

# ANNUAL STEWARDSHIP REPORT

Reporting Year 2022





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# A Message from our President

As Tessy heads towards our 50<sup>th</sup> anniversary, I am proud to reflect back on 2022 and all the years of hard work that brought us here. As a leader in plastics manufacturing, it's critical for us to continue to redefine the industry standards for sustainability initiatives across the board. With our customers continuing to evolve, it is our responsibility to continuously improve and grow alongside them.

We are uniquely positioned to design, manufacture and deliver products in a way that conserves the health of the planet while ensuring the well-being of our employees. Our business has become more than just an injection molding company. We are now a full-service contract manufacturer providing end-to-end solutions for companies we partner with. We are able to help develop the end product with our customers, design the molding and automation systems, internally build those molds and assembly lines, and ultimately operate those lines to the high standards of our global medical and consumer customer base. We work diligently with our suppliers to source materials sustainably. All of these efforts contribute to a safe and sustainable manufacturing environment.

We proved firsthand that our team is exceptionally capable of taking on challenges as complex as the role Tessy played in the COVID-19 global relief effort. Our next opportunity ahead is bringing customers and jobs to our newest Central New York campus, acquired in 2022 and comprised of 3 production ready facilities totaling 1.5 million square feet, further proof of our rapid and sustained growth. How we integrate sustainability into our growing company and meet the call for climate action will be a testament to our stewardship commitment.

This report provides insight into our history, present day operations & achievements, and future aspirations for sustainability.



**Roland Beck**

Owner & President  
Tessy Plastics Corp





# Who We Are



**Henry Beck**  
Founder of Tessy Plastics





# Pillars of Tessy

## Tessy



- Founded by Henry Beck in 1973
- Privately owned
- Headquartered in Skaneateles, NY
- 1,400+ employees
- 3.2 million square feet in 10 CNY facilities
- Medical (70%) & Consumer (30%) markets
- On-site tool shop

## Tessy Automation



- Founded in 1983
- Privately owned
- Located in Meadville, PA
- 55 Employees
- Medical, Consumer, Electronics, Telecommunication, Transportation, Energy and Automotive markets
- On-site tool shop

## Tessy Tooling



- Founded in 1971
- Privately owned
- Located in Erie, PA
- 23 Employees
- Medical and Consumer markets
- On-site tool shop

## Tessy Shanghai



- Founded in 2000
- Privately owned
- 368 Employees
- Two facilities
- Medical and Consumer markets
- On-site tool shop



# Where We Started

Although we are now a leader in the industry for sustainable practices, it is important to note that this was not always our story. It wasn't until over a decade ago, when our largest medical customer challenged us to do better in Environmental Health & Safety, that we began to set goals and implement practices into our business operations that met the needs of a rapidly growing company. Accomplishing one goal at a time alongside tremendous support from our partners, we have been able to completely transform our efforts toward preserving the planet while maintaining the high quality of our products.

Working diligently from the ground up, we have created an admirable reputation for sustainable manufacturing and continue to strive for success. As we continue on this journey, we plan to focus on new milestones and raise the bar on stewardship of our people, planet and product such as setting Science Based Targets and upholding our commitment to the UN Global Compact.

**2009**  
J&J EHS Audit

**2010**  
1st CDP Submission

**2012**  
Healthy Futures  
1st EMS Goal Set

**2013**  
1st EcoVadis  
Assessment  
  
ISO 14001  
Certification Achieved

**2015**  
J&J Sustainability Award  
US & China

**2017**  
C.S.R. Paying  
it Forward

**2018-Present**  
CDPA List  
  
EcoVadis Assessment  
Silver Rating

**2022**  
United Nations Global  
Compact Commitment



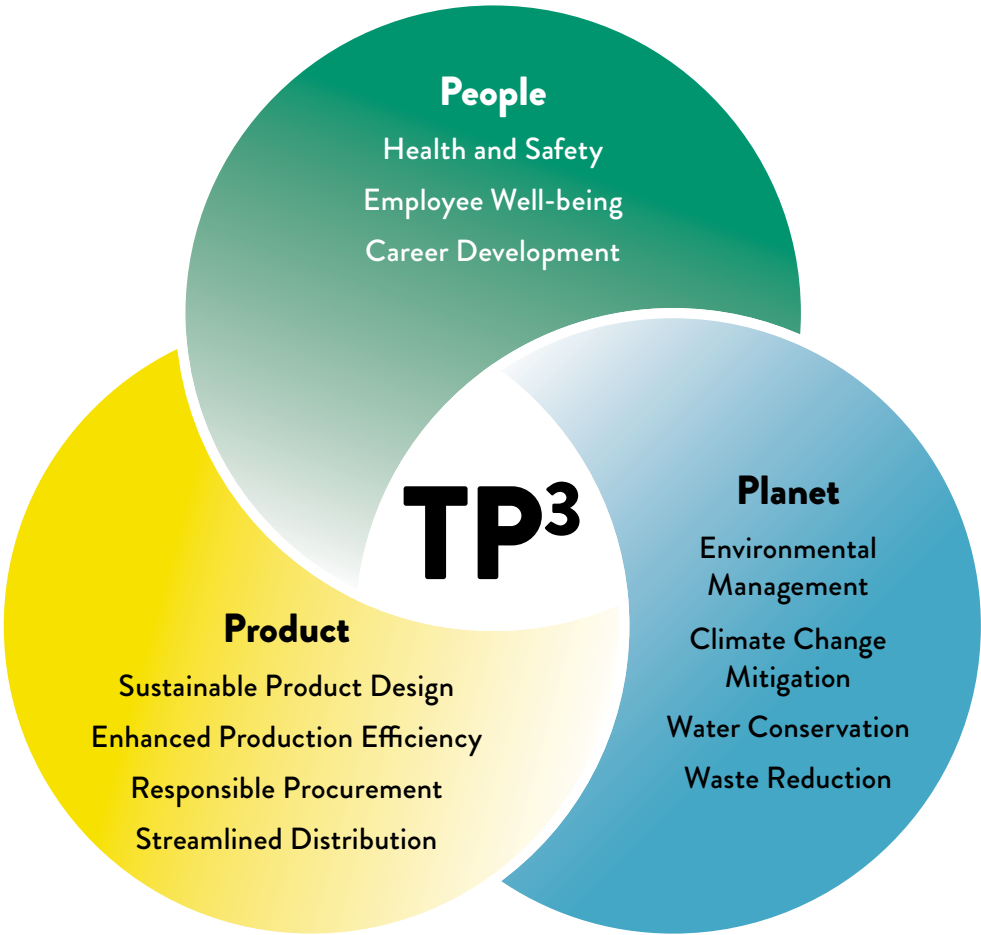
# Our Commitments

Our framework for stewardship is built on our company’s mantra – “People, Planet, Product” or TP3 for short. Each year, we continue to raise the bar for ourselves and innovate solutions that contribute to all three pillars.

