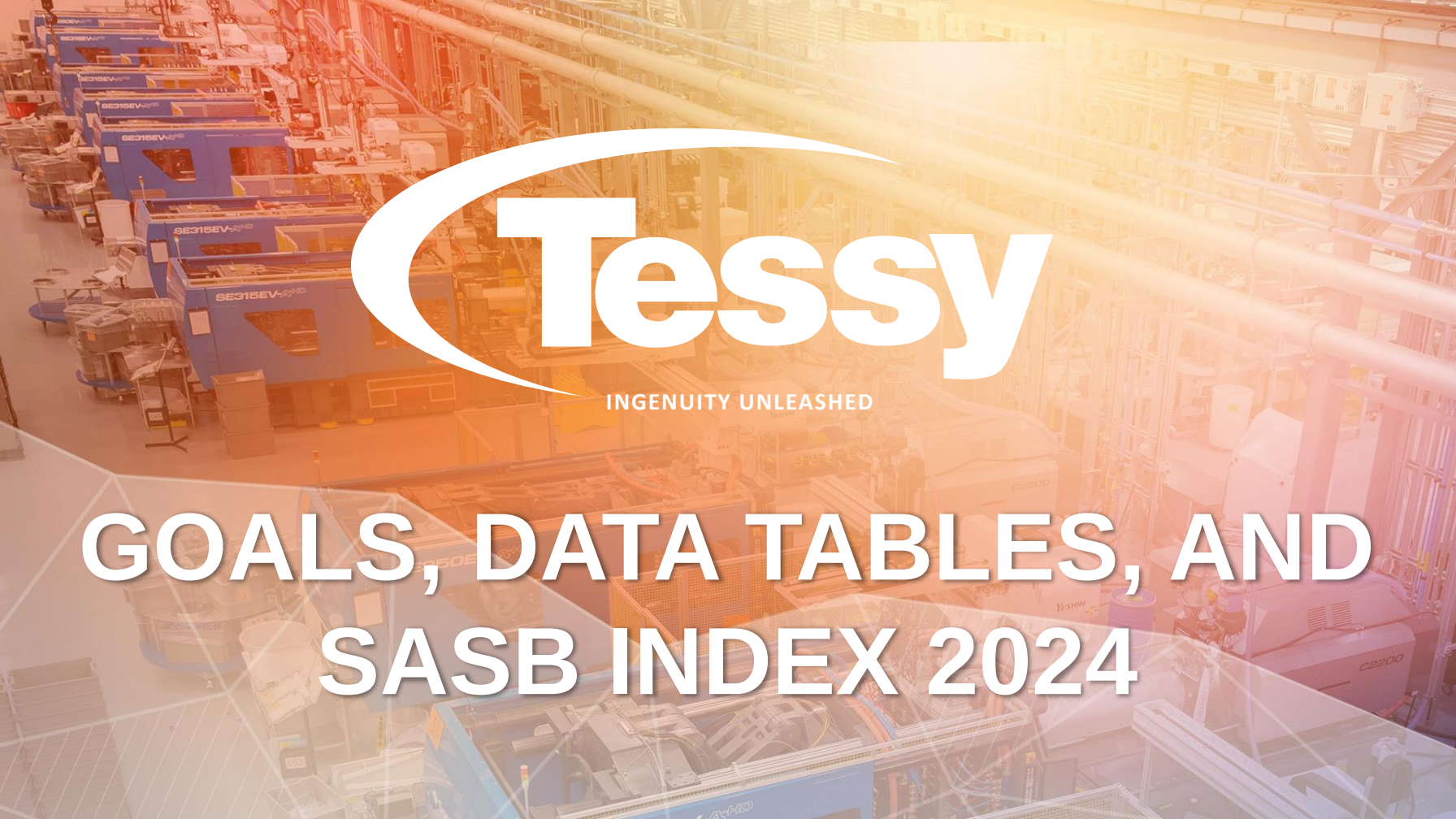
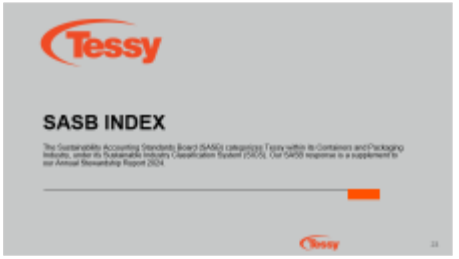


