

2021

# Global Impact Report

**SEE**

**Making our world better** through digital, automation and sustainability packaging solutions.



Automation

Digital

Sustainability



# Summary of Report

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## 01 SEE Solutions, Innovation and Investments



## 02 SEE Operational Excellence



## 03 Caring, High Performance Growth Culture



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# ABOUT SEE

GRI 2-1 | 2-6 | 2-28 SASB RT-CP-000.C

Headquartered in Charlotte, North Carolina, SEE is a global company that designs and produces digital, automated and sustainable packaging solutions. The company partners with leading brands to address their critical challenges and protect essential resources including fresh food, health-care products, liquids, and other valuable goods as they are transported and marketed to consumers worldwide. Capitalizing on its industry-leading expertise in technology, science, and engineering, SEE is transforming the industries it serves with solutions that enable e-commerce and digital connectivity across the value chain and promote a safer, more resilient, and less wasteful global food supply chain.

SEE's Portfolio is Comprised of Iconic Brands Including:

**CRYOVAC**<sup>®</sup>  
BRAND FOOD PACKAGING

**Autobag**<sup>®</sup>  
BRAND AUTOMATED SYSTEMS

**prismiq**<sup>®</sup>   
POWERED BY POSSIBILITY

  
**BubbleWrap**<sup>®</sup>  
BRAND PACKAGING

 | **Automation**

**Sealed Air**<sup>®</sup>  
BRAND PROTECTIVE PACKAGING



SEE Headquarters, Charlotte, NC

# ABOUT SEE

SEE serves a global customer base through an extended sales and distribution network reaching 114 countries/territories. In 2021, 47% of net sales were from outside the U.S. The company's global scale and agility have enabled it to address evolving customer needs across end markets and geographies and positioned SEE to capitalize on growth opportunities in markets around the world. The company is incorporated in Delaware, U.S., and its common stock is listed on the New York Stock Exchange under the trading symbol SEE.



**114**

Countries/Territories Served



**~16,500**

Employees Globally



**~7,000**

Employees Located in the U.S.



**~9,500**

Employees located outside the U.S.



**98**

Manufacturing Facilities



**39**

Packaging Design and Application Centers



**4**

Packaging Solutions Development and Innovation Centers



**8**

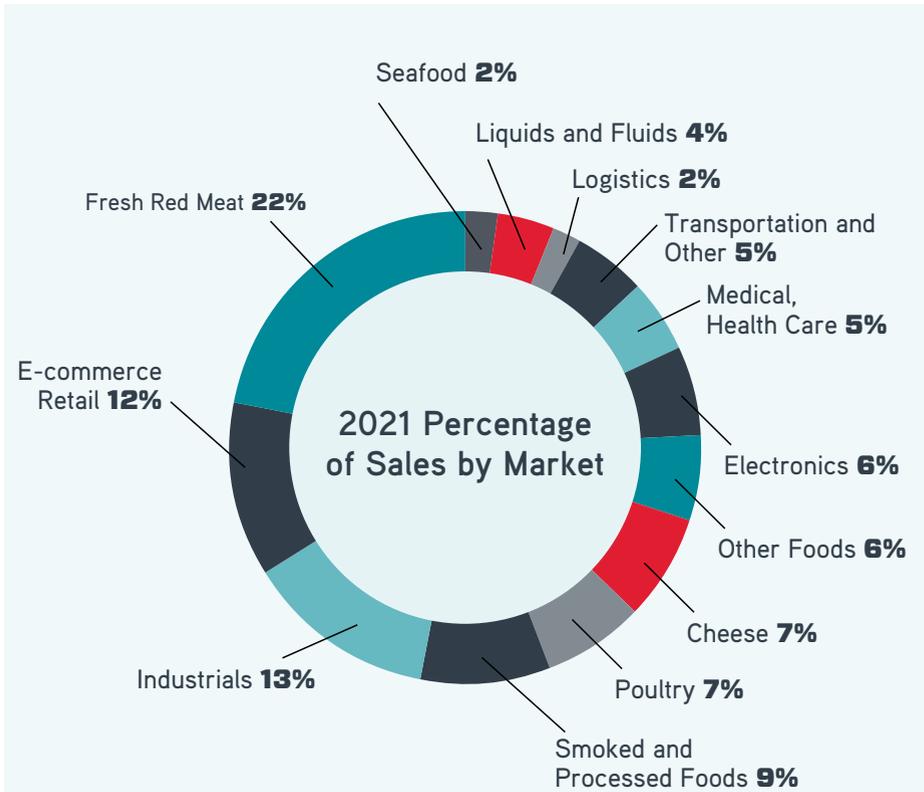
Equipment Design Centers



# ABOUT SEE

GRI 2-7

SEE delivers its packaging solutions to an array of end markets including fresh proteins, foods, fluids, medical, health care, e-commerce, logistics, industrials, and omnichannel fulfillment operations.



**2021 Revenue: \$5.5 Billion**

### 2021 Revenue by Region

- Americas: \$3,522 million
- EMEA: \$1,200 million
- APAC: \$812 million



## Our People Driving a Digitally Connected Sustainable Future

SEE strives to attract, recruit and retain top talent to fuel our caring, high-performance growth culture.

Our people want to have an impact, and we are relentless about innovating new solutions that can transform our world.

As of December 31, 2021, SEE's employee population was approximately 16,500 people with 7,000 employees in the U.S. and 9,500 employees outside the U.S. Manufacturing employees make up the largest component of the company's workforce with more than 10,000 employees working in manufacturing facilities and plants around the world.

Other employee roles and focus areas include:

- Innovation and R&D targeting sustainability, science, engineering, microbiology, and technology implementation
- Digital technologies, packaging design, and automation, including brand and graphic design, digital printing, and packaging technical services
- Customer experience and support, including marketing, sales, digital commerce, and customer service
- Global functions for HR, finance, IT, legal, strategy, and communications, including strategic planning and business transformation, talent development, employee engagement, cybersecurity, strategic planning, investor relations, and crisis and issues management

SEE's workforce is relatively stable and does not have significant seasonal fluctuations.

# ABOUT SEE

## Our Supply Chain and Operations

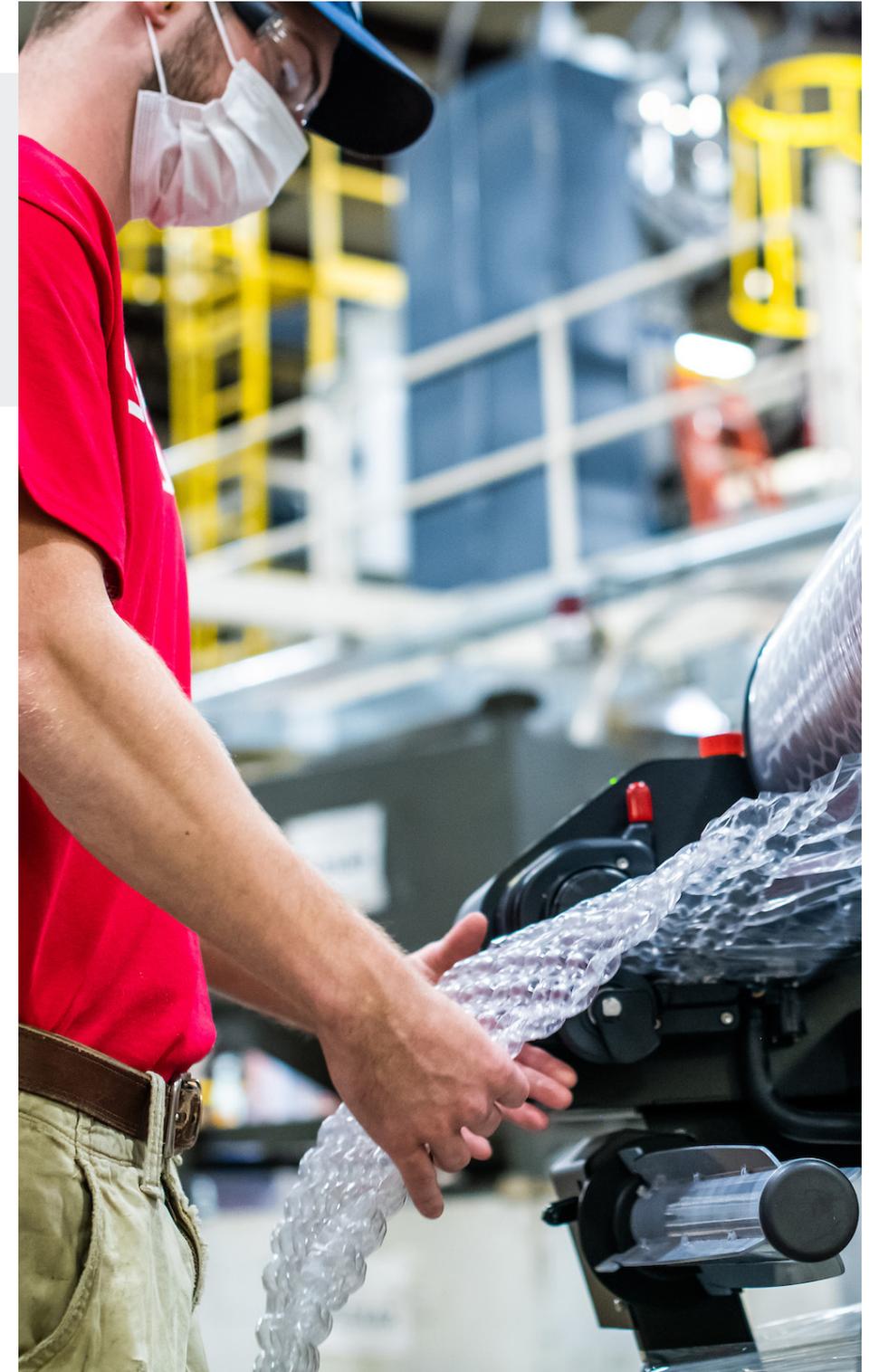
SEE manufactures products in 98 facilities worldwide. Forty-three facilities are located in the Americas region, 27 are located in the EMEA region, and 28 are located in the APAC region.

As one of the world's leading providers of packaging solutions, SEE's work is vital to the safe and dependable production and transport of many essential goods and resources. Every SEE facility is committed to zero harm and strives for operational excellence and delivering products that exceed industry standards for quality and safety. The company continues to expand its production capacity and invest in upgraded equipment, automation systems and state-of-the-art digital printing capabilities. In 2021, we invested approximately 25% of our annual capital expenditures in circularity and net-zero carbon emission goals, and we plan to do the same again in 2022.

## Association Memberships

SEE is a member of global, national, and local organizations and associations related to the company's business and industry. In some cases, company leaders serve as board members. Some of the associations include:

- Alliance to End Plastic Waste (*Board Member*)
- American Chemistry Council
- Ameripen (*Board Member*)
- Association of Plastic Recyclers
- CEFLEX
- Flexible Packaging Association (*Board Member*)
- International Safe Transit Association
- Manufacturers Alliance (*Chairman of the CFO Council*)
- Material Handling Institute
- National Association of Manufacturers (*Board Member*)
- National Turkey Federation (*Board Member*)
- North American Meat Institute (*Board Member*)
- PMMI (aka Association for Packaging and Processing Technologies)
- REMADE Institute
- Sustainable Packaging Coalition (*Executive Committee*)
- U.S. Poultry & Egg Association (*Board Member*)





# STRATEGY

To Become a World-Class, Digitally Driven Company Automating Sustainable Packaging



# MESSAGE FROM OUR CEO

GRI 2-22



**Ted Doheny**  
President & CEO



## *Making our World Better Than We Find It*

I am proud to share our annual Global Impact Report with you. It represents our purpose in action: **“to protect, solve critical packaging challenges and make our world better than we find it.”**

This report is inspired by our people—their passion, ideas, and persistence to make our purpose real and vision **“to become a world-class, digitally driven company automating sustainable packaging solutions”** possible.

In this year’s report, we are introducing SEE’s Net Positive approach. This is about innovating to deliver new market-centric solutions that are creating environmental, social, and economic value that largely exceed their investment. We are achieving Net Positive outcomes through our four strategic sustainability pillars focused on solving customer challenges, mitigating climate change, accelerating a circular economy, and partnering to transform through innovations.

This is an exciting time to be connected to SEE as we advance our goals ahead of schedule. Our report shows our top priorities and progress including our company’s:

- Zero-harm strategy for the well-being of our people, facilities, and customers
- Leadership in Diversity, Equity, and Inclusion (I’m personally leading for SEE)
- Innovations and investments for sustainable solutions
- Advancement in our 2025 Sustainability and Materials Pledge
- Accelerated progress toward our Net Zero by 2040 commitment

This is our first report to reference the Global Reporting Initiative and the Sustainability Accounting Standards Board. It’s important that we are accountable—to our people, our customers and society. Every year you can expect us to communicate more and increase our transparency.

A final thank you to our people, who have accomplished so much and are making our world better.

Thanks,

Ted Doheny  
President and CEO  
Sealed Air Corporation



01

# SEE SOLUTIONS, INNOVATION AND INVESTMENTS

From Ideas to Impact





*“These days to be truly innovative you also have to be truly collaborative.”*



**RON COTTERMAN, Ph.D.**

*Vice President, Sustainability Innovation and Strategy*

Ron’s primary focus is advancing new solutions that enhance the sustainability of products, processes, and services, with an overall goal to prevent waste, enable circularity, and reduce climate impacts across the packaging value chain.

**How Does SEE Define Innovation?**

There’s much more to innovation than coming up with a new package for a customer. Innovation is about bringing together insights, technologies, and business models to solve customer challenges while anticipating things that may have unintended consequences.

At SEE, we work to understand customer market needs before we design solutions. We take into account everything from packaging performance, digital information, and automation requirements to sustainability, circularity, and carbon footprint. By applying this holistic approach, we create customer and societal value that exceeds the packaging investment.

Increasingly, innovation is needed to solve large, complex challenges that go beyond what a single company can do. These days to be truly innovative you also have to be truly collaborative. It’s like a puzzle where you fit what your company does best with what other companies do best. Only by collaborating can you achieve an outcome that’s bigger than the sum of the individual pieces.

Sealed Air is an innovative company not because we introduce new materials but because we think about innovation by how it works in a system, how it drives value to business models, and how companies can collaborate across the value chain to achieve desired results.

**What Innovation Challenges Does SEE Face?**

One of our biggest innovation challenges is understanding how to drive sustainability without creating unintended consequences. For example, simplifying flexible plastic packaging materials to enable mechanical recycling could actually cause negative impacts if packaging performance is affected or product waste increases. As a result, we need to understand how various product and supply chain factors can affect overall sustainability.

When it comes to sustainable design, the analogy I like to use is it would be better to use a compass for this journey than a speedometer. A compass tells you which direction to go, which is better than the speedometer which only tells you how fast you’re going to get there. Knowing the direction you need to head with a focus on sustainability, is much better than getting to the wrong place quickly.

**How Does Innovation Align with SEE’s Sustainability Pledge?**

We work to ensure recycled or renewable content and recyclability are top of mind when designing customer material solutions that also meet our 2025 Sustainability Pledge. In today’s environment, this can be particularly difficult because of a lack of recycling infrastructure, a lack of supply of recycled or renewable materials for food or health-care applications, and inadequate performance of alternatives that can have a negative climate impact.

SEE is leading efforts to design plastic packaging to be easier to recycle and to contain recycled content, for both mechanical and advanced recycling processes. At the same time, we are pioneering developments in fiber and paper-based packaging systems to enable those materials to perform better for product protection.

Consider SEE’s new fiber tray for packaging fresh proteins. There was more to it than just switching from plastic to paper. We looked at the overall impact the fiber tray would have on our customers’ productivity and carbon footprint. We considered consumer confusion over how to recycle food packaging. And most importantly, we ensured the material substitution brought forth all performance attributes that were necessary to protect and distribute the product.

**How is SEE Collaborating to Drive Innovation and Sustainability?**

Coming together for the greater good is essential for industries in today’s hyper-competitive environment. While SEE is leading a number of major circularity collaborations, we want to encourage others in our industry to follow us and work together to evolve material design, post-consumer collection, and sorting and recycling infrastructure. The challenge is getting more companies to work together to demonstrate that a circular economy for flexible packaging is possible and then supporting the education, advocacy, and investments needed to build scale for our industry.

# 01 SEE NET POSITIVE ECOSYSTEM



**“From preventing labor inefficiencies to reducing product damage and food waste, SEE is intentional in its net positive approach. We’re ensuring the benefits derived from our solutions outweigh the consumption of resources required to generate them.”** —Myra Foster, Executive Director of Sustainability Strategy and Advocacy

We ideate, innovate and implement integrated solutions that are designed to generate environmental, social and economic value for our stakeholders and society.

