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SUSTAINABILITY REPORT FY22

Sustainability performance data

Sustainability performance data FY22

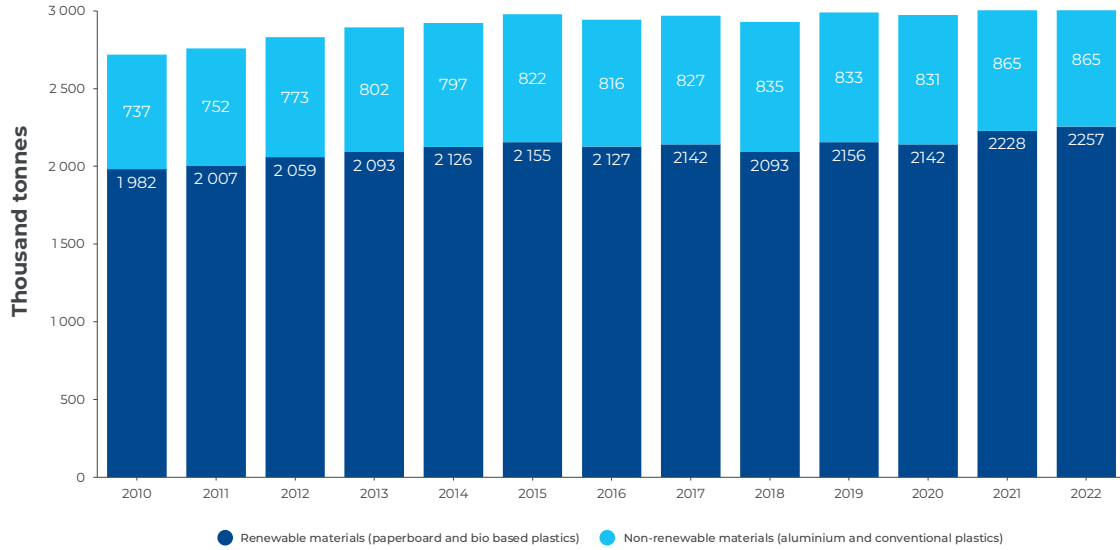
This PDF complements our our Sustainability Report FY22 which was reported in accordance with the GRI Standards to provide an overview of Tetra Pak's sustainability performance for the period 1st January 2022 – 31st December 2022.

Restatements of information

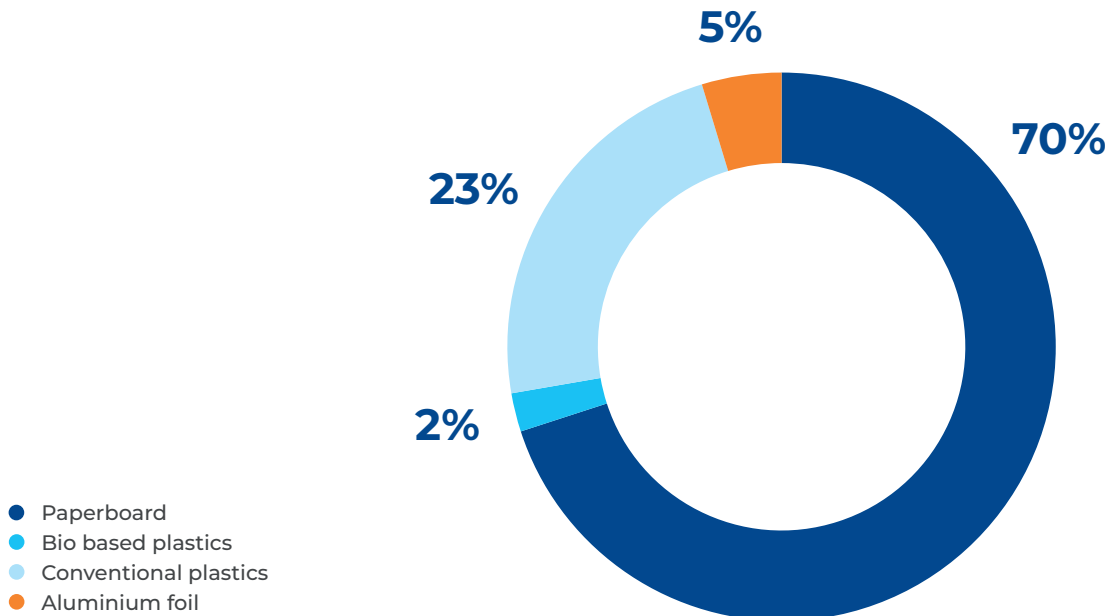
In July 2022 Tetra Pak announced the divestment of its Russian business. This structural change in the organisation triggered a base year recalculation for our climate data. Russia is also excluded from our internal monitoring of collection and recycling and is not part of the global recycling rate or other environmental operational performance data, i.e., waste and water.

