



Driving change together

Measurable impact. Shared success.
2025 Sustainability Report

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A word from our Global Head of Sustainability

A word from our CEO

I am pleased to share Tosca's fourth sustainability report, which once again demonstrates how our partnerships and measurable actions are driving transformative change across our industry.

At Tosca, sustainability remains at the core of our DNA, and, in 2024, we demonstrated the far-reaching positive impact of our actions. Our approach of driving improvements alongside our partners generated measurable results across every dimension of our business: customer partnership, operational excellence and team engagement. The resulting improvements are validated by data: from a 10% reduction in water use intensity compared to 2022, to over 268,000+ tons of single-use cardboard eliminated from the supply chain, to 51% of grid provided electricity sourced from renewable sources.

We tailor our solutions to solve our partners' toughest challenges. In 2024, this meant helping customers prepare for increasingly complex regulatory requirements through the new EU Packaging and Packaging Waste Regulation (PPWR) and Extended Producer Responsibility (EPR) laws in the EU, U.K. and U.S., and achieve tangible progress toward their own sustainability targets, especially in the areas of Scope 3 emissions, food loss and elimination of single-use packaging. And the data proves we're succeeding. Through partnership with Tosca, our customers have eliminated over 339,000 metric tons of CO₂ emissions — equivalent to removing 707 million miles driven from

our roads — and saved over 57 million cubic meters of water. This is shared value creation at its finest: cost savings, operational efficiency and meaningful environmental impact advancing together.

Our ability to deliver this value hinges on the strength and safety of our own operations. We advanced our closed-loop systems with 100% RFID tagging on new products across the U.S., U.K., and EU, demonstrating circularity in action. Our operational improvements prove that excellence and sustainability are inseparable. Furthermore, this year we achieved a 47% reduction in Scope 3 emissions versus 2023 — already exceeding our 2030 target of 42% — while maintaining the industry's most stringent safety standards for the Tosca team and the billions of consumers served by our partners.

The results we delivered in 2024 reflect the dedication and expertise of our Team Members across every function and region. As we mark progress toward our 2030 goals, I'm proud of what we've accomplished together and confident in the momentum we've built. We prove that sustainability driven by partnership isn't just possible: it's profitable, it's practical and it's the path forward for a company having truly circular packaging.

Eric Frank



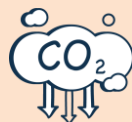
Eric Frank
CEO

Our 2024 highlights



4.5 Million
Trees saved

100+ LCAs
completed



10%
reduction in Scope 1 and 2
absolute emissions
(42% reduction by 2030)

47%
reduction in
Scope 3 emissions
(42% reduction by 2030)



51%
electricity from
renewable sources



90%
of facilities have
automation in place

10%
reduction in water use
intensity per crate



>50K
food safety tests performed

100%
team members trained
on Tosca Code of Conduct



1:1
male to female pay parity ratio

A conversation with our regional presidents

Steve Arendsen, North America President, and Laurent Le Mercier, EMEA President, share how sustainability is driving business value and helping customers navigate an increasingly complex regulatory landscape.

How are customer needs and expectations around traceability, waste reduction and packaging changing in your region?

Steve

The conversation is starting to shift from “why reusables” to “how do we optimize reusables?” Our North American customers have realized that reusable packaging outperforms single-use in many ways, from reducing the environmental footprint associated with carbon emissions and water use, to enabling better automation, to reducing handling time, to minimizing food damage. When you look at the costs across the full value proposition, reusables are a no-brainer for our customers. The ability to provide detailed data to support sustainability reporting and meet investor expectations and regulatory requirements is a cherry on top. We completed over 100 life cycle assessments (LCAs) for customers in 2024, giving them concrete metrics for disclosure requirements and internal proof of operational improvements. It’s also interesting how quickly packaging waste has moved from a sustainability reduction goal to a business imperative. Companies are suddenly facing real financial consequences for packaging waste and are consequently seeking solutions that avoid EPR fees — and reusables deliver such a solution.

Steve Arendsen
President of North America

Laurent

Across EMEA, traceability has become non-negotiable. The EU's new PPWR and EPR laws are driving unprecedented demand for supply chain visibility, particularly for assets moving across Member States. These laws are also driving companies to verify reuse and recycled content before these requirements become legally mandated next year. Our 100% RFID tagging on new products in the U.K. and EU provides customers with the documentation they need for compliance. Customer conversations have also fundamentally changed. They now come to us asking specifically how we can help them meet the stipulated reuse targets, demonstrate circularity and avoid any PPWR or EPR penalties. Our pooling models remove an enormous burden from our customers because Tosca owns, maintains and recovers assets. Customers get the sustainability performance they need without the operational burden of managing reverse logistics themselves or proving compliance to these expanding regulations.

Laurent Le Mercier
EMEA President



A conversation with our regional presidents (continued)

**What key trends or regulations do you see shaping 2026 and beyond, and how is Tosca preparing to stay ahead of them?
How does Tosca help customers stay ahead of them?**

Steve

As I just mentioned, EPR is presenting a fundamental market transformation in North America. With EPR programs active in Oregon, Colorado, Maine and coming soon in California, customers are being hit with millions of dollars in fees they hadn't anticipated. The more than 268,000 tons of cardboard we helped our customers eliminate from their supply chain in 2024 translates directly into avoidance of EPR fees. By using our reusables, customers eliminate complex reporting requirements for single-use packaging, simplifying compliance and bringing relief to overstretched teams. Switching to reusable transport packaging delivers immediate cost savings — it's genuinely low-hanging fruit. As more countries in North America move toward single-use packaging restrictions, we're proving that reusables offer a strategic advantage that improves both sustainability metrics and bottom-line performance. Add to this the 204 traceability requirements of the FDA's Food Safety Modernization Act (FSMA) and it's imperative that companies should prepare now — both for peace of mind in an industry already facing significant challenges and for EPR compliance. The convergence of environmental improvement, regulatory compliance, consumer protection and cost reduction creates the perfect opportunity for traceable reusables to deliver comprehensive value. We've been proactively supporting our customers in understanding regulatory impacts and helping customers get ahead of them through **educational webinars** like the ones we did in 2024 and earlier this year.

Laurent

We're at an inflection point in Europe, where circular economy principles are becoming mandatory, not aspirational. The PPWR sets the template, with strict recycled content requirements that promote reuse for transport packaging and penalties for non-compliance. The bigger story is how this is driving global change. Countries exporting to the EU are following suit, creating a worldwide shift toward circularity with Europe at the center. Tosca is uniquely positioned — we've been building circular packaging systems and supporting customers inside and outside the EU for decades. Through our **PPWR compliance webinars** and deep partnership approach, we co-create solutions tailored to each customer's unique supply chain challenges. Our integrated technology, from RFID tracking to optimized logistics, turns regulatory complexity into competitive differentiation for partners who move decisively. Together, we're proving that the future of packaging isn't about doing less harm — it's about creating regenerative systems where materials never become waste: the founding principle of a circular economy.



About Tosca

For more than 60 years, Tosca has been a leader in reusable, recyclable transport packaging and pooling services, working in partnership with the world's leading brands to eliminate waste along the supply chain. Through our comprehensive portfolio of reusable assets and innovative pooling solutions, we transform the movement of goods, creating measurable impact that helps our customers achieve their sustainability goals while driving operational efficiency and reducing cost.

Our mission

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

Our Sustainability Value Proposition

Circular packaging solutions for a sustainable supply chain.

Reusable packaging defined

Reusable transport packaging enables a fundamental shift toward achieving a true circular economy approach. Reusables implement circular design principles that prioritize longevity and performance over disposability and shift recycling from being the sole mechanism for achieving circularity to a supporting option. Built for durability and engineered to withstand multiple use cycles, Tosca's reusable transport packaging maintains its structural integrity and protective qualities throughout its extended lifecycle, delivering both environmental benefits and operational value.

