



2022

ENVIRONMENTAL,
SOCIAL &
GOVERNANCE
REPORT

Tupperware®



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Miguel Fernandez
President & Chief Executive Officer
Tupperware Brands Corporation

CEO LETTER

At **Tupperware**, we're on a journey.

That journey started in 2020, when I joined the company. At that time, we embarked on our three-year turnaround – a turnaround that started with redefining our brand's purpose and one of our core principles: **Every day, we nurture a better future.**

This simple phrase connects our iconic heritage to who we are today. The Tupperware® brand has a chance to make a difference and that's what we're focused on across all we do.

The objective of our turnaround plan is to refresh how we service the independent Sales Force and consumers and introduce a business strategy that introduces new ways we bring our product to market. In 2021, we started bringing that strategy to life by making conscious actions to do work we are proud of and in doing so, to make a difference for our Associates and independent Sales Force representatives, our customers and our planet.

Over the past 12 months, we have transitioned our efforts in sustainability and corporate social responsibility towards a more integrated ESG approach. This report highlights all we were able to accomplish in 2021 to bring our purpose to life. While our turnaround journey began in 2020, our legacy of sustainability extends back to the day we were founded in 1946. For more than 75 years, we believe we have been providing consumers with products that save time, money, food, space and energy. In fact, we are proud that one of the fundamental goals of our business is a commitment to provide environmentally and socially responsible products to customers around the world.

As Environmental, Social, and Governance (ESG) issues move into the mainstream both due to regulatory requirements and stakeholder expectations, we remain true to who we are and who we have always been – **a company that places sustainability and environmental and social responsibility at the core of how we operate.**

At Tupperware, we are passionate about being part of the solution. We are committed to the reduction of single-use plastics through the sale of our reusable Tupperware® products, collaborating with suppliers of more eco-conscious materials, and partnering with other organizations whose purposes align with ours. We are working to reduce food waste through our innovative and patented product designs that keep food fresher longer. We are also focusing on consumer outreach and education, as well as a commitment to reducing our greenhouse gas emissions. We expect to make reductions after conducting a comprehensive analysis of our current footprint and efforts to put sustainable operating systems in place across our enterprise.

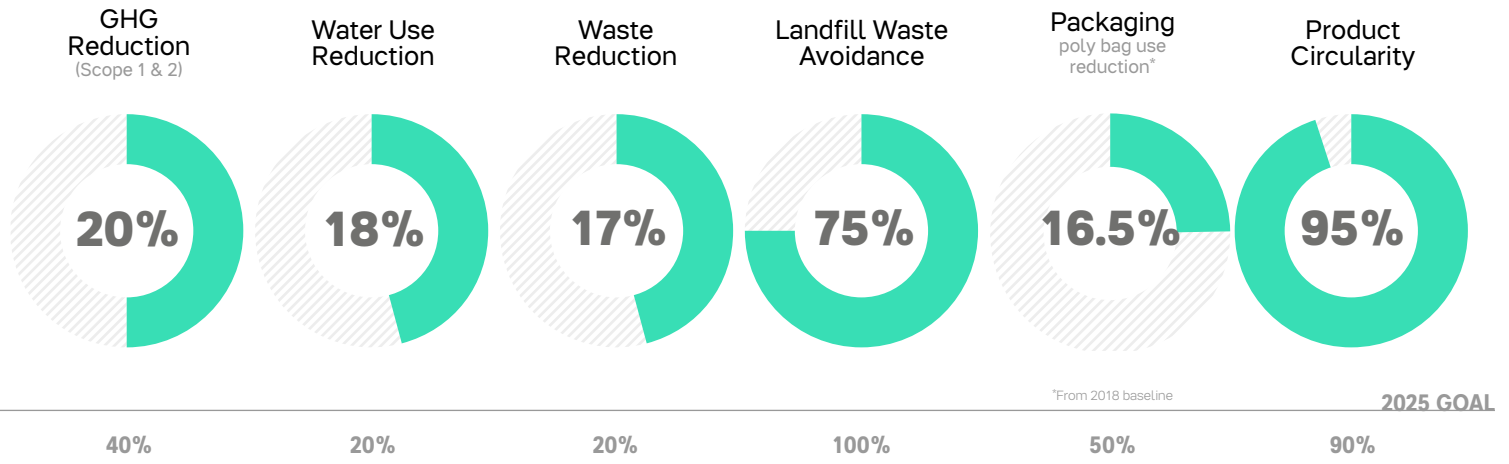
We are also committed to the development of a diverse, equitable and inclusive workplace designed to both attract and retain the best employees to our workforce. Our passion also resides in supporting our people, listening to them and creating an engaged and innovative team to meet the needs of our consumers. Our company is incredibly proud of the opportunities for income and entrepreneurship we provide to the independent sales force members.

It is my pleasure to share with you in this report the progress we made in 2021 toward advancing our ESG goals.

Thank you for reading.

2021 HIGHLIGHTS

Environment
Goal Progress
From 2017 Baseline



Renewed partnership with the *National Parks Foundation Resilience and Sustainability Initiative*, including a multi-year **\$2 million donation** to support **meaningful impact across some of America's most treasured places.**

Recognized **450 Shining STAR Associates** and provided more than **\$4,500 in rewards** from our *TuppSTAR global recognition and rewards program.*

More than **quadrupled our total volume of sustainable resins** from 2020 to 2021, from about 0.35% of our total raw materials to 1.48%.

Reignited and expanded **Tupperware Associate Resource Group (ARG)** offerings to create genuine and useful resources **for our Associates.**

Partnered with *TerraCycle's zero-waste platform Loop* to create a one-of-a-kind **reusable packaging container for Tim Horton's and reusable packaging for sandwiches and drinks for Burger King.**

Planted more than **350 new trees**, supporting reforestation efforts near *Tupperware operations in Mexico and Austria.*

Donated more than 75,000 pieces of Tupperware® product in partnership with *Convoy of Hope* to support Hurricane Ida relief efforts, and provided warm meals, gas masks and other in-kind donations to areas in *China and Greece* that were hit by flooding and fires.

Achieved International Sustainability & Carbon Certification at Tupperware plants in *Brazil and Greece*, bringing our total number of certified sites to five.

Worked with the *Singapore Economic Development Board (EDB)* to open an office in Singapore that now serves as our **global sourcing and supply chain center of excellence.** The building is a Singapore Building and Construction Authority Green Mark Building.

Hosted **40 virtual Sales Force events** and reinvested about **\$9 million into Sales Force training and development in 2021**, reinforcing our commitment to our people.

ABOUT Tupperware

Tupperware® Brands Corporation (NYSE: TUP) is a leading global consumer products company that designs innovative, functional and environmentally responsible products that people love and trust. We are driven by the desire to help people save time, money, space, food and energy.

We are innovators for the benefit of people and our planet. We believe we are improving the lives of individuals by providing them a meaningful way to make money as independent sales representatives and to positively impact their local communities. And what motivates us all every day is knowing that we can also impact the planet in a positive way, by creating eco-friendly solutions that reduce wasted food, money and time.

Developed in 1946, our signature container created the modern food storage category that revolutionized the way the world stores, serves and prepares food. Since our founding, **Tupperware**® brand has been known for reusability, durability, reducing food waste, and saving people time and money. Today, Tupperware has more than 8,500 functional design and utility patents for solution-oriented kitchen and home products. With a purpose to nurture a better future, Tupperware's products are an alternative to single-use items.

In 2020, we conducted a critical exercise to redefine the company's purpose and lean into our heritage to **nurture a better future, every day**. This purpose is achieved by providing **Tupperware**® products to replace single-use plastic and reduce food waste, by increasing our use of environmentally conscious materials, as well as by offering people around the world an opportunity to earn potential income by establishing their own goals and running their own business.

As we grow into an omni-channel sales model and focus on meeting consumer needs, our primary business model – the backbone of our product sales – centers around the independent Sales Force, which consists of about 3.1 million individuals and spans more than 70 countries. Currently, approximately 553,000 independent Sales Force members are actively receiving income from their sales activity.

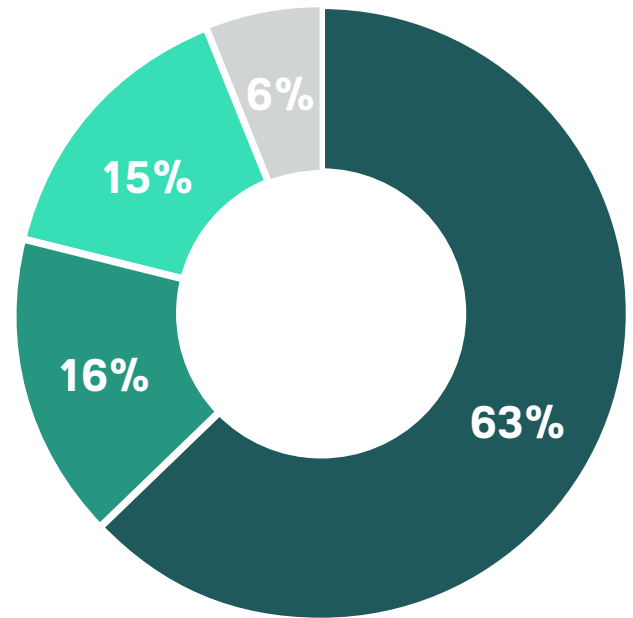




2021 OUR ASSOCIATES

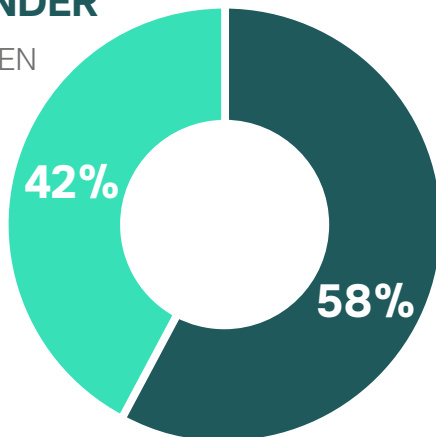
ASSOCIATES BY REGION

- LATAM ●
- APAC ●
- EMEA ●
- North America ●



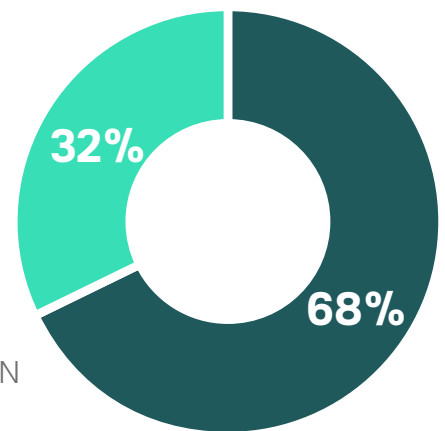
ASSOCIATES BY GENDER

- WOMEN ●
- MEN ●



NEW HIRES

- WOMEN ●
- MEN ●



OUR GLOBAL PRESENCE



PRESENCE
IN MORE THAN
70 COUNTRIES

MORE THAN
10,000
ASSOCIATES
WORLDWIDE

3.1 MILLION
INDEPENDENT
SALES FORCE
MEMBERS
WORLDWIDE

\$348.1 MILLION
IN NET **SALES**

You can find a full list of the countries we operate in and contact information for each region

*not all presence and/or locations are listed



OUR PURPOSE AND COMMITMENT

At Tupperware, our purpose is to nurture a better future. We are committed to both **doing good** and **doing well**. With ever-evolving environmentally conscious products that reduce waste, and empowering people with entrepreneurial opportunities that provide the financial freedom needed to live a better life, we live this pledge every day.