As a family owned company, we stay true to our roots and invest in our employees, their health and safety, well-being and ensure they have a path to grow within Tessy. We know that without our employees, continuous growth in our capabilities would not be possible. We have close to 50 employees that have proudly been with us for over 25 years!

As a contract manufacturer, we not only commit to the quality of the products to meet customer specification but work directly with our customers on product design so that the product meets regulatory requirements and consumer satisfaction while minimizing the impact on the environment. Time and again, our collaborative efforts with our customers have resulted in a game-changing production, distribution efficiency, and reductions in emissions and waste.

We are committed to maintaining our ISO 14001 certification which has set a robust foundation for our environmental management system. Guided by our environmental management system, we continuously monitor our environmental aspects and act to reduce greenhouse gas emissions, conserve water, and reduce waste.



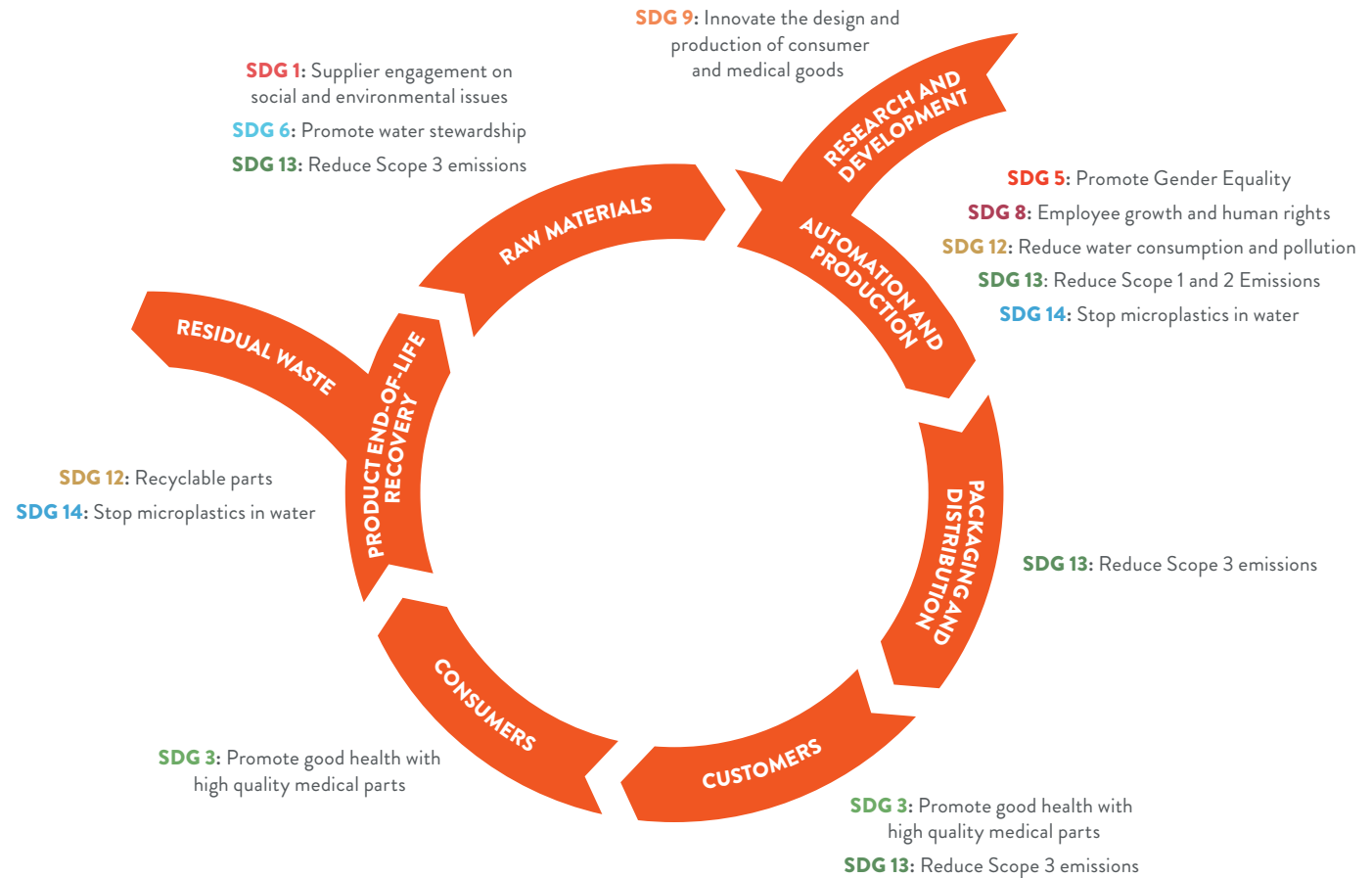
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# Our Commitments

As we drive responsible stewardship actions in our company, we commit to the ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption. We are guided by the UN Sustainable Development Goals and aspire to contribute to these goals across our value chain.

In 2022, we were awarded an Ecovadis Silver rating based on our efforts around labor and human rights, environmental impact, ethics, and sustainable procurement. Tessy Shanghai operations also received Silver Rating for 2022, up from a Bronze rating in 2021.





# PRODUCT

Redefining Quality Standards





We produce parts for medical devices, pharmaceutical testing, diagnostic equipment, and consumer goods that are essential for potentially lifesaving treatments and improved quality of life for consumers every day. The quality of our product is the highest priority and driven by our **Quality Policy** to deliver products on time that exceed our customer expectation and meet all the regulatory requirements. Our Quality Management System is reinforced by executive endorsement and management accountability.

Tessy has over 45 years of experience working with medical devices registered with the Food and Drug Administration (21 CFR Part 820), holds an ISO 13485:2016 certification, is compliant to American Institute of Baking (AIB) food safety standard and current Good Manufacturing Practices. Our performance to these programs can be seen in our track record for 99% on-time delivery and 0.1% external defect rates.

**We focus on the following areas when developing our products:**

- Ensuring consistent quality of products with customer health and safety in mind
- Designing products with efficient raw material use promoting circular systems (recyclable and biodegradable)
- Automating processes to increase efficiency, repeatability, and to decrease waste
- Engaging upstream suppliers on social and environmental issues



The following case studies highlight a few examples of our efforts across 2022 around Product Stewardship. →



# A Leap in Production

Nothing motivates us more than being presented with a difficult problem to solve. A customer presented us the challenge to double the production volume while maintaining the integrity of a market leading medical device, meeting government regulation. Our experienced team not only exceeded this challenge, but innovated the production process to reduce our impact to the environment.