We practice a systems approach to market-centric solutions that combine automation, digital and sustainability. This approach positions us to drive efficiency within the operations of our own business and our customers’ businesses. We achieve this by enabling product identification and traceability from product source to the consumer’s home, reducing resource waste across the value chain, accelerating circularity through recovery and recycling, and decreasing greenhouse gas emissions to mitigate climate change.

**We call this SEE Net Positive:** designing, developing and deploying integrated solutions that have a positive impact on our stakeholders and society.

Our customers benefit from materials efficiency, productive packaging processes and more effective distribution of their products. And society benefits from essential packaging that enables access to fresh, safe, nutritious foods, with less waste and spoilage; prevents damage to products during transport, retailing, e-commerce delivery or storage; and allows recovery of materials after use, driving the circular economy for packaging materials.

**Our solutions play a vital role in driving downstream benefits, resulting in positive impacts that greatly exceed the investment.**

## Customer Benefits Delivers Performance

- Minimal Material Use
- Excellent Product Protection
- Efficient Processes and Transport

## Societal Benefits Improves Quality of Life

- Prevent Food Waste
- Eliminate Product Damage
- Ensure Product Safety
- Ensure Flawless Quality
- Enable Recovery / Reuse

## Sustainable Solutions Designed for Impact





**Our efforts to expand and accelerate SEE Net Positive ecosystem align under these strategic sustainability pillars.**



**Solving Customer Challenges**

Using innovation and market-centric insights, SEE designs solutions to meet customer packaging needs and sustainability goals. We combine a diverse range of materials with a multitude of equipment types to produce solutions that minimize waste, reduce resource use, and maximize productivity. By integrating automation with digital processes, we provide customers with transparency into operational data and traceability of products, while enhancing overall sustainability benefits.



**Mitigating Climate Change**

For more than a decade, SEE has applied life cycle assessment methods to solutions to evaluate the impact of material sourcing, packaging design, and performance on customer operations and those downstream. By focusing on the GHG emissions of our solutions and the solution’s ability to protect products, SEE is able to develop packaging that minimizes climate impacts, such as those associated with wasted or damaged products, enhances environmental sustainability, and delivers economic and societal benefits.



**Accelerating Circular Value Chains**

SEE is driving the packaging industry in creating circular value chains that prevent waste, enable recovery of materials, and reduce dependence on natural resources. By recovering and recycling materials after use, we enable circularity and lessen reliance on virgin materials. SEE is driving circularity demonstrations by bringing together customers, retailers, suppliers, and technology providers to advance the infrastructure needed to close recycling loops.



**Collaborating to Transform**

Together with our suppliers, customers and retailers, SEE is designing and deploying solutions that meet goals, accelerate circularity, and avoid GHG emissions. We collaborate with leading organizations across the globe that bring supply chains together to address sustainability challenges and opportunities. Through our work with these organizations, we play a key role in driving awareness and progress. Working across value chains with shared goals produces benefits that contribute to SEE’s net positive approach.

# 01 SEE SUSTAINABLE PACKAGING SOLUTIONS

## Designed for Impact

We define sustainable packaging as having one or more of the following characteristics:

### Made from Renewable or Recycled Materials

Sustainable solutions are designed to optimize the use of renewable or recycled content to minimize GHG emissions, reduce reliance on virgin materials, and create demand for sustainable raw materials.

### Manufactured Using Clean Energy

Sustainable solutions are manufactured in efficient production processes that are powered by clean, renewable energy sources to minimize GHG emissions during their manufacture.

### Designed to Optimize Energy and Materials

Sustainable solutions are designed to provide essential protection to products while minimizing the overall use of materials, reducing total energy consumption, and avoiding resource or process waste.

### Deliver Performance and Value to Customers

Sustainable solutions are designed to meet market-centric criteria for satisfying key performance requirements and demonstrating economic value, while minimizing overall GHG emissions.

### Beneficial, Safe and Healthy for Individuals and Communities

Sustainable solutions are designed to bring benefits to both individuals and communities by enabling safe and healthy transport, delivery, and storage of essential goods, including fresh foods and medical products.

### Can Be Recycled or Reused

Sustainable solutions are designed for effective recovery of materials after use to enable recycling or reuse by the end user.



# 01 SEE SOLUTIONS DESIGNED FOR IMPACT

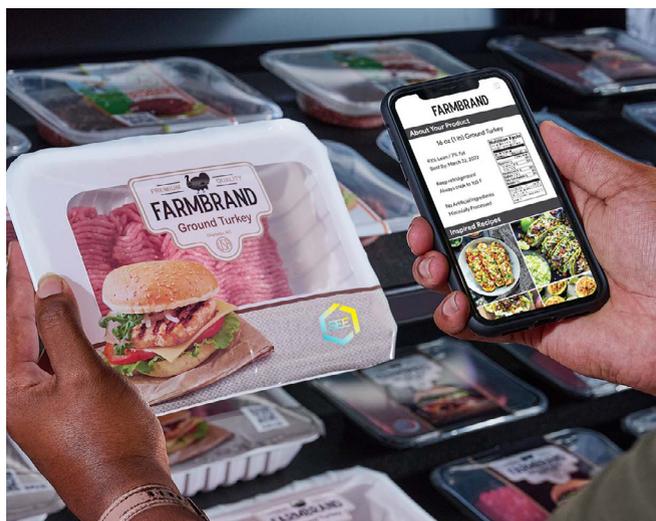
Our solutions are designed to solve customer challenges, minimize material use, promote efficient processes, and reduce climate impacts. They enable supply chain transparency and prevent damage to products during transport, retailing, e-commerce delivery, and storage. They enable access to fresh, safe food while preventing spoilage and protect essential goods while reducing packaging waste for consumers. The solutions' materials are designed for recovery and reuse.

## Transparency and Data Reporting

### Digital Packaging

SEE digital packaging and digital printing capabilities enable customers and consumers to see inside the supply chain through tracking codes pre-printed on packages. With transparency, SEE's smart packaging and digital printing solutions are critical to unlocking efficiencies and reducing waste in processing and supply chain operations.

Digital technologies are leveraged to improve efficiency within our operations, provide product identification and traceability, prevent product waste and damage across the supply chain, support recovery and recycling after use, and validate carbon reducing benefits to mitigate climate impacts.



-  **Ensure food safety** Food quality control with full audit trail minimizes risk of containment and enables quick reaction if irregularities occur
-  **Reduce CO<sub>2</sub> footprint** CO<sub>2</sub> measurements through usage of energy, water and other resources enables active management of climate impact
-  **Eliminate waste** Increase raw material utilization by optimizing raw material allocation based on orders as well as line performance (yield, throughput)
-  **Source to shelf traceability** Products can be traced back to their source by linking every process in the process chain
-  **Data reporting for green financing** Customers can collect data through multiple channels to drive their ESG transparency and green financing

### Environmental Product Declaration

The use of an Environmental Product Declaration (EPD) for our products provides customers with an independently verified and registered document that communicates information about the environmental impact of a product over its lifecycle. This international protocol for assessing environmental impacts helps customers make climate-smart decisions and advises manufacturers on areas for improvement. SEE published an EPD for its SEALED AIR® brand Whisper® sound-absorbing acoustic panels. The EPD is based on a lifecycle analysis and follows the product category rules for construction products and services.



SEALED AIR® brand Whisper® acoustic panels

### CRYOVAC® Brand FlexPrep® Portion-Dispensing Pouches



CRYOVAC® brand FlexPrep® portion-dispensing pouches

Created for foodservice operators as a sustainable, flexible alternative to traditional rigid containers, CRYOVAC® brand FlexPrep® portion-dispensing pouches hold emulsified sauces, condiments, and dressings. The low-density polyethylene (RIC 4) pouches are designed for recyclability. The degree of recyclability will vary depending on the scope and availability of flexible film collection, sortation, and recycling programs.

A comparison of the pouches to rigid canisters revealed:

- A reduction in back-of-house condiment packaging material up to 85%
- Decreased shipping case size for equal condiment volume up to 46%
- Improved condiment product yield rates up 8% compared to canisters
- A decreased equipment footprint requiring less labor
- Approximately five times the reduction in the food waste carbon footprint



CRYOVAC® brand AutoVac 86 automated rotary vacuum chamber system



CRYOVAC® brand vertical form-fill-seal system

## Reducing Resource Waste and Improving Productivity Through SEE Automation

### CRYOVAC® Brand AutoVac 86 Automated Rotary Vacuum Chamber System

The CRYOVAC® brand AutoVac 86 automated rotary vacuum chamber system packages fresh and processed meats and cheese. The system's advanced diagnostics and automatic troubleshooting prevent product rework and packaging waste. The intelligent process monitoring adjusts machine speed, which reduces energy consumption.

The AutoVac 86 system's key software component monitors for anomalies that could lead to bad packages, product loss, material waste, labor inefficiencies, and other critical issues. SEE performed a software logic analysis to current customer data, where five or above Torr was considered a bad package. The study showed the software is equivalent to an overall efficiency improvement of 3.7% versus the data analyzed, which means 3,700 bags were not wasted per 100,000 products packaged. Running at high utilization, the system potentially reduces bag waste of up to 222,000 per line each year based on a packaging line producing 6 million packages a year.

### Refurbishment Program for Automated System

SEE created a refurbishment program in 2009 to extend the life of the CRYOVAC® brand vertical form-fill-seal systems that were returned after customer leases expired. Since the program's start, approximately 200 systems, which package liquid food products in a flexible film pouch, have been refurbished along with auxiliary equipment such as conveyor belts, pumps, and tooling. The program's circular approach allows SEE to capitalize on inventory, free up warehouse space, and reduce the company's environmental and resource impacts as compared to manufacturing new equipment.

**Investing in Circularity**

**Advanced Recycling Collaboration**

A critical challenge facing the food industry is driving a circular economy for plastics using packaging materials that have strict hygiene and performance requirements for food protection and distribution. Recovering these essential packaging materials requires innovative recycling solutions beyond traditional mechanical recycling.

A collaboration—the first of its kind in the U.S.—between SEE, ExxonMobil, and grocery retail group Ahold Delhaize USA is recycling flexible plastics from the food supply chain and remaking the materials into new, certified circular food-grade packaging. The project is helping to increase the use of recycled content by validating the technical and economic viability of a certified circular system based on advanced recycling technology and mass balance attribution. Flexible plastics are being designed to be collected, recycled, and repurposed into new food packaging. The project will help keep used flexible plastics out of landfills, increase the number of times essential plastics can be recycled, and ensure the safety and quality of packaged foods.



**CRYOVAC® Brand OptiDure ODF Recycle Ready Vacuum Shrink Bag**

CRYOVAC® brand OptiDure ODF recycle ready vacuum shrink bags are a thinner, lighter-weight solution than standard vacuum thermoforming packs, which reduce excess packaging around the product and lower environmental impacts. The bags' barrier extends shelf life, safeguards food, and provides abuse resistance. New to the OptiDure lineup are medium abuse bags, which like the original standard and premium OptiDure bags are recycle ready and compatible with mechanical recycling of polyethylene. The degree of recyclability will vary depending on the scope and availability of collection, sortation, and recycling programs.



CRYOVAC® brand OptiDure ODF recycle ready vacuum shrink bag

**Expanding Into Paper and Fiber-Based Packaging Materials**

**BUBBLE WRAP® Brand Paper Bubble Mailer**

With a nod to SEE's flagship packaging solution—original BUBBLE WRAP® brand cushioning—the BUBBLE WRAP® brand paper bubble mailer is constructed with a padded bubble-shaped paper liner. The mailer passed the Western Michigan University Old Corrugated Container equivalency testing protocol making it certified for curbside recyclability. The outer layer of the mailer is made from 100% recycled paper manufactured in SEE's Sustainable Forestry Initiative-certified paper mills. The inner bubble-shaped liner of the mailer is made from paper certified by the Programme for the Endorsement of Forest Certification.



BUBBLE WRAP® brand paper bubble mailer

**CRYOVAC® Brand Fiber-Based Forming Web**

The CRYOVAC® brand fiber-based forming web is designed for case-ready packaging for fresh seafood. The non-barrier forming web is made from 90% Forest Stewardship Council-certified paper and is free of coatings that contain polyfluoroalkyl substances. This lightweight solution reduces the total amount of packaging compared to rigid trays and is recycle ready depending on the scope and availability of collection, sortation, and recycling programs.



CRYOVAC® brand fiber-based forming web

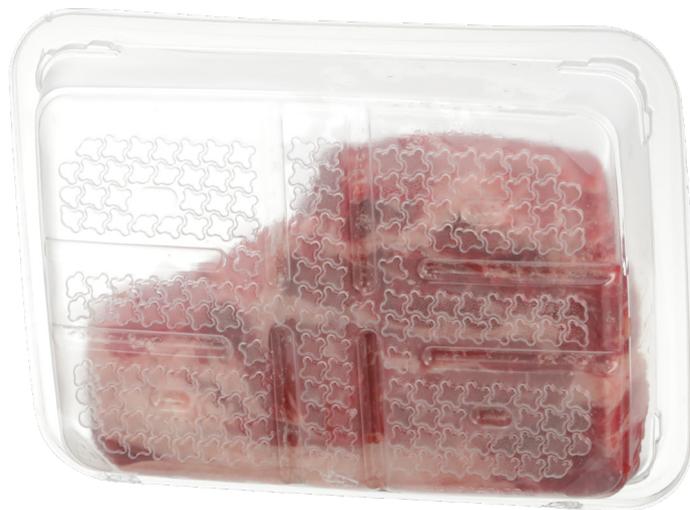
## Reducing Customer Carbon Footprint

### CRYOVAC® Brand HydroLoQ Padless MAP Tray

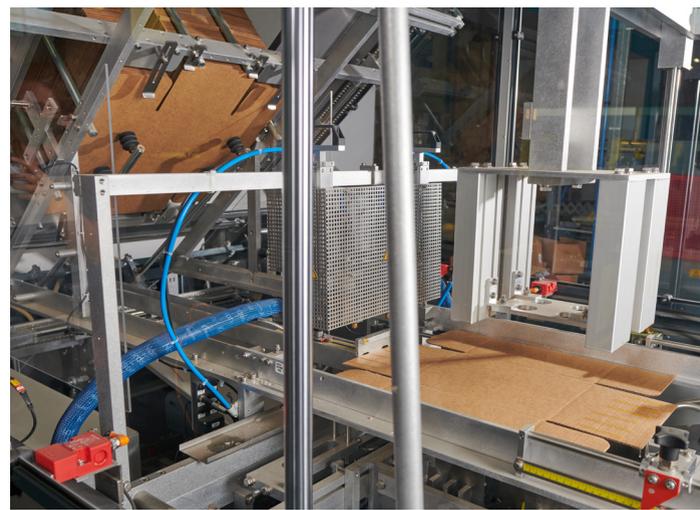
The CRYOVAC® brand HydroLoQ padless MAP tray is designed to eliminate absorbent pads traditionally used in meat packaging. The tray is made from polypropylene (RIC 5) containing a minimum of 30% recycled content in clear trays and 50% recycled content in near-infrared black trays. The tray has been designated in Australia as curbside recyclable.

### SEALED AIR® Brand I-Pack Automated Void-Reduction System

The SEALED AIR® brand I-Pack automated void-reduction system produces a rightsized, curbside recyclable box for e-commerce orders. The system forms a corrugated tray into which contents are inserted and then folds the tray to create a carton specific to the size of the contents. This rightsizing maneuver eliminates void-fill materials and results in smaller parcels, which reduce warehouse storage space and the number of truckloads required to ship products—aspects that lead to a lower carbon footprint for customers who operate the system.



CRYOVAC® brand hydroLoQ padless MAP tray



SEALED AIR® brand I-Pack automated void-reduction system



BUBBLE WRAP® brand cushioned paper mailers



SEE's tailored fabricated foam packaging solution

## Providing Societal Value

### Distributing COVID-19 Test Kits

As the pandemic continued into 2022, the U.S. government provided at-home, rapid COVID-19 tests to Americans for free. SEE was a major packaging supplier for transporting the COVID-19 tests. The company's BUBBLE WRAP® brand cushioned poly mailers, BUBBLE WRAP® brand cushioned paper mailers, BUBBLE WRAP® brand original cushioning, and SEALED AIR® brand poly mailers, protected the test kits from damage during shipping to residences across the country.

### Protecting Freezers for Vaccine Storage

Demand for ultra-low temperature freezers spiked during the pandemic because the mRNA vaccines for COVID-19 required storage that could maintain ultra-low temperatures. To avoid damage to the sensitive equipment during global shipping, SEE's tailored fabricated foam packaging solution provided effective protection for the freezers during transit.

## Investing and Collaborating to Transform

SEE is driving the industry in creating circular value chains that prevent waste, enable recovery of materials, and reduce dependence on natural resources. Accomplishing this type of circularity requires investments and collaborations that present opportunities to accelerate speed to market of scalable solutions, while leveraging innovation to create a sustainable competitive advantage.

