



GRI Report

2024 Crown Holdings, Inc.





The selection of reported content is based on the results of our latest materiality analysis and the requirements of the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards). Our 2024 Sustainability Report includes environmental, social and governance data from facilities within our three metal packaging operating divisions (Crown Americas, Crown EMEA and Crown Asia Pacific) and our Transit Packaging division. The data reflects any acquired or divested facilities that were operated by Crown for the reporting period of January 1, 2024 through December 31, 2024. It also includes information from the Company’s corporate headquarters in Tampa, Florida (U.S.); as well as our regional headquarters in Zug, Switzerland; and Singapore; our Research, Development and Engineering Center in Wantage, U.K.; and our regional Centers of Excellence in Singapore, Thailand, Tinley Park, Illinois (U.S.) and Roselle, Illinois (U.S.), where engineers and scientists specialize in specific packaging technologies.

In this reporting period, Crown commenced operations at 4 sites and closed 10 plants. Figures reported in the Material Topics disclosure have been restated from prior years to reflect the 2019 data accounting for the Scope 1, 2 and 3 emissions.

External Verification Information provided in our sustainability reporting is subject to internal reviews and, for select data, external assurance. We engaged Lucideon CICS Limited to provide limited assurance in relation to the GRI disclosures made in this report, our total 2024 data for GHG emissions (Scope 1, 2 and 3 categories) as well as our 2024 water usage and waste data. The assurance was conducted according to Lucideon’s assurance methodology, based on ISO 14064-3 verifications. A short [assurance statement](#) is available for download on our website. Lucideon has also provided GRI verification to the GRI Index, Limited Verification. Documentation can be found on our website. We are now abiding by an annual Sustainability Report publication schedule, with our next Sustainability Report scheduled to be published in 2026.

Disclosure	Description	Reference
General Disclosures		
Organizational Profile		
GRI 2-1	Organizational details	<div>a. Crown Holdings, Inc.</div> <div>b. Crown Holdings, Inc. is a publicly held corporation incorporated in the state of Pennsylvania. Our shares trade on the New York Stock Exchange under the ticker CCK.</div> <div>c. Tampa, Florida</div> <div>d. 2024 Form-10K, page 23</div>
Reporting Practice		
GRI 2-2	Entities included in the organization’s sustainability reporting	<div>a. 2024 Form-10K, page 23</div> <div>b. Sustainability reporting is aligned to include all entities included in financial reporting.</div> <div>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.</div>
GRI 2-3	Reporting period, frequency and contact point	<div>a. This sustainability report covers activity from January 1, 2024 to December 31, 2024. Crown publishes a sustainability report annually.</div> <div>b. Crown’s sustainability reporting period aligns with the financial reporting period.</div> <div>c. This report was published June 2025.</div> <div>d. Contact period: ongoing; contact sustainability@crowncork.com</div>
GRI 2-4	Restatements of information	Restatements to our baseline year of 2019 were made to accommodate for various improvements in our reported data. These restatements include changes to Scope 1, 2 and 3 emissions and water usage to account for acquired operations. Water usage was updated to account for a correction at one site.

Disclosure

Description

Reference

GRI 2-5	External assurance	<div><div>a.</div><div>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 along with the Global Reporting Index (GRI) core disclosure index. The Company’s highest governance body and senior executives are involved in the review of the Company’s Sustainability Report.</div><div>b.</div><div>The Company’s sustainability reporting has been externally assured.<div><div>i.</div><div>External Assurance: Scope 1 and Scope 2, Scope 3, Water</div><div>ii.</div><div>External Assurance: GRI Independent Assurance Statement</div><div>iii.</div><div>The relationship between the organization and the assurance provider is that of two independent parties entering into a voluntary agreement.</div></div></div></div>
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Activities and Workers

GRI 2-6	Activities, value chain and other business relationships	<div><div>a.</div><div>2024 Form-10K, pages 1-2</div><div>b.</div><div>Our Value Chain</div><div>c.</div><div>There are no other relevant business relationships.</div><div>d.</div><div>There have been no significant changes in 2-6a, 2-6b and 2-6c compared to the previous reporting period.</div></div>
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	Male	Female
Americas	9,263	2,150
EMEA	5,213	834
APAC	4,846	1,611
Total	19,322	4,595

GRI 2-7

Employees

a.