Within nine months, we overhauled the production line by fully automating three injection molding presses. We also adapted six EPSON Robots to manage asynchronous assembly of three separate components and automating the packaging for the medical device. The production line now produces 25 million units seamlessly switching between different sizes without adding additional work force in the production line. The automated production line enhances worker safety as

it uses a standardized machine frame platform to guarding system, and eliminate repetitive motions during assembly. This change in production has also created an opportunity to upskill workers in remote troubleshooting capabilities.

Approximately 12,500 boxes and liners are no longer used annually, that is equal to 8.17 metric tons of boxes and 0.43 metric ton of plastic liners avoided, saving 4,910 kg of CO<sub>2</sub>e emissions annually.

## 4,910 Kg

of CO<sub>2</sub>e emissions saved annually.



# Efficient Design = Smaller Footprint

Our product design has a major impact on the sustainability as each of our products are mass produced and designed specifically to meet our client's needs. Although many of our product designs are determined by the customers, we engage with our customers to integrate sustainable designs. One of our product designs was being updated to improve the seals and we took this opportunity to remove the need for a component reducing the amount of plastic in the product. Additionally, one of the parts was replaced so that it would be easier to recycle.

To accommodate these changes, we built a new injection mold that not only improved the quality of the product, but made the product lighter and easier to recycle. While the mold is still in the testing phase, it is expected to reduce 5.7 metric tons of plastic, which is equal to 8817 kg of CO<sub>2</sub>e emissions annually.

## 8,817 Kg

of CO<sub>2</sub>e emissions projected to save.





# Sustainable Packaging

Packaging of our medical products is important to maintain the integrity of each of the parts shipped to the customers. However, product packaging can have a significant impact on the environment. We continue work with our customers to find sustainable packaging solutions that meet the quality standards while minimizing the impacts on natural resources.

By using Forest Stewardship Council certified packaging, we and our customers are helping forests thrive while ensuring fair wage and work environment. Annually, we will be using about 187.56 metric tons of Forest Stewardship Council certified packaging, which is made with a mixture of responsibly managed forests, recycled material and legally harvested wood.

**187.56  
metric tons**

of Forest Stewardship Council  
certified packaging used





# Sourcing Materials Responsibly

Sourcing materials that are sustainable is a major factor in ensuring the quality and the impacts of our products. We are committed to conducting business with suppliers that share values that embody environmentally and socially responsibility. Our supplier code of conduct outlines Tessy's policies on anti-corruption, human rights, and environmental impacts. Our supplier engagement team efforts are critical in identifying and selecting suppliers that meet or exceed criteria on quality, environmental health and safety, corporate social responsibility, and sustainability. On-site audits of suppliers are conducted regularly based on risk assessments.

Our Conflict Mineral policy supports the Dodd-Frank Act that is directed at reducing the source of funding for armed groups that are committing human rights abuses and contributing to conflict in the Democratic Republic of the Congo and neighboring countries, which is in part funded through the mining of cassiterite, columbite-tantalite (coltan), wolframite, gold, and their derivatives tin, tantalum, and tungsten (3TGs). Working with our suppliers, we map the raw materials used in our customers components to

determine if they include any of the conflict minerals. 100% of our Tier 1 Suppliers have been assessed as Conflict Mineral Free!\*

In 2022, Tessy received an A- on CDP Supplier Engagement compared to an Global Average of C based on how we are working together with our suppliers on climate action.

We also engage our suppliers through Ecovadis Supplier Engagement Module which provides us insight into supplier risks and opportunities, while monitoring key metrics such as greenhouse gas emissions and water withdrawal.



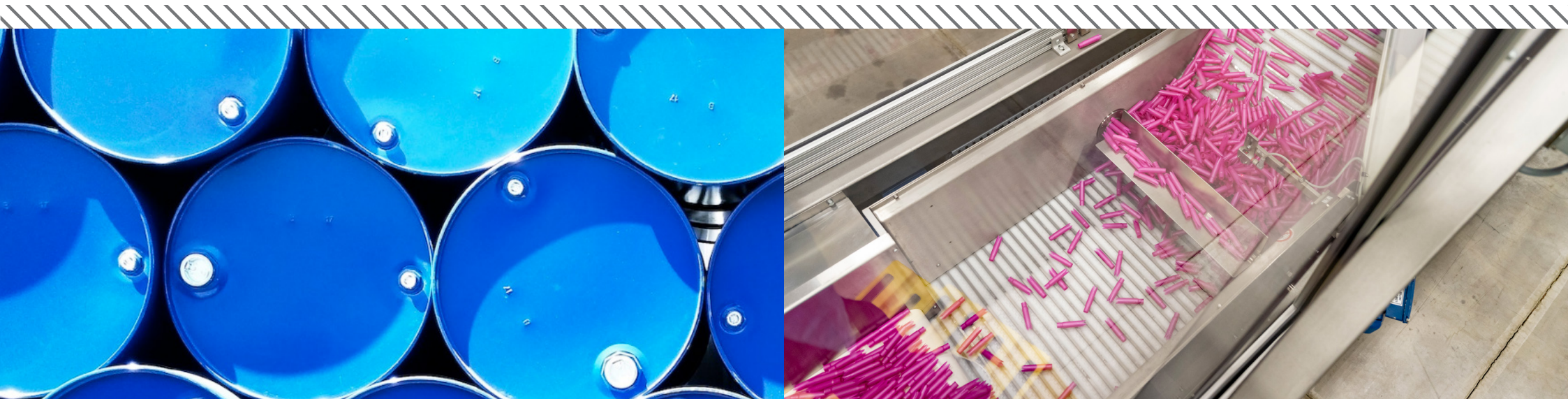
*\*According to documentation we have received from our Tier 1 suppliers, no "conflict minerals" that originate from Democratic Republic of the Congo, Congo Republic Central Africa Republic, Tanzania, Sudan, Burundi, Zambia, Angola or Uganda are intentionally added or known to be present in their product.*

# Shared Values Matter in Partnership

Partnering with suppliers that share our values on social and environmental responsibility has helped us in our stewardship journey. By participating in “Return to Refill” service by Riverdale Global, we returned 283 colorant drums. This kept the drums out of the landfill and salvaged 2,249 lbs of color for reuse.

# Opportunity is in the Details

Our production team is always on the lookout for improving production efficiency while ensuring on-time and quality products. In one of the production lines, we reduced the use for temporary packaging and avoided 16,367 kg of CO<sub>2</sub>e emissions annually.





A photograph of a forest stream with water flowing over moss-covered rocks. The scene is heavily overlaid with a green tint. The text 'PLANET' is written in large, white, sans-serif capital letters in the upper left corner.