### Investments to Accelerate Circular Solutions



SEE invested \$5 million in the Closed Loop Partners' Circular Plastics Fund to advance the recovery and recycling of plastics in the U.S. and Canada. The investment brings the fund closer to its goal of deploying \$100 million to advance scalable recycling technologies, equipment upgrades and infrastructure solutions.

"SEE's investment in the Closed Loop Circular Plastics Fund

**"SEE's investment in the Closed Loop Circular Plastics Fund demonstrates their commitment to be a part of the solution to plastic waste, marking a critical step in building a waste-free future for the plastics and packaging industry."**

*—Ron Gonen, founder and CEO of Closed Loop Partners.*

demonstrates their commitment to be a part of the solution to plastic waste, marking a critical step in building a waste-free future for the plastics and packaging industry. Their scale and deep expertise in the space allow us to extend our reach even further and encourage other companies to invest more capital to scale critical sustainable solutions," said Ron Gonen, founder and CEO of Closed Loop Partners.

In 2022, a consortium of investors managed by Closed Loop Partners acquired a majority stake in Sims Municipal Recycling (SMR). The acquisition is designed to modernize circular economy infrastructure and service for SMR's operations in the New York-New Jersey metro region and Florida. This was the first investment made through the Circular Plastics Fund.



SEE made an equity investment in 2020 in Plastic Energy, an industry-leading company in advanced recycling technology, to drive materials circularity and expand the recyclability of packaging. The research collaboration is ongoing and has already resulted in a successful closed-loop demonstration which took flexible plastics collected from store drop-off locations and recycled them into new food packaging.



### Developing Circular Systems for Plastics

A collaboration between SEE, ExxonMobil, and grocery retail group Ahold Delhaize USA is opening new recycling possibilities and paving the way for the packaging industry to protect perishable foods while creating a low-carbon, circular economy. These leading companies are working across the value chain to create new food-grade packaging by collecting and recycling used flexible plastics.

Ahold Delhaize | USA

**"We're proud to work with SEE and ExxonMobil on this collaboration, which has the potential to radically change the way retailers and manufacturers leverage food-grade recycled plastics as a key means of keeping plastics out of landfills."**

*—Brittini Furrow, vice president health and sustainability for Ahold Delhaize USA*

This advanced recycling initiative demonstrates how high-performance packaging materials can be designed to be remade. The project has produced certified circular resins which resulted in new packaging for fresh poultry.

"We're proud to work with SEE and ExxonMobil on this collaboration, which has the potential to radically change the way retailers and manufacturers leverage food-grade recycled plastics as a key means of keeping plastics out of landfills," said Brittini Furrow, vice president health and sustainability for Ahold Delhaize USA. "We're eager to learn from this work and apply the learnings to advance our own plastics ambitions, but also advance these efforts broadly, helping to ensure a better tomorrow for our planet."

**"SEE's commitment to advancing a circular economy for plastic and dedication to helping its customers to lower their carbon footprints are in line with the mission of everything that Cyclyx is trying to do."**

*—Joe Vaillancourt, CEO of Cyclyx*



SEE is partnering with Cyclyx, a post-use plastic feedstock manager, as a member of its consortium. SEE will work with Cyclyx to leverage their custom takeback programs to increase material recovery, allowing for higher amounts of recycled content to be used in future packaging solutions. Ron Cotterman, SEE's vice president of sustainability innovation and strategy, is sharing his industry knowledge and expertise as a member of Cyclyx's executive advisory board.

"SEE's commitment to advancing a circular economy for plastic and dedication to helping its customers to lower their carbon footprints are in line with the mission of everything that Cyclyx is trying to do," said Joe Vaillancourt, CEO of Cyclyx.

## Materials and Certification

### Raw Materials

Suppliers provide raw materials, packaging components, contract manufactured goods, equipment, and other direct materials such as inks, films and paper. Our principal raw materials are polyolefin and other petrochemical-based resins, as well as paper pulp products. Raw materials typically represent approximately one-third of our consolidated cost of sales. We also purchase corrugated materials, cores for rolls of products such as films and BUBBLE WRAP® brand cushioning, inks for printed materials, and blowing agents used in the expansion of foam packaging products.

### Certified Fiber Sources

SEE has received **Forest Stewardship Council certification and Sustainable Forestry Initiative certification** for the raw fiber-based materials in its solutions. These certifications ensure products come from responsibly managed forests.

### Certification of Recycled Content

The International Sustainability and Carbon Certification (ISCC) is a globally applicable sustainability certification system that covers all sustainable feedstocks. Recycled or bio-based products that are certified to the ISCC Plus standard provide companies, brand owners and consumers with the assurance that sustainability requirements are met. **SEE maintains ISCC Plus-certificated facilities in the United States, United Kingdom, France, and Italy.**



# 01 ACCELERATING A CIRCULAR ECONOMY

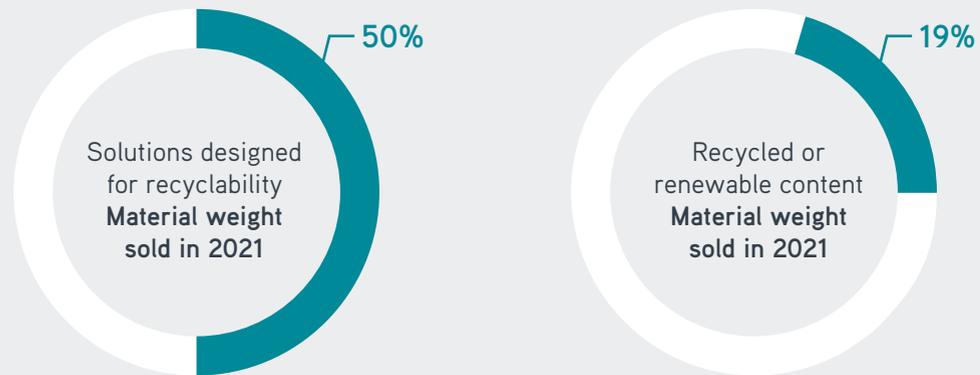
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We are driving the adoption of circular business models that support the creation of products that can be recovered and recycled, contribute to consumer waste diversion efforts, and enhance the supply of material for future reuse. We are committed to participating in creating the infrastructure for the collection, recycling, and reuse of materials. We are actively engaging with our suppliers to innovate raw materials and equipment, with technology providers to produce breakthrough digital intelligence on recycling, and with innovators to advance infrastructure to close recycling loops.

## SEE 2025 Sustainability and Materials Pledge

SEE commits to design or advance 100% of its packaging solutions to be recyclable or reusable, to eliminate waste by **incorporating an average of 50% recycled or renewable content into our solutions**, and to collaborate on recycling technology and infrastructure by 2025.

During 2021, solutions designed for recyclability accounted for approximately **50% of the material weight sold compared to 47% in 2020**, and recycled or renewable content accounted for **19% of the material weight sold**. In 2021, net sales generated from products defined as recyclable, designed for recyclability, or reusable were \$1.935 billion.



CRYOVAC® brand overwrap film with recycled content running in a fresh poultry application

## SEE Sustainability and Materials Pledge Disclaimer

*SEE internally tests its products in alignment with relevant guidelines. Such testing does not imply and should not be interpreted as an endorsement of products or certification of results. SEE recognizes that claims of recyclability require the actual collection, sortation, and recycling of products. In the case of flexible plastic packaging, the recycling infrastructure for post-consumer flexible plastics is still developing. Until such time as a collection, sortation, and recycling infrastructure is available to a minimum of 60% of the residents of a geographic region, SEE recommends designating select materials as designed for recyclability, with the disclaimer that the degree of recyclability will vary depending on the scope and availability of flexible film collections, sortation, and recycling programs.*



02

# SEE OPERATIONAL EXCELLENCE

Embedding Excellence Into Everything We Do





***“We operate with an entrepreneurial spirit. We make sure there is capacity to explore new ideas and options and make improvements faster.”***



**ANDREI STODDARD**

*Global Operations Excellence Director*

Andrei has been with SEE for 42 years. He is focused on collaborating across functions to drive strategic initiatives that ensure SEE meets its environmental sustainability goals and building the roadmap to achieve net-zero carbon emissions by 2040.

**What Does SEE Operational Excellence Mean?**

There are significant challenges of which we need to be mindful for how they impact our people, our business, and the environment. We are determined to reach zero emissions, zero waste, and zero harm. Operational excellence is about how we show up every day with an unwavering sense of purpose that we will overcome those challenges, continue to make improvements, and achieve our goals.

Through operational excellence we are doing our part to make sure we are manufacturing responsibly. We prioritize the safety and well-being of our people while we increase our manufacturing productivity and delivery of

solutions that are essential to global supply chains and address the needs of communities around the world. We invest in renewable energy and preserve resources by focusing on reducing water and energy use, and we make sure we are preventing waste from going to landfill.

We have proven our abilities to solve complex challenges inside of our business, and we intend to keep doing it.

**What Are Some of the Benefits of SEE’s New Solar Farm?**

Our solar project is an important renewable energy milestone for SEE. Located in central California, which gets an average of 5.5 hours of direct sun each day, SEE’s Madera site was the perfect place for our foray into solar. The panels provide 98% of the facility’s electricity. Over the course of the first year, the solar farm will help avoid 4,982 metric tons of carbon dioxide and 72,172 metric tons of carbon dioxide over 15 years.

**What Sustainability Accomplishment Makes You Most Proud?**

We started our sustainability journey in 2012 by setting formal goals for reducing energy, waste, water, and greenhouse gas emissions. We’re making great progress towards those goals and have seen measurable improvements year over year that create value for our business and the environment. This consistent improvement is what makes me most proud because it’s difficult to achieve and requires a dedicated effort throughout our supply chain.

I am passionate about working with the people in our manufacturing facilities to generate ideas, put continuous improvement programs in place, and find optimal ways to make SEE better and produce positive impacts.

There is a lot of excitement among our employees who contribute to these projects and initiatives throughout all of our manufacturing sites. For more than 30 years, SEE has offered an internal recognition program, Keys to Success, that honors employees for their achievements in driving operational excellence in safety, quality, performance, sustainability, and best practices. We continue to build upon these achievements to transform the way we work and serve our customers.

**What Are Some of SEE’s Employee-Led Operational Excellence Projects?**

There is human ingenuity at SEE. We operate with an entrepreneurial spirit. We make sure there is capacity to explore new ideas and options and make improvements faster.

Our facility in Quilmes, Argentina is partnering with local recyclers to keep our products out of landfill by recycling various materials to produce ceiling tiles, trash cans, and park benches. Our facility in Qingpu, China is reducing energy consumption by redirecting heat from air compressors to boil water for our processing equipment. In Toluca, Mexico, employees implemented water preservation initiatives and recovery and reuse programs that are reducing the environmental impacts of our business and making positive contributions to the community.

# 02 MITIGATING CLIMATE CHANGE

GRI 3-3 | 305-1 | 305-2 | 305-4 | 305-5 | 305-7 SASB RT-CP-110a.1 | 110a.2 | 120a.1

SEE is developing a strategy to effectively manage and reduce the greenhouse gas emissions associated with our operations and achieve the goals we have set to mitigate the negative impacts of climate change. We are building a technical roadmap for our transition to net-zero carbon dioxide emissions by 2040. The roadmap will inform the actions we take to reduce energy consumption, increase efficiencies in our operations, and find renewable energy opportunities for our manufacturing facilities across the globe.

## Net Zero by 2040

SEE has committed to net-zero carbon dioxide emissions by 2040 across its operations (Scopes 1 and 2).

### Reporting Year 2021 Performance

- SEE generated 146,113 tonnes of CO<sub>2</sub>eq global Scope 1 CO<sub>2</sub> emissions
- SEE generated 285,848 tonnes of CO<sub>2</sub>eq global Scope 2 CO<sub>2</sub> emissions

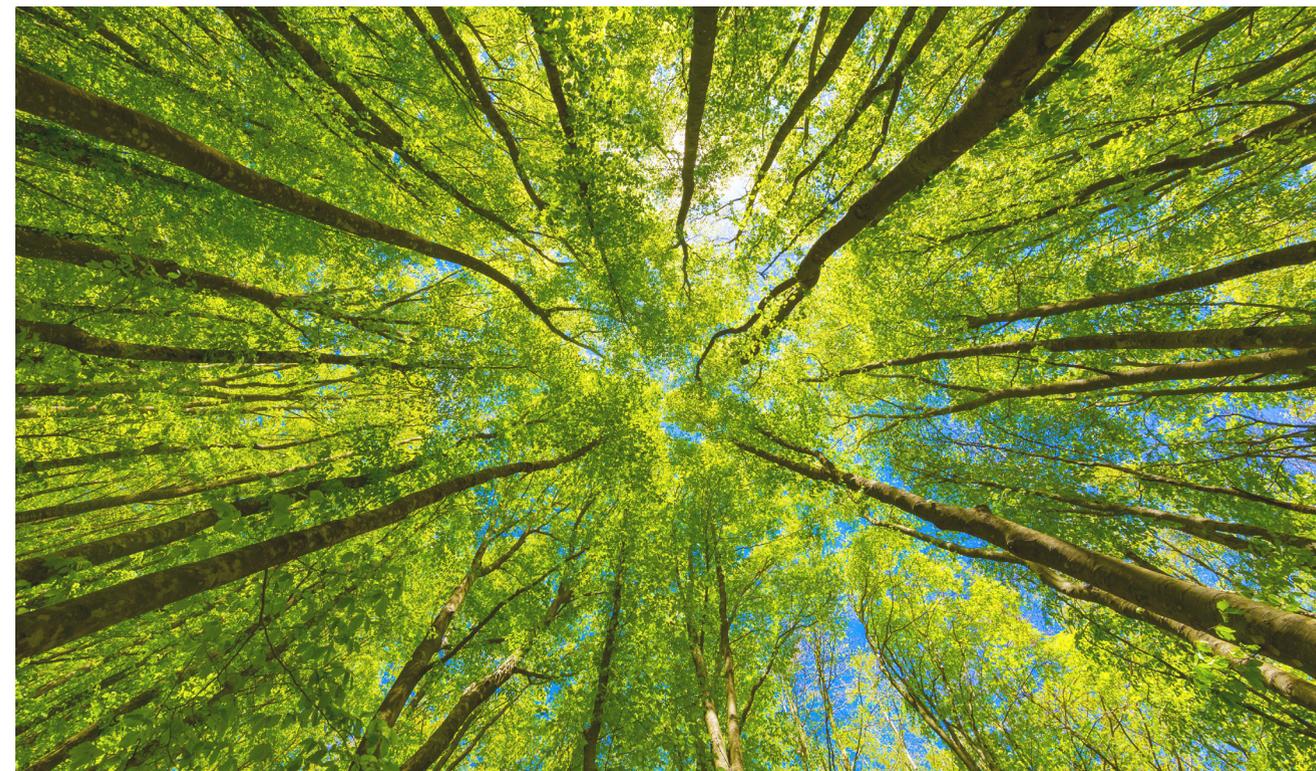
## Science-Based Targets

According to the Science Based Targets initiative (SBTi), which defines and promotes best practice in emissions reductions and net-zero targets in line with climate science, SEE “commits to reduce absolute Scope 1 and 2 GHG emissions 46% by 2030 from a 2019 base year.” The company “commits to reduce absolute Scope 3 GHG emissions from purchased goods and services as well as use of sold products 15% within the same timeframe.” SBTi’s target validation team classified SEE’s Scope 1 and 2 target ambition and determined it is in line with a 1.5°C trajectory.

	Scope 1	Scope 2
2021	146,113 tonnes GHG	285,848 tonnes GHG
2020	123,025 tonnes GHG	342,145 tonnes GHG
2019	131,377 tonnes GHG	323,950 tonnes GHG

*For consistency in reporting against SBTi-aligned goals, market-based emission factors are used whenever possible and supplemented with location-based data where market-based data is not available.*

*Contributing factors from refrigerants and fire suppressants have not been included in Scope 1 emissions calculations.*



SEE discloses its climate change impacts through CDP, a global nonprofit that runs the leading environmental disclosure platform. For the past eight years, SEE has received scores of A or A- from CDP for its climate efforts.



# 02 MITIGATING CLIMATE CHANGE

GRI 305-1 | 305-2 | 305-4 | 305-5

## Greenhouse Gas Emissions

SEE follows the revised edition of the GHG Protocol Corporate Accounting and Reporting Standard with a centralized approach to quantify GHG emissions.

### Absolute Emissions - Scopes 1 and 2\*

	Scope 1	Scope 2
2021	146,113 tonnes GHG	285,848 tonnes GHG
2020	123,025 tonnes GHG	342,145 tonnes GHG
2019	131,377 tonnes GHG	323,950 tonnes GHG

\*Scope 1 = GHG emissions in SEE facilities and fleet

\*Scope 2 = GHG emissions from the electricity SEE purchases and includes owned and leased offices and facilities

For consistency in reporting against SBTi-aligned goals, market-based emission factors are used whenever possible and supplemented with location-based data where market-based data is not available.