OUR WHY

Every day, we nurture a better future.

OUR HOW

Through an obsession with designing innovative, functional and environmentally responsible products.

OUR WHAT

Lifetime-use products people love and trust.

WE ARE GUIDED BY OUR VALUES, AND OUR VALUES ARE INTEGRATED INTO OUR ENVIRONMENTAL, SOCIAL AND GOVERNANCE INITIATIVES.

WE DO WHAT'S RIGHT. We speak and act with integrity, understanding we are each a reflection of the **Tupperware®** brand.

We strive to be early movers when it comes to new and sustainable resins and other materials. Often times, these materials cost more than the traditional fossil fuel-based resins; still, we invest in these materials and improve the sustainability of our operations because it is environmentally responsible and because it will help ensure our long-term resiliency.

WE SUCCEED AS A TEAM. We believe in collaboration, the sharing of ideas and working together to achieve our common goals.

We would not be able to achieve what we have in the past 75 years without our diverse, global team of Associates, independent Sales Force representatives and partners. As we progress through our turnaround, expand into new channels and integrate ESG further into our strategies, collaboration among our teams is more important than ever.

WE ALWAYS IMPROVE. We believe in stepping outside our comfort zones, always looking for new ways to better ourselves, our work and what we offer the world.

2021 was an important year for further integrating ESG initiatives into our business at Tupperware. We have been rebalancing our priorities, reaffirming our material topics and setting clear strategies toward the achievement of our ESG goals. We also hired our first ESG leader to help guide our initiatives and focus our efforts.

EXCELLENCE IN LEADERSHIP

Esau Gonzalez, Regional Sales Manager, Mexico, was recognized as a Leadership Excellence TuppSTAR for bringing excellence to execution by working with his team to increase recruits and total sales with the implementation of a new methodology piloted in our Mexico market. This recognition highlights his contribution to the business and to his team through is embodiment of Tupperware's core competencies - drive for results, analysis skills, collaboration, and servant leadership. He was recognized globally in the TuppStar Annual Awards Ceremony, which celebrated achievements of 2021 in April

OUR LEGACY

The **Tupperware®** brand is famous for its food storage containers and so much more. – **Tupperware®** is a brand, a purpose and both a legacy and a leader in the industry. Our portfolio extends well-beyond just food storage; we provide solutions for the home and beyond.

We were designing reusable, cost-saving products before ESG and sustainability concepts were at the forefront of consumer consciousness. Our goal is to celebrate our legacy by remaining authentic and true to our purpose and our values.

Beyond our products themselves, the **Tupperware®** brand is about improving everyday experiences, from cooking a meal to hiking a trail. The solutions we provide become integrated into the way our customers live their lives and the savings and efficiencies they enjoy.

We seek to use the most sustainable materials and processes possible to create the solutions our customers want and need and to help them make sustainable lifestyle changes without sacrificing quality or cost.

***This is why
our products
stand out in
our industry.***

“The Tupperware brand is bigger than our business. There’s a real pride in the product, and there’s a sense of purpose behind what we do. We believe in the power of Tupperware products to improve people’s lives and to benefit our shared planet.”

Cherisse Stover

Senior Manager, Tupperware Brands Foundation and Global Social Impact



 AWARDS & RECOGNITION



Innovation by Design, Materials Honorable Mention
Fast Company



Brands That Matter 2021
Fast Company



Halo 100 2022
Forbes



America's Most Responsible Companies 2022
Newsweek

A PERIOD OF CHANGE

We're on a transformational journey that affects every aspect of our business. We intend to expand our global presence, reinforce our market leadership and enhance our overall value proposition and positive contribution to all stakeholders. This turnaround plan started with the appointment of President & CEO, Miguel Fernandez, who created a leadership team to lead Tupperware Brands successfully into its next chapter. The turnaround plan encompasses far-reaching realignment and reprioritization, including:



REVITALIZING

our corporate approach with a newly articulated Purpose, Mission, Vision and Values to inspire and energize our Associates, Independent Sales Force, partners and consumers.



SIMPLIFYING

our organizational structure by creating a dual focus on commercial activities that drive sales and top-line growth, and operational activities that are essential enablers.



RIGHTSIZING

the business to improve profitability, accelerate the divestiture of non-core assets, enhance liquidity and create a more sustainable business model so that we continue to deliver our lifetime-use Tupperware® products that people love and trust for the long term.



DEVELOPING

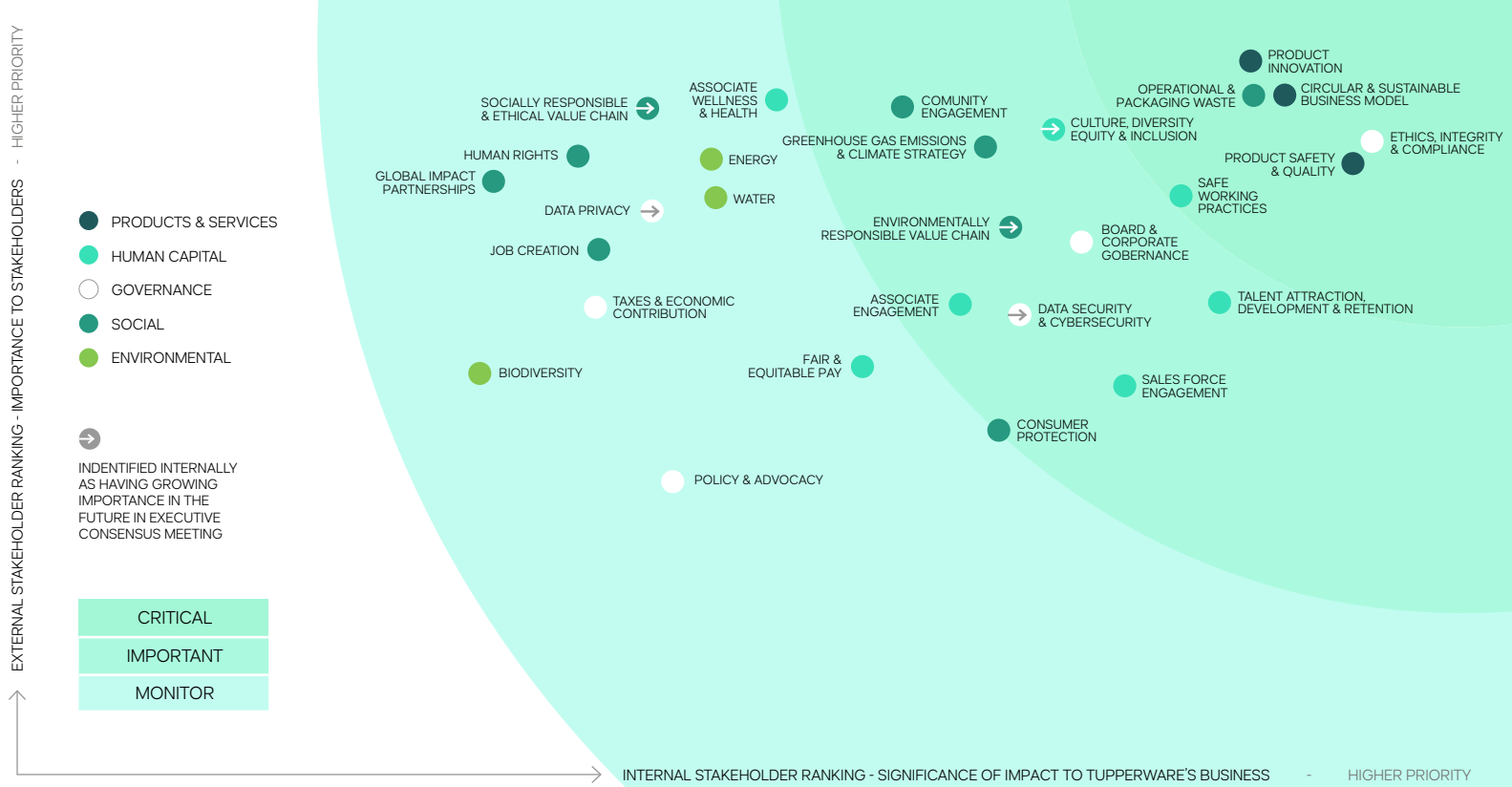
and providing new systems and tools for the independent Sales Force to meet their needs while supporting our collective business success, facilitating faster onboarding and retention of new Sales Force members.



MODERNIZING

and optimizing our digital functions and processes across diverse sales channels and our core business for improved reach, speed to market and distribution efficiency.

Since 1946, Tupperware® has been minimizing waste before it begins with durable, reusable and high-quality products.



MATERIALITY ASSESSMENT

In 2021 and into 2022, we have been working to make progress in our priority areas and align our leadership, and all Associates toward achieving our ESG goals. While doing this, we must also respond to the expectations of our customers, shareholders and business partners. With an increasing awareness and focus on climate change, single-use plastics, diversity and inclusion, risk management, responsible sourcing and more, ESG has become an integral component of our turnaround plan. We now must be louder about what we stand for and what we intent to do. We are in the position to turn our lifetime-use, recyclability, waste avoidance, efficient functionality and sustainable innovation into a much stronger platform that underpins the value of our brand and our growth plans.

