Sealed Air®

2024 GLOBAL IMPACT REPORT

January 1, 2024 - December 31, 2024

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Introducing Sealed Air

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Letter from the President & CEO

To Our Stakeholders:

As a company, the greatest impact we have is in how we partner with our customers all over the world.

For sixty-five years Sealed Air has helped customers transform their critical supply chains by innovating packaging solutions, driving continuous improvements in their operating environments, and delivering quality and service they can depend on. This relentless focus on our customers is enabled by our dedicated people, a team of 16,400 worldwide.

2024 was a pivotal year for Sealed Air as we returned to two market-focused business segments, Food and Protective. The Company's 2024 Global Impact Report represents what is key to our progress, a commitment to being transparent with our stakeholders about our achievements, the opportunities we have identified for improvement, and the challenges we face when it comes to advancing sustainability.

We conducted three baseline assessments of environmental, social and governance matters. We are building on our learnings and further evaluating the strategic and commercial relevance of our sustainability goals. We are pragmatic about the resources required, and what is actionable and achievable.

We are resetting our global sustainability agenda with a focus on preparing for compliance, the management of material risk, and driving initiatives that are directly linked to creating value through efficiencies, reducing costs and revenue generation.

Among our greatest priorities is achieving a zero-harm workplace, developing packaging solutions for our customers while reducing adverse environmental impacts, and cultivating a high-performing workforce and culture guided by our values.

While we are proud of the progress we have made, we recognize the role we play in leading collaborative efforts to overcome some of the environmental challenges associated with the packaging industry. We remain focused on doing the work that will continue to strengthen our business - and our customers' businesses.

On behalf of Sealed Air's Board of Directors, our management team, and our employees, thank you for your confidence as we continue on this journey.

INTRODUCING SEALED AIR

About Sealed Air

Sealed Air Corporation is a leading global provider of packaging solutions that integrate high-performance materials, sustainability, automation, equipment and services. The Company designs, manufactures and delivers packaging solutions that preserve food, protect goods and automate packaging processes. The solutions are delivered to an array of end markets including fresh proteins, foods, fluids and liquids, medical and life science, e-commerce retail, logistics and omnichannel fulfillment operations, and industrials.

Sealed Air has two segments, Food and Protective, and a portfolio of solutions that includes leading brands such as CRYOVAC® brand food packaging, LIQUIBOX® brand liquids systems, SEALED AIR® brand protective packaging, AUTOBAG® brand automated packaging systems and BUBBLE WRAP® brand packaging. These iconic brands represent long-tenured leadership in the packaging industry, and the Company strives to ensure these brands continue to represent a commitment to deliver safety, security, performance and innovation.

Key Figures

In 2024, Sealed Air generated net sales of $5.4 billion, net earnings from continuing operations of $270 million, and net cash provided by operating activities of $728 million.

The Company serves a diverse global customer base with a sales and distribution network reaching 117 countries/territories. In 2024, 47% of net sales were from outside the United States (U.S.). Sealed Air's global scale and agility has enabled the Company to address evolving customer needs across end markets and geographies and positioned it to capitalize on growth opportunities in markets around the world.

Sealed Air's innovation, research and development capabilities encompass a broad range of disciplines including food science, materials science, microbiology, and chemical, mechanical, electrical and software engineering. The Company's disciplines also include digital applications development, digital printing, and packaging automation equipment design and engineering. Research and development expense was $93 million in 2024.

The Company is the owner or licensee of approximately 2,410 U.S. and foreign patents and patent applications, and approximately 2,210 U.S. and foreign trademark registrations and trademark applications that relate to its products, manufacturing processes and equipment.

106
Manufacturing Facilities

16,400
Employees

2,410
U.S. and Foreign Patents and Patent Applications

2,210
U.S. and Foreign Trademark Registrations and Trademark Applications

$93M
Research and Development Expenses

$5.4B
Net Sales

$270M
Net Earnings

$728M
Net Cash Provided by Operating Activities

As of December 31, 2024, Sealed Air's employee population was approximately 16,400 people. The largest component of the Company's workforce is approximately 10,600 direct manufacturing employees in our manufacturing facilities.

Sealed Air also generally employs:

- Marketing, sales, business development and technical packaging solutions professionals who work in the field and at customers' facilities;
- Innovation, research and development, automation and sustainability focused employees who work in the packaging solutions development and innovation centers; and
- Customer service and support personnel, and administrative and management employees who work within offices and in remote environments.

As of December 31, 2024, the Company had approximately 6,800 employees in the U.S. and approximately 9,600 employees outside the U.S. Sealed Air's workforce is relatively stable and does not experience significant seasonal fluctuations.

Our Global Operations

Sealed Air manufactures products in 106 facilities, with 15 of those facilities serving both reportable segments. The Company operates through subsidiaries and has a presence in the U.S. and 45 other countries/territories.

Americas

Argentina
Barbados
Brazil
Canada
Chile
Colombia
Costa Rica
Guatemala
Mexico
Peru
United States
Uruguay

Asia Pacific

Australia
China
Hong Kong
India
Japan
Malaysia
New Zealand
Philippines
Russia
Singapore
South Korea
Taiwan
Thailand
Vietnam

Europe, Middle East & Africa

Belgium
Bulgaria
Cyprus
Czech Republic
Denmark
Finland
France
Germany
Greece
Hungary
Ireland
Italy
Luxembourg
Mauritius
Netherlands
Norway
Poland
Portugal
Slovakia
South Africa
Spain
Sweden
Switzerland
United Arab Emirates
United Kingdom

02

Strategy & Operating Model

Strategy

Overview of Sealed Air's Operating Model

Sealed Air's Operating Model

STRATEGY & OPERATING MODEL

Sealed Air's Strategy

Sealed Air's business strategy is focused on creating long-term, value-added partnerships with customers to advance automated packaging solutions, leveraging industry-leading expertise in materials, automation systems, sustainability, science, technologies and engineering.

Responsible business principles and practices are embedded into the Company's business strategy. It starts with Sealed Air's culture which guides the work the Company does, including how it partners with customers and suppliers, attracts and retains top talent, and creates value for stakeholders and society. This culture is built on a set of corporate values with integrity at the core. See pages 48-53 for more information about the Company's ethical principles and values.

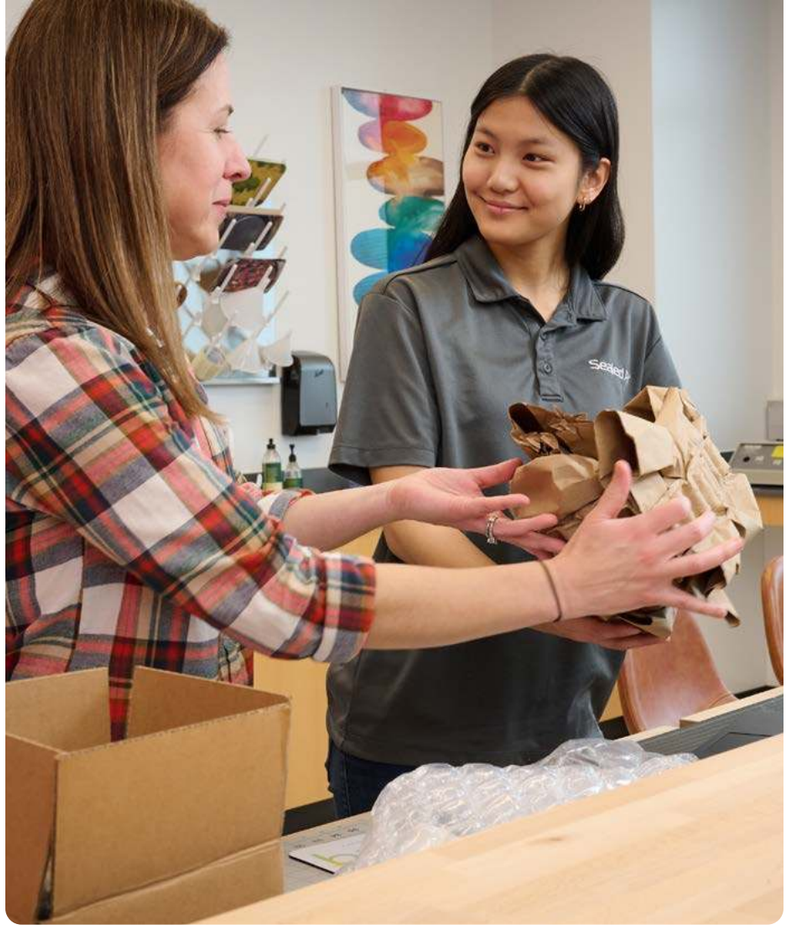
The people at Sealed Air lead the development and execution of its business strategy, drive outcomes, and actively contribute to realizing the Company's purpose. See pages 17-24 to learn more about Sealed Air's people and workforce.

Sealed Air aims to drive increased efficiency and maximize productivity throughout its operations while safeguarding the health and well-being of its people, and the workers and communities impacted by its operations. See pages 25-30 for more information on environmental, health and safety.

Within its own operations, Sealed Air is focused on continuous improvement in measuring and managing greenhouse gas emissions (GHG), energy, water, resource use, and manufacturing waste. See pages 31-46 for more information on climate and resource use.

Sealed Air's technically advanced materials and equipment offerings are developed to optimize efficiencies, protect and extend the shelf life of food, and decrease product damage during transport. See pages 42-45 for more information on materials and circular economy, and page 47 for product quality and safety.

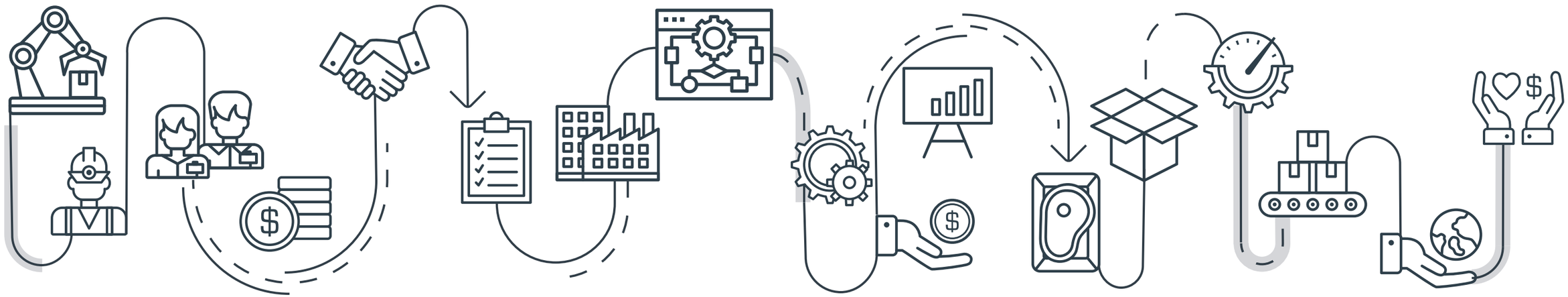
In the second half of 2024 Sealed Air completed its first double materiality assessment in accordance with the European Sustainability Reporting Standards (ESRS), a climate risk assessment aligned with ESRS and the International Sustainability Standards Board (ISSB), and a greenhouse gas emissions inventory with reference to the GHG Protocol Corporate Accounting and Reporting Standard.



These processes were applied to identify and assess the material impacts, risks and opportunities that exist across environmental, social and governance topics. The Company is undergoing an in-depth evaluation of the prioritized matters that were identified as significant to its business operations and stakeholders. The conclusions are informing Sealed Air's strategy for further integrating responsible business practices, mitigating risk and making the Company more sustainable and resilient. See page 14-15 for more information on the double materiality assessment.

Overview of Sealed Air's Operating Model

Since 1960, Sealed Air has been a leader in innovative packaging solutions that have helped transform critical supply chains all over the world. For more than sixty years the Company has demonstrated that it is a resilient and trusted partner. Sealed Air has influenced and shaped the packaging industry through innovation, adapted to challenging operating environments, and solved complex problems.



Key Inputs

- Raw materials, packaging components and equipment
- Energy and water
- Personnel, competence and talent
- Financial resources
- Partnerships and collaborations

Key Activities

- Leadership and management
- Advanced manufacturing using multiple technologies
- Operational excellence
- Research, development and innovation
- Business growth

Outputs

- Increasing shelf-life, reducing food waste
- Protecting people and products
- Reducing resource use and waste in production processes
- Improving employee health and safety with automation
- Distributing economic value and dividends, wages and benefits

Sealed Air's Operating Model

Raw Materials
Sealed Air's suppliers provide raw materials, packaging components, contract manufactured goods, equipment and other direct materials, such as inks, films and paper. The Company's principal raw materials are polyolefin and other petrochemical-based resins, as well as paper pulp products.

The Company also purchases 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. In addition, Sealed Air offers a wide variety of specialized packaging equipment, some of which the Company manufactures or has manufactured to specifications, while some is assembled and or purchased from suppliers. Automated equipment and accessories are designed for e-commerce fulfillment centers, industrial food processors and food packaging equipment. Some materials used to manufacture packaging products are sourced from recycled content from the Company's operations or are obtained through our participation in recycling programs.

Research and Development
Sealed Air leverages customer insights to develop new solutions that solve packaging challenges. The Company combines a diverse range of materials with equipment offerings to produce high-quality solutions that minimize the use of resources and maximize productivity for its customers' businesses. Sealed Air's innovation, research and development capabilities encompass a broad range of disciplines including food science, sustainability and materials science, as well as chemical, mechanical, electrical and software engineering.

Manufacturing, Distribution and Use of Food Solutions
Sealed Air's food solutions are sold to industrial food processors in fresh red meat, smoked and processed meats, poultry, seafood, fluids and liquids, cheese, and other food markets worldwide. Food offers integrated packaging materials and automated equipment solutions that are designed to extend shelf life and enhance food safety, reduce food waste, automate processes and optimize total cost.