Raw materials and sourcing

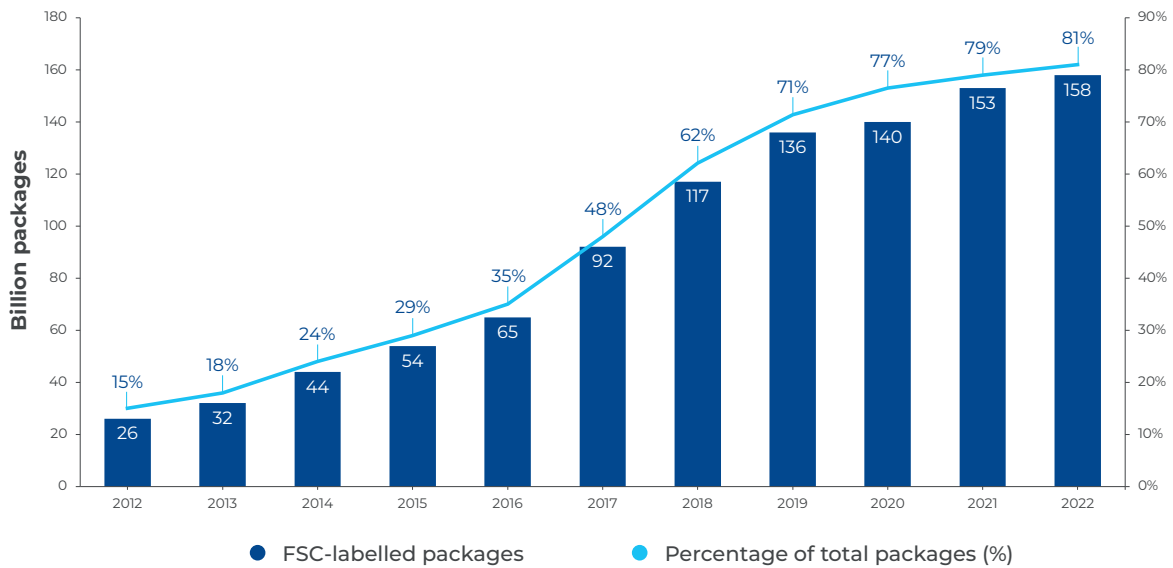
GRI 301-1 Materials used by weight (kilo tonnes)



Relative proportion of raw materials used in our carton packages



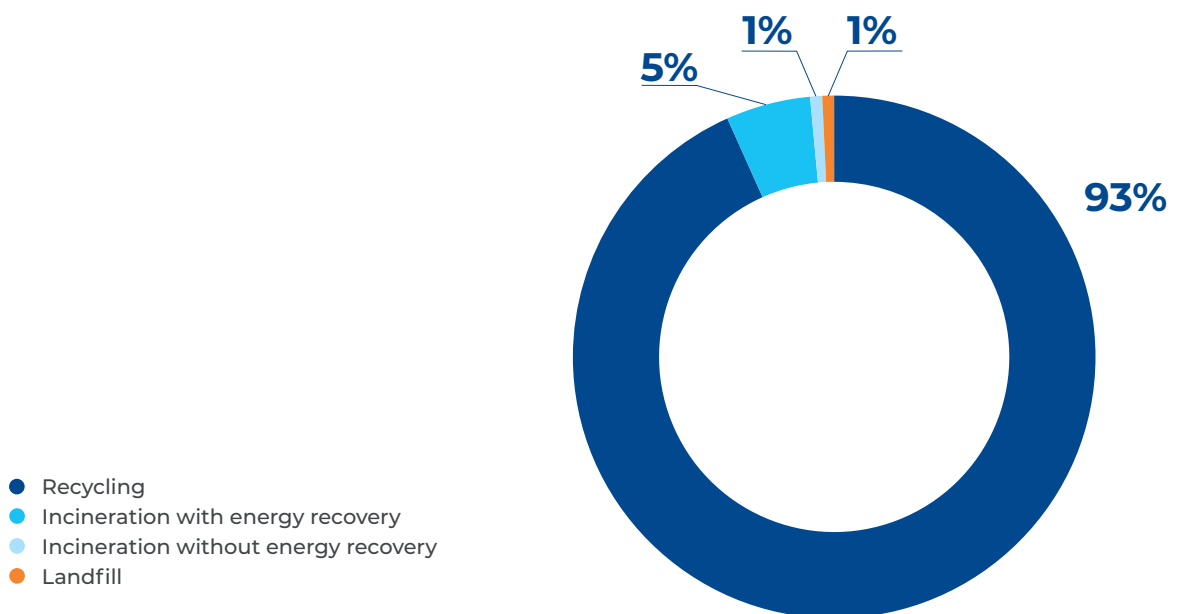
Proportion of FSC-labelled carton packages delivered to customers



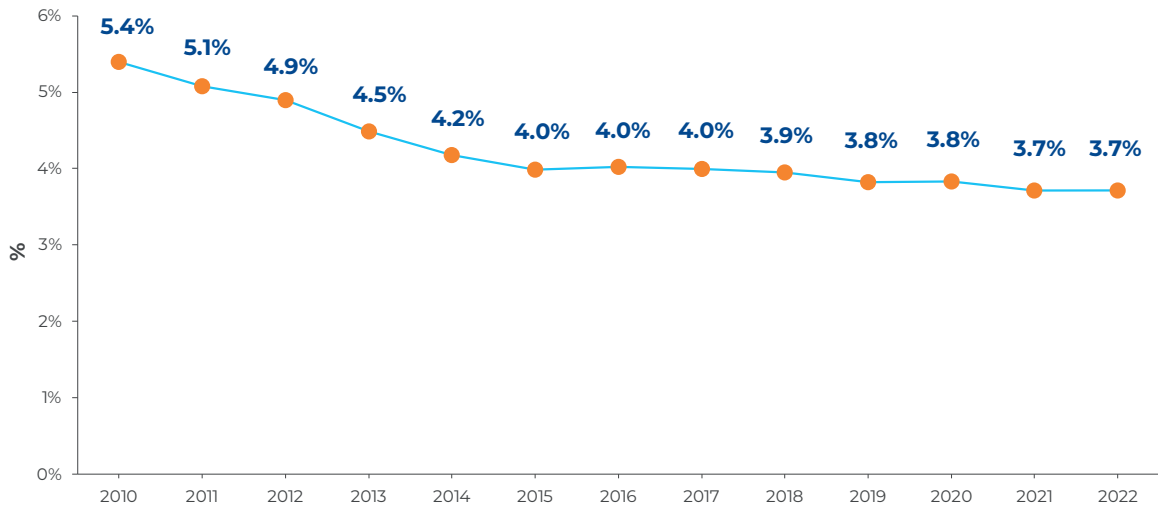
The FSC™ licence code for Tetra Pak is FSC™ C014047

