

World Economic Forum (WEF) Core Metrics

Index Response

INNOVATION FOR THE WORLD
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WORLD ECONOMIC FORUM CORE METRICS INDEX

This disclosure index reference outlines where we have alignment of our external reporting for our 2023 fiscal reporting period (October 2nd 2022 - September 30th 2023) with the World Economic Forum's Core Metrics. The 21 core metrics are focused on four themes: people, planet, prosperity, and principles of governance.

People Metrics			
Category	Metric	Response/Comment	
Dignity and Equality	Diversity and Inclusion (%)	2023 Sustainability Report Pages 19, 47-56 Website > Key Issues > Diversity, Equity & Inclusion	
Dignity and Equality	Pay Equality	Berry Global Gender Pay Gap (UK)	
Dignity and Equality	Wage Level (%)	2023 Sustainability Report Pages 57, 62 2024 Proxy Website > Key Issues > Corporate Governance	
Dignity and Equality	Risk for Incidents of Child, Forced or Compulsory Labor	2023 Sustainability Report Page 21 Website > Key Issues > Human Rights and Labor Conditions Global Human Rights Policy	
Health and Wellbeing	Health and Safety (%)	2023 Sustainability Report Pages 20, 58-60 Website > Key Issues > Employee Relations and Wellbeing	
Skills for the Future	Training Provided (#)	2023 Sustainability Report Pages 62-63 Website > Key Issues > Employee Relations and Wellbeing	
Planet Metrics			
Category	Metric	Response/Comment	
Climate Change	Greenhouse Gas (GHG) Emissions	2023 Sustainability Report Pages 15, 36-37 Website > Key Issues > Climate Change 2023 Climate Change CDP (FY22 Data)	
Climate Change	TCFD Implementation	2023 Sustainability Report Page 15	
Nature Loss	Land Use and Ecological Sensitivity	2023 Sustainability Report Pages 16, 40 Website > Key Issues > Biodiversity	
Fresh Water Availability	Water Consumption and Withdrawal in Water-Stressed Areas	2023 Sustainability Report Pages 17, 38-39 Website > Key Issues > Water and Wastewater Management 2023 Water Security CDP (FY22 Data)	

Prosperity Metrics

Category	Metric	Response/Comment
Employment and Wealth Generation	Absolute Number and Rate of Employment	2023 Sustainability Report Pages 42-47 Website > Key Issues > Employee Relations and Wellbeing
Employment and Wealth Generation	Economic Contribution	2023 Sustainability Report Page 5 2023 Form 10-K
Wealth Creation and Employment	Financial Investment Contribution Disclosure	2023 Form 10-K
Innovation in Better Products and Services	Total R&D Expenses (\$)	2023 Form 10-K
Community and Social Vitality	Total Tax Paid	2023 Form 10-K

Principles of Governance Metrics

Category	Metric	Response/Comment
Governing Purpose	Setting Purpose	2023 Sustainability Report Pages 8-9 Website > Sustainability Strategy > Approach
Quality of Governing Body	Governance Body Composition	2023 Sustainability Report Page 61 2024 Proxy Website > Key Issues > Corporate Governance
Stakeholder Engagement	Material Issues Impacting Stakeholders	Website > Sustainability Strategy > Stakeholder Engagement
Ethical Behavior	Anti-Corruption	2023 Sustainability Report Page 24 Website > Key Issues > Ethics and Compliance Global Anti-Bribery and Corruption Policy
Ethical Behavior	Protected Ethics Advice and Reporting Mechanisms	2023 Sustainability Report Page 24 Website > Key Issues > Ethics and Compliance
Risk and Opportunity Oversight	Integrating Risk and Opportunity Into Business Process	2023 Sustainability Report Page 23 Website > Key Issues > Corporate Governance 2023 Form 10-K