The Company's food solutions are utilized by food service businesses (such as restaurants and entertainment venues) ("food service") and food retailers (such as grocery stores and supermarkets) ("food retail"), among others. Solutions serving the food service market include products such as barrier bags and pouches, and are primarily marketed under the CRYOVAC® trademark and other highly recognized trade names including CRYOVAC® brand Barrier Bags, CRYOVAC® brand Form-Fill-Seal Films, CRYOVAC® brand Auto Pouch Systems and LIQUIBOX® brand liquids systems. Solutions serving the food retail market include products such as barrier bags, film, and trays, and are primarily marketed under the CRYOVAC® trademark and other highly recognized trade names including CRYOVAC® brand Grip & Tear™, CRYOVAC® brand Darfresh®, OptiDure™, Simple Steps®, and CRYOVAC® brand Barrier Bags.

Manufacturing, Distribution and Use of Protective Solutions
Sealed Air's protective packaging solutions are utilized across many global markets to protect goods during transit and are especially valuable to e-commerce, consumer goods, pharmaceutical and medical devices and industrial manufacturing.

With automated equipment, high-performance materials and services, the Company's solutions are designed to increase customers' packaging velocity, minimize packaging waste, reduce costs and labor dependencies and address dimensional weight challenges. Sealed Air's product breadth combined with its global scale and reach helps support customers' needs for sustainability, performance excellence, consistency and reliability of supply wherever they operate around the world.

Protective solutions are marketed under the SEALED AIR® brand, BUBBLE WRAP® brand, AUTOBAG® brand and other highly recognized trade names and product families including BUBBLE WRAP® brand inflatable packaging, SEALED AIR® brand performance shrink films, AUTOBAG® brand bagging systems, Instapak® polyurethane foam packaging solutions and Korrvu® suspension and retention packaging.

Protective solutions are sold through a strategic network of distributors as well as directly to end customers, including, but not limited to, fabricators, original equipment manufacturers, contract manufacturers, logistics partners and e-commerce/fulfillment operations.

03

General Information

About this Report

Double Materiality Assessment

About this Report

General Reporting Standards and Principles

This report has been prepared in reference to the Global Reporting Initiative (GRI). Certain disclosures have been prepared taking other sustainability reporting standards and guidelines into account, such as the European Sustainability Reporting Standards. Greenhouse Gas Emissions were calculated with reference to the standards and guidelines of the World Resources Institute and the World Business Council for Sustainable Development, collectively known as the Greenhouse Gas (GHG) Protocol Corporate Accounting Standard. The appendix includes a GRI index.

Scope

The organizational boundaries applied to Sealed Air's consolidated Global Impact Report align with those of the consolidated financial statements unless otherwise stated. The operational control approach was selected as the Company's organizational boundary for GHG emissions.

Forward-Looking Statements

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements can be identified by such words as "anticipate," "believe," "plan," "assume," "could," "should," "estimate," "expect," "intend," "potential," "seek," "predict," "may," "will" or the negative of these terms and similar expressions. All statements contained in this report, other than statements of historical facts, such as those regarding Sealed Air's environmental, social and governance related strategy, goals, targets, initiatives, commitments and activities, are forward-looking statements. These statements are neither promises nor guarantees but involve known and unknown risks and uncertainties that may cause the Company's actual results to differ materially from any future results expressed or implied by the forward-looking statements. These risks include changes in the Company's business (e.g., acquisitions, divestitures, or new manufacturing locations), changes in the standards by which achievement is measured, the assumptions underlying a particular goal, Sealed Air's ability to accurately report particular information and other important factors discussed in the "Risk Factors" section in Part I of our most recent Annual Report on Form 10-K.

Any forward-looking statements made by us in this report are based solely on estimates as of the date of this report. While Sealed Air may elect to update such forward-looking statements, the Company disclaims any obligation to do so even if subsequent events cause its views to change, except as may be required by applicable law.

This report contains information about Sealed Air's environmental, social and governance related policies, actions, targets and metrics. Some of the values in this report are approximate due to rounding. Changing circumstances, including changes in standards or the way performance is measured, may lead to adjustments in, or the discontinuation of, the Company's pursuit of certain targets or initiatives.

Materiality

This report may use certain terms that the Global Reporting Initiative (GRI), Greenhouse Gas (GHG) Protocol Corporate Accounting Standard, European Sustainability Reporting Standard (ESRS), International Sustainability Standards Board (ISSB) or others refer to as "material" in connection with certain environmental, social and governance matters. Used in this context, however, these terms are distinct from, and should not be confused with, the terms "material" and "materiality" as defined by, or construed in accordance with, securities or other laws and regulations. Therefore, matters considered to be material for purposes of this report may not be considered material in the context of Sealed Air's financial statements, reports with the U.S. Securities and Exchange Commission, or other public statements, and the inclusion of information in this report is not an indication that such information is necessarily material to the Company in those contexts.

Double Materiality Assessment

In 2024, Sealed Air conducted its first double materiality assessment to evaluate environmental, social and governance related matters from two critical perspectives: financial materiality and impact materiality.

In anticipation of the Corporate Sustainability Reporting Directive (CSRD), the methodology was based on the general requirements for preparing and presenting sustainability information in accordance with Directive 2013/34/EU, as amended by Directive (EU) 2022/2464. The assessment evaluated the financial and impact materiality of matters in accordance with the requirements of the CSRD.

This comprehensive approach allowed the Company to identify and prioritize matters that are significant to both its business operations and its broader stakeholder community.

Scope and Applicability

The 2024 double materiality assessment was conducted at the consolidated level for the parent company and its subsidiaries.

Overview of Process

The initial phase involved a comprehensive analysis of Sealed Air's operational environment including key activities and business relationships upstream, in its own operations and downstream to identify relevant environmental, social and governance related matters.

Identification of Impacts, Risks and Opportunities
A list of impacts, risks and opportunities (IROs) was compiled across environmental, social, and governance matters, starting with the sustainability matters outlined in ESRS 1 AR 16. The Company considered both internal operations and external factors, including supply chain and market dynamics.

Approach to Stakeholder Engagement
Stakeholder engagement in Sealed Air's assessment process was used to gather diverse perspectives, enabling a comprehensive understanding of the matters and their relevance to the business. The primary approach to stakeholder engagement was through stakeholder interviews with internal subject matter experts. Perspectives on the Company's own operations were gathered from senior leaders, subject matter experts and focus groups from across functions. Upstream perspectives were captured through an interview with members of the procurement teams, whereas downstream perspectives were captured through interviews with the commercial teams responsible for customer relationships in the regions where the company operates around the world. A financial materiality workshop was conducted to supplement the insights gathered through the interview process and focused solely on the financial materiality aspect of the double materiality assessment.

Alignment of Evaluation Criteria
The evaluation criteria for the double materiality assessment were clearly defined during the planning stage, in alignment with the requirements set by the European Financial Reporting Advisory Group (EFRAG). Each impact was evaluated according to the impact materiality criteria, which include scale, scope, irremediability, and likelihood. Risks and opportunities were assessed based on financial materiality criteria, focusing on the potential magnitude of financial effects and likelihood. All impacts, risks, and opportunities were evaluated across short (0-3), medium (3-5), and long-term (>5) time horizons.

Results Validation
The results validation phase of Sealed Air's double materiality assessment was a thorough process designed to ensure the accuracy and relevance of the findings. Further stakeholder engagement served to validate the findings and involved consultations with members of the Board of Directors and the Management team.

Double Materiality Assessment

Conclusions Reached

The double materiality assessment provided valuable insights into the material topics essential to Sealed Air. This evaluation enabled the Company to identify and prioritize the most significant topics and impacts, risks and opportunities (IROs) influencing both business operations and the broader stakeholder community, which is vital to future reporting obligations and meeting regulatory compliance requirements.

The material topics identified through the double materiality assessment process are presented below.

ESRS Topic Description	Topic Materiality Determination
Climate Change	Material
Pollution	Not Material
Water and marine resources	Not Material
Biodiversity and ecosystems	Not Material
Resource use and circular economy	Material
Own workforce	Material
Workers in the value chain	Not Material
Affected communities	Not Material
Consumers and end-users	Material
Business conduct	Material

04

Environmental, Social & Governance Information

People & Workforce

Environmental, Health & Safety

Climate

Resource Use & Circular Economy

Consumers & End-Users

Business Conduct

People & Workforce

Sealed Air aims to foster a high-performance, highly engaged culture that will deliver consistent, profitable growth and accelerate performance – a culture where accountability is clear and aligned and the Company's people are connected to and rewarded for business outcomes and impact.

As a global company, Sealed Air's employee population represents a broad range of cultures, languages, ethnicities, and races. The Company is committed to building an inclusive workplace and culture across the globe.

Management and Oversight of People and Workforce
Sealed Air's management reports and discusses workforce and people management strategies and related matters with the Company's Board of Directors and the People and Compensation Committee, or "P&C Committee", of the Board of Directors.

Key Policies Related to People and Workforce
Sealed Air is committed to managing material risks through policies and practices that are focused on employees and the Company's workforce.

The policy documents outline the principles and expectations for employment and working conditions across the organization. The documents are available for Sealed Air's workforce on the Company's intranet, and employees are expected to be informed of these policies and act in accordance with them.

People & Workforce

Compensation and Benefits

Sealed Air is committed to supporting its people and aims to provide the highest standard of resources to enable employees to choose the benefits and programs that are right for them.

The Company offers benefits and programs that support the financial, physical and mental well-being of its people. Compensation is based on individual circumstances such as role, experience, location, and performance, and the Company offers base pay, annual incentives, and equity awards for certain job grades.

These benefits differ by country, and programs take different forms as many countries have a mix of social and governmental programs and private plans.

In the United States, Sealed Air's 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. The Company offers annual contributions and incentive contributions to each employee's health savings account.

Key Actions Relevant to Compensation and Benefits

Annual Review of Compensation and Benefit Programs
Each year, Sealed Air reviews its compensation and benefit practices and makes necessary adjustments to ensure that programs are market-competitive and equitable.

Benefit packages may include retirement, health and wellness programs, flexible work arrangements, leave, and educational benefits.

Incentive Plans
Sealed Air offers a range of incentive programs at the global, regional and local levels. Eligibility is based on various factors, including the employee's role and level in the organization.

Many of Sealed Air's employees are eligible for globally defined incentive programs such as the annual incentive program, and sales incentive.

- Annual incentive plan: Eligible employees receive annual cash bonuses based on the achievement of annual financial goals of the Company and individual performance during the year.
- Sales incentive plans: Employees in sales positions are eligible to receive commissions based on the achievement of sales goals.

In addition, employees at Sealed Air are eligible for local incentive programs:

- Local incentive plans: Employees may also be eligible for incentive compensation based on their location of work. These include but are not limited to, rewards at our manufacturing facilities based on operational achievements such as meeting safety, quality and production targets.

Sealed Air also offers long-term incentive plans for eligible employees:

- Long-term incentive plans: Eligible employees may receive equity grants of time vesting and/or performance-based restricted stock units under the plan. The long-term incentive awards aim to incentivize the achievement of long-term financial objectives that drive stockholder value creation and support our retention strategy.

People & Workforce

Commitment to Pay Equity
Sealed Air is 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. Periodically, Sealed Air conducts a global pay equity analysis to identify compensation disparities.

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To support its approach to global pay equity, the Company focuses on:

- Paying employees fairly relative to one another, regardless of their gender or race/ethnicity
- Aligning data collection and validation processes to ensure appropriate comparator groups and bona fide job-related variables that impact pay are considered when evaluating pay equity
- Taking a global approach to pay equity analysis, where practicable
- Addressing pay equity issues when they arise
- Increasing transparency on how employee pay is determined and how factors like performance impact pay over time

Advancing Pay Equity and Competitiveness
Sealed Air monitors its global compensation policies and frameworks to ensure that they are current, reflect fair and living wages where the Company operates, and align with its reward and compensation philosophy across the organization. In Sealed Air's global recruitment practices, it has eliminated asking job candidates to provide their salary histories to prevent carrying over prior inequities.

People & Workforce

Talent Attraction and Retention

The execution and success of Sealed Air's strategy depends largely on the efforts and abilities of its management team and other key personnel. Their experience, industry expertise and relationships significantly benefit the Company.

The Company's recruitment strategy emphasizes attracting candidates of the highest possible caliber from all backgrounds, recognizing that an inclusive workforce drives innovation, creativity, and sustainable growth. Sealed Air's policy does not allow any form of discrimination against any applicant for employment, or any employee because of any protected category, including age, color, sex, disability, national origin, race, religion, or veteran status, in violation of local, state, and federal law and Company policy.

Key Actions Related to Talent Attraction and Retention

Sealed Air prioritizes talent development that aims to foster a culture of continuous growth and career progression. The Company offers learning and development opportunities that build knowledge, capabilities, and skills necessary to enable its people to succeed in their current and future roles.

The Company's abilities to attract, develop, and retain employees with the desired expertise and experience is based on key factors such as employee engagement, belonging, competitive pay and benefits, and culture.

Key Policies Related to Talent Attraction and Retention

Relevant Policy Name	Purpose	Scope	Most Senior Level Accountable
Internal Job Posting Policy	Ensures that the company provides opportunities for internal employee workforce.	Global	Executive Management
Workplace Harassment and Discrimination Policy	Defines Sealed Air's zero tolerance stance on harassment or discrimination in the workplace..	Global	Executive Management

People & Workforce

Talent and Skill Development

Sealed Air offers employees career development and learning opportunities around fostering continuous innovation and growth.

The Company's investments in talent and skills development include providing programs to equip employees with the skillsets and knowledge to succeed, as well as opportunities to transfer to other functions or regions and advance in their professional careers.

Educational programs are offered across a range of competencies to improve performance and further develop skills to be an effective manager.