# PLANET

Reducing Environmental Impacts

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Being a manufacturer of plastic products comes with many additional considerations to take into account when assessing your place on the global stage. At Tessy, we view it as one of our primary responsibilities as a company to focus on continuously reducing the impact we have on our environment. This view is reflected in our company mantra, where we place the responsibility for environmental stewardship as one of the key tenants in “People, Planet, Product.”

This focus on continuous improvement is only reinforced by our certification to the ISO 14001 Environmental Management System, which we’ve now held for 10 years. This Management System provides a toolset which we use to identify, target, and reduce the environmentally detrimental aspects of our business, while also holding ourselves accountable in taking action toward these statements and commitments.



We strive to be identified as a responsible manufacturer of plastic products and a true steward of our environment.

**We reduce our impact on the environment by:**

- **Decreasing our energy consumption and greenhouse gas emissions intensity by using energy efficient equipment, processes, and building materials**
- **Reducing our water withdrawal intensity by using closed loop water cooling systems, and maintaining water quality standards**
- **Minimizing hazardous and non-hazardous waste by reducing, reusing, recycling, and reclaiming materials**

The following case studies highlight a few examples of our efforts across 2022 around Planet Stewardship. →



# Climate and Energy

Tessy is committed to mitigating our impact on climate change and managing risks from climate change to our business operations. We strive to improve efficiency across our operations while innovating product design, processes, and sustainable sourcing of materials to minimize our emissions.

Our operational facilities run 24 hours a day throughout the year and rely on regular supplies of energy to maintain our production goals while ensuring strict climate control (temperature, air circulation, and humidity) in our clean rooms. Efficient use of electricity is critical for not only our cost of production, but also reducing our environmental impact. Since 2016, we have sourced our energy through a mix of renewable and non-renewable sources. We have continued to source at least 30% of our energy through hydropower purchase agreements and renewable energy credits. In 2022, 37,931 MWh of electricity came from Wind RECs and hydropower purchase agreements, which is 37% of our electricity usage.

49%

reduction in GHG emissions intensity

*\*3rd party trucking, employee commuting and airline mileage*

In 2017, we set the target to reducing our Scope 1, 2 and 3\* GHG emissions intensity (by per unit revenue) by 2030 from the base year 2016 by 60%. Our efforts have yielded in a 49% reduction in GHG emissions intensity while our revenue and operational facilities square footage have continued to grow over the years. Our emissions are verified by a third party and reported to the CDP and Ecovadis platforms for transparency. In 2022, Tessy again scored in the leadership band for the CDP Climate assessment. We are among the top 20% of companies in the plastic manufacturing sector with a score of A-, compared to a global average of C.

A-

Tessy CDP Climate Score

C

PLASTIC  
PRODUCT  
MFG

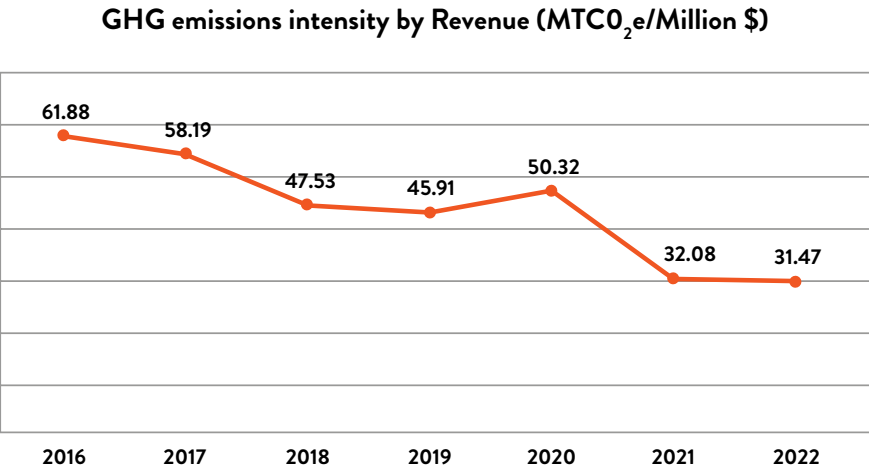
C

NORTH  
AMERICA

C

GLOBAL  
AVERAGE

Average Sector  
Scores



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# Climate and Energy

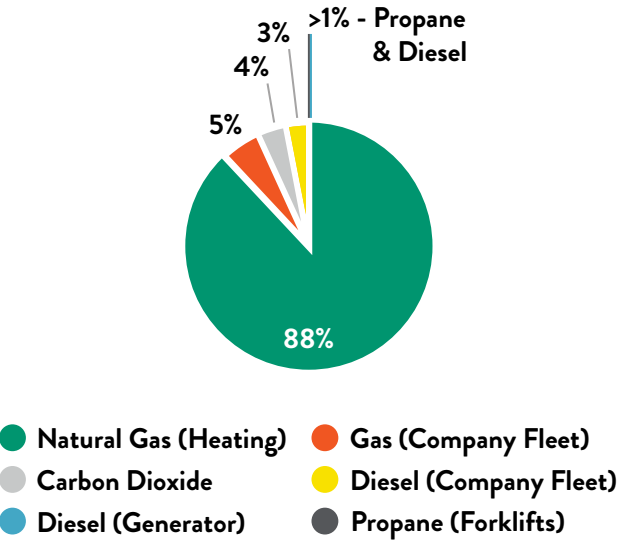
These results have been achieved through capital improvement projects such as converting all lighting to LED bulbs, adding electric forklifts, and using electric molding presses. Ninety percent of our forklifts are electric. We continue to increase the efficiency of our machines by investing in upgrades that use less electricity. More than 60% of our air compressors have heat recovery which is used for supplemental heat in our facilities.

In 2022, we added two more air compressors with heat recovery. Tessa also invested in 200,000 sq. ft of higher efficiency roof insulation installed on one of the buildings on our newest campus in Webster, NY. This investment alone is estimated to result in over 4,750 metric tons of CO<sub>2</sub>e emissions avoided during the lifetime of the insulation (20 years). In the next few years, we plan to conduct a full

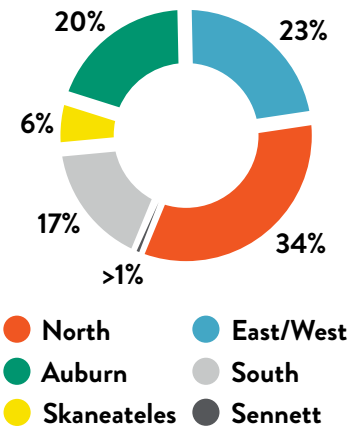
scope 3 inventory in preparation of submitting our Science Based Targets for GHG emissions reduction.

We continue to assess the climate related risks to our business operations and integrate risk mitigation activities into our business continuity plan to ensure smooth production and delivery of products to our customers.