GOALS, DATA TABLES, AND SASB INDEX 2024

TESSY'S GOALS, DATA TABLES, AND SASB INDEX REPORTING YEAR 2024

This report highlights activities across Tessy operations in New York from January 1 through December 31, 2024. Our scope encompasses initiatives undertaken by Tessy during the calendar year unless otherwise indicated. Data given within this report mirrors information given within our most recent stewardship report and/or CDP responses. This report was developed in reference to the GRI Standards 2021 and in alignment with SASB standards for the Containers and Packaging industry, version 2023-12. Tessy New York facilities include: 3 facilities on the Elbridge Campus, 1 in Skaneateles, 2 in Auburn, 1 in Baldwinsville and 3 in Webster.



GOALS AND PROGRESS

2024

	Our Commitments	Goals	2024 Progress	SDG
People	Ensure a **healthy and safe** environment for all employees. Implement enabling systems to promote **employee well-being.** Cultivate a learning and growth culture to support employee **career development** Conduct business with the **highest ethical standards.**	Reduce Total Recordable Incident Rate (TRIR) 20% by 2030 from a base year 2022 100% employees trained on anti-harassment training via eLMS by 2025 100% of managers complete leadership and management training by 2025 100% of employees receive performance evaluation annually 100% of employees trained on cybersecurity by 2024 100% of targeted employees receive fair competition training by 2024	TRIR reduced by 25% Fully achieved 37% achieved Fully achieved Fully achieved Fully achieved	SDG 3: Good Health and Well-being SDG 8: Decent Work and Economic Growth
Planet	**Climate:** Set our Science-Based Targets and source low-carbon energy for our facilities. **Water:** Manage our water resources sustainably. **Waste:** Manage our waste to reduce its environmental impact.	Set Science-Based Targets (submitted): 1) Reduce absolute scope 1 and 2 GHG emissions: 42.00% by 2030 from a 2022 base year. 2) Reduce absolute total scope 3 GHG emissions: 25.00% by 2030 from a 2022 base year. Maintain 100% water regulatory compliance 100% employees trained on Operation Clean Sweep by 2025 100% of the employees have access to Water and Sanitation facilities Reduce water intensity by revenue: 10% by 2030 from a base year of 2020 Limit waste to 1 lb. of trash per employee per day by 2025 Seek zero waste to landfill for 50% of our sites by 2030	Science-based targets for emission reduction approved by SBTi Fully achieved Fully achieved Fully achieved Water Intensity increased by 3% 1.33 lb. of trash/employee/day Preliminary assessment initiated	SDG 3: Good Health and Well-being SDG 9: Industry Innovation and Infrastructure SDG 13: Climate Action
Product	Engage customers and suppliers to **design sustainable products, enhance production efficiency, and streamline distribution**. Implement **responsible procurement** by engaging suppliers.	80% of customers engaged by 2030 100% of the target suppliers screened using environmental and social criteria 100% of Tier 1 suppliers agree to the supplier code of conduct	Customer Engagement metric and plans being developed. Fully achieved for 2024 Fully achieved for 2024	SDG 3: Good Health and Well-being SDG 9: Industry Innovation and Infrastructure SDG 12: Responsible consumption and production

CONTRIBUTION TO SDG GOALS

TESSY'S CONTRIBUTION TO SDG

Tessy's Commitments	SDG 3 Good health and well-being	SDG 8 Decent Work and Economic Growth	SDG 9 Industry Innovation and Infrastructure	SDG 12: Responsible Consumption and Production	SDG 13: Climate Action
People: Putting People First					
Health and Safety	X				
Employee Well-being	X				
Career Development		X			
Community Engagement		X			
Product					
Customer Health and Safety	X				
Sustainable Product Design			X		X
Enhanced Production Efficiency			X		X
Responsible Procurement				X	
Streamlined Distribution				X	
Planet					
Climate and Energy	X		X		X
Water	X				
Waste Reduction	X				

TESSY'S CONTRIBUTION TO SDG

SDG 3 - Good Health and Well-being

We are committed to the health and safety of our employees and are guided by our Environmental, Health, and Safety Policy. We provide health and safety training, engineering controls, and protective equipment to the employees to prevent exposure to hazardous chemicals, as well as air, water, and soil contaminants. We regularly conduct risk assessments, inspections, and audits of our facilities and maintain our ISO 14001 certification in Environmental Management Systems. Through these efforts, we contribute to Target 3.9.

