All together better

Partnering for transformative change
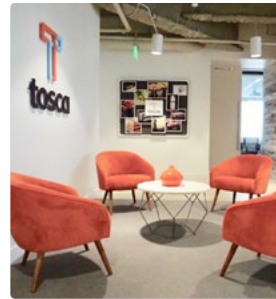
2024 Sustainability Report

Overview

Welcome to Tosca's third sustainability report. Here, we communicate our progress in driving transformative change – together with our customers, suppliers, team members and communities – through partnerships that create significant sustainability impacts.

Our report covers activities in 2023 and early 2024. Unless otherwise stated, data in this report is from the 2023 calendar year. We have created this report in reference to leading frameworks, namely the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB), as well as the UN Global Compact (UNGC). We have submitted our UNGC Communication on Progress for 2023. For additional information regarding this report and its contents, please visit our website at: toscaltd.com or contact ESG@toscaltd.com.

What's inside

A word from our CEO

I am pleased to share Tosca's third sustainability report, which celebrates the progress we have made in driving transformational sustainability impact in 2023 internally and through our partnerships. Each stride in our sustainability journey enables us to continue growing and innovating at the forefront of the reusable revolution.

At Tosca, sustainability remains at the core of our DNA. We are committed to helping our customers meet their goals, reducing the impact of our operations and supporting our local communities. In 2023, our "all together better" sustainability strategy generated impressive results as we worked together in customer partnership, operational excellence and team engagement.

We have always prided ourselves on tailoring our solutions to solve or multiple challenges our partners are encountering, including consulting on areas tangential to reusables. In 2023, this included navigating new regulations, identifying supply chain applications of emergent technologies and helping customers implement automated environments.

We believe reusables should flow seamlessly in the background of our partners' operating environments. Our ability to provide this hinges on the strength of our own operations, with safety at the forefront – that of the Tosca team and the billions of consumers served by our partners. Our focus on safety is the most stringent in the industry, combining rigid protocols, testing, education and technology. The same level of focus and rigidity is applied to continuously increasing efficiency to ensure impeccable asset management service for our customers while minimizing environmental footprint.

Our ability to achieve our mission of furthering global reusable adoption, reduce our and our customers' environmental footprint and to serve our customers with excellence begins with our Team Members. They embody our culture of customer focus, expertise, appreciation, reliability, passion and collaboration. In 2023, we appointed Laurent Le Mercier, a 20+ year reusables industry veteran, as Europe, the Middle East and Africa (EMEA) president. We also brought new talent onto the team, with particular focus on customer-facing roles in North America (NA). Our HR and Sustainability leaders worked collaboratively to ensure success of our new and existing team members, while continuing to build our DEI, onboarding and training programs. We are proud to know that the effects of these efforts were felt by everyone across Tosca.

Some highlights of our progress are shown on the right, but above all, I am personally proud of the ongoing commitment of all of Tosca's stakeholders to the betterment of people and planet, individually and together.

With sincere gratitude,

Eric Frank

Eric Frank
CEO

2023 highlights

Together in customer partnership

- **$3 million** of missing Tosca assets recovered leading to increased use of our embedded GPS tracking capabilities

- **95+% increase** in NA ordering hub usage in major supply chains, enabling easier ordering, tracking and reporting

- **284,000 metric tons** of cardboard diverted away from the supply chain in 2023 resulting in a total of > 2.4 million metric tons since 2000 – through customers' adoption of Tosca reusables

Together in operational excellence

- **37.8% reduction** in our emissions intensity by revenue from 2022

- **Ecovadis ISO Platinum** standard accreditation in EMEA for 2023

- **90%** of locations entering information into our global Utility Data Dashboard to collate and analyze company-wide electricity, natural gas, water and waste usage

- **19% reduction** in gigajoules (GJ) of energy use covering electricity, natural gas and propane from 2022

- **5+% lower** recordable work-related injury rate year-over-year

- **EMEA Food Safety Strategy** roll-out supported by increased awareness

Together in team engagement

- **100%** of staff attended one or more skills trainings

- **One in three** senior leadership positions held by women

- **$94,000+** donated to support charitable causes

A conversation with our regional presidents

Steve Arendsen, President of North America, and Laurent Le Mercier, EMEA President, share why sustainability is core to Tosca's objectives in both regions.

Steve Arendsen
President of North America

Laurent Le Mercier
EMEA President

How did Tosca's commitment to sustainability drive greater success in your regional operations during 2023?

Steve

For me, sustainability is inherent to our business model and what we are all about. As a global leader in providing reusable and recyclable assets to enhance our customers' supply chains, every step we take to operate more sustainably and responsibly makes our company stronger. I'm especially proud of the steps that our North America facilities took this past year to reduce waste by adopting reusable gloves and aprons. Another highlight was our partnership with some of Tosca's largest retail customers to reduce losses by improving the traceability of our assets.

Laurent

Our strong focus on operating more sustainably at all levels of the business helped us reach higher levels of efficiency within Tosca and be an even more valuable partner for our customers across EMEA in achieving their sustainability goals. Internally, the work that we did in 2023 to optimize water usage at our wash facilities and further streamline how we transport our products is reducing not just our environmental footprint but also our costs.

What key regional challenges or opportunities was Tosca able to address by putting its sustainable practices into action last year?

Steve

We have seen growing demand from customers across North America for alternatives to single-use packaging. However, companies in the food service industry also need to maintain the highest levels of food safety while minimizing spoilage and damage. Our pooling services and reusable assets enable these businesses to minimize the amount of food damage en route and disposable packaging required for delivering fresh products from farm to fork.

Laurent

Due to the complexities of operating in multiple countries across EMEA, we are always looking for ways to streamline our logistics activities. That spurred our development of an integrated Transport Management System in 2023, which we are using with EMEA customers to avoid empty miles when moving assets around the region and significantly reduce our associated greenhouse gas emissions.

Our washing and sorting operations have also faced pressure from ever-increasing costs for energy, water and waste disposal, as well as a shortage of available workers in many parts of our region. We've responded with process improvements. For example, with our layer pad washing operations we have modified equipment to reduce the risk of ergonomic injuries for the operator while speeding up the process and reducing the time spent all of which also saves money.

What other key trends do you see emerging in your region that Tosca is strongly positioned to help address in 2024 and beyond?

Steve

New regulatory drivers are fueling greater attention toward sustainability among our North American customers. One key NA example is the Food Safety Modernization Act (FSMA), which includes several key rules aimed at preventing foodborne illnesses rather than merely responding to outbreaks. We can support companies in complying with their Food Traceability List requirements under the FSMA, since our assets and services, and our ever more robust digital tracking capabilities, handle all of the foods included. In addition, the Canadian government is increasingly focused on eliminating single-use packaging. We are committed to supporting more food producers and food service customers to meet current regulations as well as evolving standards.

Laurent

Along with increasing worldwide demand for more sustainable products among consumers, a growing array of EU and local government regulations continue to accelerate the shift toward the kinds of reusable and recyclable assets that Tosca has been providing for decades. For example, under the revised EU Packaging and Packaging Waste Regulation and Extended Producer Responsibility laws being drafted in several countries in EMEA, companies have even greater cost incentives to reduce waste through implementing reusable options before finally recycling. Also, our packaging solutions support customers in complying with updates to the EU Waste Framework Directive and other regulations that target the need to reduce food waste during transportation and storage.

About us

What we do

For more than 60 years, Tosca has been a trailblazer in providing sustainable pooling and reusable transportation packaging assets, working in partnership with the world's leading brands to revolutionize the flow of goods. As the only pooling provider with in-house R&D and manufacturing, Tosca innovates with an experimental, insight-driven approach to future-proof supply chains, creating transformative value that helps our customers be green and save green.

Our mission

To revolutionize the flow of goods through the food supply chain, eliminating waste at every turn.

Reusable packaging defined

Reusable packaging is a sustainable and environmentally friendly approach to packaging. Unlike traditional single-use or disposable packaging, reusable packaging is intended to be durable, sturdy and capable of withstanding numerous cycles of use without compromising its structural integrity.[1]

Tosca reusables:

- Reusable plastic containers (RPCs)
- Intermediate bulk containers (IBCs)
- Pallets
- Rigid containers, crates, totes, trays and bins
- Plastic-corrugated boxes, panels and sleeves

We support industries such as:

- Food and beverage
- Food packaging
- Automotive
- Consumer durables
- Healthcare and pharmaceutical
- Beverages
- Chemicals
- Dairy
- Eggs

- Food service
- Food ingredients
- Fruit and vegetables
- Paper products and labelling
- Pharma
- Cosmetics
- Fish
- Meat
- Textiles

[1] "Global Reusable Packaging Market Research Report," Orbis Research, 2023.

Delivering supply chain solutions — from the first mile to the last

Pooling involves sharing reusable assets like RPCs, plastic pallets and bulk containers across our customer base. Tosca manages the entire process, including collection, washing, servicing and delivery, ensuring sustainable and efficient resource use.

Open-loop pooling

Supplier/Grower
Service Center
Distribution Center
Sort Center
Retail
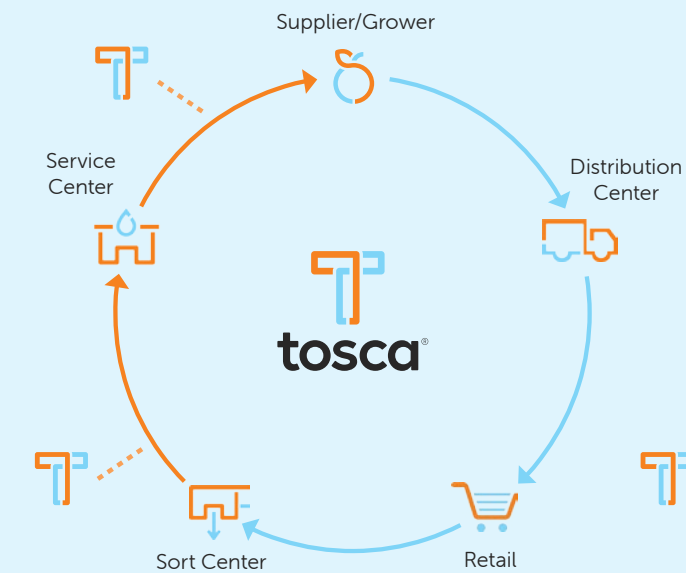
Closed-loop pooling

Loader/Supplier
Unloader/Processing Facility
Service Center/Depot
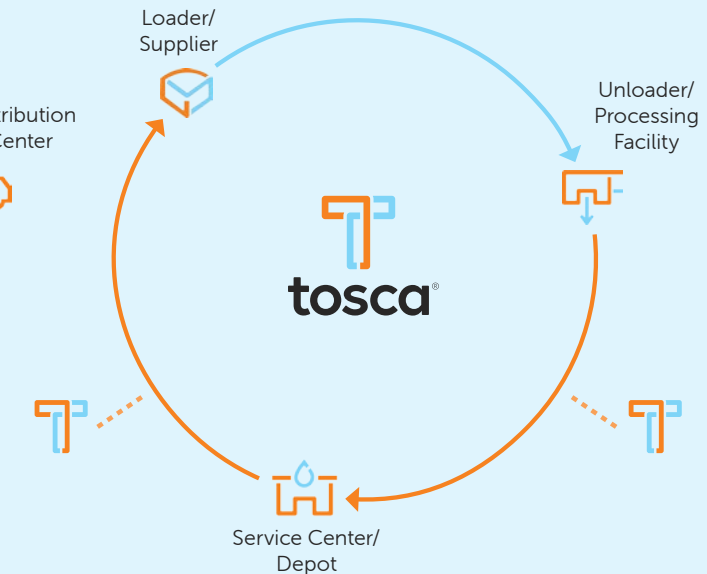
— Customer responsible for transportation
— Tosca responsible for transportation

We handle with care

Why Tosca

Your performance. Our solutions.
One sustainable future.

For more than 60 years, Tosca has led the evolution of the reusables industry, providing education and innovation that drive sustainability and bottom line impact from supply to store.

We see a future where all one-way packaging is converted to reusable. To achieve this, we partner with the world's best-known brands to provide plastic crates, pallets and bulk containers that minimise food, labour, corrugated and transportation waste, while reducing fossil fuel usage and carbon dioxide (CO_2) emissions.

Innovation that future-proofs your supply chain

As the only pooler with in-house R&D, our team expands the possibilities of reusable packaging for inner-modal and multi-modal operating environments with the largest product suite in the industry. We enjoy working in partnership with our customers to develop products and explore emergent technologies that provide optimal performance and regulatory compliance in real world environments.

Unmatched reliability & ease

In addition to innovation, safety and customer centricity are the hallmarks of the Tosca brand. We adhere to rigid food safety standards and deliver industry-leading on-time delivery, online ordering and customer support backed by our extensive global wash and repair network. Our reusables flow seamlessly in the background of our partners' operations, providing supply certainty and demand flexibility.

Transforming supply chains to be green and save green

Deep experience and expertise in pooling, sustainability, multiple commodities, automation and emergent technology allows us to provide our customers with bespoke solutions that create measurable sustainability and bottom line impact. That same expertise serves our broader mission: To revolutionize the flow of goods through the food supply chain, eliminating waste at every turn.

All together better

Our "all together better" sustainability strategy guides us in creating transformative change for the greater good. Together, our focus on customer partnership, operational excellence and team engagement is guiding us toward our vision of a future where all one-way packaging is converted to reusable.

Driving sustainability forward

We foster collective action on sustainability. Our supervisory Board of Directors, CEO and Executive Leadership Team collaborate to drive the sustainability strategy down through the organization, supported by a bottoms-up engagement strategy at our wash centers and service centers.

Sustainability is regularly addressed in Board meeting agendas and reflected upon throughout the year at Board meetings and our sustainability governance structure is supported by defined policies that guide our advancements against relevant and material topics.

Learn more about our sustainability governance approach and policies.

"While our circular business model offers an innately sustainable solution, everyone at Tosca works to implement sustainable improvements on a daily basis. We acknowledge where we are, visualize where we need to be and move ahead with a clear purpose."

Karin Witton
Global Sustainability Director

Our sustainability strategy

Together in customer partnership

Together in operational excellence

All together better

Together in team engagement

Our 2030 goals

We have set ambitious targets across each pillar of our strategic framework to achieve by 2030. These goals not only hold us accountable, but also help prioritize our actions in areas where our business can add the greatest value.

Enhanced product footprint

Goal		2023 Progress
Durable products containing the maximum possible recycled content (minimum 30%) with increasing renewably sourced virgin resins which do not compromise food safety	→	Worked with our manufacturers to increase recycled content and confirm compliance with current and incoming regulations such as the Packaging and Packaging Waste Regulation
Water and energy uses in our wash cycles are minimized without compromising Quality and Food Safety (QFS) or Environmental, Health and Safety requirements	→	Reduced our water usage intensity from 0.406 gal/unit washed to 0.338 gal/unit washed in NA
Maintain our leading position for QFS through continual improvement and alignment with International Organization for Standardization (ISO) 22001, Brand Reputation Through Compliance Global Standard (BRCGS) and ISO 9001 standards	→	Zero findings on our external ISO 22000 audits for fifth straight year and our ISO 9001 audit in Europe and Israel

Revolutionary digitization

Goal		2023 Progress
Routine provision of real-time customer ordering, tracking and reporting using digital solutions which result in a proven reduction in food shrink (damage and spoilage including impacts of humidity, temperature, shock and time in transit), labor requirements and transportation needs	→	Piloted digital tracking with customers, not only to track contents and assets but also the effects of humidity, temperature and shock on contained products during transit

Minimizing Greenhouse Gas (GHG) emissions

Goal		2023 Progress
42% reduction in Scope 1 and 2 absolute emissions from a 2021 baseline (1.5°C scenario)	→	Reduced our Scope 1 and 2 emissions by 11.2%
Scope 3 (supply chain) emissions are understood and science-based targets established	→	Our third-party manufacturers have moved the needle significantly in emissions reduction and provided improved data on greenhouse gas emissions associated with the manufacture of our products

Workforce enhancement

Goal		2023 Progress
Protecting our team members, those we work with and our customers' workforces; zero recordable occupational health and safety incidents	→	Reduced our total recordable injury rate globally by over 5%

Good corporate citizenship

Goal		2023 Progress
Focused charitable donations supporting local needs and local or global disaster relief efforts	→	Supported our Israel team members at the onset of the war in Gaza
		Enabled team members globally to contribute to both Israel and Gaza relief efforts

See our full slate of 2030 sustainability goals and progress assessments in the Appendix of this report.