	Permanent Employees				Temporary or fixed term Employees				Agency Staff			
	Full-time		Part-time		Full-time		Part-time		Full-time		Part-time	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Americas	8,596	1,953	5	3	296	108	3	1	363	85	-	-
EMEA	4,776	692	55	70	253	39	0	2	87	13	42	18
APAC	3,914	1,187	-	2	713	198	1	9	217	204	1	11

b.

c.

Figures are compiled by region at the corporate level and reported as head count at end of reporting period.

d.

Crown Permanent Employees: A person employed by Crown to work for an indeterminate period, e.g., 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, e.g., works less than 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 another company, e.g., other companies’ employees working in our plant. Not employed by Crown, i.e. not under our payroll.

e.

There was an increase in agency employees from 2023 to 2024. This figure fluctuates annually as a function of business needs.

GRI 2-8	Information on employees and other workers	<div><div>a.</div><div>1,041 agency staff working throughout global operations full-time or part-time at year end, with the majority being permanent full-time employees.</div><div>b.</div><div>All figures are reported as head count at the end of the reporting period.</div><div>c.</div><div>This figure increased from 2023.</div></div>
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Disclosure	Description	Reference
Governance		
GRI 2-9	Governance structure and composition	<ul style="list-style-type: none"> a. Governance; Sustainability Leadership; Corporate Governance Guidelines b. Audit Committee Charter; Nominating and Corporate Governance Committee Charter c. Crown 2025 Proxy Statement, pages 2-4, 20-23, 28-33
GRI 2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> a. Crown 2025 Proxy Statement, pages 2-4, 20-23, 28-33 b. Crown 2025 Proxy Statement, pages 2-4, 20-23, 28-33; <ul style="list-style-type: none"> i. Nominating and Corporate Governance Committee Charter; Crown 2025 Proxy Statement, pages 2, 31-33 c. Nominating and Corporate Governance Committee Charter <ul style="list-style-type: none"> i. Corporate Governance Guidelines; Crown 2025 Proxy Statement, pages 2-3, 5, 28 ii. Crown 2025 Proxy Statement, pages 21-23, 25, 30-31
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. Board of Directors; Corporate Governance Guidelines; Crown 2025 Proxy Statement, pages 28-33
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 reviews Environmental, Social and Governance 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 2025 Proxy Statement, pages 6-8. The Senior Vice President - Crown Technology, Global Sustainability & Regulatory Affairs reports to the board at least annually. <ul style="list-style-type: none"> i. The Board engages with internal stakeholders to oversee the organization’s due diligence and other processes to identify and manage the organization’s impacts on the economy, environment and people. The Board engages with key internal stakeholders, including the Company’s C-Suite, who report up through the Board’s Audit and Nominating and Corporate Governance Committees. All stakeholders can be involved through engaging with management. ii. Management (including the Senior Vice President - Crown Technology, 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. Crown 2025 Proxy Statement, pages 6-8 <ul style="list-style-type: none"> i. Senior Vice President - Crown Technology, Global Sustainability & Regulatory Affairs; Senior Vice President - Chief Human Resources Officer ii. All employees take some responsibility in making Crown the most sustainable Company. Employees are encouraged to voice ideas for improvements. b. The Senior Vice President - Crown Technology, Global Sustainability & Regulatory Affairs and other leaders of the Company present updates to the Board or its relevant committees at least annually.
GRI 2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> a. Audit Committee Charter; Leadership b. Crown 2025 Proxy Statement, pages 6, 7, 32, 33
GRI 2-15	Conflicts of interest	<ul style="list-style-type: none"> a. Crown 2025 Proxy Statement, page 28 b. Crown 2025 Proxy Statement, pages 28-33 <ul style="list-style-type: none"> i. All U.S. public company board positions currently held by Directors are disclosed in the Proxy Statement. Crown 2025 Proxy Statement, page 21 ii. Crown 2025 Proxy Statement, page 28 iii. Crown is a widely-held, publicly traded company with no controlling shareholders. Crown 2025 Proxy Statement, page 26 iv. Crown 2025 Proxy Statement, pages 28-33