By promoting the treatment of mental health and well-being of our employees, we contribute to Targets 3.4 and 3.5. Our employees and family members can access free and confidential mental health support through the Employee Assistance Program. As a contract manufacturer of medical devices and diagnostics, we are committed to high-quality standards related to customer health and safety. Our facilities are ISO 13485 certified in Quality Management Systems, ensuring quality assurance and quality control of the products leaving our facilities. We implemented a new technology in 2024, which rapidly scans several hundred parameters of a part in the production line, helping to ensure the quality of life-saving surgical devices.

SDG 8: Decent Work and Economic Growth

Tessy employs over 1000+ employees each year and offers competitive wages and benefits. We contribute to Target 8.2 to improve economic productivity through technological upgrading and innovation in contract manufacturing. Tessy has automated labor-intensive processes for several of its production and assembly lines. In 2024, over 130+ automation cells were operated by highly skilled employees, eliminating labor-intensive tasks. Tessy contributes to Target 8.4 by improving resource efficiency in our production lines by using hot runners and a closed-loop water cooling system. We reuse and recycle materials such as purged resin and cardboard boxes. Tessy contributes to Target 8.6, supporting youth education and training by organizing guided tours of our facilities to high school students and interactive Women in STEM events in partnership with the Museum of Science and Technology. Tessy is also committed to promoting a safe and secure working environment for all workers through the implementation of our Human Rights and Labor and Environmental, Health, and Safety policies.

TESSY'S CONTRIBUTION TO SDG

SDG 9: Industry Innovation and Infrastructure

Tessy was awarded the 2024 Plastics News Sustained Excellence Award, recognizing Tessy's achievement in innovation. Tessy contributes to Target 9.4 by investing in building capacity and infrastructure towards sustainable industrialization. In 2024, Tessy added fifteen electric injection molding presses in our facilities and installed LED lights in our Webster warehouse facilities. Tessy also sources over 45,000 MWh of renewable energy and low-carbon energy credit certificates.

SDG 12: Responsible Consumption and Production

Tessy contributes to Target 12.4 on sound management of chemicals and waste. All our facilities are ISO 14001:2015 certified and implement a robust Environmental Management System. Any chemical entering our facilities requires a Safety Data Sheet and approval from the Environmental, Health, and Safety department. In 2024, one of our EHS specialists received their Certified Hazardous Materials Manager certification. Our hazardous and non-hazardous waste is managed in full compliance with state and federal regulations. We also follow the Operation Clean Sweep program to prevent resin loss from entering the local ecosystem. We also contribute to Target 12.5 on reducing waste generation. We work with our customers to analyze multiple design iterations at once, which also identifies designs and processes that will generate less waste. In 2024, we diverted over 80% of our waste from landfills by either recycling, reusing, or reclaiming materials. Our responsible procurement policies and practices contribute to Target 12.7 by implementing our Sustainable procurement practices.

SDG 13: Climate Action

Recognizing that climate action is critical at all levels, Tessy measures its GHG emissions and sets targets to reduce its emissions. In 2024, Tessy set science-based targets to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2022 base year. Tessy also committed to reducing absolute scope 3 GHG emissions from purchased goods and services, upstream and downstream transportation and distribution, and end-of-life treatment of sold products by 25% within the same timeframe. This target is approved by the Science-Based Targets Initiative. Tessy is collaborating with its customers and suppliers to implement the decarbonization plan to achieve its targets.

DATA TABLES

EMPLOYEE DATA

Number of Employees by facility (GRI 2-7)	2024	2023	2022	2021
Elbridge Campus, NY (3 facilities)	612	659	702	611
North , NY	288	287	290	259
Skaneateles , NY	159	189	203	174
Auburn , NY	128	92	172	165
Sennett , NY	0	0	Included in Auburn	Included in Auburn
Webster, NY (3 facilities)	1	2	1	Not operational
Number of Operational Facilities	10	10	10	7

