



Environmental, Social & Governance Metrics

Pactiv Evergreen Inc. - May 2021

General information

		2019	Unit
	Number of Employees (Global)	14,592	
	Number of Employees (U.S.)	12,337	
	Number of Employees (International)	2,255	
	Net Sales	5,191	USD, millions
	Metric Tons Converted Product	1,340,993	
	Total Shareholder Return	N/A ¹	
	Number of Sites (includes manufacturing, mills, warehousing, and distribution)	102	
ESG Resources			
	Sustainability Report 2019-2020		
	ESG Update Q1 2021		
ESG Disclosures			
	SASB, GRI and TCFD disclosures are in preparation for 2021		

1 - Introduced on the NASDAQ Stock Exchange under the symbol PTVE on 9/17/2020

		2019	Unit
	<u>Environmental Management System</u>		
Carbon and Climate	Scope 1 (Direct CO ₂) GHG Emissions	1,209,833	metric tons CO ₂
	Scope 1 GHG Emissions Intensity	0.90	metric tons CO ₂ / metric tons finished goods
	Scope 2 (Indirect CO ₂) GHG Emissions	1,155,338	metric tons CO ₂
	Scope 2 GHG Emissions Intensity	0.86	metric tons CO ₂ / metric tons finished goods
	Scope 3 GHG Emissions	In Progress	
	Scope 3 Emissions Intensity	In Progress	
	NOx Emissions	In Progress	
	SOx Emissions	In Progress	
	Volatile Organic Compounds (VOCs) Emissions	In Progress	
	Particulate Matter (PM) Emissions	In Progress	
	Hazardous Air Pollutants	In Progress	
	Total GHG Emissions (Scope 1 and 2 Emissions)	2,365,171	metric tons CO ₂
	Total GHG Emissions Intensity	1.76	metric tons CO ₂ / metric tons finished goods
Energy	Total Energy Consumption	15,446	GWh
	Renewable Energy Consumption	7,997 (52%)	GWh (% from total)
	Sources of Non-Renewable Energy	Gas, Coal, Propane	
	Sources of Renewable Energy	Biomass, Hydro, Solar	
	Total Electrical Power Consumption	9,516	GWh
	Electrical Power Consumed from the grid	10%	% from total
	Electrical Power from Renewable Sources	52%	% from total
	CDP Climate Change Disclosure in Preparation for 2020 reporting		

		2019	Unit
Natural Resources	Water Withdrawn	In Progress	
	Water Discharged	In Progress	
	Water Consumed	In Progress	
	Percentage Water Withdrawn in Regions with High or Extremely High Baseline Water Stress	In progress	
	Percentage Water Consumed in Regions with High or Extremely High Baseline Water Stress	In progress	
	CDP Water Disclosure in Preparation for 2020 reporting		
	Sustainable Forestry Certifications (page 16)		
Waste and Toxicity	CDP Forests Disclosure in Preparation for 2020 reporting		
	Total Municipal Solid Waste	In Progress	
	Including Municipal Solid Waste Recycled	In Progress	
	Total Industrial Waste	In Progress	
	Including Industrial Waste Recycled	In Progress	
	Total Hazardous Waste	In Progress	
	Including Hazardous Waste Recycled	In Progress	

		2021 Q1	Unit
Diversity, Inclusion and Equity	Equal Opportunity and Affirmative Action Policy		
	Diversity, Inclusion and Equity Policy		
	Women in Workforce	28%	Percentage of U.S. Employees ¹
	Women in Mid-Level Leadership	21%	Percentage of U.S. Employees ¹
	Women in Senior Leadership	18%	Percentage of U.S. Employees ¹
	Black, Indigenous or People of Color in Workforce	54%	Percentage of U.S. Employees ¹
	Black, Indigenous or People of Color in Mid-Level Leadership	20%	Percentage of U.S. Employees ¹
	Black, Indigenous or People of Color in Senior Leadership	11%	Percentage of U.S. Employees ¹
	Workforce Age Group 70+	<1%	Percentage of U.S. Employees ¹
	Workforce Age Group 61-69	14%	Percentage of U.S. Employees ¹
	Workforce Age Group 51-59	27%	Percentage of U.S. Employees ¹
	Workforce Age Group 41-50	23%	Percentage of U.S. Employees ¹
	Workforce Age Group 31-40	21%	Percentage of U.S. Employees ¹
	Workforce Age Group Under 30	15%	Percentage of U.S. Employees ¹
	Veterans	6%	Percentage of U.S. Employees ¹
Health and Safety	Health and Safety Policy		
	Total Case Rate	0.80 ¹⁻²	
	Lost Time Restricted Time Case Rate	0.59 ¹⁻²	
	Lost Work Day Injury Case Rate	0.28 ¹⁻²	
Ethics	Code of Business Conduct and Ethics		
	Employee training on Ethics Compliance	100% ³	Completion Rate
	Supplier Code of Conduct		
	Legal and regulatory fines, and settlements associated with violations of bribery, corruption, or anti-competitive standards	No	
	Legal and regulatory fines, settlements, and enforcement actions associated with false, deceptive, or unfair marketing, labeling, and advertising	No	
	Political Action Committee	No	
	Political Involvement Policy (section 18)		
	Trade Association Memberships (page 20)		

1 - Pactiv Evergreen data includes salaried and temporary employees of all U.S. locations (representing 85% of the workforce) and some international locations.