Circularity & recycling

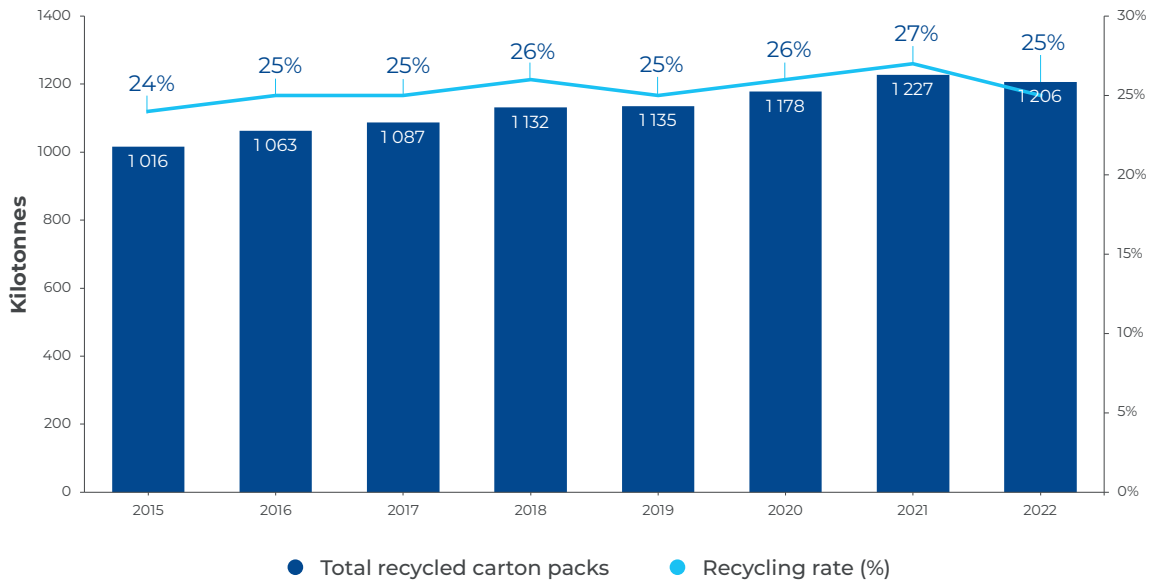
Management of operational waste



Packaging material production waste in %



Carton Package Recycling volumes & rates



Climate and energy

GRI 305-1 Direct (Scope 1) GHG emissions

	2019	2020	2021	2022
a. Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent	64350 t CO ₂ e	62163 t CO ₂ e	62486 t CO ₂ e	59539 t CO ₂ e
b. Gases included in the calculation	CO ₂ , CH ₄ , N ₂ O, HFCs	CO ₂ , CH ₄ , N ₂ O, HFCs	CO ₂ , CH ₄ , N ₂ O, HFCs	CO ₂ , CH ₄ , N ₂ O, HFCs
c. Biogenic CO ₂ emissions in metric tons of CO ₂ e	1619 t CO ₂ e	1776 t CO ₂ e	1529 t CO ₂ e	1608 t CO ₂ e

GRI 305-2 Energy indirect (Scope 2) GHG emissions

	2019	2020	2021	2022
a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent	3347221 t CO ₂ e	344714 t CO ₂ e	349335 t CO ₂ e	360541 t CO ₂ e
b. Gross market-based energy indirect (Scope 2) GHG emissions in metric tons	112770 t CO ₂ e	55020 t CO ₂ e	62177 t CO ₂ e	58192 t CO ₂ e
c. Gases included in the calculation	All	All	All	All

305-3 Other indirect (Scope 3) GHG emissions

	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO ₂ equivalent	b. Gases included in the calculation	c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent
2019	12,741,007 t CO ₂ e	All	156148 t CO ₂ e
2020	11,729,323 t CO ₂ e	All	148522 t CO ₂ e
2021	12,820,506 t CO ₂ e	All	149937 t CO ₂ e
2022	12,209,736 t CO ₂ e	All	150437 t CO ₂ e

