GHG emissions and energy</li> <li>- Tracking of GHG emissions and energy use at the site, business group, and global level on a quarterly basis, assessing progress towards our GHG emission reduction targets</li> <li>- Developing business group-level plans for achieving short- and medium-term emission reduction goals presented to leadership team, with progress updates included in quarterly business reviews</li> <li>- Focusing energy sourcing activities on renewable electricity, leading to a 64% year-over-year increase in renewable electricity</li> <li>- Launching a Decarbonization Roadmap to guide Amcor's GHG emission reduction strategy and proactively identify opportunities to transition to lower-carbon operations over time</li> <li>- Evaluating capital budgeting criteria and researching carbon pricing methodologies to identify possible strategies for integrating climate impact along with payback period and return on investment for future project budget decision-making</li> </ul> <p><b>Identified for further consideration during climate scenario analysis process:</b></p> <ul style="list-style-type: none"> <li>- Designate responsibility for conducting comprehensive regulatory risk assessment; monitoring, understanding, and engaging in anticipated changes to regulations and compliance expectations; and maintaining central tracking system for emerging legislation</li> <li>- Develop targets to source more renewable energy</li> <li>- Identify opportunities to replace existing equipment with more energy-efficient alternatives</li> </ul>

	Impact	Summary	Time Horizon	Potential Impact to Amcor	Strategic Response
PHYSICAL IMPACTS	Assets	Increased frequency and intensity of acute weather-related impacts may affect operational continuity and make operating our sites more challenging and expensive	0-11+ years	<p>Increased capital costs from damage to facilities</p> <p>Reduced revenue from decreased production capacity/output due to downtime in damaged facilities</p> <p>Write-offs and early retirement of existing assets from damage to property and assets in "high-risk" locations</p>	<p><b>Current/ongoing actions:</b></p> <ul style="list-style-type: none"> <li>- Participation of operations and EHS teams in climate scenario analysis process to consider implications of physical climate-related impacts to Amcor's operational footprint</li> <li>- Implementation of Global EHS Standard for Emergency Preparation and Response at all sites to ensure procedures and resources are in place to effectively respond to emergency situations</li> </ul> <p><b>Identified for further consideration during climate scenario analysis process:</b></p> <ul style="list-style-type: none"> <li>- Review and update business continuity plans to include section on acute physical climate change impacts (floods, drought, heat waves, severe storms, fires, etc.) identified during climate scenario analysis process</li> <li>- Ensure all business groups develop a plan to address and mitigate acute physical risks identified during climate scenario analysis process</li> </ul>
	Assets	Long-term changes in climate patterns may lead to chronic physical impacts with varying impacts on Amcor facilities around the globe, possibly leading to the eventual closure or relocation of affected sites/assets	6-11+ years	<p>Increased insurance premiums and potential for reduced availability of insurance on assets in "high-risk" locations</p> <p>Increased capital costs to invest in mitigation equipment (e.g. cooling infrastructure, dehumidifiers, flood barriers, fire shelters)</p> <p>Increased operating costs (e.g. for cooling in response to rising temperatures, for water in response to severe drought)</p> <p>Stranded assets in areas where it is no longer possible to do business (e.g. due to sea level rise or severe ongoing drought)</p>	<p><b>Current/ongoing actions:</b></p> <ul style="list-style-type: none"> <li>- Participation of operations and EHS teams in the climate scenario analysis process to consider implications of chronic climate-related impacts to Amcor's operational footprint</li> <li>- Monitoring and adjustment of operations strategies as climate projections evolve and actual impacts become clearer</li> </ul> <p><b>Identified for further consideration during climate scenario analysis process:</b></p> <ul style="list-style-type: none"> <li>- Review and update business continuity plans to include section on chronic climate change impacts (global warming, sea level rise, changes in precipitation patterns) identified during scenario analysis process</li> <li>- Analyze and assess opportunities to consolidate Amcor's footprint by taking stock of common equipment, reviewing product outputs and business operations across Amcor's global footprint, and consolidating into lower-risk locations where possible and appropriate</li> <li>- Review processes for addressing exposure of assets to extreme heat over prolonged periods</li> <li>- Assess the potential lack of continuous energy supply and the impact this may have on manufacturing products to standards and specifications</li> <li>- Assess the locations of Amcor sites against climate projection maps (coastal flooding, heat stress, precipitation changes) to understand which sites are more likely to be affected by long-term changes in climate</li> </ul>