2 - Injury Rate Industry Benchmarks developed by (1) using the US Bureau of Labor Statistics Incidence Rates for the three (3) primary manufacturing operations of Pactiv and Evergreen, which are Plastics Manufacturing, NAICS 3261, Paper Converting, NAICS 3222, and Paper Mills, NAICS 32213 and (2) weighting each manufacturing operation's rates based on the relative hours worked for each operation.

3 - Represents Foodservice and Food Merchandising data only. Beverage Merchandising data to be integrated in 2021.

Since IPO and as of May 2021		
Board of Directors	Corporate Governance Guidelines	
	Size of the Board	6 (1 seat vacant)
	Independent Directors on Board	4 (67%)
	Board Chair Classification	Non-Affiliated Director (i.e., outside, independent director)
	Women on Board	2 (33%)
	Women Executive Officers	1
	Board Average Age	55
	Board Average Tenure	1 year
	Mandatory Retirement Age	No
	Board Meetings Held	4
	All Directors Attended $\geq 75\%$ of Meetings	Yes
	Classification of the Audit Committee Chair	Non-Affiliated Director (i.e., outside, independent director)
	Independent Members on the Audit Committee	2 (67%)
	Number of executives on the Audit Committee	None
	Audit Committee Meetings	3
	Classification of the Compensation & Management Committee Chair	Non-Affiliated Director (i.e., outside, independent director)
	Independent Members on the Compensation & Management Development Committee	2 (67%)
	Number of executives on the Compensation & Management Development Committee	None
	Compensation & Management Development Committee Meetings	6
	Number of executives on the Compensation & Management Development Committee	None
	Classification of the Nominating & Corporate Governance Committee Chair	Affiliated Director (i.e., employed by PTVE or a related party)
	Independent Members on the Nominating & Corporate Governance Committee	2 (67%)
	Number of executives on the Nominating & Corporate Governance Committee	None
	Nominating & Corporate Governance Committee Meetings	4
	Annual Board and Committee Self-Assessments	Will be completed in last quarter of 2021
	Number of non-executive directors on the board with lengthy tenure	1
	Does the CEO serve on a significant number of outside boards?	No
	Number of non-executive directors serving on a significant number of outside boards	None
	Does the Board Chair serve on a significant number of outside boards?	No
	Percentage of the directors who attended less than 75% of board and/or committee meetings	0%

Since IPO and as of May 2021		
Board of Directors	Number of directors who received withhold/against votes of 50% or greater at the last annual meeting	PTVE has not yet had its first annual meeting as a public company as PTVE has only been a public company for less than a year
	Number of directors involved in material related-party transactions	None on individual basis, but 2 out of 6 directors are employed by related parties that have engaged in related party transactions involving PTVE.
	Number of directors with related-party transactions siting on key board committees	None on individual basis, but 2 out of 6 directors are employed by related parties that have engaged in related party transactions involving PTVE.
	Has the board failed to implement a shareholder resolution supported by a majority vote, or failed to address the issue underlying majority director WHs?	No, but PTVE has not yet had a shareholder vote on any matters as PTVE has only been a public company for less than a year
	Board Chair second or casting vote at director meetings in the event of a tie	No
	Stock ownership guidelines for directors	Yes
	Percentage of directors with more than one year of service own stock, who can legally or practically do so	None of the directors have more than a year of service as PTVE has only been a public company for less than a year
	Percentage of the board consists of immediate family members of majority shareholders, executives, and former executives within the past five years	0%
	Percentage of the board who are former or current employees of the company	One. Director Mike King serves as CEO of PTVE.
	Quorum for director meetings	4 of 6 Directors
	Material related-party transactions involving the CEO	No
	Pledge of company shares by any executive or director	No
	Robust policy prohibiting hedging of company shares by employees	Yes
	Percentage of directors received shareholder approval rates below 80%	None as PTVE has only been a public company for less than a year
	Average outside director's total compensation/remuneration	Approximately \$278,000 in cash and restricted stock units
	Formal CEO and key executive officers' succession plan	No
	Mechanisms to encourage director refreshment	No
	Board response to low vote support for a management proposal	No, but PTVE has not yet had a shareholder vote on any matters as PTVE has only been a public company for less than a year
	Percentage of non-executive directors has been on the board less than six years	100%
	Lowest percentage of vote support received by management-nominated directors at their most recent annual meeting	PTVE has not yet had its first annual meeting as a public company as PTVE has only been a public company for less than a year
	Standard deviation of director age	8
	Standard deviation of director tenure (in years)	None of the directors have more than a year of service as PTVE has only been a public company for less than a year
	Percentage of vote support for the Board Chair at the latest meeting	100%