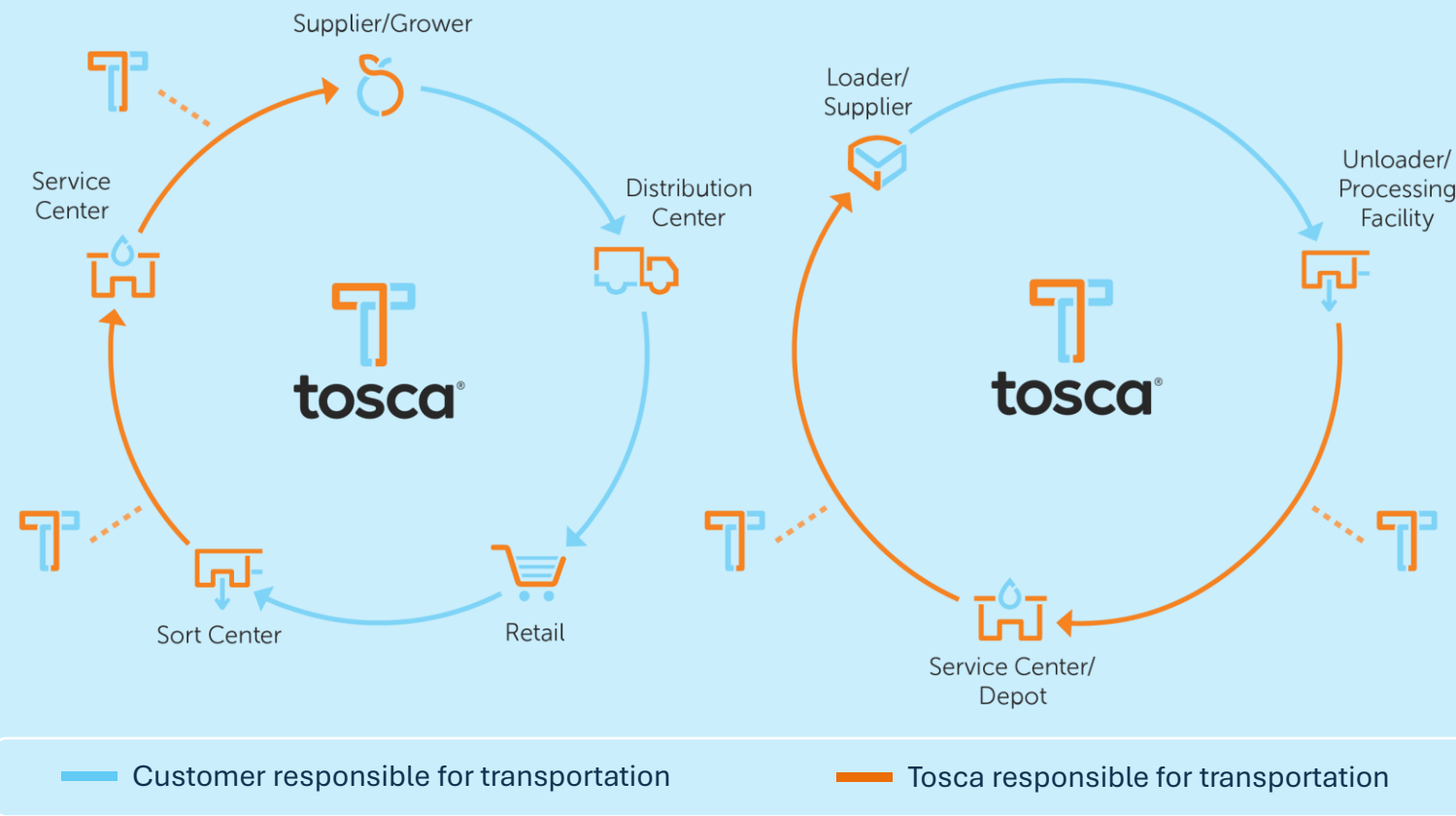


Circularity through pooling solutions

Pooling offers customers the most cost-efficient solution for managing transport packaging. Through pooling, companies can outsource their transport packaging needs to specialized providers, like Tosca, who own, maintain and manage the entire system on their behalf.

Open-loop pooling: Assets circulate across multiple customers and supply chains, maximizing utilization and efficiency while reducing individual ownership costs.

Closed-loop pooling: Assets move in dedicated circuits between specific partners, ensuring optimal control and traceability for specialized applications.



Tosca reusables:

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

We support industries such as:

- Food and beverage
- Dairy
- Eggs
- Food service
- Food ingredients
- Fruit and vegetables
- Fish
- Automotive
- Healthcare and pharmaceutical
- Consumer durables
- Beverages
- Chemicals
- Paper products and labelling
- Pharma
- Cosmetics

We handle with care

Tosca's commitment to transforming supply chains centers on three core principles: innovation that drives circularity and sustainability forward, reliability that builds lasting partnerships and ease of use that simplifies complex operations. Through more than six decades of industry leadership, we've established ourselves as the trusted partner that major brands rely on to eliminate wasted packaging, wasted product and wasted time while optimizing performance across their entire value chain.

Innovation that transforms possibilities

Our in-house R&D and manufacturing capabilities set us apart in the pooling industry, enabling us to design breakthrough, end-to-end circular packaging solutions that address real-world challenges. From investing in new materials to integrating smart technologies, we collaborate closely with customers to create reusable packaging that not only meets today's regulatory requirements but anticipates tomorrow's sustainability demands. This commitment to circular design and continuous reuse extends across our entire product portfolio, ensuring optimal performance in diverse operating environments.

Reliability built on excellence

Trust forms the foundation of every partnership we build. Our commitment to food safety excellence through globally recognized processes, including ISO-certified ones, combined with exceptional on-time delivery performance, ensures that customers can depend on Tosca to reflect the quality of their operations while keeping them running smoothly. Our global network of wash and repair facilities provides the backbone for seamless asset circulation, delivering certainty of supply while maintaining the flexibility to adapt to changing demand patterns.



Simplifying complexity for measurable value

The most sophisticated sustainability solutions are those that integrate effortlessly into existing operations while delivering value across multiple dimensions. Our reusable packaging systems provide far more than environmental benefits.

- Integrated value through enhanced food protection and safety
- Reduced labor requirements
- Improved worker health and safety
- Minimized solid waste
- Full compliance with regulatory requirements
- Lower EPR compliance costs
- Compounded cost and emissions savings across the supply chain
- Measurable environmental impact reductions verified through LCAs

Our reusable assets and pooling solutions enable us to support each customer's specific industry and operational needs, ensuring that circularity, sustainability performance, and business performance advance together.

Our sustainability strategy

Our ‘*All together better*’ sustainability strategy, founded on our material issues, 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 champion collective action through integrated governance that connects every level of our organization. Our supervisory Board of Directors, CEO and Executive Leadership Team work in partnership to embed sustainability strategy throughout the company, while our wash centers and service centers drive grassroots engagement that brings these commitments to life every day. Our comprehensive governance framework is backed by robust policies that ensure consistent progress on environmental and social topics most critical to our business and stakeholders.

[Learn more about our sustainability governance approach and policies.](#)

Read our NEW policies

- [Human Rights Policy 2023 -2030](#)
- [Sustainable Procurement Policy 2023 – 2030](#)
- [Environmental Policy 2023 – 2030](#)
- [DEI Policy 2023 – 2030](#)



Read about our material issues, goals and achievements in our 2025 Supporting Information and Data Report

Our 2030 goals

Our ambitious 2030 goals span five critical areas — enhancing product footprint, minimizing greenhouse gas emissions, revolutionary digitization, workforce enhancement and good corporate citizenship — designed to prioritize actions and add measurable value for our partners and communities.

Enhanced product footprint

Goal	2024 Progress
Durable products containing the maximum possible recycled content (minimum 30%) with increasing renewably-sourced virgin resins that do not compromise food safety	We achieved >30% recycled content in U.K. products and approximately 25% recycled content across our asset portfolio.
Water and energy uses in our wash cycles are minimized without compromising Quality and Food Safety (QFS) or Environmental, Health and Safety requirements	We focused on creating a more efficient workflow in our ISO-22000-certified wash facilities and testing regimes in order to reduce energy and water use per asset. In 2024, Tosca’s annual water usage increased due to improved data collection allowing for the inclusion of water data from EMEA, which was not accounted for in 2023 or 2022.
Maintain our leading position for QFS through continuous improvement and alignment with International Organization for Standardization (ISO) 22000, Brand Reputation Through Compliance Global Standard (BRCGS) and ISO 9001 standards	We maintained zero non-compliance findings in our ISO 22000-certified locations (all U.S. locations) for the fifth straight year and our ISO 9001 audit in Europe and Israel.

Minimizing greenhouse gas (GHG) emissions

Goal	2024 Progress
42% reduction in Scopes 1 and 2 absolute emissions from a 2021 baseline (1.5°C scenario)	Our Scope 1 and 2 absolute emissions decreased by 10% compared to our 2021 baseline. This is less than we anticipated, but we believe that it is due to better data collection. We believe our Scope 1 and 2 data is now 95% accurate across all Tosca facilities.
Scope 3 (supply chain) emissions are understood and science-based targets established	We reduced our Scope 3 emissions by 47% compared to 2023 and by 32% compared to our 2021 baseline.

Revolutionary digitization

Goal	2024 Progress
Routine provision of real-time customer ordering, tracking and reporting using digital solutions that 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	We collaborated with customers to keep assets moving through the supply chain, reducing over-purchasing and loss while minimizing costs and emissions and elevating customer satisfaction. Our Asset IQ delivered critical data and insights about supply chain performance. In the U.S., U.K. and EU, new products are already 100% RFID tagged.

Our 2030 goals (continued)

Workforce enhancement

Goal	2024 Progress
Protecting our team members, those we work with and our customers' workforces; zero recordable occupational health and safety incidents	Our recordable injury rate is significantly below the industry standard (1.34 compared to 4.8) and our lost time incident rate is at an all time low of 0.65 — a drop of over 70% from the previous two years.

Good corporate citizenship

Goal	2024 Progress
Focused charitable donations supporting local needs and local or global disaster relief effort	We offered more support to employees and local communities through our global Tosca Cares initiative. In 2024, Tosca Cares contributed to both the North Carolina Hurricane Relief and the Florida Disaster Fund in the wake of Hurricane Helene.





Together in customer partnerships

We equip our customers to achieve their sustainable transport packaging goals, moving forward with them and delivering measurable impact every step of the way. More than a provider of reusable packaging and pooling solutions, we're a trusted partner committed to working alongside our customers to implement changes that deliver both cost savings and sustainability-focused improvements. Through innovation, circular design and end-to-end supply chain optimization, we deliver an integrated value proposition that reduces waste, halves food loss, minimizes emissions and water use, protects consumers and workers and reduces labor and costs, creating lasting value for all.

From optimizing food transport and reducing shrink through smart packaging design, to eliminating single-use materials and lowering extended producer responsibility fees, we deliver solutions that reduce environmental impact — all quantified through LCAs that turn collaboration into continuous improvement.

IN 2024, WE HELPED OUR CUSTOMERS REDUCE THEIR PACKAGING RELATED ENVIRONMENTAL IMPACTS

339K+ tons

(OF CO₂e REDUCED, EQUIVALENT TO REMOVING 707M MILES DRIVEN)

4.5M

TREES SAVED

57M+ m³

WATER SAVED (≈ 22,800 OLYMPIC POOLS)

268K+ tons

OF CARDBOARD AVOIDED

50%

REDUCTION IN HANDLING TIME

50%

FOOD DAMAGE AVOIDED

100+ LCAs completed

FOR CUSTOMERS IN 2024 TO GUIDE DECISION-MAKING

Advancing customer goals through our sustainability value proposition

Tosca contributes to our customer's sustainability goals all along the value chain. Our LCA process quantifies the benefits, delivering data to select the right packaging solution for each customer's unique supply chain objectives.

100+

Number of LCAs we completed for customers to support their decision-making in 2024.