In this section:

› Expanding access to sustainable solutions

› Educating our customers on regulatory trends

› Advancing customer goals through LCAs

› Protecting food safety

› Innovating with Tosca Asset IQ™

› Safeguarding our IT and data

Together in customer partnership

We don't just outfit our customers for their sustainability journey — we travel side by side with them as a trusted partner, making their goals our own. More than a provider of sustainable pooling and reusable packaging assets, we seek to ignite transformative change through the opportunities that end-to-end supply chain optimization can unlock.

2023 highlights

284,000

tons of corrugated cardboard packaging replaced in customers' supply chains in 2023 (>2.4 million tons since 2000)

Up to 50% less shrink

through the use of Tosca products and services

Up to 53% greater labor efficiency

Reusable means sustainable

Our reusable packaging is designed to drive greater cost efficiency as well as lower carbon emissions and less waste. Among the benefits:

100%

recycling of Tosca reusables at end of life

50%

less water involved with RPCs than corrugated boxes

100%

of NA Tosca facilities certified food-safe through ISO 22000

50%

average reduction in GHG emissions using RCPs

100%

zero waste-to-landfill goal better fulfilled using reusables

Customer spotlights

Driving sustainability at Simpsons Beverages

In 2023, we partnered with Simpsons Beverages to address supply, safety and sustainability challenges. Our work aligned with the company's strict environmental compliance standards, including ISO 14001, and its corporate social responsibility goals focused on plastic waste reduction.

Simpsons Beverages faced several challenges while using rigid Schütz 1000-liter Intermediate Bulk Containers (IBCs) for transporting drink syrups, including unpredictable supply, spiraling costs, safety concerns and significant plastic waste that contradicted the company's sustainability focus.

To address these challenges, Simpsons Beverages transitioned to our Superior Hybrid IBCs for liquids. Tosca's pooling model offered enhanced sustainability, compliance with ISO 14001 standards and cost savings by absorbing the U.K. Plastic Packaging Tax. This collaboration also increased the company's operational efficiency, reduced overall costs and positioned the company for future growth and environmental compliance.

The transition to Tosca IBCs has helped Simpsons Beverages:

Reduce emissions by
46 MT CO$_2$e

Conserve
16,342 cubic meters
of water

Save
1,256 GJ
of fossil fuels

Tosca and Avery Dennison - Partnering to Reduce CO$_2$ Emissions

Avery Dennison, a global materials science company, partnered with Tosca to switch to reusable pallets with the goal to reduce CO$_2$ emissions and eliminate waste from its European supply chain. Facing challenges with wooden pallet availability during the COVID-19 pandemic, they sought a scalable, sustainable solution to support their environmental goals. The partnership was launched in 2022 and details are included in our 2022 Sustainability Report.

Currently, Tosca's pooling system has been implemented in 13 Avery Dennison factories, shipping to over 300 locations across Europe.

Avery Dennison aims to switch 100% of its euro-sized wooden pallets to plastic pallets, aligning with the EU Packaging and Packaging Waste Regulation which requires 40% of transport or sales packaging to be reusable as of January 1, 2030. Reusable pallets from Tosca support these requirements.

Key Partnership Achievements:

Reduced nearly
500 tons
of CO$_2$ emissions in 2023 with a 40% conversion rate to plastic pallets

Improved supply chain efficiency
for Avery Dennison by achieving stable pallet availability amidst fluctuating demand

Cleaner warehouses
and improved product protection with Tosca's hygienic and dust-free plastic pallets

Expanding access to sustainable solutions

We approach every customer engagement as an opportunity to advance the concept of a circular economy, from promoting reuse of packaging to recycling our assets and other waste back into new products after they have been used over 100 times.

Our solutions help reduce food waste by minimizing damage to contained products. For example, our customers achieve anything from the 6-9% less damage to produce to the 50% less damage to eggs on average. Through a novel system to extract more food from our reusable liquid and dry bins we can improve recovery of product by up to 10%, while efficient handling methods also extend the useful life of contained products compared to traditional alternative packaging. Reducing food waste continued to inspire our work across research and development (R&D), manufacturing, digitization, logistics and food safety throughout 2023.

Tosca R&D, manufacturing and operations teams collaborated on innovative product designs that support greater automation in our facilities and in those of our customers. For example, we are preparing to launch a next-generation egg crate in EMEA based on customer requirements for seamless insertion into an automated production and distribution process.

Other 2023 initiatives included designing new RPCs that are optimized to pass through our washing centers in a fully touchless process.

And acting on feedback from our quarterly meetings with NA customers in 2023, we honed our order fulfillment system in ways that helped us improve on-time delivery performance to more than 90% by year end.
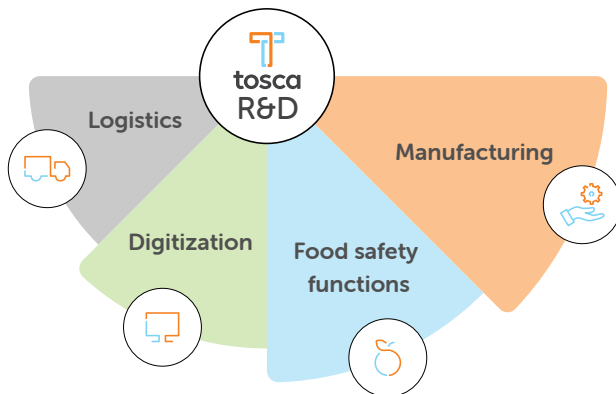
These conversations with customers also helped guide us in reducing unplanned intercompany asset transfers by 61% through improved planning – yet another advantage gained through staying closely attuned to customers' experiences. And, of course, reducing intercompany transfer miles reduces our emissions footprint significantly.

6-9%

reduction in damage to the millions of tons of produce transported in Tosca reusable crates

61%

fewer unplanned intercompany asset transfers, reducing miles driven and associated GHG emissions

> " Most of the time, we can cut shrink by up to 50% – that means less trucks, less shipments, less food waste, which helps financially and from a sustainability standpoint."
>
> **Eric Frank**
> Tosca CEO

Improving efficiencies to enhance worker retention

As companies involved in the fresh-food supply chain have increasingly struggled to retain enough skilled workers in crucial production and distribution roles, many business leaders are considering increased automation to solve this challenge.

At Tosca, we are working closely with our food supply customers to help them evaluate the pros and cons of large-scale automation alongside other strategies. Our approach considers each customer's specific operational and workforce needs as a baseline for determining where Tosca RPCs may fit into the solution.

Our recently published white paper, Fresh-Food Labor Crisis: Is Automation The Answer?, guides company decision-makers through a process of exploring multiple pathways to improving production and distribution workers' efficiency. As this white paper explains, a company can reallocate the resulting financial gains to offer higher pay and other attractive benefits that increase retention.

The report also explores how Tosca RPCs can reduce costs, protect food safety and promote environmental sustainability in fresh-food supply chain operations compared with the use of corrugated containers. In addition, the ability to standardize container sizes through using RPCs in the production and distribution process along with uniformly sized reusable plastic pallets is a key success factor in achieving greater automation.

tosca R&D

Logistics

Manufacturing

Digitization

Food safety functions

Educating our customers on regulatory trends

People worldwide are increasingly concerned about the potential adverse environmental impacts from packaging, particularly when it is designed for single use, cannot be recycled or requires significant natural resources to first produce and then have to recycle.

In response, many new governments are enacting more rigorous regulations designed to curb packaging waste, which encourages companies to adopt reusable packaging options instead of relying solely on recycling.

Tosca has been at the forefront of this trend for decades, guiding thousands of customers along their transition to reusable packaging alternatives. Throughout 2023 and early 2024 we took a progressively more active role in advising on regulations, educating companies about these regulatory developments and providing solutions which minimize the financial costs imposed by incoming regulations which focus on packaging used in the transportation, storage and presentation of food products.

Collaborating on notable regulations

- The 2022 U.K. Plastic Packaging Tax regulation imposes a fee on any packaging with less than 30% recycled content. We pushed for the removal of obligations on imported filled reusable plastic crates, to align with the approach taken for pallets bearing goods, which have less than 30% recycled content. This was supported by a consortium led by the British Plastics Federation (BFP) and was successful.

- The upcoming Packaging and Packaging Waste regulation (PPWR) where we, along with our peers as part of the Reusable Packaging Europe (RPE) pushed for reusable packaging to be acknowledged as a recognized alternative to recycling for the first time. We also advocated for recycled content targets, a legal obligation to return packaging to the owner and reusability targets among other input. We are working on creating digital passports for our asset portfolio which will enable a clear understanding of recycled content along with reuse frequency and which can tie in to our digital tracking capabilities. This will also be invaluable in NA for customers having to comply with the 2011 Food Safety Modernization Act Food Traceability Final Rule which requires compliance by January 2026.

We continue to work on incoming regulations around extended producer responsibility (EPR), which vary from country to country or state to state to exclude reusables. That exclusion helps in either eliminating associated fees for our customers or, where fees are included, a much reduced overall cost. This is because payment is made only once for a reusable packaging unit, which can be used over 100 times, versus paying each time for single-use or low-reuse alternatives.

Seeding a cultural shift

Since many new regulations promote reusability and recycled content in packaging, our products can reduce or eliminate significant costs associated with compliance. We view regulatory developments that encourage businesses to adopt more sustainable circular economy practices as a positive trend in society as well as a growth driver for reusable adoption.

In addition to supporting our customers in dealing with the new and forthcoming regulations, we continue to provide input on upcoming legislation as active board and association members of industry groups such as the RPE, the Reusable Packaging Association (RPA) in NA and the BPF.

> We manufacture all Tosca products that are bound for the U.K. with more than 30% recycled material. For customers buying or using our reusables through our pooling services, this shields them from any costs associated with the U.K. Plastic Packaging Tax, which as of April 1 2024 is £217.85 per ton. We have set a goal to surpass 30% recycled content in all our products by 2030, enabling Tosca and our worldwide customers to satisfy more stringent regulations wherever they arise.

Our efforts center on ensuring regulations foster a culture of reuse and accelerate the transition to a circular economy. We believe such an approach is more impactful than one that primarily relies on recycling, which still has an environmental impact from the recycling activities as well as the complex transportation systems required to move the used single-use packaging from point of generation to sorting centers and recycling plants such as pulp mills.

Support for regulatory emissions reporting

Laws such as the new EU Corporate Sustainability Reporting Directive in Europe, the California Climate Corporate Data Accountability Act S.B 253 and the Securities and Exchange Commission (SEC) Rules to Enhance and Standardize Climate-Related Disclosures have enacted mandatory reporting on greenhouse gas emissions. These requirements also create an implied need to reduce emissions against targets verified through a 3rd party, namely the Science Based Target initiative (SBTi), and also have the data assured through independent third parties. In this way, the emissions data we report externally to our customers, including through the life cycle assessments (LCAs) and annual certificates on emissions savings we provide, are increasingly relied upon by our customers in their emissions reduction plans and reporting obligations.

We work closely with our customers to understand the potential footprint reductions achieved by utilizing our services instead of existing single-use packaging, such as reusable crates versus corrugated boxes, and in turn help them with achieving regulatory compliance.

Advancing customer goals through life cycle assessments (LCAs)

We start by partnering with our customers to provide them with a 360-degree view of how changing to our reusable assets and pooling solutions will address their overall environmental targets as well as their sustainability goals. We use the LCA process to readily provide the metrics necessary for revealing which packaging options will best fit their company's distinctive supply chain objectives.

We constantly strive to improve our LCA knowledge and capabilities to make sure the LCA software we use is fit for the purpose and the LCAs we run are as precise as possible. This has resulted in the development of added functionality that allows the LCA software we use to better document the specifics of reusable and collapsible transport packaging. We leverage COMPASS/ECOIMPACT, an LCA tool that is endorsed by the Sustainable Packaging Coalition.

A recent example is that during discussions with a potential customer on replacing corrugated boxes with a new RPC for poultry, we questioned the way LCAs calculate emissions from transportation activities. Following discussions with a number of LCA software providers to validate our concerns and alternative approach, they are also reexamining their emissions calculations methodologies. This questioning and search for accuracy only strengthens the LCA process overall.

We have also been working with our third-party manufacturers on the development of reusables sector-based factors for use in LCAs and performing intensive research on the emission factors used by industries we are comparing our reusable transport packaging to.

This helps make sure that we are more accurately reflecting all the work done year on year to reduce environmental footprints across all packaging companies within our LCAs.

During 2023, we completed LCAs with more than 70 customers to support their decision making using granular and verifiable data. The results have also been useful in providing data for their Scope 3 emissions reporting requirements. We also introduced two high-level LCA calculators specifically geared toward the needs of beverage manufacturers and other companies that transport bulk liquids and those who could use RPCs.

The calculators invite users to indicate the current load carrier option used and to select a range for typical transport distances. They then provide an estimate of the potential footprint reduction that can be achieved either using Tosca's pooled collapsible IBCs or RPCs.
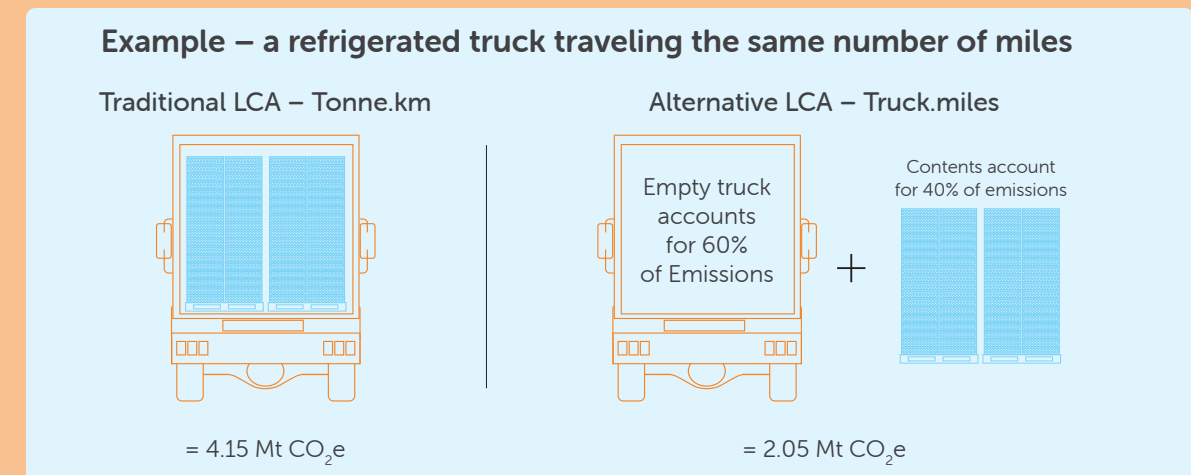
The outputs provide an indication of the end-to-end impact of our reusable and foldable plastic intermediate beverage containers compared with Schütz containers, stainless steel containers, steel drums and nestable plastic drums, or RPCs compared to corrugated box alternatives.

Achieving accuracy through LCA methodology

With emissions from transportation being a crucial component of the total environmental footprint of transport packaging, understanding this component has been one of the main focus points of our LCA work at Tosca. In order to achieve a higher level of accuracy modeling transportation emissions, Tosca has opted to move away from the traditional linear tonne.km approach and work with a truck.km method instead, estimating real emissions based on the specific payload of each trip. Standard LCA methodology uses the tonne.km approach, where emissions are calculated as the result of a linear function that uses total weight, total distance and vehicle emission factor as its three inputs. This method allows LCA users to obtain a quick estimate of the emissions from transportation, but it lacks the level of granularity needed to obtain accurate results comparing specific types of transport packaging.