Contributing factors from refrigerants and fire suppressants have not been included in Scope 1 emissions calculations.

CO<sub>2</sub> – 73.59%

CH<sub>4</sub> – 0.03%

N<sub>2</sub>O – 0.30%

SF<sub>6</sub> – 26.08%

A third party performed limited assurance verification of SEE's emissions and usage data for the 2021 reporting year in accordance with the ISO 14064-3 Standard. The third party verified 85% of SEE's greenhouse gas emissions. SEE did not generate perfluorocarbons nor nitrogen trifluoride emissions during reporting year 2021.

## Greenhouse Gas Intensity Reductions

Reduce GHG Intensity (Scopes 1 and 2) 30% by 2025 and 46% by 2030 from a 2019 Base Year.

SEE measures and manages GHG emissions generated by its operations on a monthly basis. Scope 1 includes GHG emissions from fleet, operations or sources owned by SEE. Scope 2 is the indirect GHG emissions from purchases of electricity. The values for global warming potential for each source of GHG emissions are obtained using the Intergovernmental Panel on Climate Change Fourth Assessment Report. SEE calculates total metric tons of GHG emissions expressed as CO<sub>2</sub>eq. Intensity is calculated by dividing the total metric tons of CO<sub>2</sub>eq by the net trade sales.

## Greenhouse Gas Intensity of Operations

Reduction of 17.5% in GHG intensity from a 2019 base year.

2021	0.078 kg CO <sub>2</sub> eq / USD*
2020	0.094 kg CO <sub>2</sub> eq / USD
2019	0.095 kg CO <sub>2</sub> eq / USD



\*To normalize foreign exchange rates and inflation fluctuations, net trade sales are adjusted to 2019 foreign exchange rates, except for one currency which has been designated as highly inflationary under U.S. Generally Accepted Accounting Principles (U.S. GAAP) and continues to utilize 2021 foreign exchange rates.

# 02 ELIMINATING RESOURCE WASTE

## Reducing Energy Consumption

GRI 302-1 | 302-3 | 302-4 SASB RT-CP-130a.1

SEE is implementing measures to increase energy efficiency and implementation of renewable energy sources across our value chain. The company invested in renewable energy credits which resulted in 16 of the company's facilities being fully credited with 100% renewable energy as of December 31, 2021.

In 2021, SEE operations consumed 1,370,232,395 kilowatt hour (kWh) energy equating to 4,932,836 gigajoules. The breakdown was 55% grid electricity, 12% renewable electricity, and 33% self-generated energy (natural gas, propane, scrap plastic, diesel, gasoline).

Our goal is to achieve energy intensity reductions of 17% by 2025 and 28% by 2030 from a 2019 base year.

### Energy Intensity

2021	0.249 kWh / USD*
2020	0.273 kWh / USD
2019	0.277 kWh / USD



Through 2021, SEE achieved a 10.1% reduction in energy intensity from a 2019 base year.

Within its operations, SEE measures electricity, natural gas, diesel, propane, gasoline, and waste-to-energy converted to megawatt hour. Intensity is calculated by dividing the total megawatt hour by the net trade sales.

*\*To normalize foreign exchange rates, net trade sales are adjusted to 2019 foreign exchange rates, except for one currency which has been designated as highly inflationary under U.S. GAAP and uses 2021 foreign exchange rates.*



## SEE Packaging Solutions Powered by Clean Energy

At SEE's manufacturing facility in Madera, CA the machines that turn resin pellets into the company's famous BUBBLE WRAP® brand original cushioning are now powered by a solar farm situated on 11 acres of company-owned land directly adjacent to the plant.

The 8,975 solar panels, along with a battery storage system, power 98% of the electricity used at the manufacturing facility and produce more than seven gigawatt-hours of energy per year.

SEE partnered with TotalEnergies (formerly SunPower) to develop the 3.5 megawatt ground mount solar project paired with a 770 kilowatt/ 3,080 kilowatt-hour battery storage system. The project will help reduce SEE's energy spend by \$1 million annually.

Beneath the solar panels, gravel was used instead of turfgrass to conserve water, which is especially important in a state fighting drought conditions.

The solar farm contributes to SEE's sustainability goals by advancing renewable energy, lessening the energy intensity of operations, and reducing the company's greenhouse gas emissions. As a clean energy source, the solar project will avoid 3,465 metric tons of carbon dioxide in its first year\* and 50,160 metric tons of carbon dioxide over 15 years.

*\*CO<sub>2</sub> equivalencies based on EPA AVERT 2020 California regional distributed PV avoided CO<sub>2</sub> rate*

# 02 ELIMINATING RESOURCE WASTE

## Diverting Waste

GRI 306-4



In 2021, we expanded our waste reduction goal to include diversion from external incineration. We aim to achieve diversion of manufacturing waste\* from landfill and external incineration of 85% by 2025 and 100% by 2030.

SEE diverted 67% of waste from landfill and external incineration in 2021.

*\*Manufacturing waste is from production of the company's materials, including scrap, and is measured by weight.*



## Conserving Water

GRI 303 -1 | 303-5 SASB RT-CP-140.a1 | 140a.2

SEE is managing water across our value chain in terms of quantity and quality, including operational consumption, effluent mitigation, wastewater treatment, and water scarcity considerations

Protecting and conserving natural resources such as water is a priority. The products SEE manufactures do not contain water, so direct use of water is limited. The primary use of water in direct operations is either heat transfer in manufacturing equipment or for quenching the molten polymer during the film extrusion process. These operations must use water of a reasonable quality, but it does not need to be potable.

In isolated cases where there was a temporary issue with the availability of potable water, we were able to successfully use recycled water from local waste treatment plants. Since it is not critical that we use potable water in order to manufacture our products, we have determined that the availability of fresh water is not important to our direct operations.

## Water Intensity

Our goal is to achieve water intensity reductions of 17% by 2025 and 28% by 2030 from a 2019 base year. In 2021, SEE achieved a 13.4% reduction in water intensity from a 2019 base year.

2021	0.29 Liters / USD*
2020	0.32 Liters / USD
2019	0.34 Liters / USD

Intensity is calculated by dividing the total cubic meters by the net trade sales.

*\*To normalize foreign exchange rates, net trade sales are adjusted to 2019 foreign exchange rates, except for one currency which has been designated as highly inflationary under U.S. GAAP and continues to utilize 2021 foreign exchange rates.*

## Absolute water use in 2021 was down 7,326 cubic meters from 2019.

2021	1,597,933 cubic meters
2020	1,595,017 cubic meters
2019	1,605,259 cubic meters

SEE discloses its water security impacts through CDP, a global nonprofit that runs the leading environmental disclosure platform. For the past two years, SEE has received B scores from CDP for its water security efforts.



## 02 ACHIEVING ZERO HARM

GRI 3-3 | GRI 403-1 | 403-8 | 403-9

SEE is creating an overall culture of health, safety, and well-being for our people. As a manufacturing company, protecting the health, safety and well-being of our people is critical. Our goal is to be free of accidents with zero harm, and we have structured our operations to provide employees with a safe and healthy working environment.

### SEE's Zero-Harm Performance for 2021

- Total recordable injuries reduced by **8%**
- **64%** of SEE manufacturing plants achieved **zero recordable incidents in 2021**

### Environmental, Health and Safety Policy

SEE's Environmental, Health and Safety (EHS) policy outlines the company's commitment to integrate EHS principles in all aspects of the business, including products, operations, and supply chain.

The policy requires SEE's employees and contractors to conduct business in accordance with applicable environmental, health and safety laws and understand and comply with company procedures and guidelines to protect the environment, health and safety of themselves and their co-workers.

The policy includes SEE's commitment to:

- Provide training programs for employees to perform their jobs safely and in an environmentally responsible manner, and to understand their role in complying with policies, procedures and guidelines
- Focus on the design and development of products that enable customers to reach their EHS goals by reducing waste, increasing operational efficiency, protecting human health, and improving food safety and security
- Conserve raw materials, water and energy in our operations through source reduction, process improvement, use of alternative materials, and waste recovery
- Actively pursue programs to reduce the overall GHG intensity of our operations
- Share our EHS policy with customers, suppliers, shareholders, and the local communities in which we operate, where applicable
- Establish targets and be transparent in reporting publicly on our progress towards improving our EHS performance
- Develop sustainable solutions that make our world better than we find it



### Environmental, Health and Safety Management System

SEE operates an EHS management system that provides a structured approach for managing EHS and demonstrates a strong commitment to operational excellence.

SEE has a formal process in place for managing, tracking, and reporting health and safety incidents, which includes critical analysis meetings with plant leadership. Reporting is elevated to the regional leadership and global executive level monthly. Key elements of our approach include integrated leadership responsibility for a zero-harm culture, a machine safety program, and system enhancements.

SEE's EHS management system is modeled after ISO 14001 (environmental) and ISO 45001 (occupational health and safety), international standards for management system design and implementation. SEE's manufacturing facilities are encouraged to implement criteria that will result in ISO certification.

In 2021, six SEE manufacturing facilities were certified in ISO 45001 bringing the company's total ISO-certified (14001 and 45001) facilities to 11.

## 02 ACHIEVING ZERO HARM

GRI 403-2 | 403-4 | 403-5 | 403-6



### Health and Safety Audits

Health and safety audits are conducted at each of SEE's manufacturing sites minimally every three years by teams comprised of local, regional and global resources. In 2021, 28 health and safety audits were conducted. In addition to the audits, machine risk assessments based on ISO standards, have been administered throughout our operations with support from external safety consultants.

EHS standards are reviewed minimally on an annual basis to verify relevance and completeness and to identify opportunities for improvement. The EHS standards are updated as part of an ongoing continuous improvement process in response to changing regulation and audit finding trends. Every SEE facility is required to implement the relevant elements of the company's EHS standards. The Audit Committee of SEE's Board of Directors regularly reviews EHS matters.

### Investing in Safety

SEE's commitment to safety includes capital investments that improve the safety of our existing equipment and the design of new machines. Early in the design process, our global engineering team conducts risk assessments in accordance with ISO standards to ensure that all machines function to the highest safety standards.

### Training Programs

SEE's global EHS program includes behavioral-based safety training, hazard identification and risk assessment, and several other preventive trainings. In addition to on-site training, in 2021 SEE implemented an online safety training program that includes topics such as lockout and tagout, machine safety, arm's length, hand and power tool safety, and job hazard analysis. More than 19,000\* training sessions were completed in 2021 achieving 94% overall completion rate for targeted employees.

*\*Some employees attended more than one topic training.*

### Emergency Preparedness Procedures

SEE sites are required to establish, implement, and maintain procedures to identify the potential for emergency situations, choose the methods for responding to those situations, and periodically test the emergency response plan.

### Operation Clean Sweep

SEE is a signatory of Operation Clean Sweep®, an international program designed to prevent the release of plastic granules into the environment and water streams. By signing the Operation Clean Sweep pledge, SEE recognizes the importance of preventing spillages into the environment and commits to the following six actions:

- Improve worksite set-up to prevent and address spills
- Create and publish internal procedures to achieve zero industrial plastic material loss
- Provide employee training and accountability for spill prevention, containment, clean-up, and disposal
- Audit performance regularly
- Comply with all applicable state and local regulations governing industrial plastics containment
- Encourage partners (contractors, transporters, distributors, and others) to pursue the same goals

### COVID-19

Throughout the COVID-19 crisis, SEE has followed the recommendations and guidance of health authorities and local governments across the globe. The company instituted precautionary measures for employees at all its facilities worldwide, including enhanced cleaning procedures, quarantine and testing protocols, temperature checks, face masks, engineered social distancing, remote work arrangements for non-location-dependent employees, restricted visitor access, and travel limitations.



03

# CARING, HIGH-PERFORMANCE GROWTH CULTURE

Our Purpose Drives Us, Our People Make It Possible





*“We are bringing people together to create a future that is more digitally connected.”*



**LAUREN NENNIG TUCKER**

*Executive Director, Global Executive Compensation & U.S. Benefits*

Lauren is passionate about making meaningful connections. She is focused on improving our people experience through programs that motivate, attract, and reward employees as well as drive positive engagement that fuels business transformation.

**How Does Our Work Connect With Our Purpose to Protect, to Solve Critical Packaging Challenges, and to Make Our World Better Than We Find It?**

Our people want to be impactful, and we cannot deliver on our purpose and vision without them. It is important that we cultivate a strong sense of purpose and that every one of us understands how we are contributing in a tangible and real way. Our people want to know how they connect to the broader success of the company and the positive impact we have on society, and that we recognize their contributions to that success.

Heroes work here. Through the most challenging times with global supply chains and business disruptions, our people play a key role when it comes to customers, consumers, and communities having access to the most essential goods. We solve some truly complex challenges. Making that connection between our people and the impact we have comes from strong leadership and managers who instill a sense of belonging and pride in the difference we are making.

**Why Are Digital Technologies Important to SEE’s People and Culture?**

We are bringing people together to create a future that is more digitally connected. Through digital platforms, we are ramping up our efforts to retain, attract, and motivate people who want to be a part of a transformation that goes beyond traditional organizational principles and practices. We believe digital connections will positively impact our people and how they work. The digital solutions we provide our customers will impact their businesses and their people as well.

We’re implementing digital technology and using data-driven insights to develop meaningful programs, train our team, and develop future leaders—all with the intent of positively shaping our culture to drive better employee engagement.

**How Does SEE’s Culture Differ from Other Companies?**

We are not a just a workplace, we are a community of people who are passionate about the business and the impact we can make. Everyone’s individual perspectives are valued here.

My father worked at SEE for 38 years in various roles. Like him, I see the opportunity for my career to grow here and just recently transitioned from the legal team to the people team. And, I am not the only second generation employee at SEE. There have been many of us over the years in all facets of the business from manufacturing to the sales organization. Many people who join SEE quickly learn how their talents and insights can influence the company in myriad ways. SEE provides opportunities for each employee to be an owner in the company’s collective success. It’s a place where people are driven by a desire to make our world better.

**How is Our People Transformation Fueling Our Business Transformation?**

We’re building a purpose-driven culture at SEE. So much of what defines how we work, including how we work together and how we consistently deliver for our customers, is the unifying purpose that we are all working towards: to make our world better than we find it. This is intentional. We are moving toward this goal in different, but meaningful ways. We are fostering a culture of continuous innovation that prioritizes sustainability. We are ensuring our people are included in our strategy. And we are making sure everyone feels like they belong at SEE by valuing diversity, equity and inclusion.

# 03 CREATING A DIVERSE, EQUITABLE AND INCLUSIVE WORKPLACE AND CULTURE

GRI 2-7 | 405-1 | 405-2

At SEE, we are developing a caring, high-performance growth culture guided by our purpose and focused on creating long-term value for our stakeholders and society. We are working to ensure our global culture embraces diversity, equity and inclusion (DEI). At SEE, our people matter. Diversity is a business strength and facilitates creativity and innovation, which is at the core of our strategy. We are creating a workplace where everyone belongs and can reach their full potential. We foster our diversity, equity and inclusion culture in all aspects of our operations. We are committed to valuing the contributions of all employees, providing fair treatment and equal access, and creating work environments that enable the full potential and well-being of all employees.

## Commitment to Pay Equity

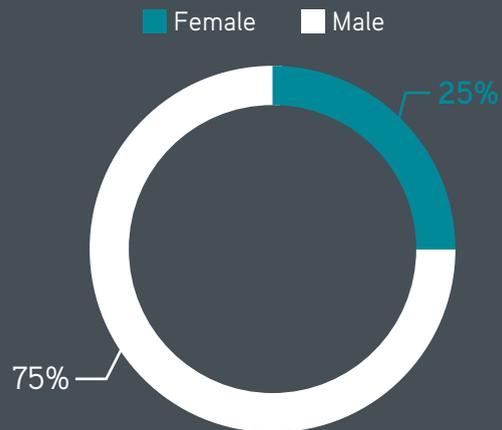
As part of our DEI Pledge, we are committed to championing equal pay for work of equal value, which assesses equal pay for similar work based on comparable, bona-fide job-related factors such as geographic location, career tenure, and education level. In 2021, we conducted our bi-annual global compensation equity analysis to identify potential pay gaps that were not attributable to bona-fide job-related factors. Identified inequities are mitigated to close the gaps and compensation processes are evaluated for unintended bias and continuously improved to prevent future adverse impact.

In addition to the compensation equity analysis, as part of our annual performance review and compensation cycle, we perform adverse impact assessments to evaluate any potential biases that may be present which impact performance evaluations and compensation awards.