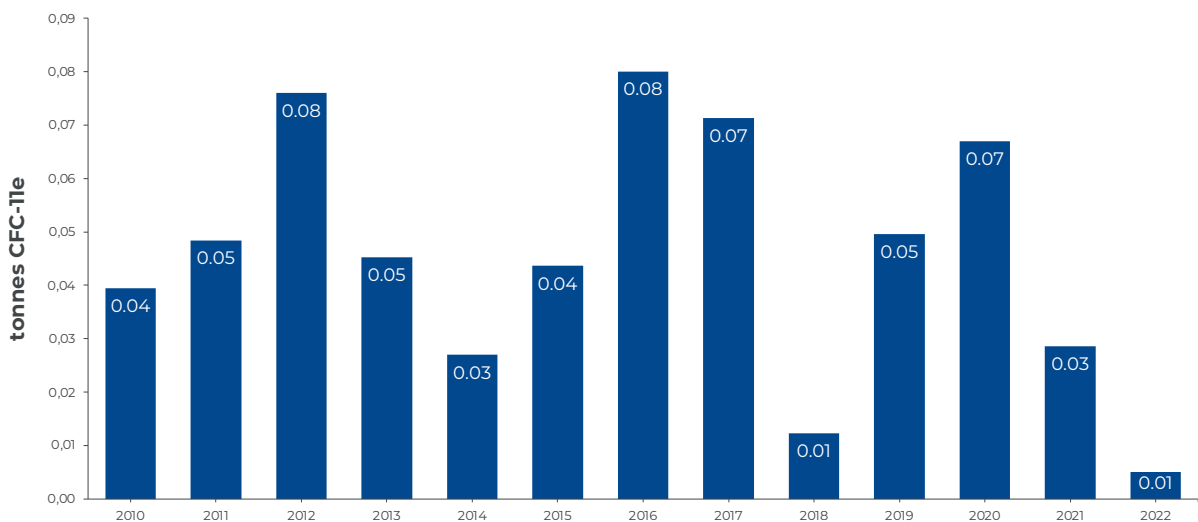
GRI 305-4 GHG emissions intensity

2019	4.2 t CO ₂ e/MSP (location-based), 1.8 t CO ₂ e/MSP (market-based)	
2020	4.1 t CO ₂ e/MSP (location-based), 1.2 t CO ₂ e/MSP (market-based)	
2021	4.1 t CO ₂ e/MSP (location-based), 1.2 t CO ₂ e/MSP (market-based)	
2022	4.2 t CO ₂ e/MSP (location-based), 1.2 t CO ₂ e/MSP (market-based)	

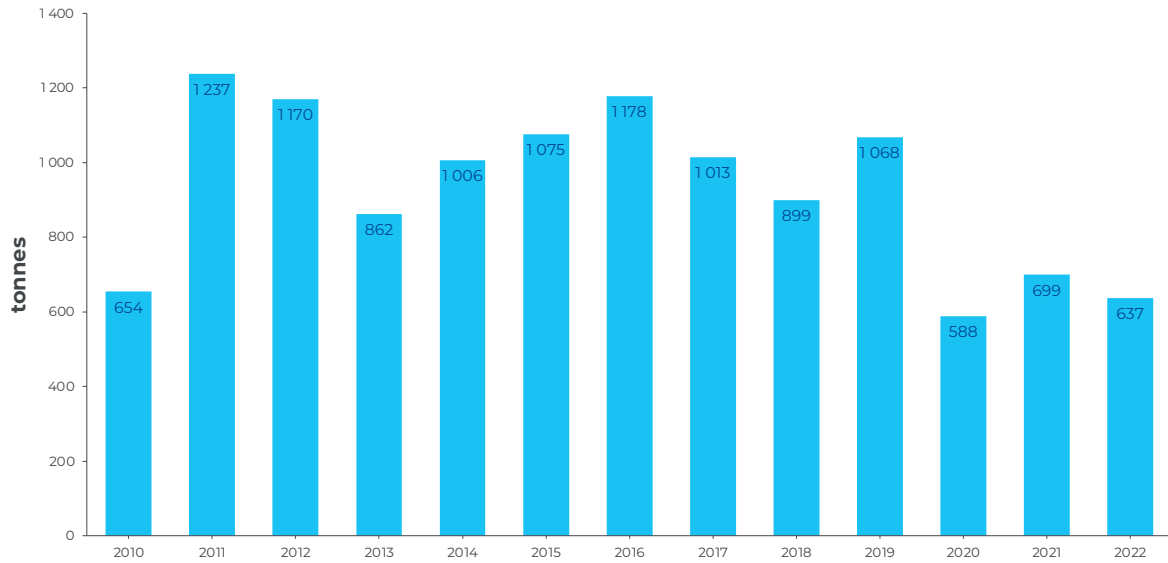
GRI 305-6 Emissions of ozone-depleting substances (ODS)

<p>a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane equivalent)</p>	<p>No production or export of ODS. Annual total ODS emissions from Tetra Pak operations are 0.01 tonnes CFC-11</p>
<p>b. Substances included in the calculation</p>	<p>All refrigerants and halons used by Tetra Pak including substances controlled by the Montreal Protocol, and mixes thereof</p>
<p>c. Source of the emission factors used</p>	<p>GWP-ODP Calculator Ozonaction (unep.org), https://www.unep.org/ozonaction/resources/gwp-odp-calculator-mobile-app/gwp-odp-calculator</p>
<p>d. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>Montreal Protocol and GWP-ODP Calculator provided by UNEP</p>

Emissions of ozone-depleting substances (ODS) in tonnes CFC-11e



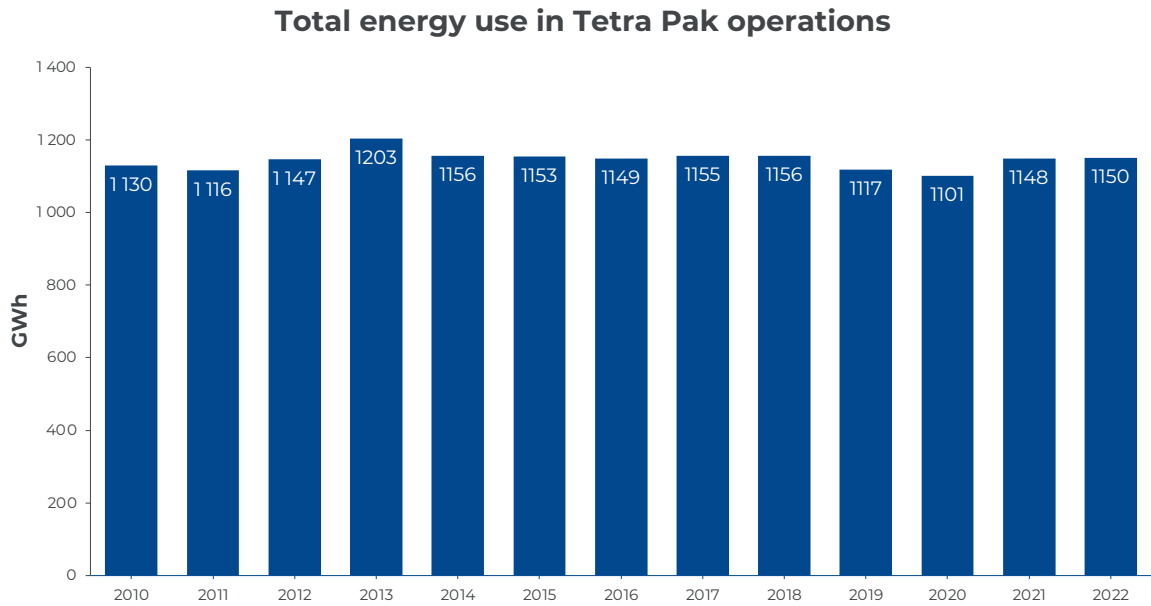
VOC emissions in packaging material production in tonnes