Sealed Air provides employees with a variety of methods that include e-learning and experiential learning, in-person training sessions at the departmental and business unit level, on-the-job training, and structured programs and workshops to build specific competencies.

Key Actions Related to Talent and Skills Development

Technical Skills Development
Sealed Air offers technical skills development options that are tailored to specific roles. The Company provides employee training programs in areas including research and development, critical thinking, Environment, Health and Safety, engineering, and sales coaching. Additionally, Sealed Air has programs for project management, Lean Six Sigma training, and various e-learning sessions and blended learning solutions.

Performance Evaluations and Talent Review
In 2024 Sealed Air took a step towards improving performance management by cascading goals through the entire organization aligned to the Company's overall strategy. The Company encourages its people to create development plans, set goals aligned with the Company's long-term strategy, and achieve them with managerial support.

Employees of Sealed Air receive a yearly performance evaluation, and in 2024, the Company transitioned to a regular and continual performance management approach. Performance evaluations include assessments of overall company, functional and organization goals and accomplishments including leadership behaviors.

Employee performance evaluations are an important part of developing Sealed Air's people and are used in conjunction with talent and development reviews to enable career progression and readiness.

Key Metrics Related to Talent and Skills Development

For the year ended December 31, 2024

Description	2024
Employees that are eligible to participate in development planning at Sealed Air	16,400 (100%) employees
Percentage of employees that are eligible to participate in regular performance and career development reviews	100% of employees

People & Workforce

Human Rights

At the core of Sealed Air's corporate values is integrity, which underscores the expectation that all people directly associated with our business operations are free, equitably compensated, and are treated with dignity and respect.

Human Rights Policy
Sealed Air's human rights policy is intended to provide support and guidance to employees, management, and third-party business partners to ensure the behaviors and decisions of each align with the Company's ethical commitment to uphold human rights in accordance with the United Nations (UN) Guiding Principles on Business and Human Rights, the European Human Rights Convention, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Organization for Economic Co-operation and Development (OECD), and the UN Convention Against Corruption.

Sealed Air's commitment to human rights, and its human rights policy applies to all Sealed Air employees, including part-time and contingent workers, independent contractors, as well as business partners within the Company's supply chain to ensure they operate ethically, in compliance with the law, and in a way that is consistent with its Code of Conduct, core values, and policy.

Key Policies Relevant to Human Rights

Relevant Policy Name	Purpose	Scope	Most Senior Level Accountable
Human Rights Policy	Defines Sealed Air's expectations on human rights related issues and provides instruction for reporting concerns.	Global	Executive Management
Sealed Air Code of Conduct	Defines how Sealed Air operates its business and the expectation it has for how its employees engage with customers, vendors and each other with a focus on integrity and mutual respect.	Global	Executive Management
Workplace Harassment and Discrimination	Defines Sealed Air's zero tolerance stance on harassment or discrimination in the workplace.	Global	Executive Management

The policy is implemented under Sealed Air's global ethics and compliance program with oversight and input by members of company leadership. 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. Human Rights Policy

Human Rights Within Sealed Air's Code of Conduct
Sealed Air's Code of Conduct communicates the Company's commitment to complying with all laws where it does business, which includes labor laws. The Code of Conduct has specific sections on protecting employees from harassment and discrimination, encouraging workplace respect and well-being, and employee safety. The Code of Conduct expressly recognizes the free association and collective rights of the Company's global workforce.

People & Workforce

Human Rights and our Suppliers
The Company works with different business partners around the world and chooses those who share Sealed Air's commitment to integrity, honesty, and transparency in operations and supply chains. This commitment extends to prohibiting and eradicating all forms of child labor, modern slavery, and human trafficking from its supply chains.

The Sealed Air Code of Conduct applies to its suppliers, and suppliers onboarding through the Company's standard corporate procurement management system are required to confirm that they agree to the Code of Conduct upon onboarding. 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. Code of Conduct.

Workplace Harassment and Discrimination Policy
Sealed Air is committed to promoting a workplace that is free of discrimination, harassment and retaliation. The Company's policy prohibiting discrimination recognizes that harassment whether based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, ancestry, age, protected disability, medical condition, military or veteran status, or any other protected status in accordance with applicable federal, state or local laws – is a form of discrimination and is unlawful.

Key Actions Relevant to Human Rights

Relevant Policy Name	Key Actions in 2024	Scope of Action
Reinforce policy to protect employee rights	Mandatory e-learning "Protecting Human Rights"	Global Professionals and Senior Leaders
New Hire Code of Conduct Training	Mandatory Code of Conduct training during new hire orientation	New Hires to Sealed Air

People & Workforce

Reporting of Incidents and Corrective Actions
Sealed Air 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.

The Company 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.

The Company openly encourages anyone to communicate potential violations of these expectations to any Sealed Air leader or via its Integrity Hotline.

Once a concern is reported to the integrity hotline, the People and Legal teams assess the complaint to ensure that it's assigned to the proper resources for investigation and resolution. Individuals reporting an issue to the integrity hotline may leave their personal contact information for follow up or, if they choose to remain anonymous, are provided with a code they can utilize in the system (Navex) to receive updates on their claims.

The Navex tool has tracking mechanisms in place to facilitate timely processing of submissions. These include a complete audit trail for each complaint (entry date, assignment date, resolution date) as well as automated reminders that can be sent to investigators at pre-determined intervals to prevent delays in response.

Sealed Air's Workplace Harassment and Discrimination policy clearly defines Sealed Air's zero tolerance stance on retaliation. The policy calls this out explicitly through the following language: "Sealed Air strictly prohibits and does not tolerate unlawful retaliation against any employee. All forms of unlawful retaliation are prohibited, including any form of discipline, reprisal, intimidation or other form of adverse action taken against an employee for participating in any activity protected by law".

Freedom of Association and Collective Bargaining
Sealed Air believes in the equitable and fair treatment of employees and related issues that may arise during their employment. Sealed Air's Code of Conduct expressly recognizes "the free association and collective rights of its global workforce." Additionally, the Company's human rights policy states that Sealed Air "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". Where employees are represented by a legally recognized union, the Company is committed to establishing an open dialogue and bargain in good faith with their representatives.

As of December 31, 2024, Sealed Air had approximately 5,300 employees (close to 32% of total employee population and primarily outside the U.S.) who were covered by collective bargaining agreements. 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 50% of such employees will expire during 2025, and the Company will be engaged in negotiations to attain new agreements, which is consistent with prior years. Sealed Air did not experience any significant union-related work stoppages during 2024 and believes it has satisfactory labor relations with its employees. Sealed Air also maintains an amicable working relationship with the labor unions that represent its workers and is a good faith participant in the collective bargaining agreement process.

The Company maintains proactive dialog with its workforce and collaborates to address employee issues fairly and in a timely manner. The Company periodically conducts various types of surveys among the overall workforce to gather employee feedback on subjects such as compensation, benefits, general morale, leadership, and other important topics. These include short pulse surveys, more comprehensive belonging surveys and exit surveys for voluntary exits. These surveys provide employees with a forum to have their opinions and suggestions heard while providing company leaders with directional feedback that can be used to develop future action plans.

Environmental, Health & Safety

Sealed Air prioritizes safety and actively manages operations to uphold a safe and healthy work environment across all of its global sites. The Company is committed to minimizing negative impacts on the environment resulting from its operations and ensuring full compliance with environmental regulations. These commitments are embedded in every aspect of Sealed Air's operations and supply chain through the integration of comprehensive Environmental, Health and Safety (EHS) programs.

Management and Oversight of Environmental, Health and Safety

Sealed Air's management reports and discusses Environmental, Health and Safety related matters with the Company's Board of Directors and Audit Committee of the Board of Directors.

Environmental, Health & Safety

Key Policies Related to Environmental, Health and Safety

Sealed Air is committed to managing material risks through policies and practices that focus on Environmental, Health and Safety.

The documents outline the principles and expectations for occupational health and safety and environmental compliance across the organization. The documents are available for Sealed Air's workforce on the Company's intranet, and employees are expected to be informed of these policies and act in accordance with them.

Sealed Air's Environmental, Health and Safety (EHS) Policy
Sealed Air's Environmental, Health and Safety Policy outlines the Company's commitment to integrate Environmental, Health and Safety principles in all aspects of the business, including products and solutions, operations, and supply chain.

The Company requires its 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 Environmental, Health and Safety of themselves, their co-workers and the communities where the company operates.

Key Policies Related to Enivronmental, Health and Safety

Relevant Policy Name	Purpose	Scope	Most Senior Level Accountable
Environmental, Health and Safety Policy	Outlines the Company's commitment to integrate Environmental, Health and Safety principles in all aspects of the business.	Global	Executive Management

Further, as part of this policy statement, the Company commits to:

- Train employees and contractors and develop the skills necessary to perform their jobs in a safe and environmentally responsible manner.
- Focus on the design and development of products that reduce waste, increase operational efficiency, protect human health, and improve food safety and security to enable customers to accomplish their environmental, health and safety goals.
- Actively pursue programs to reduce the overall waste generation and greenhouse gas emissions resulting from operations.
- Communicate Sealed Air's policy statement to customers, suppliers, shareholders, and the local communities in which it operates, as applicable.
- Establish targets, track key performance indicators, drive continuous improvement, and report on Environment, Health and Safety performance.

Scope of Environmental, Health and Safety Policies, Programs and Education
Sealed Air's Environmental, Health and Safety policies, programs, and training apply to all full-time employees, contractors and temporary workers. The Company has established a standard for contractors and temporary employees to ensure that all work is conducted safely and in compliance with regulatory and company-specific health and safety requirements.

All contract companies, including resident contractors and temporary labor services, are responsible for the safety of their own employees, Sealed Air personnel, and the surrounding community while working on-site. Contractors are expected to actively participate in Sealed Air's Environmental, Health and Safety programs to support its goal of zero harm and to minimize risks related to personal safety, property damage, operational disruptions, and environmental impact.

Project managers and resident contractor managers receive training on these procedures upon initial assignment and are retrained whenever updates occur. Contractors, resident workers, and temporary employees must complete orientation training before beginning any work, as applicable.

Environmental, Health & Safety

Key Actions Related to Environmental, Health and Safety

Sealed Air has established a compendium of comprehensive written Environmental, Health and Safety programs, which are designed to ensure regulatory compliance, and to identify, manage and mitigate potential risks.

Health and Safety Programs
Health and Safety programs are designed to comply with federal and state regulations in addition to creating a safe work environment for Sealed Air employees, visitors and contractors.

Health and Safety Programs include, but are not limited to:
- Incident Reporting and Record keeping
- Emergency Action Planning and First Aid
- Fire Prevention and Hot Works
- Control of Hazardous Energy
- Material Handling and Powered Industrial Vehicle
- Personal and Respiratory Protective Equipment
- Hearing Conservation and Occupational Exposure
- Hazard Communication
- Process Safety Management

Environmental Programs
Environmental programs are in place to ensure compliance with environmental regulations and mitigate potential risks and prevent harm to the environment.

Environmental programs include, but are not limited to:
- Air Management
- Water Management and Pollution Prevention
- Waste Management
- Dangerous Goods Transportation
- Asbestos Management
- Sulfur Hexafluoride Management

Environmental, Health & Safety

Management System
Sealed Air operates an Environmental, Health and Safety management system that demonstrates a strong commitment to operational excellence.

The Company has a structured process in place for managing, tracking, and reporting health and safety incidents.

Facility, regional, global, and executive levels have the governance and management responsibilities over health and safety. The Company has a formal process for managing, tracking, and reporting health and safety performance, including incident analysis meetings conducted with leadership. Reporting is elevated to the regional leadership and global executive level monthly, and includes corrective actions, procedures, and responsibilities.

Sealed Air's operations are required to implement the relevant elements of its Environmental, Health and Safety management system. The system is available, and its standards, guidelines, trainings, and programs apply to all employees and contractors.

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

Implementation of Environmental, Health and Safety standards and guidelines take place at the facility and office levels and are assessed through a periodic review process.

Sealed Air maintains manufacturing facilities certified in ISO standards including:
- 15 sites under ISO 14001
- 13 sites under ISO 45001

Environmental Health and Safety Standards
Environmental, Health and Safety standards are reviewed on at least an annual basis to verify relevance and completeness and to identify opportunities for improvement. The Environmental, Health and Safety standards are updated as part of an ongoing continuous improvement process in response to changing regulation and audit-finding trends. Every Sealed Air facility is required to implement the relevant elements of the Company's Environmental, Health and Safety standards.