Disclosure	Description	Reference
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. 2024 Form-10K. b. 2024 Form-10K
GRI 2-17	Collective knowledge of the highest governance body	The Senior Vice President - Crown Technology, Global Sustainability & Regulatory Affairs reports to the board regularly on the 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 sustainability review. Crown 2025 Proxy Statement, pages 5, 28-33 b. Crown 2025 Proxy Statement, pages 28-33 c. The Nominating and Corporate Governance Committee also 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 sustainability policies, programs and practices. Crown 2025 Proxy Statement, pages 30-31
GRI 2-19	Remuneration policies	<ul style="list-style-type: none"> a. Crown 2025 Proxy Statement <ul style="list-style-type: none"> i. Fixed pay and variable pay - Crown 2025 Proxy Statement, page 34-51. For the Board of Directors, see pages 24-25. For senior executives, see pages 32-50. In 2023, the Company adopted a policy capping cash severance benefits in any future employment agreements, severance agreement, severance plans, etc. at 2.99 times the sum of the executive officer's base salary plus target bonus, unless the shareholders approve a deviation. ii. Disclosed in Crown 2025 Proxy Statement, pages 60-62 as required and as they occur. iii. Termination payments - Crown 2025 Proxy Statement, pages 60-62 iv. Clawbacks - Crown 2025 Proxy Statement, page 48. In 2023, the Company adopted a new clawback policy for executive officers that is intended to comply with Section 10D of the Securities Exchange Act of 1934, as amended, Rule 10D-1 promulgated under the Exchange Act and Section 303A.14 of the New York Stock Exchange Listed Company Manual. v. Retirement benefits - Crown 2025 Proxy Statement, page 49 b. Crown 2025 Proxy Statement; For the Board of Directors, see pages 24-25. For senior executives, see pages 34-51.
GRI 2-20	Process to determine remuneration	<ul style="list-style-type: none"> a. 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 2025 Proxy Statement, pages 12, 34-51 b. At the 2024 Annual General Meeting of shareholders, the annual "say-on-pay" resolution was approved by over 92% of the votes cast. 2024 Form-10K page 32
GRI 2-21	Annual total compensation ratio	<ul style="list-style-type: none"> a. 305 b. 0.5 (note: the median employee compensation was re-calculated in 2024) c. Pay Ratio Disclosure Crown 2025 Proxy Statement, page 63
Strategy, Policies and Practices		
GRI 2-22	Statement on sustainable development strategy	2024 Sustainability Report, page 1
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. The commitments apply the precautionary principle. iv. Human Rights Policy