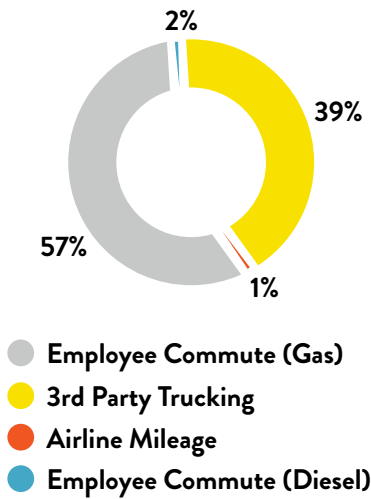
Scope 1 by Source



Scope 2 by Plant



Scope 3 by Activity

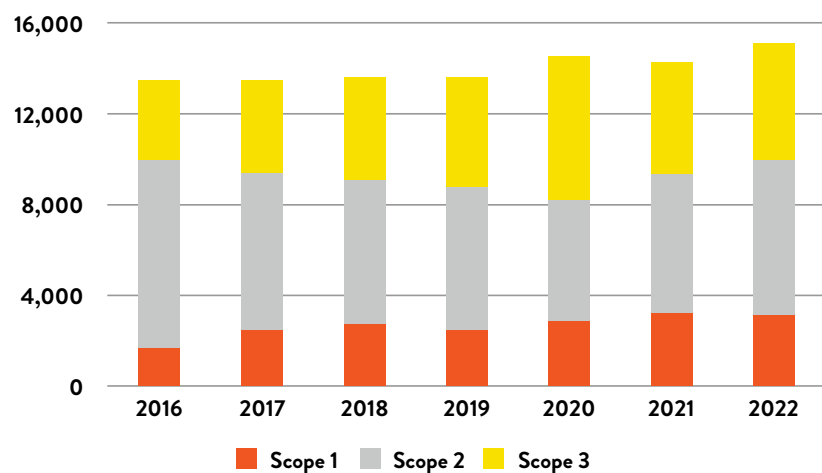


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# Climate and Energy

In addition to operational risk management, our business strategy is informed by legal and market changes due to climate change. One of our priorities for 2023 will be to develop Tessy's climate transition plan contributing toward the goal of limiting the global average temperature by no more than 1.5°C above pre-industrial levels. We seek to engage our partners, suppliers, customers, and peers to apply continuous improvement to the plan as well as advocate for changes that will be needed to achieve the 1.5°C pathway.

GHG emissions (MTCO<sub>2</sub>e)





# Water Resource

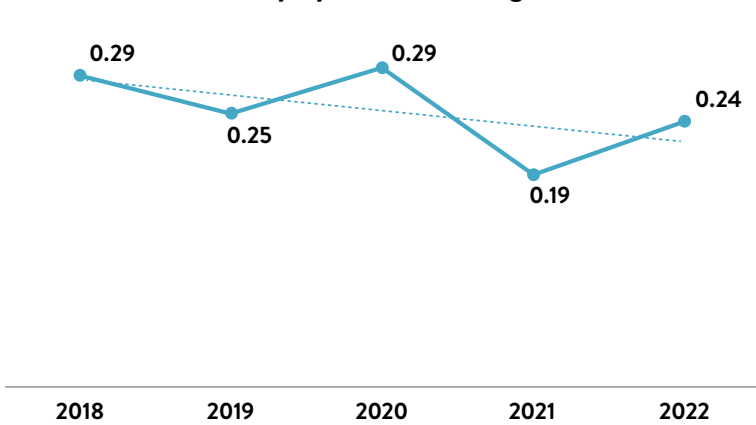
Tessy is committed to protecting water resources and avoiding pollution in our local waterways through our policy on **sustainable water resource**. We guarantee access to water safe for drinking, sanitation, and hygiene in all of our facilities. We manage our wastewater discharge in full compliance with local and national regulations. We manage our resin following the international program called Operation Clean Sweep, which is designed to prevent resin pellet, flake, and powder loss

and help keep this material out of the local ecosystems and amphibious habitats. We annually assess the water risks to our operations from climate change impacts such as flooding and availability of quality water.

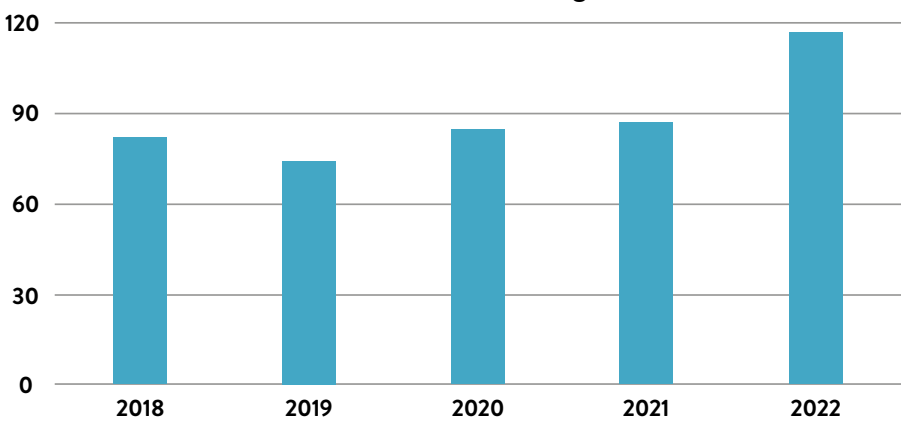
Access to reliable and clean water is fundamental to our business operations. We strive to operate in a manner that minimizes the impact on the availability of community water resources by considering our impact throughout all stages of

our operations. We utilize fully closed loop water systems in all of our facilities, ensuring sustainable use of water resources and minimizing water consumption. In 2022, our water withdrawal was 118.6 million liters.

Withdrawal Intensity by Revenue (Megaliters/Million \$)



Water Withdrawal (Megaliters)



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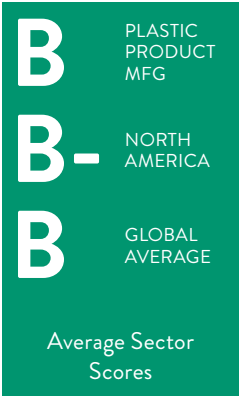


# Water Resource

In 2017, we set a water quality target to maintain 100% compliance with the State Pollutant Discharge Elimination System (SPDES) permit parameters, which we continue to meet. We recognize our proximity to one of the surface level drinking water sources for the community in our operational area and take measures to treat and monitor any wastewater that may leave our facilities.

In 2022, Tessy was recognized with a CDP A List rating for Water for the second consecutive year. We are among the top 1% out of the 3908 disclosing companies and top 13% in our activity group of plastic manufacturing.