We are using our turnaround as an opportunity to lead with intention and to leverage both our legacy and our new ESG commitments and progress to strengthen our market position and open additional channels.

In 2020, we embarked upon a process to understand the rapidly evolving ESG landscape and the concerns and expectations of our stakeholders. Our process, which was supported by our Board of Directors and involved our entire leadership team, followed a set of distinct phases, leading up to the definition of our priority sustainability topics and a revised sustainability strategy and associated targets.

In 2021, we conducted a materiality assessment to help determine our ESG priorities and focus our efforts using input from both internal and external phases. As we continue along the journey of our Turnaround Plan, our ESG priorities are critical to the success of our business and to the contributions we want our brand to make for current and future generations.



OUR FUTURE

Our strategy is to build a business as big as the beloved **Tupperware®** brand. This means bringing our products to more consumers than before – and meeting today’s consumers where they shop. While we enhance and grow our direct selling business, we are also opening into new sales channels, including eCommerce and retail, to meet the needs of a changing consumer world, especially changed in the wake of COVID. Our goal is to provide the convenience of online tools and resources to aid in connecting consumers with the products and the representatives that are best for them.

This shift into new sales channels allows us to make the consumer experience more central to our business strategy.

Through our omnichannel efforts, we are working to improve our brand visibility and enhance consumer awareness about our products. This is especially beneficial to those who do not have easy access to a independent sales representative, and our retail operations and independent Sales Force will work hand-in-hand to bring the benefits of **Tupperware®** products to new markets.

The independent Sales Force continue to be an integral part of our operations, providing a differentiated brand experience to consumers by offering hands-on, personalized shopping opportunities with experts in the world of kitchen and home. Bringing additional channels to market only strengthens the **Tupperware®** brand and the impact we can continue to have on the world for the next 75 years and beyond.

“Our shift into retail and omni-channel sales is accompanied by a mindset shift that will contribute to Tupperware’s future success. Throughout the organization, we are working to cultivate an understanding that ESG is integral to our future and our role in the world. Now more than ever, we are tuned into consumer expectations and their ESG concerns, and we are aligning our business strategies with these expectations.”

Steve Alosio

Senior Vice President, Global Brands & Product

OUR PRODUCTS

From revolutionizing microwave cooking that helps time-starved families get healthy meals on the table faster, to growing vegetables in space with NASA, everything we do is driven by the desire to help save time, money, food and energy for people around the world. With ever-evolving products that reduce waste at every turn and incorporate increasingly sustainable materials and production processes, and empowering people with entrepreneurial opportunities, we live our pledge to Do Good every day.

Our products help prepare, serve and store food and support efficiency in the home and kitchen in multiple ways. The core of the **Tupperware®** brand product line consists of design-centric food preparation, conservation and serving solutions for the kitchen and home. In addition, we offer lines of cookware, knives, microwave products, microfiber textiles, water-filtration linked items and an array of products for on-the-go use.

Our products provide a better alternative to single-use plastic products, and they offer a unique combination of environmental and social benefits. Tupperware has a duty to communicate this, to tell the sustainability story of our products and to educate our people, our customers and the public.

Patricio Cuesta,
President, Commercial Worldwide

DESIGNED WITH SAVINGS IN MIND

With durable products designed to last, Tupperware is helping to reduce the amount of money families must spend on re-purchasing containers and storage for food and other items. Additionally, since our products help in keeping food fresher for longer, families can prepare, cook and eat the food they buy instead of having to throw it away and buy more. Our products are also designed for efficiency and to help save time during food preparation.

DESIGNED FOR REUSE – AGAIN AND AGAIN

At Tupperware, we go beyond single-use plastics. We go beyond multi-use plastics. In fact, we intend our products to be used for years, even a lifetime. Many of our products also come with a lifetime or limited lifetime warranty/guarantee. The durability of our products not only ensures that our customers can continue to reap their benefits for years, but that durability also helps to reduce the environmental impact of our products due to the fact that they do not need to be constantly replaced.



Beyond food storage, many of our products are also designed to improve other aspects of food preparation. **The Tupperware® MicroPro® Grill** allows users to cook entire meals, including grilling meats and baking cakes, **all in the microwave**. This improves kitchen accessibility for those who may not have access to a full kitchen or outdoor grill, and it avoids the high energy use of a conventional oven and the burning of propane fuel for an outdoor grill.



The Tupperware® SuperSonic™ Chopper System is another breakthrough in kitchen innovation and energy savings. The system allows users to chop, mix, stir and blend ingredients quickly and easily by pulling a handle. **The System is entirely manual and uses no electricity**, replacing the energy used by appliances like blenders, mixers and food processors.

PRODUCT DESIGN AWARDS AND RECOGNITION

*In 2021, Tupperware was honored for its **Eco+ Coffee to Go Cup** by Fast Company's 2021 Innovation by Design Awards and the Green Good Design Award from The Chicago Athenaeum. **The Handy Spiralizer** also received high honors by the 2022 German Design Awards and received the 2021 IF Seal from the Industrie Forum Design, Hannover.*



ADVANCING CIRCULARITY

Our vision as a company is to use our business opportunities and our products to make an impact on the world around us.

Through our products, we have always been focused on reducing impact on the environment by providing reusable, durable and easy-to-use solutions that help minimize plastic and food waste. Now, we extend our vision by committing to significantly reduce our waste footprint by ensuring waste reduction at every step of the lifecycle of our product: design, manufacturing and distribution, to consumption, recycling and recovery.

We design our products to last a lifetime, with many bearing recycling codes to help recycling centers sort them effectively. Our products are manufactured to replace single-use plastics that end up in landfills, waterways, and other natural habitats. By recycling, reusing and reclaiming materials, we are helping to keep our natural environment clean and free of plastic waste, making it safer and healthier for wildlife and more accessible and enjoyable for local communities.



**ELLEN
MACARTHUR
FOUNDATION**

ELLEN MACARTHUR FOUNDATION

As a complement to our *No Time to Waste* vision, we also signed on to the Ellen MacArthur Foundation's *New Plastic Economy Global Commitment* in 2019, through which we join more than 350 other signatories in committing to a set of 2025 targets, such as reducing our

use of virgin plastic packaging by 20% from a 2018 baseline and achieving 100% reusable, recyclable or compostable plastic packaging. We report our progress toward these targets annually – you can find our 2021 progress report [here](#).

Actions we've taken and reported that drive progress toward our 2025 targets include reducing the number of polybags per unit produced, reviewing approximately 1,500 packaging procedures and making improvements where possible, introducing compostable polybags and increasing our investment in our ECO+ and other sustainable material alternatives.

SUSTAINABLE MATERIALS

In our effort to reduce the use of single-use, fossil-fuel based plastics, we have to lead by example. We are advancing circularity by continuously innovating and working to make our plastic products as sustainable as possible – this means sourcing bio-based raw materials and finding new ways to reuse plastic materials, thereby reducing the amount of single-use and virgin plastics in our products and operations.

We are working to ensure all of our resins and products are created from recycled and/or non-fossil fuel-based materials, and we do not shy away from novel innovations. When there is a new sustainable resin, material or technology available, Tupperware is first in line to try it. While some of these materials come at a higher cost, many are drop-in solutions that require little to no change in our operational processes, allowing for relatively seamless transitions to more sustainable options.

As part of our commitment to using the most sustainable materials available, when possible, we purchase from providers certified by the [International Sustainability and Carbon Certification](#) (ISCC) PLUS standards, which are globally applicable and cover circular and bio-based materials and include sustainability and traceability data.

We now purchase from ISCC-certified suppliers in some of our largest markets, and we pursue ISCC PLUS certification for many of our own facilities. **In 2021, our plants in Brazil and Greece achieved ISCC PLUS certification**, and our plants in Belgium, Mexico and Portugal were certified in previous years.

When selecting sustainable resin options, we choose to purchase bio-originated materials (rather than biodegradable), which are still both chemically and mechanically recyclable, and in some cases, industrially compostable.

From 2020 to 2021, we increased our total amount of sustainable materials – either bio-based or chemically recycled – more than fourfold, from 0.35% of our total raw materials in 2020 to 1.48% in 2021.

With the ultimate goal of having all of our products come from non-fossil-fuel-based materials, we want to be leaders in having a sustainable plastic story. Our customers are looking for products and options that are environmentally friendly.

Sophie Wolters,
Vice President, Product and Category Management, Worldwide





ECO+

At **Tupperware**, we use our culture of innovation as a guide to sourcing, selecting and testing first-to-market sustainable materials, which are used to produce our ECO+ materials. We first introduced our ECO+ material in 2019, through the introduction of our Eco Straw, in select markets around the world. The Eco Straw was derived from a revolutionary material – circular polymers – which are made through a process of using mixed single-use plastic waste that was destined for disposal. It is broken down to its molecular level and recreated into a high-quality food-grade plastic. This first material aligned with our commitment to address the global challenge of single-use plastic waste.

In 2021, we expanded our ECO+ product portfolio made with sustainable material to include **Lunch-It® Containers** and **Sandwich Keepers**.

We also embarked on a new partnership with Tritan™ Renew from Eastman in 2021 to help us further expand ECO+ to select products that require a clear, glass-like design. Tritan™ Renew is a resin made with Eastman’s polyester renewable technology that recycles plastic waste at the molecular level and creates a new, durable material that is dishwasher-safe and free of harmful chemicals. This innovative resin allows Tupperware to design pristine, clear products that contain 50% certified recycled content.



This strategic partnership and new material will allow us to further expand our innovative efforts, introducing products that are functional and environmentally friendly while also on-trend for consumers. We are continuing to test new innovations in the sustainability space like bio-based material, and we are committed to constant improvement and increasing ECO+ material use across our product lines.

CASE STUDY:

THE IMPACT OF SINGLE-USE PLASTIC

At **Tupperware**, we pride ourselves in reducing the amount of single-use plastic products that are produced, purchased and discarded into landfills. Using single-use plastic bottles as the example, several issues are created:

- 1) Bottles are made from resins derived from oil or refined petroleum or natural gas, and the resulting material is known as polyethylene terephthalate, or PET.
- 2) Creating this material requires an energy-intensive heating process.
- 3) The resulting carbon dioxide output represents about one-third of the total carbon footprint of each bottle.
- 4) The rest comes from transportation, cleaning, filling, storing, etc.¹

Conservatively, the average adult drinks about 180 gallons of water per year. What is the resulting carbon footprint if half (90 gallons) of this water intake comes from bottled water?