Impact	Summary	Time Horizon	Potential Impact to Amcor	Strategic Response
Supply chain	The increased frequency of acute extreme weather events may cause disruptions to the supply chain, leading to procurement challenges and production delays	0-10 years	Increased material costs  Reduced revenue from decreased production capacity due to supply chain interruptions	<p><b>Current/ongoing actions:</b></p> <ul style="list-style-type: none"> <li>- Close collaboration between Amcor procurement and supply chain teams and suppliers as potential extreme weather events arise</li> <li>- Ongoing evaluation of raw material safety stock levels</li> <li>- Development of redundancies in supplier network</li> </ul> <p><b>Identified for further consideration during climate scenario analysis process:</b></p> <ul style="list-style-type: none"> <li>- Review and update business continuity plans to include section on impacts of climate change on supply chain</li> <li>- Assess the locations of key suppliers against climate projection maps (coastal flooding, heat stress, precipitation changes) to understand which materials and regions are more likely to be affected by short- to medium-term changes in climate</li> </ul>
Supply chain	A chronic lack of access to key resources could disrupt or reshape the supply chain and potentially force the relocation of key suppliers, leading to procurement challenges, production delays, and potential impacts to the ability of affected Amcor sites to maintain stable or financially viable operations	6-11+ years	Increased material costs  Reduced revenue from decreased production capacity due to supply chain interruptions  Reduced demand for products due to higher product prices and less reliable delivery	<p><b>Current/ongoing actions:</b></p> <ul style="list-style-type: none"> <li>- Participation of procurement and supply chain teams in climate scenario analysis process to consider implications of chronic climate-related impacts to Amcor's supply chains</li> <li>- Monitoring and adjustment of procurement strategies as climate projections evolve and actual impacts become more clear</li> </ul> <p><b>Identified for further consideration during climate scenario analysis process:</b></p> <ul style="list-style-type: none"> <li>- Review and update business continuity plans to include section on impacts of climate change on supply chain</li> <li>- Assess the locations of key suppliers against climate projection maps (coastal flooding, heat stress, precipitation changes) to understand which materials and regions are more likely to be affected by long-term changes in climate</li> </ul>
Workforce	Facilities in areas exposed to higher frequencies of extreme weather events may experience hampered workplace efficiency, potential issues with worker safety, and higher turnover	0-11+ years	Increased overhead costs due to more idle time and higher workforce costs	<p><b>Current/ongoing actions:</b></p> <ul style="list-style-type: none"> <li>- Adjustment of shifts and schedules to reduce worker exposure to high-heat work environments at Amcor facilities currently impacted by extreme heat and other extreme weather events</li> <li>- Implementation of interventions in areas where workers may be exposed to high heat, such as using forklifts with air conditioning, installing water mist spraying systems to cool working environments, avoiding outdoor work during certain times of the day, adding extra ventilation or mobile coolers, and providing access to shade and water</li> <li>- Education of workers on the physical symptoms of heat stroke and guidance on actions to prevent it</li> </ul> <p><b>Identified for further consideration during climate scenario analysis process:</b></p> <ul style="list-style-type: none"> <li>- Review processes for addressing worker exposure to extreme heat over prolonged periods</li> <li>- Expand practice of adjusting shifts and schedules during extreme heat and other extreme weather events to all impacted or vulnerable operations</li> </ul>

## Strategic resilience

Following the analysis of Amcor's potential risks and opportunities under different climate futures, and the review of this climate scenario analysis by our board of directors and executive management team, it is our assessment that Amcor is well-positioned to strategically respond to the actual and potential climate impacts identified.

We have already implemented a range of mitigation and adaptation strategies to address our most significant potential climate-related impacts. Many of our existing sustainability and business strategies are structured to help build resilience and capitalize on opportunities.

For example, our emphasis on Amcor's expertise across various packaging materials through our AmFiniti™, AmFiber™, AmPrima™, AmSky™ and AmLite™ brands and leadership in more sustainable innovation through our EcoGuard™ - branded packaging solutions helps drive circularity and reduce dependency on virgin fossil resources, positively shifting perceptions about our packaging.

At the same time, externally certified tools like our ASSET™ life cycle assessment program help reduce misinformation and emphasize the sustainability benefits of the packaging we produce – which often include a lower carbon footprint than similar products made with alternative materials.

Our work to reduce GHG emissions also improves our strategic resilience to climate change. For example, our focus on increasing renewable energy sourcing and reducing energy consumption helps insulate us from potential regulatory risk related to carbon pricing and limiting emissions, as well as potential risk related to our reliance on virgin fossil fuels. In FY24, we continued improving our resilience to these risks by increasing our sourcing of recycled content, using more renewable energy, improving energy efficiency at our sites and engaging our suppliers in a GHG emission reduction initiative.

From another perspective, we anticipate our broad global footprint will provide the flexibility to shift operations and supply chains as needed over time in response to changing climate patterns, with minimal business interruption. In the shorter term, this global footprint also allows us to maintain continuity of operations when individual sites and regional supply chains are impacted by extreme weather events.

Building awareness of the short- and long-term physical impacts of climate change into our risk management and business continuity planning processes means we can proactively monitor and adjust operations as needed over time to minimize the likelihood of operational interruptions, physical damage and stranded assets.

## Risk Management

### Climate scenario analysis process

In FY22, we partnered with BSR – a global non-profit that works with its network of more than 300 member companies to build a just and sustainable world – to further our understanding of how climate change could impact our business and to explore the strategic implications for Amcor under three potential climate scenarios for 2050.

Because the climate scenario analysis process is so comprehensive and the identified impacts are longer-term considerations that remain largely unchanged from year to year, we have adopted an approach in which we review the results of our initial analysis annually rather than completing an entirely new climate scenario analysis every year. We believe it will be appropriate to complete a full climate scenario analysis every three to five years to account for shifts in business trends, new technologies and updated climate-related research.

The climate scenario analysis process completed in FY22 involved the following steps:

1. Scenario development: Amcor selected three climate scenarios developed by the Network for Greening the Financial System (NGFS): Current Policies, Net Zero 2050 and Delayed Transition. These climate scenarios provide the base narratives for Amcor's climate scenario analysis. We worked with BSR to extend each of the narratives by adding content about how a range of business-relevant topics might plausibly play out in each of these scenarios.
2. Identification of climate-related risks and opportunities: BSR conducted five group interviews involving Amcor participants from diverse functions. Participants analyzed potential business impacts of the three scenarios and identified a set of associated climate-related risks and opportunities for Amcor.

3. Assessment of strategic implications: BSR conducted a cross-functional workshop with internal Amcor leaders to validate the risk and opportunity assessment, identify ideas to enhance Amcor's resilience and refine its strategy around hotspots common across the three scenarios.
4. Action planning: Amcor's TCFD reporting team held a follow-up session to the workshop to identify the next steps for the most important potential strategic interventions to improve Amcor's strategic resilience.

### Risk management approach

Amcor's enterprise risk management framework incorporates the principles of effective risk management as set out in the International Risk Management Standard ISO 31000. Amcor's Board of Directors has formally endorsed the importance of considering environmental, safety, reputation and corporate governance risks, as well as financial risks, in our enterprise risk management framework.

Amcor's Board of Directors and executive management team are responsible for driving and overseeing risk management across the organization. Each business group is then responsible for implementing this framework and adapting it, as appropriate, to its own circumstances. While risks are owned and managed by co-workers at all levels of the organization, the existence of an executive-level Risk Champion in each business group helps ensure a consistent approach to risk management.