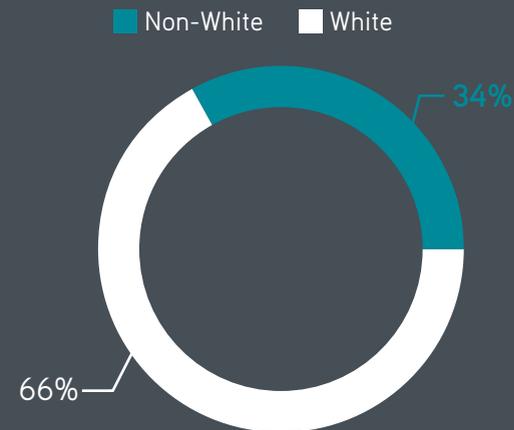
Our assessment showed no significant trends of pay inequity for gender or diversity groups across the organization. Based on our proactive approach and continuous improvements in pay reviews and processes, our goal is to eliminate pay inequities not attributable to bona-fide job-related factors in support of our commitment to equal pay work of equal value across our organization.



Diversity Representation by Gender (Global, as of December 31, 2021)



Diversity Representation by Race/Ethnicity (U.S. only, as of December 31, 2020)



## SEE's Diversity, Equity and Inclusion Pledge

Our Diversity, Equity and Inclusion (DEI) Pledge consists of bold but achievable goals supported by a global governance structure that drives adoption and engagement across the organization. Our 2025 Pledge is our compass point and consists of five specific objectives that prioritize certain metrics and process enablement within our strategy:

- Build a more inclusive culture with our employees across the globe
- Increase gender diversity across employees globally to more than 30% by 2025
- Increase the representation of racial and ethnic minorities in our U.S. workforce to above 35% by 2025
- Lead with a senior leadership team that reflects the cultural diversity of our global footprint
- Champion equal pay for work of equal value across our organization

As of December 31, 2021, 25% of SEE's global workforce was female and 34% of SEE's U.S. workforce belonged to racial and ethnic minority groups. U.S. workforce data is reported in the company's EEO-1 report.

# CREATING A DIVERSE, EQUITABLE AND INCLUSIVE WORKPLACE AND CULTURE

## DEI Council

We established a DEI Council in late 2020, which consists of 11 business leaders representing regions where SEE operates around the globe. The DEI Council is chaired by our CEO and President Ted Doheny in partnership with the company’s Vice President, General Counsel and Secretary.

## Engagement and Inclusion Survey

In support of the company’s DEI Pledge to build a more inclusive culture across the globe, SEE conducted a survey focused on engagement and inclusion which was completed by more than 14,000 employees. The survey provided feedback on topics such as trust, respect, opportunity, diversity, and inclusion.

Together with HR partners, DEI Council members analyzed the survey results and developed action plans to further improve employee engagement and inclusion. The DEI Council developed a framework for DEI Courageous Conversations with employees, including a moderator guide, as well as training and other materials for each region.

## Courageous Conversations

The Courageous Conversations initiative invites employees to join a discussion where they can speak honestly and candidly about their own experiences regarding inequality and social justice issues. These conversations are designed to encourage mutual learning and understanding by creating a safe space to share different perspectives and allow employees to check their assumptions and biases. The DEI Council established Courageous Conversations to aid in the development of an open and transparent culture at SEE.

## Gender Equity Network

SEE’s Gender Equity Network (GEN) has been in existence for more than 10 years. The purpose of GEN is to create a high-performance culture that embraces gender equity and inclusion. The broadened scope of the group includes equity, allyship, and intersectionality with all genders and LGBTQ+ employees.

## DEI Awareness

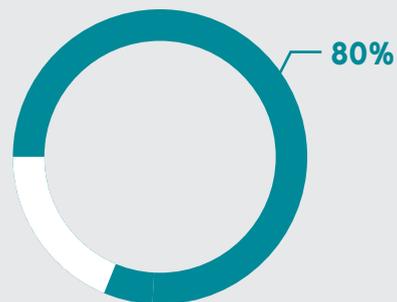
We are incorporating DEI fundamentals and concepts into applicable internal training courses such as new employee onboarding, supervisor training, and leadership development. The DEI Council is developing a required DEI curriculum for professional employees in 2022. The goal of the curriculum is to raise awareness of DEI principles and develop inclusive leadership skills for managers.

## CEO Action for Diversity and Inclusion

SEE is a signatory of the CEO Action for Diversity & Inclusion™ initiative, a corporate commitment to advance diversity and inclusion in the workplace.



The engagement and inclusion survey achieved an 85% global response rate. Some highlights include:



80% agreed SEE supports diversity and inclusion in the workplace



77% agreed they would recommend SEE as a good place to work

# 03 ATTRACTING AND RETAINING A DIVERSE EMPLOYEE BASE

GRI 401-2 | 401-3



Having a high-performance and diverse employee base is critical to our journey to a world-class digitally driven company, automating sustainable packing solutions. SEE's ability to attract and retain talent largely depends on employee experience and commitment, which can be influenced by workplace policies, pay and benefits, internal culture, and company reputation.

## Recruiting Talent

SEE has a strong talent acquisition model that attracts and places high-caliber leaders and innovative employees who are driven by the pursuit of our purpose.

In 2021 SEE implemented the following actions within its talent recruitment programs:

- Created a centralized recruiting model for direct labor hiring and added additional resources to support.
- Implemented a candidate satisfaction survey which is used to gain valuable insights into the candidate experience. SEE reviews this data on a quarterly basis and leverages it to determine opportunities for improvement within our recruiting process.

## Compensation and Benefits Programs

We are committed to maintaining our compensation and benefits programs to be externally competitive, internally equitable, and performance based. We review our compensation and benefit programs around the world to ensure they offer market-competitive compensation and meaningful benefits. We believe investing in our employees results in increased engagement, satisfaction, and retention, which in turn,

supports our goal to be a high-performing, world-class company.

In the U.S., our full-time employees are offered a variety of insurance options for medical, dental, vision, disability, life, home, auto, and pet. Options are also available for legal services and flexible spending accounts. SEE offers annual contributions and incentive contributions to each employee's health savings account. Our global benefits vary as many countries have a mix of social/government programs and private plans.

Each year, we review our compensation practices and make necessary adjustments to ensure that our pay programs are market-competitive and equitable.

## Incentive Plans

SEE's incentive programs and plans are designed to reward and retain employees who achieve company financial goals and build long-term stakeholder value. These programs and plans induce high performance and play a critical part in employee motivation and retention. More than 55% of employees at SEE are eligible for some type of incentive program.

SEE provides short-term incentive plans for employees. Eligibility is based on various factors, including the employee's role/level in the organization:

- **Annual incentive plan:** Employees eligible for the annual incentive plan—which is the company's annual cash bonus plan—receive rewards based on achievement of pre-established financial company goals combined with individual performance during the year.

- **Sales incentive plans:** Established for employees in sales positions. Rewards are based on achievement of financial sales goals and are provided on a frequent basis aligned with local practices.
- **Local incentive plan:** Provided to employees in select locations across the globe. These include, but are not limited to, rewards at our manufacturing facilities based on operational achievements such as safety and quality.

SEE has a global long-term incentive plan. Eligible employees may receive grants of time vesting and/or performance-based restricted stock units under the plan. Employees who receive equity grants under the plan are given the opportunity for a direct ownership stake in SEE.

## Well-Being Program

In 2021, SEE launched a well-being program and an accompanying digital platform designed to support an employee's total well-being, including physical, mental, social, career, community, and financial matters.

## Leave Policies

To better meet the needs of its employees, SEE offers several employee supportive leave policies. These include paid parental leave, paid end-of-life and elder care leave, and compassion leave. Additionally, SEE provides competitive disability benefits which allow a number of weeks at 100% pay, based on years of service. We comply with leave requirements and guidelines globally.

# 03 EDUCATING AND DEVELOPING OUR PEOPLE

GRI 404-2 | 404-3

As our business continues to transform the pace of change in the world accelerates, it is essential that the skills and knowledge of our people align with our business needs. Providing a robust and meaningful learning and development opportunity exemplifies our commitment to our people, our belief in their capabilities, and our active support of their personal careers.

SEE offers education and development opportunities to employees to grow their knowledge and build capabilities. We regularly evaluate and provide feedback to employees, nurture talent, and support employees in developing the skills necessary to succeed in their current roles and in pursuing their future ambitions.

## Talent and Performance Evaluations

As part of our organizational effectiveness priorities, employees receive a formal performance evaluation each year. These evaluations include assessments of employee goal accomplishments during the year as well as an evaluation of certain leadership behaviors. While annual employee performance evaluations are an important part of employee development, they are used in conjunction with talent and development reviews to enable career progression and readiness.

Our robust talent review and succession planning process aims to assess employee potential for greater leadership responsibility, identify successors for senior leader positions, mitigate retention risk, and ensure strong development plans are in place to support leadership development. As part of our annual talent review cycle, we perform adverse impact assessments to evaluate any potential biases that may impact talent assessments or succession planning. **In 2021, 95% of professional employees were assessed in the talent review process, which included 100% assessment of the most senior levels.**

## Our Approach to Developing Talent

We apply the 70/20/10 (70% experiential/20% social/10% training) learning model for talent development and emphasize the importance of experiential learning and skill-building more than classroom-style training. We provide learning and development in many forms such as stretch assignments, cross-functional projects, operational excellence events, leadership development programs, digital learning paths, coaching, development planning, virtual instructor-led and webinar courses, and self-directed and on-demand e-learning courses.



## Developing Our Leaders

At SEE, we prioritize learning, leadership, and career development for all employees. As we move forward into building resources and learning opportunities, each of these areas will become a focus and help ensure our employees have opportunities to grow.

In 2021, we launched four leadership development programs which include SEE values, leader behaviors, connection opportunities, coaching, field assignments, practical application, and cutting-edge development coursework. Each of the programs embed diversity, inclusion, and belonging as an intentional focus on company values. Digital leadership-curated libraries guide employees to specific coursework that is self-directed, manager supported, and focused on leadership development that will grow our capabilities as a company.

## Development Planning

In response to the many challenges we face with retaining, engaging, and developing talent in today's market, we prioritize learning and career development opportunities for all employees. Employees are encouraged to create meaningful development plans, identify goals, and take steps to achieve those goals with their managers as coach. SEE provides a digital platform to help employees and their managers track the goals.

In response to employee feedback for development planning resources and tools, we published our Development Planning Playbook in January 2022. The playbook outlines the roles and responsibilities of the development planning process, highlights tools for employees and managers to use in the development planning process, and provides tangible development planning suggestions using the 70/20/10 learning model.

SEE established four regional talent councils with the goal of identifying specific strengths, weaknesses, opportunities, and threats related to workforce planning, acquisition, development, career planning, early learning, succession planning, and ongoing retention.



## Access to Learning

In 2021, we introduced digital on-demand resources to further enhance the employee learning experience. Employees are encouraged to access not only required or recommended courses, but also courses focused on their personal learning goals.

Our digital learning platform, My Learning, is available to all employees and contains resources that support career development in technical and non-technical career fields. My Learning provides a personalized experience for employees through curated libraries and course recommendations based not only on their role within the organization but also on what they have shown interest in learning.

The content of My Learning includes simple and strategically aligned courses mapping to SEE's core competencies, values, leadership behaviors, and key business initiatives.

## Future Talent and Community Leaders

### Internship and Co-Op Programs

SEE internships and co-op internships are an investment in our future success as we discover new talent. Our interns bring fresh perspectives, create a pipeline for new hires, and provide mentorship opportunities for our existing employees. We attract a diverse population of interns and co-op candidates.

SEE provides opportunities for early career talent to learn and grow through hands-on, practical experiences at many of our facilities around the world. These experiences range from summer internships to yearlong

co-op programs in partnership with universities. Opportunities exist across functions such as engineering, R&D, finance, IT, supply chain, and HR. The programs include a variety of ways for students to develop and build knowledge, skills, and relationships, including managing projects, participating in speaker events with senior leaders (including the CEO), soft skills training, community activities, and cohort events.

### Rotational Development Programs

SEE offers rotational development programs in its information technology and finance departments. These rotational programs typically last two years, with participants rotating every six months through different functions, providing a holistic overview for their career development.

### Learning English

Many countries in which SEE operates use English as the universal business language. We encourage employees who are looking to improve their English language skills to participate in language training. In 2021, SEE partnered with a vendor to provide English language training for employees seeking to enhance their proficiency.

### Technical Skills Development

SEE provides role-specific technical skills development. Examples include innovation and development, critical thinking skills, environmental health and safety, engineering programs, and sales coaching. Other programs include project management, Lean/Six Sigma training, and offerings through e-learning and blended learning solutions.

## 03 HUMAN RIGHTS

GRI 2-24 | 408-1 | 409-1

Basic human rights are foundational to our company culture and Code of Conduct. It is a crucial requirement that all people directly associated with our business operations are free, equitably compensated, and are treated with dignity and respect. At the core of our corporate values are integrity and collaboration, which underscore the expectation that SEE's people and the employees of its vendors have a voice, have a safe workplace where everyone belongs and contributes, and experience an environment where business is conducted with the highest level of integrity at all times. We openly encourage anyone to communicate potential violations of these expectations to any SEE leader or via our Integrity Hotline.

### Human Rights Policy

SEE recognizes human rights issues are evolving and is committed to evaluating these changes and taking appropriate actions to effectively respond to potential human rights risks within its business.

SEE's Human Rights Policy is intended to support and guide management, employees, and third-party business partners to ensure the behaviors and decisions of each align with our ethical commitment to uphold human rights in accordance with the UN Guiding Principles on Business and Human Rights, the European Human Rights Convention, the International Labor Organizations' Declaration on Fundamental Principles and Rights at Work, the Organisation for Economic Co-operation and Development, and the UN Convention Against Corruption.

Our Human Rights Policy applies to all SEE employees, including part-time and contingent workers as well as independent contractors. SEE's commitment to human rights also extends to our business partners within our supply chain to ensure they operate ethically, in compliance with the law and in a way that is consistent with our Code of Conduct, our core values, and this policy.

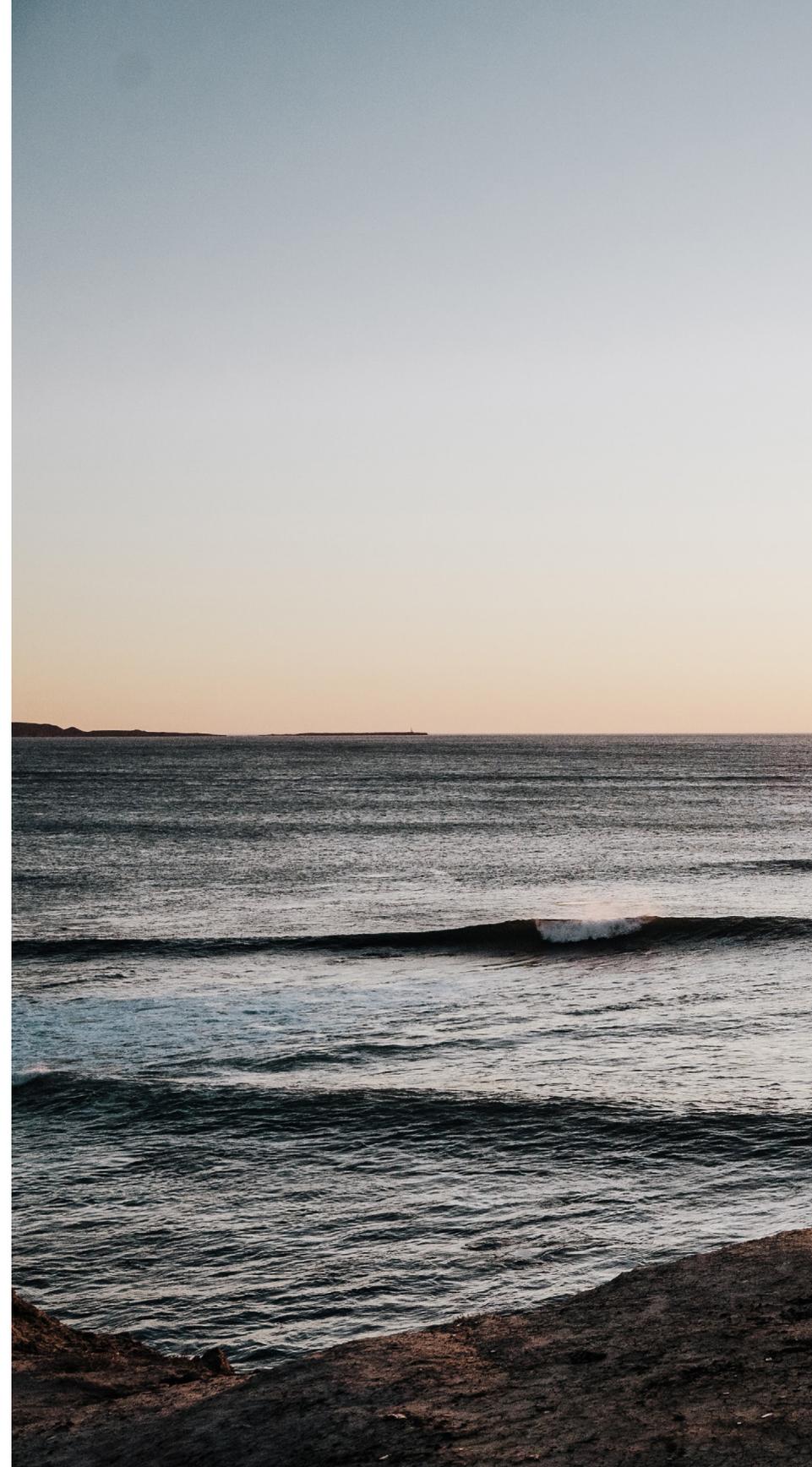
The policy is implemented under SEE's Global Ethics and Compliance Program with oversight and input by members of company leadership, as appropriate. Employees receive frequent online education as part of the company's education programs, including the principles covered within this policy such as the Code of Conduct and ethics, workplace respect, diversity, equity and inclusion, and third-party due diligence.

