



Stakeholder Sustainability (ESG) Engagement Process

Customers	Tosca's business development and commercial teams engage with our customers on a continuous basis to understand their needs and concerns, including sustainability issues. We also engage directly with sustainability experts in our customer's organizations through a variety of mechanisms. The input is critical to the investments we make in research and development for new products and services, and to continually support our customer's sustainability goals through changes we make which positively impact their sustainability programs.
APAX	Tosca interacts with its private equity investor through its Board of Directors and through direct engagement with the Apax sustainability director on an annual basis. In this way the expectations of our private equity investor are incorporated into our business plans.
Workforce	Our Tosca Team members are our Company's most important asset, and we work to increase employee engagement through a broad range of initiatives. We gather input through workshops, performance reviews and feedback, our Employee Pulse Surveys and sustainability survey which engages everyone at all levels across the organization.
Vendors	As a global company, we engage with a multitude of suppliers to cultivate and maintain beneficial long-term relationships. We provide our suppliers with a Supplier Code of Conduct which incorporates key ESG requirements and are expanding our supplier engagement and sustainability evaluation through incorporating ESG compliance into our vendor evaluation, onboarding and contract management processes. We are developing a prioritized vendor engagement program which will focus on those activities with the highest carbon footprint and/ or social risk exposure to establish joint reduction programs.
Competitors and Peers	Some of our competitors are also our vendors and we work together to move the needle on several key ESG issues through product design and efficient manufacturing, most notably in the areas of energy use, water use and raw material sourcing. We work with all competitors and peers through trade associations where we view sustainability as an area where joint cooperation benefits both our own companies and those of our customers.
Trade Associations	Tosca is an active member of industry trade associations and organizations. As board members, working group members, as well as general members, we take an active part in lobbying for regulatory changes, developing industry best practices, addressing common challenges, raising awareness, and improving understanding of what the reusable plastics industry is doing to minimize sustainability impacts for our industry, for our customers and for the environment.
Regulators	We engage with governmental agencies and regulators that are responsible for developing regulatory standards to protect the environmental, social and economic fabric of the countries in which we live through our trade associations. To understand and fulfil regulatory compliance requirements, however, we also engage directly with relevant local regulatory agencies. We keep abreast of upcoming sustainability related regulatory requirements through direct engagement as well as via our trade associations, and develop proactive implementation plans accordingly.
Local Communities	We engage with the local communities in which we live and work through volunteer programs, special events and via corporate donations through our Tosca Cares programs. Through this, we enhance the economic and social well-being of our communities and gain an understanding of which issues should be addressed through our sustainability strategy.