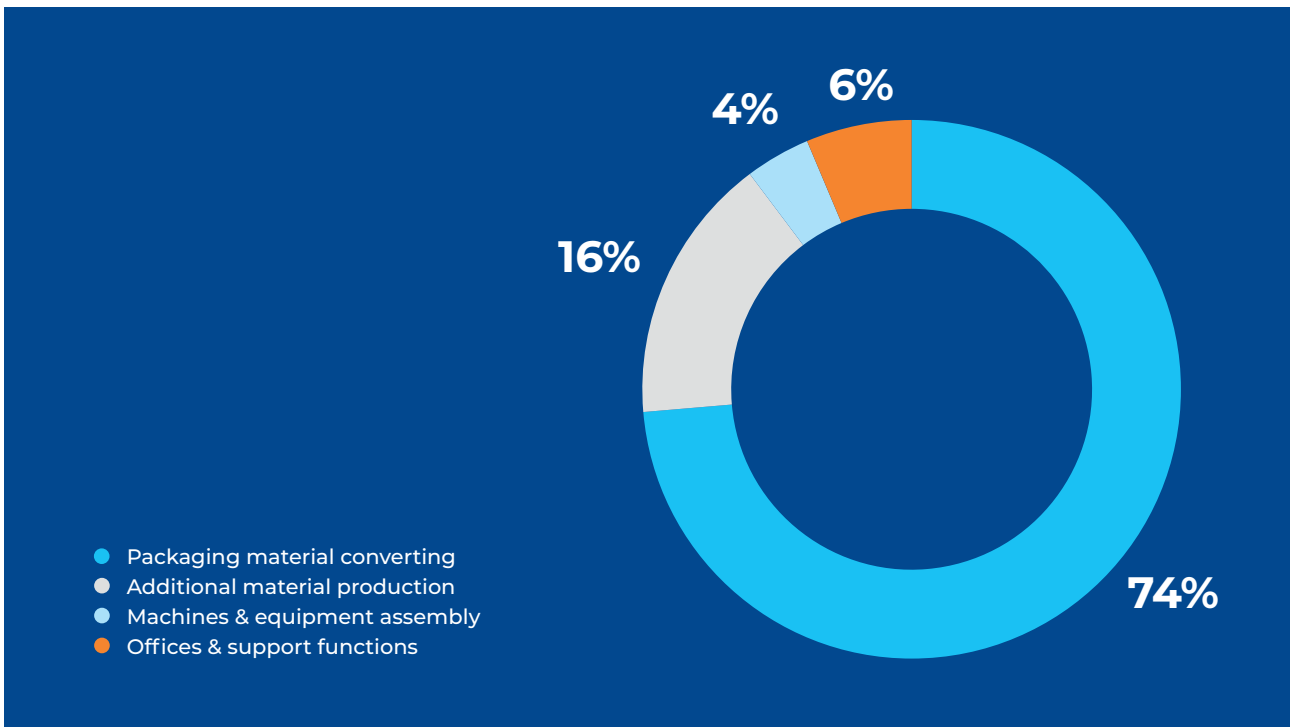
GRI 302-1 Energy consumption within the organization

	2019	2020	2021	2022
a. Total fuel consumption within the organisation from non-renewable sources	1045019 GJ*	986646 GJ*	1054480 GJ*	980788 GJ*
b. Total fuel consumption within the organisation from renewable sources	28861 GJ**	31655 GJ**	27261 GJ**	28659 GJ**
c. (i) Total electricity consumption	831220 MWh	826559 MWh	857478 MWh	876166 MWh
c. (ii) Total heating consumption	14353 MWh	13713 MWh	17007 MWh	14088 MWh
c. (iii) Total cooling consumption	0	0	0	0
c. (iv) Total steam consumption	0.1 MWh	0.1 MWh	0.2 MWh	0.3 MWh
d. (i) Total electricity sold	559 MWh	605 MWh	577 MWh	606 MWh
e. Total energy consumption	4022378 GJ	3963474 GJ	4133422 GJ	4138735 GJ

