



# SEE 2021 GLOBAL IMPACT REPORT

## TRANSPARENCY

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# MATERIALITY ASSESSMENT

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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.

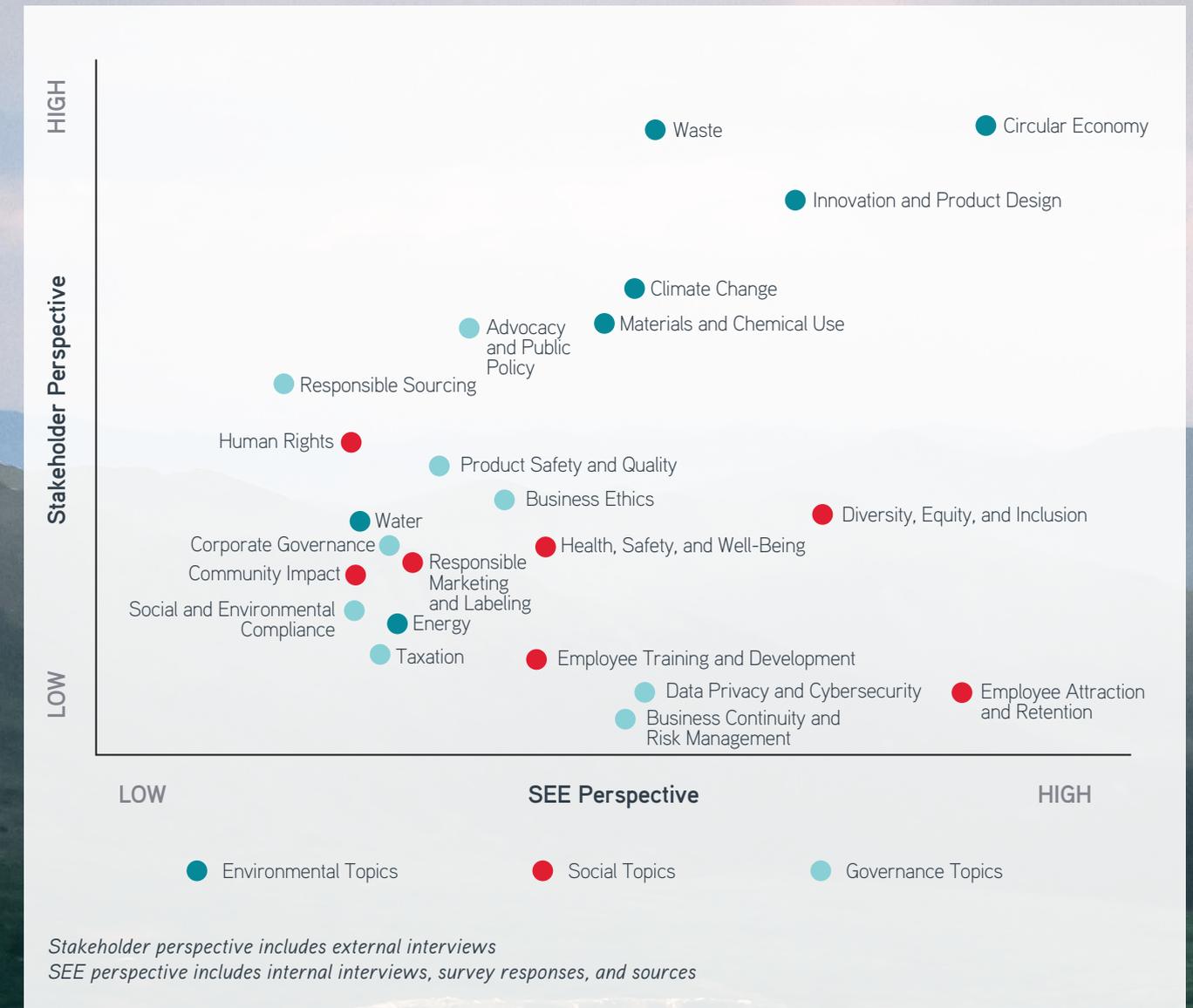
**Stakeholder input and survey:** Inputs were gathered from key internal and external stakeholders of SEE. This allowed for refinement and prioritization of the ESG topic list and informed the topic summary outputs.

**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 THE 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 the 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
<b>GRI 2: General Disclosures 2021</b>	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

GRI 2-3

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.