Disclosure	Description	Reference
GRI 2-23	Policy commitments	<ul style="list-style-type: none"> 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 annually by a Committee of the Board and all changes are approved by the full Board. Policies issued pursuant to the code are reviewed and approved by senior management. See Human Rights Policy administration in Crown 2025 Proxy Statement, page 32. 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. See Human Rights Policy administration in Crown 2025 Proxy Statement, pages 31-32. 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"> a. <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; Governance ii. Crown integrates the commitments into organizational strategies, operational policies and operational procedures via its Enterprise Risk Management program; Governance iii. Crown implements its commitments to responsible business conduct with and through its business relationships via its Enterprise Risk Management program; Governance iv. The organization provides virtual training that focuses on implementing the commitments of responsible business conduct to all employees as appropriate to their business functions. In-person training is deployed to a portion of the Company’s locations every year and includes both salaried and hourly personnel. Qualified management personnel, including all employees with company email addresses, are required to annually participate in Crown’s Business Conduct and Ethics training which includes certification of the employee’s compliance with the Company’s standards of business conduct and disclosure of knowledge of any potential violations of such standards.
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. Grievance mechanisms in place include raising questions or concerns to a supervisor, plant manager, Human Resources manager or Compliance Officer (Legal team) as well as report through the Whistleblowing hotline. c. Crown is actively engaged in multiple jurisdictions in the effort to increase metal recycling rates. This reduces our carbon emissions footprint, reduces landfill usage and reduces cost. We have been involved in numerous efforts to promote health and safety process improvements such as the review of our can coatings and the chemicals used in our production processes. The Company, along with others in most cases, has been identified by the EPA or a comparable state environmental agency as a Potentially Responsible Party (“PRP”) at a number of sites and has recorded aggregate accruals of \$12 for its share of estimated future remediation costs at these sites. The Company has been identified as having either directly or indirectly disposed of commercial or industrial waste at the sites subject to the accrual, and where appropriate and supported by available information, generally has agreed to be responsible for a percentage of future remediation costs based on an estimated volume of materials disposed in proportion to the total materials disposed at each site. The Company has not had monetary sanctions imposed nor has the Company been notified of any potential monetary sanctions at any of the sites. The Company has also recorded aggregate accruals of \$8 for remediation activities at various worldwide locations that are owned by the Company and for which the Company is not a member of a PRP group. Although the Company believes its accruals are adequate to cover its portion of future remediation costs, there can be no assurance that the ultimate payments will not exceed the amount of the Company’s accruals and will not have a material effect on its results of operations, financial position and cash flow. Any possible loss or range of potential loss that may be incurred in excess of the recorded accruals cannot be estimated. 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. Concerns or potential violations may be reported through our ethics hotline which can be accessed around the world at any time in all primary languages spoken at our facilities. Concerns can also be raised with supervisors, human resources staff, internal audit staff or legal department staff at any time by e-mail/or in person. Our policies, such as the Code of Business Conduct and Ethics, Human Rights Policy, and Whistleblower Policy explicitly prohibit retaliation against any employee who raises a concern in good faith. The Company endeavors to investigate all complaints in a professional manner, with full respect for anonymity where applicable. Also, where necessary, the Company monitors ongoing remediation for continued compliance.

Disclosure	Description	Reference
GRI 2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> a. <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; most policies include information on whom to contact with questions about the policies; Business Conduct and Ethics, Human Rights Policy, Supplier Code of Conduct ii. Grievance mechanisms in place include raising questions or concerns to a supervisor, plant manager, Human Resources manager, or Compliance Officer (Legal team). The Company also provides a confidential reporting mechanism, Crown’s Business Ethics Line, 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 administered by an independent third-party provider and provides multiple reporting channels, including toll-free telephone access and web-based reporting. The hotline 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. To access the CBE Line, visit Ethics Reporting Line. Crown 2025 Proxy Statement, pages 31-32.

GRI 2-27	Compliance with laws and regulations	Crown 2024 Annual Report
GRI 2-28	Membership associations	2024 Sustainability Report, page 14
GRI 2-29	Approach to stakeholder engagement	Stakeholder Engagement , Crown 2025 Proxy Statement , pages 6, 32.
GRI 2-30	Collective bargaining agreements	<ul style="list-style-type: none"> a. 45% employees covered by collective bargaining agreements. 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	Materiality
GRI 3-2	List of material topics	Materiality ; Adopting the double materiality assessment methodology and following a new process and additional considerations resulted in changes in material topics from previous reporting year.
GRI 3-3	Management of material topics	Materiality ; Crown’s Twentyby30™ program describes the actions and commitments taken to manage the topics that have been identified as material.