- 720 16oz bottles, each of which weighs about 32-34 grams, or just over one ounce.
- According to the Environmental Protection Agency's most conservative estimates, about one ounce of carbon dioxide is emitted for each ounce of PET produced.²
- Factoring in transportation, cleaning, filling, storing, etc., this impact results in about **three ounces of CO2** over the lifetime of each plastic bottle.³

Over the course of one year, if an individual consumes half of their total intake from bottled water, this results in an annual carbon footprint of about 2,160 ounces of CO2, or 135 pounds. Over 50 years, this can amount to about 6,750 pounds, or more than three tons of CO2. Three tons of CO2 is equivalent to:



7,600 MILES DRIVEN



345 GALLONS OF GASOLINE CONSUMED



7 BARRELS OF OIL CONSUMED



Conversely, a single **Tupperware**® reusable plastic water bottle weighs about three ounces. Using our 2021 carbon intensity of 0.96 MTCO2e per ton of product, this means each ounce of product accounts for approximately 0.96 ounces of CO2.

For a single water bottle, this amounts to about 2.88 ounces of CO2. If this bottle lasts 25 years – meaning two bottles are used over 50 years – **the result is less than six ounces of CO2 over the course of 50 years.**



PARTNERING FOR SUCCESS

National Park Foundation Partnership

Since October of 2020, Tupperware has been a premier partner of the National Park Foundation's Resilience and Sustainability Initiative, which aims to support parks by making them more resilient and sustainable for the benefit of parks and park goers, including many of our Associates.

Funded through our non-profit arm, Tupperware Brands Foundation, we are proud to continue our partnership with a renewed, multi-year \$2 million donation to support the creation of meaningful impact across some of America's most treasured places.

With increased park visitation comes an increased strain on resources. Tupperware's support funds critical waste reduction projects, such as new and improved water refill stations, increasing recycling infrastructure and education, composting infrastructure and more at some of our nation's most visited parks, including Grand Canyon National Park, the National Mall and Memorial Parks and Yellowstone National Park.

The collective impact of the water refill stations, alone in the first year of partnership, will result in the diversion of nearly 10 million single-use plastic bottles from landfills annually.

As reflected in recent survey findings conducted in partnership with the National Park Foundation, consumers are indeed looking for ways to minimize waste, and an overwhelming majority of Americans agree that our partnership will make it easier for people to take actions to reduce the amount of waste they generate.



IN SPACE

In 2020, we issued a U.S. patent for POND^S, or our Passive Orbital Nutrient Delivery System. POND^S is a unique device that is designed to grow vegetables in low-earth orbit with minimal maintenance. The main solution the device provides is in response to the challenge of watering plants in the absence of gravity.

The issuance of the patent was a major achievement stemming from work we began on a project to help NASA in 2015, and it further demonstrates our willingness and our desire to be on the forefront of technological innovation.

In 2021, Tupperware's® POND^S completed a fourth trip to the International Space Station with NASA.

LOOP PARTNERSHIP

We partner with *TerraCycle's zero-waste platform Loop* to create zero-waste, durable and returnable packaging. Through this partnership, in 2021, we created a one-of-a-kind reusable packaging container for Tim Horton's. The reusable containers became available at participating locations in November of 2021.

In early 2022, we expanded our work with Loop to include a pilot program with Burger King in New Jersey. Through this program, we worked to design reusable packaging for sandwiches, soft drinks and coffee for the fast food restaurant chain.

Our partnership with Loop aligns with our purpose of nurturing a better future by bringing to life sustainable options in the food service industry. It also advances our *No Time to Waste* initiative to reduce single-use plastic and good waste. In 2022, we are working to make even more reusable packaging options available to Loop's brand partners.

We are proud to have received a patent for the unique and novel design of POND^S. With this patent in hand and with the work of our teams on this project, we are now exploring ways to capitalize on the science behind this innovation and use that knowledge to enable consumers around the world to reduce their impact of single-use plastic and food waste through the use of our environmentally responsible products.

Miguel Fernandez,
President & Chief Executive Officer



2021 ESG PROGRESS

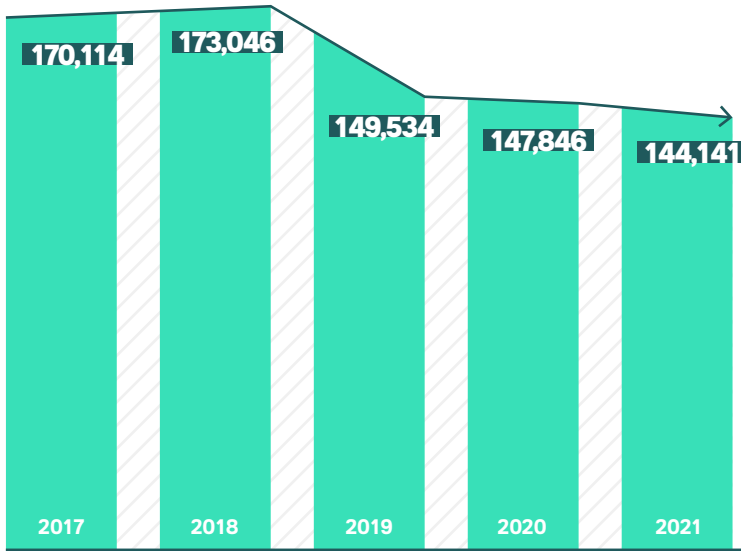
ENVIRONMENT

At **Tupperware**, we have always been committed to protecting the planet and conserving resources. From our inception, our products have been designed for efficiency, durability and sustainability. We also strive for these qualities and achievements in our own operations.

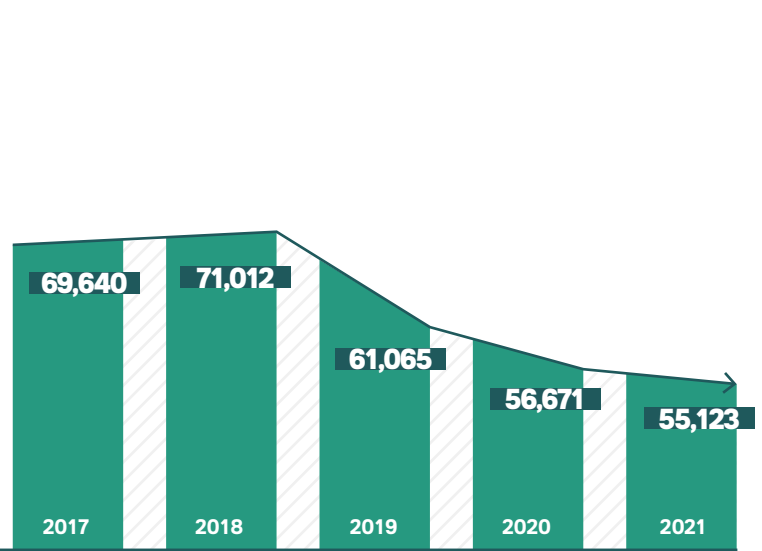
Since 2017, we have been measuring our performance in the following key areas (i.e., energy and emissions, water and waste), and we have made significant progress. Our revised targets challenge us to deliver significant additional resource efficiencies in the coming decade.

We continually work to improve our data collection and validation processes, and in this endeavor, we occasionally identify more accurate ways to calculate and/or new data sources. Because of this, the numbers we report to demonstrate year-over-year change may differ slightly from numbers we have reported in previous years. We are most confident in our current data collection processes and are reporting with the highest level of accuracy we are currently able to achieve, with the recognition that we will likely continue to improve in future years.

ENERGY CONSUMPTION (MWH)
SCOPE 1 AND 2



GHG EMISSIONS (TONS CO2E)
SCOPE 1 AND 2



ENERGY AND EMISSIONS

While we continue to look for opportunities to improve and to reduce our energy use, associated emissions and overall environmental footprint, we also attribute some of our reductions to decreases in production volume over recent years.

In 2021, at our locations across the globe, we undertook several programs, initiatives and improvements to reduce our energy consumption and the associated GHG emissions.

MEXICO

Installed **267 LED lamps**, leading to an **expected savings of 31,022 kWh annually**.

Our sites in Belgium, Brazil, Korea and Portugal also made energy-efficient and LED lighting improvements in 2021. Many of our other sites began this work in 2020 and earlier.

KOREA

Replaced forklift chargers with high-efficiency upgrades, leading to an **energy savings of 3,254 kWh** in 2021.

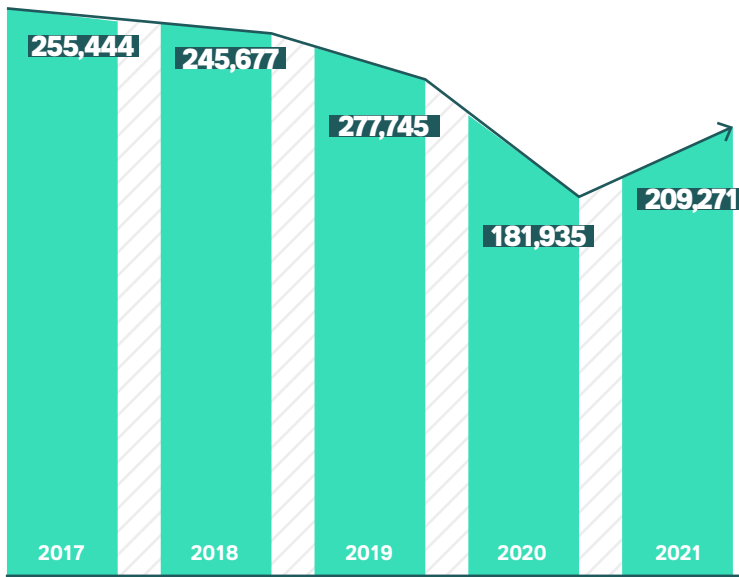
Our sites in Australia, Brazil, India, Mexico, New Zealand, Portugal and the U.S. also upgraded equipment like cranes, air compressor systems, forklifts and temperature control systems with more efficient alternatives.