Amcor's assurance function, which includes the Group Internal Audit team, plays a key role in reviewing the effectiveness of our compliance and control systems, including risk management. Findings from reviews are communicated in formal reports to the board of directors and its Audit Committee.

As with other business and strategic risks, the climate risks identified through Amcor's climate scenario analysis exercise are formally assessed within our enterprise risk management framework. Those found to be materially significant are incorporated into Amcor's corporate risk register and individual business group risk registers, where relevant, and managed in accordance with our broader risk management practices.

## Metrics and targets

Pages 30-35 in the Environment section of this report contain a discussion about the metrics and targets Amcor uses to measure and manage our climate strategy. Amcor's Decarbonization Roadmap can also be referenced for a more in-depth discussion of our emission reduction goals.



## Exhibit 4: FY24 Materiality Assessment

**Materiality in this report is defined in accordance with the Global Reporting Initiative guidelines for materiality assessment and does not equate to financial materiality as presented in Amcor's Annual Report and other financial filings.**

As part of Amcor's sustainability reporting process, we complete an annual materiality assessment to update our understanding of the topics most important to our stakeholders. By proactively engaging to understand their priorities and concerns, we stay informed about the issues that are most likely to present potential financial, operational and reputational risks or opportunities for Amcor, now and in the future.

Every three years, we conduct a full-scale materiality assessment that involves a comprehensive combination of desktop research, interviews and surveys to understand the perspectives and priorities of our key stakeholders. Our most recent full assessment was completed in FY23. During these assessments, quantitative and qualitative feedback from each stakeholder group is analyzed to develop a list of material and highly material topics based on the concept of double materiality. We consider the topics and issues on which Amcor has the most significant actual or potential impacts, and the topics and issues which could have the most significant actual or potential impacts on Amcor.

In between full-scale assessments, we follow an internal protocol for assessing and updating material topics that is aligned with the Global Reporting Initiative's guidance to determine material topics, as defined in GRI 3: Material Topics 2021. Our process is also aligned with the principles of the AA1000 Stakeholder Engagement Standard.

The outcomes of each year's materiality assessment inform the content we include in our annual sustainability report and help guide our broader sustainability strategy. The relevant sections of this report describe how we respond operationally and strategically to the material topics identified through this process.

### Step 1: Identification

We began our FY24 materiality assessment by considering the following sources to identify a range of potentially material topics:

- Materiality assessment results from previous years
- Questions, concerns and priorities raised by stakeholders during the year, including direct investor and customer inquiries
- Sustainability reports and materiality assessments released by peers, customers and suppliers
- New and evolving regulatory activity
- External sustainability reporting standards (e.g. GRI, SASB, TCFD)
- External sustainability assessment systems (e.g. CDP, S&P CSA, EcoVadis)
- External sustainability ratings systems (e.g. MSCI, ISS ESG, Sustainalytics)
- Discussions and interactions on Amcor's social media channels
- New studies and reports from NGO partners

### Step 2: Prioritization

After compiling a list of potentially material topics, we quantitatively analyze the sources listed above to establish a threshold of materiality based on frequency of mention, weighting in assessments and breadth of coverage by stakeholders. Issues prioritized by stakeholders with greater operational involvement, who have a larger potential financial impact on Amcor, or who are most significantly impacted by Amcor receive a greater weighting than those prioritized by groups with a more distant relationship to the company.

Following this process, we establish a set of quantitative materiality scores that helps us prepare the final set of material topics. This approach enables us to consider the feedback and information needs of all stakeholder groups, ensuring responsiveness to those with the greatest potential to impact our performance, and those who may be most affected by our actions.

### Step 3: Validation

We review the final list of topics prioritized as highly material with Amcor sustainability leaders and leadership for feedback and approval.

After the list has been approved, we map the topics to the appropriate GRI Standard in accordance with GRI reporting guidance. We identify and report on the indicators within each relevant GRI Standard to ensure completeness of the report.

Final report copy is subsequently reviewed and approved by Amcor's executive leadership team prior to public release.

Our list of material topics remained largely unchanged from FY23 to FY24. Cybersecurity was added as a material topic. We also adjusted the human rights topic to explicitly incorporate labor rights in response to the increasing prioritization of labor rights and the significant overlap between the core tenets of human rights and labor rights.

Issue	Description	GRI Disclosure
Biodiversity and deforestation	Sourcing materials and managing our operational footprint in a way that minimizes disturbances to natural habitats	GRI 304
Climate change	Mitigating risks and pursuing opportunities related to the organizational impacts of climate change	TCFD
Corporate governance	Promoting effective and accountable corporate governance practices	GRI 2
Cybersecurity	Protecting Amcor's information and information processing infrastructure	
Diversity, equity and inclusion	Promoting and upholding diversity in the workplace and building a workforce that reflects the markets in which we operate and the makeup of society in general	GRI 405
Economic performance	Contributing to the sustainable growth of Amcor	GRI 2 GRI 201
Energy management	Reducing energy use and investing in renewable energy	GRI 302
Ethics and integrity	Adhering to the highest standards of honesty and integrity and promoting a culture of ethical behavior at Amcor	GRI 2 GRI 205 GRI 408 GRI 409
GHG emissions	Reducing GHG emissions and air pollution across Amcor's value chain	GRI 305 SASB RT-CP-103a.1 SASB RT-CP-110a.1 SASB RT-CP-110a.2 SASB RT-CP-120a.1
Human and labor rights	Continuing to prohibit the use of child labor and forced or compulsory labor within our facilities and supply chain	GRI 408 GRI 409 GRI 413 GRI 414
Innovation and product design	Developing innovative products with more sustainable characteristics	SASB RT-CP 410a.2
Occupational health and safety	Championing workplace safety to achieve our ultimate goal of zero workplace injuries and drive responsible safety behavior amongst our employees	GRI 403 SASB RT-CP-250a.2