For example, when we compare the transportation footprint of Tosca's empty foldable or nestable IBCs versus rigid alternatives of similar weight and capacity, the results from the tonne.km approach would suggest identical emissions for both systems, even though fewer trucks are put on the road to transport the foldable or nestable IBCs and fewer trucks equals reduced emissions.

Another way of looking at it is that if the emissions are based on the tonne.km approach, which is based on the weight of our assets, our emissions could be calculated as three times greater, because our RPCs are sometimes three times heavier than corrugated boxes. This does not take into account that the truck itself has emissions if empty or full, and so the calculations should be based on the number of truck miles driven not the weight of the truck – which are almost always the same for both RPCs and corrugated boxes.

Example – a refrigerated truck traveling the same number of miles

Traditional LCA – Tonne.km	Alternative LCA – Truck.miles
	Empty truck accounts for 60% of Emissions Contents account for 40% of emissions
= 4.15 Mt CO_2e	= 2.05 Mt CO_2e

Protecting food safety

We prioritize food safety and quality as non- negotiable pillars of Tosca's commitment to serving customers responsibly.

Our Quality and Food Safety (QFS) Management Systems align with ISO 9001 and ISO22000 and are ISO22000 certified in NA, signifying that we maintain the strictest hygiene and quality standards. This extends from using only food-grade plastic in our packaging to meticulously sanitizing our assets before they go back into service. QFS best practices are also fully integrated into our broader operational framework. For example, QFS team members are deeply involved in discussions of new business opportunities and prospective changes to current operations. Our QFS team conducts audits and unannounced visits to Tosca facilities and third party

locations. In addition, they provide role-specific training in person and through our learning management system. They also re-evaluate our training curriculum regularly to keep it attuned to the expectations of Tosca customers and evolving industry standards.

As part of continually improving our QFS processes, in 2023 we initiated Quarterly Business Reviews with local managing directors across Europe, the Middle East and Africa (EMEA) and monthly QFS reviews in North America.

Zero

findings by external auditors on our ISO 22000 corporate audit in NA for the fifth straight year

Preventing food-borne health threats

Our ISO-certified management procedures in NA serve as a powerful line of defense against the spread of food-borne illnesses and infectious animal diseases. Building upon the capabilities that we have developed during past crises, such as the uptick in avian influenza that occurred during 2022 and is still causing production constraints for egg, meat and milk suppliers, we help our customers stay vigilant on biosecurity risks.

At Tosca, we thoroughly decontaminate our products through a precise cleaning method that involves high intensity water pressure, detergent and sanitizing solutions.

In addition, as a board member of the RPA, we played a key role in developing industry-wide guidance in the form of the RPA Guidelines and Best Practices for the Safe Use of Returnable Containers in Food Supply Chains.

As of this report's publication date, no reported foodborne illness outbreaks have ever been linked to RPCs.

Innovating with Tosca Asset IQ™

In 2023, we progressively expanded the innovative tracking and tracing technologies, Tosca Asset IQ™ in our packaging and pooling solutions to enable Tosca customers to more precisely check the condition and location of their goods at every point along the value chain. This leading-edge digitization approach can help customers reduce product waste, improve on-time delivery rates, uphold safety and quality standards, sharpen their logistics planning and use assets more efficiently – benefits that also advance their sustainability objectives and ours.

Faster asset turns, fewer losses

Digitization is helping Tosca and our customers better control when – and where – packaging assets are available across our network. Tosca Asset IQ™ GPS trackers quickly identify persistent bottlenecks in the flow of assets, such as empty pallets going to the incorrect locations or delayed shipments of dirty RPCs back to our washing centers.

We are partnering more closely with customers to help ensure our assets are appropriately secured. In addition, we're collaborating with our industry peers to address plastic theft and related issues.

Beyond the financial upsides to losing fewer assets, improved theft deterrence helps us avoid:

- GHG emissions tied to manufacturing replacement assets
- Delays in providing assets for our customers to use
- Transportation-related emissions from unplanned and unnecessary internal asset transfers

Likewise, our customers benefit from faster order fulfillment as a result of having the right assets available at the right time to ensure product availability at all times to satisfy their needs.
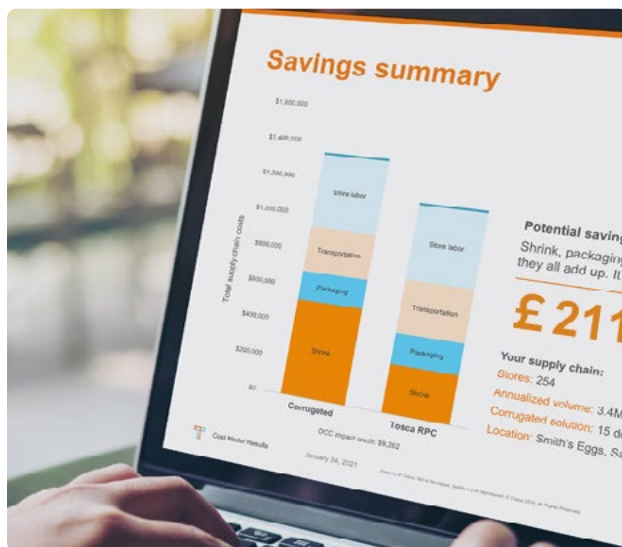
Unlocking breakthrough insights

Under the Tosca Asset IQ™ umbrella we are equipping Tosca assets with tools such as radio-frequency identification (RFID), GPS, satellite relay, Bluetooth and Internet-of-Things (IoT) solutions that can deliver real-time updates on an array of performance criteria that are critical to our customers.

For example, we teamed with a large NA restaurant chain in 2023 to monitor temperature and humidity fluctuations that could affect its shipments of perishable ingredients between locations. From the RFID-equipped pallets and RPCs that we stocked in selected locations, the customer received updated readings at 15-minute intervals and could then study how the data lined up with the delivery routes that its trucks followed. This exercise also helped reveal patterns in the changing temperature and humidity conditions that can now be addressed through process and stock management improvements.

As part of a follow-up project in 2023, we worked with a major German retailer to further optimize the flow of their ever-growing half pallet asset pool. Managing and operating their pool and making sure our customer remains in control was done through rigorous implementation of Tosca Asset IQ™ – RFID. All of the relevant Tosca Service centers were upgraded and outfitted with new scanning equipment, and our operations teams were trained and kept up to date through close collaboration. This ensures our customer has full visibility on the actual day to day operations, as well as detailed granular information about asset utilisation and flow throughout their supply chain.

Safeguarding our information technology (IT) and data

We guard Tosca's IT environment and data with multilayered protection to counter a rapidly expanding array of threats and vulnerabilities. Robust cybersecurity measures help us optimize the benefits of digitization, automation and data-powered asset management in our business and for our customers.

New protections in 2023 included adding stronger backup and recovery capabilities to our email and collaboration software applications. These advanced tools help further protect us against potential risks from a ransomware attack or sudden outage by quickly restoring data and other files. We also invested in stronger vulnerability scanning and domain protection measures.

Reinforcing best practices

Training on our cybersecurity policy and practices is built into Tosca's onboarding process for new hires. All team members also complete a yearly refresher course.

In addition, we conduct unannounced quarterly anti-phishing simulations to help reinforce cyber-safety best practices and provide follow-up training to any team members who open a link in one of the simulated phishing emails.

We also build greater cybersecurity awareness at Tosca through our annual online training course in our Learning Management System, companywide communications and on-site actions.
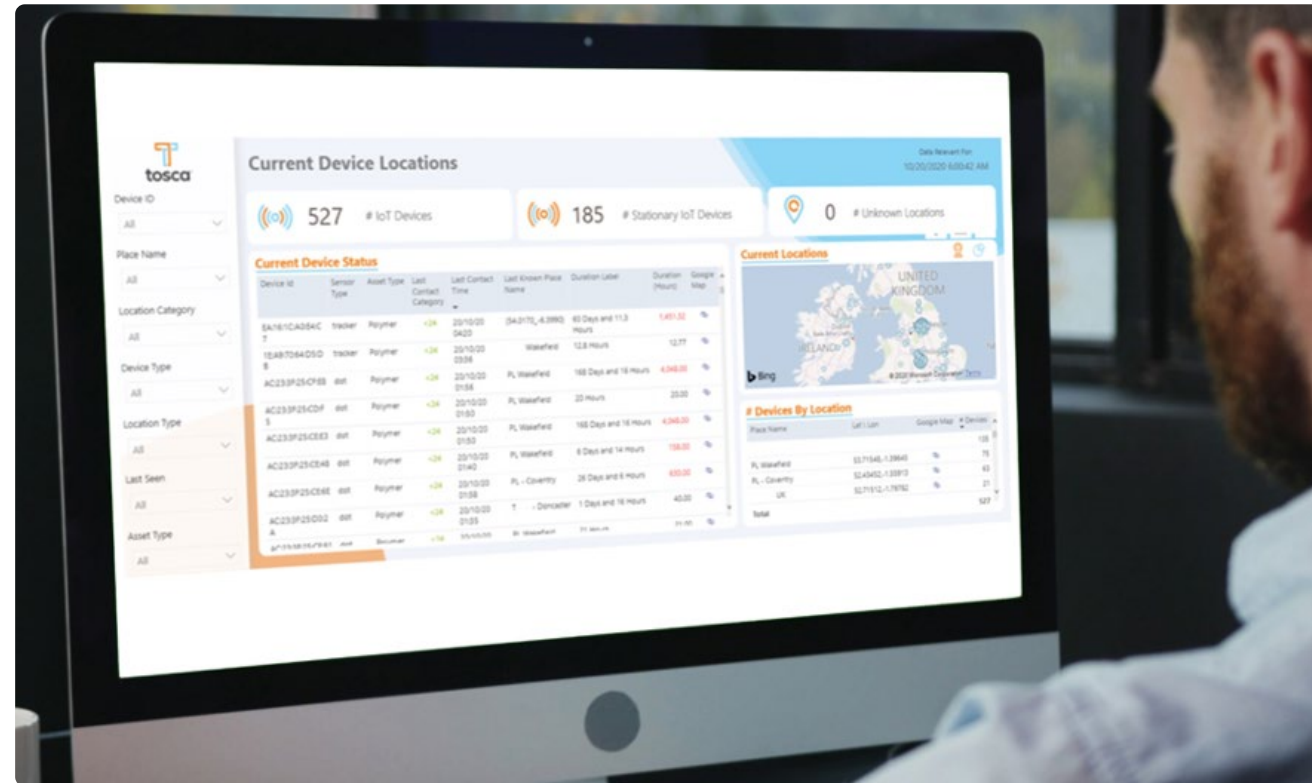
7% decrease

in the number of simulated phishing click-through instances compared with 2022

What's ahead ⬈

- Expanding our consultations with and support of Tosca customers regarding upcoming legislative and regulatory changes

- Developing new tracking and tracing capabilities to enhance asset management, customer product quality and optimize logistics

- Working to increase the percentage of recycled content in Tosca assets to minimize the environmental footprint of the services we provide to our customers

In this section:

› Tracing our carbon footprint

› Leaner and smarter operations

Together in operational excellence

To succeed in delivering transformational sustainability benefits for customers through Tosca's reusable packaging solutions, we must also stay focused on shrinking our own environmental footprint. We continually drive greater efficiency across our operations by taking big bold steps – often in partnership with our customers – to conserve energy, reduce emissions, optimize water use and generate less waste in our extended supply chain.

2023 highlights

2023 EcoVadis Platinum Award

recognition for our sustainability initiatives in EMEA

28%

reduction in overall GHG emissions intensity by revenue and 26% reduction in overall GHG emissions by Full Time Employees from 2022

10

internally built sustainability webinars to build team member engagement

33% reduction in energy use

in our Tosca owned Israel manufacturing facility

Traveling greener pathways

We are always looking for more efficient and environmentally friendly ways to move our products from point to point. In 2023, this pursuit led us to expand our EMEA depot network and implement new transportation management system (TMS) software that optimizes our loads and route building.

Benefits to date include:

- Added more than 30 vehicles dedicated to serving customers and Tosca operations across Europe – increasing our fleet by over a third – leading to better management of workflow, lower empty miles, better customer satisfaction and happier drivers because they are treated as part of the Tosca family

- 20% shorter distances that Tosca assets have to travel

- Creating the "perfect pallet" to optimize our already impressive cube efficiency by a further 7% on average

- 7% reduction in emissions from upstream and downstream transportation logistics in NA

tosca®
toscaltd.com

Performance pooling solutions, purpose-built for your supply chain to eliminate waste.

Crates • Displays • Dollies • Pallets • Containers

Tracing our carbon footprint

Taking effective action to reduce Tosca's impact on global climate change starts with clearly assessing the largest sources of GHG emissions in our operations. In 2023, we expanded the use of our Utility Data Dashboard to collate and analyze electricity, natural gas, water and waste usage companywide. Along with enabling more accurate emissions calculations, the dashboard allows us to track the impact of our energy use reduction strategies and perform in-depth cost/benefit analyses of these efforts.

A data-centered and scientifically grounded approach helps keep us accountable for achieving our climate objectives, which align with international efforts to limit global warming to 1.5°C. Our ambitious 2030 sustainability goals include reducing the company's Scope 1 and 2 absolute emissions by 42% from a 2021 baseline. In addition, we are working to fully understand the sources of our Scope 3 emissions across our supply chain through working closely with our third-party manufacturers to understand their footprints and the efforts they are taking to reduce energy use and emissions. Our goal is to submit for SBTi validation of our emission reduction targets by 2025. Based on data compiled to date using the SBTi evaluation tools, our tentative Scope 3 emissions reduction targets is also 42% from a 2021 baseline.

Progressing toward our goals

As a leader in reusable packaging solutions, we embrace our responsibility to minimize adverse climate impacts associated with our business. We are making strides through a combination of internal diligence and focused collaboration with our network of customers, suppliers and logistics partners.

Direct Scope 1 emissions – occurring from Tosca-operated sources in our manufacturing facilities, wash centers,

service centers and distribution centers – comprise around 8% of our total carbon footprint. Our Scope 2 emissions associated with electricity purchases contribute another 11%, with the remaining 81% classified as Scope 3 emissions generated from activities along Tosca's supply chain. In 2023, our total Scope 1, 2 and 3 absolute emissions from all sources decreased by 16% compared to 2021.

The year-over-year changes are partly the result of more accurate data regarding our actual emissions. **We also reduced emissions through efficiency gains such as:**

- Improving the consistency of our wash water temperature
- Implementing LED lighting replacement in more facilities
- Better managing our wash lines to maximize wash rate
- Streamlining logistics through better asset management
- Reducing intercompany transfers and associated mileage

These and other improvements also helped us consume 10% less electricity overall in 2023 compared to 2022. We see further improvement ahead as our investments in energy-saving technologies and practices continue to gain traction.

35%[1] ↓
Scope 1 emissions reduction

11.4%[1] ↓
Scope 2 emissions reduction

3.6%[1] ↑
Scope 3 emissions increase[2]

100%

of Tosca's largest sites – and 75% of all sites – have their utility data in our global dashboard

2023 Scope 1 and 2 emissions intensity[2]

28%
reduction by revenue

26%
reduction by full time employee headcount

25%
reduction by square footage

21%
reduction by operating hours
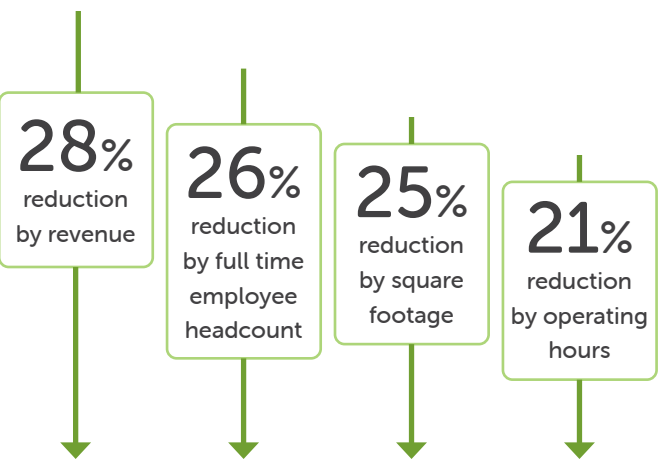
Electricity consumption (MWh)

FY21
6,209 | 23,913
Total: 30,122

FY22[2]
10,950 | 22,715
Total: 33,664

FY23[2]
10,313 | 19,849
Total: 30,162
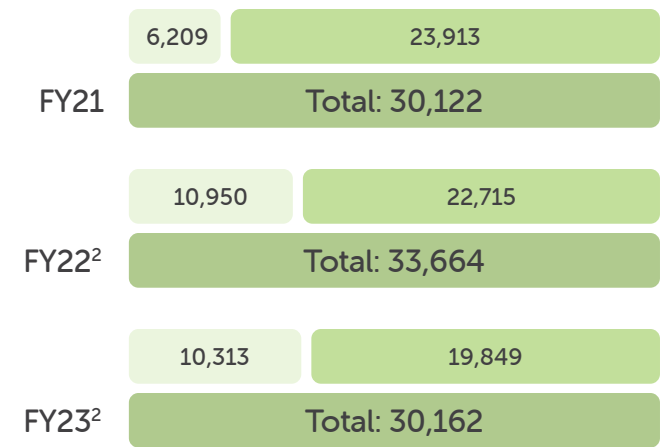
○ From purchased or acquired renewable energy
● From purchased or acquired nonrenewable energy

[1] Compared to 2022.
[2] A result of improved data reporting across the organization

Leaner and smarter operations

Bold innovations drove greater sustainability across our operations in 2023.