Tosca's value chain efficiencies result in:

Elimination of single-use packaging:

- Little to no costs related to packaging waste regulations, such as EPR fees in the U.S., U.K. and EU
- Zero cost for disposal of non-recyclable packaging
- Support for PPWR compliance in the EU

Reduction in emissions and lower environmental footprint:

- Emissions reduced by over 60% on average
- Simplified compliance with emissions reporting requirements, saving time and associated costs
- Reduced disposal costs and carbon credit purchase requirements

Minimization of food damage, loss and shrink:

- Average 3.3%+ reduction in lost income from food damage
- Lower replacement costs due to less spoiled or damaged food
- Increased profit margin at constant prices
- Less food sent to landfill, reducing associated emissions by up to 50% on average

Cost-effective packaging solutions

In the face of escalating challenges and mounting financial pressures within the food sector, efficiency and cost savings have never been more critical. Meanwhile, businesses also face pressure to reduce their environmental footprint and achieve reduction targets.

Given these challenges, cost-effective, sustainable packaging has become a priority, offering a way to protect the bottom line and the environmental reputation of suppliers, processors and retailers and other stakeholders.



“

At Tosca, we understand the pressures facing retailers and suppliers today. Rising production costs, fluctuating fuel prices and customer and investor sustainability concerns, along with evolving regulations, demand immediate action. That’s why Tosca’s solutions are strategically designed to cut waste, save money, achieve stated ESG goals and ensure compliance, delivering tangible efficiencies that impact your bottom line and our shared environment.”

Laurent le Mercier

EMEA President



To determine if a packaging solution is truly cost-effective and sustainable, it must be evaluated across the entire value chain — not just by its price or materials. This includes protection of contents (quality and shelf life), space efficiency, weight, recycled content and its ability to be reused or recycled.

Reusable packaging defined

The newly adopted PPWR in the EU and rapidly evolving EPR laws are radically transforming the type of transportation packaging systems a company requires. This move to more sustainable and cost-effective solutions, focused on a pooled approach and reuse over recycling, is our business in a nutshell!



60+

LOCATIONS



100%

CIRCULAR PRODUCTS



60+

YEARS OF EXPERIENCE



100%

U.S. SITES ISO 22000 CERTIFIED

Durable and smart



At Tosca, our reusable, recyclable plastic pooled packaging solutions comply with **the EU PPWR** and minimize — if not remove — the costs associated with the EPR laws both in the U.S. and Europe. In addition, we engineer food-grade packaging products for strength, durability and optimal ventilation to reduce food waste and preserve product freshness across the supply chain. By eliminating single-use packaging with our reusable solutions, Tosca helps customers achieve their ambitious sustainability goals while reducing costs and complying with those increasingly stringent packaging regulations.

See our [Cultiva Farms Video](#) >



Tosca aims to lead not just in product innovation, but in setting the standard for scalable, sustainable logistics solutions with outstanding customer service.”






Richard Evans

*Director of Sales
Downstream, U.K.*

Transforming the transportation packaging sector

Helping our customer do what they do best: sell their goods

Transportation packaging is the unseen and unsung hero of the supply chain. Procuring, storing, repairing, packing and moving packaging efficiently while navigating regulatory requirements and achieving sustainability expectations is not easy for several reasons:

-  **Cost:** The hidden cost associated with excess labor and time required to handle single-use packaging, product loss due to damage and cost to replace, along with regulatory compliance and EPR fees (and potential fines), all strain resources.
-  **Environmental:** Manufacturing, storing, washing and transporting single-use packaging increases emissions, water use and waste along the supply chain.
-  **Safety:** Corrugated boxes and wooden pallets expose workers to ergonomic strain. For example, cuts and splinters can pose risks in food production areas (splinters) or during transit (puncturing contents).

Tosca's pooling solutions address all of these issues.



Using less, saving more: Sustainable circular packaging



Tosca takes a comprehensive data-driven approach to quantifying the value proposition for reusable packaging and pooling solutions. Covering everything from costs to labor to sustainability, we give our customers the collective result of adopting our circular packaging solution.



Our reusable packaging benefits include:

- **Regulatory compliance:** Tosca products support customer's circular economy principles and compliance with packaging regulations like the PPWR and EPR laws, while enabling cost reduction due to our **packaging being reusable over 100 times before being 100% recycled.**
- **Sustainability targets:** Emissions and water use associated with asset manufacture, use and movement are shared among all users, **reducing individual footprints and supporting Scope 3 (supply chain) reductions.**
- **Product quality:** Our carefully designed RPCs allow effective ventilation, which reduces product shrink **by over 50%**, while their rigid form **prevents products from being crushed and damaged**, particularly vulnerable items like eggs, protein products and fresh produce.
- **Logistics optimization:** Customers can fit more product per truck through improved cube efficiency due to the consistent sizing of containers. Maintaining product quality reduces the need for replacements to be shipped. **These two enhancements result in fewer transportation needs and thus lower emissions.**

A plethora of circular packaging benefits

- **Operational efficiency:** Standardized, durable and reusable plastic packaging creates consistency that enables **automation, reduces handling time by over 50%, streamlines logistics and minimizes downtime from damaged packaging.**
- **Supporting traceability:** Tracking and tracing technologies **support logistics planning and movements** and provide speedier compliance with regulatory response requirements during product recall events.
- **Stock management:** Traceability also supports improved stock management, replacing the first-in-first-out approach with one that **considers exposure of the products to temperature, humidity and shock during transport.**
- **Consumer (and worker) protection:** Tosca plastic packaging is **made from food-safe materials**, so there's no unwitting exposure to non-food grade plastic, nails, splinters or PFAS, which has associations with paper products.

When three leading U.S. retailers switched to Tosca's RPCs, the results spoke volumes — proving that Tosca delivers scalable, measurable impact.

62%

SHRINK REDUCED

61%

FEWER GHGs

59%

LESS WATER

\$70m

ANNUAL SHRINK SAVINGS (EGGS)

90

TRUCKS ELIMINATED/ YEAR

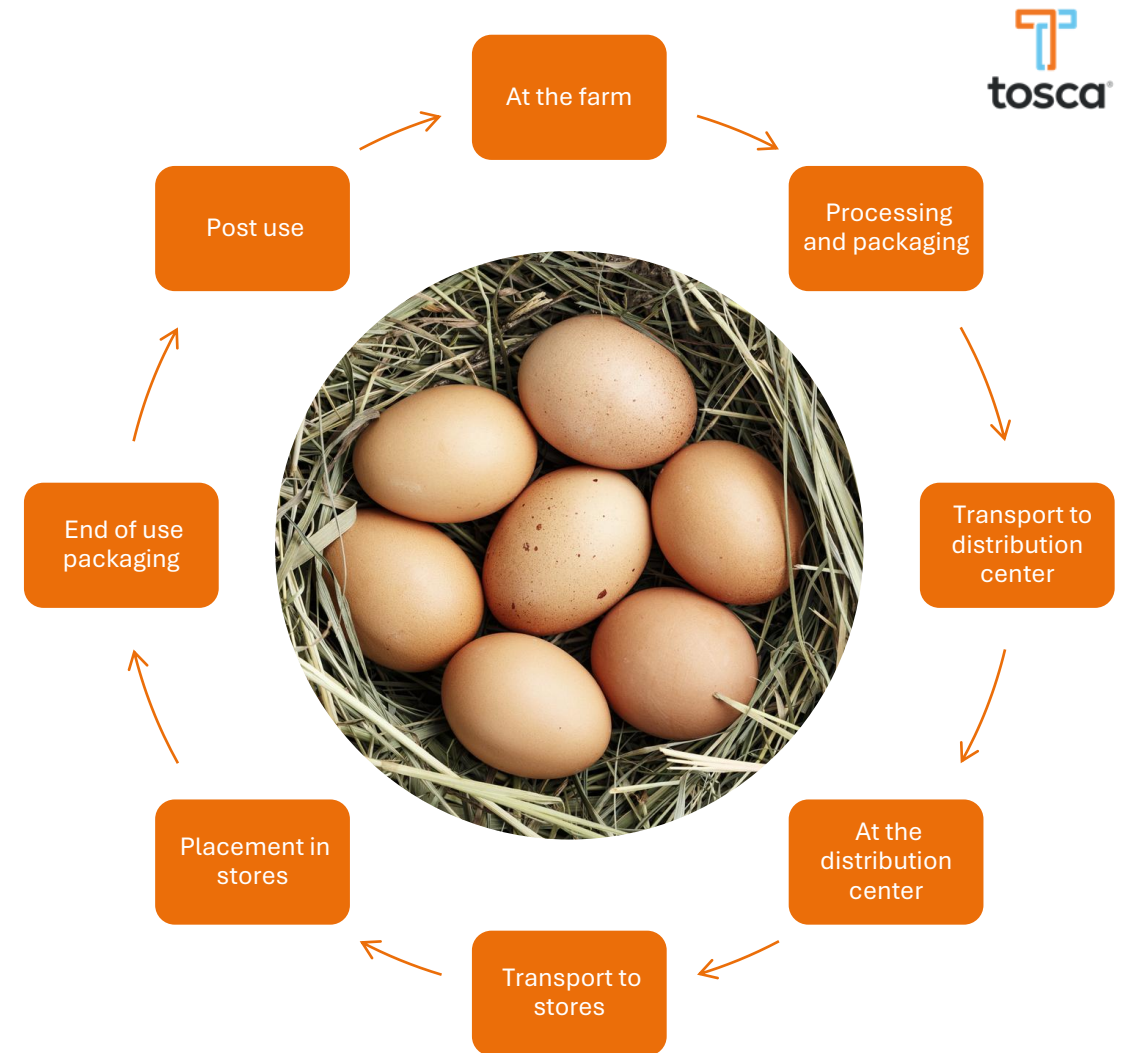


Take the journey of an egg

Amid fluctuating global egg prices, the protective role of packaging is even more critical. The optimal solution not only safeguards this increasingly valuable product from damage but also enhances handling efficiency and minimizes environmental impact along the supply chain.

Tosca's RPCs provide benefits that ripple through the supply chain.

Tosca's reusable packaging solutions do more than safely move eggs — they protect profits, reduce environmental impacts and simplify operations at every point along the journey from farm to store — resulting in cost savings **of around 24%** and emissions savings of up to **80%**, compared to traditional packaging.