Issue	Description	GRI Disclosure
Operational waste management	Minimizing manufacturing waste and disposing of waste in the most responsible manner	GRI 306 SASB RT-CP-150a.1
Post-consumer waste	Minimizing environmental contamination from post-consumer packaging by improving recyclability and helping build a more robust recycling infrastructure	SASB RT-CP-410a.3
Product safety and quality	Ensuring the safety and quality of Amcor's products throughout the value chain	GRI 416 SASB RT-CP-250a.2
Public policy and advocacy	Advocating for responsible packaging policy and regulations	GRI 415
Raw materials	Selecting raw materials that minimize environmental and social impact	GRI 301 SASB RT-CP-410a.1 SASB RT-CP-430a.1 SASB RT-CP-430a.2
Responsible sourcing	Minimizing the environmental and social impacts of our procurement practices and collaborating with suppliers to build demand for more sustainable materials and services	GRI 102 GRI 307 GRI 414
Talent attraction, engagement and development	Attracting high-caliber employees and supporting their development, growth and connection to Amcor	GRI 2 GRI 401 GRI 404
Transparency	Ensuring reported information is accurate, balanced, clear, reliable, timely and comparable to that of peers and our own past disclosures	GRI 2
Water management	Minimizing water use, managing water discharge quality and protecting local water sources	GRI 303 SASB RT-CP-140a.1 SASB RT-CP-140a.2 SASB RT-CP-140a.3

## Exhibit 5: GHG Emissions Calculations

For Scope 1, 2 and 3 emissions, CO<sub>2</sub> is the predominant gas included in the calculation, as it is from combustion of fuels. Our emission factors also include small amounts of CH<sub>4</sub> and N<sub>2</sub>O. In FY24, Amcor's biogenic CO<sub>2</sub> emissions were 11,500 metric tons CO<sub>2</sub>e.

Scope 1 and 2 GHG emissions are calculated based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Emission factors are maintained and regularly updated by the third-party sustainability reporting software we utilize. Global Scope 1 emission factors for fuel combustion are from the Department for Business, Energy and Industrial Strategy 2023 Government GHG Conversion Factors for Company Reporting. Country-specific factors are sourced locally where available. Australian emissions factors are based on the National Greenhouse Accounts Factors 2023. New Zealand factors are sourced from the Ministry for the Environment 2023 guide, Measuring Emissions: A guide for organizations. U.S. factors are sourced from the 2024 EPA GHG Emission Factors Hub. Switzerland factors are sourced from Switzerland's Greenhouse Gas Inventory 1990-2021 National Inventory Report. Canada factors are sourced from the Environment Canada National Inventory Report 2023. Brazil factors are sourced from the 2022 Programa Brasileiro GHG Protocol.

Scope 2 emission factors for most countries are sourced from the Revised IPCC Guidelines for National Greenhouse Gas Inventories: Reference Manual. For Australia, Scope 2 emissions factors are sourced from the National Greenhouse Accounts Factors 2023 at a state level. For the U.S., Scope 2 emission factors are sourced from the EPA eGRID2022 tool at a subregional grid level. UK factors are sourced from the Department for Business, Energy and Industrial Strategy 2023 Government GHG Conversion Factors for Company Reporting. Brazil factors are sourced from the Ministry of Science and Technology of Brazil. Canada factors are sourced from the Environment Canada National Inventory Report 2023. Residual mix factors are sourced from AIB European Residual Mixes 2023 and are used for Scope 2 market-based reporting where available. Scope 2 GHG emissions are calculated based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Note: This data reflects market-based Scope 2 emissions, which we use to calculate our EnviroAction results.

Amcor calculates Scope 3 GHG emissions in accordance with the GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Scope 3 GHG emissions are defined as all other indirect emissions that occur in a company's value chain. The GHG Protocol Standard includes 15 categories of Scope 3 GHG emissions that organizations are required to report. Material categories for Scope 3 GHG emissions reporting are determined using the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Our Scope 3 emissions are estimated using information from our suppliers, consultants and conversion factors sourced from publicly available databases contained within our life cycle analysis software.

Emissions are consolidated from entities over which Amcor has operational control. From FY23 to FY24, a number of entities were closed or sold and are excluded from Amcor plc's boundary as outlined per GHG Protocols. We adjust our baseline year data annually for GHG emissions, waste and water to include acquired sites. If the acquired site is able to provide data back to the FY22 baseline year for energy use, waste generated, raw material consumption and water usage, this data is added to our environmental database. If acquired sites do not have existing data when integration begins, we wait until we have 12 months of data before the sites are integrated into our reporting. We use these 12 months of data to estimate historical data back to our FY22 baseline year. As we begin to incorporate more supplier-specific factors into our data, these factors are added back to the baseline year and data is recalculated accordingly. From FY23 to FY24, we incorporated a number of supplier-specific factors for our raw materials data across our Europe and Asia Pacific regions.

In FY24, as part of our process to develop near-term science-based targets, Amcor re-assessed all 15 Scope 3 categories to determine which categories met the materiality threshold for inclusion in our proposed targets. We have included all the categories in our approved target boundary in our new recalculated FY22 Scope 3 emissions baseline, as well as our restated FY23 Scope 3 emissions data and the FY24 Scope 3 emissions data shared in this report. This includes the following Scope 3 GHG emission categories:

- Purchased goods and services
- Fuel and energy-related activities
- Upstream transportation and distribution
- Waste generated in operations
- End-of-life treatment of sold products

Our science-based targets inventory included two categories that were evaluated to be immaterial with regards to our emissions calculations and were not included within the target boundary noted above. This includes the following Scope 3 GHG emission categories:

- Capital goods: Emissions from capital goods purchases were estimated using a spend-based method. Based on this, the impact of capital goods (plant equipment) has been determined to be immaterial at less than 1% of Scope 3 emissions. The use of capital goods is included through the calculation of Scope 1, where more efficient equipment can influence our emissions.
- Processing of sold products: Most of our products sold do not require further processing. Only a small amount of our sales are considered intermediate products and undergo further processing by our customers. Emissions were estimated using an average-data method. Based on this, the impact of further processing by customers has been determined to be immaterial at less than 2% of Scope 3 emissions.