Anti-Corruption		
205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> a. 100% of operations assessed b. No significant risks identified

Materials		
301-1	Materials used by weight or volume	<ul style="list-style-type: none"> a. 2024 Sustainability Report, page 8 <ul style="list-style-type: none"> i. 93% non-renewable ii. 7% renewable

Energy		
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> a. 10,233,082,202 MJ. 2024 Sustainability Report, page 8 b. No renewable fuels c. In joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> i. Electricity Consumption - 7,914,066,032 MJ. 2024 Sustainability Report, page 8 ii. District Heating - 5,083,008 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. 18,147,148,234 MJ f. Invoices, meter reads, engineer estimates based on square footage g. The HHV and energy density assumptions came from the EPA, IEA, and TCR, and the conversions are a combination of those assumptions and standard UOM conversions. As supplier conversion factors were not available, generic conversion factors were used.

Disclosure	Description	Reference
Water and Effluents		
303-1	Interactions with water as a shared resource	2024 Sustainability Report, page 12 Water Management , 2024 CDP-C2 (Risk Management), 2024 CDP -C5.11 (Stakeholder Engagement), Crown Water Policy
303-2	Management of water discharge-related impacts	Water Management , 2024 CDP-C9 (Water Security)
303-3	Water withdrawal	2024 Sustainability Report, page 12 2024 CDP-C9 (Water Security)
303-4	Discharge	a. 2024 Sustainability Report, page 12 b. N/A c. 2024 Sustainability Report, page 12 d. 2024 CDP-C2.5 e. 2024 CDP-C9 (Water Security)
303-5	Consumption	a. 2024 Sustainability Report, page 12 b. 2024 Sustainability Report, page 12 c. At Crown, water is typically consumed in real-time for operational processes with minimal on-site storage. Therefore, change in water storage is considered negligible and is not included in the consumption calculation. d. 2024 CDP-C9 (Water Security)
Emissions		
305-1	Direct (Scope 1) GHG emissions	a. 562,894 MT b. CO ₂ , CH ₄ , N ₂ O c. N/A d. 2019 i. This is aligned with our Twentyby30 TM program goal baseline year. ii. Market Based: 531,870 MT Location Based: 562,894 MT iii. Restatements to our baseline year of 2019 were made to accommodate for various improvements in our reported data. These restatements include changes to Scope 1 emissions based on updates to the following: procurement data used for calculating our fuel consumption and emissions factors. e. Market Based - The Climate Registry (2024), Department for Environment Food and Rural Affairs (DEFRA, 2024), Environment Canada (2024), RE-DISS Residual European Mix (2023), US Residual Mix (Green-e Energy Emissions Rates, 2024) Location Based - The Climate Registry (2024), Department for Environment Food and Rural Affairs (DEFRA, 2024), Environment Canada (2024), US EPA eGRID (2025) f. Operational Control g. Invoices, meter reads, engineer estimates
305-2	Energy indirect (Scope 2) GHG emissions	a. 714,395 MT b. 463,038 MT c. CO ₂ , CH ₄ , N ₂ O d. 2019 i. This is aligned with our Twentyby30 TM program goal baseline year. ii. Market Based: 846,255 MT Location Based: 827,913 MT iii. Restatements to our baseline year of 2019 were made to accommodate for various improvements in our reported data. These restatements include changes to Scope 2 emissions based on updates to the following: emissions factors, renewables data. e. Market Based - Department for Environment Food and Rural Affairs (DEFRA, 2024), Environment Canada (2024), RE-DISS Residual European Mix (2023), US Residual Mix (Green-e Energy Emissions Rates, 2024) Location Based - Department for Environment Food and Rural Affairs (DEFRA, 2024), Environment Canada (2024), US EPA eGrid (2025) f. Operational Control g. Invoices, meter reads, engineer estimates