GREECE

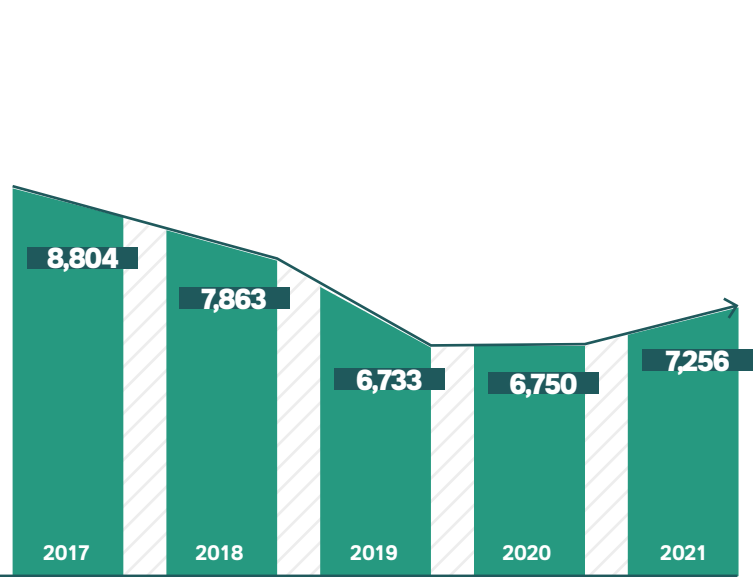
Air-leak reduction programs led to an **energy consumption savings of 30,000 kWh** in 2021.

At other Tupperware sites, we are conducting periodic leak audits (two to four times per year depending on the location) to detect, repair and minimize leaks and other inefficiencies.

WATER WITHDRAWAL
(m3)



TOTAL WASTE
(TONS)



WATER

Tupperware sites around the world implemented water-saving initiatives and improvements in 2021.

BRAZIL

Implemented new water and oil separation stations and adjusted the rainwater drainage network, **helping to eliminate the contamination of rainwater**. Additionally, the site added a container to collect the water from extruders to **minimize waste water**

MEXICO

More than **9,450 liters of water with oil were treated internally** in 2021

INDIA

Water conservation projects were enacted that involved the reuse of runoff and shop floor drain water, leading to a **water consumption reduction of more than 10%** from 2020 to 2021

CHINA

Reduced water consumption for cooling towers by optimizing water conductivity levels

WASTE

Many of our global sites performed audits of their waste streams in 2021 to identify areas for improvement and to assess residual wastes and plastics.

GREECE

Piloted using paper tape instead of plastic tape for cartons, **reducing the consumption of more than 137kg of plastic tape**

KOREA

Reusing color-purged material in production led to the **reuse of 5.2 tons of plastic waste** in 2021

INDIA

Waste reduction projects led to a **decrease in waste generation of more than 21%** from 2020 to 2021

MEXICO

Cardboard separation and recovery procedures were reinforced to optimize reuse, drastically **reducing the amount of cardboard discarded by more than 39%** in 2021 from 2020



PACKAGING

To meet our ambitious targets to eliminate all types of non-recyclable, non-compostable, non-reusable and non-biodegradable plastic packaging for our products at different stages of the product lifecycle, we have been taking action to transform our packaging sourcing and processes. Going forward, we will continue to assess alternative packaging sources and our ability to secure the quantities needed to meet our expanding global, omni-channel operations.

We are also taking action to reduce our use of single-use poly bags in product packaging. **As a result of these efforts, we have achieved a 16.5% reduction in our use of poly bags from 2018 to 2021.** We are continuing the process of assessing each individual stock-keeping unit (SKU) to identify areas of improvement and implementing protocols to reduce plastic and packaging waste, as well as waste at all stages of the production process.

LOCAL INITIATIVES

In 2021, when we conducted our Global Giving Survey, we identified a few notable environmental initiatives completed by teams at our sites around the world. For example, in June of 2021, Tupperware Austria planted one new tree for every new consultant, totaling **165 new consultants and trees** through [Wald4Leben](#). Additionally, in Mexico, Tupperware planted **200 new trees** for the reforestation of Sierra Morelos Park.

“As a company with products that allow consumers to reduce their own single-use plastic consumption, we also have the responsibility to look internally and lead by example. We are exploring alternatives to reduce our reliance on plastic poly bags, and we are being intentional about the decisions we make so we can truly reduce our plastic waste as well as the overall energy and emissions intensity of our products and processes.”

Josh Decktor

Global Head, Environmental Social Governance and Sustainability

ENVIRONMENTAL GOALS

In 2019, we formalized our commitment to further improving our environmental impacts through our *No Time to Waste strategy*, and we established an initial set of targets reflecting our commitment to reducing resource consumption and minimizing waste at every step of the product lifecycle, from manufacturing and distribution to consumer use and recycling.

In 2021, informed by our materiality assessment, we revised our environmental targets for our manufacturing operations and product lifecycles, and we now commit to the following:

GOAL AREA	IMPACT	2021 PROGRESS	BY 2025	BY 2030	UN SDG TARGET
GREENHOUSE GAS EMISSIONS	Reduce absolute GHG emissions generated in our owned manufacturing plants	20%	40%	90%	13 CLIMATE ACTION
WATER USE REDUCTION	Reduce absolute water volume withdrawn at Tupperware-owned manufacturing facilities	18%	20%	40%	6 CLEAN WATER AND SANITATION
WASTE REDUCTION	Reduce total waste by weight generated by Tupperware-owned manufacturing facilities	17%	20%	40%	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
LANDFILL WASTE AVOIDANCE	Reduce waste to landfill where infrastructure permits	75%	ZERO	ZERO	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
CIRCULARITY	Eliminate the use of single-use plastic packaging	16.6%	50%	95%	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Provide opportunity for returned Tupperware® products to have a new life	95%	90% of returned products used as raw material input for our own or third-party products	Create meaningful & innovative ways to find new life for returned Tupperware products	12 RESPONSIBLE CONSUMPTION AND PRODUCTION



SOCIAL

DIVERSITY, EQUITY AND INCLUSION

At **Tupperware**, we are continuing our commitment to build Diversity, Equity and Inclusion (DEI) into our culture and our work. Maintaining a diverse and inclusive workplace is integral to our success as a company. Encouraging diversity of thought and experience leads to innovation, and an inclusive culture leads to improved morale and productivity. The new challenge for Tupperware will be to uphold our focus on DEI as we shift into new workstreams.

Tupperware's purpose and values breathe life into our DEI journey. Not only are we nurturing a better future by making our business more diverse, equitable and inclusive for all – in its core, it is doing what's right and it helps us all succeed as a team. And with our world evolving every day, we'll always improve.

We are in a unique position as a global brand. Diversity can be experienced differently in every country, and we want to ensure our DEI programs best reflect the Associates in those regions. In 2021, we leaned into the opportunity to start implementing programs in the U.S. and use best practices to create a roadmap for global markets to listen, educate, communicate, celebrate and activate.

For example, in 2021 we worked to expand our ARGs with purpose and re-invigorated efforts to make them genuine and useful resources for our Associates, as well as to align them with our values. Many of the groups have been renamed and reimagined to focus on the issues that matter most to the Associates who lead them. The ARGs now provide a strong forum for capturing Associate feedback, developing new leaders and establishing a cadence of communication between leadership and Associates. Current active **Tupperware** ARGs include:

- *Black Inclusion Group*
- *Empowered Asians of Tupperware*
- *Latins of Tupperware*
- *Tupperware Equality Network*
- *Women's Inclusion Network*

I am proud to say I work for Tupperware, a company that I feel 100% supports diversity and inclusion every day...Anything we can do to support current Associates and attract new talent is a great. Having a safe space where they can feel they belong or be surrounded by those who accept them for who they are will only help us to retain employees in the future.

Jennifer Breault (She/Her),
*Finance Manager, FP&A,
Tupperware United States &
Canada*



TALENT ATTRACTION AND RETENTION

Our talent is the foundation of our success at Tupperware, and this has become more evident than ever before during our turnaround. We are in a transformational time. While we are striving to preserve critical knowledge from Associates who have been with us for some time, we are also working to develop new capabilities while we embrace new workstreams.

As we expand our portfolio and move into new markets, we look for people who embrace change, can rise to challenges, and can navigate ambiguity. To make sure we do this right, we are working to strengthen our company culture. In the past year, we have formally defined and publicized our core values and our [cultural statement](#).

We are committed to developing and promoting ethnic and cultural diversity, including women and minorities, in our work force, independent Sales Force and relationships with vendors, service providers and other third parties.

Tupperware is a place for people to develop both personally and professionally, and we encourage our Associates to grow within our organization. We give everyone the space to learn and operate, and we provide opportunities for accountability. We are a collaborative and supportive team at all levels.

Over the past year, we have worked to enhance the Tupperware onboarding experience, which is customized to each region. This has been crucial for setting our Associates up for success.

EMPLOYEE ENGAGEMENT

In 2021, we rolled out a workplace engagement survey for the U.S. market, and we are using this data to inform our strategic decisions going forward. ***Our aim is to deploy a new engagement survey by the end of 2022.***

In 2021, we also enhanced our internal communications through the expanded use of TuppCentral – a system that is available in all countries – monthly Global Town Hall Meetings, Voices Forums and other local initiatives that promote communication at all levels.

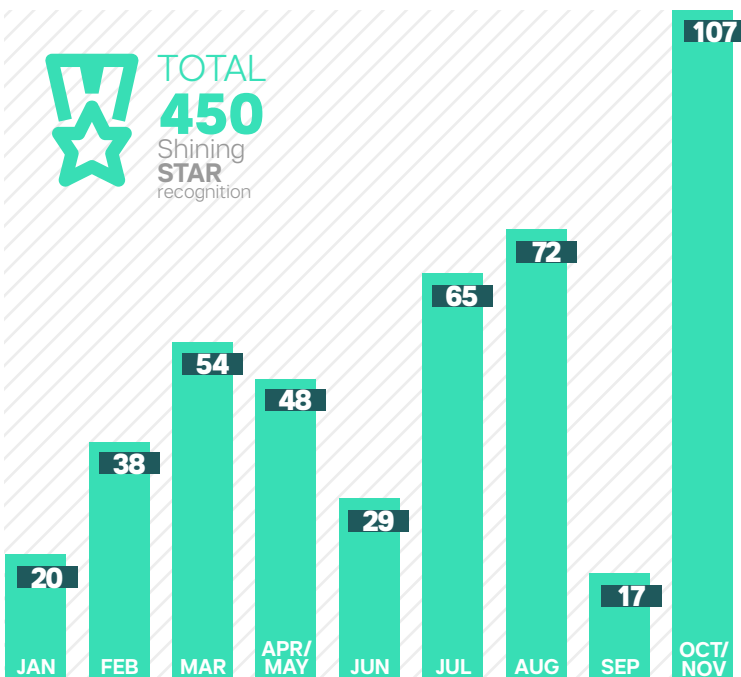
We are also currently making improvements to our processes for employee engagement and human capital management. We are deploying Workday as our new human resources management system (HRMS), and we expect to have actionable metrics in the coming years. Another improvement achieved in 2021 was the standardization of bonus programs into “One Bonus,” which is based on individual and business performance and driven by Tupperware’s core competencies.