By following the journey of ten million eggs from chicken to table, we see how Tosca's packaging solutions support every stage of the journey.

Reducing shrink, increasing value: The case for reusable packaging



Eggs are fragile and can experience up to 10% loss across the supply chain. Reducing this damage through a rigid reusable packaging solution means more food reaches the shelf, cutting production losses, fines for unmet supply and replacement and transport costs and associated emissions. The benefits of Tosca’s RPCs in reducing shrink are highlighted throughout each stage of the journey of the egg on the following slides.

Estimated cost and emissions associated with lost eggs

(includes losses during transport and at distribution center as well as retail store)

RPCs
10,000,000 eggs

Loss rate = 2.3%
-230,000 eggs

Cost of unusable eggs
\$47,917

Emissions from production of lost eggs
42 MT CO₂e

Cardboard Boxes
10,000,000 eggs

Loss rate = 4.8%
-480,000 eggs

Cost of unusable eggs
\$100,000

Emissions from production of lost eggs
88 MT CO₂e





At the farm

Egg production

The U.S. and EU each produce around 95 billion eggs annually. Egg farming at this scale is a resource-intensive operation, with high input costs spanning feed, utilities, labor and regulatory compliance.

Estimated cost at the farm

TOTAL COST OF PRODUCTION FOR TEN MILLION EGGS

\$750,000

Estimated emissions at the farm

TOTAL EMISSIONS FROM PRODUCING TEN MILLION EGGS

1,833 MTCO₂e

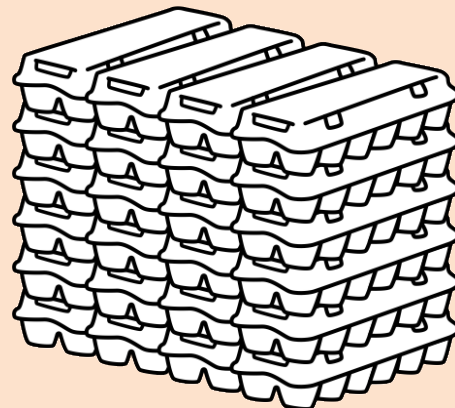
Transport packaging production and delivery

Tosca's reusable plastic egg RPCs can hold more eggs than industry standard corrugated boxes and, along with reusable plastic pallets, can be used over 100 times before being recycled back into new products. Because of this, customers using our egg RPCs and plastic pallets have an opportunity to lower their emissions *and* lower costs associated with moving eggs through the supply chain.



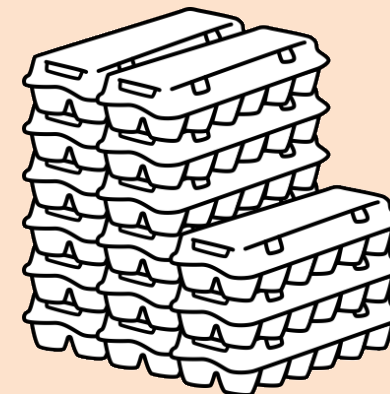
Tosca's egg RPCs can hold 24 dozen eggs vs. 15 dozen in an industry standard corrugated box. Plastic pallets are also safer (no nails or splinters) in a food environment.

Tosca



VS.

Traditional





Processing and packaging



Processing, quality control and packaging

Once eggs are harvested, they are washed (U.S. only), quality-checked and packed into Tosca's RPCs either on-site or at a separate facility.

One of the most crucial factors for maintaining egg quality is how quickly they cool. With Tosca Egg RPCs, eggs reach optimal temperature in just over a day versus five to six days in traditional corrugated boxes. This faster cooling process helps preserve freshness and gets products to store shelves quicker.

The rigid structure of the Tosca Egg RPCs also offers the ability for double stacking of full pallets, freeing up valuable cooler space, which would in turn contribute to a more efficient and cost-effective cold chain.



Estimated cost savings in processing and packaging Tosca packaging vs. single use

14% cost reduction for packaging procurement
50% potential reduction in refrigeration space required

Estimated emissions savings in processing and packaging Tosca packaging vs. single use

93% emissions reduction from packaging manufacturing
50% possible emissions reduction from required refrigeration



Transport to distribution center



After collection, eggs are typically transported to a distribution center (DC) before heading to retail stores. During transit, they're exposed to shock, humidity and temperature changes — all of which can impact quality and shelf life.

Tosca's Egg RPCs are designed to handle the demands of refrigerated transport. Their rigid, durable structure reduces egg damage, while their consistent size and compatibility with reusable plastic pallets ensure optimal truckload efficiency.

While reusable crates are heavier than single-use options, which may lead to marginally higher emissions from transportation, they offer a net reduction of the total environmental footprint. With shrink reduced by well over 51%, use of RPCs avoids replacing 35,000 lost eggs out of every ten million — and the packaging and transport that come with them. The result? A 50+% cost saving from shrink and a net reduction in total emissions from transportation and food waste.

Estimated cost

Tosca packaging vs single use

Up to 5% increase in transportation cost to the DC for the first trip
51+% reduction in cost from avoided shrink





At the distribution center



Tosca's reusable packaging solutions streamline operations at the distribution center in more ways than one.

- **Automated packaging compatibility:** RPCs and pallets are uniform in size and designed for automation, improving throughput and reducing labor demands compared to cardboard boxes and wooden pallets.
- **Lower pallet disposal costs:** Plastic pallets have a longer service life than wooden pallets and can be repaired and reused through Tosca, avoiding and reducing EPR fees associated with broken wooden pallets.
- **Reduced cooler space, costs and emissions:** The ability to double stack the full Egg RPC pallets provides the potential to free up valuable cooler space and reduce emissions on a per occupied square foot/square meter basis.
- **Future-proofing against regulatory changes:** With new U.S. regulations requiring low global warming potential (GWP) refrigerants starting January 2025, refrigeration equipment costs are expected to rise by 7-10%, increasing the value of space-saving solutions like RPCs.

Emissions

By using 50 % less cooler space, Tosca Egg RPCs on plastic pallets could significantly cut emissions compared with corrugated boxes on single-use wooden pallets.





Transport to stores

Repalletized eggs are transported from the DC to the retail store, mostly in mixed loads. During transportation, eggs are once again vulnerable to shock (vibration), humidity and temperature fluctuations along with damage due to being stacked with other heavy products in the truck. All of these can compromise product quality, shorten shelf life and increase the risk of breakage.



Placement in stores

- Tosca egg crates can be placed directly on store shelves, reducing handling time and **cutting associated costs by more than 37%**. In contrast, transferring eggs to shelf from corrugated boxes can take up to twice as long.
- Hours used for stocking or handling slip sheets and corner boards plus collapsing corrugated boxes can be reallocated to other tasks, further reducing overall labor costs.
- Opening corrugated boxes using box cutters can result in injuries that can cost anywhere from **\$540 - \$26,000** per injury.



Average time required to stock 8-foot display case



Tosca

10 mins

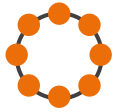
To stock RPCs



Corrugated boxes

21 mins

To stock corrugated boxes



End of use packaging: Post use

Once eggs reach the store and transportation packaging is no longer needed, the end-of-use processes differ depending on the packaging system.

Tosca's reusable RPCs and plastic pallets operate within a closed-loop reuse system. After use, they are collected via reverse logistics (often on return hauls to the DC), thoroughly cleaned, expertly repaired if needed and seamlessly redistributed into the supply chain.

Wasted time adds up

- Folding and stacking empty egg crates takes about **5 minutes a day** — adding up to **4 full workdays a year**.
- Breaking down boxes and baling waste takes even longer: **30 minutes a day**, or nearly **23 days per year**.

Switching to reusables eliminates this hidden labor drain.

Tosca assets: Reused

Single-use packaging: Recycled

	RPCs	Plastic pallets	Corrugated cardboard boxes	Single-use wooden pallets
Total number of assets used	275,593	7,770	5,291,395	91,277
Sent for recycling	After 100 turns	After 80 turns	Immediately	Immediately
Sent for disposal	0	0	5%-30%	5%
End of life (recycling) GHG emissions (Metric Tons CO2e)	0 (Total over life 1,795)		2,365 (Total over life 7,298)	
Water use (m ³)	0 (Total over life 32,494)		23,462 (Total over life 1,687,301)	
EPR fees	EU and U.S. – Exempt	EU and U.S. – Exempt	EU and U.S. - Local fee x 100	EU and U.S. - Local fee x 80

