



GRI Index

Our 2022 Sustainability Report has been prepared in accordance with the GRI Standards. Disclosures have been made to GRI 2: General Disclosures 2021 and GRI 3: Material Topics 2021, as well as GRI Topic Specific Standards. This content index serves as a reference to find our GRI standard disclosures in the report, as well as providing additional information that has been disclosed elsewhere in accordance with the GRI standards.

DISCLOSURE	DESCRIPTION	REFERENCE
General Disclosures		
Organizational Profile		
GRI 2-1	Organizational details	<ul style="list-style-type: none"> a. Crown Holdings, Inc. b. Crown Holdings, Inc. is a publicly held corporation incorporated in the state of Pennsylvania. Our shares trade on the New York Stock Exchange. c. Tampa, Florida d. Crown 2022 Annual Report, 10-K, page 22
Reporting Practice		
GRI 2-2	Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> a. Crown 2022 Annual Report, 10-K, page 22 b. Sustainability reporting is aligned to include all entities included in financial reporting. c. The approach used for reporting sustainability data follows that of the consolidated financial statements, which include the accounts of Crown Holdings, Inc. and its consolidated subsidiary companies. The financial statements are prepared in conformity with accounting principles generally accepted in the United States of America and reflect management's estimates and assumptions. All intercompany accounts and transactions are eliminated in consolidation.
GRI 2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> a. This sustainability report covers activity from January 1, 2022 to December 31, 2022. Crown publishes a sustainability report annually. b. Crown's sustainability reporting period aligns with the financial reporting period. c. This report was published June 2023. d. Contact period: ongoing; contact sustainability@crowncork.com
GRI 2-4	Restatements of information	The GRI 301-1 2019 data reported has been restated to account for the sale of the European tinplate division. The 2019 Scope 3 data reported has also been re-baselined accordingly.
GRI 2-5	External assurance	<ul style="list-style-type: none"> a. The Company seeks external assurance to its final calculated and reported GHG emissions (Scope 1, Scope 2, Scope 3) and its water data as reported in CDP Climate, CDP Water and the Company's sustainability report. The Company's highest governance body and senior executives are involved in the review of the Company's sustainability report. b. The Company's sustainability reporting has been externally assured. <ul style="list-style-type: none"> i. 2022 Sustainability Report, page 59 ii. 2022 Sustainability Report, page 59 iii. The relationship between the organization and the assurance provider is that of two independent parties entering into a voluntary agreement.
Activities and Workers		
GRI 2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> a. Crown 2022 Annual Report, 10-K, page 1 b. 2022 Sustainability Report, pages 6-7 and 10-13. c. There are no other relevant business relationships. d. There have been no significant changes compared to the previous reporting period.

DISCLOSURE DESCRIPTION

REFERENCE

	Male	Female
Americas	9,750	2,354
EMEA	5,753	885
APAC	5,381	1,575
Total	25,698	

a.

	Permanent Full-time		Permanent Part-time		Temporary Full-time		Temporary Part-time		Agency Full-time		Agency Part-time		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GRI 2-7 Employees	Americas	9,042	2,081	6	7	276	173	20	2	0	0	406	91
	EMEA	5,271	741	61	73	270	40	3	7	6	3	142	21
	APAC	4,630	1,358	0	0	687	120	1	11	7	6	56	80

b. Figures are reported as head count at end of reporting period.

c. **Crown Permanent Employees:** A person employed by Crown to work for an indeterminate period, i.e. no fixed employment period.
Crown Temporary or Fixed Term Employees: A person employed by Crown to work for a limited or specific period, i.e. employment ends when the specific time period expires or when a specific task has been completed.

Full-time: Defined according to national legislation and practice regarding working time. The person works the full duration of the Company's stipulated working hours.

Part-time: An employee whose working hours per week, month or year are less than full-time, eg. works only half of the stipulated working hours of a full-time employee, work only certain number of days per week, etc.

Agency staff: An individual who performs regular work on-site for, or on behalf of, of another company, i.e. other companies' employees working in our plant. Not employed by Crown, i.e. not under our payroll.

d. No significant fluctuations throughout the year.

GRI 2-8 Information on employees and other workers

- a. 818 agency staff working throughout global operations full-time or part-time at year end, with the majority being permanent full-time employees.
- b. All figures are reported as head count at the end of the reporting period.
- c. There were no significant fluctuations in the number of workers who are not employees during the reporting period.