### SEE Code of Conduct

SEE's Code of Conduct communicates the company's commitment to complying with all laws where we do business, which includes labor laws. Our Code of Conduct has specific sections on protecting employees from harassment and discrimination, encouraging workplace respect, well-being and safety, and expressly recognizes the free association and collective rights of our global workforce.

SEE works with different business partners around the world and chooses those who are committed to delivering value with integrity, honesty, and transparency in their operations and supply chains. This commitment extends to prohibiting and eradicating all forms of child labor, modern slavery, and human trafficking from our supply chains.

SEE's Code of Conduct applies to its suppliers and suppliers are asked to attest to the Code of Conduct upon onboarding. SEE suppliers are expected to know and follow our Code of Conduct (and any other SEE policies or requirements that may apply to their organization) and hold their suppliers and sub-suppliers to those standards. It is up to us to hold our suppliers accountable and ensure they operate ethically, in compliance with the law and in a way that is consistent with our Code of Conduct, our policies, and our values.





## Reporting of Incidents and Corrective Actions

SEE responds promptly and thoroughly to all grievances that are filed and where required, provides a formal response to unions and works councils as applicable, based on findings.

SEE takes employee complaints very seriously and fully investigates all reported incidents in a prompt and thorough manner. Employees have multiple avenues available to report incidents of inappropriate behavior to the company. Most issues are submitted through the company's ethics reporting hotline or through local human resources teams. Each submitted complaint is investigated and corrective actions taken, where appropriate. Corrective action is commensurate with the outcome of the investigation and can include, but is not limited to, employee training or formal discipline up to and including termination of employment.

## Freedom of Association and Collective Bargaining

SEE believes in equitable and fair treatment of employees and related issues that may arise during their employment. Employees have the right to join or not (depending on local labor laws) or form a labor union without fear of retaliation, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing an open dialogue and bargain in good faith with their representatives.

SEE's [Code of Conduct](#) expressly recognizes "the free association and collective rights of our global workforce." Additionally, our Human Rights Policy states that SEE "Respects employees' rights to join or not (depending on applicable labor laws), form a labor union or demonstrate their rights without fear of retaliation, intimidation, or harassment."

Approximately 120 U.S. employees and 4,925 non-U.S. employees were covered by collective bargaining agreements as of December 31, 2021. Many of the covered employees are represented by works councils or industrial boards, as is customary in the jurisdictions in which they are employed. The collective bargaining agreements covering approximately 56% of such employees, primarily outside the U.S., will expire during 2022 and we will be engaged in negotiations to attain new agreements.

# 03 COMMUNITY IMPACT

GRI 413-1

SEE is committed to making our world better than we find it. By focusing on positively impacting the communities in which we live and work, we bring this commitment to life.

## Project Scientist

Through the national nonprofit Project Scientist, girls are given the tools to let their creativity flow and construct innovative solutions for everyday problems. In 2021, SEE sponsored a virtual summer camp for Project Scientist participants, which exposed girls to some of the science, technology, engineering, and math (STEM) aspects of a food packaging manufacturer.

Based on research that showed underserved and unidentified girls are not provided STEM opportunities that align with their talents and interests, Project Scientist was created to “change the world’s view of who a scientist is and what a scientist does.” The organization provides a community where girls are inspired through the hands-on activities they accomplish, the STEM workplaces they experience, and the STEM professionals they meet.



SEE’s sponsorship provided the opportunity for 25 girls ages 7 to 12 from under-resourced communities in Charlotte, NC, where SEE is headquartered, to engage in a weeklong virtual STEM lab about innovations in food production and delivery. Five of SEE’s female food-science employees explained their jobs and talked to the students about the lifecycle of food from growing, production, and packaging to consumption and nutrition. These types of immersive learning experiences are designed to challenge and inspire girls to become problem solvers while making gains in math and science.

Meeting in a virtual instructor-led classroom, the girls conducted food-based science and engineering experiments, worked on related math problems, and participated in virtual expeditions to some of SEE’s innovation and development spaces. Virtual expeditions allow the students to picture themselves in a professional STEM environment and meet and see women who are working in STEM-related workplaces.

## Gastromotiva

Already a supporter of Gastromotiva—a Brazilian-based nonprofit offering vocational kitchen training, nutrition programs, and food education—when the pandemic hit, SEE provided the organization with additional emergency support in 2021 to keep Brazilians fed during the COVID-19 crisis.

In an effort to help feed the most vulnerable in Brazil during the pandemic, Gastromotiva created a network of Solidarity Kitchens, through which

current and former Gastromotiva students prepared meals inside their own homes and had them delivered to nearby communities.



## Goonj

Headquartered in India with a mission to offer disaster relief, humanitarian aid, and community development, Goonj received support from SEE to provide food rations and other essentials to disadvantaged families during the pandemic. In 2021, in response to the worsening COVID-19 crisis in India, which reached catastrophic levels, SEE provided additional funding to support the provision and delivery of food, medical kits, and other essential goods.

## FareShare

FareShare, a network of charitable food redistributors in the United Kingdom, tackles hunger and food waste by collecting quality surplus food that would otherwise go to landfills and redistributing it to charity and community groups that turn it into meals. During the

COVID-19 crisis, SEE supported FareShare’s efforts to deliver more food to front-line organizations providing a lifeline to those most at risk.

## Vaccine Clinics

Supporting the well-being of its employees and fulfilling its long-standing commitment to serve the communities where facilities are located, SEE offered COVID-19 vaccine clinics for employees and the general public throughout 2021 and 2022 at its Charlotte, NC headquarters. SEE provided on-site vaccinations for manufacturing employees at some of the company’s larger facilities in the U.S.



04

# LEADERSHIP AND GOVERNANCE

**A Strong Leadership and Governance Foundation**





*“We take pride in the exceptional level of collaboration among our people, our leadership, and our Board of Directors.”*



## ANGEL SHELTON WILLIS

Vice President, General Counsel and Secretary

Angel oversees all aspects of SEE’s legal and compliance affairs, serves as the executive sponsor of SEE’s Diversity, Equity and Inclusion Council, and leads the company’s ESG Executive Steering Committee.

### How Does SEE Approach ESG?

Our approach is built on the belief that effective management of ESG-related matters positions SEE to create value for stakeholders and society while reducing risks. We have an ESG Executive Steering Committee that consists of five members of the company’s executive leadership team who work with a cross-functional extended ESG leadership team. Together, we drive the integration of ESG across our business, engage with stakeholders, advance initiatives, and measure and report our performance.

We take pride in the exceptional level of collaboration among our people, our leadership, and our Board of Directors. The progress we have made in our ESG program and reporting over the last few years reflects that collaboration.

### What Are the ESG Leadership Team’s Priorities?

We are making significant progress towards improving transparency, aligning with ESG standards and best practices, and communicating with stakeholders.

There will be many additional efforts on SEE’s part as we continue to make progress. We will take a disciplined focus on ESG integration and create programs and initiatives around each of the topics that matter most. We will develop reliable and consistent metrics for measuring our performance and will continue building our roadmap and sharing our progress with stakeholders.

### What is the Board of Directors’ Role in ESG?

The Board of Directors is SEE’s highest governing body and is highly engaged in overseeing our sustainability and people strategies as well as other material ESG issues. Recognizing the importance of ESG, the Board designated its Nominating and Corporate Governance Committee to oversee SEE’s ESG strategy and designated the Organization and Compensation Committee to manage the company’s workforce and people management strategies, including those relating to corporate culture, employee engagement, diversity and inclusion. I am pleased to work closely with our Board as it embraces SEE’s purpose of making our world better than we find it.

### How Does SEE View Diversity, Equity and Inclusion in the Workplace?

From a business standpoint, diversity, equity and inclusion (DEI) are imperative to SEE. Numerous studies show that when people feel more included, they are more engaged and motivated, which positively impacts people and business performance.

From a personal standpoint, I think DEI makes us all better. As a leader and former athlete, some of the greatest teams on which I have been a member have consisted of people who bring their best selves and talents to the team, spend time getting to know and appreciating one another, and are open to learning from one another. When we do those things among people with different backgrounds, cultures, and experiences — coupled with some hard work and grit — it builds trust and sets the stage for the team to succeed. It also helps foster problem solving and contributes to a more dynamic work environment for everyone.

I am proud to champion SEE’s first DEI Council initiative: Courageous Conversations. These live virtual sessions provide a safe space where employees can openly and candidly share their experiences and discuss actions for how we can build a more diverse, equitable and inclusive culture. My hope is employees leave these sessions with a deeper appreciation of different perspectives, become more aware of their own assumptions and biases, and be willing to get comfortable with being uncomfortable.

## 04 GOVERNANCE STRUCTURE

GRI 2-9 | 2-13 | 405-1

Under SEE's bylaws and the Delaware General Corporation Law, the company's business and affairs are managed by or under the direction of the Board of Directors, which delegates some of its responsibilities to its Committees. The Nominating and Corporate Governance Committee of the Board periodically reviews the size of the Board to ensure the number of directors most effectively supports the company.

The Chairman presides at meetings of the Board at which he or she is present and leads the Board in fulfilling its responsibilities as specified in the bylaws. The Chairman has the right to call special and emergency meetings. The Chairman serves as the liaison for interested parties who request direct communications with the Board.

Notwithstanding the appointment of a Chairman, the Board considers all of its members responsible and accountable for oversight and guidance of its activities. All directors have the opportunity to request items to be included on the agendas of upcoming meetings.

The Board believes having an independent Chairman is beneficial because it ensures that management is subject to independent and objective oversight and the independent directors have an active voice in the governance of SEE. The leadership structure is reviewed annually as part of the Board's self-assessment process, and changes may be made in the future to reflect the Board's composition as well as the company's needs and circumstances.

The Board maintains an Audit Committee, a Nominating and Corporate Governance Committee, and an Organization and Compensation Committee. The members of these Committees consist only of independent directors. The Board also maintains an Executive Committee, which is comprised of the Chairman of the Board serving as its chair, the CEO, and the chairs of the other standing Committees. The Executive Committee may act on behalf of the Board when convening a meeting of the full Board is impractical. The Board has adopted charters for each of the Committees, which are reviewed annually by the Committees and the Board.



### Board Diversity

Our Board is committed to seeking director candidates to achieve a mix of directors that enhances the diversity of background, skills and experience on the Board, including with respect to age, gender, international background, race, ethnicity, and specialized experience. We recently formalized our longstanding commitment to Board diversity by adopting the "Rooney Rule," under which the Board is committed to seeking out qualified diverse candidates, including women and minority candidates, to include in the pools from which nominees for the Board are considered. Since 2019, we have added three female directors and two ethnic minority directors to the Board. Our directors currently represent 33% in gender diversity and 22% in race and ethnic diversity.

### Board Oversight of Strategy

Oversight of SEE's business strategy and planning is a key responsibility of the Board. The Board regularly reviews strategy-related matters at Board meetings throughout the year, such as key market trends, innovation, and the competitive landscape. To monitor management's execution of SEE's strategic goals, the Board receives regular updates and is actively engaged in dialogues with senior management. The Board has also dedicated one Board meeting each year to an in-depth review of SEE's long-term strategic plan.

### Board Oversight of Ethics and Integrity

The Audit Committee reviews and advises the Board regarding proposed changes to our Code of Conduct, with the Board having ultimate approval of the Code of Conduct.

The Audit Committee also oversees SEE's ethics and integrity program, which is administered through the Integrity Committee comprised of a cross-functional team of executives and senior leaders. The Audit

Committee also oversees the investigation of and acts, or recommends Board action, on any violations or potential violations of the Code of Conduct involving any executive officer. The Audit Committee receives regular updates on ethics and integrity matters from management.

### Board Oversight of Risk

The Board of Directors is actively involved in oversight of risks that could affect SEE. The Board has delegated oversight of certain specific risk areas to Committees of the Board. For example, the Audit Committee oversees cybersecurity risk management as well as our major financial risk exposures and the steps we have taken to monitor and control such exposures, while the Organization and Compensation Committee considers risks arising in connection with the design of the company's compensation programs and succession planning.

The risk oversight responsibility of each Board Committee is described in its committee charter. The Board as a whole, however, is responsible for oversight of our risk management processes and our enterprise risk management program. The Board regularly discusses risk management with management and among the directors during meetings.

### Board Oversight of COVID-19 Response

The Board has been actively engaged in overseeing management's response to the COVID-19 pandemic. Since the onset, COVID-19 has been a recurring topic at Board meetings, and the Board held two special meetings during 2020 to review the impacts of and the company's responses to the pandemic.

## 04 GOVERNANCE STRUCTURE

GRI 2-12 | 2-13 | 2-14 | 2-16 | 2-17 | 3-3

### **Board Oversight of Environmental, Social and Governance**

We recognize environmental, social and governance (ESG) as strategic business imperatives at SEE. The Board is highly engaged in assessing ESG matters affecting SEE. The Board regularly receives updates on SEE's ESG goals, performance, opportunities, and challenges.

Recognizing the importance of these matters, the Board designated the Nominating and Corporate Governance Committee with the responsibility of overseeing matters concerning ESG and public policy issues affecting SEE.

The Board also designated the Organization and Compensation Committee with the responsibility of overseeing our workforce and people management strategies, including matters relating to corporate culture, employee engagement, diversity, and inclusion in furtherance of our ESG related strategies.

In 2021 SEE established an ESG Executive Steering Committee that includes members of the company's executive leadership team.

### **Review of ESG and Sustainability-Related Matters**

SEE ensures its Board members regularly receive updates, information, and education about ESG-related matters and current issues and areas of concern. We have completed a materiality assessment review with the Board to help focus its attention on the topics most pressing to our business and stakeholders.

### **Communicating Concerns**

Stockholders and other interested parties may communicate directly with the non-management directors of the Board by writing to: Non-Management Directors, c/o Corporate Secretary at Sealed Air Corporation, 2415 Cascade Pointe Boulevard, Charlotte, North Carolina 28208 or by sending an email to [directors@sealedair.com](mailto:directors@sealedair.com). In either case, the Chairman of the Board will be notified of all such correspondence as appropriate and will communicate with the other directors as appropriate about the correspondence. Instructions for communicating with the non-management directors are posted on the company's website.

SEE works to increase Board awareness of critical concerns, such as regulatory developments (e.g., plastics tax), compliance issues, and other ESG-related matters. SEE then works with the Board to ensure the appropriate resolution measures are taken.



# 04 ETHICS AND INTEGRITY

GRI 2-23 | 2-24 | 2-26 | 205-1 | 205-2

We operate with the highest levels of ethics and integrity, and take measures to prevent bribery, corruption, and anti-competitive behavior.

## Code of Conduct

SEE maintains a written Code of Conduct which reflects the company's purpose and values as an organization and how it should act. The Code of Conduct encourages all employees to promote an ethical culture and to recognize and report integrity and compliance issues. The Code of Conduct guides SEE in how to manage daily processes and interactions with professionalism, respect and integrity.

Employees attest annually to reviewing and adhering to the Code of Conduct. Employees receive regular online education as part of enhanced global ethics and compliance programs. This training includes required and monitored course training for employees in specific roles based on associated risk and function. Required training sessions are provided on topics such as the Code of Conduct, anti-bribery, anti-corruption, conflicts of interest, and workplace respect, among other legal and compliance subject matters.

## Anti-Bribery and Anti-Corruption

SEE's commitment to doing business with integrity means avoiding corruption or bribery in any form and complying with the anti-corruption laws of every country in which the company conducts business. This expectation extends to those who conduct business on SEE's behalf or desire to conduct business with SEE.

All SEE employees are expected to read, understand, and adhere to the principles within the company's Code of Conduct and its Global Anti-bribery and Anti-corruption Policy. The anti-bribery and anti-corruption compliance program encompasses screening and monitoring controls, as well as an education component comprised of training on various anti-corruption and anti-bribery topics, such as guidance on transacting with intermediaries and foreign officials.

## Conflict Minerals Policy

SEE and its subsidiaries are committed to conducting business activities in a manner that meets the highest legal and ethical standards. Consistent with this commitment, the company maintains a Conflict Minerals Policy and seeks to source materials from companies that share SEE's values regarding respect for human rights, ethics, and environmental responsibility.