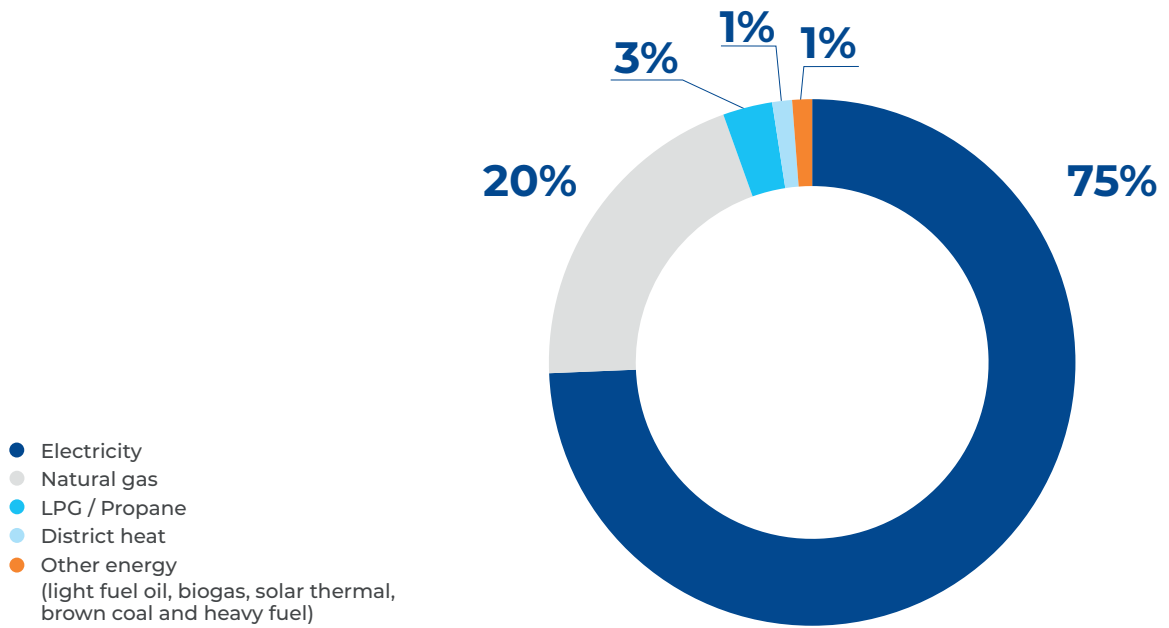
Total energy consumption in Tetra Pak operations



Share of energy consumption by function



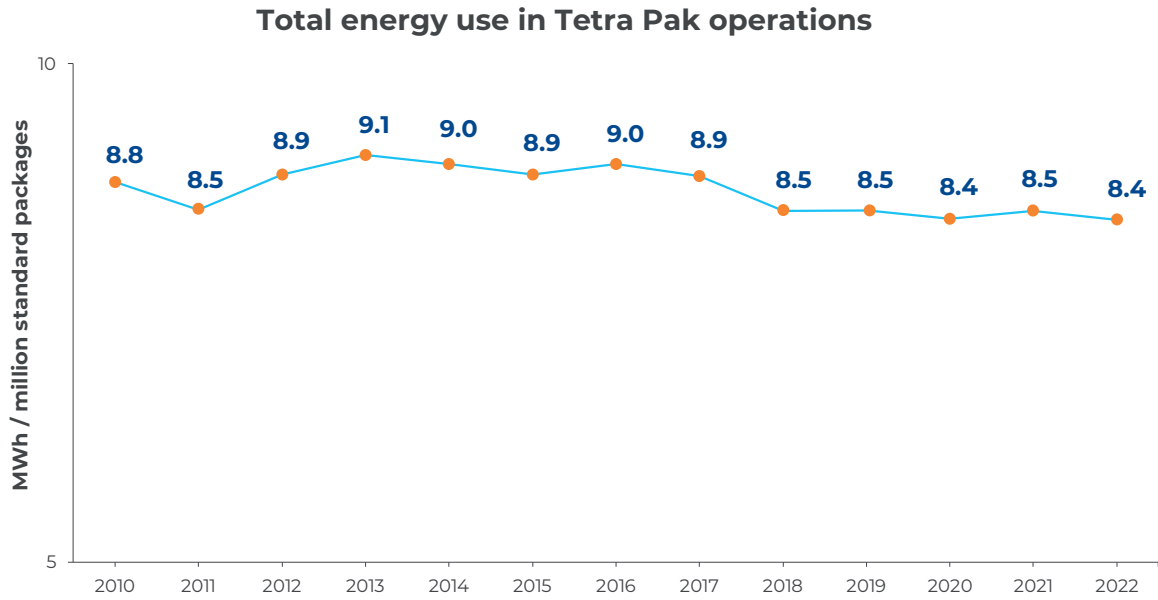
Share of energy consumption by source



GRI 302-3 Energy intensity for the organisation

	2019	2020	2021	2022
a. Energy intensity ratio for the organization	40.7 GJ/MSP	40.6 GJ/MSP	41.1 GJ/MSP	41.0 GJ/MSP

Energy intensity in packaging material production in MWh / million standard packages