Our efforts to further automate Tosca processes and facilities led to efficiency gains that have reduced the amount of electricity, natural gas, water and chemicals we use.

Improving our wash cycles

When our RPCs, pallets, bins and bulk boxes arrive at a Tosca wash facility, they go through a set of processes that are designed to uphold our rigorous quality and food safety standards while also enabling us to put these cleaned and fit-for-purpose assets back into the hands of our customers as quickly as possible. We are constantly working to create a more efficient workflow, which in turn reduces energy and water usage per asset as well as the miles that our trucking providers cover.

Steps taken in 2023 included automating more of the wash line processes, fine-tuning inbound and outbound logistics, staffing our wash facilities more efficiently and adjusting our maintenance schedules to reduce downtime. In addition, we optimized the water temperatures at every wash location across our network.

As a result, between October 2022 and January 2024:

- Overall Equipment Effectiveness (OEE) improved 64%.

- Unplanned downtime improved 70% .

- Performance Loss (PL) – percentage of planned production time lost to running slower than the theoretical maximum speed – improved 53%.

- The same volume of assets were washed with roughly 12 fewer shifts, which contributed to reducing energy use in our wash facilities.

Choosing energy-smart equipment

Strategic upgrades at our EMEA facilities in 2023 have helped further reduce Tosca's Scope 2 emissions in the region. One of the biggest changes involved replacing a pair of large injection molding machines that had served our RPC and pallet manufacturing facility in Israel for nearly 25 years. Our new machines consume less than half as much electricity – about 45 kilowatt hours (kWh) per day compared to 100kWh by the older equipment – reducing overall energy use and emissions at the facility by approximately 33% from 2022.

We also continued the transition of our EMEA vehicle fleet to 100% electric or plug-in hybrid models. Our EMEA team members who use approximately 160 Tosca-leased cars will generate substantially lower emissions as they travel. And we have ordered additional electric battery-powered forklifts across EMEA, replacing older models that run on liquefied petroleum gas, that will arrive later in 2024 and early 2025.

Other ongoing actions include negotiating with owners of our leased facilities in EMEA on the use of existing solar panels at more Tosca locations and purchasing a larger percentage of our total electricity through renewable energy contracts with utility providers in both regions.

Inspiring collective action

To better engage our team members on sustainability – and the actions they can take both at work and at home – we held a series of 10 internally developed cross-organization webinars during 2023. Topics included energy and climate change trends, water management, waste reduction, modern slavery and the components of our sustainability strategy.

" Partnering with Tosca aligns with our mission to drive sustainability across all operations. Together, we achieve greater efficiency and significant environmental benefits along the supply chain "

Jörg Hammelmann
CEO of Hammelmann

Enhancing Sustainability: A note from Hammelmann – a third party wash site – on collaborative efforts with Tosca

At Hammelmann, we support Tosca's sustainability goals at our Ennigerloh wash site by reducing our reliance on natural gas and grid electricity through a mixture of sustainable approaches. 90% of the hot process water needed for our wash lines is created using residual heat from nearby industries through a combined heat and power system (CHP) and for keeping the water on temperature we have highly efficient inline CHP on our wash lines to complement and provide backup. At the end of 2023 we have installed **150 kW peak solar panels** for the pallet cleaning operations and 50 kW peak for our tank and IBC cleaning activities and expect this investment will reduce the amount of grid electricity we purchase by 25%. Both measures significantly bring down the greenhouse gas emissions of our wash operations, supporting Tosca's Scope 3 emissions reduction.

This collaboration with Tosca exemplifies how working with third-party suppliers enhances sustainability, creating a circular approach.

Eliminating waste at Tosca

We seek to operate as a responsible steward of the natural resources we share with our communities. Our efforts in 2023 centered on advancing our 2030 goal to certify 100% of Tosca facilities as net-zero-waste-to-landfill.

Closed-loop repairing and recycling

To maximize the lifespan of our RPCs, pallets and other reusable products, we work to reduce damage risks and quickly repair assets that do become damaged. In addition, our research and development team continually works on design improvements that enhance durability.

Minimizing stretch wrap waste

Many of our customers require stretch wrap on outgoing pallets to ensure they remain clean and safe in transit and before use. In fulfilling this important requirement, we also strive to reduce the amount of wrap used per load.

Our goal is to work with customers on alternatives to stretch-wrapping their shipments of assets back to our washing and sorting centers – implementing the reduction improvements we have on the returned dirty loads.

For example, we have changed to X-shaped and Z-shaped wrapping patterns on more pallet shipments rather than fully enveloping them, which we believe reduces the volumes used by between 20-25%.

In 2023, our Ireland facility began using nylon straps instead of stretch wrap on certain types of loads with a subset of customers. We also installed automated wrapper equipment at more of our facilities to help drive greater consistency and thus less usage of stretch wrap, which results in further reductions for our customers.

In addition, we seek to recycle more of the waste stretch wrap at our NA and EMEA sites by connecting with additional providers that can divert this material for use in new products.

Replacing disposable equipment with reusable options

In 2023, our efforts to improve safety at Tosca wash centers in NA also enabled us to reduce the amount of discarded personal protective equipment (PPE) that goes to landfills. Team members now use more durable gloves, aprons and ear plugs that can be sanitized and reused. This change eliminated an estimated 7,500 lbs (3,402 kg) of waste in 2023.

More efficient water use

During 2023, we improved asset tracking and management to help boost efficiency at our North America washing facilities. With the ability to more accurately see when assets are coming into our locations, we can consistently run a higher percentage of full wash loads and clean more assets per hour – reducing water use intensity and saving water while also reducing the amount of chemicals used in our processes.

Water withdrawn

2022   2023

↓ 17% reduction

Water use intensity

2022   2023

↓ 37% reduction
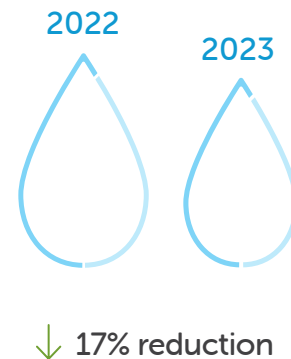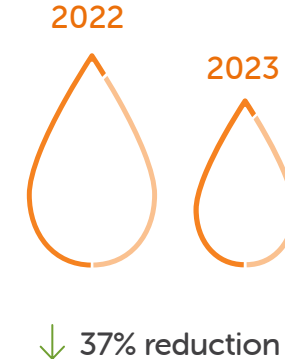
100%
──────
of Tosca reusables are recycled at end-of-life

What's ahead ⬈

- Launching soon new circular pallets in the UK and Europe with increased post-consumer recycled materials as a means of reducing waste and improving our pallet options for customers who are leaders in sustainability

- Initiating projects to reuse more water within our wash centers

- Implementing second-generation designs for selected RPCs and pallets that will enable us to further automate Tosca washing facilities and increase asset throughput capacity while also supporting automation at our customer locations

- Implementing a new 2030 goal to support our critical third-party suppliers in establishing sustainability programs and reporting on their progress

In this section:

> Building a passionate workforce
> Celebrating great results
> Cultivating a diverse and inclusive culture
> Pursuing our 'safer together' journey
> Operating with ethics and integrity
> Caring for our neighbors

Together in team engagement

Through their creativity and passion, our team members deliver the product innovations, operational improvements and customer satisfaction that fuel Tosca's success. We value them as our greatest asset by offering attractive benefits, fostering a diverse and inclusive workplace culture, creating rich professional development experiences and rigorously upholding safety in our operations. In addition, we encourage all team members to join us in giving back to the communities where we live and work.

2023 highlights

> 200
professional development courses available in our learning management system

One in three
senior leadership positions held by women

Eight
training hours per team member on average

$94,000+
donated through Tosca and other team member giving

Spotlight

Aligning our benefits, culture and values

In 2023, we introduced Together at Every Turn as our framework for providing all team members with access to comprehensive benefits that reflect Tosca's guiding principles and highest values.

This framework aligns our support offerings with the skills and talents that we seek to nurture in our team members. In addition, each wedge of the Together at Every Turn wheel highlights a specific area of focus. We feature the wheel in all our interactions with team members and it forms the basis of how we do business.

Together at Every Turn

Reliability — **Sustainable Together**
- Purpose-based work
- Tosca Cares, volunteer opportunities
- Diversity, Equity & Inclusion Programs
- Environmentally Conscious
- Socially Responsible

Passion — **Growing Together**
- Leadership development programs
- Tuition reimbursement
- Skills training
- Cross-functional and global collaboration
- Learning Opportunities

Appreciation — **Safer Together**
- Health & Safety focus
- Values-based Culture
- Business Continuity
- Access Management & Cyber Security

Customer-focused — **Healthier Together**
- Health, vision, dental & life insurance benefits
- Gym reimbursement
- Hybrid work environment
- Healthy snacks provided
- Employee Assistance Programs

Collaboration — **Successful Together**
- Competitive Pay
- 6% 401K match
- Paid vacation & holidays
- Company-paid parking
- Toscars award program

Expertise

Building a passionate workforce

To ensure Tosca remains at the forefront of generating the innovation that transforms our customers' supply chains and drives our sustainable business growth, we invest in attracting talented people and providing rich opportunities for team members to grow their careers with us.

Recruiting top talent

During 2023, we continued to hone our outreach to candidates through job fairs in target markets and by working with several new recruitment partners to help expand our pipeline of talent for various roles.

As part of this effort, we updated our Careers website to highlight vacancies in specific Tosca locations. In addition, we focused on enhancing our overall compensation and benefits packages as well as our onboarding experience for new team members.

Fostering career growth

We empower our team members to grow in their current roles and prepare for their next career opportunity by providing robust professional development resources. These offerings help Tosca improve talent retention and strengthen our leadership succession planning.

Through our online Learning Management System, team members can select from approximately 200 courses and supplemental resources to support continuous development. We also offer tuition reimbursement for approved degree programs and other learning opportunities, such as professional certifications.

In 2023, we merged our process for assessing team member performance and potential into our global

Human Resources Information Management System. This move, combined with the introduction of a new succession module, allows us to more easily visualize where talent lies across our company. We can pinpoint specific areas of strength, identify deficiencies and map individual team members' professional development plans to broader organizational objectives.

In addition, we launched a new Career Navigation Workbook to help our team members more fully own their professional growth. It includes worksheets, conversation guides and other materials for team members to use with their manager or independently. Another new resource, the Ultimate Tosca Leader Guide, is similarly designed to support those in manager-and-above roles during one-on-one and team conversations.

Cross-training opportunities

We are also opening more avenues for current team members to explore different roles across Tosca. For example, in 2023 our North America Customer Experience Team cross-trained with colleagues in Logistics and vice versa. The experience helped team members expand their skills and identify opportunities to better support each other's work.

And at our U.K. wash plants and service centers, we created an opportunity for interested line technicians to work toward a Machinery Maintenance qualification while still performing their current roles. These team members perform weekly preventative maintenance checks and other tasks in those facilities, and help train new personnel to use the equipment.

Sustainability Week celebrates positive impact

Held in June 2023, our annual Sustainability Week spotlighted Tosca's commitment to igniting transformative change and recognized our team members' contributions.

Each day featured presentations and activities to engage our team members in sustainability efforts. Daily themes spanned environment, health and safety; diversity and inclusion; wellness; and food safety. A fun activity focusing on similarities vs. differences was conducted across our service centers and our global headquarters, in which team members formed groups based on traits such as a shared love of film genres, spice levels in food and fear of bugs.

The celebratory week also provided opportunities for our team members to bond through volunteer projects, social gatherings and other shared experiences. This included collecting items for donation to food banks near our service centers and offices, and packing lunches and toiletries at our global headquarters to benefit the homeless in Atlanta, GA.

100_%

100%

full-time exempt team members who received a performance and career development review in 2023

> "*I like to go home each day knowing that I made a positive impact on our operation. I'm extremely grateful for the opportunities Tosca has given me and feel like I have continued to grow with each promotion and added responsibilities.*"

Matt Bright
General Manager, Tosca Service Center,
West Chester Township, OH

Meeting team member needs

To deliver team member experiences that address real-world needs, we must first understand what those needs are. We keep the channels for engagement open, gathering insights that help us develop benefits and well-being programs tailored to our team members.

Strengthening connections

We regularly engage our team members through one-on-one dialogues, onsite meetings, special events and other channels to foster a more collaborative and rewarding culture at Tosca. Candid feedback and diverse perspectives from the front lines of Tosca's business also help us stay closely attuned to our customers.

In 2023, we restructured our engagement approach, reaching out to team members through smaller "pulse" surveys rather than a single company-wide survey. In addition, we worked to foster more transparent communication between managers and their direct reports. Moving forward, our priorities include further enhancing collaboration across Tosca locations and implementing a revised annual engagement survey to provide a vital window into team members' experiences with professional development, inclusivity, recognition, job satisfaction, accountability and many other aspects of working at Tosca.

Prioritizing well-being

We recognize that our team members need to feel their best to perform at their best. Throughout 2023, we expanded access to healthcare benefits and related programs that enhance holistic well-being. In addition, we continued to offer support for team members in areas such as managing their financial future and caring for their family members.

Tosca Table is our global platform for communicating internally. The Table along with our Tosca Café provides on-demand access to health and wellness resources that range from meditation and movement exercises to financial tools and nutritional tips. We also deliver an assortment of team member recognition and rewards through the café.

Mental health support

To help our team members nurture their mental health and emotional well-being, we provide free access to an array of on-demand resources.

Through our Employee Assistance Program in EMEA, team members can find guidance 24/7 on navigating challenges such as grief, addiction, stress, depression, anxiety and relationship issues. For team members in North America, we partner with Health Advocate in providing a similar array of services to support mental health.

Launched in 2023, our Balance, Energize, Engage (BEE) Yourself online platform guides EMEA team members through a wellness self-analysis. It then provides individualized recommendations for enhancing mental and emotional health.

Aiding our colleagues amid conflict

When war ignited in Gaza following the terrorist attack on Israel, our 140 team members from all backgrounds in the region and their families faced uncertainty and fear. For our company, nurturing people's mental and emotional health amid the ongoing crisis became our first priority.

"The first two months were very difficult, especially for those who lost friends or family members in the war," said Efrat Cohen, our Global HR Director based in Israel. "While our manufacturing plant continued production, we also wanted to do everything we could to help employees cope with the personal stresses and difficulties they were experiencing."

We gave team members the option to work from home when feasible, set up a support hotline and held town hall meetings at the plant for team members to share how the war affected them. In addition, our HR team published information about local mental health counseling centers and other community resources.

> " *We are so proud of our team members for continuing to do great work through such a difficult time. There was not a minute when we stopped producing for our customers.* "
>
> **Omri Libovitsch**
> Managing Director,
> Product Division, Israel

Celebrating great results

Our team members do innovative work that deserves to be recognized. Each year, we host a "Toscars" ceremony to honor team members who excel in living our values and moving our business forward.