Cumulative impact of reusable packaging: From farm to table



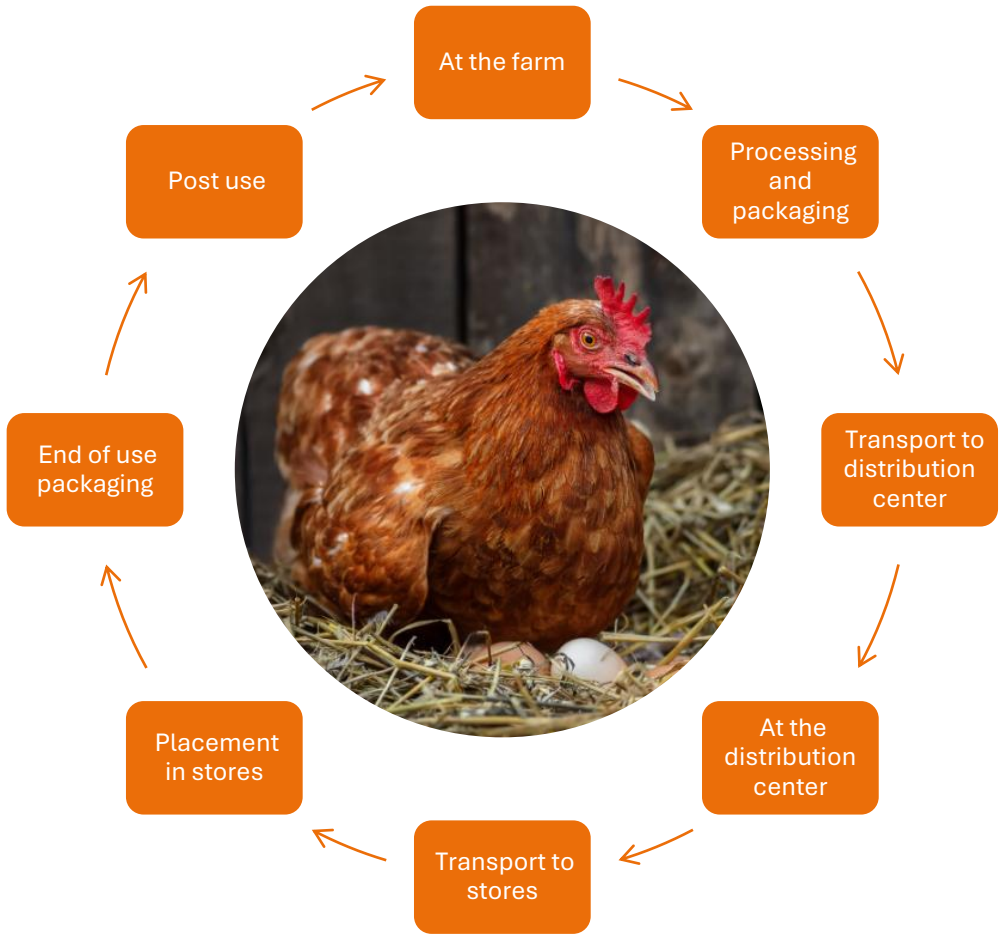
We've modeled the journey of ten million eggs to compare Tosca's reusable RPCs and plastic pallets against single-use corrugated boxes and wooden pallets. The numbers below reflect cumulative shrink and system-wide impacts.

1. Producer to DC

Tosca's RPCs begin delivering value early — the reuse option offers a tenfold reduction of the emissions from lifecycle components "material" and "manufacturing" compared to single-use cardboard.

4. Producer to end of packaging use

By the time packaging completes its full lifecycle, the total cumulative impact is clear: 24% cost savings and up to 80% reduction in emissions — driven by reduced damage, improved efficiency and reuse at every step.



2. At DC

Adding in handling and storage at the DC, the total impacts result in 14% cost savings (this includes base EPR fees as of June 2025 in Oregon for paper and wood) and a 64% emissions reduction compared to single-use solutions.

3. Transport to retail store

As eggs move through the full supply chain to retail, the transport packaging advantage of the RPCs combines with a reduction in product loss to offer an even larger reduction in cost and emissions.

Real results through collaboration

Our greatest impact happens when we partner with others. These case studies show how working side by side with our customers leads to tangible results — lowering emissions, reducing food waste and delivering significant cost savings through reusable, data-driven solutions. Together, we’re proving that sustainability and efficiency go hand in hand.

CASE STUDY

Versova

To eliminate packaging-related contamination risks, Versova transitioned to Tosca’s RPCs — a sanitized, traceable and structurally stronger alternative to corrugated boxes. The main driver for switching to Tosca RPCs was the reduction in broken eggs during transportation. The RPCs allow additional protection for the egg cartons that resulted in an average 66% reduction in egg loss.

[Read the full case study.](#)

7x

MORE EMPTY FOLDABLE CRATES CAN BE TRANSPORTED IN A SINGLE VEHICLE COMPARED TO TRADITIONAL RIGID PLASTIC CRATES.



“

Our strong focus on designing our assets to afford better protection of transported goods has resulted in reduced damage/shrink rates for product moved. We have seen significant reduction in produce damage shrink, over 51% of eggs moved and over 20% of total meat and poultry moved, **saving our customers millions of dollars** in lost sales while **reducing emissions** from the disposal and replacement of damaged food by **85%.**”



Holly Maher

VP Commercial Sales NAM

CASE STUDY

Brookshire Brothers Grocer

Brookshire Brothers, a vertically integrated grocer out of Texas, improved efficiency, quality and sustainability by switching its CRM program from cardboard boxes to Tosca's reusable RPCs. The team quickly saw reduced breakdowns, waste and labor needs, along with faster production and easier handling. The change delivered cost savings, happier employees and better product protection, all while supporting sustainability goals.



How Brookshire Brothers uses Tosca products

The key benefits of Tosca's reusable plastic crates (RPCs) as recognized by Brookshire Brothers:



Product Protection



Labor Savings



Conveyor- Ready



**Zero Corrugated
to Landfills**

“

We're able to move at a much faster pace. RPCs are more efficient, resulting in labor savings, and we don't have any damage issues. Not only that, we are able to help the planet, too.”



Randy Deal

*Director of Perishables,
Brookshire Brothers*

CASE STUDY

Transforming the transportation packaging sector

Tosca helped a pan-European customer, with a portfolio of more than 25 well-known brands, transition from over 150 different types of transportation packaging used by a wide range of suppliers, to a series of standardized reusable alternatives.

The variety of packaging posed significant problems for the company, ranging from:

- Handling small batches of many different sized packaging
- Significant storage space requirement for both new packaging and filled products
- The need to handle multiple waste streams

In partnership with other transport packaging providers and transport companies, and by implementing a pooled system, Tosca reduced packaging-volume requirements and empty packaging-storage space needs and streamlined truck movements.

The result was a reduction in the number of trucks and their movements with an overall increase in operational efficiency and significantly reduced greenhouse gas emissions.



CASE STUDY

Agromark

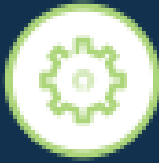
Agromark partnered with Tosca to improve broccoli transport from Spain to the U.K. using custom foldable bins. This **reduced return trips by 75%**, lowered CO₂ emissions and preserved product quality — an imperative for fresh produce — while increasing efficiency. The reusable bins optimized storage, **cut costs and supported Agromark's sustainability and logistics goals.**

[Read the full case study.](#)



7x

MORE EMPTY FOLDABLE CRATES CAN BE TRANSPORTED IN A SINGLE VEHICLE COMPARED TO TRADITIONAL RIGID PLASTIC CRATES.



Together in operational excellence

Delivering transformational sustainability benefits starts with holding ourselves to the highest standards. We work alongside partners to shrink our environmental footprint — taking bold steps to conserve energy, cut emissions, optimize water use and minimize waste across our global operations and supply chain.

Our approach spans energy-efficient investments to advanced Asset IQ technology for tracking and utilization monitoring. We've achieved a 62% waste recycling rate and reduced water use intensity by 10% since 2022, while maintaining zero non-compliance findings in our ISO22000 certification across all U.S. locations for five consecutive years — proof that environmental responsibility and operational reliability reinforce each other.

IN 2024, WE MADE SIGNIFICANT STRIDES TOWARD OUR 2030 GOALS

10%

REDUCTION IN OUR SCOPE 1 AND 2 ABSOLUTE EMISSIONS (TARGET: 42% REDUCTION BY 2030 COMPARED TO A 2021 BASELINE)

51%

OF ELECTRICITY PROVIDED BY RENEWABLE ENERGY (TARGET: 100% RENEWABLE ENERGY USE BY 2030)

47%

REDUCTION IN SCOPE 3 EMISSIONS VS. 2023 (TARGET: 42% REDUCTION BY 2030)

90%

OF FACILITIES HAVE AUTOMATION IN PLACE (TARGET: 100% BY 2030)

95%

ACCURACY IN SCOPE 1 AND SCOPE 2 DATA COLLECTION ACROSS ALL OF OUR FACILITIES

100%

ELECTRIC FORKLIFTS IN EMEA (TARGET: 100% GLOBALLY BY 2030)

50%

LESS WATER USED ON AVERAGE FOR RPCs VS. SINGLE-USE CORRUGATED PACKAGING

100%

RFID TAGGING ON NEW PRODUCTS IN U.S., U.K. AND EU

Leaner operations, smarter outcomes

To effectively provide customers with transformative sustainability benefits through Tosca's reusable packaging solutions, we're committed to reducing our own environmental impact. By actively pursuing greater operational efficiency, often in collaboration with customers, Tosca works to conserve energy, decrease emissions, optimize water usage and minimize waste throughout our extended supply chain.

51% OF ELECTRICITY PROVIDED BY THE GRID
IS RENEWABLE



Sustainability is inherent to our business model and what we are all about. Every step we take internally to operate more sustainably and responsibly helps support our customer's sustainability and cost management goals, as well as our own."



Jurgen van Roy

VP Operations EMEA



Sustainability starts @ Tosca



- **Energy efficiency and water:** Over **51% of our electricity** (grid and direct) is provided by renewable energy and **25% of facilities have solar panels on the building**. We routinely explore how we can be better water stewards as described in our **Water-Wise Food Safe section**.
- **Waste reduction:** Over **62% of our sites recycle operational waste**. In addition, **100% of redundant assets in our control are sent for recycling and incorporation back into new assets**. On average, we have approximately **25% recycled content** across our asset portfolio.
- **Process improvements:** **90% of our facilities have some form of automation in place** — unstacking, opening, closing, stacking and wrapping. This improves safety, increases operational efficiency and reduces asset damage.
- **Equipment and infrastructure upgrades:** Across EMEA, we've replaced **100% of forklifts with electric options**. Globally we continue to implement LED lighting in facilities and are **over halfway to our goal of full LED lighting** in our largest footprint areas.

2030 GOALS:

70%

Facilities with LED lights in largest footprint areas (Target :100% by 2030)

100%

Electric forklifts in EMEA (Target: 100% globally by 2030)

90%

Facilities have some form of automation in place (Target: 100% of sites by 2030)



Optimizing efficiency in asset design and management

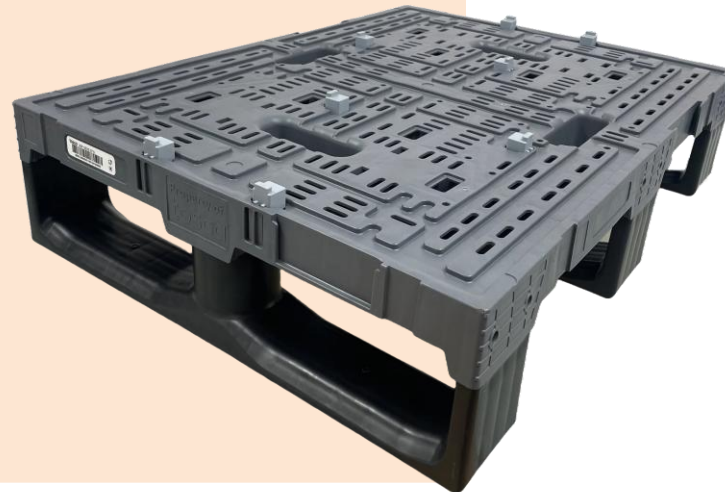
Tosca's assets and pooled services are carefully designed to reduce environmental impacts and costs and enable compliance with regulatory requirements, such as the U.K. Plastics Packing Tax and the EU PPWR.