**In 2022, Tessy was recognized with a CDP A List rating for Water, for the second consecutive year.**





# Waste Reduction

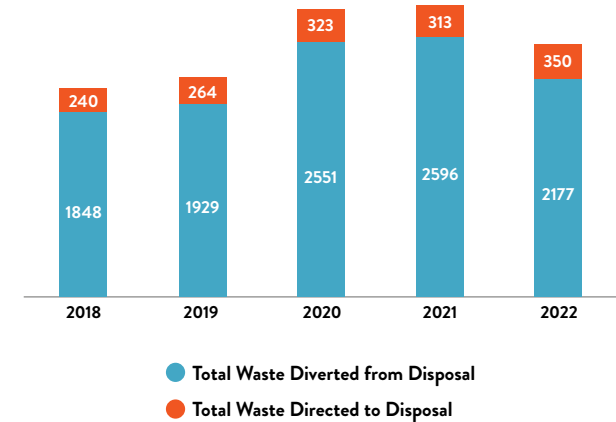
Improper waste management can cause irreparable damage to our water, ecosystem, and ultimately our global community. At Tessy, we generate wastes that are both hazardous and non-hazardous which each must be treated appropriately. In 2022, less than 0.2% of our waste by weight was considered hazardous.

In 2015, we set a goal of 1lb of waste per employee per day by 2025 and we are on our way to meeting our target. We have improved our waste stream management and across Tessy, refined production processes and quality control procedures to reduce and recycle scrap (post industrial recycling) within our facilities. For example, 100% of the resin used to purge the injection molding machines is recycled and we continue to recycle 100% of our clean room garb.

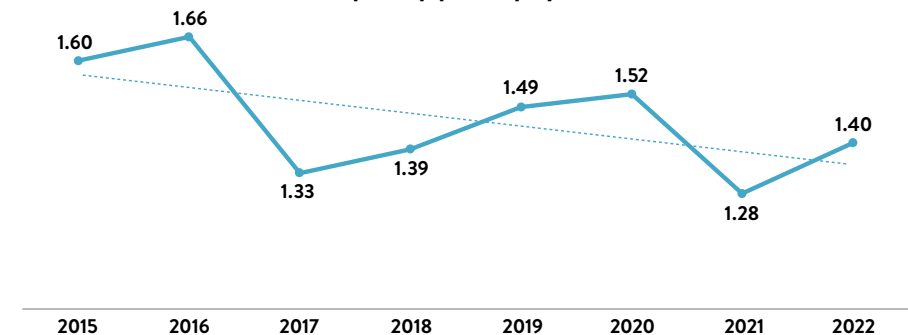
In 2022, Over 86% of our waste was either reclaimed or recycled - that's over 2,100 metric tons! We recycled 366 metric tons of resin inside our facility using an additional regrind machine. We are partnering with Safety Kleen, a leader in industrial waste management, to close the loop on waste and reduce our hazardous waste. As a result of our partnership 1,775 gallons of used oil was reclaimed in 2022 from Tessy. We used 1,870 gallons of re-refined high-performance oil which uses 80% less energy to produce, avoids greenhouse gas emissions, and is estimated to last 1500 hours longer than regular performance oil. This has avoided 14 metric tons of CO<sub>2</sub>e emissions.

In 2021, we set a new goal to divert 90% of our waste from the landfill by 2025 and seek Zero Waste to Landfill certification for 50% of our plants.

Operational Waste (Metric Tons)



Trash per day per employee (lbs)



**over 86%**  
of our waste was recycled or reclaimed.

# Transforming Sonic Tanks

During the production process, sonic tanks and parts washers clean our tools and molds to keep our production lines running efficiently. However, cleaning products are often corrosive and must be disposed of as hazardous waste, negatively impacting the environment. In 2022, we switched to bio-based product ArmaKleen™ Bio 24 solution that is derived from renewable sources, biodegradable, and non-corrosive to skin.

Bio 24 solution is a USDA Certified Biobased Product, meaning the ingredients are derived from plants and other renewable agricultural, marine, or forestry materials. As a Green Seal certified product, it has undergone rigorous performance, health, and environmental leadership standards by experts. It also lowers employee safety risk as it is non-corrosive, non-flammable, and has low volatile organic compounds.

Throughout 2022, we used 4,365 gallons of Bio 24 solution in our sonic tanks and parts washers, eliminating the use of the previous hazardous chemicals and their downstream environmental impacts.

**4,365 gallons**  
of hazardous chemicals removed





# PEOPLE

## Putting People First

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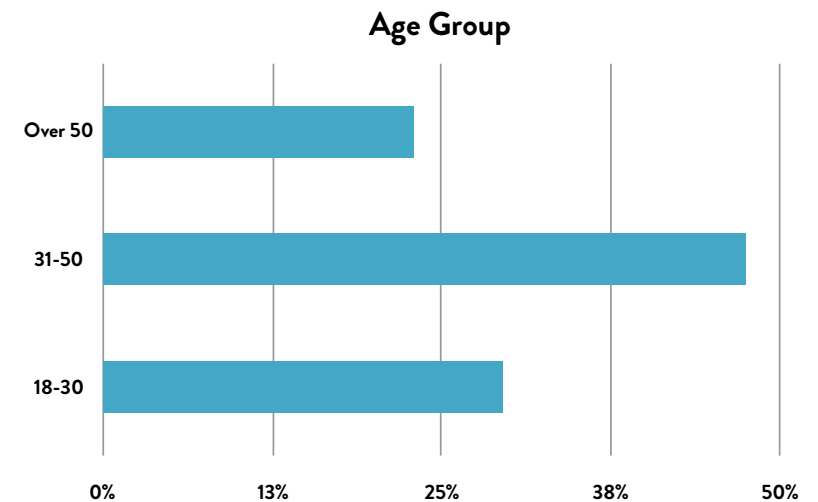
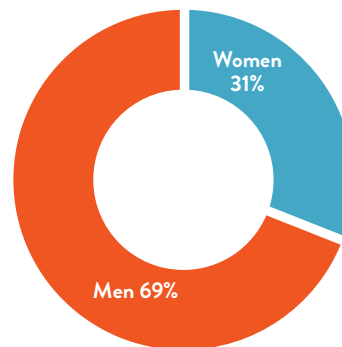
Tessy was founded on the power of its people. The legacy of employees who worked at Tessy during its nascent stages continues as their children and grandchildren contribute to Tessy's growth today. Through our human rights policy we are committed to maintaining a working environment that is safe and promotes the well-being and growth of our employees.

**We focus on the following areas:**

- **Health and Safety:** Conducting continuous risk assessments of potentially hazardous conditions, implementing risk mitigation, and capacity building on safe work procedures.
- **Employee Well-Being:** Providing competitive wages, benefits, and support systems.
- **Career Development:** Supporting employee growth through training, apprenticeships, and career planning.
- **Community Engagement:** Supporting local organizations and efforts that uplift community spirit.

