



# The Power of We: 2022 Workforce United States EEO-1 Reporting

At Ball Corporation, we're passionate, committed people who together can achieve extraordinary things. That's who we've been since we started in 1880 and who we continue to be more than 140 years later.

Embracing our rich history and heritage, we are committed to our **Drive for 10 vision** and know “**who we are,**” recognizing that the whole of our company is greater than the sum of its parts. Most importantly, we believe in our people, our culture and our ability to deliver value to all of our stakeholders. We embrace diversity and foster inclusivity because we are “**One Ball,**” *valuing: Uncompromising Integrity; Being close to our customers; Behaving like owners; Focusing on attention to detail; and Being innovative.*



We are publishing consolidated EEO-1 reports for our U.S. workforce, which is included on pages 2-5.

At the end of 2022, Ball and its subsidiaries employed approximately 20,800 employees, including 10,300 employees across 39 primary geographic locations in the U.S.

Our Federal Employer Information Report EEO-1, representing employees as of December 2022, is below. We note the EEO-1 is only one component of data as it is limited to representational reporting in federally mandated job categories that differ from our internal organizational structure. Moving forward, we will continue to report our annual EEO-1 data and will measure progress against our diversity and inclusion goals as reflected on our website.



# The Power of We: 2022 Workforce

## United States EEO-1 Reporting

### Ball Corporation - 2022 Employer Information Report EEO-1 (U.S. data only)

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino												Overall Totals
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Exec/Sr. Officials & Mgrs	4	1	34	2	0	1	0	0	14	0	0	0	0	1	57
First/Mid Officials & Mgrs	79	26	957	52	5	35	9	13	370	18	1	22	0	4	1591
Professionals	193	110	2251	52	5	139	31	52	896	39	2	74	13	34	3891
Technicians	66	21	443	18	2	21	4	10	72	5	0	16	4	4	686
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	6	21	45	7	0	3	1	2	134	9	0	4	2	6	240
Craft Workers	57	11	534	16	4	17	5	15	28	0	0	8	1	3	699
Operatives	395	25	2012	237	34	48	33	90	171	26	3	15	7	7	3103
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	3	4	19	1	0	1	0	0	5	0	0	0	0	0	33
Total	803	219	6295	385	50	265	83	182	1690	97	6	139	27	59	10300
Previous Year Total	758	216	6789	366	44	285	93	167	1816	100	7	150	29	59	10879

EEO-1 is only one component of data as it is limited to representational reporting in federally mandated job categories that differ from our internal organizational structure.



# The Power of We: 2021 Workforce

## United States EEO-1 Reporting

### Ball Corporation - 2021 Employer Information Report EEO-1 (U.S. data only)

JOB CATEGORIES	Hispanic or Latino		Non- Hispanic or Latino												Overall Totals
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Exec/Sr. Officials & Mgrs	3	0	39	1	0	1	0	0	17	0	0	1	0	0	62
First/Mid Officials & Mgrs	74	34	1047	53	5	36	11	9	426	18	1	31	3	4	1752
Professionals	199	106	2477	61	6	150	35	50	932	41	3	78	13	34	4185
Technicians	68	18	473	16	1	26	6	13	78	8	0	17	5	1	730
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	4	20	30	7	0	1	1	2	144	8	0	6	1	9	233
Craft Workers	56	11	599	21	4	17	5	15	36	0	0	6	1	4	775
Operatives	351	22	2108	206	28	53	35	78	179	25	3	11	6	7	3112
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	3	5	16	1	0	1	0	0	4	0	0	0	0	0	30
Total	758	216	6789	366	44	285	93	167	1816	100	7	150	29	59	10879
Previous Year Total	641	205	6017	283	31	246	91	119	1502	87	4	122	31	38	9417

EEO-1 is only one component of data as it is limited to representational reporting in federally mandated job categories that differ from our internal organizational structure.



# The Power of We: 2020 Workforce

## United States EEO-1 Reporting

### Ball Corporation - 2020 Employer Information Report EEO-1 (U.S. data only)

JOB CATEGORIES	Hispanic or Latino		Non- Hispanic or Latino												Overall Totals
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Exec/Sr. Officials & Mgrs	7	2	112	4	1	7	1	1	25	1	0	2	0	0	163
First/Mid Officials & Mgrs	59	35	727	30	3	28	7	5	253	7	0	19	3	3	1179
Professionals	165	77	2249	49	5	131	37	33	795	37	2	64	14	17	3675
Technicians	59	20	499	17	2	21	8	9	134	9	1	16	8	4	807
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	4	31	22	1	0	1	0	1	127	6	0	7	1	8	209
Craft Workers	30	6	350	9	1	11	4	4	21	0	0	3	1	1	441
Operatives	317	31	2044	172	19	46	34	66	146	27	1	10	4	4	2921
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	3	14	1	0	1	0	0	1	0	0	1	0	1	22
Total	641	205	6017	283	31	246	91	119	1502	87	4	122	31	38	9417
Previous Year Total	608	165	5141	207	26	175	23	77	1277	66	3	86	11	30	7895

EEO-1 is only one component of data as it is limited to representational reporting in federally mandated job categories that differ from our internal organizational structure.



# The Power of We: 2019 Workforce

## United States EEO-1 Reporting

### Ball Corporation - 2019 Employer Information Report EEO-1 (U.S. data only)

JOB CATEGORIES	Hispanic or Latino		Non- Hispanic or Latino												Overall Totals
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Exec/Sr. Officials & Mgrs	2	0	91	1	1	4	1	1	31	0	0	3	0	0	135
First/Mid Officials & Mgrs	47	18	607	16	2	11	3	5	184	4	0	11	1	2	911
Professionals	173	75	2075	33	4	94	6	36	711	34	1	48	4	17	3311
Technicians	63	12	418	13	2	19	3	7	61	4	0	12	3	4	621
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	7	31	25	0	1	2	0	2	136	9	0	2	0	1	216
Craft Workers	58	12	511	19	0	14	1	6	27	0	0	3	1	0	652
Operatives	257	15	1388	123	16	30	9	20	124	15	2	7	2	5	2013
Laborers & Helpers	0	0	11	1	0	0	0	0	0	0	0	0	0	0	12
Service Workers	1	2	15	1	0	1	0	0	3	0	0	0	0	1	24
Total	608	165	5141	207	26	175	23	77	1277	66	3	86	11	30	7895
Previous Year Total	511	135	4588	189	24	149	19	54	1123	59	0	70	11	19	6951

EEO-1 is only one component of data as it is limited to representational reporting in federally mandated job categories that differ from our internal organizational structure.