## Audits of Ethics and Integrity Standards

In accordance with its annual audit plans, the Internal Audit Department periodically assesses or audits internal controls across the company. The Internal Audit Department will report significant audit matters to management and the Audit Committee of the Board of Directors.

SEE performs internal compliance program assessments to evaluate the effectiveness of our ethics and compliance programs. These reviews help us align with industry best practices and evaluate potential risk areas and opportunities to improve program integration into our ethical culture.

## Employee Education on Ethical Standards

SEE's primary value is integrity. We offer a comprehensive online ethics and compliance education program to employees worldwide that includes online and in-person training, communication campaigns, and frequent updates on company policies and standards to drive behaviors that align with our ethical culture and values.

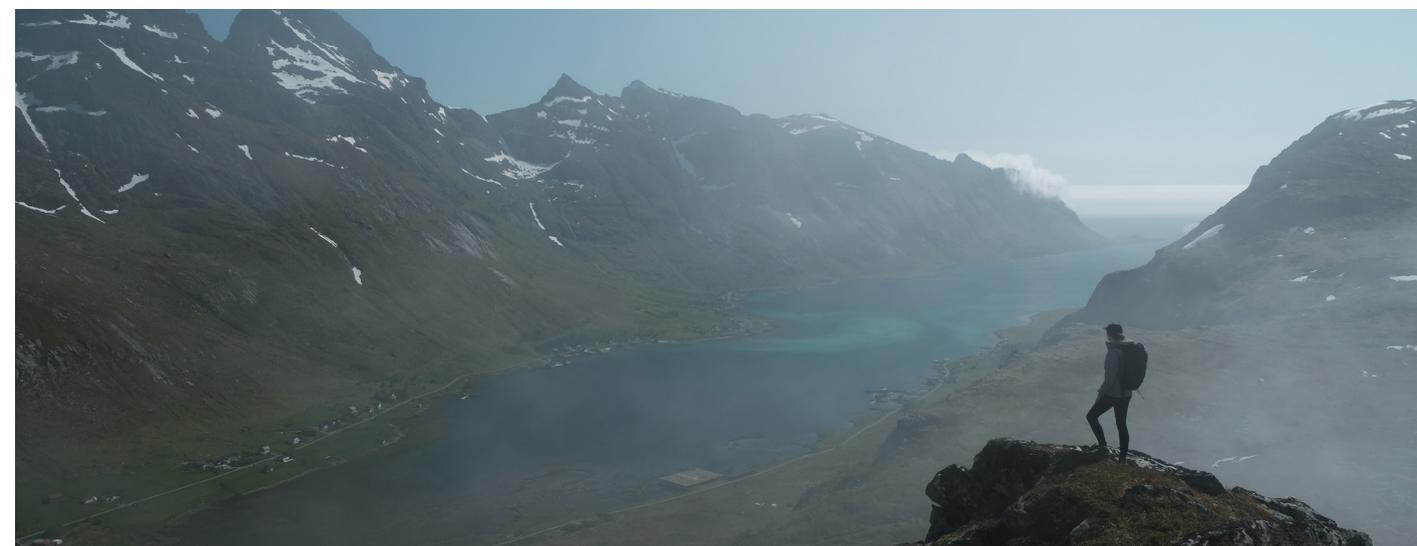
Training modules include various subjects assigned to employees based on their roles and areas of responsibility. The topics of online courses include the Code of Conduct, anti-bribery/anti-corruption, conflicts of interest, and workplace respect. Most of the training and education materials are deployed globally and are available in 16 languages.

We establish our ethics and compliance training plan based on an assessment of internal and external factors to prioritize topics and timing of deployment.

In addition to our global training programs, SEE provides targeted training and educational updates to specific business functions, as needed, to increase awareness about various compliance issues that could impact the business and to drive compliance with the company's ethical standards.

## Mechanisms for Advice and Concerns About Ethics

SEE is committed to an environment where open, honest communications are the expectation, not the exception. The company encourages individuals to report all known or suspected violations of SEE's Code of Conduct, company policies, or laws. SEE will not tolerate any form of retaliation against anyone who reports these matters in good faith. Employees can make a report via the Integrity Line Website or Integrity Hotline at 1-888-760-3137 (U.S. and Canada).



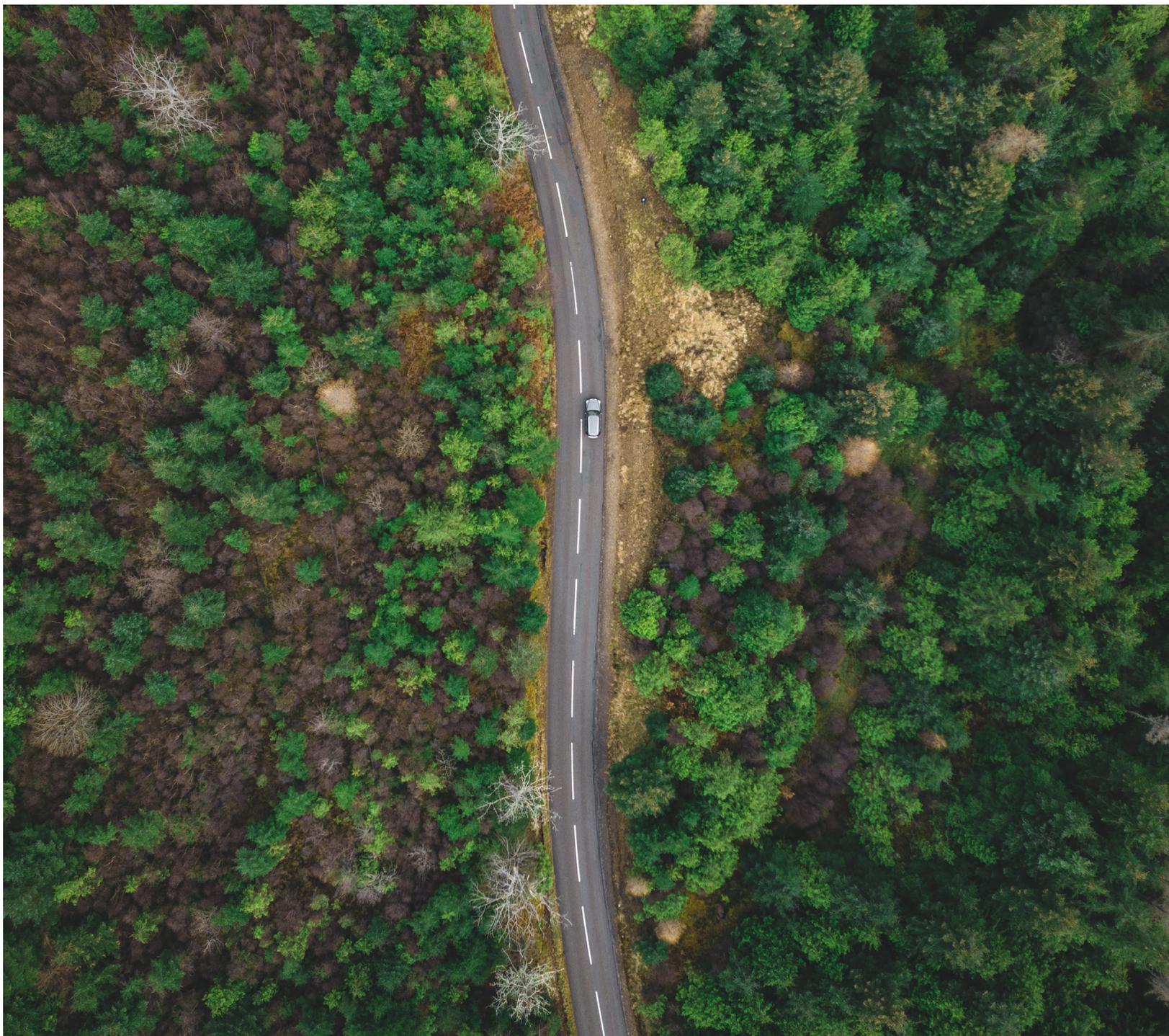
### Ethical Supply Chain Practices

SEE's ability to solve customers' most critical packaging challenges with innovative solutions that leave our world, environment, and communities better than we find them hinges upon a culture where the company is consciously committed to always do the right thing. SEE expects its suppliers to support this commitment.

SEE places a premium on fostering long-term relationships with strategic suppliers that support this ethical commitment by providing their workers with safe working conditions and demonstrating environmental responsibility. The company's Code of Conduct sets forth expectations that suppliers will adhere to ethical workplace practices, including those that combat risks of forced labor, modern slavery, and human trafficking.



## 04 BUSINESS CONTINUITY AND RISK MANAGEMENT



### **Enterprise Risk Management**

To optimize SEE's governance of key risks, executive leaders established the Enterprise Risk Management Steering Committee (ERM SC), whose purpose is to provide oversight and guidance to management regarding the company's risk management strategies and activities. Fundamental to the ERM process is that management owns, actively evaluates, and proactively manages SEE's top risks.

A facilitated approach is used to identify specific risks to be assessed by business process owners. Process owners then incorporate risk management philosophy, exposures, mitigating activities, and key indicators to develop strategies and actions which are reviewed by the ERM SC and/or management. Sub-teams meet more frequently depending on the topics discussed. Responsibilities include monitoring and reporting progress against corporate goals, maintaining current awareness of external leadership practices, competitive activity, market trends, and risks and opportunities.

Key strategic risks are listed in the [company's 10-K](#)

# 04 DATA PRIVACY AND CYBERSECURITY

GRI 418-1

Cybersecurity risk oversight is a top priority for SEE and the Board. We are subject to an increasing number of information technology vulnerabilities, threats, and targeted computer crimes which pose a risk to the security of our systems and networks and the confidentiality, availability, and integrity of our data. The Board has delegated the specific responsibility of cybersecurity risk oversight to the Audit Committee, while the Board remains actively involved, along with the Audit Committee, in overseeing cybersecurity risk management, including receiving regular updates from management.

To mitigate these threats to our business, we maintain a cybersecurity program aligned with industry frameworks designed to protect, detect, and respond to internal and external threats. We invest in maturing our cyber capabilities in the following key areas: security operations, threat intelligence, incident and crisis response, developer awareness, asset management including data protection, third-party controls, and advanced threat protection.

Our security awareness program includes annual mandatory training, frequent phishing simulations, and acknowledgment of information security and acceptable use policies. Individuals supporting the information security program are required to hold certifications demonstrating proficiency in the support of relevant technologies and controls.

Furthermore, SEE maintains cyber insurance to mitigate cybersecurity risk. While we have experienced and expect to continue to experience attacks attempting to breach the security of our network and systems, none have resulted in a breach with material impact or any penalties or settlement for the three years ended December 31, 2020.



## 04 PRODUCT SAFETY

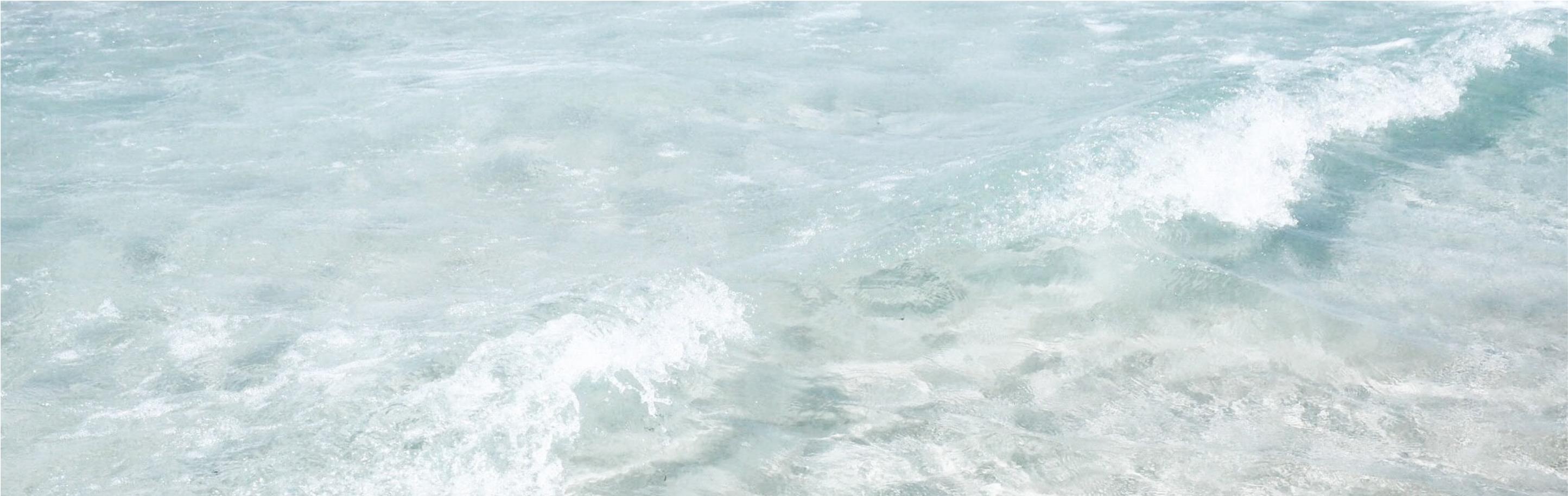
GRI 2-24 | 416-1 SASB RT-CP-250a.1 | RT-CP-250a.2

SEE strives to produce packaging solutions that are of high quality, will function as intended, and are following relevant safety regulations.

SEE developed and maintains a Responsible Chemistry List (RCL) that identifies ingredients which are currently regulated as well as those of concern in accordance with applicable laws and regulations, available environmental health and safety data, and customer preferences. In accordance with SEE's Responsible Chemistry Policy, the company maintains a robust process to annually evaluate all formulations around the globe, engaging suppliers and specialists to obtain the most reliable information about the raw materials being used.

As we develop new formulations, our regulatory team actively evaluates all raw materials for ingredients that are included in the RCL for compliance. Proactive chemical management is imperative to minimizing safety risks to our employees, customers, and the communities where we operate as well as a requirement within several of the markets we serve.





# TRANSPARENCY

## **In This Section**

- Materiality Assessment and Stakeholder Engagement
- Making Our World Better Than We Find It
- Indices
- About this Report



# MATERIALITY ASSESSMENT

GRI 2-29 | 3-1 | 3-2

We actively engage our stakeholders in ESG strategy development and decision-making processes. SEE had its first materiality assessment conducted by a third party in 2018 to identify and prioritize material topics, engage key stakeholders, and inform the company's sustainability strategy. In 2021, we had the materiality assessment refreshed to ensure that we are considering the current and emerging expectations of our stakeholders. This process involved interviewing both internal and external stakeholders to gather the relevant perspectives needed to ensure a holistic view of the ESG topics that matter most to our business and our stakeholders.

## The Materiality Refresh Process Included Three Phases:

**Current State Assessment:** Global and industry trends analyzed as they related to SEE to develop a list of relevant environmental, social and governance (ESG) topics. This list was then put in front of key stakeholders for refinement.