Governance

GRI 2-9 Governance structure and composition

- a. 2022 Sustainability Report, [page 44; Governance](#).
- b. [Audit Committee Charter; Nominating and Corporate Governance Committee Charter](#)
- c. [Crown 2023 Proxy Statement](#), pages 2, 21-24

GRI 2-10 Nomination and selection of the highest governance body

- a. [Crown 2023 Proxy Statement](#), pages 20-22, 30-33
- b. [Crown 2023 Proxy Statement](#), pages 20-22, 30-33; [Corporate Governance Guidelines](#) and [Nominating and Corporate Governance Committee Charter](#);
- i. [Nominating and Corporate Governance Committee Charter; Crown 2023 Proxy Statement](#), pages 2, 34-35
- ii. [Nominating and Corporate Governance Committee Charter](#)
- iii. [Corporate Governance Guidelines, Crown 2023 Proxy Statement](#), pages 2-3, 30-33
- iv. [Crown 2023 Proxy Statement](#), pages 22-24, 26, 32

DISCLOSURE	DESCRIPTION	REFERENCE
GRI 2-11	Chair of the highest governance body	<ul style="list-style-type: none"> a. Chairman of the Board of Directors is also the President and CEO of the Company. b. Any potential conflicts of interest are managed through the checks and balances of the independent Lead Director. Board of Directors, Corporate Governance Guidelines
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> a. Under the Board's general direction the Nominating and Corporate Governance Committee reviews and assesses the Company's Sustainability policies, programs and practices pursuant to its charter. b. The Audit Committee oversees and reviews Environmental, Social and Governance (ESG) disclosures and reporting as set forth in its charter. All aspects of the business, and in particular sustainability, are managed through sound governance structures. Crown 2023 Proxy Statement, page 6. The Vice President - Global Sustainability & Regulatory Affairs reports to the board at least twice a year. <ul style="list-style-type: none"> i. While the Board does not directly engage with stakeholders to support the sustainable development processes, stakeholders are represented by various leaders of the organization who report to the Board regularly. All stakeholders can be involved through engaging with management. ii. Management (including the Vice President - Global Sustainability & Regulatory Affairs) reports to the Board and its committees. The Board and its committees provide the review and input described in the Company's governing documents. c. Audit Committee Charter and Nominating and Corporate Governance Committee Charter
GRI 2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> a. The Board delegates responsibility for managing the organization's impact through ensuring the correct leadership is in place within the Company. They have oversight of sustainability reporting, including TCFD reporting, that comprehensively tracks the environmental impact of the Company. <ul style="list-style-type: none"> i. Vice President - Global Sustainability & Regulatory Affairs; Senior Vice President, Diversity and Inclusion. ii. All employees take some responsibility in making Crown the most sustainable Company. Employees are encouraged to voice ideas for improvements. b. Vice President - Global Sustainability & Regulatory Affairs and other leaders of the Company present updates to the Board or its relevant committees at least annually, and in some cases quarterly.
GRI 2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> a. Audit Committee Charter b. Crown 2023 Proxy Statement, pages 6, 32
GRI 2-15	Conflicts of interest	<ul style="list-style-type: none"> a. Crown 2023 Proxy Statement, pages 30-35 b. Crown 2023 Proxy Statement, pages 30-35
GRI 2-16	Communication of critical concerns	<ul style="list-style-type: none"> a. Communication of critical concerns that pose material risks to the business of the Company to the Board by management is a core responsibility of the CEO. The regular cycle of five Board meetings generally provides adequate opportunity for such reporting. If additional communication is necessary, the Company also has an Executive Committee that can meet between regularly scheduled meetings of the Board, and the entire Board can convene for meetings outside of the regular schedule. Additional concerns can be communicated to the Board through the internal audit function and the company's ethics and compliance reporting mechanisms. Crown 2022 Annual Report, 10-K b. Crown 2022 Annual Report, 10-K
GRI 2-17	Collective knowledge of the highest governance body	Vice President - Global Sustainability & Regulatory Affairs reports to the Board regularly on sustainability program.
GRI 2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> a. The Company's directors are subject to annual election by the shareholders. In addition, the Board undergoes a rigorous annual self-evaluation process, which includes specific mention of its ESG review. Crown 2023 Proxy Statement, pages 5, 32,33 b. N/A c. The Nominating and Corporate Governance Committee oversees the annual self-evaluation process of the Board and its committees, makes recommendations to the Board regarding the membership of the Board committees and performs other corporate governance functions, such as strategic review of the Company's ESG policies, programs and practices. Crown 2023 Proxy Statement, page 32.