Age Diversity by Job Category (GRI 2-7)		2024	2023	2022
Executives/Senior Level	18-30	1	2	4
	31-50	15	16	13
	Over 50	12	13	14
Mid-Level Managers	18-30	4	7	4
	31-50	53	45	46
	Over 50	26	29	28
Professional	18-30	12	16	20
	31-50	49	48	44
	Over 50	24	26	29
Sales	18-30	4	6	7
	31-50	14	13	13
	Over 50	8	8	11
Technicians	18-30	62	74	82
	31-50	168	176	186
	Over 50	47	39	38

Age Diversity by Job Category (GRI 2-7)		2024	2023	2022
Operatives	18-30	110	128	183
	31-50	185	212	226
	Over 50	95	102	109
Administrative	18-30	7	7	7
	31-50	25	21	26
	Over 50	6	7	7
Craft Workers	18-30	8	13	10
	31-50	16	13	17
	Over 50	8	8	10
Laborers and Helpers	18-30	87	64	89
	31-50	86	77	77
	Over 50	56	59	68

Parental Leave (GRI: 401-3)	2024	2023	2022	2021[1]
Gender Composition of US employees that took Parental leave				
Women	17	24	24	NA
Men	23	67	66	NA
Gender Composition of US employees who returned to work after parental leave				
Women	14	19	23	NA
Men	21	64	66	NA
Return to Work Rate (%)				
Women	82%	79%	96%	NA
Men	91%	95.5%	96%	NA

Retirement Plan	2024	2023	2022	2021
Percentage of Employees enrolled in 401 (K) Plan	94	96	97	92

1 Tracking system for this metric was not developed in 2021.

Career Management	2024	2023	2022	2021
Average hours of training per employee (GRI 404-1)				
	8.6	6.39 [1]	3 [2]	
Programs for upgrading employee skills and transition (GRI 404-2)				
Certified Floor Auditor Level I, II, III				
Process Apprenticeship Program				
Mold Maker Apprenticeship Program				
Percentage of Employees receiving regular performance and career development reviews (GRI 404-3)				
Executives /Senior Level	100%	100%	100%	100%
Mid-Level Managers	100%	100%	100%	100%
Professionals	100%	100%	100%	100%
Sales	100%	100%	100%	100%
Technicians	100%	100%	100%	100%
Operatives	100%	100%	100%	100%
Administrative	100%	100%	100%	100%

1 Data only included Environmental Health and Safety training and those recorded by the electronic Learning Management System launched in August 2023.
2 Data only included limited training sessions in 2022.

Career Management	2024	2023	2022	2021
Percentage of Employees receiving regular performance and career development reviews (GRI 404-3)				
Executives /Senior Level	100%	100%	100%	100%
Mid-Level Managers	100%	100%	100%	100%
Professionals	100%	100%	100%	100%
Sales	100%	100%	100%	100%
Technicians	100%	100%	100%	100%
Operatives	100%	100%	100%	100%
Administrative	100%	100%	100%	100%

Internal Hire rate	2024	2023	2022[1]	2021[1]
Internal Hire Rate	24.94%	20.75%	NA	NA

1 Tracking system for this metric was not developed in 2021 or 2022.

Health and Safety	2024	2023	2022 [1]	2021 [1]
Percentage of operational sites for which employee health and safety risks have been conducted (GRI 403-2)	100%	100%	NA	NA
Percentage of employees trained on health and safety risks and good working practices	100%	100%	100%	100%

1 Tracking system for this metric was not developed in 2022 or 2021.

ENVIRONMENTAL DATA

Energy Consumption (GRI 302-1)	2024	2023	2022	2021	2020
Total Non-Renewable Fuel Consumed					
Non Renewable Fuel Type					
Natural Gas (Therms)	846,541.70	828,948.70	511,656.60	536,987.00	415,009.80
Fuel Oil (Gallons)	1,005.50	444.50	856.00	1,003.90	6,547.40
Diesel (Gallons)	9,829.62	11,321.18	9,227.39	10,769.04	9,586.93
Gasoline (Gallons)	2,854.95	4,281.97	17,268.94	11,330.84	10,320.75
Propane (Gallons)	961.20	1,144.70	896.90	1,376.60	2,112.70
Carbon Dioxide (Pounds)	174,246.00	217,444.00	255,060.00	264,131.00	225,411.00
Electricity, Heating, Cooling and Steam Purchased					
Electricity Purchased (kWh)	108,894,211	104,198,354	102,431,524	92,369,834	83,425,195
Low-carbon/emission free credits purchased(kWh)	46,654,574	37,183,090	37,931,238	34,852,078	32,291,951
% Low-carbon/emission free	43%	36%	37%	38%	39%