The following categories were not included in our emissions inventory or target boundary as they have been assessed as either immaterial with regard to our emissions calculations, not applicable to our business, or not currently quantifiable with a robust methodology:

- Business travel: Emissions from business travel were estimated using a distance-based method. Data on flight mileage and haul length classification were used to calculate emissions. The impact of business travel has been determined to be immaterial at less than 1% of Scope 3 emissions.
- Employee commuting: Emissions from employee commuting were estimated using an average data method. Regional averages of typical commute type and length were used to estimate the amount of passenger miles based on number of employees in each region. The impact of employee commuting has been determined to be immaterial at less than 1% of Scope 3 emissions.
- Upstream leased assets: This category is not applicable, as we have no significant leased assets.
- Downstream transportation and distribution: Transport of finished goods from Amcor sites is included in upstream distribution, as it is paid for by Amcor. Transport of filled product between retailers and consumers is immaterial compared to original manufacture of the packaging material.

- Use of sold products: There are no emissions from use of packaging by consumers and there is no use of fuel, electricity consumed, or refrigerant leakage per use of product. Impacts from equipment sales from our Moda operations were evaluated and were determined to be immaterial at less than 1% of Scope 3 emissions.
- Downstream leased assets: This category is not applicable, as we have no significant leased assets.
- Franchises: This category is not applicable, as we have no franchises.
- Investments: Information from minority ownership in joint ventures is not available, but number of joint venture sites is small compared to owned sites that are included, so the exclusion is considered to be immaterial.

Emissions are consolidated from entities over which Amcor has operational control. We are impacted by carbon tax and emissions trading schemes around the world, such as the Climate Change Agreements program in the UK and the official environmental programs in Switzerland. We also pay carbon taxes in any countries where they are applicable. We do not use emission offsets to meet our reduction targets, as we prefer to focus our resources on initiatives to directly reduce our operational emissions.

## Exhibit 6: Workforce Data

Note: Due to fluctuations in workforce throughout the course of the year, all figures below should be considered approximations as of June 30, 2024. Any instances where combined percentages do not equal exactly 100% are due to rounding practices. All metrics include workers with both permanent and temporary contracts.

Table 1: Amcor's Workforce

<b>Total Workforce</b>		<b>41,000</b>
<b>Workforce by age group</b>		
	Under 30 years old	19%
	30 to 50 years old	54%
	Over 50 years old	27%
<b>Workforce by gender</b>		
	Male	77%
	Female	23%
<b>Workforce by region</b>		
	North America	31%
	Latin America	21%
	Europe	29%
	Asia-Pacific	19%

Table 2: New Hires

<b>Total New Hires</b>		<b>7,500</b>
	Total new hire rate*	17%
<b>New hires by age group</b>		
	Under 30 years old	45%
	30 to 50 years old	45%
	Over 50 years old	10%
<b>New hires by gender</b>		
	Male	73%
	Female	27%
<b>New hires by region</b>		
	North America (U.S. & Canada)	41%
	Latin America	19%
	Europe	26%
	Asia-Pacific	15%

\* Total new hire rate is calculated by dividing the number of total new hires by the average headcount of the reporting period.

Table 3: Turnovers\*

<b>Total Turnovers</b>		<b>7,500</b>
	Total turnover rate	17%
	Voluntary turnover rate	10%
<b>Turnovers by age group</b>		
	Under 30 years old	33%
	30 to 50 years old	47%
	Over 50 years old	20%
<b>Turnovers by gender</b>		
	Male	75%
	Female	25%
<b>Turnovers by region</b>		
	North America	43%
	Latin America	18%
	Europe	24%
	Asia-Pacific	15%

\*Total turnover rate is calculated by dividing the number of total turnovers by the average headcount of the reporting period. Voluntary turnover rate is calculated by dividing the total number of voluntary terminations by Amcor headcount. Percentage turnovers by age, gender and region are calculated by dividing the number of terminations of each subgroup by the total number of terminations.

Table 4: Female representation in management roles

<b>Female representation in all management positions (Levels 2-5)</b>		<b>36%</b>
	Junior management positions (Level 5)	43%
	Middle management positions (Level 4)	25%
	Top management positions (Levels 2 and 3)	21%

Table 5: Workforce racial diversity (U.S. only)

<b>Total headcount in U.S. workforce</b>		<b>12,000</b>
	Asian	4%
	Black or African American	9%
	Hispanic or Latino	10%
	White	73%
	Indigenous or Native	1%
	Two or more races	1%
	Other/not disclosed	1%