DISCLOSURE	DESCRIPTION	REFERENCE
GRI 2-19	Remuneration policies	<ul style="list-style-type: none"> a. Crown 2023 Proxy Statement <ul style="list-style-type: none"> i. For the Board of Directors, pages 25-26. For senior executives, pages 36-52. ii. Disclosed in Crown 2023 Proxy Statement as required and as they occur. iii. Pages 62-64 iv. Page 50 v. Pages 51-52 b. Crown 2023 Proxy Statement: for the Board of Directors, pages 25-26. For senior executives, pages 36-52.
GRI 2-20	Process to determine remuneration	The Compensation Committee is responsible for the review of the executive compensation program. The Company added an evaluation criterion for sustainability for the annual Board evaluation of the CEO in 2022. Crown 2023 Proxy Statement , pages 12, 14, 36-52
GRI 2-21	Annual total compensation ratio	<ul style="list-style-type: none"> a. 276.8 b. 5.32 c. Pay ratio disclosure – Crown 2023 Proxy Statement, page 65
Strategy, Policies and Practices		
GRI 2-22	Statement on sustainable development strategy	2022 Sustainability Report, page 3
GRI 2-23	Policy commitments	<p>The Company has a Code of Business Conduct and Ethics, which forms the centerpiece of its framework for ethical business conduct. Other ethics-related policies, such as the Supplier Code of Conduct, Human Rights Policy and the Conflict Minerals Policy, are available on the Company's website. Additionally, the Company has issued internal policies to provide greater guidance on certain principles contained in its Code of Business Conduct and Ethics.</p> <ul style="list-style-type: none"> a. <ul style="list-style-type: none"> i. In each of its policies, the Company references the requirement to comply with all applicable laws and regulations. Certain authoritative intergovernmental instruments are referenced in policies issued pursuant to the Code of Business Conduct and Ethics including those listed below in b.i. and those found in our Supplier Code of Conduct. ii. Due diligence is required by several of our internal policies. iii. N/A iv. Reference our Human Rights Policy. b. <ul style="list-style-type: none"> i. Crown's Human Rights Policy is informed by the UN Universal Declaration of Human Rights, the Four Fundamental Principles and Rights at Work from International Labour Organization (ILO), the United Nations Global Compact Guiding Principles and the national legislation in each country in which we operate. ii. Human Rights Policy c. Code of Business Conduct and Ethics, Supplier Code of Conduct, Human Rights Policy. d. The Code of Business Conduct and Ethics is reviewed and approved by the Board. Policies issued pursuant to the code are reviewed and approved by senior management. e. The policy commitments apply to the organization's activities both in its own operations and also extend to the conduct of its suppliers via the Supplier Code of Conduct. f. The policy commitments are communicated to workers via in-person and virtual training such as the annual virtual Code of Business and Ethics Conduct training, to its business partners via contractual agreements, and made publicly available to other relevant parties.
GRI 2-24	Embedding policy commitments	<ul style="list-style-type: none"> i. Crown allocates responsibility to implement the commitments across different levels within the organization via its Enterprise Risk Management program; 2022 Sustainability Report, page 75. ii. Crown integrates the commitments into organizational strategies, operational policies and operational procedures via its Enterprise Risk Management program; 2022 Sustainability Report, page 75.