## Our People at a Glance

**31% of our employees are female**





# Health and Safety

At Tessy we understand that our people are our most valuable asset and without a safe and healthy workforce, all of the other work that we've done to be a responsible manufacturer means nothing. We demonstrate this understanding by placing our employees as the first key tenant in our company mantra "People, Planet, Product" and by ensuring that our operations meet both legal standards and continuously work to meet new industry best practices.

The health and safety of our employees is assessed across our organization with weekly, monthly, and quarterly inspections and audits being completed alongside or with the participation of employees from all levels of the company. The results of these inspections and audits are then discussed with company leadership to identify potential risks or areas for improvement. We encourage and expect all of our employees to utilize our open-door policy to discuss any health and safety or other concerns with their leadership and do so with the mutual understanding that the issues brought forward will be addressed timely and effectively.







# A.L.A.R.A.

*As Low As Reasonably Achievable*

Tolerance stacking in the precision assembly of molded plastic components at high volumes is critical to the quality and function of the final device, and when the consumer of that device is a physician with a patient on the table, safety is top priority.

In 2022, we worked with our friends at Tessy Automation who designed and built the first of several brand new fully automated production lines utilizing CT scanning technology. Tessy now has the ability to scan components and assemblies that come off of our production lines, making us one of the first manufacturers in the world to offer this process. These new lines also take the US Nuclear Regulatory Commission's "A.L.A.R.A" directive to the next level. By fully automating the assembly, CT scanned inspection, and packaging processes, we are further removing any potential for workers to be exposed to harmful x-rays and thereby keeping our employees' radiation doses "As Low As Reasonably Achievable."

# Employee Wellbeing

We create an enabling environment for employees to perform to the best of their ability. Our compensation, benefits, and wellness program are key to attracting and retaining top talent.

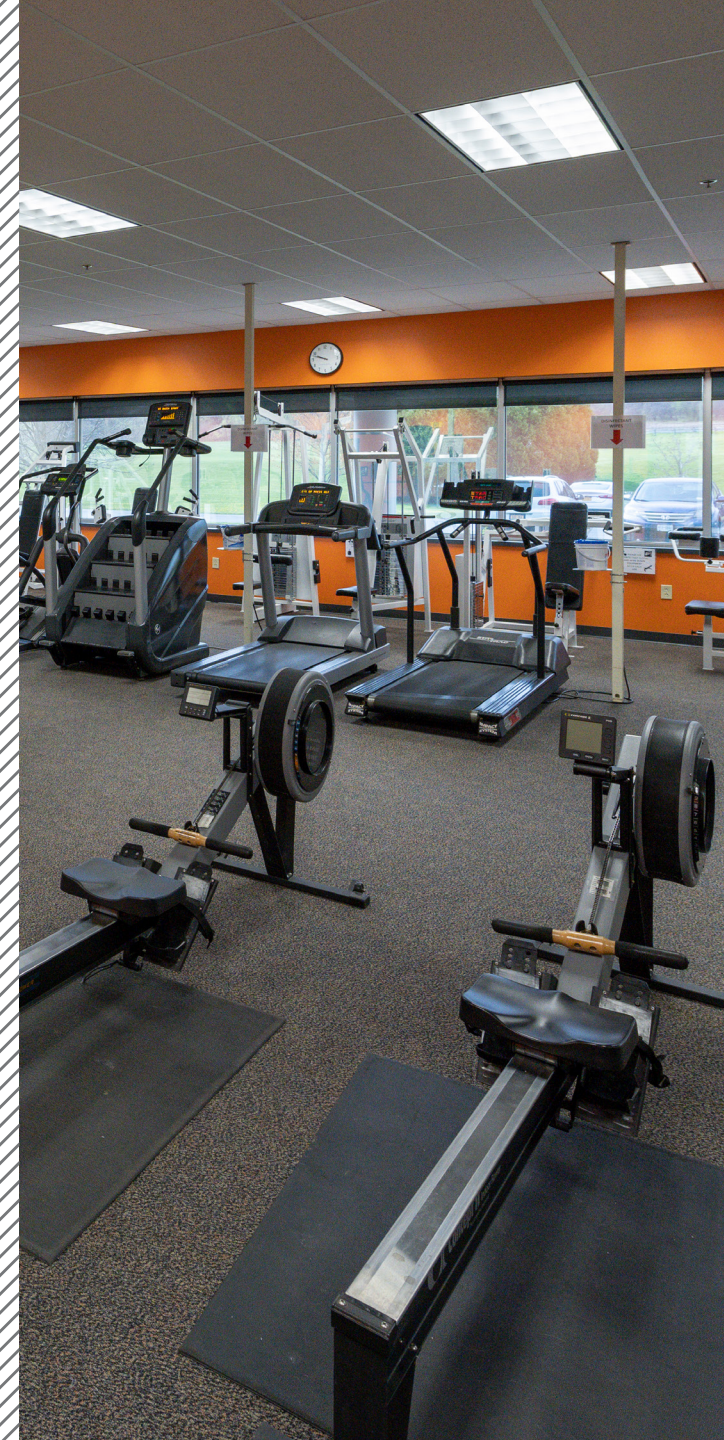
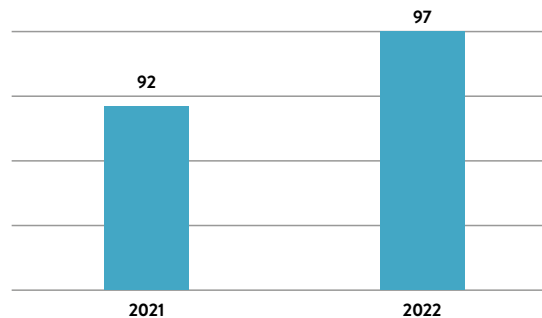
We pride ourselves in providing competitive market wages and offering benefits that meet the needs of our employees. Making it easier for our employees to prepare for retirement and access healthcare is our priority. In 2013, we enabled automatic enrollment in the Tessy 401K plan. This program initiates retirement savings for all new employees without the worries that are sometimes faced with choosing elections. Employee deferrals begin at 5% and Tessy contributes an additional Safe Harbor employer match of the first 4%. Since these amendments were made we have seen an increase in the percentage of employees contributing to the plan. In 2022, 97% of Tessy's employees are actively preparing for their retirement by contributing to their 401K account.

## 97% of Tessy employees

are actively preparing for their retirement by contributing to their 401K account.