Key Environmental Standards

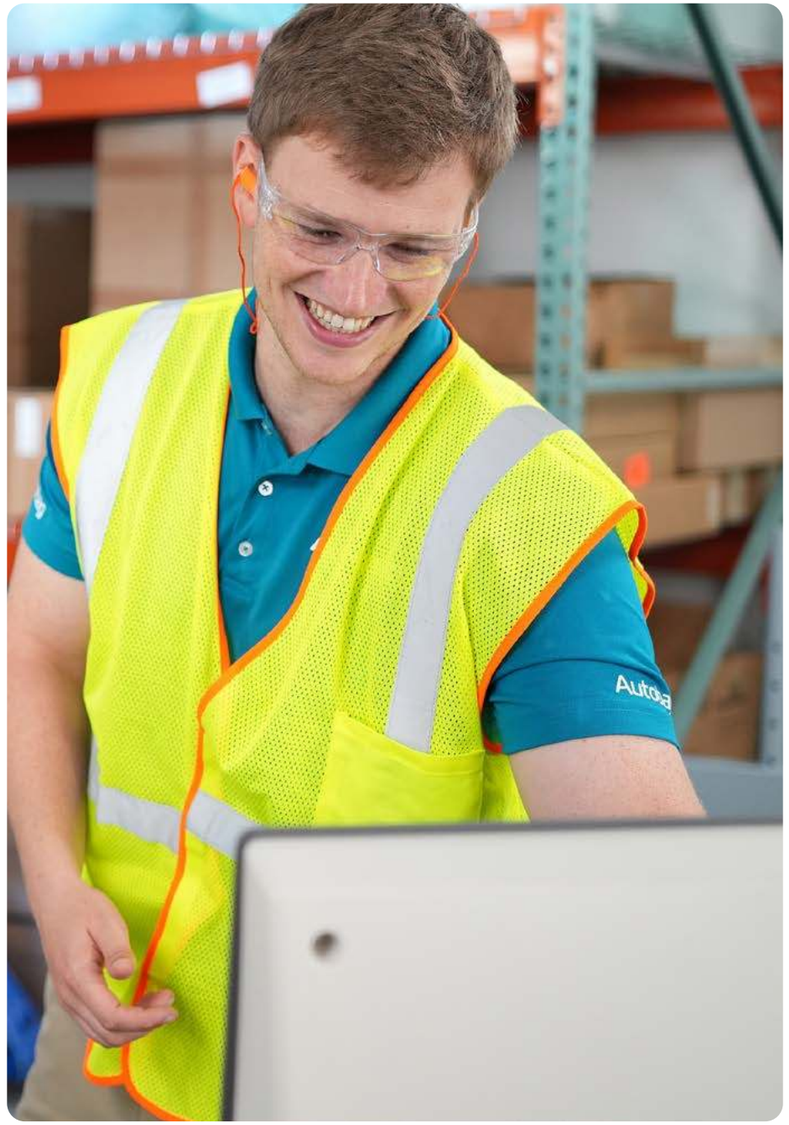
Standard	Purpose	Scope
Waste Management	Established global standard for the proper management, storage and disposal of regulated hazardous/ chemical wastes	All Sealed Air Corporation and its subsidiaries owned or leased manufacturing, warehouses and sales office locations.
Sulfur Hexafluoride	Established global standard for proper management and storage of Sulfur Hexafluoride (SF6)	All Sealed Air Corporation and its subsidiaries owned or leased manufacturing, warehouses and sales office locations
Environmental Management System (EMS)	Defines the elements of the Sealed Air EMS which provides a structured approach for environmental management and establishes and maintains a commitment to environmental protection. The EMS provides structure, roles and responsibilities, establishes a continuous improvement process and minimizes the potential for environmental incidents, while contributing to business performance and minimizing costs and liabilities.	Activities of all employees and its subsidiaries, for all owned or leased facilities.
Air Emissions Management	Established global standard for the proper management of regulated air emission associated with Sealed Air operations.	All Sealed Air Corporation and its subsidiaries owned or leased manufacturing, warehouses and sales office locations.
Wastewater Management	Established global standard for the proper management of process wastewater and surface Stormwater discharges associated with Sealed Air operations.	All Sealed Air Corporation and its subsidiaries owned or leased manufacturing, warehouses and sales office locations.

Environmental, Health & Safety

Compliance Audits
Central to Sealed Air's Environmental, Health and Safety program is the commitment to compliance with internal standards as well as applicable laws and regulations. To achieve this, Sealed Air has established an internal Environmental, Health and Safety audit program, overseen by both internal and external Environmental, Health and Safety professionals. Furthermore, a compliance tracking system has been developed to ensure fulfillment of regulatory requirements.

Health and Safety Audits
Health and safety audits are conducted at each of the Company's manufacturing sites at least every three years by teams comprised of local, regional, and global roles.

In 2024, there were 31 health and safety audits conducted across Sealed Air. This entails a review of written programs, training records, Environmental, Health and Safety inspections, preventative and corrective action plans and other relevant Environmental, Health and Safety documents. During the audits, compliance calendars and closure of previous audit findings are reviewed, workplace activities are observed, and Environmental, Health and Safety discussions take place with supervisors and employees.



Process and Machine Safety
Sealed Air's Process Safety Management program is designed to proactively identify, assess, and control risks associated with hazards of the Company's operations.

A key element of the program includes comprehensive risk analyses across the Company's processes, ensuring rigorous safety and regulatory standards are met. This program also plays a vital role in preventing accidents, minimizing potential negative impacts and helping to protect public health and the environment while supporting business continuity and responsible growth.

Additionally, Sealed Air is committed to capital investments that improve the safety of existing equipment and guide the design of new machinery. From the early stages of development, the Company's global engineering team conducts risk assessments aligned with ISO standards to ensure all machines meet the highest safety requirements. These ISO-based machine risk assessments are consistently carried out across operations, with support from external safety experts.

Environmental, Health & Safety

Educating People in Health and Safety
Sealed Air's global safety training program includes courses covering key topics such as behavior-based safety, hazard identification, machine safety, Lockout/Tagout (LOTO), driving safety, and risk assessment. Customized training offerings are designed to educate employees on how to perform their roles safely and in an environmentally responsible manner.

Data Analytics for Measuring Performance
Sealed Air improved the Environmental, Health and Safety data management system and analytics for real-time monitoring, analysis and reporting of key safety indicators and environmental risks.

The improvements enable:
- Enhanced incident tracking, intervention and accident prevention
- Predictive analytics to forecast risks and identify areas of concerns to prevent incidents
- Identification of trends and root causes of safety incidents

Key Targets Related to Health and Safety

Description	Target
Sealed Air has a goal of zero harm and intentionally manages its operations to provide employees with a safe and healthy working environment	Zero recordable injuries

Key Metrics Related to Health and Safety

Description	2024	2023
Health and safety audits conducted across Sealed Air	31 audits	27 audits
Sites reporting zero recordable injuries	70% of sites	66% of sites
Total recordable injuries and first aid incidents	322	309
Total recordable injuries	64	72

Restatement
In the annual Global Impact Report for reporting year January 1, 2023 – December 31, 2023, the Company reported 69 total recordable injuries. After further evaluation of three incidents, the total number of recordable injuries is being corrected to 72.

Climate & Greenhouse Gas Emissions

The manufacturing of packaging is considered an energy intensive industry, and Sealed Air acknowledges that it takes a concerted effort to measure and reduce greenhouse gas emissions across the Company's global operations and its value chain.

Sealed Air is focused on continuous improvement in how the Company measures and manages greenhouse gas emissions and the risks associated with climate change in a manner that is aligned with global standards and frameworks, and embedded in the Company's operations.

Management and Oversight of Climate and Greenhouse Gas Emissions

Sealed Air's management reports and discusses environmental and climate related matters with the Company's Board of Directors and Nomination and Corporate Governance Committee, or "N&CG Committee" of the Board of Directors.

Key Policies Related to Climate and Greenhouse Gas Emissions

Sealed Air is committed to managing the material risks associated with climate through policies and practices that focus on greenhouse gas emissions, energy and the environment.

The following documents outline principles and expectations across the organization. The documents are available for Sealed Air's workforce on the Company's intranet, and employees are expected to be informed of these policies and act in accordance with them.

Key Policies Related to Climate and Greenhouse Gas Emissions

Policy/Standard Name	Purpose	Scope	Most Senior Level Accountable
Environmental, Health and Safety Policy	Outlines the Company's commitment to integrate Environmental, Health and Safety principles in all aspects of the business, including actively pursuing programs to reduce the greenhouse gas emissions resulting from its operations.	Global	Executive Management
Sulfur Hexafluoride Standard	Global standard for proper management and storage of Sulfur Hexafluoride (SF6)	Global	Management
Facilities Standard, LED Lighting guidelines	Defines lighting guidelines and specifications for increased energy efficiency.	Global	Management

Sealed Air Environmental, Health and Safety Policy and Greenhouse Gas Emissions
Sealed Air's Global Environmental, Health and Safety Policy includes the Company's commitments related to conserving raw materials, water and energy, and actively pursuing programs to reduce the overall waste generation and greenhouse gas emissions resulting from its operations. The global policy is designed and managed in collaboration with relevant functions, approved by executive management, and applies to all Sealed Air entities and operations.

Climate & Greenhouse Gas Emissions

Targets Related to Climate and Greenhouse Gas Emissions

In the second half of 2024, Sealed Air engaged a third party to complete a climate risk analysis aligned with the European Sustainability Reporting Standards (ESRS), and International Sustainability Standards Board (ISSB), and a greenhouse gas (GHG) inventory for Scope 1, Scope 2, and Scope 3 (categories 1, 2, 3, and 6) in reference to the GHG Protocol Corporate Accounting and Reporting Standard. Sealed Air is electing not to disclose Scope 3 emissions until data availability and calculation methods have sufficiently improved.

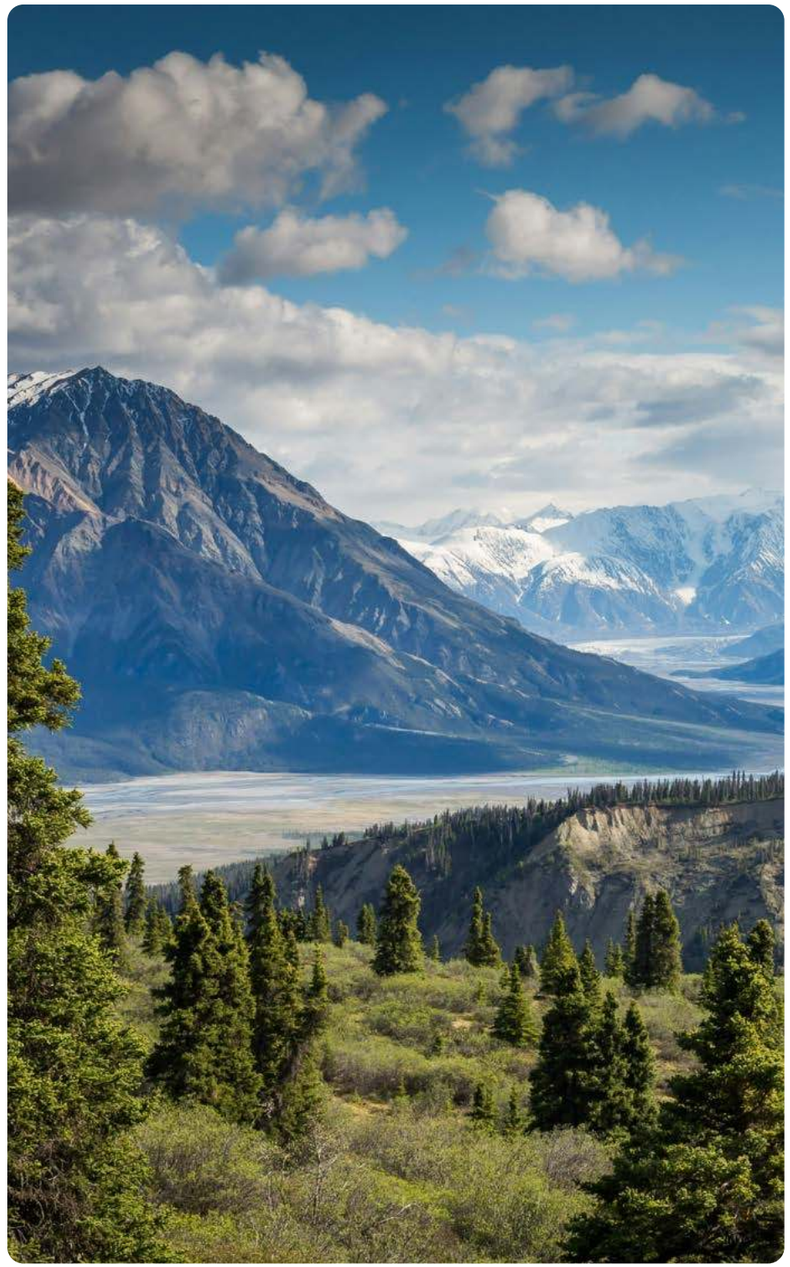
Based on the conclusions of these assessments, the Company is conducting in-depth evaluations of the Scope 1, 2 and 3 targets and baselines, the underlying metrics and measurement methodologies.

The areas that are influencing the decisions related to Sealed Air's targets include: acquisitions since the targets were established in 2020 and 2021; opportunities identified to improve data availability and measurement methodologies that impact the Company's emissions profile; uncertainties in the operating environment; availability of technological advancements needed to achieve the targets; the capital expenditures required and alignment of those expenditures with the Company's priorities and strategy.

Targets

The following targets have been assessed as not achievable within the timeframes established, and therefore they are being discontinued, or further evaluated for alignment with the Company's evolving business strategy.

	Description	Status
Science-based Targets	Reduce absolute Scope 1 and 2 GHG emissions 46% by 2030 from the 2019 base year. Reduce absolute Scope 3 GHG emissions from purchased goods and services as well as use of sold products by 15% from the 2019 base year.	Being further evaluated
GHG Intensity	Reduce GHG net trade sales intensity (Scopes 1 and 2) 30% by 2025 and 46% by 2030 from the 2019 base year.	Being further evaluated
Net Zero	In 2021, Sealed Air announced a goal to achieve net-zero carbon dioxide emissions by 2040 across its operations (Scopes 1 and 2).	Being discontinued



Climate & Greenhouse Gas Emissions

Key Metrics Related to Climate and Greenhouse Gas Emissions

Absolute Greenhouse Gas Emissions
For the year ended December 31, 2024

CO2e Emissions Metric Tons(MT)	
Scope 1 Direct	158,005
Scope 2 (location-based) Purchased emissions	287,662
Scope 2 (market-based) Purchased emissions	260,441
Gross Scope 1 and 2 (market-based)	418,446

Reference the accompanying notes on pages 34-36 for methodology and approach to absolute GHG emissions.

Sealed Air is reporting Scope 2 using both location-based and market-based methods to provide a more complete and accurate picture of a company's energy-related emissions. According to the GHG Protocol Scope 2 Guidance: location-based method reflects the average emissions intensity of grids on which energy consumption occurs, and the market-based method reflects emission from electricity that the Company has purposefully chosen.