Increasing the levels of recycled content across our new asset portfolio and improving durability to increase the number of uses before sending for recycling are two aspects we continuously work on.

We trial out our concepts through customer pilot programs where we prove our full value proposition from cost reduction to durability, labor efficiencies, product shrink/loss reduction and emissions reductions through cube efficiencies and minimizing miles. **The proof of our value proposition is clear with an > 90% immediate conversion rate into full programs.**

Innovating a better pallet

Our new Unitized Distribution Pallet (UDP) Gen 2, is lighter, longer lasting, stronger, easier to repair and more cost-effective than its previous incarnation. All of these physical benefits lead to emissions reductions and less need for replacements.



2030 GOALS:

>30%

recycled content in U.K. Products (Target: >30% recycled content by 2030)

>25%

recycled content on average across whole portfolio (Target : >30% recycled content by 2030)

Logistics and transportation improvements



We've increased our dedicated logistics fleet in EMEA to **over 50% of the upstream (supplier to supplier) fleet** and **reduced the need for inter-company transfers (pool balancing) by over 80%** through streamlined planning and improved cube efficiency. Together, this has resulted in a **reduction in emissions of 11 MTCO₂e per month**.

At Tosca, we also work closely with our logistics providers to obtain better data on miles driven and associated emissions and keep abreast of their work on increased fuel efficiency and research into alternative fuels and EV engines. **In 2024, we reduced our transport distances by nearly 2 million miles and improved cube efficiency by 5% in the U.S. alone.**

Internally we've accelerated transition of our EMEA company vehicle fleet to **electric or plug-in hybrid models through increased offerings to team members for company cars.**



11 MT CO₂e

per month eliminated through using our dedicated fleet

47%

Reduction in Scope 3 emissions compared to 2023 (Target: 42% reduction by 2030)

Critical insights with Asset IQ



The ability to record and understand data is one of the most important ways a business can understand actual performance and identify areas to improve. We see huge potential for our customers to optimize efficiency in their supply chains by combining our high-quality products with the intelligent insights provided by our IoT technologies.”



Nigel Lemmon

Chief Information Officer at Tosca

Tosca’s Asset IQ delivers critical data and insights about supply chain performance. In the future, customers will use it to find efficiencies and relieve bottlenecks, leading to better performance.

Core capabilities can include real-time asset location, the ability to pinpoint asset 'leaks', monitoring of asset utilization, cycle times and overall pool efficiency.

In the U.S., U.K. and EU new products are already 100% RFID tagged.

Asset management is critical for both Tosca and our customers. We collaborate with customers through rigorous planning and tracking to keep assets moving through the supply chain, reducing over-purchasing and loss, while minimizing costs and emissions and elevating customer satisfaction.

Reduced asset loss means less material waste, lower manufacturing emissions and costs and faster, safer reintegration of assets into the system for reuse.



Water-wise and food safe

Water is a precious resource. At Tosca, we're on a mission to make every drop count in our wash cycles while ensuring that our reusable plastic packaging meets Quality and Food Safety (QFS) standards. This is particularly important to prevent the spread of foodborne illnesses. We are proud that our rigorous attention to detail when washing our reusable assets significantly supports our customers in their aim of preventing the transmission of food-related diseases.

50%

LESS WATER INVOLVED WITH RPCs THAN
SINGLE-USE CORRUGATED PACKAGING



Water is fundamental to our process. At Tosca, we take our responsibility to manage this vital resource seriously — supporting our sustainability goals while helping customers achieve theirs.”



Dr. Karin Witton

Head of Sustainability



Water use intensity (m³/RPC)

2022



0.00154

2023



0.00128

2024



0.00139

In 2024, Tosca's annual water usage increased due to improved data collection allowing for the inclusion of water data from EMEA, which was not accounted for in 2023 or 2022. As a result, our water usage intensity increased.

Water efficiency

When our RPCs, pallets, display bins and bulk containers arrive at a Tosca wash facility, they go through a set of processes 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. Our wash facilities and our testing regimes are engineered to meet the strictest industry regulations, including ISO 22000-certified food safety standards. We are constantly working to create a more efficient workflow, which reduces energy and water usage per asset.



Wash facilities to prevent foodborne health threats

Tosca's QFS management systems, which includes all of our U.S. facilities being ISO 22000-certified, provide a critical defense against foodborne illnesses by thoroughly sanitizing reusable assets with high-intensity water pressure and specialized cleaning solutions. During crises like the ongoing avian influenza outbreak, our advanced cleaning processes help prevent contamination, ensuring safe and reliable packaging for the food supply chain.



34%

OF OUR LOCATIONS ARE IN WATER-STRESSED AREAS, SO WE ARE VERY CONSCIOUS OF HOW MUCH WATER WE USE EVERY DAY. OUR WATER USE INTENSITY IN THOSE AREAS IS .00166

WE COMPLETED OVER

50,000

FOOD SAFETY TESTS GLOBALLY IN 2024

Water, food safety and traceability

Water is central to food safety compliance, and traceability is the next frontier. At Tosca, our rigorous decontamination protocols, combined with cutting-edge tracking technology, ensure that every RPC, pallet, display bin and bulk container meets the highest hygiene standards.

- Tosca's QFS management procedures serve as a powerful safeguard against the spread of foodborne illnesses and infectious animal diseases.
- Our Tosca Asset IQ™ capabilities can support our customers in their compliance with FSMA Section 204 (U.S.) and EU Traceability Requirement (Regulation 178/2002), ensuring full compliance with evolving food safety laws.
- We help our customers stay vigilant about biosecurity risks by expanding the capabilities we have developed during past crises.
- We maintained zero non-compliance findings in our ISO 22000-certified locations (all U.S. locations) for the fifth straight year.



Designing an RFID tracking system is complex because signals can interfere with each other and reflect off metal surfaces. We tested labels that stay firmly attached and remain legible after multiple high-temperature washes. These labels feature a precisely tuned antenna that uses the asset's plastic to boost the signal while minimizing interference with neighbouring tags."



Kevin Boone

*Traceability Service
Manager EMEA*



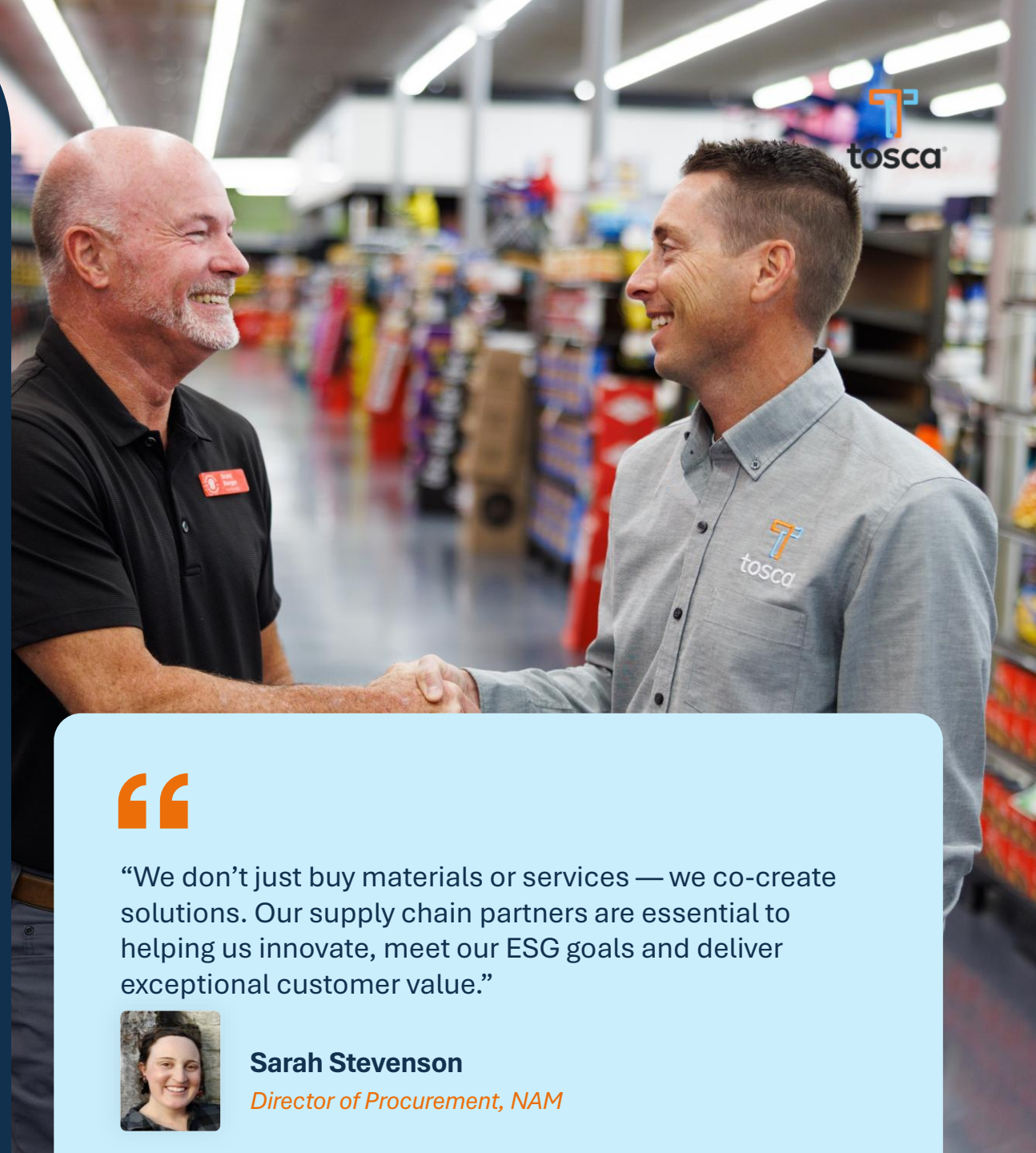
To learn more about how Tosca supports our customers in compliance with FSMA (Food Safety Modernization Act) 204 in the U.S. explore our recent [webinar](#) and [white paper](#). We also support customers in Europe with the EU Traceability Requirements: Decision No 768/2008/EC.