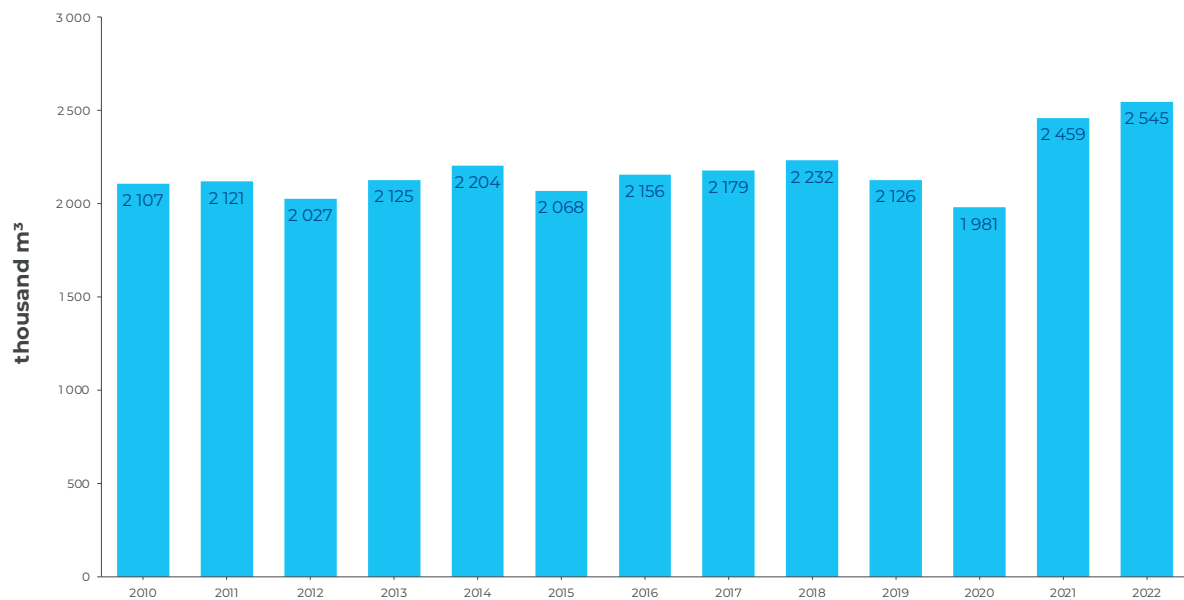
Renewable energy consumption in Tetra Pak operations

	2019	2020	2021	2022
Onsite solar photovoltaics (PVs) capacity	2.7 MW	2.7 MW	5.55 MW	8.47 MW

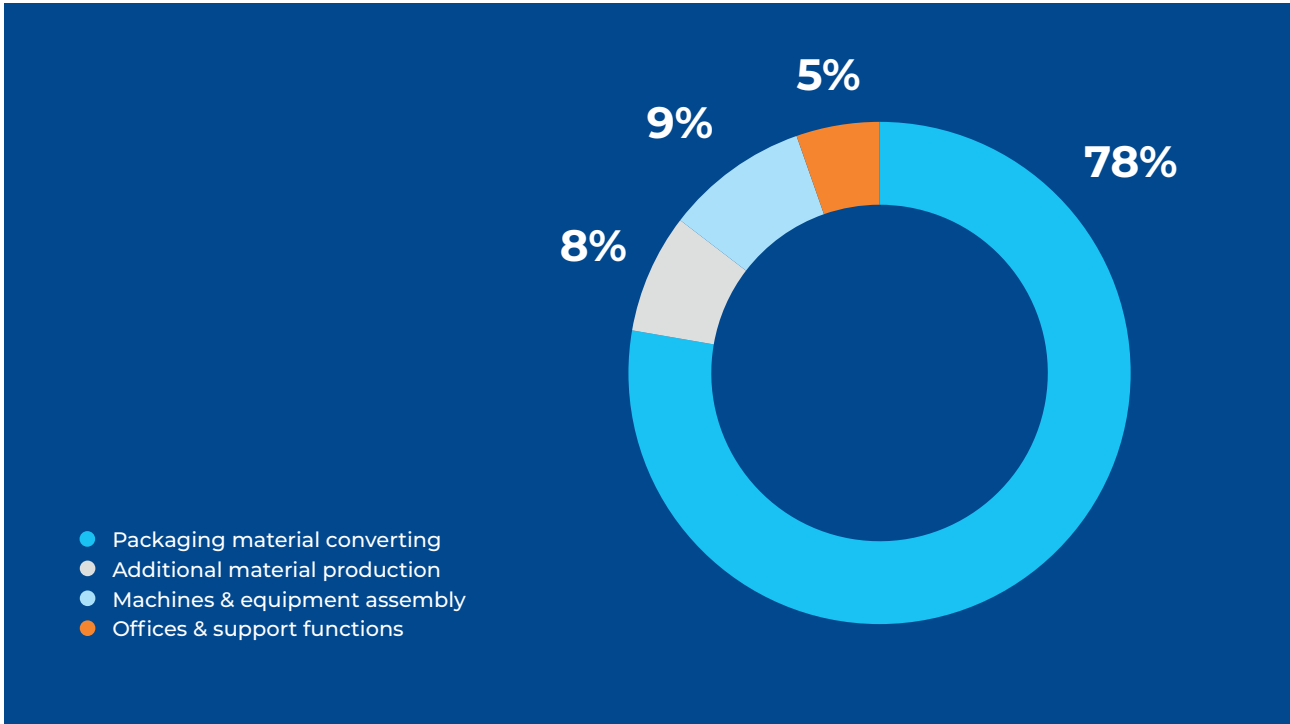
	2019	2020	2021	2022
% renewable energy consumption in Tetra Pak operations	72%	86%	82%	84%

GRI 303-3 Water withdrawal

	2019	2020	2021	2022
a. Total water withdrawal from all areas in megaliters	2126	1981	2459	2468
a(i) Surface water	78	49	431	531
a(ii) Groundwater	599	512	536	476
a(iii) Seawater	0	0	0	0
a(iv) Produced water	0	0	30	0
a(v) Third-party water	1449	1420	1463	1462
b. Total water withdrawal from areas with water stress in megaliters	-	-	-	902
b(i) Surface water	-	-	-	0.1
b(ii) Groundwater	-	-	-	195
b(iii) Seawater	-	-	-	0
b(iv) Produced water	-	-	-	0
b(v) Third-party water	-	-	-	707