CO2e Intensity
For the year ended December 31, 2024

CO2e Emissions Metric Tons(MT)/kUSD	
GHG Intensity	.074

Sealed Air calculates GHG intensity by dividing Scope 1 and 2 (Market-Based) total metric tons of CO2eq by the net trade sales. 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 uses the 2024 foreign exchange rates.

Assurance

Scope 1 and 2 GHG Assurance
As part of its commitment to transparency and continuous improvement, Sealed Air Corporation (the "Company") engaged a global assurance provider to conduct a review of the Company's Scope 1 and Scope 2 greenhouse gas ("GHG") emissions data (the "Subject Matter") for the year ended December 31, 2024.

The assurance was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants ("AICPA") and focused on evaluating the accuracy, completeness, and reliability of reported and unreported Scope 1 and Scope 2 GHG emissions data.

The conclusions reached through the review indicate that the Company has not yet determined whether all entities and locations have been included in the Subject Matter. In addition, emissions were excluded from the unintentional leakage of SF_6 at four known locations.

The findings from this engagement have been shared with management and are actively being considered as part of the Company's ongoing efforts to strengthen its system of quality control and GHG emissions data.

The decision to have assurance conducted in accordance with attestation standards established by the AICPA is a critical step in Sealed Air's ongoing efforts to identify gaps and incorporate improvements in the Company's structured approach to measuring, tracking, and reporting greenhouse gas emissions, guided by the GHG Protocol standards.

Sealed Air is continuing to engage with a third party to make improvements in the Company's greenhouse gas (GHG) inventory management plan, increase the availability of data, and refine boundaries to account for emissions from all operations over which the Company has full authority. Additional details about the exclusions, organizational and operational boundaries can be found on pages 35-36.

Climate & Greenhouse Gas Emissions

Notes to the Absolute GHG Emissions

Basis of Presentation

Greenhouse Gas Emissions (GHG) for Sealed Air were prepared for the calendar year 2024, aligning with the Company's financial reporting period from January 1 to December 31, 2024. For reporting year 2024, Sealed Air engaged a third-party advisory firm to calculate greenhouse gas (GHG) emissions for Scope 1 and Scope 2.

The Scope 1 and Scope 2 inventories include carbon dioxide (CO2), methane (CH4), and nitrous oxide (N2O). All GHG emissions are expressed in metric tons of carbon dioxide equivalents (MTCO2e), using 100-year global warming potentials from the U.S. EPA's Emission Factor Hub (January 2025), the World Meteorological Organization (2022), or academic research on volatile organic compounds. For plastic scrap fuel, the global warming potential was developed internally.

The Company's Greenhouse Gas Emissions were calculated using the standards and guidelines of the World Resources Institute and the World Business Council for Sustainable Development, collectively known as the *GHG Protocol*. Scope 1 was calculated using the revised *GHG Protocol Corporate Accounting and Reporting Standard*. Scope 2 emissions were calculated using the *GHG Protocol Scope 2 Guidance* an amendment to the *Corporate Standard.*

Climate & Greenhouse Gas Emissions

Exclusions

This Report excludes the following data sources due to limitations in data availability or emissions calculation methodologies.

Scope 1: fugitive emissions, including emissions from the unintentional leakage of sulfur hexafluoride (SF_6), are excluded as management has not established an approach to collecting and quantifying this type of emission within all of its applicable facilities. SF_6 gas can inadvertently escape as leaks develop during the lifecycle of equipment. Four locations were identified as using SF_6 and not reporting, and the Company is working with those locations to implement an approach for measuring the emissions.

Scope 1 and 2: as acknowledged by management and also noted in the Company's assurance process, the Company is determining whether all entities and locations have been included in Scope 1 and 2 emissions. In 2024, 90% of Sealed Air's manufacturing facilities were included in the Company's GHG inventory.

Emissions from previous years are omitted from this report as they are not comparable and do not reflect boundaries being established.

As noted on page 33, Sealed Air is continuing to engage with a third party to make improvements in the Company's greenhouse gas (GHG) inventory management plan, increase the availability of data, and refine boundaries to account for emissions from all operations over which the Company has full authority.

Estimation Uncertainties

Emissions data included in the Statement of Greenhouse Gas Emissions are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Organizational Boundaries

The operational control approach was selected as the Company's organizational boundary for GHG emissions. This boundary encompasses most of the Company's global facilities, specifically leased and owned offices, warehouses, manufacturing, parking, storage, and other facilities under the Company's operational control. Excluded facilities include some warehouses, and those classified for commercial use. The Company will continue to refine its organizational boundary to account for emissions from all operations over which the Company has full authority.

Climate & Greenhouse Gas Emissions

Operational Boundaries
The Company's operational boundary includes Scopes 1 and 2. The emission-generating sources captured include:

Scope 1:
- Fleet vehicle emissions
- Natural gas
- Propane
- Fuel oil
- Diesel
- Gasoline
- Plastic scrap fuel
- Carbon dioxide (CO2)
- Sulfur hexafluoride (SF6)
- Butane
- Pentane
- Flexo inks
- Flexo laminates
- By product CO2

Scope 2:
- Purchased electricity
- Energy Attribute Certificates (EACs)

Methodology and Emissions Factors

GHG Scope	MTCO2e	Description
Scope 1 Direct emissions	158,005	Emissions were calculated by use of primary data and relevant emission factors, and relied upon the activity data provided from Sealed Air's internal SQL system. Emission factors were primarily sourced from the US EPA's eGRID Subregion Total Output Emission Rates (2023 Edition) and the IEA's Emission Factors (2024 Edition). Global Warming Potential (GWP) factors were sourced from the US EPA's Emission Factors Hub.
Scope 2 (location-based) Purchased emissions	287,662	
Scope 2 (market-based) Purchased emissions	260,441	

Climate & Greenhouse Gas Emissions

Energy Use

Investments in Renewable Energy
Renewable sources accounted for 9% of total energy consumption in 2024. This includes purchases of Renewable Energy Credits, and renewable energy provided by the solar installation at the Company's Madera, California manufacturing facility.

Targets Related to Energy Use

The following targets have been assessed as not achievable within the timeframes established, and therefore they are being further evaluated for alignment with the Company's evolving business strategy.

	Description	Status
Energy Intensity	Reduce energy net trade sales intensity 17% by 2025 and 28% by 2030 from the 2019 base year.	Being further evaluated

Key Metrics Related to Energy Use

For the year ended December 2024.

Energy Usage Megawatt-hour (MWh)	2024
Absolute energy use	1,404,337
Energy intensity	0.248 MWh/ kUSD
Self-generated non-fuel renewable energy:	3,457
Purchased or acquired electricity, heat, steam and cooling from renewable sources	902,039
Fuel from renewable sources	127,836
Total energy consumption from renewable sources	127,836
Total energy consumption from fossil sources	502,298
Total energy consumption related to own operations	1,404,337
Percentage of fossil sources in total energy consumption	35.8%
Percentage of renewable sources in total energy consumption	9.1%

Sealed Air calculates energy intensity by dividing total kWh by 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 the 2024 foreign exchange rates.

Resource Use & Circular Economy

For the manufacturing of packaging products and solutions, Sealed Air uses materials sourced from its suppliers and relies on the use of natural resources in its processes. The Company also generates waste through production processes and during products' end-of-life cycle.

Sealed Air's efforts around resource use and circular economy are focused on delivering products and solutions that maximize food and product protection, while minimizing the consumption of resources and the generation of waste throughout the process.

Management and Oversight of Resource Use and Circular Economy

Sealed Air's management reports and discusses environmental related matters with the Company's Board of Directors and Nomination and Corporate Governance Committee, or "N&CG Committee", of the Board of Directors.

Key Policies Related to Resource Use and Circular Economy

Sealed Air is committed to managing material risks through policies and practices that focus on responsible materials and chemicals, and resource use.

The policy documents outline the principles and expectations across the organization. The documents are available for Sealed Air's workforce on the Company's intranet, and employees are expected to be informed of these policies and act in accordance with them.

Resource Use & Circular Economy

Responsible Materials and Chemicals Use

Sealed Air's management of materials and chemicals is designed to mitigate hazards and/or safety risks and promote more sustainable materials, such as increasing recycled material content in its products and processes.

Management of Responsible Materials and Chemicals

Sealed Air's materials and chemicals practices and policies are managed by a dedicated regulatory affairs team. This global team of chemical and regulatory specialists actively collaborates with regulatory authorities and maintains global regulatory awareness to support the Company's customers across all product portfolios and across all geographies where it conducts business.

The Company's focus on responsible chemistry enables it to provide assurances to customers and their customers that the solutions meet or exceed their safety and compliance needs. Sealed Air applies in-depth knowledge of the chemistry of all its purchased materials to develop innovative packaging solutions that meet rigorous chemical safety standards at regional and global levels. The Company does this together with its customers and supply chain partners to continually monitor chemical regulatory status, and to ensure the safety of its solutions by eliminating chemicals of concern from its global portfolios and that its solutions are approved for use in their respective applications. Sealed Air has implemented an effective management approach to materials and chemicals to mitigate hazards and safety risks, and to promote the use of more sustainable materials in its operational processes, products, and solutions.

Responsible Chemistry Policy

In 2014, Sealed Air established a Responsible Chemistry Policy to optimize the materials and sustainability performance of its processes and solutions and to eliminate health and safety-related risks to employees, customers, consumers, and the communities where the Company operates and serves. Sealed Air's proactive approach to addressing chemical safety offers strategic advantages by identifying, managing, and eliminating chemicals of concern identified by regulators, customers, and environmental groups.

Pursuant to the Responsible Chemistry Policy, Sealed Air implemented a system for continually monitoring and evaluating ingredients for unacceptable risks to human health and/or the environment, and ingredients known or suspected to become regulated or restricted by customers. The Responsible Chemistry List and the Materials Management System are key elements of the Responsible Chemistry Policy.

Key Policies Related to Responsible Materials and Chemical Use

Policy Name	Purpose	Scope	Most Senior Level Accountable
Responsible Chemistry Policy	The objective of the Responsible Chemistry List is to help manage risks associated with chemicals in products. The RCL sets prohibitions or restrictions on chemicals with environmental, health, safety, or regulatory concerns.	Global	Executive Management

Resource Use & Circular Economy

Key Actions Related to Responsible Materials and Chemical Use

Responsible Chemistry List
Sealed Air's Responsible Chemistry List is a critical component for the materials approval process. It contains substances of concern including raw materials, ingredients, components, or potential contaminants that Sealed Air is monitoring.

Sealed Air regularly reviews and maintains the Responsible Chemistry List based on current scientific and regulatory information. Chemicals are classified within one of four tiers, depending on the specific restrictions or risks associated with those chemicals:

Banned: Prohibited from purchase and prohibited from intentionally added use in any category of Sealed Air products.

Phase Out: Currently used in Sealed Air products but planned for phasing out of products

Risk Managed: Currently used in Sealed Air products, but use is restricted to some product categories or within concentration limits.

Watch: Actively monitored for legislative, scientific literature, customer, NGO, or regulatory developments affecting their use.

Materials Management System for Food and Medical Applications
Sealed Air maintains a robust process to evaluate its formulations used in food and medical applications around the globe. As the Company develops new formulations, the chemical compositions are assessed early in the product development process to ensure raw materials comply with regulatory requirements and the Responsible Chemistry List.

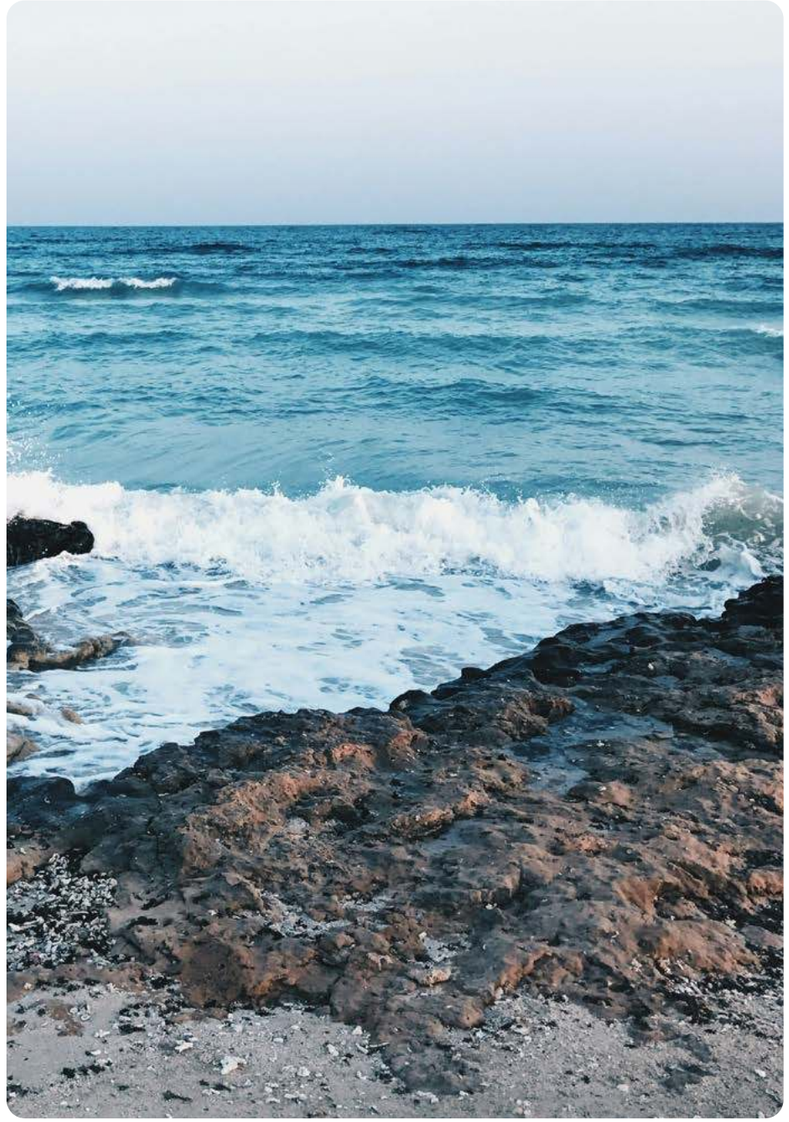
Per and Polyfluoroalkyl Substances (PFAS)
Certain U.S. states have passed laws regulating the use of per and polyfluoroalkyl substances (PFAS) in food packaging materials. In addition, the EU, Australia, and Canada have either passed laws or expressed intent to regulate PFAS in packaging materials.