Greenhouse Gas Emissions in mT CO_2e (GRI 305-1, 305-2,305-3)	2024	2023	2022	2021	2020
Total Scope 1 GHG emissions	4,716.64	4,683.31	3,105.04	3,212.40	2,830.39
Total Location-based Scope 2 GHG emissions	12,259.50	13,016.4	10,872.11	9,828.15	8,824.88
Total Market-based Scope 2 GHG emissions	7,007.05	8,371.51	6,846.08	6,119.89	5,408.98
Total Scope 3 GHG emissions	3,652.37	5,278.72	5,156.19	4,976.97	6,352.42
Third Party Transportation and Distribution	1,364.27	2,047.79	2,036.03	1,673.28	2,645.52
Business Travel	54.02	66.90	75.99	48.60	44.90
Employee commute	2,234.08	3,164.03	3,044.17	3,255.09	3,662.00

Water	2024	2023	2022	2021	2020
Total water withdrawn (Megaliters)	121.59	109.27	116.68	86.69	84.72
Total water consumed (Megaliters)	121.59	109.27	116.68	86.69	84.72
Total water discharged (Megaliters)	0	0	0	0	0
Water withdrawn by source (%) (GRI 303-3)					
Surface water	100%	100%	100%	100%	100%
Total water discharge by destination (%) (GRI 303-4)					
Wastewater Treatment plant and evaporation	100%	100%	100%	100%	100%
Total water use in areas of high or extremely high baseline water stress	0%	0%	0%	0%	0%
Total weight of pollutants emitted to water	0%	0%	0%	0%	0%

Waste in metric tons (GRI 306)	2024	2023	2022	2021	2020
Total waste generated	**2805.25**	**2489.24**	**2527.37**	**2908.87**	**2873.87**
Hazardous waste	4.61	4.10	3.23	4.54	4.62
Non-hazardous waste	2800.64	2485.14	2524.15	2904.33	2869.25
Total Waste Diverted from disposal (GRI 306-4)	**2244.46**	**2122.90**	**2177.16**	**2595.99**	**2550.53**
Hazardous Waste	0.43	0.47	0.00	0.23	0.23
Reused	0.00	0.00	0.00	0.23	0.23
Recycled	0.00	0.00	0.00	0.00	0.00
Waste-to-Energy	0.43	0.35	-	-	-
Clean Extraction	0.00	0.11	-	-	-
Non-Hazardous Waste	**2244.03**	**2122.43**	**2177.16**	**2595.77**	**2550.31**
Reused (Oil-Refining, Reclaimed)	13.78	13.29	1.80	2.08	1.56
Waste to Energy	1.73	0.00	1.68	1.34	0.75
Recycled	2228.52	2109.13	2173.68	2592.35	2548.00
Total Waste Directed to disposal (GRI 306-5)	**560.79**	**366.34**	**350.22**	**312.88**	**323.34**
Hazardous Waste	4.18	3.63	3.23	4.31	4.40
Hazardous waste disposal facility	0.70	0.00	0.00	0.00	0.00
Incinerated	3.48	3.63	3.23	4.31	4.40
Non-Hazardous waste	**556.61**	**362.71**	**346.99**	**308.57**	**318.94**
Landfill	543.63[1]	332.31	317.90	283.70	296.49
Incinerated	6.12	14.89	25.55	22.46	18.78
Bio/chemical treatment (Waste Water Treatment Plant)	6.85	15.51	3.54	2.41	3.67

1 Includes construction debris

Environmental Training	2024	2023	2022	
% of the total workforce across all locations who received training on environmental issues	100%	100%	100%	
Environmental Risk Assessment	**2024**	**2023**	**2022**	
% of all operational site for which an environmental risks assessment has been conducted	100%	100%	82%	
Environmental Compliance (GRI 307)	**2024**	**2023**	**2022**	**2021**
Fines paid for environmental non-compliances (USD)	0	0	0	0
Number of environmental non-compliances	0	0	0	0
Percentage of sites certified to ISO 14001	100%	100%	80%	100%
Customer Health and Safety	**2024**	**2023**	**2022**	**2021**
Number of incidents of non-compliance concerning health and safety impacts of products and services	0	0	0	0
Number of Incidents of non-compliance with labeling requirement	0	0	1	0
Number of Product Recalls	0	0	0	0
Percentage of sites producing medical equipment certified to ISO 13485	100%	100%	100%	100%

