



SEE's 2021 Global Impact Report features the company's sustainability and environmental, social, and governance (ESG) priorities, initiatives, progress, and performance across four distinct areas:

- SEE Solutions, Innovations and Investments
- SEE Operational Excellence
- Caring, High-Performance Growth Culture
- Leadership and Governance

In the areas where SEE 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.



SEE SOLUTIONS, INNOVATIONS AND INVESTMENTS

Our people want to have an impact, and we are relentless about innovating and delivering new solutions that can transform our customers' businesses, our communities, and the world.

SEE Net Positive Ecosystem

In the 2021 report, we introduce the concept of SEE Net Positive: Designing, developing and deploying integrated solutions that have a positive impact on our stakeholders and society.

Strategic Sustainability Pillars

- Solving Customer Challenges
- Mitigating Climate Change
- Accelerating Circular Value Chains
- Collaborating to Transform

Designed for Impact

SEE defines sustainable packaging as having one or more of the following characteristics:

- Made from renewable or recycled materials
- Manufactured using clean energy
- Designed to optimize energy and materials
- Deliver performance and value to customers
- Beneficial, safe and healthy for individuals and communities
- Can be recycled or reused

SEE 2025 Sustainability and Materials Pledge

Pledge: 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.

Progress: 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.

SEE OPERATIONAL EXCELLENCE

Mitigating Climate Change

Goal: Net-zero carbon dioxide (CO2 emissions by 2040 across our operations Scopes 1 and 2).

Progress: In 2021, SEE generated 146,113 tonnes of CO2eq global Scope 1 CO2 emissions, and 285,848 tonnes of CO2eq global Scope 2 CO2 emissions

Goal: Reduce greenhouse gas intensity (Scopes 1 and 2) 30% by 2025 and 46% by 2030 from a 2019 base year.

Progress: As of 2021, SEE has reduced greenhouse gas intensity 17.5% from a 2019 base year.

Eliminating Resource Waste

Goal: Reduce energy intensity 17% by 2025 and 28% by 2030 from a 2019 base year.

Progress: SEE achieved a 10.1% reduction in energy intensity from a 2019 base year in 2021.

Goal: Divert manufacturing waste from landfill and external incineration 85% by 2025 and 100% by 2030.

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

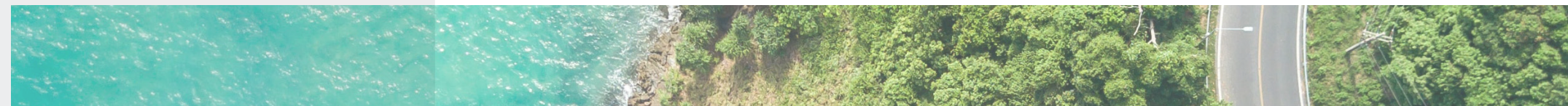
Goal: Reduce water intensity 17% by 2025 and 28% by 2030 from a 2019 base year.

Progress: SEE reached a 13.4% reduction in water intensity from a 2019 base year in 2021.

Achieving Zero Harm

Goal: Protecting the health, safety and well-being of our people and having a company free of accidents

Progress: In 2021, Total recordable injuries were reduced by 8%. Zero recordable incidents were achieved at 64% of SEE's manufacturing facilities.



CARING, HIGH-PERFORMANCE GROWTH CULTURE

Build a More Inclusive Employee Population

Pledge: Our 2025 Diversity, Equity and inclusion pledge consists of five specific objectives that prioritize certain metrics and process enablement within SEE's 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

Progress: 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.

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.

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.

TRANSPARENCY

As we continue to advance our sustainability and 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 the Global Impact Report for reporting year 2021 are the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).