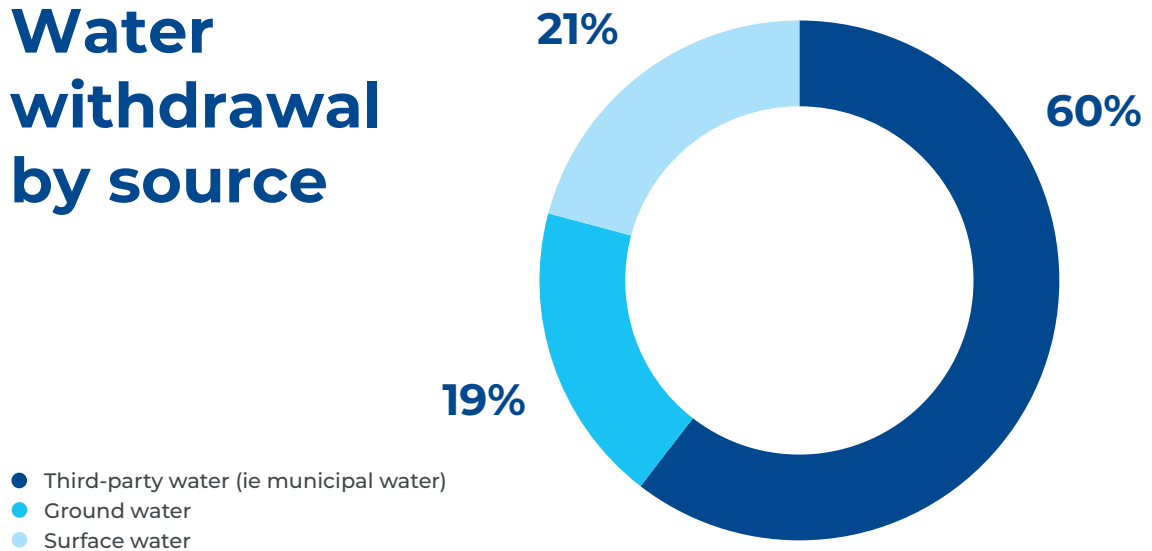
Total water withdrawal from all areas in thousand m³

Water withdrawal by function



Share of total water withdrawal by source

Water withdrawal by source



GRI 303-4 Water discharge

	2019	2020	2021	2022
a. Total water discharge from all areas in megaliters	816	562	1059	1479
a(i) Surface water	0	0	431	606
a(ii) Groundwater	0	0	0.2	43
a(iii) Seawater	0	0	0	0
a(iv) Third-party water	816	562	628	830

GRI 303-5 Water consumption

	2019	2020	2021	2022
a. Total water consumption from all areas in megaliters	1312	1419	1405	1066
b. Total water consumption from all areas with water stress in megaliters	-	-	-	553

Employees

GRI 2-7 Employees

all employee data is for the FY22 period

Total number of employees by gender and by region	Female	Male	Total
Americas	1175	3915	5090
Asia Pacific	1365	5497	6862
Europe	2778	7764	10542
GMEA & Central Asia	312	1564	1876
Grand Total	5630	18740	24370

% employees by working time	
Full-time	23609
% full-time out of all	96.9%
Part-time	761
% part-time out of all	3.1%
All	24370

% employees by contract type	
Permanent	24140
% Permanent	99.1%
Temporary	230
% Temporary	0.9%
All	24370

GRI 401-1 New employee hires & turnover by age group

By Age Group	<20	20-29	30-39	40-49	50-59	>60
Total number of new employees	70	984	667	232	93	21
New employee hire rate	3.4%	47.6%	32.3%	11.2%	4.5%	1.0%
Total employee turnover	25	717	1093	765	465	319
Employee turnover rate	0.7%	21.2%	32.3%	22.6%	13.7%	9.4%

GRI 401-1 New employee hires & turnover by gender and region

By Gender	Female	Male
Total number of new employees	616	1451
New employee hire rate	10.8%	7.6%
Total employee turnover	946	2438
Employee turnover rate	16.6%	12.8%

By Region	Americas	Asia Pacific	Europe	GMEA & Central Asia
Total number of new employees	689	650	586	142
New employee hire rate	13.5%	9.6%	5.4%	7.4%
Total employee turnover	711	629	1813	231
Employee turnover rate	14%	9.3%	16.6%	12%

GRI 405-1 Diversity of governance bodies and employees

% individuals by age group within the Executive Leadership Team (ELT) (Tetra Pak's highest governing body)	<30	30-49	>50	Total
	0	1	9	10

% individuals by gender within the Executive Leadership Team (ELT) (Tetra Pak's highest governing body)	% women	% men
	10%	90%

% of employees by gender

% employees by gender by region	% women	% men
Americas	23.1%	76.9%
Asia Pacific	19.9%	80.1%
Europe	26.4%	73.6%
GMEA & Central Asia	16.6%	83.4%
Grand Total	23.1%	76.9%

% employees by gender by employee category	% women	% men
Senior Management	22.4%	77.6%
Management	27.1%	72.9%
Other White Collars	28.5%	71.5%
Blue Collar	7.4%	92.6%
Grand Total	22.9%	77.1%

% of employees by age group

% employees by age group per employee category	<30	30-49	>50
Senior Management	0.0%	36.4%	63.6%
Management	0.3%	56.3%	43.3%
Other White Collars	11.0%	65.2%	23.8%
Blue Collar	15.3%	61.2%	23.4%
All	10.8%	63.0%	26.1%

% women by employee category

% women by employee category	2020	2021	2022
Senior management	13.2%	17.7%	22.4%
Management	25.8%	25.8%	27.1%
Other White Collars	29.3%	29.0%	28.5%
Blue Collar	6.5%	7.0%	7.4%
All	23.1%	23.1%	22.9%