TALENT DEVELOPMENT

TuppSTAR is Tupperware’s first ever global recognition and rewards program for Tupperware Associates. The program features our monthly *Shining STAR recognition* presented in our Global Town Halls and the Annual TuppSTAR Awards held in the beginning of the year highlighting awards like: *Leadership Excellence, Transformational Projects, CARE Social Impact, Plant of the Year and Markets of the Year.*

We celebrate excellence in execution. Individuals and project or functional teams are eligible for the awards based on exhibiting Tupperware values and Core Competencies and successful execution of key projects and initiatives aligned to the company MBOs. In 2021, we awarded more than \$4,500 in Rewards.



TALENT STRATEGY

TALENT ASSESSMENTS

In 2021, Tupperware conducted talent assessments of managers and above in 25 business units. The individuals were measured against potential (the ability to assume broader or more complex accountabilities as business needs change), delivered results, demonstrating Tupperware Core Competencies: Willingness to Learn, Developing Others, Analysis Skills, Servant Leadership, Drive for Results, Collaboration, Clear Communication of Expectations, and Accountability and acting in the spirit of the Tupperware Values: we do what’s right, we succeed as a team, and we always improve. This resulted in a clear view of the upper-level talent in the company and is helping to define actions to align with the company strategy.

EARLY TALENT IDENTIFICATION PROGRAM

The Early Talent Identification Program (ETIP) is a six-month development program that pairs high-potential, emerging talent with key business initiatives to create a skilled talent pipeline. The program launched in October 2020 with 20 ETIPs located in the U.S., Mexico, Brazil, Portugal and France. At the conclusion of the first round in March 2021, 10 ETIPs were offered full-time roles.



Here is the story of one ETIP, **Ricardo Ahumada:**

When I started in global sales with Mario Cuazitl in Mexico, I got to know the world of Tupperware and how the business works. Later, I joined the Data Analytics team under Erich Besenthal, where I worked with very talented people and we developed the first analytic strategies, tools and concepts to give a clear view of the markets to leadership. Some months later, I sought the opportunity to join the FP&A team of Germany with a clear view of what the market can become thanks to the latest analytics and strategies. I’m thankful, happy and eager to be a part of the next chapter of Tupperware.



LEARNING STRATEGY

LEADERSHIP DEVELOPMENT AND SKILLS BUILDING

Unconditional Responsibility

An important pillar of our turnaround plan is to strengthen and evolve our company culture. We firmly believe that our values, beliefs and mindsets can make the difference between achieving our ambitious goals or falling short of our efforts.

One of the key mindsets that we are promoting throughout the company is a mindset of Unconditional Responsibility, that helps us identify how our own actions and decisions can positively impact our results.

Launched in 2021, Tupperware leadership at the level of Director and above were invited to attend workshops designed to introduce the concepts of Unconditional Responsibility and determine how to start putting them in action. Partnering with an external partner, Axialent, these workshops included large group sessions, facilitated breakout sessions and monthly email refreshers to reinforce the Unconditional Responsibility mindset.

E-Learning

Launched in October 2021, Tupperware Associates at the level of Manager and above were provided access to our e-learning platform, offering them more than 16,000 courses to help our Associates learn and grow professionally and personally.

In 2021, 60% of Associates logged in and viewed over 360 hours of content from courses, videos and learning paths.

These cover topics like Leadership, Managing Well Being, Accountability, Interpersonal Communication, Diversity and Inclusion, Microsoft Excel and more.



SAFETY METRICS	ASSOCIATES	CONTRACTORS	TOTAL
HOURS WORKED IN MILLIONS	7.36	2.00	9.35
TOTAL RECORDABLE INJURY RATE (TRIR)	0.19	0.40	0.24
FATALITY RATE	ZERO	ZERO	ZERO

EMPLOYEE SAFETY, HEALTH AND WELLNESS

At Tupperware, one of our primary objectives is to help our people at all of our global locations to stay safe, healthy and well. In order for our products to be safe and effective, we must first prioritize the safety of our people. Everything we do stems from this objective.

We comply with all applicable safety legislation wherever we operate. Additionally, we hold ourselves accountable to our own stringent safety standards and practices encompassing our Associates, contractors, the independent Sales Force and visitors to our sites. Beyond safety, we encourage our Associates to engage in activities and programs that help them focus on being healthy and well as a way of life, both at work and at home.

Tupperware’s global infrastructure of legal professionals and safety officers and committees at each of our facilities is responsible for safety management and overseeing safety compliance, risk management, hazard elimination and performance reporting. They are responsible for safety compliance, assessing safety risk, helping to ensure hazards are eliminated, rolling out training to all Associates in the supply chain and reporting performance.

Our sites participate in global initiatives and develop creative ways to reinforce a culture of safety at each site. A few notable safety achievements from 2021 include:

BELGIUM

- 2,000 days without incidents
- One year without a lost-time incident within the plant
- Implementation of device that allows enables employees to perform work under supervision, even when alone
- Switch to thermal insulating hoses with maximum contact temperatures

GREECE

- Safety trainings including Safety Absolute & Stop Program, fire drills and warehouse & forklift safety rules
- SMETA Audit
- ISCC recognition for handling of sustainable materials

INDIA

- Special recognition from the Confederation of Indian Industry for Environment, Health and Safety performance
- Quality Circle Award from the Confederation of Indian Industry for energy conservation through process optimization

PORTUGAL

- Safety Week and Daily Safety Tour for all Associates
- 6S Audits
- More than 3,000 hours of safety training delivered

In listening to our Associates over the past year, we have also implemented policies and initiatives to improve the wellbeing of all employees in small but meaningful ways:

- We received questions and interest about mental health, so we brought in an expert to host a facilitated session.
- We implemented a permanent flexible work schedule to accommodate the changing needs of our teams, working to create a **better normal**.
- To ease mental and physiological burden of meetings – whether in-person or virtual – we implemented a No-Meeting Friday policy, through which we avoid scheduling meetings on Fridays to give our Associates more opportunities to focus on tasks uninterrupted, to unplug from the constant connectivity of online work and to promote an improved work-life balance.
- In 2021, Tupperware offices and operations were closed during the last week of the year, encouraging our Associates to disconnect and spend time with loved ones.

In 2021, we also invested millions in supporting commercial and the independent Sales Force initiatives to provide tools or facilitate orders, sales and marketing for the Sales Force and other channels.



COMMUNITY ENGAGEMENT

Our ongoing partnership with the National Park Foundation supports feedback we heard from stakeholders through our recent materiality assessment, where we identified Community Engagement as a critical topic area. Globally, our teams carry the generous spirit by providing financial, in-kind and volunteer resources to support their communities.

In 2021, Tupperware completed a Global Giving Survey to get a sense of the charitable impacts we achieved throughout the year. A few notable results include:

- **Malaysia:** Tupperware provided more than **\$28,000 worth of in-kind product** to [What a Waste](#), a platform built to reduce the amount of good food that gets thrown away at food outlets everyday simply because it hasn't been sold.
- **South Africa:** Tupperware provided **food donations** for Black disadvantaged children through the [Alexandra Disability Movement](#) in Johannesburg.
- **United States:** On Giving Tuesday, U.S.-based Associates were invited to be philanthropists for a day by giving to causes they're passionate about. Each Associate was seeded a mystery dollar amount in their Inspire employee engagement account. In total, **\$21,750 dollars were donated to more than 117 charitable organizations.**

*The independent **Sales Force members** are also encouraged to engage with their local communities to improve lives and livelihoods, demonstrate the Tupperware core values and reduce single-use plastics and food waste. For example, Paty Ozuna in Mexico has been a Sales Force member for 16 years, and she has spent the last six years dedicated to educating her community and implementing single-use plastic reduction initiatives. She is an active member of her church and spearheaded the removal of single-use plastics from their meetings and retreats by instead using reusable Tupperware® products.*



DISASTER RELIEF

In the wake of disasters negatively affecting communities globally, our global markets have brought our brand closer to those impacted – sometimes through funds, warm meals and/or Tupperware products to rebuild their homes. Some specific actions taken in 2021 include:

- **United States:** In response to Hurricane Ida, which impacted the southeast with flooding and damage, with many residents being displaced, the USCA Sales, Marketing and Procurement Teams donated Tupperware products to those in need. Business Leaders and their teams from the Louisiana area helped distribute Tupperware product in partnership with non-profit organization, Convoy of Hope, which allowed affected families to restock their homes in the rebuilding phases. **75,735 pieces of Tupperware products were provided** with a retail value of \$882,997.
- **China:** In late July 2021, Henan province experienced the worst flooding, lots of cities & counties were inundated. On August 13, 2021, Tupperware China donated **2,000 ECO+ bottles** (with an in-kind value of \$9,000) to Junxian County through Henan Women and Children Development Foundation, to help affected women and children reduce the possible diseases caused by drinking water from unhealthy containers
- **Greece:** In early August, Greece faced devastating wildfires that displaced many from their homes, destroying forests, homes and businesses.
 - Tupperware Greece donated **gas masks and ECO+ bottles** to volunteer firefighters to an area hit hard by the fires [In-kind value: \$1,340]
 - Additionally, Associates alongside a distributor and her team of sales force members cooked **250+ warm meals** for a village that lost power and water
 - The team also provided the villagers with Tupperware containers, kitchen supplies and ECO+ bottles [In-kind value: \$9,500]

We also strive to stay up-to-date on the issues that matter to our global work force. This past year, we worked to support our Associates affected by the war in Ukraine and provided opportunities for employees to send individual donations and other forms of aid.