During 2023, we recognized teams and individual team members across EMEA and NA for their contributions to areas such as sustainability, safety and greatest impact on the organization. In addition, we bestowed our highest award, the Pinnacle Award, on not one but two exceptional team members.

Service Centers of the Year

Israel

The Israel service center won the NA award for maintaining full operation and timely deliveries despite the ongoing conflict.

Horb am Neckar, Germany

Horb am Neckar in Germany received the EMEA award for its staff commitment, reliable wash line operation and consistent operational control.

Sustainability Toscar Winner

Andrew Lamb

EMEA Maintenance Supervisor

Stretching beyond his day-to-day job responsibilities, Andrew recommended numerous proposals to help Tosca achieve more sustainable practices in 2023. His ideas included changes to our corporate travel options that substantially reduced the company's carbon footprint, and improvements to our layer pad inspection and washing activities which involved repurposing scrap equipment and significantly reduced the potential for ergonomic related incidents.

Pinnacle Award Winners

North America

Eric Watley

Director of Operations
East Region

"Over the past decade at Tosca, I have had the opportunity to work alongside some amazing people that have helped shape me into the leader I am today. This recognition not only celebrates my contributions to Tosca but also reflects the collaborative spirit and unwavering support of my team and mentors."

Greg Dean

Director of Operations
West Region

Eric and Greg were honored for their pivotal roles in keeping all plants on budget and meeting production goals across our North American operations during 2023.

EMEA

Salvatore Lucarello

Sales Director
EMEA

Salvatore was honored for his outstanding performance in leading sales for EMEA.

"This is a very proud moment for me and represents an important confirmation of the commitment and dedication I have invested in my work over the past year."

Cultivating a diverse and inclusive culture

We aspire to develop an equitable, inclusive workplace where every person – and every idea – has space to shine.

Diversity, equity and inclusion (DE&I) are part of Tosca's core values that we continually promote within our workplace culture. Building upon this foundation, we pursue a DE&I strategy that encompasses recruitment and professional development; training and awareness building; and data-driven assessments of our progress to identify where we must improve.

" *At Tosca, we believe in the importance of diversity and inclusion in helping to foster a stronger company through diverse perspectives. When diverse minds come together, great innovation happens.* "

Christi Kabalen
VP, Human Resources
North America
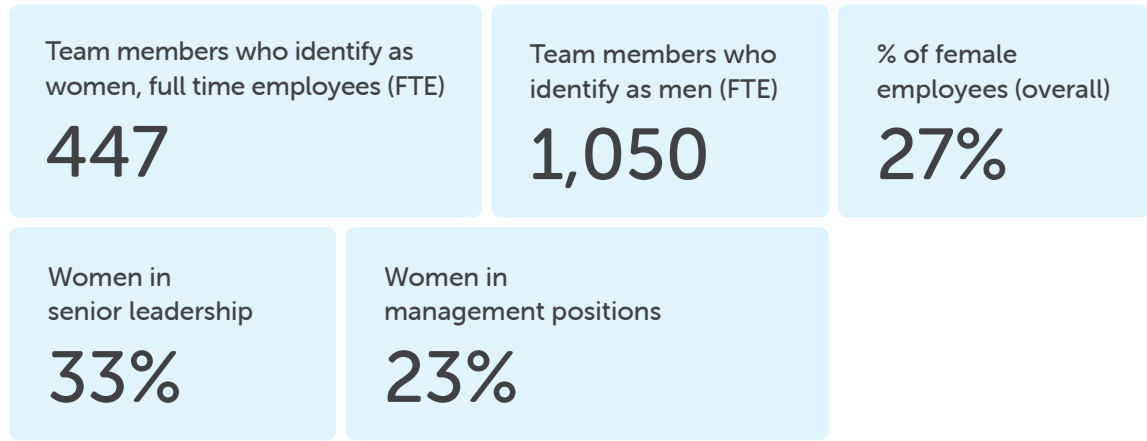
Assessing our progress

We are targeting equal gender representation across our workforce by 2030 along with ensuring minorities are represented in the same proportions as the local population We have also set a 2025 target that women fill 25% of supervisor, line lead and manager positions and that ethnic minorities are represented at a minimum of 50% of the general minority population in the local area.

We have begun to design a new tool for monitoring our workforce diversity statistics and enabling comparison against local demographics for our NA operations. These insights are helping us analyze trends, address current disparities and accelerate progress toward our goals.

We are committed to training our managers and recruiters in practices that effectively welcome and support team members from diverse backgrounds. In 2023, our efforts included initiating awareness raising around the types of statements and behaviors that perpetuate unconscious bias in the workplace.

Also, we encourage team members to provide candid feedback on Tosca's DE&I efforts. When specific concerns arise, we investigate the claims immediately and strive to address any outstanding issues.

Gender diversity at Tosca (FY23)

Team members who identify as women, full time employees (FTE)	Team members who identify as men (FTE)	% of female employees (overall)
447	**1,050**	**27%**

Women in senior leadership	Women in management positions
33%	**23%**

Ethnic diversity at Tosca (NA only)
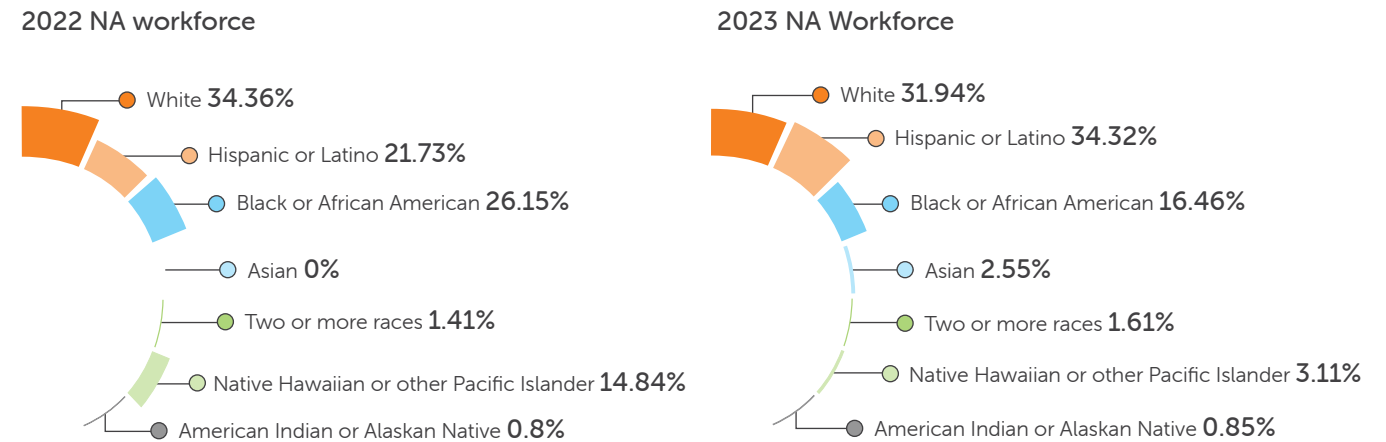
2022 NA workforce

- White **34.36%**
- Hispanic or Latino **21.73%**
- Black or African American **26.15%**
- Asian **0%**
- Two or more races **1.41%**
- Native Hawaiian or other Pacific Islander **14.84%**
- American Indian or Alaskan Native **0.8%**

2023 NA Workforce

- White **31.94%**
- Hispanic or Latino **34.32%**
- Black or African American **16.46%**
- Asian **2.55%**
- Two or more races **1.61%**
- Native Hawaiian or other Pacific Islander **3.11%**
- American Indian or Alaskan Native **0.85%**

Seeking diverse talent

Amid growing competition to hire qualified employees at all levels and retain the brightest people long term, we actively seek to diversify our pipeline of available talent. Along with continuing to recruit more women for industrial roles in our wash centers and service centers in 2023, we also focused on creating region-specific plans that will move us closer to ensuring that Tosca's workforce reflects the ethnic diversity of each community where we operate.

Further, our efforts to increase the number of women at management and supervisory levels accelerated in 2023. For example, we deployed focused communication plans designed to guide more women in our EMEA locations toward senior-level career advancement.

Advancing equitable pay

As part of taking a more strategic and data-informed DE&I approach, we regularly analyze local demographics and adjust salaries according to local needs. Our 2023 pay equity study showed encouraging progress toward narrowing key gaps between women and men, particularly at higher levels in the company.

Additional details can be found in the report Appendix.

Pay equity study results

● Men   ● Women

Managers

2023

1 ——— 1:1
parity by gender

1 ······ 0.92

2022

Supervisors

2023

1 ——— 1:1
parity by gender

1 ······ 0.93

2022

All team members

2023

1 ——— 0.88

1 ······ 0.86

2022
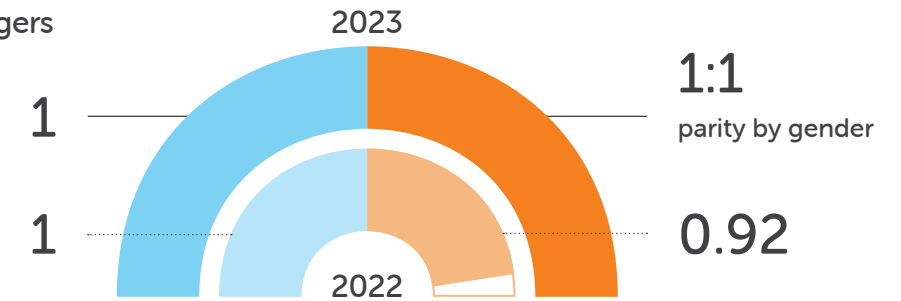
Pursuing our 'safer together' journey

Protecting our team members from injury and maintaining a healthy work environment are top priorities for Tosca. Grounded in our belief that all on-the-job accidents are preventable, we foster a safety culture in which our team members share the responsibility of driving continuous improvement.

Safer Together

Ingraining safety at all levels

Our Global Health and Safety Policy Statement lays out clear expectations for Tosca senior leadership, managers, team members and contractors. In NA, location-specific safety committees work to ensure our health and safet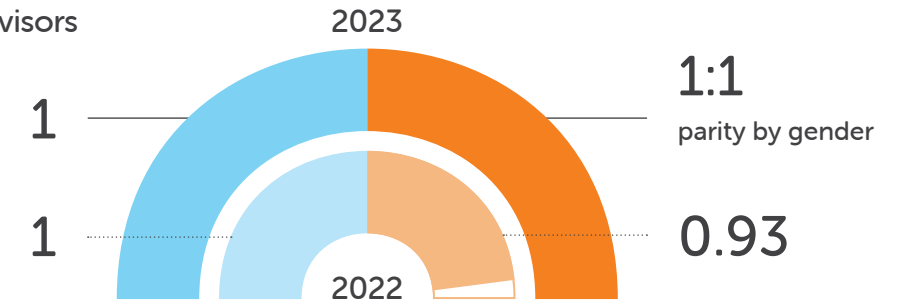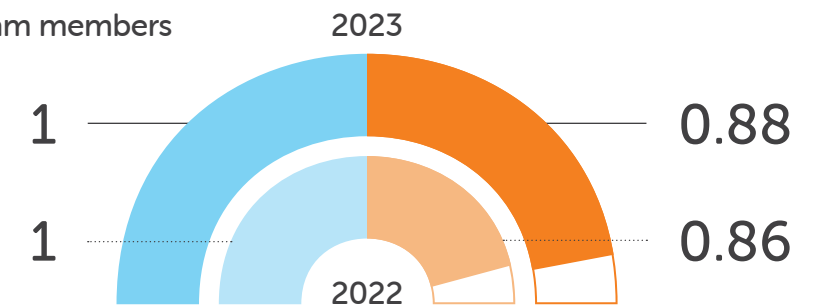y requirements are upheld across all facilities and tasks. In EMEA, Safety Steering Teams take a similar approach to ensuring each site adheres to our standards.

97.81%

score on our internal audit of health and safety systems in 2023

Tracking our progress

We monitor the company's overall health and safety performance through unannounced audits as well as an automated tracking system focused on understanding the root causes of accidents, injuries, near-misses and other safety-related incidents. Our health and safety system tracks leading indicators such as training, team member engagement and management involvement, as well as traditional lagging indicators.

In EMEA, to complement the incident reporting system we have in NA, we implemented the Risk Reporter app that enables plant supervisors and production line team members to quickly report safety issues. Within this intuitive platform installed on a mobile device, users can take photos of potential hazards, add notes and submit the details to a supervisor for follow-up.

We are proud in the safety improvements we have achieved over the last couple of years. The changes to numbers seen from 2021 through 2023 reflect our significantly improved incident reporting, especially in EMEA.

Safety performance at Tosca global facilities

	FY21	FY22	FY23
Recordable work-related injury rate	2.87	3.27	3.12
Lost-time incident rate	—[1]	2.24	2.39
Industry-standard accident rate	5.0	5.6	5.6
Fatalities	0	0	0

[1] Not available due to a change in 2021 in the method for reporting of incidents.

Promoting best practices

At least annually, team members in our Tosca operated wash centers and service centers are required to complete various health and safety training courses on topics such as:

- Personal protective equipment
- Fire prevention
- Hot work
- Preventing slips, trips and falls
- Emergency evacuation
- Active shooter response

In 2023, we set a companywide slogan – Safety by Choice, Not by Chance – to reinforce our belief that proactive, daily actions are the key to preventing injuries and accidents. This theme was woven throughout our training sessions and other events during the year, including bimonthly Spotlight on Safety presentations at each facility in NA.

100%
global team members trained on 70 Environmental Health and Safety topics in NA

12,000+
combined hours of environmental, health and safety (EH&S) training completed

Safer Together

Several of our facilities have maintained recordable accident-free status for multiple years, including:

1 YEAR
- San Antonio, TX
- Denver, CO
- Canton, NY
- Hazelton, PA
- Newnan, GA
- Springfield, MO

2 YEARS
- Salinas, CA
- Garland, TX
- Green Bay, WI
- Swadlincote, U.K.

3 YEARS
- Vienna, Austria

4 YEARS
- Langenhagen, Germany
- Memphis, TN

5 YEARS
- Czeladź, Poland
- Omaha, NE

Getting a grip on hand safety

Early in 2023, our improved incident reporting system in NA identified an increase in hand injuries – in particular, among team members at Tosca wash centers. Further root-cause analysis revealed that the disposable latex and nitrile gloves in use at our facilities weren't effective at preventing accidental cuts, bruises and pinches as team members moved containers in and out of our machinery.

The data pointed us down a path of issuing more durable gloves that not only provided better protection, but also could be sanitized and reused. This change helped reduce hand injuries on our production lines by 77% last year while also cutting the amount of waste we send to landfill.

We are now in the process of transitioning from single-use aprons to washable ones that better protect team members from torso injuries. In addition, we have begun issuing reusable noise-canceling headphones to team members at several locations that run machinery at high decibel levels. Our overall equipment upgrade plans include reducing noise levels in these facilities over time.

Operating with ethics and integrity

Tosca's business thrives on close collaboration with our network of customers, retailers, suppliers, distributors and other partners – which requires us to operate with uncompromising integrity. We seek to uphold the highest standards of ethical conduct and transparency in our business while also protecting the rights of all people who work with us.

Policies and principles

All team members are required to follow the requirements established by our global Code of Conduct. We conduct mandatory annual training on the Code through in-person sessions at our industrial facilities and online for team members in our corporate offices. Similarly, our Supplier Code of Conduct outlines Tosca's expectations for our critical vendor partners regarding their environmental, social and governance (ESG) practices.

In addition, we maintain a global Anti-Bribery and Corruption (ABC) Policy in tandem with our ongoing Corruption Risk Assessment process. As of 2023, all team members at management level and above undergo mandatory annual training on the ABC Policy, which spans our operations, finance and sales, as well as procurement and supply chain.