Disclosure	Description	Reference
305-3	Other indirect (Scope 3) GHG emissions	<div> <div> a. 2024 Sustainability Report, page 8 b. CO₂, CH₄, N₂O c. N/A d. The categories included from the GHG Protocol Corporate Value Chain Standard are: 1,2,3,4,5,6,7,9,10,11,12 e. 2019 <div> i. This is aligned with our Twentyby30™ program goal baseline year ii. 12,535,551 MT </div> </div> <div> iii. Restatements to our baseline year of 2019 were made to accommodate for various improvements in our reported data. These restatements include adding additional categories from the GHG Protocol Corporate Value Chain Standard. f. USEEIO, US EPA GHG Emission Factors Hub (2024), supplier specific emission factors, Department for Environment Food and Rural Affairs (DEFRA, 2024), Ecoinvent 3.11, ICF International (2016) g. GHG Protocol - Corporate Value Chain (Scope 3) Accounting and Reporting Standard </div> </div>
305-7	Nitrogen oxides (NO _x), Sulfur oxides (SO _x), and other significant air emissions	<div> <div> a. Air emissions: <div> i. NO_x - 705,320.8 kg ii. SO_x - 4,781.53 kg iii. N/A iv. Volatile organic compounds (VOCs) - 13,050,739kg (VOCs are measured pre-emission controls) </div> </div> <div> v. N/A vi. Particulate matter (PM-10) - 19,028.44kg vii. N/A b. US EPA WEBFIRE emission factors utilized c. US EPA WEBFIRE emission factors utilized </div> </div>
Waste		
306-1	Waste generation and significant waste-related impacts	Waste Management
306-2	Management of significant waste-related impacts	Waste Management
306-3	Waste generated	2024 Sustainability Report, page 16 Waste Management
306-4	Waste diverted from disposal	<div> <div> a. 2024 Sustainability Report, page 16 b. Hazardous Waste 9,007 MT <div> i. Preparation for reuse; N/A ii. Recycling 9,007 MT N/A iii. Other recovery operations; N/A </div> c. Non-Hazardous Waste 319,629 MT </div> <div> i. Preparation for reuse; 199 MT ii. Recycling; 318,086 MT iii. Compost; 1,343 MT d. Approximately 100% of our waste disposal was offsite; less than 1% of our total was disposed of on-site <div> i. N/A ii. 328,636 MT </div> e. Data has been compiled by waste transfer notes from contracted waste collectors, engineer best estimations. </div> </div>
306-5	Waste directed to disposal	<div> <div> a. 2024 Sustainability Report, page 16 Waste Management b. Hazardous Waste 21,903 MT <div> i. Incineration (with energy recovery); 3,679 MT ii. Incineration (without energy recovery); 4,027 MT iii. Landfilling; 14,196 MT iv. Other Disposal Operations; N/A </div> </div> <div> c. Non Hazardous Waste 33,204 MT <div> i. Incineration (with energy recovery); 2,941 MT ii. Incineration (without energy recovery); 2,078 MT iii. Landfilling; 28,185 MT iv. Other Disposal Operations; N/A </div> d. Approximately 100% of our waste disposal is offsite; less than 1% of our total was disposed of on-site <div> i. N/A ii. 55,107 MT </div> e. Data has been compiled by waste transfer notes from contracted waste collectors, engineer best estimations. </div> </div>

Disclosure	Description	Reference
Occupational Health and Safety		
403-2	Hazard identification, risk assessment, and incident investigation	Environment, Health and Safety
Training and Education		
404-1	Average hours of training per year per employee	To help attract and retain a high level of talent at Crown and provide each employee with ample opportunities to grow and prosper, we provide a mix of mandatory and voluntary training. In 2024, each employee averaged about 29 hours of training. Employee Development
404-3	Percentage of employees receiving regular performance and career development reviews	Crown endeavors to ensure that all employees receive an annual performance review, however the exact percentage is not available.