*I wanted to share a quick story from our field teams about a recent recovery event we hosted in Louisiana with some remaining Tupperware® products we had in inventory. **I had a chance to speak with [my contact] yesterday, and she was so thrilled to share how many of the families served were so incredibly grateful for the Tupperware® products your organization provided. It's such an immediately recognized brand, and helps families feel like they are starting to rebuild their house into a home. We're so honored to have a chance to work together!***

Ginger Young,
Procurement Director, Convoy of Hope

PROVIDING A MEANINGFUL INCOME AND ENTREPRENEURIAL OPPORTUNITIES

For 75 years, the foundation of the Tupperware business model has been direct sales through the independent Sales Force. While we are moving into retail and omni-channel sales, we are remaining dedicated to and investing in global Sales Force. In fact, we have received positive feedback about the impact that retail exposure will have on brand awareness, which we expect to positively impact all channels, including direct sales.

We are proud to be a company with a social purpose at our core – we provide income and opportunities to individuals in areas that may not otherwise have access to livable wages or entrepreneurial opportunities.

As a Tupperware® independent Sales Force representative, individuals have the flexibility of working on their own schedule. We also provide the Sales Force with training and professional development opportunities, technology platforms, virtual and in-person events and other resources that can benefit them during their time at Tupperware as well as in any other business pursuits they may choose.


In 2021, while our opportunities for offering in-person events were still limited due to COVID-19 precautions, we hosted **40 virtual Sales Force events**. We also invested about **\$9 million USD** into the independent Sales Force in 2021, supporting these events and the trainings and other development opportunities we offer.

SALES FORCE HIGHLIGHT

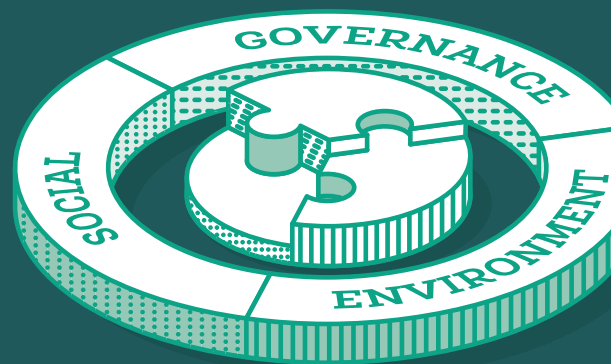
Miriam and Julia Landin are a married couple living in the U.S., originally from Mexico. Miriam’s experience with selling Tupperware® products started early – she grew up watching her grandmother and mother host parties and use Tupperware® products in the kitchen. Now, she has been selling Tupperware products for over 10 years; Miriam started selling as a way to earn supplemental income. Miriam was initially hesitant to start selling Tupperware products because she did not spend much time in the kitchen, and she didn’t feel like she was a good cook. But, when she realized how easy the products could make cooking, baking, storing and serving – and when she saw the eyes of the attendees of her first party light up with interest – she knew she had found something special. She believed in the product quality and the potential, so she continued to find new and different audiences to develop her customer base.

Her methods proved successful – she was recently promoted to the highest level of Sales Force leadership in the United States. Once Miriam and Julio realized the unique possibilities of selling Tupperware products, they never stopped reaching for their goals. Julio is computer-savvy, so they had used technology to help them to sell products for many years. So, when the COVID-19 pandemic began affecting sales, they felt prepared to go fully virtual and use social media to help to sell products. While they’ve seen incredible success by keeping motivated and relying on one another, Miriam believes it’s still just the beginning of their story. Whenever Miriam tells someone about selling Tupperware products, she tells them her journey and shares that her experience with Tupperware Brands allowed her to find out her unique way to live out her own ‘American dream’ – starting from living in a van, to being able to buy a house, to achieving an incredible amount of sales.

SOCIAL GOALS

IMPACT	2021 PROGRESS	BY 2025	BY 2030	UN SDG TARGET
BE GLOBALLY RECOGNIZED FOR DIVERSITY, EQUITY AND INCLUSION IN THE WORKPLACE	Implementing Workday for data collection and analysis; identifying certification bodies	Achieve global certification for gender equity areas including representation, pay equity, policies and practices, inclusiveness in career development, skills-based hiring in Talent Acquisition process and global expansion of ARGs	Achieve certification by a globally-recognized intersectional equity standard	

ESG ORGANIZATION & GOVERNANCE



Board of Directors: Nominations and Governance Committee

Composed of qualified Directors who assist the Board in its responsibilities relating to the selection, onboarding, education and evaluation of Board members, the establishment of appropriate governance practices for Tupperware and the oversight of ESG strategies, policies and programs.

ESG Steering Committee

Our cross-functional ESG Steering Committee drives the integration, empowerment, and ownership of the ESG strategies across our business units and for the enterprise.

ESG Management

Our Global Head of Environment, Social, Governance and Sustainability leads a cross functional team of dedicated professionals. Working closely with the Management Executive Committee (EC) and Board of Directors (Nominating, Governance & Social Responsibility Committee), this team leads the ESG program and strategy, including the development of policies, sharing of best practices, data collection and disclosures, and reporting to the Board of Directors.

GOVERNANCE

BOARD OF DIRECTORS

As of December 31, 2021, our Board of Directors consists of 11 members, of whom 45% are women, including the non-executive chair. Our Board provides the foundation for robust corporate governance to guide and support our leadership team during our Turnaround Plan and as we work to pursue our ESG goals.



Susan M. Cameron

*Non-Executive Chair,
Tupperware Brands Corporation.*



Miguel Fernandez

*President and Chief Executive Officer,
Tupperware Brands Corporation since April 2020.*



Richard Goudis

*Executive Vice Chairman,
Tupperware Brands Corporation since March 2020.*



Meg Crofton

*Retired President,
Walt Disney Parks & Resorts Operations, U.S. & France for The Walt Disney Company.*



Deborah G. Ellinger

*Senior Advisor to Boston Consulting Group.
Former President or CEO of four private equity-backed companies.*



James H. Fordyce

*Co-Chairman of the Board and Co-Chief Executive Officer
of Stone Canyon Industries Holdings, Inc.*



Pamela Jones Harbour

*Former Commissioner of the United States Federal Trade Commission
and former Deputy Attorney General of the State of New York.*



Tim Minges

*Retired Executive Vice President & Chief Customer Officer of PepsiCo North America
Beverages, and a former member of PepsiCo's Executive Committee.*



Christopher D. O'Leary

*Former Interim Chief Executive Officer, Tupperware Brands Corporation
from November 2019 to April 2020.*



Richard T. Riley

*Retired Chairman and Chief Executive Officer
of LoJack Corporation.*



M. Anne Szostak

*President and Chief Executive Officer
of Szostak Partners.*

You can find out more about our Board of Directors, including Board Committees and their composition, on our [website](#).

POLICIES

We have codified some of our most critical values into policies that govern our operations and strategy, including:

- [Code of Conduct](#)
- [Safety, Health & Environment Policy](#)
- [Supplier Code of Conduct](#)
- [Quality Policy](#)

You can find more detailed information about our governance documents [here](#). Over the past year, we updated all governance documents to include gender-neutral language, and ESG was formally added to the Nominating and Governance Committee charter.

ETHICS AND COMPLIANCE

We take a strict approach to Compliance throughout our business, aiming to comply with our Code of Conduct, internal policies and all applicable laws and regulations everywhere we operate. We maintain a strong legal team at Corporate and regional or country levels to ensure Compliance requirements are understood and effectively executed.

Our Code of Conduct guides our behavior in all aspects of responsible business and is available in 14 languages. All our new Associates sign an agreement to uphold the provisions of the Code of Conduct and receive related training, and we conduct an annual certification process for all Associates to verify acknowledgment of the requirements under the Code of Conduct and for select Associates to report any conflicts of interest about which the Associate is aware. In addition, we conduct a detailed review of reported conflicts of interest via the process noted above, which review includes oversight by our Ethics Committee and a report out to our Audit & Finance Committee.

In 2021, we pre-recorded our Code of Conduct training modules, allowing our Associates to complete it at their convenience, and even remotely.

Our Ethics Committee, which consists of senior executives across legal, financial human resources and internal audit functions, meets monthly. In 2021, we hired a new Director of Compliance to help further improve company compliance processes. In fact, over the past year we have seen a significant improvement on the turnaround time in processing Code of Conduct complaints, and at the end of 2021, we made substantive updates to the Code of Conduct.

INVESTIGATIONS SEMINAR

Each year, leaders in HR, Legal and Internal Audit are invited to an Investigation Theory & Practice Training Seminar in support of Corporate Compliance as Investigators. The subject matter includes best practices to conduct quality interviews, write reports in less time, ensure confidentiality, discuss what to do and what to avoid, and much more. These trainings are conducted as a result of a collaboration between the Legal team and Talent Development to ensure all Corporate Compliance Investigators attend or receive the required information.

RISK MANAGEMENT

In 2021, we enhanced our enterprise risk management strategy and created a roadmap for enterprise risk assessment. We also progressed our audit program in our four major markets. In 2022, we are continuing this work and even completing climate risk analyses to identify areas for improvement.

INFORMATION SECURITY AND DATA PRIVACY

We maintain counsel in our legal group that specializes in global data privacy and remain up to date with regulatory and industry developments. Data security is part of our basic training program for all Associates, and we have recently rolled out a global data privacy training program. All Associates receive regular training on data privacy and are assigned training tailored to their roles and potential interaction with personal information. Additionally, prior to engaging global vendors who will process personal information on our behalf, we conduct a review of the vendors' IT security measures to ensure that they meet certain minimum standards.

RESPONSIBLE SOURCING

Our global supply chain is a critical link between our business and our customers, and we are working to be proactive in establishing ESG standards throughout our supply chain and encouraging accountability among our suppliers. We recognize that we must do this in order to protect both people and the environment from the risks of supply chain failures.

Our suppliers agree to adhere to our [Supplier Code of Conduct](#), which complies with all applicable compliance and anti-bribery laws in the U.S. and Europe and addresses forced labor, child labor, ethical employment and environmental practices worldwide. We also perform due diligence with new suppliers, including assessments of labor and environmental practices and self-certification to our standards. If necessary, we may mandate a third-party ESG audit, typically a SEDEX Members Ethical Trade Audit (SMETA).

Our global procurement department regularly engages with our suppliers in initiatives to improve processes for things like product or packaging design and supply.