## Exhibit 7: List of memberships

Organization	Membership status	Geographic reach
<b><u>4evergreen</u></b> Fiber-based packaging value chain stakeholders focused on design for recycling and increasing fiber-based packaging in a circular economy	Member	Europe
<b><u>ABIPET</u></b> Brazilian PET industry association	Associate	Brazil
<b><u>ABIPLAST</u></b> Brazilian plastic industry association	Member	Brazil, Peru
<b><u>ABRE</u></b> Brazilian packaging association	Member	Brazil
<b><u>Acoplasticos</u></b> Association of Colombian companies in the plastics industry	Member, Board member	Colombia
<b><u>AIM-Progress</u></b> Forum of manufacturing companies to promote responsible sourcing practices	Member	Global
<b><u>Alliance to End Plastic Waste (AEPW)</u></b> Collaborative organization working to eliminate plastic waste globally	Member, Board member, Workstream member	Global
<b><u>Aluminium Closures</u></b> Organization representing producers and suppliers of aluminum closures	Member	Europe
<b><u>Aluminium Stewardship Initiative (ASI)</u></b> Global, multi-stakeholder, non-profit standards setting and certification organization for the aluminum value chain	Member, Board member, Workstream member	Global
<b><u>American Beverage Association (ABA)</u></b> Organization representing America's non-alcoholic beverage manufacturers	Associate member	U.S.
<b><u>American Society for Quality</u></b> Global membership organization providing training, professional certifications, and knowledge to the quality community	Member	U.S.
<b><u>AMS Europe</u></b> International body representing a wide range of Advanced packaging Materials and Solutions, as well as technical applications.	Member	Europe
<b><u>ANIPAC</u></b> Mexican Plastic Industry Association	Member	Mexico
<b><u>ANZPAC Plastics Pact</u></b> Australia-New Zealand Pacific Island Plastics Pact initiative focused on local implementation of the New Plastics Economy Initiative Global Commitment	Member	ANZPAC
<b><u>APIGRAF</u></b> Associação Portuguesa das Indústrias Gráficas e Transformadoras do Papel	Member	Portugal
<b><u>Apiplast</u></b> Peruvian plastic industry association	Member	Peru
<b><u>Aseplastics</u></b> El Salvador plastics industry association	Member	El Salvador
<b><u>Association of Malaysian Medical Industries (AMMI)</u></b> National industry association in Malaysia's medical device industry	Member	Malaysia
<b><u>Association of Plastic Recyclers (APR)</u></b> Trade association of plastic recyclers	Affiliate member, Representative on the technical committee	U.S.



Organization	Membership status	Geographic reach
<b><u>Australian Packaging Covenant</u></b> Organization that partners with government and industry to reduce the harmful impact of packaging on the Australian environment	Member	Australia
<b><u>Bombay Chamber of Commerce &amp; Industry</u></b> Non-profit focused on development in Bombay	Member	India
<b><u>British Plastics Federation</u></b> Leading trade association for the UK Plastic Industry	Member	UK
<b><u>Business Coalition for a Global Plastics Treaty</u></b> A coalition that brings together businesses and financial institutions committed to supporting the development of an ambitious, effective and legally binding UN treaty to end plastic pollution	Member	Global
<b><u>CAIP</u></b> Argentinian plastic industry association	Member	Argentina
<b><u>CAVENVASE</u></b> Venezuelan packaging industry association	Member, Director	Venezuela
<b><u>CEFLEX</u></b> Consortium of flexible packaging value chain stakeholders working to increase recycling of flexible packaging	Member, Chair of Steering Committee	Europe
<b><u>CENEM</u></b> Chilean packaging industry association	Member	Chile
<b><u>China Association for Medical Devices Industry</u></b> National industry association in China's medical device industry	Member	China
<b><u>China Dairy Industry Association</u></b> National industry association in China's dairy industry	Member	China
<b><u>China Meat Association – Professional Committee of Packaging</u></b> National industry association in China's meat industry	Standing Council Member	China
<b><u>China Environmental Protection Federation Green Supply Chain Special Committee</u></b> Special Committee focused on improving the green supply chain management system	Vice Chairman	China
<b><u>China National Pharmaceutical Packaging Association</u></b> Membership association focused on technical exchanges, legal research, and establishing industry regulations and standards	Standing Council Member	China
<b><u>China Oral Care Industry Association</u></b> National industry association in China's oral care industry	Council Member	China
<b><u>China Packaging Federation</u></b> National industry association approved by The State Council	Executive Member of the Council, Standing Director	China
<b><u>China Plastics Processing Industry Association – Professional Committee of Laminated Film</u></b> Industry organization of China's plastics processing industry	Council Member	China
<b><u>Circular Plastics Alliance (CPA)</u></b> Aims to boost the EU market for recycled plastics to 10 million metric tons by 2025	Member	Europe
<b><u>CirculaFlex</u></b> Initiative under Rede pela Circularidade do Plástico to strengthen the reverse logistics system for flexible packaging in some regions of Brazil	Member	Brazil
<b><u>Confederation of Indian Industry</u></b> Industry group focused on creating an environment conducive to the development of India	Member	India
<b><u>Consumer Goods Forum Plastic Waste Coalition</u></b> Collaboration between retailers and manufacturers of consumer goods for better business	Member, Workstream members	Global
<b><u>Cospatox</u></b> Consortium for study of toxicology of packaging for cosmetic and personal care applications	Member	Europe
<b><u>Delterra</u></b> Environmental nonprofit on a mission to solve the world's most complex systemic environmental challenges on the ground, at scale, and with urgency	Global strategic partner	Argentina, Brazil, Indonesia

Organization	Membership status	Geographic reach
<b><u>Ecoplas</u></b> Argentinean professional organization focused on plastics and the environment	Member	Argentina
<b><u>Elipso</u></b> Professional association representing plastic and flexible packaging manufacturers in France	Member, Board member	France
<b><u>Ellen MacArthur Foundation - New Plastics Economy</u></b> Initiative to build momentum for circular economy	Core member, Advisory Board member	Global
<b><u>Essenscia</u></b> Belgian federation of the chemical industry and life sciences	Member	Belgium
<b><u>European Aluminium Foil Association (Alufoil) Sustainability Working Groups</u></b> Association of companies engaged in alufoil rolling and rewinding and containers	Member,	Europe
<b><u>European Carton Makers Association</u></b> Carton industry business association	Member	Europe
<b><u>European Organization for Packaging and the Environment (EUROPEN)</u></b> Industry organization presenting the opinion of the packaging supply chain in Europe on packaging and the environment	Member, Board member	Europe
<b><u>European Plastics Converters (EuPC)</u></b> Industry group for plastic converters in Europe	Member	Europe
<b><u>European Chemical Industry Council (Cefic)</u></b> Industry group for chemical and related companies in Europe	Member	Europe
<b><u>Federation of India Export Organisations</u></b> Non-profit group of Indian organizations engaged in export promotion	Member	India
<b><u>Flexible Packaging Association (FPA)</u></b> Association of manufacturers of flexible packaging and material or equipment suppliers to the industry	Member	U.S.
<b><u>Flexible Packaging Europe</u></b> Industry group for flexible packaging in Europe	Member, Vice Chair	Europe
<b><u>German Aluminum (Aluminium Deutschland)</u></b> Association promoting and advocating recycling of aluminum packaging in Germany	Board Member	Germany
<b><u>German Association for Plastic Packaging and Film</u></b> Industry association focused on public relations work on behalf of the industry and its wide range of products	Member, elected committee member for environment and sustainability	Germany
<b><u>Gruppo Imballaggio Flessibile (GIFLEX)</u></b> Italian flexible packaging association	Member	Italy
<b><u>Graphispac</u></b> National association of graph, pack and retail	Member	Spain
<b><u>Healthcare Compliance Packaging Council</u></b> Not-for-profit trade association to promote benefits of unit dose packaging	Member	U.S.
<b><u>Healthcare Plastics Recycling Council</u></b> Member organization focused on projects to boost plastics recycling in clinical settings of hospitals	Member	Europe, U.S.
<b><u>Igora</u></b> Interest group for the collection and recycling of aluminum-based packaging	Board member	Switzerland
<b><u>India Plastics Pact</u></b> Initiative focused on local implementation of the New Plastics Economy Global Commitment	Member	India
<b><u>Indian Institute of Packaging (IIP)</u></b> Government-linked body under India's Ministry of Commerce focused on improving packaging standards	Member	India
<b><u>International Society of Beverage Technologists (ISBT)</u></b> Society of beverage industry professionals driving beverage industry standards	Member	Global