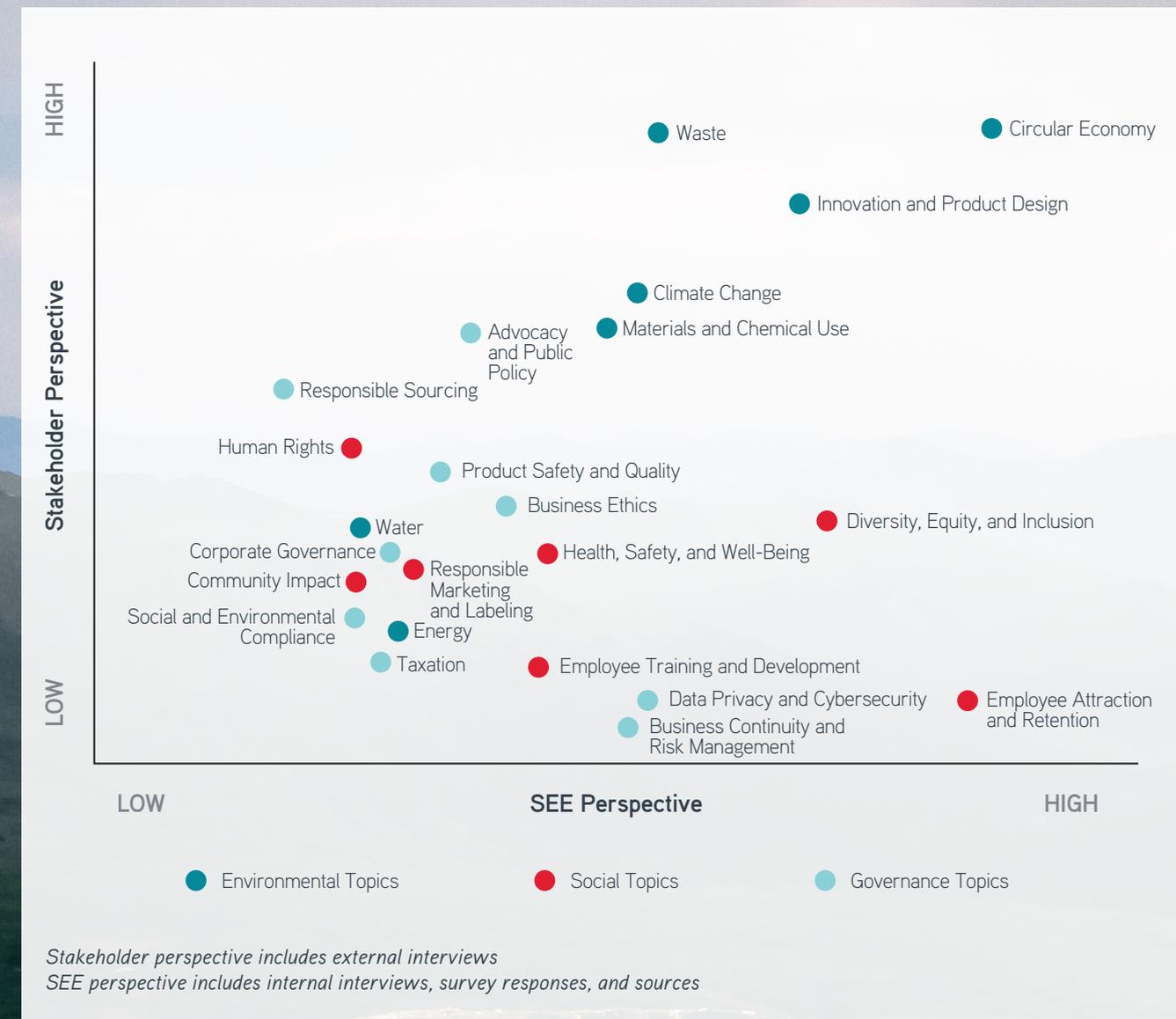
**Stakeholder input and survey:** Inputs were gathered from key internal and external stakeholders of SEE. This allowed for refinement and prioritization of the ESG topic list and informed the topic summary outputs.

**Scoring and prioritization:** The information gained from the first two phases was aggregated to map and develop a materiality matrix and topic summaries.

Through this process we identified 23 material issues and prioritized them based on their importance to internal and external stakeholders. We incorporated the results of the assessment into our strategy. The results of the assessment were reviewed and validated with members of SEE's leadership during a third-party-led validation workshop and serve as the basis for our reporting.

## Material Topics

Our Global Impact Report serves to address topics that are of highest importance to our stakeholders and to our business. We continue to strengthen our approach to managing and addressing the opportunities associated with these topics.



# MAKING OUR WORLD BETTER THAN WE FIND IT

GRI 2-22

Our people want to have an impact, and we are relentless about innovating new solutions that can transform our world.

That is why sustainability is integral to every aspect of our business—from our caring, high-performance growth culture, to manufacturing responsibly, and offering solutions to our customers that eliminate waste and combat climate change. It is core to the strategic investments we make, how we innovate and generate growth, and our efforts to lead collaborations that are transforming the industry.

Our vision to become a world-class digitally driven company automating sustainable packaging solutions is of real significance. It enables us to generate environmental, social and economic value that exceeds the investment, and creates a positive impact on our stakeholders and society. We call this SEE Net Positive.

In the areas where we can have the greatest direct impact, we have set goals for advancing sustainable development by accelerating a circular economy, mitigating climate change, eliminating resource waste, achieving zero harm, and creating a diverse, equitable and inclusive workplace and culture.



## Priorities and Commitments

### Accelerating the Advancement of a Circular Economy

- Design or advance 100% of our packaging solutions to be recyclable or reusable, to eliminate waste by incorporating an average of 50% recycled or renewable content into our solutions, and to collaborate on recycling technology and infrastructure by 2025.

### Mitigating Climate Change

- Net-zero carbon dioxide emissions by 2040 across our operations (Scopes 1 and 2).
- Reduce absolute Scopes 1 and 2 GHG emissions 46% by 2030 from a 2019 base year.
- Reduce absolute Scope 3 GHG emissions from purchased goods and services as well as use of sold products 15% within the same timeframe.
- Reduce greenhouse gas intensity (Scopes 1 and 2) 30% by 2025 and 46% by 2030 from a 2019 base year.

### Eliminating Resource Waste

- Reduce energy intensity 17% by 2025 and 28% by 2030 from a 2019 base year.
- Divert manufacturing waste from landfill and external incineration 85% by 2025 and 100% by 2030.
- Reduce water intensity 17% by 2025 and 28% by 2030 from a 2019 base year.

### Caring, High-Performance Growth Culture

- Achieve zero harm by protecting the health, safety and well-being of our people and having a company free of accidents.
- Build a more inclusive culture with our employees across the globe.
- Increase gender diversity across employees globally to more than 30% by 2025.
- Increase the representation of racial and ethnic minorities in our U.S. workforce to above 35% by 2025.
- Lead with a senior leadership team that reflects the cultural diversity of our global footprint.
- Champion equal pay for work of equal value across our organization.

# REPORTING STANDARDS AND FRAMEWORKS

As we continue to advance our sustainability and environmental, social and governance (ESG) efforts we are incorporating reporting standards and frameworks to increase transparency and address the evolving information needs of our stakeholders. The reporting standards and frameworks referenced in this Global Impact Report are the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).

## GLOBAL REPORTING INITIATIVE

### STATEMENT OF USE

#### A2:G35

This Global Reporting Initiative (GRI) Index corresponds to ESG related information presented in our Global Impact Report, our proxy statement and annual report, and our website. SEE has reported the information cited in this content index for the period January 1, 2021- December 31, 2021 with reference to the GRI standards.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	<a href="#">SEE Global Impact Report p. 3</a> <a href="#">2021 Form 10-K</a> p. 5
	2-2 Entities included in the organization's sustainability reporting	<a href="#">2021 Form 10-K</a> p. 5
	2-3 Reporting period, frequency and contact point	<a href="#">SEE Global Impact Report p. 57</a> Point of Contact: Mary Panks-Holmes, <a href="mailto:mary.panksholmes@sealedair.com">mary.panksholmes@sealedair.com</a>
	2-6 Activities, value chain and other business relationships	<a href="#">SEE Global Impact Report p. 3</a> <a href="#">2021 Form 10-K</a> p. 3, 5-7, 11, 25. 42
	2-7 Employees	<a href="#">SEE Global Impact Report p. 5, 31</a> <a href="#">2021 Form 10-K</a> p. 7 U.S workforce data is reported in the company's <a href="#">EEO-1 report</a> .
	2-8 Workers who are not employees	U.S workforce data is reported in the company's <a href="#">EEO-1 report</a> .
	2-9 Governance structure and composition	<a href="#">SEE Global Impact Report p. 41</a> <a href="#">SEE 2022 proxy statement</a> p. 13-15

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	<a href="#">SEE 2022 proxy statement</a> p. 27
	2-11 Chair of the highest governance body	<a href="#">SEE 2022 proxy statement</a> p. 13
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">SEE Global Impact Report p. 42</a> <a href="#">SEE 2022 proxy statement</a> p. 14
	2-13 Delegation of responsibility for managing impacts	<a href="#">SEE Global Impact Report p. 41-42</a> <a href="#">SEE 2022 proxy statement</a> p. 14
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">SEE Global Impact Report p. 42</a> <a href="#">SEE 2022 proxy statement</a> p. 14
	2-15 Conflicts of interest	<a href="#">SEE 2022 proxy statement</a> p. 21
	2-16 Communication of critical concerns	<a href="#">SEE Global Impact Report p. 42</a> <a href="#">SEE 2022 proxy statement</a> p. 20
	2-17 Collective knowledge of the highest governance body	<a href="#">SEE Global Impact Report p. 42</a> <a href="#">SEE 2022 proxy statement</a> p. 26
	2-18 Evaluation of the performance of the highest governance body	<a href="#">SEE 2022 proxy statement</a> p. 19
	2-19 Remuneration policies	<a href="#">SEE 2022 proxy statement</a> p. 22 Board Retainers <a href="#">SEE 2022 proxy statement</a> p. 23 Form and Payment of Retainers <a href="#">SEE 2022 proxy statement</a> p. 23 Deferred Compensation Plan <a href="#">SEE 2022 proxy statement</a> p. 24 Restrictions on Transfer <a href="#">SEE 2022 proxy statement</a> p. 24 Other Fees and Arrangements <a href="#">SEE 2022 proxy statement</a> p. 24 2022 Director Compensation <a href="#">SEE 2022 proxy statement</a> p. 24

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION</b>
<b>GRI 2: General Disclosures 2021</b>	2-20 Process to determine remuneration	<a href="#">SEE 2022 proxy statement</a> p. 37
	2-21 Annual total compensation ratio	<a href="#">SEE 2022 proxy statement</a> p. 70
	2-22 Statement on sustainable development strategy	<a href="#">SEE Global Impact Report p. 8, 50</a>
	2-23 Policy commitments	<a href="#">SEE Global Impact Report p. 43</a> <a href="#">SEE 2022 proxy statement</a> p. 19 Additional information can be found in the <a href="#">SEE Form 10-K</a> for FY21.
	2-24 Embedding policy commitments	<a href="#">SEE Global Impact Report p. 36, 43, 47</a> <a href="#">2021 Form 10-K</a> p. 8
	2-25 Processes to remediate negative impacts	<a href="#">2021 Form 10-K</a> p. 10
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">SEE Global Impact Report p. 43</a> <a href="#">SEE 2022 proxy statement</a> p. 20
	2-27 Compliance with laws and regulations	<a href="#">2021 Form 10-K</a> , p. 19
	2-28 Membership Associations	<a href="#">SEE Global Impact Report p. 3</a>
	2-29 Approach to stakeholder engagement	<a href="#">SEE Global Impact Report p. 49</a> <a href="#">SEE 2022 proxy statement</a> p. 7, 14
	2-30 Collective bargaining agreements	<a href="#">2021 Form 10-K</a> p. 7
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	<a href="#">SEE Global Impact Report p. 49</a>
	3-2 List of material topics	<a href="#">SEE Global Impact Report p. 49</a>
	3-3 Management of material topics	<a href="#">SEE Global Impact Report p. 23, 27, 42</a>
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	<a href="#">SEE Global Impact Report p. 43</a> <a href="#">SEE 2022 proxy statement</a> p. 7
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">SEE Global Impact Report p. 43</a> <a href="#">SEE 2022 proxy statement</a> p. 7

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION</b>
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	<a href="#">SEE Global Impact Report p. 20</a>
	301-2 Recycled input materials used	<a href="#">SEE Global Impact Report p. 20</a>
	301-3 Reclaimed products and their packaging materials	<a href="#">SEE Global Impact Report p. 20</a>
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	<a href="#">SEE Global Impact Report p. 25</a>
	302-3 Energy intensity	<a href="#">SEE Global Impact Report p. 25</a>
	302-4 Reduction of energy consumption	<a href="#">SEE Global Impact Report p. 25</a>
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	<a href="#">SEE Global Impact Report p. 26</a>
	303-5 Water consumption	<a href="#">SEE Global Impact Report p. 26</a>
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	<a href="#">SEE Global Impact Report p. 23, 24</a>
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">SEE Global Impact Report p. 23, 24</a>
	305-4 GHG emissions intensity	<a href="#">SEE Global Impact Report p. 24</a>
	305-5 Reduction of GHG emissions	<a href="#">SEE Global Impact Report p. 23, 24</a>
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<a href="#">SEE Global Impact Report p. 24</a>
<b>GRI 306: Waste 2020</b>	306-4 Waste diverted from disposal	<a href="#">SEE Global Impact Report p. 26</a>
<b>GRI 401: Employment 2016</b>	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">SEE Global Impact Report p. 33</a>
	401-3 Parental leave	<a href="#">SEE Global Impact Report p. 33</a>
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<a href="#">SEE Global Impact Report p. 27</a>
	403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">SEE Global Impact Report p. 28</a>

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION</b>
<b>GRI 403: Occupational Health and Safety 2018</b>	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">SEE Global Impact Report p. 28</a>
	403-5 Worker training on occupational health and safety	<a href="#">SEE Global Impact Report p. 28</a>
	403-6 Promotion of worker health	<a href="#">SEE Global Impact Report p. 28</a>
	403-8 Workers covered by an occupational health and safety management system	<a href="#">SEE Global Impact Report p. 27</a>
	403-9 Work-related injuries	<a href="#">SEE Global Impact Report p. 27</a>
<b>GRI 404: Training and Education 2016</b>	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">SEE Global Impact Report p. 34</a>
	404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">SEE Global Impact Report p. 34</a>
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	<a href="#">SEE Global Impact Report p. 31, 41</a>
	405-2 Ratio of basic salary and remuneration of women to men	<a href="#">SEE Global Impact Report p. 34</a>
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	<a href="#">SEE Global Impact Report p. 37</a>
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">SEE Global Impact Report p. 37</a>
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	<a href="#">SEE Global Impact Report p. 36</a>
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">SEE Global Impact Report p. 36</a>
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	<a href="#">SEE Global Impact Report p. 38</a>
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	<a href="#">SEE Global Impact Report p. 47</a>
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">SEE Global Impact Report p. 46</a>

## SASB INDEX

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA/RESPONSE
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t) CO <sub>2</sub> -e, Percentage (%)	RT-CP-110a.1	<a href="#">SEE Global Impact Report p. 23</a>
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	NA	RT-CP-110a.2	<a href="#">SEE Global Impact Report p. 23</a>
Air Quality	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	Quantitative	Metric tons (t) CO <sub>2</sub> -e	RT-CP-120a.1	<a href="#">SEE Global Impact Report p. 23</a>
Product Lifecycle	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	Quantitative	Percentage (%) by weight	RT-CP-410a.1	<a href="#">SEE Global Impact Report p. 20</a>
	Revenue from products that are reusable, recyclable, and/or compostable	Quantitative	Reporting currency	RT-CP-410a.2	<a href="#">SEE Global Impact Report p. 20</a>
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	NA	RT-CP-410a.3	<a href="#">SEE Global Impact Report p. 20</a>
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Quantitative	Gigajoules (GJ), Percentage (%)	RT-CP-130a.1	<a href="#">SEE Global Impact Report p. 25</a>
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	RT-CP-140a.1	<a href="#">SEE Global Impact Report p. 26</a>
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Quantitative	Number	RT-CP-140a.2	<a href="#">SEE Global Impact Report p. 26</a>
Product Safety	Number of recalls issued, total units recalled	Quantitative	Number	RT-CP-250a.1	There have been no product recalls issued related to SEE products.
Product Safety	Discussion of process to identify and manage emerging materials and chemicals of concern	Discussion and Analysis	NA	RT-CP-250a.2	<a href="#">SEE Global Impact Report p. 47</a>
Supply Chain Management	Total wood fiber procured, percentage from certified sources	Quantitative	Metric tons (t), Percentage (%)	RT-CP-430a.1	<a href="#">SEE Global Impact Report p. 20</a>
Activity Metrics	Number of employees	Quantitative	Number	RT-CP-000.C	<a href="#">SEE Global Impact Report p. 3</a>

# ABOUT THIS REPORT

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Although the information set forth herein are presented in good faith, Sealed Air Corporation (SEE) makes no representations or warranties as to the completeness or accuracy thereof. You must make your own determination of its suitability and completeness for your own use, for the protection of the environment, and for the health and safety of your employees and purchasers of your products. Nothing contained herein is to be construed as a recommendation to use any product, process, equipment, or formulation in conflict with any patent, and we make no representations or warranties, express or implied, that the use thereof will not infringe any patent. No representations or warranties, either express or implied, of merchantability, fitness for a particular purpose, or of any other nature are made hereunder with respect to information or the product to which information refers and nothing herein waives any of the seller's conditions of sale.

Unless otherwise stated the data in this report is related to SEE's performance during the 2021 fiscal year (January 1, 2021 to December 31, 2021).

This report contains "forward-looking statements" within the meaning of the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical facts included in this presentation regarding our strategies, prospects, financial condition, operations, costs, plans and objectives are forward-looking statements. Examples of forward-looking statements include, among others, statements we make regarding expected future operating results, expectations regarding the results of restructuring and other programs, expectations regarding the results of business strategies and transformations, anticipated levels of capital expenditures and expectations of the effect on our financial condition of claims, litigation, environmental costs, contingent liabilities and governmental and regulatory investigations and proceedings. Forward-looking statements are subject to risks and uncertainties, many of which are outside our control, which could cause actual results to differ materially from these statements. For information about some of those risks and uncertainties, see the "Risk Factors" section appearing in our most recent Annual Report on Form 10-K, and as revised and updated by our Quarterly Reports on Form 10-Q and Current Reports on Form 8-K. Any forward-looking statement speaks only as of the date on which it is made, and we undertake no obligation to publicly update such statement.