Sealed Air is in compliance with current U.S. and global regulations regarding the use of PFAS. The Company continues to reformulate certain packaging products to comply with future regulatory requirements.

Safe Storage and Use of Raw Materials and Production Chemicals
As a manufacturer, Sealed Air is subject to various laws, rules and regulations in the countries/territories, jurisdictions and localities in which it operates. These cover, among other things, the safe storage and use of raw materials and production chemicals, the release of materials into the environment, and standards for the treatment, storage and disposal of solid and hazardous wastes.

Sealed Air has an environmental management system that aids in the management of environmental, health and safety matters pertaining to its operations. Key elements of this environmental management system are implemented throughout its operations.

Resource Use & Circular Economy



Water Use

Sealed Air manages water in terms of quantity and quality, taking into account operational consumption, effluent mitigation, wastewater treatment, and water scarcity considerations. Sealed Air complies with regulations that are applicable to water use in the Company's processes, including where water is in direct contact with food contact packaging materials.

Targets Related to Water Use

In 2021, Sealed Air announced that the Company committed to a set of targets aimed at reducing water intensity within its operations.

The 2030 target has been assessed as not achievable within the timeframe established, and therefore it is being further evaluated for alignment with the Company's evolving business strategy.

	Description	Status
Water Intensity	Reduce water intensity by 17% by 2025 and 28% by 2030 from the 2019 base year.	Being further evaluated

Key Metrics Related to Water Use

Water Use Cubic Meters	2024	2023
Absolute water use in operations	1,571,817	1,513,919
Water intensity	0.278 Liters/USD	0.267 Liters/USD

Sealed Air calculates water intensity 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 uses the 2024 foreign exchange rates.

Resource Use & Circular Economy

Circular Economy

Sealed Air's approach to the circular economy focuses on designing or advancing solutions that efficiently use and consume resources in production, reduce waste, are recyclable, and incorporate content sourced from recycled or renewable materials.

To address waste generated during the Company's production processes and products' end-of-life cycle, Sealed Air collaborates with customers, channel partners and suppliers to support circular business models, advance technologies to recover and recycle flexible plastics, and contribute to the diversion and reduction of manufacturing and consumer waste.

Resource Use & Circular Economy

Key Actions Related to Resource Use and Circular Economy

Incorporating Recycled Content

In some jurisdictions in which Sealed Air packaging products are sold or used, laws and regulations have been adopted or proposed that seek to regulate the use of plastics, and the minimum levels of recycled or reprocessed content. In the European Union ("EU"), the Company has registered manufacturing plants and production lines as required by regulations for manufacturing products that incorporate recycled content. Sealed Air maintains programs designed to comply with these laws and regulations.

ISCC PLUS Certification

ISCC PLUS is an international sustainability certification program for raw materials and ensures traceability and correct statements about certified materials within a supply chain. The program was developed by The International Sustainability and Carbon Certification (ISCC) organization. Sealed Air maintains ISCC Plus-certified facilities in the US, the UK, France, Italy, and Australia.

Recycled Content Traceability

Sealed Air has taken actions to verify recycled plastic content in its products through the EN15343 certification process to track, verify and guarantee recycled content. Sealed Air achieved EN15343 certification for specific protective packaging products and processes in Europe.

The certification includes an on-site audit by an accredited body to verify that the traceability requirements are satisfied:

- Recycling plastic waste (this includes verification of the recycling process, origin and type of waste: post-consumer, postindustrial, food/non-food value chain)
- Manufacturing product (verification of the traceability of recycled polymer and content in the products)
- Control practice and recording activities implemented by Sealed Air.

The certificate released by the accredited body is valid for five years with annual verifications to confirm that the process is still being followed correctly and that the determination of recycled content and product labeling continue to meet the certification scheme requirements.

Certified Fiber Sources

Sealed Air operates two paper manufacturing facilities in the United States which have each received Forest Stewardship Council (FSC) and Sustainable Forestry Initiative (SFI) certifications for the raw fiber-based materials used in the products produced in those facilities. Additional Sealed Air manufacturing facilities producing paper and corrugated products are certified by the Sustainable Forestry Initiative in North America and by the Forest Stewardship Council in Europe.

SFI Certifications

- Paper Mills: Reading and Modena Pennsylvania, United States
- Facilities: Hudson, North Carolina; Hanover, Pennsylvania; Louisville, Kentucky, United States

FSC Certifications

- 28 certified facilities

Resource Use & Circular Economy

Sealed Air's Innovation Delivery Process

Sealed Air's innovation delivery process (IDP) is a stage-gate approach for commercializing new solutions. The innovation roadmaps Sealed Air developed to advance the circular economy are influenced by the evolving regulatory landscape, customer needs, supply and demand, and the advancement of infrastructure to support the recovery and recycling of the materials that Sealed Air designs and delivers.

Solutions undergo evaluation to determine whether they support achieving sustainability outcomes for Sealed Air and its customers. Leveraging the Company's sustainability scorecard as part of the IDP, Sealed Air focuses on meeting the needs of customers without compromising the technical attributes and the critical functions that the solutions deliver, to preserve and protect food and essential goods.

Investing in Substrate Agnostic Offerings

Sealed Air continues to invest in its portfolio to expand the mix of materials designed for various applications to meet evolving customer and market needs.

Jiffy® Embossed Mailers
BUBBLE WRAP® Jiffy® embossed mailers converge recyclable paper with protection. The all-paper product offers inner padding constructed of a kraft paper material that mimics BUBBLE WRAP® brand cushioning. It protects products during shipment, and is made with 100% curbside recyclable materials.

Key attributes include:
- The embossed inner layer eliminates the need for added void fill and cushioning, minimizing materials
- The use of mailers reduces freight costs compared to corrugate
- Less weight and less solid waste when compared to boxes
- Curbside recyclable

Learn more here

APS Autobag® Brand AB850HB Hybrid
APS Autobag is a hybrid system and supports customers with one machine that can adapt to multiple packaging substrates, handling poly bags and curbside recyclable paper versus having specialized machines.

Key attributes include:
- Improves efficiency with speeds up to 10 bags per minute, depending on bag size
- Inline printing capability allows for shipping labels directly printed on the bag
- Reduces shipping cost compared to standard corrugate

Learn more here

Resource Use & Circular Economy

Key Targets Related to Circular Economy

Sealed Air acknowledges that there are complex challenges with circularity and end of life related to materials within the Company's downstream value chain. Efforts to advance the circular economy are influenced by a combination of activities including the Company's own operating procedures, the evolving regulatory landscape, customer needs, supply and demand, and infrastructure to support the recovery and recycling of the materials that Sealed Air develops.

The Company's targets to design or advance 100% of packaging solutions to be recyclable, and incorporate an average of 50% recycled or renewable content by 2025 have been assessed as not achievable within the timeframe established.

While the 2025 materials pledge was not achieved, the Company remains committed to advancing the circular economy through efforts to:

- Design or advance packaging solutions that are recyclable
- Incorporate content derived from recycled or renewable materials
- Collaborate on recycling technology and infrastructure

Key Metrics Related to Circular Economy

Description	2024	2023
Solutions designed for recyclability[1]	Approximately 55% of the material weight sold	Approximately 52% of the material weight sold
Recycled content derived from plastic or fiber	12% of the material weight sold	14% of the material weight sold.
Content derived from virgin fiber or other newly produced biobased materials	2.7% of the material weight sold	3% of the material weight sold.

Performance is tracked by material weight sold based on Sealed Air's definition of "designed for recyclability"[1]. Renewable content (virgin fiber and biobased) and recycled content (fiber and plastic) are also tracked by material weight sold. Material weight sold is defined as the total weight of all plastic and fiber material sold with estimations of product weight for select items such as fitments, taps and spouts in the Liquibox segment.

Materials from Liquibox were included in 2024 performance, and were not included in reporting year 2023.

[1]See "Designed for Recyclability" ("Recycle-Ready") section.

Explanation: Designed for Recyclability (Recycle-Ready)
Sealed Air recognizes that "recyclability" requires 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, Sealed Air designates select materials as "designed for recyclability" or "recycle-ready" with the disclaimer that the degree of recyclability will vary depending on the scope and availability of flexible film collections, sortation, and recycling programs.

To establish that a plastic packaging material is "designed for recyclability" or "recycle-ready" Sealed Air internally tests for mechanical recyclability in alignment with published relevant guidelines and protocols, such as those published by the Plastic Recyclers Europe (PRE) and the Association of Plastics Recyclers (APR), to confirm that the material is compatible with recycle streams for the indicated predominate resin. Such internal testing should not be interpreted as a certification of results.

Store Drop-off Labeling

In 2025, Sealed Air determined that it will remove store drop-off labeling from Company branded products.

The Company acknowledges its responsibility in participating in cross-sector collaboration to enable the recovery and recycling of the materials that it develops.

Sealed Air will continue to advocate for circularity across the value chain by encouraging packaging recovery after use, and supporting investment into recycling infrastructure to improve collection, sorting and processing of materials.

Resource Use & Circular Economy

Operations and Manufacturing Waste

To reduce waste generated through Sealed Air's production processes, the Company focuses on enhanced manufacturing process efficiency, waste diversion and employee education. Some materials used to manufacture packaging products are sourced from waste from the Company's operations, and converted to recycled content.

Targets Related to Manufacturing Waste

In 2021, Sealed Air announced that the Company committed to a set of targets aimed at diverting manufacturing waste from landfill and external incineration within its operations.

The following targets have been assessed as not achievable within the timeframes established, and therefore they are being further evaluated for alignment with the Company's evolving business strategy.

	Description	Status
Diversion of Manufacturing Waste	Divert manufacturing waste from landfill and external incineration 85% by 2025 and 100% by 2030.	Being further evaluated

Key Metrics Related to Operations and Manufacturing Waste

Manufacturing Waste by Weight

Manufacturing Waste by Weight	2024	2023
Divert manufacturing waste from landfill and external incineration of 85% by 2025 and 100% by 2030.	57%	66%

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

Consumers & End Users

Sealed Air's packaging solutions play an essential role in safeguarding food and goods, and ensuring the quality of the final product is not compromised for consumers.

The Company's food packaging solutions are utilized by food processors in fresh red meat, smoked and processed meats, poultry, seafood, fluids and liquids, cheese, and other food markets worldwide. The Company offers integrated solutions that increase food safety, extend shelf life, reduce food waste, automate processes, and optimize total cost.

Protective packaging solutions are utilized across many global markets to protect goods during transit and are especially valuable to e-commerce, consumer goods, pharmaceutical and medical devices and industrial manufacturing.

Management and Oversight of Consumers and End Users

Members of Sealed Air's executive and senior leadership teams oversee the Company's product quality and safety programs. Sealed Air's management reports and discusses product quality and safety related matters with the Company's Board of Directors.

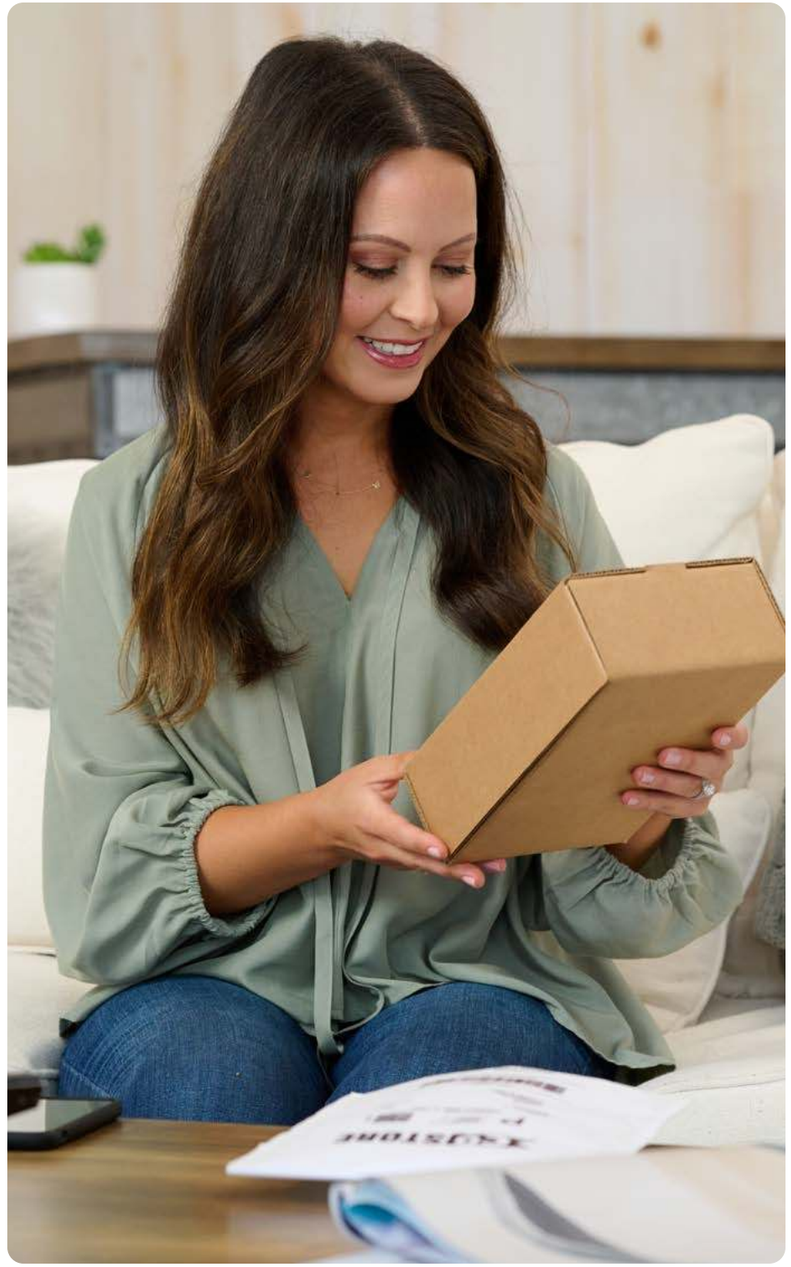
Key Actions Related to Consumers and End Users

Product Safety and Quality
Sealed Air is dedicated to producing packaging solutions that are of high quality, function as intended, and follow relevant safety regulations.