Organization	Membership status	Geographic reach
<b><u>Instituto Argentino Del Envase</u></b> Organization focused on packaging industry development in Argentina	Member	Argentina
<b><u>IVLV</u></b> Industry Association for Food Technology and Packaging	Member	Germany
<b><u>Malaysian Rubber Glove Manufacturers Association (MARGMA)</u></b> Non-profit industry association in Malaysia's rubber glove manufacturing industry	Associate Member	Malaysia
<b><u>Michigan Chamber of Commerce</u></b> Business organization located in Michigan	Member	U.S.
<b><u>National Association for PET Container Resources (NAPCOR)</u></b> Trade association for PET plastic packaging industry	Member, Board member	U.S.
<b><u>Packaging Council of New Zealand</u></b> Packaging industry group	Member	New Zealand
<b><u>Philippine Alliance for Recycling and Materials Sustainability (PARMS)</u></b> Alliance committed to initiating and supporting efforts to manage plastic packaging waste and reduce the country's waste footprint	Member	Philippines
<b><u>Polyolefin Circularity Platform (PCEP)</u></b> Organization focused on developing a circular economy for polyolefins	Member, Board member	Europe
<b><u>Pet Sustainability Coalition (PSC)</u></b> Dedicated to creating a more sustainable pet industry	Member	U.S.
<b><u>Plastics Industry Association</u></b> Membership association representing every segment of plastics supply chain	Member, Executive Board Member, Processor Council Board Member	Global
<b><u>Plastics Pact Chile</u></b> National initiative focused on local implementation of the New Plastics Economy Global Commitment	Founding member	Chile
<b><u>Plastics Recycling Corporation of California</u></b> California-based organization focused on increasing recycling rates and ensuring stable end-use markets for plastic PET beverage containers	Member, Chair	U.S.
<b><u>Positive Organizations Consortium</u></b> Learning and networking cooperative at the University of Michigan, designed to enhance business effectiveness and sustainability of positive organizational change	Member	Global
<b><u>Reciduca</u></b> Non-profit organization with a mission to support young people to finish their secondary studies, expand employment opportunities, and promote environmental care	Founding Member	Argentina
<b><u>RecyClass</u></b> Initiative aiming to help the plastics value chain find the correct way to approach and evaluate the design for recycling of packaging products, with the goal of improving their recyclability	Platinum member, Advisory Board member	Europe
<b><u>Rede pela Circularidade do Plástico</u></b> Brazilian plastic industry association to promote plastic recycling	Member	Brazil
<b><u>Shandong Pre-made Food Industry Association</u></b> Packaging committee focused on meat consumption within the province	Vice Chairman Unit	China
<b><u>Smithers PIRA</u></b> Packaging, paper, and print industry supply chains research group	Member	Global
<b><u>SNI</u></b> National society of the Peruvian manufacturing industry	Member	Peru
<b><u>Sterilization Packaging Manufacturers Council (SPMC)</u></b> Body developing test methods and guidance documents for flexible sterilization packaging of medical devices	Member	U.S.
<b><u>Sustainable Packaging Coalition (SPC)</u></b> Industry working group dedicated to a more robust environmental vision for packaging	Member	U.S., Europe

Organization	Membership status	Geographic reach
<p><b><u>The Packaging Forum</u></b> Member-based organization working to make all packaging in New Zealand reusable, recyclable, or compostable by 2025</p>	Member	New Zealand
<p><b><u>The Recycling Partnership</u></b> Group of organizations focused on increasing access to curbside recycling and improving participation in recycling programs</p>	Member	U.S.
<p><b><u>US Plastics Pact</u></b> Initiative focused on local implementation of the New Plastics Economy Global Commitment in the United States</p>	Founding member, Advisory Council member	U.S.
<p><b><u>World Wildlife Fund (WWF)</u></b> Organization focused on global environmental conservation</p>	ReSource: Plastic member	Global

## Exhibit 8: Statement of External Assurance



### Independent Limited Assurance Statement to Amcor Group on their Sustainability Report FY2024

To the Management of Amcor Group GmbH, USA

#### Introduction

Intertek Health Sciences Inc. ("Intertek") was engaged by Amcor Group GmbH ("Amcor") to provide an independent limited assurance on its Sustainability Report for FY2024 ("the Report"). The scope of the Report comprises the reporting periods of FY2024, i.e. 1<sup>st</sup> July 2023 to 30<sup>th</sup> June 2024. The Report is prepared by Amcor based on Global Reporting Initiative (GRI) Standards 'in-accordance' option for sustainability reporting and SASB – Resource Transformation Sector Containers and Packaging Sustainability Accounting Standard. The assurance was performed in accordance with the requirements of International Federation of Accountants (IFAC) International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

#### Objective

The objectives of this limited assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures, as declared in the Report, were not accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

#### Intended Users

This Assurance Statement is intended to be a part of Amcor's Sustainability Report FY2024.