Since IPO and as of May 2021		
Audit	Non-audit fees percentage of total fees	Less than 1%
	Adverse opinion from auditor in past year	None
	Restated financials within the past two years	No, but the PTVE converted from IFRS to U.S. GAAP within the past two fiscal years.
	Non-timely financial disclosure filings in the past two years	None
	Regulator-initiated enforcement action against the company in the past two years	None
	Financial experts on the audit committee	2
	Disclosure of material weaknesses in internal controls in the past two years	No
	Regulator-initiated enforcement action against an officer or director of the company in the past two years	None
	Current investigation by a regulatory body on the company or any of its officers or directors	No
	Tenure of the external auditor	10 Years

		Since IPO and as of May 2021
Compensation	Company-provided loans to directors	No
	Option-based part of the total remuneration received by directors	None
	Active equity plans prohibiting share recycling for options/SARS	No
	Minimum vesting periods mandated in the plan documents for executives' restricted stock (adopted/amended in the last three years)	Determined by Compensation Committee
	Holding or retention period for stock options for executives	No stock options granted
	Holding or retention period for restricted shares or stock awards for executives	No restricted shares or stock awards granted
	Active equity plans prohibiting option/ SAR repricing	Yes
	Has the company repriced options or exchanged them for shares, options, or cash without shareholder approval in the last three years?	No
	What percentage of the salary is subject to stock ownership requirements or guidelines for the CEO?	None
	Trigger under the change-in-control agreements	Over 50% of sale of shares or EBIDTA generating assets
	Do equity-based plans or other long-term awards vest completely upon a change-in-control?	Yes
	Does the company have a clawback or malus provision?	Yes
	Did the company grant a one-off reward to any of its executives?	Yes
	Multiple of pay in the change-in-control or the severance agreements for the CEO	Two times annual salary
	Active equity plans prohibiting options or SARs cash buyouts	No
	Active equity plans include an evergreen provision	Yes
	Active equity plans have liberal change-in-control vesting provisions	Yes
	Level of disclosure on performance measures for long-term equity and cash awards granted in the last fiscal year	Disclosed in Proxy Statement
	Basis for the change-in-control or severance payment for the CEO	Termination without cause.
	Pay-for-performance misalignment identified by ISS qualitative review	None as PTVE has only been a public company for less than a year
	Problematic pay practice or policy that raise concerns identified by ISS	None as PTVE has only been a public company for less than a year
	Significant opposition from shareholders on recent Say-on-Pay proposal	None as PTVE has only been a public company for less than a year
	Does the company employ at least one metric that compares its performance to a benchmark or peer group (relative performance)?	Yes
	Percentage of vote support received from shareholders on the most recent Say-on-Pay or remuneration proposal	None as PTVE has only been a public company for less than a year
	Level of disclosure on environmental or social performance measures for the short-term incentive plan for executives	Not applicable at this time
	Level of disclosure on environmental or social performance measures for any long-term incentive plan for executives granted in the last fiscal year	Not applicable at this time

		Since IPO and as of May 2021
Shareholders' Rights	Majority vote standard in uncontested elections	Yes
	Classes of stock with different voting rights	Not at this time
	Directors on the board who are not up for election by all classes of common shareholders	Not at this time
	Sunset provision on the company's unequal voting structure	Not applicable at this time
	Annual election for all directors	Yes
	Poison pill	Not at this time
	Board authorized to issue blank check preferred stock	Yes
	Supermajority vote to approve amendments to the charter or bylaws	Not at this time
	Supermajority vote to approve mergers or business combinations	Not at this time
	Percentage of share capital needed to convene a special meeting	Over 50%
	Minimum vesting periods mandated in the plan documents for executives' stock options or SARS in the equity plans (adopted/amended in the last three years)	Determined by Compensation Committee
	If the company has a majority voting standard, is there a plurality carve-out in the case of contested elections?	No
	Material restrictions as to timing or topics to be discussed or ownership levels required to call the meeting	No
	Controlling shareholder	Yes
	Proxy access to shareholders	Yes
	Exclusive venue or forum provision	Yes
	Can the board materially modify the company's equity capital structure without shareholder approval?	No
	Ownership threshold for proxy access	No
	Ownership duration threshold for proxy access	No
	Cap on shareholder nominees to fill board seats from proxy access	No
	Aggregation limit on shareholders to form a nominating group for proxy access	No
	Fee-shifting provision	No
	Representative claim limitation or other significant litigation rights limitations	No
	Percentage of votes outstanding controlled by shares with enhanced voting rights	0%
	Greatest percentage of vote support for environmental or social shareholder resolutions at the most recent annual meeting	PTVE has not yet had a shareholder vote on any matters as PTVE has only been a public company for less than a year



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