The Company provides packaging products that meet regulatory requirements, and customer quality and safety standards. Sealed Air facilities adhere to rigorous quality control measures to ensure that its products meet a high level of quality, and leverage best-in-class certified quality systems that are recognized around the world.

Various federal, state, local and foreign laws and regulations regulate some products and require Sealed Air to register certain products and comply with specified requirements. The Company is also subject to various federal, state, local and foreign laws and regulations that regulate products manufactured and sold for controlling microbial growth affecting humans, animals and processed foods. In the U.S., these requirements are generally administered by the U.S. Food and Drug Administration ("FDA").

The Company leverages customer feedback, analyzes data, improves and adapts to address customer needs and expectations. Continuous defect detection and full product traceability ensure the delivery of high-quality solutions and equipment.



Business Conduct

Management and Oversight of Ethics and Integrity Programs

The Integrity Committee, with executive and senior leader membership, oversees the Company's ethics and integrity programs. Sealed Air's management reports and discusses ethics and integrity related matters with the Company's Board of Directors and Audit Committee of the Board of Directors.

Key Policies Related to Business Conduct

Sealed Air is committed to managing material risks through policies and practices that focus on responsible business conduct.

The policy documents outline the principles and expectations for responsible business conduct including ethics and integrity matters across the organization. The documents are available for Sealed Air's workforce on the Company's intranet, and employees are expected to be informed of these policies and act in accordance with them.

Key Policies Related to Business Conduct

Relevant Policy Name	Purpose	Scope	Most Senior Level Accountable
Code of Conduct	Outlines the Company's expectations and responsibilities to ensure each of us operates in a lawful and ethical manner at all times.	Sealed Air personnel and business partners globally.	Board of Directors and Executive Management
Global Anti-bribery and anti-corruption policy	Provides guidelines and general procedures for compliance with Anticorruption Laws, establishes standards for Sealed Air Personnel regarding (i) transactions with Public Officials, (ii) reporting Red Flags, and (iii) accounting and record keeping requirements.	Sealed Air personnel and business partners globally.	Executive Management
Conflict Minerals Policy	Defines Sealed Air's commitment to source conflict- free minerals and expectations for suppliers to support compliance efforts.	Sealed Air personnel and business partners globally.	Executive Management

Business Ethics and Integrity Within Our Code of Conduct
Sealed Air's Code of Conduct was approved by the Board of Directors and applies to the Company's directors, officers, employees, suppliers, and other third-party business partners. The Code of Conduct reflects Sealed Air's purpose and values as an organization and how it should act. It encourages all employees to promote an ethical culture and to recognize and report integrity and compliance issues. The Code of Conduct guides the Company in how to manage daily processes and interactions with professionalism, respect, and integrity. Sealed Air employees are required to review the Code of Conduct annually, along with the corresponding policies and affirm their adherence in writing.

Anti-Bribery and Anti-Corruption
Sealed Air's commitment to doing business with integrity means avoiding corruption or bribery in any form and complying with global anti-corruption laws. This expectation extends to those who conduct business on Sealed Air's behalf or desire to conduct business with Sealed Air.

All Sealed Air 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 policies. Sealed Air's Enhanced Global Anticorruption Screening Program (EGAP) encompasses screening and monitoring controls through a third-party vendor, as well as the education components mentioned above, which includes guidance on interactions involving intermediaries and foreign officials.

Business Conduct

Key Actions Related to Business Conduct

Educating Employees on Ethics and Compliance
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. The topics of online courses include the Code of Conduct, anti-bribery, anti-corruption, conflicts of interest, workplace respect, and others.

Mechanisms for Advice and Concerns About Ethics
Sealed Air is committed to an environment of transparency where open, honest communications are the expectation, not the exception. The Company encourages individuals to report all known or suspected violations of Sealed Air's Code of Conduct, Company policies, or laws. Sealed Air's Code of Conduct and trainings make clear our commitment to non-retaliation against anyone who reports perceived wrongdoing in good faith. Employees can make a report via the Integrity Line Website (secure.ethicpoint.com) or Integrity Hotline at 1-888-760-3137 (US and Canada).

Suppliers and Responsible Sourcing
Sealed Air is committed to ensuring its suppliers act ethically and responsibly. The Company places a premium on fostering long-term relationships with strategic suppliers that support this commitment by demonstrating environmental and social responsibility.

Sealed Air suppliers are expected to know and follow the Code of Conduct (and any other Sealed Air policies or requirements that may apply to their organization) and hold their suppliers and sub-suppliers to those standards. Sealed Air is responsible for holding suppliers accountable and ensuring they operate ethically, in compliance with the law and in a way that is consistent with the Company's Code of Conduct, policies, and values. Suppliers onboarding through the Company's standard corporate procurement management system are required to confirm that they agree to the Code of Conduct.

Business Conduct

Political Engagement

Sealed Air engages with legislators and regulators to support policy solutions that advance overall sustainability for the packaging sector. The Company relies on science and technology to inform decisions that address food safety, waste challenges, enable circularity, and reduce climate impacts. Sealed Air's objective is to encourage a regulatory environment that enables technical advancements, avoids unintended negative impacts and supports growth and development of the packaging industry in a manner that is sustainable, and considers stakeholders across the packaging value chain.

Management and Oversight of Political Engagement

Engagement activities with legislators and regulators are managed by Sealed Air's global Corporate Affairs function, with oversight by General Counsel, in coordination with the Company's senior leadership team. Sealed Air conducts all political engagement activities in full compliance with the law and the Company's Code of Conduct.

Key Policies Related to Political Engagement

Relevant Policy Name	Purpose	Scope	Most Senior Level Accountable
Code of Conduct	Outlines the company's expectations and responsibilities to ensure each of us operates in a lawful and ethical manner at all times.	Sealed Air personnel and business partners globally.	Board of Directors and Executive Management
Global Anti-bribery and anti-corruption policy	Provides guidelines and general procedures for compliance with Anticorruption Laws, establishes standards for Sealed Air Personnel regarding (i) transactions with Public Officials, (ii) reporting Red Flags, and (iii) accounting and record keeping requirements.	Sealed Air personnel and business partners globally.	Executive Management

Sealed Air Anti-bribery and Anti-corruption Policy and Political Contributions
As stated in Sealed Air's Code of Conduct, Sealed Air Personnel may not use Sealed Air funds for political contributions of any kind. Similarly, Sealed Air Personnel may not use their own funds to make contributions on Sealed Air's behalf to public officials.

Business Conduct

Key Actions Related to Political Engagement

Sealed Air's strategic advocacy efforts include active participation in industry trade association committees and governance bodies, supporting educational events for elected officials organized by these associations, and hosting local representatives at manufacturing facilities within their districts.

Main Topics Covered by Political Engagement in 2024
In 2024, Sealed Air's advocacy efforts focused on informing and advancing policies that:

- Recognize the essential role of engineered packaging solutions in ensuring product safety, minimizing resource use, and preventing damage or spoilage throughout the supply chain.
- Promote circularity across the value chain by encouraging packaging recovery after use, supporting investment into recycling infrastructure, and increasing the use of recycled content into new packaging and applications.
- Support research and development of advanced packaging materials and system technologies that reduce environmental impacts across the supply chain while delivering essential societal benefits, particularly in the safe transportation, storage and distribution of food.
- Advanced recycling initiatives that improve collection, sorting and processing of packaging materials.

Sealed Air's advocacy efforts are closely aligned with the Company's business strategy. By promoting policies that support sustainable packaging systems, Sealed Air aims to reduce resource consumption, minimize waste, and mitigate climate impacts.

Reporting on Expenses
Sealed Air does not employ lobbyists, but the Company does maintain memberships with several trade associations that engage in lobbying on behalf of the packaging industry.

Memberships and Collaboration
Sealed Air is an active member of various organizations that represent the interests of the packaging sector across the regions where it operates. These memberships align with the Company's legal obligations and reflect its commitment to broader industry engagement.

As a leader in both the food and protective packaging markets, Sealed Air takes its responsibility for integrity and leadership seriously. The Company fosters collaboration with a diverse range of stakeholders, recognizing it as essential to driving outcomes that benefit both its industry and society as a whole.

Business Conduct

Cybersecurity

Sealed Air maintains a cybersecurity program that is designed to identify, prevent, detect, respond to, and recover from cybersecurity threats, and protect the confidentiality, integrity, and availability of its information technology, including the information residing on such systems.

Management and Oversight of Cybersecurity

The Company has a dedicated Chief Information Security Officer ("CISO") with overall responsibility for developing and implementing the global cyber strategy, risk management, and operational initiatives.
The Company leverages recognized cybersecurity frameworks to organize, improve, and assess its cybersecurity program and to manage and reduce cybersecurity risk. The global information security team, under the direction of the CISO, develops, implements, and manages cybersecurity-related internal controls and risk processes for the Company, with internal controls consisting of a mix of administrative, technical, and physical controls.

The Board of Directors has oversight responsibility for Sealed Air's risk management programs, including cybersecurity risk management. The Board of Directors has delegated the specific responsibility of cybersecurity risk oversight to the Audit Committee, although the Board remains actively involved in overseeing cybersecurity risk management, both through presentations given by management during Board meetings, as well as through regular reports from the Audit Committee on its cybersecurity risk oversight activities.

Key Policies Related to Cybersecurity

Relevant Policy Name	Purpose	Scope	Most Senior Level Accountable
Sealed Air IT Security Policy	This policy provides guidelines for safeguarding information and physical computing devices to prevent or minimize compromise of the confidentiality, integrity and availability of Sealed Air proprietary information, the information of our employees and customers.	Global	Executive Management
Sealed Air Privacy Policy	Describes the types of information the Company collects, how such information may be used, with whom the information may be shared with, and what the Company does to protect such information.	Sites or communications with customer experience centers	Executive Management

Business Conduct

Key Actions Related to Cybersecurity

Sealed Air deploys, configures, and maintains numerous technologies to enforce security policies, detect and protect against cybersecurity threats, and help safeguard the Company's information systems and assets. Sealed Air operates a Security Operation Center ("SOC") to monitor cybersecurity threats, coordinate incident response resources, and reduce response times.

The internal SOC team is augmented by a third-party managed security services provider. The Company maintains a cybersecurity incident response plan that provides a structured approach for the Company's response to cybersecurity incidents. Under the plan, cybersecurity incidents are escalated based on a defined incident severity scale, including to the Board of Directors as appropriate.

To improve preparedness for a cybersecurity incident, Sealed Air conducts tabletop exercises throughout the year. These exercises are conducted by internal team members and in some instances with assistance from third-party experts. The Company's cybersecurity program also includes cybersecurity trainings for staff. Sealed Air actively evaluates the training effectiveness and adjusts the trainings based on the evaluations.

The Company's cybersecurity program is periodically reviewed and adjusted by the CISO's office so that it can remain flexible and responsive as circumstances evolve, new cybersecurity threats emerge, and regulations change. Additional details about Sealed Air's Cyber Security Program can be found in the Company's annual report.

05

Corporate Governance

Board of Directors

Oversight of Strategy & Risk

Oversight of Environmental, Social & Governance Matters

Board of Directors

Board of Directors Overview
Under Sealed Air's Bylaws and the Delaware General Corporation Law, Sealed Air'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 N&CG Committee of the Board periodically reviews the size of the Board to ensure that the number of directors most effectively supports the Company.

Board Leadership Structure
Henry R. Keizer was elected as the Chair of the Board of Directors in 2022. The Chair 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 Chair has the right to call special and emergency meetings. The Chair serves as the liaison for interested parties who request direct communications with the Board. Notwithstanding the appointment of a Chair, 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 Chair 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 Sealed Air. 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.

Independence of Directors
Under Sealed Air's Corporate Governance Guidelines adopted by the Board and the requirements of the New York Stock Exchange, or NYSE, the Board of Directors must consist of a majority of independent directors. The Board annually reviews the independence of all non-employee directors. The Board has established categorical standards consistent with the corporate governance standards of the NYSE to assist it in making determinations of the independence of Board members. A copy of Sealed Air's Standards for Director Independence can be found on the Company's website at https://ir.sealedair.com/corporate-governance/highlights. The Board has determined that all of the non-employee directors are independent.

Board Composition
Sealed Air's Board is committed to seeking director candidates to achieve a mix of directors that enhances the range of background, skills and experience on the Board, including with respect to age, international expertise, geographic origin and specialized experience.

The Company strives to achieve a Board composition that promotes an inclusive culture and that solicits multiple perspectives and views. Additionally, Sealed Air seeks to create an overall organization where success is determined by individual merit (e.g., talent and achievement) rather than external factors (e.g., physical appearance or background) at all levels of the Company, including its Board. The director nominees elected to the Board at the Company's 2025 Annual Meeting of Stockholders represent 25% in gender diversity and 25% in race and ethnic diversity, as self-reported.