#### Responsibilities

The management of Amcor is solely responsible for the development of the Report and its presentation. Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Intertek's responsibility, as agreed with the management of Amcor, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.



## Exhibit 8: Statement of External Assurance (continued)

### Assurance Scope

The Assurance has been provided for selected sustainability performance disclosures presented by Amcor in its Report. The assurance boundary included data and information for the operations of Amcor, i.e. Amcor Flexibles Asia Pacific, Amcor Flexibles Europe, Middle East and Africa, Amcor Flexibles Latin America, Amcor Flexibles North America, Amcor Rigid Packaging, Amcor Specialty Cartons and the Amcor Corporate Office in accordance with GRI and SASB Standards. Our scope of assurance included verification of data and information on selected disclosures reported as summarized in the table below:

Disclosures	GRI Reference	SASB Reference
Materials	301:1-2 (2016)	RT-CP-410a
Energy	302:1 (2016)	RT-CP-130a
Water	303:3-5 (2018)	RT-CP-140a
Emissions	305:1-4, 7 (2016)	RT-CP-110a
Waste	306:3-5 (2020)	RT-CP-150a
Environmental Compliance	307:1 (2016)	-
Supplier Environmental Assessment	308:1 (2016)	-
Occupational Health & Safety	403:9-10 (2018)	-
Customer Health & Safety	416:2 (2016)	RT-CP-250a

### Assurance Criteria

Intertek conducted the assurance work in accordance with requirements of 'Limited Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information.'
- International Standard on Assurance Engagements (ISAE) 3410 for 'Assurance Engagements on Greenhouse Gas Statement.'

A limited assurance engagement comprises a limited depth of evidence gathering including inquiry and analytical procedures and limited sampling as per professional judgement of assurance provider. A materiality level of 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

### Methodology

Intertek performed assurance work using risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a limited level of assurance. The assurance was conducted by desk review with regard to the reporting and supporting records for the fiscal year 2024. Our assurance task was planned and carried out during Jun-Oct 2024. The assessment included the following:

- Assessment of the Report that it was prepared in accordance with the GRI and SASB standards;
- Review of processes and systems used to gather and consolidate data;
- Examined and reviewed documents, data and other information made available digitally;
- Conducted interviews with key personnel responsible for data management;
- Assessment of appropriateness of various assumptions, estimations and thresholds used by Amcor for data analysis;
- Review of sustainability disclosures on sample basis for the duration from 1<sup>st</sup> July 2023 to 30<sup>th</sup> June 2024 for Amcor was carried out remotely;
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed.



## Exhibit 8: Statement of External Assurance (continued)

### Conclusions

Intertek reviewed selected sustainability disclosures provided by Amcor in its Report. Based on the data and information provided by Amcor, Intertek concludes with limited assurance that there is no evidence that the sustainability data and information presented in the Report is not materially correct. The report provides a fair representation of sustainability disclosures and is in accordance with the GRI and SASB Standards to the best of our knowledge.

### Intertek's Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,000 people. The Intertek assurance team included Competent Sustainability Assurance Professionals, who were not involved in the collection and collation of any data except for this Assurance Opinion. Intertek maintains complete impartiality towards any people interviewed.

### For Intertek Health Sciences Inc.



**Timur Iukhadi**  
Senior Sustainability Consultant  
Intertek Assuris  
1<sup>st</sup> October 2024



**Elizabeth Mielbrecht**  
Associate Director  
Intertek Assuris  
1<sup>st</sup> October 2024

*No member of the verification team (stated above) has a business relationship with Amcor stakeholders beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.*





#### **Cautionary note regarding forward-looking statements**

This Sustainability Report ("Report") contains certain "forward-looking statements" as defined in the Private Securities Litigation Reform Act of 1995, including statements regarding environmental, social and governance ("ESG") topics. Forward-looking statements are generally identified with words like "believe," "expect," "project," "may," "could," "would," "approximately," "possible," "will," "should," "intend," "plan," "anticipate," "commit," "estimate," "potential," "outlook," or "continue," the negative of these words, other terms of similar meaning or the use of future dates. Statements regarding Amcor's purpose, ambitions, commitments, environmental contingencies, sustainability and human capital targets, goals, plans and objectives, and opportunities of operational efficiencies and product redesign, are also all examples of forward-looking statements. Forward looking statements are based on the current expectations of Amcor management and are qualified by the inherent risks and uncertainties surrounding future expectations generally. Forward-looking and other statements in this Report may also address our ESG initiatives, goals, targets and progress, and the inclusion of such statements is not an indication that the underlying subjects are necessarily material to investors or required to be disclosed in our filings with the SEC. Neither Amcor nor any of its respective directors, executive officers or employees provide any representation, assurance or guarantee that any of these ESG initiatives, goals or targets will be achieved, or that any future ESG-related investments Amcor makes in furtherance of these initiatives, goals or targets will meet external expectations or legal standards. Moreover, Amcor may determine that it is in the best interest of Amcor and its stockholders to prioritize other business, social, governance or sustainable investments over the achievement of any of the commitments described in this Report based on economic, regulatory and social factors, business strategy or pressure from investors or other stakeholders. Amcor's ability to achieve its ESG commitments may also be negatively impacted by one or more of the risks included in the section entitled Risk Factors in Amcor's Annual Report on Form 10-K for the 2024 fiscal year filed with the SEC, as updated by any subsequently filed Quarterly Report on Form 10-Q or Current Report on Form 8-K. Except as may be required under applicable law, Amcor undertakes no obligation to publicly update or revise any forward-looking statements contained in this Report due to new information, future events or otherwise.