Human rights and fair labor practices

Our company takes a firm stance against unjust labor practices, including incidents of modern slavery. As affirmed by our Human Rights Policy and our U.K. Modern Slavery Statement, we do not tolerate:

- Discrimination, harassment or retaliation
- Forced, compulsory or other prohibited labor
- Child labor
- Non-adherence to local laws regarding work hours, wages and benefits
- A lack of safe and healthy work environments
- Prevention of freedom of association and collective bargaining
- Non-respect for privacy
- Suppliers who do not address human rights with the same level of importance as ourselves

Learn more about our related policies.

100%

Tosca team members trained on our Human Rights Policy in 2023

Reporting concerns

We believe everyone at Tosca along with our customers and our suppliers should be empowered to hold us accountable for maintaining a culture of integrity.

Through our Tosca Ethics Hotline, a global service operated by an independent party, all team members as well as members of the public can confidentially report suspected incidents of noncompliance with our standards or other relevant legislation. The Ethics Hotline is available 24/7 in all countries and languages in which our team members work.

Caring for our neighbors

We seek to uplift the communities where we operate through impactful donations and meaningful acts of service. Our team members are the heart and soul of this commitment – giving their time, money and expertise to local causes while also helping guide Tosca corporate grants toward the most pressing needs.

Tosca Cares

In late 2023, we revised our Tosca Cares initiative to formalize and expand our community support mission globally. Team members from across our NA and EMEA locations serve on the Tosca Cares Committee, which designates fundraising efforts to support nonprofit charities through company-wide giving and volunteering campaigns. Current focus areas include hunger relief, children in poverty, mental health, breast cancer awareness, environmental improvements and aid for communities affected by armed conflicts or natural disasters.

Our team members also can request assistance from Tosca Cares for themselves or a fellow team member to deal with an unexpected financial hardship such as a sudden hospitalization or a home hit by fire or flooding. We dedicate one-third of available funding to assist team members in need.

Team members can donate to the Tosca Cares Fund through a recurring payroll deduction or one-time donation, and they can direct their contributions toward a specific campaign. We promote Tosca Cares financial giving and volunteer opportunities as part of our new hire orientation process, during our annual benefits open enrollment period and through other company-wide channels year-round.

$89,490+

charitable donations through Tosca Cares

$4,650+

additional giving by Tosca team members

Meals for families in crisis

In 2023, members of our North American Asset Management team volunteered at Ronald McDonald House in Atlanta, GA to prepare and serve meals for families with children facing cancer and other chronic illnesses. Atlanta-based team members also donated food to the local First Presbyterian Church and, through the charity #HashtagLunchbag, helped assemble bags of food and toiletries for local homeless people.

What's ahead ↗

Building a passionate workforce

- Conduct our 2024 company-wide engagement survey and synthesize the results into our strategic plans for enhancing Tosca's culture

- Deepen our support of transparent communication, career growth opportunities and wellness for team members globally

- Provide additional monthly training in "soft skills" such as creating an inclusive environment, resolving conflict and navigating difficult conversations

- Add more trainings in how to recognize and avoid unconscious bias

Safe, healthy workspaces

- Provide safety training materials in additional languages

- Explore visual education methods to improve comprehension

- Implement a "train the trainer" program to instill cross-functional knowledge

Operating with ethics and integrity

- Improved education on human rights issues and modern slavery

Caring for our neighbors

- Give team members more options for choosing where their financial donations go

- Elevate our Tosca Cares program and donation request form as part of new hire orientations and annual benefits open enrollment

A word from our Global Sustainability Director

As an industry leader, our mission to revolutionize the flow of goods through the food supply chain, eliminating waste at every turn creates a global ripple effect for achieving sustainability goals for our customers and beyond. That's why we're relentless about seeking new ways to help our customers move to reusable packaging while increasing the resiliency of our organization.

2023 was pivotal at Tosca. It was the first full year we implemented focused actions to achieve our 2030 sustainability goals based on our 2021 materiality assessment (see matrix). It was also a big year for packaging related ESG regulations with the EU Packaging and Packaging Waste Regulation (PPWR) moving to finalization and Extended Producer Responsibility (EPR) legislation being crafted in the U.K. and the U.S.

As a board member of the Reusable Packaging Association and an active member of Reusable Packaging Europe, I've been working alongside my peers to advocate for a greater focus on reusable packaging over sole reliance on recycling that packaging after a single use.

Looking to 2025 and beyond

We have a bold vision to harness data, increase digitization and partner with customers using our own sustainability expertise. The focus will be on reducing food waste, emissions and costs and move to a more integrated approach to packaging which supports the elimination of single-use alternatives through leveraging reusable secondary and tertiary packaging.

Regulations

We'll continue to work on amending regulations to support our core belief: that reusable assets, along with pooling services, should be prioritized over recycling packaging wherever possible as a more sustainable alternative.

We will also push for reusables to be excluded from packaging taxes or packaging waste levies such as via EPR legislation due to their inherent circular and reusable nature to reduce overall costs.

Food damage

Through our Tosca Asset IQ™ will give our customers unparalleled transparency in movement of their products, reducing waste through minimizing food damage and loss, improving responses during food-borne illness outbreaks, streamlining stock control and improving store placement opportunities.

We will enable a significant reduction in emissions all along the value chain by minimizing damage to food and increasing the percentage of farm to fork through more robust packaging.
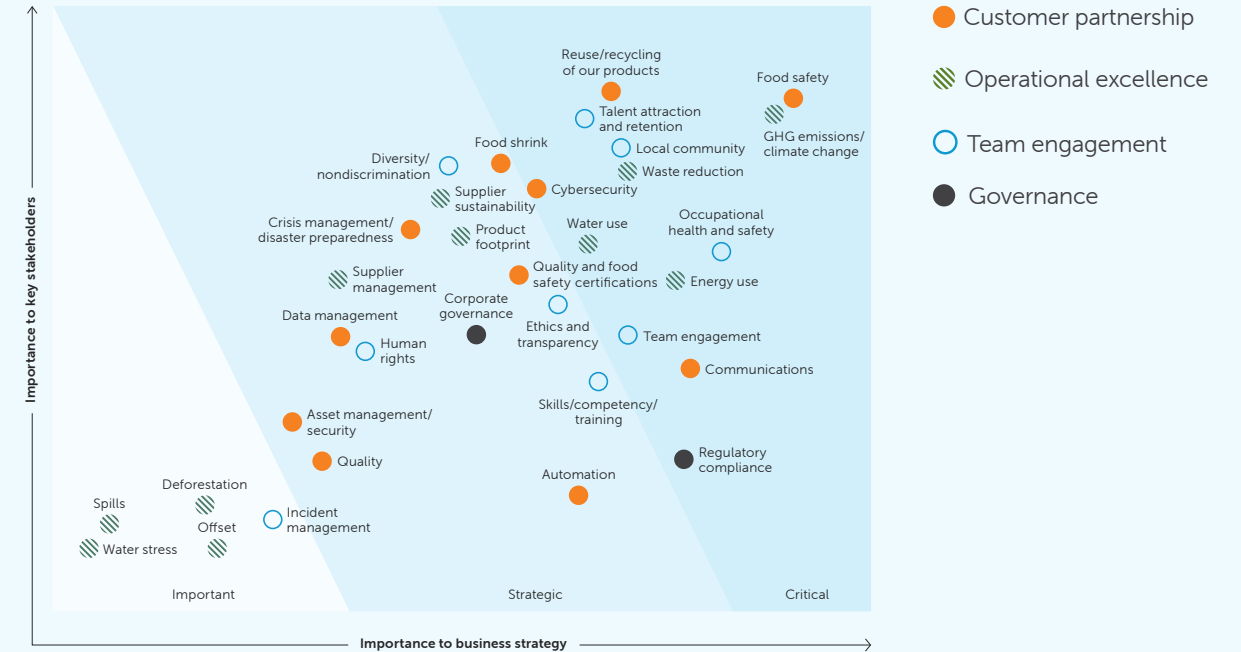
Future vision

We will partner with customers to maximize automation at the supplier, DC and store level using more robust, consistently designed and fully reusable packaging.

Through performing a double materiality assessment as part of our Corporate Sustainability Reporting Directive obligations, which kick into effect in 2026, we will expand our aspirations to further support our customers' sustainability goals.

I'm truly looking forward to working side-by-side with our customers in support of sustainability initiatives, goals and targets by providing advice, support and data to help limit Scope 3 emissions, reduce costs and bring their goods to market.

None of this will be possible without the work of our entire organization and I want to thank all of our team members for their dedication to driving sustainability focused improvements within our business and in support of our customers. When we all work together, we achieve great things.

Sincerely

Karin Witton
Global Sustainability Director

Our key material issues

Importance to key stakeholders (y-axis)
Importance to business strategy (x-axis)

Legend:
- Customer partnership
- Operational excellence
- Team engagement
- Governance

Items: Reuse/recycling of our products, Food safety, Talent attraction and retention, Local community, GHG emissions/climate change, Diversity/nondiscrimination, Food shrink, Waste reduction, Supplier sustainability, Cybersecurity, Occupational health and safety, Crisis management/disaster preparedness, Product footprint, Water use, Quality and food safety certifications, Energy use, Supplier management, Corporate governance, Ethics and transparency, Team engagement, Data management, Human rights, Communications, Skills/competency/training, Asset management/security, Regulatory compliance, Quality, Automation, Deforestation, Spills, Offset, Incident management, Water stress

Important | Strategic | Critical

Appendix

In this section:

> 2030 goals and progress

> Data tables

> United Nations Sustainable
Development Goals (UN SDGs)

> Sustainability Accounting
Standards Board (SASB) Index

> Global Reporting Initiative
(GRI) Index

2030 goals and progress

Together in customer partnership

Focus	2030 Goals	2023 Progress to Date
Enhanced product footprint	Products designed to increase product durability by 50% and be readily configurable to customer needs	Worked on increasing the recycled content of products has to be balanced against durability. We are working to increase durability by designing products with easily replaceable parts, which means that the overall durability of an asset is not reduced by a part that has a possible higher breakage potential.
	Products contain >30% recycled material, with virgin content increasingly comprising renewably sourced resins or replaced by bio-based alternative materials without compromising food safety	We are researching alternative materials to include in our circular pallet series. Also working with our regrind companies to ensure regrind is compliant to regulations now and in the future when increased recycled content will be required under the PPWR and country related regulations.
	Water use in our wash cycles is minimized through alternative Quality and Food Safety (QFS)-approved forms of cleaning	Through careful management of our wash processes, we have reduced our wash water usage intensity from 0.406 gal/unit washed to 0.319 gal/ unit washed.
	Maintain our leading position for QFS through continual improvement and alignment with ISO 22001, BRCGS and ISO 9001 standards	For a fifth year in a row we have zero findings on our external ISO 22000 audits.
	Alternative labeling methods (including digital tracking systems) employed that minimize water and energy needs for the removal of labels	We performed several pilots on use of digital tracking with customers, with a focus not only on tracking of contents and assets but also the effects on contained products during transit including humidity, temperature and shock.
	Proven reduction in food shrink (damage and spoilage), labor requirements, and transportation needs using our products	We released a white paper on the impacts of labor and benefits afforded by reusables in a complex labor market.
Revolutionary digitization	Real-time customer ordering, tracking and reporting on products and external conditions (including temperature, shock and time in transit via an app	We performed several pilots on the use of digital tracking with customers, with a focus not only on tracking of contents and assets but also the effects on contained products during transit including humidity, temperature and shock.
	Technology-based inventory management	We are researching alternative methods for inventory management, which reduces the need not only for manual tracking but the use of complex RFID systems, replacing them with simple digital-based inventory receipt and outbound management. The increased digital tracking capabilities are significantly improving our inventory management both within our facilities and between ourselves and our customers, reducing unnecessary movement of assets between our facilities as part of stock balancing.

Together in operational excellence

Focus	2030 Goals	2023 Progress to Date
Increased operational efficiency	Automated processes in place in 100% of Tosca-operated locations	Increased levels of automation have been implemented in more facilities.
	QFS-approved reduced water consumption, waterless and/or chemical-free sanitation mechanism routinely in operation	We initiated a project for the treatment of 100% of wash water to enable its reuse in our wash machines, thus reducing incoming water to simply replacing losses from evaporation, and reducing discharge to sewer to almost negligible amounts.
	Third-party wash centers implement energy, water and waste reduction activities to the same level as Tosca sites	We initiated a project to work more closely with our third-party wash centers, educating them on our expectations and sharing best practices for water and energy reduction.
	Reduction in time to produce pooled assets by 30%	The introduction of four new molds at our facility in Israel has resulted in significant reductions in time to produce assets.
Minimizing GHG emissions	42% reduction in Scope 1 and 2 absolute emissions from a 2021 baseline (1.5 degree scenario through the following)	We have reduced our Scope 1 and 2 emissions by 28% since 2021.
	100% of facilities with LED lights in largest-footprint areas (wash areas, warehouse areas and corporate offices) operated by motion sensors	We are continuing to implement LED replacement projects across our NA facilities. In EMEA all facilities already utilize LEDs in their largest footprint areas.
	Electrification of all supporting equipment (e.g. forklifts, pallet movers and scissor lifts) and supporting infrastructure in place	There has been no change to the % of our fleet which is already electric
	Solar panels in place on largest facilities (32% of all facilities) and remaining electricity 100% renewably sourced (where available)	We are developing a program to work with our landlords on solar energy projects. We researched availability of solar offerings which could benefit Tosca.
	100% paperless offices unless business critical/legally required, eliminating need for printers	Activities to reduce paper use are ongoing and are implementing docusign as a standard approach for many of our transactions.
	Energy-efficiency actions routinely employed (e.g. turning off equipment when not in use)	Our Sustainability week had one day dedicated to the reduction of our environmental footprint, with prizes awarded for best initiatives promoted by our staff in the wash centers.
	Physical IT servers eliminated – all data management performed in the cloud	We are still making incremental improvements in moving remaining data sets to the cloud to further reduce reliance on physical servers beyond the 100% of all back-end servers being replaced by the cloud.

Focus	2030 Goals	2023 Progress to Date
Minimizing GHG emissions (continued)	100% hybrid working at minimal-space corporate locations, utilizing hoteling/hot-desking where appropriate	No changes to hybrid working have occurred this year.
	Scope 3 (supply chain) emissions are fully understood, and science-based targets established through	Our third-party manufacturers have moved the needle significantly and were able to provide improved data on greenhouse gas emissions associated with their production of Tosca assets. Several of our manufacturers are starting to incorporate more renewable energy into their operations through direct projects such as wind and solar installations.
	Intermodal systems used for transporting goods where options exist	We continue to work with suppliers on increased intermodal systems.
	Increased use of renewable- or electric-fueled vehicles where practical	We are exploring the potential for alternative fueled logistics with our providers who are at the front of logistics operations in NA and globally.
	Increased use of public transportation, green commuting, pooled community and hot parking for commuting	The commuting survey revealed little change in commuting transportation modes since last year.
	Product weight reduced or stack efficiency improved to enable more energy-efficient transportation, easier handling and more goods transported per truck	We are focused on reducing the weight of our assets and have been able to compete head to head with corrugated boxes in several significant instances in terms of loads through having the same number of loaded pallets on a truck, thus eliminating the concerns over increased number of trucks due to overweight.
	Prioritization of locally based raw material/recycled material suppliers to minimize transportation distances	We maintained the same proportion of suppliers who are locally based vs international.
Net zero to landfill	100% of facilities (wash centers, service centers and offices) are certified as zero-waste-to-landfill	We reduced the volume of shrink wrap leaving our facilities through redesigning the way it is used to hold assets together in transit. We are looking to work with customers to mimic the same patterns, which would reduce our incoming waste the way we are reducing waste at our customer locations.
	Routinely recycling our own useful plastic and nature-based waste into products, as well as that of our customers	We are still maintaining the ability to recycle 100% of our assets in our control at end of life into our own products.
Working ethically	Suppliers understand our ESG expectations and critical suppliers are audited.	We initiated a project focused on the engagement of our critical suppliers — especially our third-party wash sites — to help them understand our expectations and also how they can contribute to fulfilling our ESG goals.
	Strong anti-modern-slavery programs in place internally and across our high-risk suppliers (e.g. logistics companies)	We released our second U.K. Modern Slavery Statement.