DISCLOSURE	DESCRIPTION	REFERENCE
GRI 2-24	Embedding policy commitments	<ul style="list-style-type: none"> iii. Crown implements its commitments to responsible business conduct with and through its business relationships via its Enterprise Risk Management program; 2022 Sustainability Report, page 75. iv. The organization provides annual in-person and virtual training on implementing the commitments of responsible business conduct to all employees with e-mails within the organization.
GRI 2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> a. Crown commits to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to the extent required by applicable law, applicable regulatory obligations, our contractual commitments and our internal policies. b. Crown’s general approach to identifying and addressing grievances is to follow requirements and procedures as established by law in the jurisdictions in which it operates. State-based judicial and non-judicial grievance mechanisms are always available to our stakeholders as provided by applicable law. Operational grievance mechanisms exist in some of the collective bargaining agreements that we have with our unionized workers and we have internal policies and procedures to address workplace grievances, including human rights-related concerns such as discrimination, wage and hours law compliance, etc. c. Crown is actively engaged in multiple jurisdictions in the effort to increase metal recycling rates. This reduces our energy consumption footprint, reduces landfill usage and reduces cost. We have been involved in numerous health and safety issues, such as the phase-in of BPAⁿi can coatings and the elimination of PFAS chemicals in our production processes. d. To the extent required by law, the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms. By law and by contract, the unions who represent our unionized employees are actively involved in the collective bargaining process and so they work to shape grievance processes. e. Workplace-related grievance mechanisms are widely publicized within our facilities. We provide regular training on many of these areas, in both live and virtual formats. Policies and procedures are available in local languages as well as English, and reporting of violations can be done to our hotline at any time, anywhere and in all the primary languages that are spoken at our facilities. Complaints to supervisors, human resources staff, internal audit staff or legal department staff can be made at any time by e-mail and in person during normal business hours. Our policies clearly state that retaliation for initiating complaints will not be tolerated.
GRI 2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> i. Company policies provide resources to stakeholders so that they can seek advice on implementing the organization’s policies and practices for responsible business conduct; Business Conduct and Ethics ii. The Company also maintains a Business Ethics Line, which is accessible via telephone number and web-based portal, as a means of raising concerns or seeking advice related to the Company’s Code of Business Conduct and Ethics. The Business Ethics Line is available to all employees worldwide, as well as third parties, such as vendors, suppliers and customers. Employees who report potential violations through the Business Ethics Line may choose to remain anonymous (unless prohibited by local law) and all such reports are kept confidential to the extent practicable in connection with the investigation. The Company’s Business Ethics Line (“CBE Line”) is administered by an independent third-party provider, Lighthouse Services. To access the CBE Line, visit Lighthouse-services Crown. Crown 2023 Proxy Statement, page 34
GRI 2-27	Compliance with laws and regulations	Please refer to the Crown 2022 Annual Report
GRI 2-28	Membership associations	2022 Sustainability Report, page 12
GRI 2-29	Approach to stakeholder engagement	Stakeholder Engagement
GRI 2-30	Collective bargaining agreements	<ul style="list-style-type: none"> a. 44% b. As stated in our Human Rights Policy, Crown equally respects the rights of our employees not to join trade unions and will protect them against intimidation, harassment and discrimination in the same way.
Material Topics		
GRI 3-1	Process to determine material topics	2022 Sustainability Report, page 8

DISCLOSURE	DESCRIPTION	REFERENCE
GRI 3-2	List of material topics	2022 Sustainability Report, page 9
GRI 3-3	Management of material topics	2022 Sustainability Report, page 8
Anti-Corruption		
205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> a. 100% of operations assessed for risks related to corruption. 2022 Sustainability Report, page 43 b. No significant risks identified.
Materials		
301-1	Materials used by weight or volume	<ul style="list-style-type: none"> a. 2022 Sustainability Report, page 22 <ul style="list-style-type: none"> i. 93% non-renewable. ii. 7% renewable materials.
Energy		
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> a. 10,531,057,400 MJ. 2022 Sustainability Report, page 22 b. No renewable fuels. c. In joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> i. Electricity Consumption - 8,312,545,369 MJ. 2022 Sustainability Report, page 22 ii. District Heating - 5,482,859 MJ iii. We do not collect granular cooling data. iv. We do not collect steam usage. d. In joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> i. No electricity sold. ii. No heating sold. iii. No cooling sold. iv. No steam sold. e. 18,849,085,628 MJ f. Invoices, meter reads, engineer estimates based on square footage. g. The Climate Registry.
Water and Effluents		
303-1	Interactions with water as a shared resource	2022 Sustainability Report, pages 26-27
303-2	Management of water discharge-related impacts	<ul style="list-style-type: none"> a. All plants manage their water discharge. Discharge parameters are described in the effluent discharge permit issued to the plant as well as set by local authority (environmental agency) and local regulations. Plants that treat wastewater on-site monitor at minimum parameters like pH, BOD, COD and Fluoride. <ul style="list-style-type: none"> i. 2022 Sustainability Report, pages 26-27 ii. 2022 Sustainability Report, pages 26-27 iii. 2022 Sustainability Report, pages 26-27 iv. 2022 Sustainability Report, pages 26-27
303-3	Water withdrawal	<ul style="list-style-type: none"> a. 2022 Sustainability Report, page 27 b. 2022 Sustainability Report, page 27 c. 2022 Sustainability Report, page 27 d. The data is compiled on a plant-level basis based on meter readings, site records and invoices as applicable.