Board of Directors

Director Qualifications

The Board has adopted Qualifications for Nomination to the Board, a copy of which is posted on Sealed Air's website at https://ir.sealedair.com/corporate-governance/highlights. The Qualifications provide that, in selecting directors, the Board of Directors should seek to achieve a mix of directors that enhances the variety of background, skills and experience on the Board, including with respect to age, international background, and specialized experience. Directors should have relevant expertise and experience and be able to offer advice and guidance to the Company's CEO based on that expertise and experience.

Also, a majority of directors should be independent under applicable NYSE listing standards, Board and Committee guidelines, and applicable laws and regulations. Each director is also expected to:

- be of the highest ethical character and share the values of Sealed Air as reflected in its Code of Conduct;
- be highly accomplished in his or her field, with superior credentials and recognition;
- have sound business judgment, be able to work effectively with others, have sufficient time to devote to our affairs, and be free from conflicts of interest; and
- be independent of any particular constituency and able to represent all of Sealed Air's stockholders.

Board Meetings, Committee Membership and Attendance

Under Sealed Air's Corporate Governance Guidelines, the Company expects directors to regularly attend meetings of the Board and of all Committees on which they serve and to review the materials sent to them in advance of those meetings. During 2024 the Board held five meetings. Each current director attended at least 90% of the aggregate number of meetings of the Board and all Committees of the Board on which he or she served during 2024.

Board Committees and Membership

The Board maintains the Audit Committee, N&CG Committee, and P&C Committee. The members of these Committees consist only of independent directors. The Board also maintains an Executive Committee, which is comprised of the Chair of the Board serving as chair of the Executive Committee, the CEO (if also a director) 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. The Committee charters are available on our website at https://ir.sealedair.com/corporate-governance/committee-composition.

Oversight of Strategy & Risk

Board Oversight of Strategy

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

Board Oversight of Risk

The Board of Directors is actively involved in oversight of risks that could affect Sealed Air. 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 the Company has taken to monitor and control such exposures, while the P&C 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 available at https://ir.sealedair.com/corporate-governance/committee-composition. The Board as a whole, however, is responsible for oversight of Sealed Air's risk management processes and its enterprise risk management program. The Board regularly discusses risk management with management and among the directors during meetings.

Oversight of Environmental, Social, & Governance Matters

Board Oversight of Sustainability and Environmental, Social and Governance (ESG) Matters

Sealed Air recognizes sustainability and the effective management of environmental, social and governance (ESG) related risks as strategic business imperatives at Sealed Air and have made them an integral part of the Company's strategy.

The Board designated the N&CG Committee with the responsibility of overseeing Sealed Air's efforts with respect to ESG matters that are material to the Company, including ESG programs, policies and practices relating specifically to environmental and governance matters.

The Board also designated the P&C Committee with the responsibility of overseeing the Company's ESG programs, policies and practices relating to social matters.

In addition, the Audit Committee is responsible for monitoring and overseeing the Corporation's controls and procedures and assurance processes for key disclosure and reporting relating to environmental, social and governance matters.

The Board is engaged in assessing sustainability and ESG matters affecting Sealed Air, and its committees discuss the matters with management. These discussions cover various topics including people and workforce, sustainability and circular economy, climate change and natural disaster responses, employee health and safety, double materiality assessment, stakeholder engagement, as well as compliance with ESG reporting regulations and governance.

06

Appendix

Reporting Indices

Global Reporting Initiative

GRI 1: Foundation 2021

Statement of Use

GRI A2:G35

Sealed Air has reported the information cited in this content index for the period January 1, 2024 - December 31, 2024 with reference to the GRI standards. This Global Reporting Initiative (GRI) Index corresponds to ESG related information presented in our Global Impact Report, our proxy statement, annual report, and our website.

Sealed Air RY 2024 GRI Content Index

Statement of Use	Sealed Air has reported with reference to the GRI Standards for the period 1/1/2024 through 12/31/2024.
GRI 1 Used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE / OMISSION EXPLANATION
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	2-1 Organizational details	Sealed Air 2024 Global Impact Report p. 5, 6, 7
	2-2 Entities included in the organization's sustainability reporting	Sealed Air 2024 Global Impact Report p. 13
	2-3 Reporting period, frequency and contact point	Sealed Air 2024 Global Impact Report p. 13 Point of Contact: Mary Panks-Holmes
	2-4 Restatements of information	Sealed Air 2024 Global Impact Report p. 30
	2-5 External assurance	Sealed Air 2024 Global Impact Report p. 33
	2-6 Activities, value chain and other business relationships	Sealed Air 2024 Global Impact Report p. 10, 11
	2-7 Employees	Sealed Air 2024 Global Impact Report p. 6 U.S. workforce data is reported in the company's EEO -1 report.
	2-8 Workers who are not employees	U.S. workforce data is reported in the company's EEO -1 report.
	2-9 Governance structure and composition	Sealed Air 2024 Global Impact Report p. 55, 56
	2-10 Nomination and selection of the highest governance body	Sealed Air 2024 Global Impact Report p. 55, 56
	2-11 Chair of the highest governance body	Sealed Air 2024 Global Impact Report p. 55

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE / OMISSION EXPLANATION
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Sealed Air 2024 Global Impact Report p. 57, 58
	2-13 Delegation of responsibility for managing impacts	Sealed Air 2024 Global Impact Report p. 57, 58
	2-14 Role of the highest governance body in sustainability reporting	Sealed Air 2024 Global Impact Report p. 58
	2-15 Conflicts of interest	Sealed Air 2025 Proxy Statement
	2-16 Communication of critical concerns	Sealed Air 2024 Global Impact Report p. 49
	2-17 Collective knowledge of the highest governance body	Sealed Air 2024 Global Impact Report p. 55, 56
	2-18 Evaluation of the performance of the highest governance body	Sealed Air 2025 Proxy Statement
	2-19 Remuneration policies	Sealed Air 2025 Proxy Statement
	2-20 Process to determine remuneration	Sealed Air 2025 Proxy Statement
	2-21 Annual total compensation ratio	Sealed Air 2025 Proxy Statement
	2-22 Statement on sustainable development strategy	Sealed Air 2024 Global Impact Report p. 4, 9
	2-23 Policy commitments	Sealed Air 2024 Global Impact Report p. 22, 48
	2-24 Embedding policy commitments	Sealed Air 2024 Global Impact Report p. 22, 48, 49
	2-25 Processes to remediate negative impacts	2024 Form 10-K
	2-26 Mechanisms for seeking advice and raising concerns	Sealed Air 2024 Global Impact Report p. 49
	2-27 Compliance with laws and regulations	2024 Form 10-K
	2-28 Membership associations	Sealed Air 2024 Global Impact Report p. 51
	2-29 Approach to stakeholder engagement	Sealed Air 2024 Global Impact Report p. 14
	2-30 Collective bargaining agreements	Sealed Air 2024 Global Impact Report p. 24

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE / OMISSION EXPLANATION
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sealed Air 2024 Global Impact Report p. 14
	3-2 List of material topics	Sealed Air 2024 Global Impact Report p. 15
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2024 Form 10-K
	201-2 Financial implications and other risks and opportunities due to climate change	2024 Form 10-K
	201-3 Defined benefit plan obligations and other retirement plans	2024 Form 10-K
	201-4 Financial assistance received from government	2024 Form 10-K
Market Presence		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Omitted – information unavailable
	202-2 Proportion of senior management hired from the local community	Omitted – information unavailable
Indirect Economic Impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Omitted - information unavailable
	203-2 Significant indirect economic impacts	Omitted - information unavailable
Procurement Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Omitted – information unavailable
Anti-Corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2024 Global Impact Report p. 48, 49
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Sealed Air 2024 Global Impact Report p. 48, 49
	205-2 Communication and training about anti-corruption policies and procedures	Sealed Air 2024 Global Impact Report p. 49
	205-3 Confirmed incidents of corruption and actions taken	Omitted – information unavailable
Anti-Competitive Behavior		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Omitted – information unavailable

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE / OMISSION EXPLANATION
Tax		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 207: Tax 2019	207-1 Approach to tax	Omitted - information unavailable
	207-2 Tax governance, control, and risk management	Omitted - information unavailable
	207-3 Stakeholder engagement and management of concerns related to tax	Omitted - information unavailable
	207-4 Country-by-country reporting	Omitted - information unavailable
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2024 Global Impact Report p. 38
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Sealed Air 2024 Global Impact Report p. 45
	301-2 Recycled input materials used	Sealed Air 2024 Global Impact Report p. 45
	301-3 Reclaimed products and their packaging materials	Sealed Air 2024 Global Impact Report p. 43, 44, 45
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2024 Global Impact Report p. 31
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sealed Air 2024 Global Impact Report p. 37
	302-2 Energy consumption outside of the organization	Omitted - information unavailable
	302-3 Energy intensity	Sealed Air 2024 Global Impact Report p. 37
	302-4 Reduction of energy consumption	Sealed Air 2024 Global Impact Report p. 37
	302-5 Reductions in energy requirements of products and services	Omitted - information unavailable
Water and Effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2024 Global Impact Report p. 38
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sealed Air 2024 Global Impact Report p. 41
	303-2 Management of water discharge-related impacts	Sealed Air 2024 Global Impact Report p. 27
	303-3 Water withdrawal	Omitted - information unavailable
	303-4 Water discharge	Omitted - information unavailable
	303-5 Water consumption	Sealed Air 2024 Global Impact Report p. 41

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE / OMISSION EXPLANATION
Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Omitted - information unavailable
	304-2 Significant impacts of activities, products and services on biodiversity	Omitted - information unavailable
	304-3 Habitats protected or restored	Omitted - information unavailable
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Omitted - information unavailable
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2024 Global Impact Report p. 31
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sealed Air 2024 Global Impact Report p. 33, 36
	305-2 Energy indirect (Scope 2) GHG emissions	Sealed Air 2024 Global Impact Report p. 33, 36
	305-3 Other indirect (Scope 3) GHG emissions	Omitted - information not available
	305-4 GHG emissions intensity	Sealed Air 2024 Global Impact Report p. 33
	305-5 Reduction of GHG emissions	Sealed Air 2024 Global Impact Report p. 53
	305-6 Emissions of ozone-depleting substances (ODS)	Omitted - information unavailable
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Omitted - information unavailable
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2024 Global Impact Report p. 38
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Omitted - information unavailable
	306-2 Management of significant waste-related impacts	Omitted - information unavailable
	306-3 Waste generated	Omitted - information unavailable
	306-4 Waste diverted from disposal	Sealed Air 2024 Global Impact Report p. 46
	306-5 Waste directed to disposal	Omitted - information unavailable
Supplier Environmental Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Omitted - information unavailable
	308-2 Negative environmental impacts in the supply chain and actions taken	Omitted - information unavailable

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE / OMISSION EXPLANATION
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2024 Global Impact Report p. 17
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Omitted - information unavailable
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sealed Air 2024 Global Impact Report p. 18
	401-3 Parental leave	Sealed Air 2024 Global Impact Report p. 18
Labor/Management Relations		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Omitted - information unavailable
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2024 Global Impact Report p. 25, 26, 27
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sealed Air 2024 Global Impact Report p. 28
	403-2 Hazard identification, risk assessment, and incident investigation	Sealed Air 2024 Global Impact Report p. 29
	403-3 Occupational health services	Omitted – information unavailable
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sealed Air 2024 Global Impact Report p. 26, 30
	403-5 Worker training on occupational health and safety	Sealed Air 2024 Global Impact Report p. 26, 30
	403-6 Promotion of worker health	Sealed Air 2024 Global Impact Report p. 26, 27
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Omitted - information unavailable
	403-8 Workers covered by an occupational health and safety management system	Sealed Air 2024 Global Impact Report p. 26
	403-9 Work-related injuries	Sealed Air 2024 Global Impact Report p. 30
	403-10 Work-related ill health	Omitted - information unavailable
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2024 Global Impact Report p. 21
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Omitted - information unavailable
	404-2 Programs for upgrading employee skills and transition assistance programs	Sealed Air 2024 Global Impact Report p. 21
	404-3 Percentage of employees receiving regular performance and career development reviews	Sealed Air 2024 Global Impact Report p. 21

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE / OMISSION EXPLANATION
Diversity and Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Omitted – information unavailable
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sealed Air 2024 Global Impact Report p. 55
	405-2 Ratio of basic salary and remuneration of women to men	Omitted – information unavailable
Non-Discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2024 Global Impact Report p. 22
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sealed Air 2024 Global Impact Report p. 22
Freedom of Association and Collective Bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2024 Global Impact Report p. 24
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sealed Air 2024 Global Impact Report p. 24
Child Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2024 Global Impact Report p. 22
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sealed Air 2024 Global Impact Report p. 22
Forced or Compulsory Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2024 Global Impact Report p. 22
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sealed Air 2024 Global Impact Report p. 22
Security Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Omitted – information unavailable
Rights of Indigenous Peoples		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Omitted – information unavailable
Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Omitted – information unavailable
	413-2 Operations with significant actual and potential negative impacts on local communities	Omitted – information unavailable

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE / OMISSION EXPLANATION
Supplier Social Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Omitted – information unavailable
	414-2 Negative social impacts in the supply chain and actions taken	Omitted – information unavailable
Public Policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 415: Public Policy 2016	415-1 Political contributions	Omitted – information unavailable
Customer Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2024 Global Impact Report p. 47
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Sealed Air 2024 Global Impact Report p. 47
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Omitted – information unavailable
Marketing and Labeling		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Omitted – information unavailable
	417-2 Incidents of non-compliance concerning product and service information and labeling	Omitted – information unavailable
	417-3 Incidents of non-compliance concerning marketing communications	Omitted – information unavailable
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2024 Global Impact Report p. 52
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Omitted – information unavailable