Together in team engagement

Focus	2030 Goals	2023 Progress to Date
Workforce enhancement	Team member career development and upskilling to support technological and other operational advancements, resulting in increased retention of staff with more than five years of service	We focused on the development of self-career planning with the publication of two handbooks on how to manage your career and how to upskill yourself to enable promotion, Career Navigation Guide and Tosca's Ultimate Leader Guide. We also implemented a series of Driving Engagement webinars for our people-managers.
	A work environment free from racial, cultural, gender-based or any other discrimination/biases, with a minimum of 50% women and minorities represented at a percentage on a par with the local population at all levels within the organization	During our Sustainability Week we had a day which focused on discrimination through a series of fun engagement activities which encouraged team members to see the similarities between them through identifying things in common rather than things which are different.
	Embedding wellness and mental health support in our benefits packages across the globe	During Sustainability Week we also had a day which focused on mental health supported by webinars, and had our mental health provider in NA give a talk on the benefits provided. We also provided 1:1 counseling sessions for anyone who had questions or concerns regarding families or their friends' mental health.
	Protecting our team members, those we work with and our customers' workforces: zero recordable occupational health and safety incidents	Our focus on health and safety remains high, with a focus on reducing hand injuries in NA and on guarding in EMEA. Better reporting of incidents led to an uptick in numbers but our total recordable injury rate of 3.09 is lower than for 2022 and significantly lower than the industry standard rate 0f 5.6.
Good Corporate Citizenship	Focused charitable donations supporting local needs and local or global disaster relief efforts	We revamped our philanthropic approach with new guidelines and creation of a global Tosca Cares program which supports both our team members and our local communities through a company and team member donations. We supported our Israel team members at the onset of the war in Gaza and enabled our team members globally to contribute as they saw fit.

Data tables

Description	Unit of Measure	2021	2022	2023
General data				
Primary sector of operations	Text	Services	Services	Services
Primary industry of operations	Text	Leasing and sale of reusable plastic packaging products	Leasing and sale of reusable plastic packaging products	Leasing and sale of reusable plastic packaging products
Total number of employees[1]	Number	1,614	1,639	1,666
Revenue				
% Revenue from products that are reusable, recyclable and/or compostable	Percentage (%)	100%	100%	100%
Raw Materials				
Percentage of raw materials from recycled content	Percentage (%) by weight	24%	2.03%	12%
Percentage of raw materials from renewable resources	Percentage (%) by weight	0%	0%	3%
Percentage of raw materials from renewable and recycled content	Percentage (%) by weight	24%	2.03%	14%
Production				
% of production as plastic	Percentage (%) by revenue	100%	100%	100%

[1] Also includes temporary workers

Description	Unit of Measure	2021	2022	2023
Governance				
Total number of independent Board members on the (Supervisory) Board	Number	9	9	9
Total number of independent Board members on the audit committee	Number	1	1	1
Total females on board	Number	2	2	2
% females on board	Percentage (%)	22%	22%	22%
Ethnic diversity (% ethnic diversity based on race)	Percentage (%)	11%	11%	11%
Cybersecurity incidents which required notification to authorities or customers	Monthly reporting	0	0	0
Quality and food safety				
Number of recalls issued, total units recalled	Number	0	0	0
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	Number	0	0	0
Number of food safety tests performed	Number	15,260	56,800	52,063

Description	Unit of Measure	2021	2022	2023
Biodiversity / Impact				
Number of locations owned, leased or managed in or adjacent to protected areas	Number	0	0	0
Energy[2]				
Total energy consumed (Scope 1 & 2)	Gigajoules (GJ)	411,850	660,049	315,437
Total energy from natural gas use	Gigajoules (GJ)	303,411	500,418	186,044
Total energy from propane use	Gigajoules (GJ)	-	40,007	22,267
Total energy from electricity	Gigajoules (GJ)	100,988	119,625	107,126
Total energy from natural gas use	MWh	64,317	139,005	51,679
Total energy from propane use	MWh	10,703	11,113	6,185
Total electricity used	MWh	30,122	33,664	30,162
Consumption of purchased or acquired renewable electricity from grid	MWh	5,039	10,347	9,752
Consumption of purchased or acquired nonrenewable electricity from grid	MWh	23,913	22,715	19,849
Total self-generated energy (landlord)	Gigajoules (GJ)	1,170	603	560
Total self-generated energy from renewables (landlord)	MWh	325	428	400
Total self-generated energy (landlord) sold to the grid	MWh	212	260	245
Total self-generated energy (landlord) used on site	MWh	113	167	156

[2] Change is in part due to better/actual data capture vs estimations

Description	Unit of Measure	2021	2022	2023
Energy[2] (continued)				
Percentage of electricity provided by the grid	Percentage (%)	99.63%	99.51%	99.48%
Percentage of electricity provided by the grid that is renewable	Percentage (%)	21.07%	33.30%	51.4%
Percentage of electricity provided by direct renewable energy sources	Percentage (%)	0.4%	0.5%	0.5%
Energy intensity (total revenue) Scope 1 & 2	Ratio	0.0061	0.0014	0.0063
Energy intensity (total manhours) Scope 1 & 2	Ratio	0.15	0.185	0.094
Energy intensity (total FTE) Scope 1 & 2	Ratio	255.17	402.71	189.34
Reduction of energy consumption	Gigajoules (GJ)	N/A	248,199	344,612
Reduction of energy consumption	Percentage (%)	N/A	N/A	48%
Emissions[2]				
Gross global Scope 1 emissions	Metric tons (t) CO_2e	13,794	17,538	11,369
Global Scope 2 emissions	Metric tons (t) CO_2e	12,618	13,673	12,121
Global Scope 3 emissions	Metric tons (t) CO_2e	137,145	114,752	118,977
Emissions from business travel	Metric tons (t) CO_2e	202	333	607
Emissions from commuting	Metric tons (t) CO_2e	4355	112	85
GHG emission intensity Scope 1 by revenue	Ratio	2.76E-05	3.67E-05	2.28E-05

[2] Change is in part due to better/actual data capture vs estimations

Description	Unit of Measure	2021	2022	2023
Emissions (continued)				
GHG emission intensity Scope 1 by operating hours	Ratio	0.00494	0.00493	0.00337
GHG emission intensity Scope 1 by FTE	Ratio	8.55	10.70	6.82
GHG emission intensity Scope 2 revenue	Ratio	2.524E-5	2.86E-05	2.43E-05
GHG emission intensity Scope 2 operating hours	Ratio	0.0045	0.0038	0.0036
GHG emission intensity Scope 2 FTE	Ratio	7.82	8.34	7.28
GHG emission intensity Scope 3 revenue	Ratio	0.00027	0.00024	0.00024
Reduction of GHG Emissions Scope 1	Metric tons (t) CO_2e	N/A	0	6,170
Reduction of GHG Emissions Scope 2	Metric tons (t) CO_2e	N/A	0	1,552
Reduction of GHG Emissions Scope 3	Metric tons (t) CO_2e	N/A	22,393	0
Gross global Scope 1 & 2 emissions	Metric tons (t) CO_2e	32,626	31,211	23,489
Gross global Scope 1, 2 & 3 emissions	Metric tons (t) CO_2e	169,771	145,963	142,466
Gross global Scope 1 & 2 emissions intensity by revenue	Metric tons (t) CO_2e	0.0000652	0.0000653	0.000047
Gross global Scope 1 & 2 emissions intensity by operating hour	Metric tons (t) CO_2e	0.0117	0.0088	0.0070
Gross global Scope 1 & 2 emissions intensity by full time employee	Metric tons (t) CO_2e	20.21	19.04	14.10
Gross global Scope 1 & 2 emissions intensity by square foot (facilities)	Metric tons (t) CO_2e	0.016	0.015	0.011

Description	Unit of Measure	2021	2022	2023
Emissions (continued)				
Total emissions from natural gas use	Metric tons (t) CO_2e	17,656	10,911	10,116
Total emissions from propane use	Metric tons (t) CO_2e	2,352	2,447	1,304
Total emissions from electricity	Metric tons (t) CO_2e	12,618	13,028	12,069
Non Hazardous Waste				
Total weight of nonhazardous waste directed to landfill[3]	Metric tons	184	1,151	792
Percentage of asset plastic waste recycled	Percentage (%)	100%	100%	100%
Total weight of plastic wrap waste[4]	Metric tons	N/A	302	N/A
Total weight of wood pallets/wood waste[4]	Metric tons	N/A	2,068	N/A
Total weight of waste diverted from disposal (landfill) other than from assets[4]	Metric tons	N/A	2,246	N/A
Total weight of asset plastic waste diverted from disposal (regrind)	Metric tons	N/A	5,598	5,393
Total weight of wood pallets diverted from disposal	Metric tons	100% returned	100% returned	100% returned
Total weight of non-hazardous waste directed to landfill[4]	Metric tons	184	1,097	N/A
Hazardous Waste				
Total weight of hazardous waste generated	Metric tons (t)	0.06	0.05	No hazardous waste
% of hazardous waste recycled (applicable in NA only)	Percentage (%)	0%	0%	No hazardous waste

[3] From 40% of sites providing waste data only

[4] Data not available due to changes in reporting system

Description	Unit of Measure	2021	2022	2023
Total Waste				
Total weight of waste	Metric tons	184	3,343	6,185
Total weight of waste sent for reuse by waste type	Metric tons	All pallets and chemical containers	All pallets and chemical containers	All pallets and chemical containers
Water				
Volume of water consumed[5]	Thousand cubic meters (m^3)	229	331	275
Total water consumed from areas in water stressed locations	Thousand cubic meters (m^3)	N/A	1	115
Volume of water withdrawn[5]	Thousand cubic meters (m^3)	228	331	275
% locations in high or extremely high baseline water stress	Percentage (%)	33%	30%	33%
Number of incidents of non-compliance associated with water quality permits, standards and regulations	Number	1	0	0
Total water withdrawn from third-party (mains/city water)[5]	Thousand cubic meters (m^3)	229	331	275
Total water withdrawn from third-party (city water) in water stressed areas	Thousand cubic meters (m^3)	N/A	1	116
Total water discharged to third-party (mains/city water)[6]	Thousand cubic meters (m^3)	229	331	275

[5] From 33% of locations only

[6] Based on incoming water and loss not reported

Description	Unit of Measure	2021	2022	2023
Material Usage				
Non renewable materials used by weight (virgin and reground plastic plus additives)	Metric tons	N/A	N/A	15,778
Renewable materials used by weight (wood for cheese boxes)	Metric tons	N/A	N/A	434
Percentage of recycled input materials	Percentage (%)	Depends on product and geography: ranges from a 85% in our European circular pallet to >30% in our U.K. products to 0% in other areas	Depends on product and geography: ranges from a 85% in our European circular pallet to >30% in our U.K. products to 0% in other areas	Depends on product and geography: ranges from 96% in our European circular pallet to >30% in our U.K. products to 0% in other products depending on design specs
Reclaimed products and their packaging materials	Percentage (%) for each type	100% for Tosca products	100% for Tosca products	100% for Tosca products
Total wood (fiber) procured, percentage from certified sources	Metric tons (t), Percentage (%)	100	100	100
Supply Chain				
Number of Tier 1 suppliers NA		1,300	1,359	1,260
Number of Tier 1 suppliers EMEA		2,018	2,690	N/A
Number of Tier 1 suppliers manufacturing	Percentage (%)	1,119%	929%	364%
% minority owned suppliers (NA)	Percentage (%)	N/A	1%	1%
% locally owned suppliers (NA)	Percentage (%)	N/A	6%	9%
% small business owners (NA)	Percentage (%)	N/A	6%	8%
% woman Owned suppliers (NA)	Percentage (%)	N/A	1%	2%

Description	Unit of Measure	2021	2022	2023
Health and Safety[7]				
Percentage of employees covered by an occupational health and safety management system	Percentage (%)	100%	100%	100%
Number of fatalities due to work-related injuries	Number	0	0	0
Number of high consequence work-related injuries - employees	Number	N/A	N/A	8
Number of recordable work-related injuries - employees	Number	51	61	55
Rate of high consequence work-related injuries - employees	Rate	N/A	N/A	1.65
Rate of recordable work-related injuries - employees	Rate	2.87	3.27	3.12
Industry standard accident rate	Rate	5	5.6	5.6
Number of days lost time	Number	50	68	858[8]
Number of cases or recordable work-related ill health - contractors	Number	N/A	N/A	0
Lost time incident rate	Rate	0.39	2.24	2.39
Fines or penalties for HSE non compliance	USD	5,266	0	0

[7] 2021 data was for NA only

[8] Increase is due to better data capture and reporting in EMEA

Description	Unit of Measure	2021	2022	2023
Employee Information				
Percentage of employees responding to employee survey	Percentage (%)	90%	84%	Did not perform in 2023
Total number of employees on permanent contracts	Number	N/A	N/A	1,497
Total redundancies/terminations excluding M&A	Number	N/A	23	335
Number of voluntary exits excluding M&A	Number	N/A	898	651
Number of new hires resulting from business acquisition (M&A activity)	Number	0	26	0
Number of total net new hires in the last 12 months	Number	1,355	0	0
Total number of new employee hires over period by gender	Number			
Female		448	361	447
Male		907	864	1,050
Total number of new employee hires over period by age	Number			
18 to 25		362	294	187
26 to 35		483	402	372
36 to 49		363	347	551
50 and above		147	181	387

Description	Unit of Measure	2021	2022	2023
Employee Information (continued)				
Total numbers of employees entitled to parental leave by gender	Number			
	Female	N/A	388	262
	Male	N/A	871	600
Total number of employees that took parental leave by gender	Number			
	Female	5	16	9
	Male	N/A	15	11
Total number of employees taking parental leave that returned to work by gender	Number			
	Female	3	11	7
	Male	N/A	14	11
% employees covered by collective bargaining	Percentage (%)	4.4%	N/A	4.8%
Diversity, Equity and Inclusion				
Total # male employees (FTE)	Number	1,137	1,152	1,050
Total # female employees (FTE)	Number	447	487	477
Percentage of female employees by gender	Percentage (%)	30%	30%	27%

Description	Unit of Measure	2021	2022	2023
Diversity, Equity and Inclusion (continued)				
Ethnicity[9]	Percentage (%)			
Asian		N/A	0%	2.55%
American Indian or Alaska Native		N/A	0.8%	0.85%
Black or African American		N/A	26.15%	25.62%
Choose not to answer		N/A	0.71%	0.45%
Hispanic or Latino		N/A	21.73%	34.32%
Native Hawaiian or Other Pacific Islander		N/A	14.84%	3.11%
Two or more races (Not Hispanic or Latino)		N/A	1.41%	1.61%
White		N/A	34.36%	31.94%
Team members with > five years tenure	#	317	354	463
Percentage of female members (C suite diversity)	Percentage (%)	33%	30%	0%
Non-male employees (i.e. female, nonbinary and other) in management positions with more than two direct reports	Percentage (%)	20%	20%	27%
% of total employees [female] who received a regular performance and career development review	Percentage (%)	NA — 29.4% EMEA — 42.3%	38%	41%
% of total employees [male] who received a regular performance and career development review	Percentage (%)	NA — 70.6% EMEA — 57.8%	62%	59%

[9] NA data only as other countries do not characterize ethnicity in the same way due to privacy laws

Description	Unit of Measure	2021	2022	2023
Diversity, Equity and Inclusion (continued)				
Women in senior leadership	Percentage (%)	33%	34%	33%
Ethnic groups in senior leadership[9]	Percentage (%)			
Asian		N/A	2.44%	3.70%
Black or African American		N/A	4.88%	3.70%
White		100%	90.24%	88.89%
Women in management positions	Percentage (%)	23%	19%	27%
Ethnic groups in management positions[9]	Percentage (%)			
Asian		3%	2.13%	0%
Black or African American		4%	11.70%	16.46%
Hispanic or Latino		8%	20.21%	17.72%
Native Hawaiian or Other Pacific Islander		3%	1.06%	1.27%
Two or more races (Not Hispanic or Latino)		N/A	1.06%	1.26
White		82%	63.83%	63.29%
Women in management positions in service centers	Percentage (%)	N/A	10%	15%