DISCLOSURE	DESCRIPTION	REFERENCE										
Emissions												
305-1	Direct (Scope 1) GHG emissions	2022 Sustainability Report, page 23										
305-2	Energy indirect (Scope 2) GHG emissions	2022 Sustainability Report, page 23										
305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> a. 2022 Sustainability Report, page 23 b. CO₂, CH₄, N₂O c. N/A d. N/A e. 2019 <ul style="list-style-type: none"> i. This is aligned with our Twentyby30™ program goal baseline year. ii. 9,219,960 iii. The sale of our European tinplate business triggered a recalculation of the baseline year. f. Ecoinvent3_7_1 and IPCC 2013: climate change: GWP 100a g. Industry LCA and recycled content data. 										
305-7	Nitrogen oxides (NO _x), Sulfur oxides (SO _x), and other significant air emissions	<p>Significant air emissions, in kilograms or multiples, for each of the following:</p> <table border="1"> <thead> <tr> <th>(kg)</th> <th>NO_x</th> <th>SO_x</th> <th>VOCs</th> <th>PM (PM-10)</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>698,081</td> <td>29,618</td> <td>13,589,000</td> <td>83,688</td> </tr> </tbody> </table> <p>The increase in VOCs in 2022 accounts for better data collection and this methodology has been applied to our baseline year data for consistency.</p>	(kg)	NO _x	SO _x	VOCs	PM (PM-10)	2022	698,081	29,618	13,589,000	83,688
(kg)	NO _x	SO _x	VOCs	PM (PM-10)								
2022	698,081	29,618	13,589,000	83,688								
Waste												
306-1	Waste generation and significant waste-related impacts	2022 Sustainability Report, pages 32-33										
306-2	Management of significant waste-related impacts	2022 Sustainability Report, pages 32-33										
306-3	Waste generated	2022 Sustainability Report, pages 32-33										
306-4	Waste diverted from disposal	2022 Sustainability Report, pages 32-33										
306-5	Waste directed to disposal	2022 Sustainability Report, pages 32-33										
Occupational Health and Safety												
403-2	Hazard identification, risk assessment, and incident investigation	2022 Sustainability Report, pages 38-39										
Training and Education												
404-1	Average hours of training per year per employee	In 2022, approximately 62% of our global employees received some level of Company-sponsored training. Each employee averaged about 43 hours of training in 2022.										
404-3	Percentage of employees receiving regular performance and career development reviews	100% of full-time employees receive regular performance reviews.										

**CORPORATE/AMERICAS
DIVISION HEADQUARTERS**

Crown Holdings, Inc.
Crown Americas LLC
Hidden River Corporate Center Two
14025 Riveredge Drive, Suite 300
Tampa, FL 33637 USA
Main Tel: +1 (215) 698-5100

**EUROPEAN DIVISION
HEADQUARTERS**

Crown Packaging
Europe Division GmbH
Baarermatte
CH-6340 Baar
Switzerland
Main Tel: +41 41 759 10 00

**ASIA PACIFIC DIVISION
HEADQUARTERS**

1 Harbour Front Place #03-01
HarbourFront Tower One
Singapore 098633
Main Tel: +65 6423 9798

**TRANSIT PACKAGING
DIVISION HEADQUARTERS**

Signode Industrial Group
Hidden River Corporate Center Two
14025 Riveredge Drive, Suite 500
Tampa, FL 33637 USA
Main Tel: +1 (847) 724-6100



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Accelerating Sustainability



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Please visit our website crowncork.com to read more of our story and obtain additional information.