SUSTAINABLE PROCUREMENT

Suppliers	2024	2023	2022	2021
Number of Tier 1 suppliers	156	155	162	
Number of Tier 2 suppliers	330	351	353	
Number of Tier 3 suppliers	477	588	558	
Number of Tier 1 suppliers that are not customer directed	63	57	75	
Supplier Environmental Assessment	**2024**	**2023**	**2022**	
Number of new suppliers in the reporting year	62	10	5	
Percentage of new suppliers that were screened using environmental criteria (GRI 308-1)	100%	100%	100%	
Number of suppliers assessed for environmental and social impacts (GRI 308-2)	62	10	5	
Number of suppliers that were rejected due to CSR issues	0	0	3	
% of targeted suppliers that have signed the sustainable procurement charter/supplier code of conduct	100%	100%	100 %	
% of targeted suppliers with contracts that include clauses on environmental, labor and human rights issues	100%	100%	100%	
% of targeted suppliers that have gone through a CSR audit in the reporting year	14%	11%	2%	
% of buyers across all locations who have received training on sustainable procurement	100%	100%	100%	
% of targeted suppliers that are conflict mineral free	*	*	100%	
Number of Diverse Suppliers	40	41	40	

* reported separately.

SASB INDEX

The Sustainability Accounting Standards Board (SASB) categorizes Tessy within its Containers and Packaging Industry, under its Sustainable Industry Classification System (SICS). Our SASB response is a supplement to our Annual Stewardship Report 2024.

GREENHOUSE GAS EMISSIONS

SASB CODE	METRIC	DATA/ RESPONSE
RT-CP-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Gross global Scope 1 emissions in 2024: 4,716.64 metric tons CO_2e. (0% under an emission limiting regulation).
RT-CP-110a.2	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	In 2024, Tessy's science-based targets for emission reduction were approved by SBTi. The scope of the targets includes all direct Tessy operations in the United States and Shanghai, China. Tessy Plastics Corp commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2022 base year. Tessy Plastics Corp also commits to reduce absolute scope 3 GHG emissions from purchased goods and services, upstream and downstream transportation and distribution, and end-of-life treatment of sold products by 25% within the same timeframe. The strategy for emissions reduction for Scope 1 and 2 includes the implementation of energy efficiency projects and purchasing 80 to 90% low-carbon energy. Achieving Scope 3 emission reduction targets includes using raw materials with lower emissions, such as recycled materials, and producing products with lower carbon footprint by engaging customers and suppliers. A risk to achieving the Scope 3 target is the unavailability of alternative low-emission materials that are approved by customers.

AIR QUALITY

SASB CODE	METRIC	DATA/ RESPONSE
RT-CP-120a.1	Air emissions of the following pollutants: 1) NOX (excluding N_2O) 2) SOX 3) Volatile organic compounds (VOCs) 4) Particulate matter (PM)	Tessy is currently not disclosing air emissions, however, we are reporting our GHG emissions as metric tons CO_2 equivalent of CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3. Tessy does not currently track its emissions of NOX, SOX, VOCs and PMs due to an air pollution audit three years ago indicating that an immaterial amount of these types of pollutants were released from Tessy facilities.

ENERGY MANAGEMENT

SASB CODE	METRIC	DATA/ RESPONSE
RT-CP-130a.1	1) Total energy consumed 2) Percentage grid electricity 3) Percentage renewable 4) Total self-generated energy	1) Total Energy consumed: 483,368.95 GJ • Heating: 89,293.56 GJ • Generator: 147.32 GJ • Vehicles: 1,816.4 GJ • Propane: 92.72 GJ • Electricity: 392,019.16 GJ 2) Percentage grid electricity: 100% 3) Percentage renewable: 35% from hydropower vPPA, Green-e Certified wind power, nuclear 4) Total self-generated energy: Not applicable