INTERNAL CONTROLS AND IMPROVEMENTS

In 2021, we implemented a new internal approval process – the Global Online Approval System (GOAS) – to help automate and streamline processes that have previously been manual and prone to errors.

During 2021, we also made improvements in our internal controls as a result of the identification of material weaknesses (related to our operations in Mexico) for the 2020 fiscal year, and the remediation of those material weaknesses in the 2021 fiscal year. In particular, we made the following improvements:

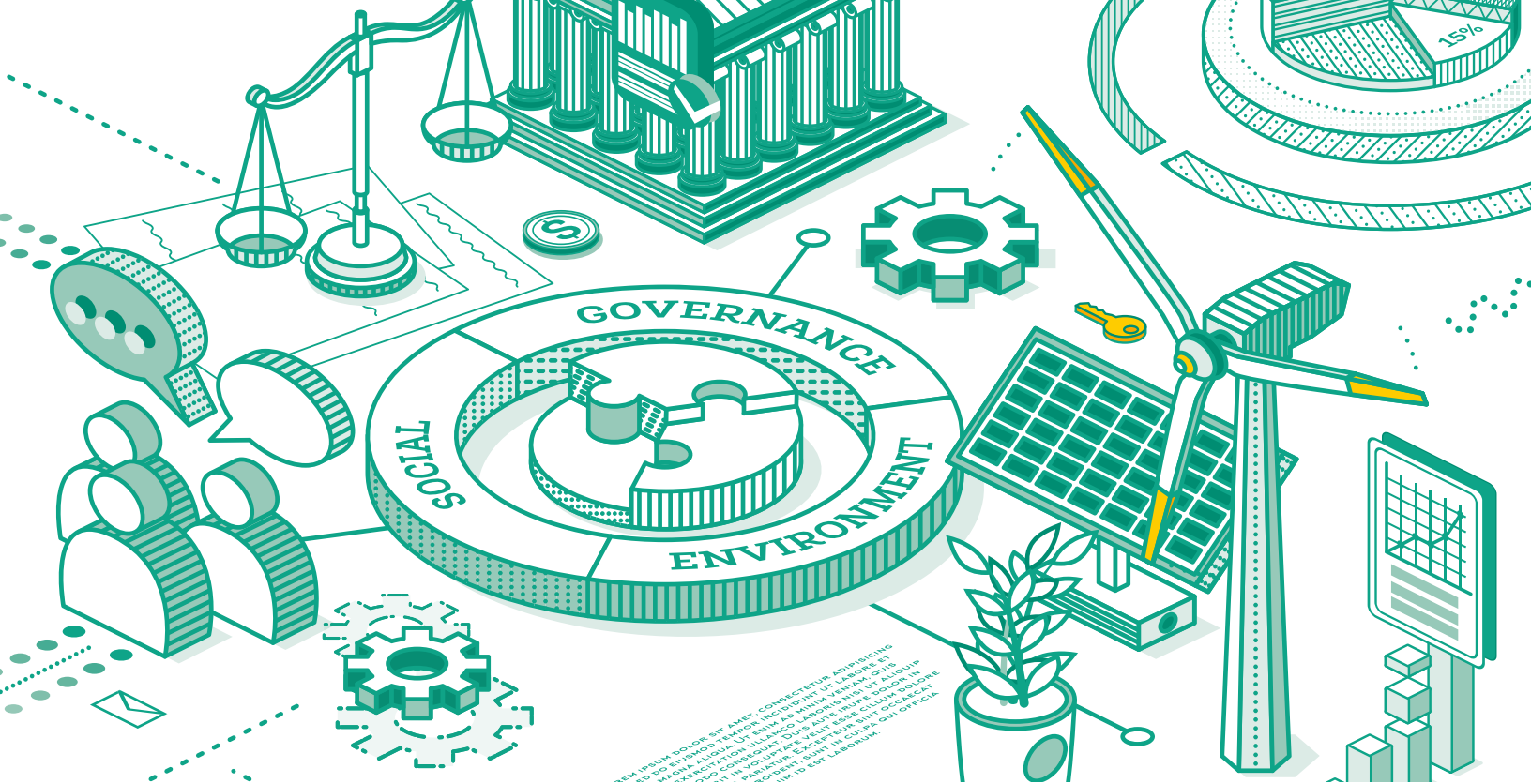
- *Restructuring of employee organizational structure and reporting lines;*
- *Town hall trainings in Mexico;*
- *Hiring of a new global director of compliance in the second quarter of 2021, based in Mexico; and*
- *Remediated additional control deficiencies related to the Tupperware Mexico location, in the areas of segregation of duties and user and privileged access.*





At the end of 2021, in partnership with the Singapore Economic Development Board (EDB), we opened an office in Singapore that now serves as our global sourcing and supply chain center of excellence.

The office itself was constructed with responsible materials use in mind and is a Singapore Building and Construction Authority Green Mark building. Examples of environmentally responsible considerations made during the building's construction include the ceiling being left unpainted, and a flooring solution was used that eliminated the need for additional cement to create raised flooring. There are green areas present throughout the office, as well as electric vehicle lots with charging stations. The building is expected to achieve a Green Mark Gold Plus rating in late 2022 or early 2023.

The Singapore sourcing office will play an important role in helping to optimize our supply chain organization, which is key to achieving our growth objectives. The center of excellence will support the expansion into new product lines and the development of our emerging brands to cater to a wider set of consumer needs. Currently, the office has 60 operational workstations and is designed for expansion as needed. As our business continues to grow, we are looking to diversify its supplier base to further our reach and access to sustainable materials for continuous improvement and brand-focused products.



GOVERNANCE GOALS

IMPACT	2021 PROGRESS	BY 2025	BY 2030	UN SDG TARGET
SUPPLEMENT OUR LONGSTANDING HISTORY OF GENDER EQUALITY AND RACIAL DIVERSITY ON OUR BOARD OF DIRECTORS BY FURTHER INTEGRATING ADDITIONAL FORMS OF DIVERSITY	Continuing to choose individuals who are the best fit for our enterprise; maintaining nearly 50% representation of women among our Board members	Continued focus on social diversity factors in Board of Director selection including gender, race, ethnicity, background, age, disability and varied professional experience and expertise	Grow social diversity profile on Board of Directors	
INTEGRATE ESG MINDSET INTO EMPLOYEE PERFORMANCE AND COMPENSATION ACTIVITIES	Building a strong foundational knowledge of best practices; benchmarking and developing a strategic proposal for 2022 and beyond	Apply ESG-related metrics in performance and/or compensation goals to management and Executive Officers of the company	Implement ESG-related metrics in employee performance and/or compensation goals for employees across the company	



OUR PATH FORWARD

In 2021 and continuing into 2022, we have been building on the work we started by embarking on a maturity model assessment to fully integrate ESG into the business and prepare the highest quality ESG disclosures. In turn, this will continue to inform our sustainability strategy that supports delivery of progress in all of these areas, to meet our measurable goals and targets.

We are continually improving our data collection processes, as well as the ways we engage with our sites, suppliers, partners and global teams. We recognize that we have opportunities to improve the management of our material ESG topics, to make our processes more efficient and our materials and products more sustainable, to build diverse and inclusive global teams, to mitigate risks and to continue to carve out our space in our industry through authenticity and a commitment to *nurturing a better future, every day.*



FORWARD-LOOKING STATEMENTS

Statements contained in this release that are not historical fact and use predictive words such as “estimates”, “outlook”, “guidance”, “expect”, “believe”, “intend”, “designed”, “target”, “plans”, “may”, “will”, “we are confident” and similar words are forward-looking statements. These forward-looking statements and related assumptions involve risks and uncertainties that could cause actual results and outcomes to differ materially from any forward-looking statements or views expressed herein.

These risks and uncertainties include, but are not limited to, the following: the continuing effects of the novel coronavirus (COVID-19) pandemic; the successful execution of the Company’s Turnaround Plan; the effects of inflation on the Company’s business; the sale of the Company’s Nuvo business; the impact of the Russia-Ukraine conflict on the Company’s business; the Company’s ability to ship product to customers on a timely basis, including because of delays caused by its supply chain; the Company’s ability to sustain the same level of growth in net sales and net income that we recorded in the prior quarters; the success of the Company’s efforts to improve its profitability and liquidity position and any capital structure actions that it may take the Company’s ability to comply with its financial covenants under its credit agreement; cyberattacks and ransomware demands that could cause the Company to not be able to operate its systems and/or access or control its data, including private data; risks related to the ongoing SEC inquiry; the success and timing of growth and turnaround initiatives; leadership development and succession changes; impairment and other charges related to purchase accounting goodwill and restructuring actions; the risk of foreign-currency fluctuations and currency translation impacts on the Company’s business associated with these fluctuations; the Company’s ability to engage in hedging transactions (including, without limitation, forwards and swaps) with financial institutions to mitigate risks relating to foreign-currency fluctuations and/or interest

rate fluctuations and the possibility that such hedging transactions, even if entered into, are unsuccessful; the risk of changes in cash flow resulting from changes in foreign exchange rates and hedge settlements; uncertainties related to the interpretation of, and regulations under, changes in the U.S. tax law and tax laws and regulations in other countries; the Company’s future tax-planning initiatives; any prospective or retrospective increases in duties on the Company’s products; any adverse results of tax audits or unfavorable changes to tax laws in the Company’s various markets; risk that direct selling laws and regulations in any of the Company’s markets may be modified, interpreted or enforced in a manner that results in negative changes to the Company’s business models or negatively impacts its revenue, sales force or business, including through the interruption of recruiting and sales activities, loss of licenses, imposition of fines, or any other adverse actions or events; unpredictable economic and political conditions and events globally; the success of new product introductions and promotional programs to generate interest among the Company’s sales force and customers and generate selling activities on a sustained basis; success of business-to-business selling arrangements and their timing; success of buyers in obtaining financing or attracting tenants for commercial and residential developments; the timing and success of closing asset sales; risks related to litigation against the Company, including pending securities class action lawsuits filed against the Company and certain of its current and former officers and directors; risks related to accurately predicting, delivering or maintaining sufficient quantities of products to support planned initiatives or launch strategies; governmental approvals of materials for use in the Company’s products; continued competitive pressures for products or sales force in the Company’s markets; and other risks detailed in the Company’s periodic reports as filed in accordance with the Securities Exchange Act of 1934, as amended.