Description	Unit of Measure	2021	2022	2023
Diversity, Equity and Inclusion (continued)				
Ethnic groups in management positions in wash centers[9]	Percentage (%)			
	Asian	0%	0%	0%
	Black or African American	0%	11.11%	18.18%
	Hispanic or Latino	25%	26.26%	22.73%
	Native Hawaiian or Other Pacific Islander	6%	7.07%	2.27%
	Two or more races Not Hispanic or Latino)	0%	2.02%	0%
	White	69%	53.54%	56.82%
Women in supervisor positions	#	8	11	7
Ethnic group in supervisor positions in wash centers[9]	Percentage (%)			
	American Indian / Alaskan Native	0%	0%	3.23%
	Asian	0%	0%	0%
	Black or African American	13%	16.42%	6.45%
	Hispanic or Latino	27%	29.85%	35.48%
	Native Hawaiian or Other Pacific Islander	5%	7.46%	3.23%
	Two or more races (Not Hispanic or Latino)	3.33%	2.99%	0%
	White	50%	43.28%	51.61%

Description	Unit of Measure	2021	2022	2023
Diversity, Equity and Inclusion (continued)				
Employees by age group	Percentage (%)			
18 to 25		12.81%	16%	16%
26 to 35		26.75%	29%	25%
36 to 49		37.64%	33%	34%
50 and above		22.8%	21%	25%
Ratio of basic salary and renumeration of men:women by each employee category at significant locations of operation	Ratio	See below	See below	See below
Total leadership	Ratio	1:0.75	1:0.77	1:0.77
Total director	Ratio	1:0.90	1:0.97	1:0.92
Total manager	Ratio	1:1.02	1:0.93	1:1.0
Total supervisor	Ratio	1:1.26	1:092	1:1.0
Total male to female	Ratio	N/A	0.86	0.88
Training				
Employees receiving training on the Tosca Code of Conduct	Percentage (%)	NA — 100% included in Employee Handbook given to all team members EMEA — Training was conducted in 2021 but no monitoring of the number of participants conducted	NA — 100% included in Employee Handbook given to all team members EMEA — Training was conducted in 2021 but no monitoring of the number of participants conducted	70%

Description	Unit of Measure	2021	2022	2023
Training (continued)				
Average # of training hours per learner	# hours	5	5	8
Number of staff attending one or more training	Number	1,224	1,639	1,666
% employees trained on HSE issues	Percentage (%)	N/A	N/A	100%
Average hours of training the organization's employees have undertaken by employee category (NA and Israel data only)	Average hours			
Blue collar		N/A	6.25	38.5
White collar		N/A	4.5	8
% of employees receiving training on Human Rights Policy		Policy only implemented in 2022	Policy only implemented in 2022	100%
Charitable giving				
Employee giving	USD	See Tosca Giving	1,432	4,659
Charitable giving — Tosca Cares	USD	12,000	N/A	89,492[10]
Ethics				
Percentage of employees communicated with or trained on anti-corruption policies and procedures (who require such training)	Percentage (%)	100%	19 TM's were trained on anti-bribery on October 22 (NA Sales & Marketing team)	100%
Total number of incidents of discrimination reported	Number	4	0	4
Total number of incidents of discrimination addressed	Number	4	0	4
Operations assessed for risks related to corruption	Number or %	N/A	100% (company level assessment)	100% (company level assessment)

[10] Includes giving by Tosca Israel to support staff during the current conflict

United Nations Sustainable Development Goals (SDGs)

The United Nations SDGs were adopted by the global community in 2015. We have mapped
our material sustainability topics and relevant metrics to the SDGs, assessing alignment with
the priorities of policymakers and other stakeholders.

Material Topic	UN SDG	Target	Rationale	Report Location and Reference
Food shrinkage Waste Reduction Local Community Supply Chain	SDG 2 – Zero Hunger	Target 2.1 Universal access to safe and nutritious food	Using RPCs to protect food during transport and bringing it to markets far from point of growth, thus enabling greater access to food while retaining its nutritious state	9-14, 35-36
Workforce Retention (Talent Attraction and Retention) Local Community Occupational Health and Safety	SDG 4 – Quality Education	Target 4.4 Increase the number of people with relevant skills for financial success	Providing training and succession planning within the organization to improve the skill set of the workforce and each individual	21-24, 37
Ethics Workforce Retention (Diversity, Equity and Inclusion) Supply Chain Local Community	SDG 5 – Gender Equality	Target 5.1 End discrimination against women and girls Target 5.5 Ensure full participation in leadership and decision making	Increasing the percentage of women in the workforce and in managerial and senior leadership positions	26-27, 37, 48-52
Water Use Supply Chain Local Community	SDG 6 – Clean Water and Sanitation	Target 6.4 Increase water-use efficiency and ensure freshwater suppliers	Implementing water use reduction targets and solutions, with a special focus on water-stressed areas	20, 35-36, 44

Material Topic	UN SDG	Target	Rationale	Report Location and Reference
Energy Use GHG Emissions and Climate Change Supply Chain Local Community	SDG 7 – Affordable and Clean Energy	Target 7.3 Double the improvement in energy efficiency	Implementing energy reduction targets and solutions with special focus on energy efficiency and use of renewables to reduce pressure on the energy infrastructure	17-19, 35-36, 40-41
Workforce Retention (Talent Attraction and Retention) Ethics Occupational Health and Safety Supply Chain Local Community	SDG 8 – Decent Work and Economic Growth	Target 8.5 Full employment and decent work with equal pay Target 8.7 End modern slavery, trafficking and child labor Target 8.8 Protect labor rights and promote safe working environments	Providing job opportunities without discrimination and with a fair wage. Including anti modern slavery, trafficking and child labor requirements for ourselves and our suppliers. Providing a safe, healthy and secure working environment while enabling labor rights.	26-30, 35-36, 52-53
Reuse/ Recycling of Containers Food Shrinkage GHG Emissions and Climate Change Energy Use Waste Reduction Product Footprint Occupational Health and Safety Supply Chain Cybersecurity Certification	SDG 9 – Industry, Innovation and Infrastructure	Target 9.1 Develop sustainable, resilient and inclusive infrastructures Target 9.2 Promote inclusive and sustainable industrialization Target 9.5 Enhance research and upgrade industrial technologies Target 9.5 Enhance research and upgrade industrial technologies	Creating and utilizing RPCs and other reusable plastic packaging systems to reduce single use packaging resulting in reduced transportation needs, landfill sites and water and energy heavy manufacturing with associated reduction in pressure on existing or need for new infrastructure systems and climate impacts.	9-15, 19, 35-36

Material Topic	UN SDG	Target	Rationale	Report Location and Reference
Waste Management Reuse/Recycling of containers Food Shrinkage Occupational Health and Safety Supply Chain	SDG 12 – Responsible Consumption and Production	Target 12.2 Sustainable Management and Use of Natural Resources Target 12.3 Halve global per capita food waste Target 12.4 Responsible management of chemicals and waste Target 12.5 Substantially reduce waste generation Target 12.6 Encourage companies to adopt sustainable practices and sustainability reporting	Utilizing RPCs and other reusable plastic packaging systems to reduce single use packaging, protecting food in transit thus reducing shrink and damage, recycling and reusing scrap plastic in new containers and reporting on progress through the UNGC COP and an annual sustainability report (2022)	9-16, 34-35
Ethics Supply Chain	SDG 16 – Peace, Justice and Strong Institutions	Target 16.5 Substantially reduce corruption and bribery	Implementing and enforcing anti-corruption and bribery policies, communicating through the Tosca Code of Business Conduct and training of relevant Tosca team members	30, 37, 52-53

Sustainability Accounting Standards Board (SASB) Index

SASB was created in 2011 to guide companies in disclosing financially material sustainability information. SASB is now part of the IFRS Foundation. Below, we provide specific disclosures and references to where our reporting aligns with the SASB Sustainability Accounting Standard for Containers & Packaging.

Containers & Packaging

SASB Topic	Accounting Metric	Code	Report Location or Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CP-110a.1	18, 41-43 0% of Tosca's Scope 1 emissions are covered under emissions-limiting regulations.
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CP-110a.2	18
Air Quality	Air emissions of the following pollutants: (1) NO_x (excluding N_2O), (2) SO_x, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	RT-CP-120a.1	Air emissions for this disclosure are not currently calculated.
Energy Management	1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CP-130a.1	18, 40-41
Water Management	1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CP-140a.1	44
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CP-140a.2	35-36
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CP-140a.3	44

Containers & Packaging (continued)

SASB Topic	Accounting Metric	Code	Report Location or Reference
Waste Management	Amount of hazardous waste generated, percentage recycled	RT-CP-150a.1	44
Product Safety	Number of recalls issued, total units recalled	RT-CP-250a.1	39
	Discussion of process to identify and manage emerging materials and chemicals of concern	RT-CP-250a.2	Information not currently disclosed.
Product Lifecycle Management	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	RT-CP-410a.1	45
	Revenue from products that are reusable, recyclable, and/or compostable	RT-CP-410a.2	100%
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	RT-CP-410a.3	Information not currently disclosed.
Supply Chain Management	Total wood fiber procured, percentage from certified sources	RT-CP-430a.1	45
	Total aluminum purchased, percentage from certified sources	RT-CP-430a.2	N/A
Activity Metrics	Amount of production, by substrate	RT-CP-000.A	Not currently calculated.
	Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	RT-CP-000.B	Not currently calculated.
	Number of employees	RT-CP-000.C	47

Global Reporting Initiative (GRI) Index

GRI is an independent, international organization created to support businesses in taking responsibility for their impacts by providing a common language for communicating those impacts. We sought to prepare this report in reference to the GRI 2021 Standards. Links to relevant sections in our reports and websites are included in the table below.

GRI 1: Foundation 2021

Statement of Use	Tosca has reported with reference to the GRI Standards for the period of January 1, 2023-December 31, 2023.

Disclosure Number	Disclosure Name	Report Location or Reference
GRI 2: General Disclosures 2021		
2-1	Organizational details	2, 6-7,8-9, 38, Company website
2-2	Entities included in the organization's sustainability reporting	5-6, Company website
2-3	Reporting period, frequency and contact point	2
2-4	Restatements of information	Tosca has no restatements of data for this year's report.
2-5	External assurance	Tosca does not currently seek external assurance for data within this report.
2-6	Activities, value chain and other business relationships	5, 9-16
2-7	Employees	47
2-8	Workers who are not employees	Contractor headcount data is not available.

Disclosure Number	Disclosure Name	Report Location or Reference
GRI 2: General Disclosures 2021		
2-9	Governance structure and composition	7, Company website
2-10	Nomination and selection of the highest governance body	Company website
2-11	Chair of the highest governance body	Company website
2-13	Delegation of responsibility for managing impacts	7
2-14	Role of the highest governance body in sustainability reporting	7
2-15	Conflicts of interest	30, Tosca Code of Conduct
2-16	Communication of critical concerns	30, 52-53
2-17	Collective knowledge of the highest governance body	7
2-18	Evaluation of the performance of the highest governance body	Details on the evaluation of the performance of the highest governance body are not disclosed due to confidentiality reasons.
2-19	Remuneration policies	Details on remuneration policies are not disclosed due to confidentiality reasons.
2-20	Process to determine remuneration	Process to determine remuneration is not disclosed due to confidentiality reasons.
2-21	Annual total compensation ratio	27, 52
2-22	Statement on sustainable development strategy	3-4
2-23	Policy commitments	7
2-24	Embedding policy commitments	30

Disclosure Number	Disclosure Name	Report Location or Reference
GRI 2: General Disclosures 2021		
2-25	Processes to remediate negative impacts	30
2-26	Mechanisms for seeking advice and raising concerns	30
2-27	Compliance with laws and regulations	30
2-28	Membership associations	7
2-29	Approach to stakeholder engagement	Sustainability Engagement Process
2-30	Collective bargaining agreements	48
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	32
3-2	List of material topics	32
3-3	Management of material topics	32
GRI 101: Biodiversity		
101-5	Locations with biodiversity impacts	0 locations with significant biodiversity impacts on ecologically sensitive areas.
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	31
201-2	Financial implications and other risks and opportunities due to climate change	18

Disclosure Number	Disclosure Name	Report Location or Reference
GRI 202: Market Presence		
202-2	Proportion of senior management hired from the local community	50
GRI 204 Procurement Practices		
204-1	Proportion of spending on local suppliers	45
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	All of our operations are assessed for risks related to corruption.
205-2	Communications and training about anti-corruption policies and procedures	53
205-3	Confirmed incidents of corruption and actions taken	0 confirmed incidents during reporting period.
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	0 confirmed incidents during reporting period.
301 Materials use		
301-1	Materials used by weight or volume	45
301-2	Recycled input materials used	45
301-3	Reclaimed products and their packaging materials	45

Disclosure Number	Disclosure Name	Report Location or Reference
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	18-19, 40-41
302-3	Energy intensity	40-41
302-4	Reduction of energy consumption	18-19, 40-41
302-5	Reductions in energy requirements of products and services	18-19, 40-41
GRI 303: Water and Effluents 2018		
303-3	Water withdrawal	44
303-4	Water discharge	44
303-5	Water consumption	44
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	18, 41-42
305-2	Energy indirect (Scope 2) GHG emissions	18, 41-42
305-3	Other indirect (Scope 3) GHG emissions	18, 41-42
305-4	GHG emissions intensity	41-42
305-5	Reduction of GHG emissions	18, 41-42

Disclosure Number	Disclosure Name	Report Location or Reference
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	20, 43-44
306-2	Management of significant waste-related impacts	11, 20
306-3	Waste generated	43-44
306-4	Waste diverted from disposal	43-44
306-5	Waste directed to disposal	43-44
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	45
308-2	Negative environmental impacts in the supply chain and actions taken	There were 0 negative environmental impacts in the supply chain that required action.
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	47
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	24
401-3	Parental leave	48

Disclosure Number	Disclosure Name	Report Location or Reference
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	28-29, 46
403-2	Hazard identification, risk assessment, and incident investigation	28-29
403-4	Worker participation, consultation, and communication on occupational health and safety	28-29
403-5	Worker training on occupational health and safety	28-29, 52-53
403-6	Promotion of worker health	28-29
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	28-29
403-8	Workers covered by an occupational health and safety management system	46
403-9	Work-related injuries	46
403-10	Work-related ill health	46
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	52-53
404-2	Programs for upgrading employee skills and transition assistance programs	23
404-3	Percentage of employees receiving regular performance and career development reviews	49

Disclosure Number	Disclosure Name	Report Location or Reference
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	49, 39
405-2	Ratio of basic salary and remuneration of women to men	52
GRI 406: Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	53
GRI 407: Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	31
GRI 408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	31
GRI 409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	31
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	45
414-2	Negative social impacts in the supply chain and actions taken	There were 0 negative social impacts in the supply chain that required action.

Disclosure Number	Disclosure Name	Report Location or Reference
GRI 415: Public Policy		
415-1	Political contributions	We make no political contributions.
GRI 416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	14
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	39
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	16, 39

Forward looking statements

This report contains certain forward-looking statements including statements regarding product quality, attributes, and development; sustainability, ESG, corporate social responsibility, employees, culture, inclusion and diversity, customers, environmental matters, policy, procurement and business risks and opportunities.

Forward-looking statements are generally identified through the inclusion of words such as "anticipate," "believe," "expect," "intend," "estimate", "plan", "predict", "seek", "goal", "will", "may", "likely", "should", "could" (and the negative of any of these terms), "future" and similar expressions to identify forward-looking statements.

These forward-looking statements are based on current expectations that are subject to change, and actual results may differ materially from the forward-looking statements. We assume no obligation to update any forward-looking statements based on new developments or changes to the company's expectations. Forward-looking statements are not guarantees or promises that goals or targets will be met.

Website references and hyperlinks

Certain information contained in this report relates to or is based on studies, publications, surveys and other data obtained from third-party sources. While we believe these third-party sources to be reliable as of the date of this report, third-party website references and hyperlinks throughout this document are provided for convenience only, and the content on the referenced third-party websites is not incorporated by reference into this report, nor does it constitute a part of this report. The Company assumes no liability for the content contained in the referenced third-party references.

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