Tosca's circular supply chain:

A partnership that powers progress

Our circular economy doesn't end with our products — it's embedded in how we work with suppliers across our entire value chain.

At Tosca, we see our suppliers as an extension of our own operations. These relationships are more than transactional. They're based on shared values, transparency and continuous improvement. By collaborating with critical partners — from raw material providers to logistics providers to regrinders — we ensure our sustainability standards are upheld at every step.



“We don't just buy materials or services — we co-create solutions. Our supply chain partners are essential to helping us innovate, meet our ESG goals and deliver exceptional customer value.”



Sarah Stevenson

Director of Procurement, NAM

A circular system built on strong partnerships

Our supply chain is a dynamic network of critical third parties working in sync to help reduce waste, extend product life and deliver impact. We apply the same high standards to every critical partner through our Supplier Code of Conduct.

Tosca's critical supply chain partners include:

- **Raw material suppliers:** Providing inputs to both Tosca-owned and third-party manufacturers
- **Third-party manufacturers:** Producing a portion of our reusable packaging, supporting our focus on food safety, recycled content and innovation
- **Asset conditioning services:** Sorting, repairing and washing our assets to keep them in circular use for as long as possible
- **Logistics providers:** Planning efficient, sustainable transport and serving as our frontline representatives with customers
- **Plastics regrinders and recyclers:** Maintaining closed-loop systems and quality control
- **Waste providers:** Supporting proper recycling, disposal and circular material flows
- **Capital goods manufacturers:** Building the machines that comprise our wash lines



CASE STUDY

Designing for durability | Rehrig (U.S.)

In partnership with Rehrig Pacific, one of our key manufacturing partners, Tosca is developing solutions that protect food quality, reduce waste and promote safe handling across the supply chain. Rehrig Pacific continues to innovate through the use of food-grade materials that preserve freshness and safety, incorporating up to 100% recycled content in some products and exploring alternative materials that lower environmental impact without sacrificing durability. Together, we're also integrating next-generation technologies such as track and trace devices and smart labeling into our packaging designs.

As part of our commitment to circularity, Tosca partners with Rehrig Pacific to source RPCs that contain on average 39% recycled material and are fully recyclable at end of life. The pallets we procure from Rehrig Pacific also incorporate up to 30% regrind in the sheet for a total of 6.5% recycled content per pallet.

This collaboration is a key part of how Tosca delivers durable, sustainable packaging for some of the world's largest grocery and supply chain companies.



6.5%

OF EACH PALLET IS MADE FROM RECYCLED MATERIAL, ACHIEVED THROUGH REHRIG'S PALLET DESIGN THAT USES 30% REGRIND IN THE SHEET.

“

Designing for circularity means solving for performance, safety and sustainability all at once. We're proud to create packaging that can live many lives while protecting what matters most.”



Marc Scott,
*Senior Vice President,
Logistics Solutions, Rehrig*

CASE STUDY

Wash centers | S&K

Tosca's wash centers keep our assets in circulation — clean, safe and ready for reuse. Our partner of 18 years, S&K, exemplifies how this process can be both sustainable and operationally excellent.

S&K has built its operations around a clear sustainability strategy, combining investments in renewable energy, electrification, water efficiency and process automation. Their modern facility, built just five years ago, was designed to meet all current standards and requirements, and they've continued to raise the bar since.

Two years ago, S&K installed 600 solar panels on the roof, now supplying up to 60% of the site's electricity needs during the summer months. The company is also conducting a full review of its energy consumption to further optimize efficiency and transition away from gas. On the operations side, they will implement AI-supported robotics to automate the input line of the washing process while keeping manual inspection in place for quality assurance.

S&K's facility draws water from a 170-meter-deep well, purifies it on-site and keeps chemical use to a minimum. Plans are underway to install larger tanks to preheat water using renewable electricity. An external partner continuously monitors water quality to ensure compliance and efficiency.

Beyond their own operations, S&K also supports customers in improving packaging recyclability, reducing wrapping foil and working with recycling partners to close the loop across the supply chain.



Every time an asset comes through our center, it's a chance to extend its life, ensure quality and reduce waste.”

Wiebe Swieringa

S&K

CASE STUDY

Logistics | NordLogis

Our logistics partners ensure that Tosca's assets get where they need to go, efficiently and reliably, and represent the Tosca brand to our customers every day.

One of our EMEA-based partners, NordLogis, has gone above and beyond by investing in a modern fleet and smart technologies to reduce emissions, cut fuel consumption and benefit from eco-toll incentives across Europe. With truck models meeting the highest Euro 6 standards, NordLogis not only ensures efficiency but also secures eco-discounts in countries such as Germany, Denmark, Austria and Switzerland, where tolls are linked to emission categories.

They also serve as a feedback engine for Tosca. Drivers receive eco-driving training to maximize efficiency and reduce emissions, relay on-the-ground insights and act as brand ambassadors with our customers. The fleet includes three electric trucks, supported by on-site chargers and solar-powered facilities.

KEY IMPACT:

2

AVERAGE TRUCK AGE, ENSURING EFFICIENCY AND LOWER EMISSIONS



CO₂ Reporting

VIN-BASED AND INDEPENDENTLY CERTIFIED FOR LARGE CLIENT TRANSPARENCY

3

ELECTRIC TRUCKS IN OPERATION, SUPPORTED BY SOLAR CHARGING INFRASTRUCTURE



AI-driven route

PLANNING SYSTEM LAUNCHING IN 2026 TO FURTHER OPTIMIZE FLEETS AND REDUCE EMPTY MILES



It's a two-way partnership with Tosca — they count on us to be reliable and responsive, and we count on them for smarter, more sustainable logistics.”

Damien Denkowski

NordLogis

CASE STUDY

Regrinder | B&J Parr

Regrinding is a critical step in Tosca’s circular economy — and B&J Parr, our U.K. based partner, helps make it possible. Today, B&J Parr employs over 60 people and has invested in state-of-the-art processing machinery, making them a major independently-owned business in the recycling sector.

B&J Parr processes Tosca’s end-of-life plastic assets and ensures the material can re-enter the supply chain without compromising quality. They maintain Tosca-specific regrind streams separately, preserving traceability and quality assurance for reuse. Scrap parts are carefully unloaded, sorted by material type, granulated in dedicated batches and then compounded into pellet form in 20-tonne lots. The resulting material is shipped to select manufacturing partners across Europe, where it’s transformed into new reusable assets. Beyond their technical expertise, B&J Parr demonstrates leadership by aligning with Tosca’s standards and showing transparency across their operations.



With more than 18 years of collaboration between us, we work as trusted partners in advancing Tosca’s ability to maintain a strict closed-loop approach to ensuring their products are available to be continuously built back into new products.”

Bev Parr, Owner

BJ Parr



Together in team engagement

Our people are at the heart of every innovation, improvement and customer success we achieve. Their creativity and passion fuel the measurable impacts we deliver together. Simply put, they are the heart of Tosca. We therefore pride ourselves on how we invest in our team members — providing competitive benefits, fostering an atmosphere where they can be their authentic selves, offering meaningful opportunities for growth and upholding the highest safety standards. Beyond the workplace, we empower our team members to give back to the communities where we live and work, extending our shared commitment for making a positive difference.

Through initiatives like Sustainability Week, Tosca Cares, our “Toscars” Awards and community giving programs, we foster a culture of collaboration that extends far beyond our operations, creating lasting value for our team members and our local communities.

IN 2024, WE CLEARLY SAW THE BENEFITS OF OUR ONGOING EFFORTS TO ENGAGE AND EMPOWER OUR TEAM MEMBERS

95%

GLOBAL PARTICIPATION IN OUR ANNUAL ENGAGEMENT SURVEY

7.3

TRAINING HOURS PER TEAM MEMBER ON AVERAGE

100%

OF TEAM MEMBERS TRAINED ON THE TOSCA CODE OF CONDUCT

1:1

TOTAL MALE-TO-FEMALE PAY RATIO MAINTAINED IN EQUIVALENT ROLES (BASE SALARY AND TOTAL COMPENSATION)

Third consecutive year

OF COMPANY-WIDE SUSTAINABILITY WEEK PARTICIPATION

The heart of sustainability: Tosca's people

At Tosca, our team members are the cornerstone of our sustainability mission. We've built an engaged, driven culture where every team member feels valued and committed to our goals.

The result is clear: Tosca's workforce doesn't just support our sustainability program — they are the driving force that makes it possible. When team members are engaged, educated and empowered, sustainability becomes embedded in everything we do.



Our sustainability goals are ambitious, but they're achievable because of one thing: our people. When you have team members who are not just committed to their jobs, but passionate about making a positive impact, that's when real transformation happens. Every innovation, every efficiency gain and every sustainable practice starts with an engaged team member who believes in our mission."

Steve Arendsen

President



	2023	2024
Percentage of team members with >5 years tenure	24%	29%
Percentage of women in supervisor positions	7%	12%
Total male-to-female pay ratio (base salary and total compensation)	1:1	1:1

Team member development and support

At Tosca, we have reimagined how we attract, develop and retain talent. We continuously strive to strengthen our approach to talent acquisition in order to hire the best team members.