WATER MANAGEMENT

SASB CODE	METRIC	DATA/ RESPONSE
RT-CP-140a.1	1) Total water withdrawn 2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	1) Total water withdrawn: 121.59 thousand cubic meters (0% in regions with high or extremely high baseline water stress) 2) Total water consumed: 121.59 thousand cubic meters (0% in regions with high or extremely high baseline water stress) Freshwater is the source of our water withdrawn and consumed through municipal water utility providers.
RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks.	Based on water risk assessment using the WWF water risk filter, Tessy is not located in water-stressed regions and withdraws water from water-abundant Central New York freshwater sources. Interannual and seasonal water availability is low, including impacts from climate change on water availability. All our production facilities have closed-loop water systems where water is reused for all cooling processes. Water is consumed through evaporation from the water cooling towers. We monitor the municipality's annual water reports to anticipate any major changes to water availability and water pricing.

WATER MANAGEMENT

SASB CODE	METRIC	DATA/ RESPONSE
RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations.	There were no incidents of water related non-compliance within the reporting year.

WASTE MANAGEMENT

SASB CODE	METRIC	DATA/ RESPONSE
RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled.	In 2024, 4.61 metric tons of hazardous waste was generated, out of which 9 % was converted to energy. Hazardous waste definition used is as defined by the USEPA.

PRODUCT SAFETY

SASB CODE	METRIC	DATA/ RESPONSE
RT-CP-250a.1	Number of recalls issued, total units recalled.	As a third-party manufacturer, we do not issue product recalls from consumers. We did not recall any products from our customers.
RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern.	We are committed to meeting all regulatory requirements and customer design specifications. Our product design and raw materials are selected by customers. We work with our customers to meet their product safety standards, product labeling requirements, and end-of-life treatment. Our Quality Policy and Environmental, Health, and Safety Policy provide guidance on running safe and healthy facilities. Our facilities are ISO 13485 and ISO 14001 certified. Our Quality Management Systems and Environmental Management System is applied to identify areas of concern (aspects) and manage associated risks. Each new material purchased undergoes Production Part Approval Process to assess the environmental risks along with employee health and safety risks, and appropriate risk management processes are triggered. These can include updating PPE requirements for material handling, creating new waste streams and waste profiles. Safety Data Sheets for all materials are obtained and made accessible to all employees.

PRODUCT LIFECYCLE MANAGEMENT

SASB CODE	METRIC	DATA/ RESPONSE
RT-CP-410a.1.	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	As Tessy is a third party contract manufacturer, product design, raw material and suppliers are often directed by customers. Currently, less than 1% of raw material includes recycled content (post-consumer recycled content and post-industrial recycled content). Challenges such as feedstock for recycled resin that can meet the quality standards of products slows down the integration of recycled content in final products.
RT-CP-410a.2.	Revenue from products that are reusable, recyclable, or compostable	Our consumer products are considered technically recyclable based on the definition by the Ellen MacArthur Foundation. About 41% of our revenue is from consumer goods, while the rest is from medical customers.

PRODUCT LIFECYCLE MANAGEMENT

SASB CODE	METRIC	DATA/ RESPONSE
RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Our commitments are centered around People, Planet, and Product. As a third-party manufacturer of product parts, we engage our customers and suppliers on 1) Sustainable Product Design • Trialed and implemented alternative raw materials including recycled and bio-based resins, and assess its impact on the function, aesthetics, costs, and environment. • Explore options to use less raw material by light weighting the product • Promote circular economy improving the recyclability of the product by using single material, easily removable label, and adding recyclability information 2) Streamlined Distribution • Analyze and evaluate product design for assembly, packaging and distribution solutions • Develop a custom design for packaging that eliminates the need for additional packaging across the supply chain • Implement in-house packaging where possible to ship finished products directly to the customer's distribution centers, reducing the time and number of distribution points • Use reusable and returnable pallets and boxes, especially for domestic customers. • Optimize transportation modes to reduce carbon emissions, for example, sea routes instead of air.

SUPPLY CHAIN MANAGEMENT

SASB CODE	METRIC	DATA/ RESPONSE
RT-CP-430a.1.	Total wood fibre procured; percentage from certified sources	Tessy does not use any significant amounts of wood-fiber products to produce finished products.
RT-CP-430a.2	Total aluminum purchased; percentage from certified sources	Tessy does not procure any significant amount of aluminum. Resin remains our top commodity spend and is the material in which we have the most purchasing visibility.