We provide flexibility in choosing the health insurance that is most suitable for the employees. Each eligible employee receives free individual healthcare insurance, which they can adapt as needed. We promote healthy lifestyle among employees by providing access to gym membership at a reduced cost. Our Employee Assistance program offers free and confidential mental health support to the employees and their families 24 hours a day, year around. Our paid family leave adheres to the New York State Paid family leave policy. In 2022, 99% of the employees that took the parental leave program returned to work afterwards. We regularly communicate with employees on using these benefits through our monthly newsletter.

% of employees actively contributing to 401K







# Career Development

Tessy has a defined strategy and overall mission to strengthen and support employee growth, as well as to shape the learning culture. We continually evaluate training programs, identify knowledge gaps, incorporate succession planning, and provide career progression through meaningful training opportunities. Employee learning programs provide growth in key areas such as technical skills, institutional knowledge, soft skills, and leadership, and they are proven to help increase employee safety, retention, morale, and engagement – improving the health and well-being of the individual as well as the organization as a whole. This can be accomplished efficiently and effectively, while aligning with overall Tessy goals, using the latest technology and industry best practices to train, measure data, and drive continuous improvement through the future.

In the summer of 2022, we began development of an electronic learning management system, which will be launched in 2023. All employees will undergo training for this new platform and will enable 100% of employees to have on-demand access to their training records, training material, and will increase transparency and strengthen content knowledge through digital learning opportunities. It will also help to increase data analysis efforts in areas such as trainer and training effectiveness, credit hours, satisfaction, and closing skills gaps, while reducing paper and waste by using the electronic learning management system as a tool.

Every year all of our employees undergo performance reviews with their managers which supports employees in identifying their strengths, and chart a path in their career based on new skills and certifications gained.

## 100% of our employees

undergo an annual performance review



# Apprenticeship at Tessy

At Tessy, we believe in investing in our people. We recognize all roles within the company need to evolve as technology advances within the industry. Through mentorship, training, and continued education opportunities we provide a career development path for our employees. We promote growth from within and recognize those who have dedicated their skillset to the success of the company. Our Internal Hire rate was 12% in 2022. While we regularly promote internal hiring, we also provide cross training experiences for those employees who are new to Tessy. We know the value behind investing in an employee learning about other departments apart from their own and the business from a holistic perspective. In doing so, we prepare for the future while maintaining strong talent and experience in the industry.

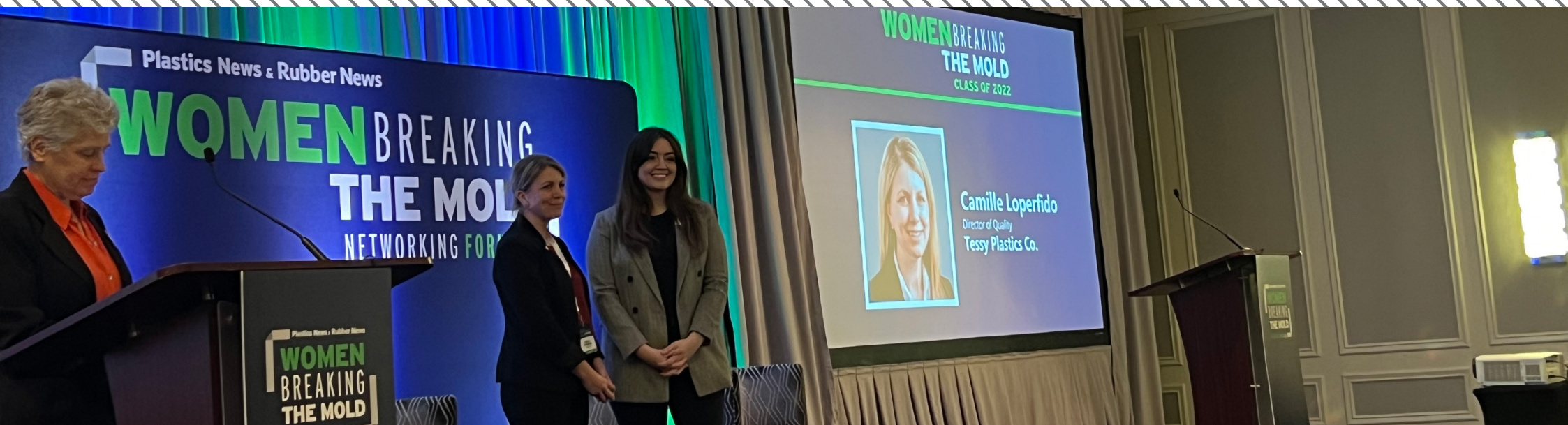
In 2022, we officially partnered with New York State to provide an apprenticeship program at Tessy. We currently have four employees who are participating and will complete their apprenticeship program while maintaining their full-time role within the company.



# Annual Women Breaking the Mold Networking Conference

Each year, Tessy nominates women from various departments to attend the Plastics News Annual Women Breaking the Mold Networking Conference. This conference focuses on providing education and mentorship for women in the plastics industry. Many top female executives at the conference share their stories and business strategies to help other women develop in their career.

In 2022, five women represented Tessy at the conference providing learning and networking opportunity on topics such as Leadership, The Power of Mentoring & Training, Culture, Gender Dynamics and Language, and Next Generation Transition.





# Community Engagement

Tessy believes in giving back to the local communities where it has been rooted for the past five decades. We support activities that elevate the community spirit locally. In 2022, Tessy contributed toward recreational activities at local schools, community tournaments and events. We also supported food banks, local hospitals, and foundations in their efforts to uplift the community members.



**PROUD MEMBER  
OF MACNY**

**MEMBER SINCE 2005**







# Shaping the Next Generation

It is important to us that we engage with the local community as a way to give back, provide education, and support other local businesses. In 2022, we sponsored a new exhibit “Machines and Makers” at the Museum of Science and Technology (MOST) located in Syracuse, New York. The exhibit empowers visitors to understand the basic principles of machines and mechanical devices, explore their application and automation in a variety of consumer and industrial/manufacturing applications, and engage in interactive, hands-on activities and prototype design using the Engineering Design Process.

The MOST is the only STEM museum in Central New York. With a vision to inspire all generations through hands-on education and entertainment as an innovative science and technology center, it welcomes over 120,000 visitors, including 6,000 students. We are excited to partner with the MOST to shape the minds of the next generation.





This report contains forward-looking statements. Forward-looking statements will give current expectations or forecasts of future events and are not guarantees of future performance. They are based on management's expectation and involve a number of business risks and uncertainties, any of which could cause actual results to differ materially from those expressed in, or implied by, the forward-looking statement. While Tessy believes all information in this report is accurate, such information is made without any warranty or guarantee and shall establish no legal duty on the part of Tessy, its subsidiaries and affiliates. Metrics represent 2022 data or 12-month approximate values based on available data from reporting facilities and are often made in reliance on third-party supplier information.

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