In 2024, we purposefully:

- **Crafted job descriptions** geared toward newer generations using a **skill-based talent approach**
- **Hired a talent acquisition manager** in the U.S. to focus on **inclusive interview practices** and **streamline the hiring process**.
- **Built out a memorable first day experience** with welcome packs, first week mentors, team lunches, scheduled systems training and defined 30-, 60- and 90-day tasks, all consolidated through a comprehensive onboarding plan.
- **Strengthened our blue-chip benefits, which** include mental health support and wellness packages, health savings accounts (U.S.) and partnerships with third-party providers to help team members navigate their benefits.

Career frameworks were also a major focus in 2024 along with succession planning. Team members progress is evaluated on an annual basis from which career plans are developed or tweaked. Professional growth is systematically supported through structured development management systems with allocated and self-selective courses, and a planned leadership academy for high-potential employees. The results are clear: an increase in internal promotions across all levels, from blue-collar positions to professional roles.



I love that Tosca prioritizes both our health and personal development. A great example is the state-of-the-art hydration system in our Atlanta office, which dispenses filtered, still or sparkling water, as well as flavored options. It makes staying hydrated fun and easy, offering a healthier alternative to sugary sodas (though we still have those too)! This thoughtful touch supports our well-being and boosts productivity!”



Patricia McRae
*Director of Process
Optimization, NAM*

Tosca’s growing team member engagement



In 2025, our annual employee engagement survey showed increased engagement across nearly every metric. This follows our deliberate emphasis on approachable leadership where each level of leadership is encouraged to engage more openly with their team members.

Global team member engagement survey results*

Global Participation Rate: 95%

Percent change YoY

<i>My manager or someone at work seems to care about me as a person</i>	+6%
<i>There is someone at work who encourages my development</i>	+7%
<i>In the past six months, someone at work has talked to me about my progress</i>	+10%
<i>This past year, I have had opportunities at work to learn and grow</i>	+9%

Global and regional off-sites

We bring the company leadership together every year for a global meeting followed by regional meetings to educate, engage and strategize. This approach encourages expansion of ideas and strengthens how we can support our customers and each other.



Culture committees

In both the U.S. and EMEA, we have committees that plan engagements for our team members centered on our values of Passion, Collaboration, Appreciation, Expertise, Customer Focus and Reliability. Activities include company provided lunches, social events, lunch-and-learns, birthday and service anniversary celebrations, our annual Sustainability Week and volunteer activities.

*Survey results from April 2025, as compared to April 2024 results

Sustainability Week

September 2024 marked Tosca’s third annual Sustainability Week — a company-wide celebration that brought our entire team together around shared values and meaningful action. Each day offered unique opportunities for employees to engage, learn and make a difference.



Monday:
Environment
Clean Up Day



Tuesday:
Inclusion
Day



Wednesday:
Community
Support Day



Thursday:
Energy
Use Day

Our goal is to reduce emissions by 42% by 2030

Do your bit for yourself, Tosca and the world

- Turn off lights
- Check and fix motion sensors
- Turn off computers, equipment, forklifts when not in use
- Install LEDs over fluorescents
- Set your thermostat lower in winter and higher in summer
- Keep track of your energy use - GMs use the [P360 Utility Dashboard](#)
- Adjust your fridge and freezer temperature (Refrigerator within the 35-38°F/1.7-3.3°C range, Freezer as close to 0°F/-17.7°C)
- Keep up with routine maintenance
- Take shorter showers and replace your showerhead more frequently
- Adjust the temperature of your water heater down
- Use smart power strips
- Purchase the most energy efficient appliance you can afford

Sustainable Together Share ideas on reducing energy with the Sustainability team via ESG@toscaold.com



“

What makes Sustainability Week special for me isn’t just the activities — it’s watching everyone discover new ways to connect with each other. It’s also special that I can give back to our local community, and I know many of my colleagues feel the same way. Because as I have learned, sustainability isn’t just about protecting the environment — it’s about sustaining people both inside the company and out.”



Lisa Buchholz
Business Development Director, EMEA

Recognizing our team members



US Toscar Winners



It is important to Tosca that team members are recognized for their contributions to the company, and recognition is given in a number of different ways. All team members have access to virtual cards available on Tosca Café, which can be used to recognize our values, give shoutouts or simply send a personalized message. Spot bonuses are also available for providing immediate recognition of significant contributions to the company.

Celebrating Tosca values with the Toscars

The Toscars celebrate employee achievements and contributions, reinforcing company values and recognizing outstanding performance across different areas. Awards are given to individuals and teams who best exemplify Tosca's core values in their everyday work, as nominated by peers and leaders.

Awards are given to the Service Center of the Year, Best Safety Performance, Outstanding Sales Performance, Sustainability Actions, Greatest Impact and Pinnacle Achievement. New for 2024/2025 was the CEO Award given to the person contributing most to the company over the year.

EMEA Toscar Winners



How Tosca's people drive innovation in sustainable packaging



At Tosca, innovation isn't just encouraged — it's systematically cultivated through our people. Fun initiatives like Scan Madness, which provided education on asset utilization, and Super Bowl, which focused on tracking GPS units on crates, turned operational efficiency into engaging experiences, empowering team members to identify improvements and drive waste reduction.

Our commitment to continuous improvement creates a culture where every team member looks for opportunities to enhance sustainable packaging solutions. The upcoming Tosca Courage Award will honor individuals who challenge conventional thinking and voice bold ideas that spark meaningful change. When our people are equipped with expertise in systems thinking and data-driven decision-making, they naturally identify opportunities that grow business while advancing sustainability.

Find out more about [Life at Tosca on our LinkedIn pages](#)



Innovation happens when you give passionate people the tools, recognition and encouragement to challenge how things have always been done. This is especially true of our newer team members who continue to bring fresh approaches to engaging colleagues, educating without 'death by PowerPoint' and turning thought leadership on its head."



Martin Dominguez

VP Human Resources, EMEA



Tosca's culture of community



Giving back to the community is close to everyone's heart at Tosca.

Tosca Cares

Our global Tosca Cares initiative supports both our team members and our local communities. Financial contributions come through payroll deductions, specific donation campaigns and company matching efforts. We also support through actions such as breast cancer walks, food drives, packing school backpacks and collecting toys for the holidays. In the wake of Hurricane Helene in 2024, specific financial support was made through Tosca Cares to both the North Carolina Hurricane Relief and the Florida Disaster Fund.



Driver Appreciation Week

We also support and recognize those who support us. During our annual U.S. Driver Appreciation Week, we recognize the vital role our third-party drivers play by providing gift cards, goodie bags and personal thank you cards.

Hazelton holiday food drive

For five years running, Tosca Hazelton has partnered with the Salvation Army to support families in need throughout the Hazelton area during the holiday season. This year's food drive was our most successful yet, with team members donating 260 pounds of non-perishable items — surpassing last year's total by 10 pounds.

From canned goods to pasta and other essentials, our Hazelton team came together to make a meaningful difference for local families during the holidays. The annual drive has become a tradition that brings our workplace community together around a shared purpose.

“

This food drive has become something our team genuinely looks forward to each year. Seeing the increasing involvement of Hazelton team members year on year, along with the amount donated, shows how much everyone cares about our community.”

David Keich

General Manager Hazelton Facility



Breast Cancer Awareness Month

In October, Tosca turned up the pink power. Our Breast Cancer Awareness Month program put prevention front and center, celebrating incredible warriors who faced breast cancer head-on with courage and grace. We rallied behind amazing organizations, like Project Pink'd, that make a real difference in the fight.

In addition, we joined the “Stepping For A Cause” app challenge and laced up for the Susan G. Komen More Than Pink Walk — because every step counted. And our Wednesdays were transformed as we wore pink with pride, standing together in solidarity. We also armed our team with powerful health resources and screening information, because knowledge is the best defense.



In 2024, team members in our Tosca Belgium office also participated in Levensloop Edegem, a 24-hour run/walk to raise funds for cancer research.



Watching our team members come together across the globe in support of breast cancer by wearing pink every Wednesday in our Atlanta office, to our Antwerp office taking part in the Levensloop 24-hour event, to collecting for donations was inspiring. Equally important was actively encouraging team members to have those important conversations about preventative care and scheduling annual screenings. Our goal is to continually raise awareness of early prevention and the possibility of saving lives within our Tosca community.”



Christa Kabalen

VP Human Resources, NAM

A word from our Global Head of Sustainability

At Tosca, we know that driving change is not something we can do alone. True transformation happens when we work together — with our customers, suppliers and every team member — to create measurable impact that benefits the final consumer as well as the global environment.

2024 was a year of shared progress. Together with all of our partners, we achieved meaningful progress and hit important milestones toward our 2030 sustainability goals — from reducing water use intensity in our wash centers, to cutting miles and associated logistics emissions, to better understanding the reduction in food damage afforded by our assets, to expanding the reach of our reusable packaging and pooling solutions. Every initiative we launched was guided by data, ensuring that the progress we report is real, measurable and replicable.

Driving change together

Partnership remains our most powerful catalyst. We are deepening collaboration across the value chain to create integrated financial and sustainability-focused solutions that work better for everyone — reducing food damage and waste, lowering Scope 3 emissions and keeping valuable materials in circulation. Through technology like Tosca Asset IQ™, we are giving customers unparalleled visibility into product movement, helping them improve traceability, optimize inventory and minimize losses — turning sustainability into measurable cost savings.

Proof over promises

In a year where regulatory and stakeholder expectations continued to rise — from the finalization of the EU PPWR to evolving EPR frameworks — we remain steadfast in advocating for reuse as the most cost-effective and regulatory-compliant solution over single-use alternatives. And we're committed to backing every claim with data, building trust through transparency.

Shared success

The progress we celebrate is not just Tosca's — it belongs to every customer and partner working alongside us. Looking to 2026 and beyond, we will continue to harness data, automation and collaboration to accelerate the transition to reusables and bring our 2030 vision closer to reality.

I want to thank every member of the Tosca team and every partner who shares this journey with us. When we work together, we achieve measurable impact — and create success we can all be proud of.



Dr. Karin Witton

Head of Sustainability





Learn more at
<http://www.toscaltd.com/>
ESG@toscaltd.com