



Sustainability report 2021



Connecting, changing, charging ahead

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Dear readers,

Another year comes to an end – a year of significant challenges for us as people and us as the tesa company. And certainly for you as well. Much of what we once took for granted is now uncertain in the days of the coronavirus pandemic. Like our understanding of the significance of global teamwork, our view of the future has changed, which has ultimately inspired us to take another, much closer look at tesa’s sustainability goals. We’ve developed a new level of ambition and ideas about how to further promote sustainability at our company – for the benefit of our society, the environment and our customers. By defining “Sustainable Growth” as a core component of our corporate strategy, we’ve clearly demonstrated the fact that we closely link our economic goals with our environmental and social responsibility.

In 2021, we worked tirelessly on our sustainability agenda, analyzed and evaluated it, and ultimately further increased our ambition significantly. The result is a long-term strategy with clear, ambitious goals. This strategy once again underscores our commitment to the goals of the United Nations Global Compact as well as the Sustainable Development Goals.

The focus is on further reducing emissions at a rapid pace, drastically improving the sustainability of our production, products and packaging, and establishing responsible procurement. I’m confident that together we can overcome these big challenges: tesa has represented innovations for 125 years, and our pioneering spirit motivates us to research new technologies and materials and develop innovative, powerful applications for our customers.

Our more than 500 engineers and scientists will develop new, more sustainable products, packaging and production processes with an approach bolstered by science-based research findings and a holistic perspective. We employ long-term thinking and have set ourselves goals that go far beyond 2030.

It goes without saying that we increased our sustainability activities in operations in 2021 and were thus able to further reduce the ecological impact of some products and production processes.

In particular, we introduced new products that contribute significantly to sustainability: In 2021, we launched our first FSC®-certified products in the form of paper packaging adhesive tapes. The new tesapack® Bio & Strong adhesive tape contains polylactic acid (PLA) and is a particularly strong adhesive. The adhesive itself is based on biological raw materials such as natural rubber and tree resin. The high organic content of tesapack® Bio & Strong was awarded the highest rating by DIN CERTCO and TÜV Austria.

In addition to purchasing green energy for all of our sites worldwide, we also used biogas for our CHP system at the tesa SE site in 2021 for the first time. We’re looking to increase our use of biogas as a renewable, climate-friendly energy source, so that we can continue to benefit from the high efficiency of the CHP systems in the near future. Last year, we cut our CO₂ emissions as a whole by 16.5 percent in absolute terms (according to the market-oriented method) compared to 2018.



We were able to increase the percentage of suppliers that undergo an assessment on the EcoVadis sustainability rating platform once again, which is now 43 percent. tesa itself received a silver medal from EcoVadis for its sustainability performance again in the year under review and is thus an above-average performer in the industry.

And our social commitment also continued in 2021: In 2020 and 2021, we donated nearly € 3.7 million to selected charitable relief organizations and projects committed to mitigating the effects of the pandemic. I’m especially thrilled to announce that we’ll be continuing our partnership with the Save the Children organization in 2022 and provide financial assistance for further projects.

2021 proved to be a challenging, but successful, year for our company. Special thanks go to our employees, who accomplished a great deal. We’ll work together to continue growing sustainably over the long term, which is something I’m proud of.

I wish you an inspiring and informative reading experience!

Dr. Norman Goldberg
Chief Executive Officer of tesa SE

About this report

A commitment to sustainability has been one of the core elements of tesa's corporate activities for many years. This report presents facts and figures to illustrate the environmental and social impact of our corporate operations, and provides an overview of the progress we made in terms of sustainability in 2021.

tesa has been a participant in the UN Global Compact since 2006 and is dedicated to the ten universal principles of the world's largest sustainability initiative in the areas of human rights, labor standards, environmental protection and corruption prevention. Our annual sustainability report provides information on the progress we've made (communication on progress, COP).

Since last year, we've complied with our reporting obligation through our parent company, Beiersdorf, by publishing a joint [Non-financial statement \(NFS\)](#) in Beiersdorf's annual report.

Our sustainability agenda constitutes the core of this report and covers three overarching issues:

- [Environment](#)
- [Customers](#)
- [Society](#)

We report on all of the relevant measures and results of our sustainability activities in these areas and on the basis of the fields of work we identified through our materiality analysis in 2020: climate & energy, water, resource efficiency, product sustainability, product safety, human rights, occupational health and safety, personnel development, diversity & equal opportunity, and avoiding anti-competitive behavior. We also present key aspects of our social commitment during the reporting period.

This report is available in German and English. The German version is authoritative. Like all of the versions published in previous years, this report is available on the [tesa website](#).



The tesa business model: 125 years of innovations

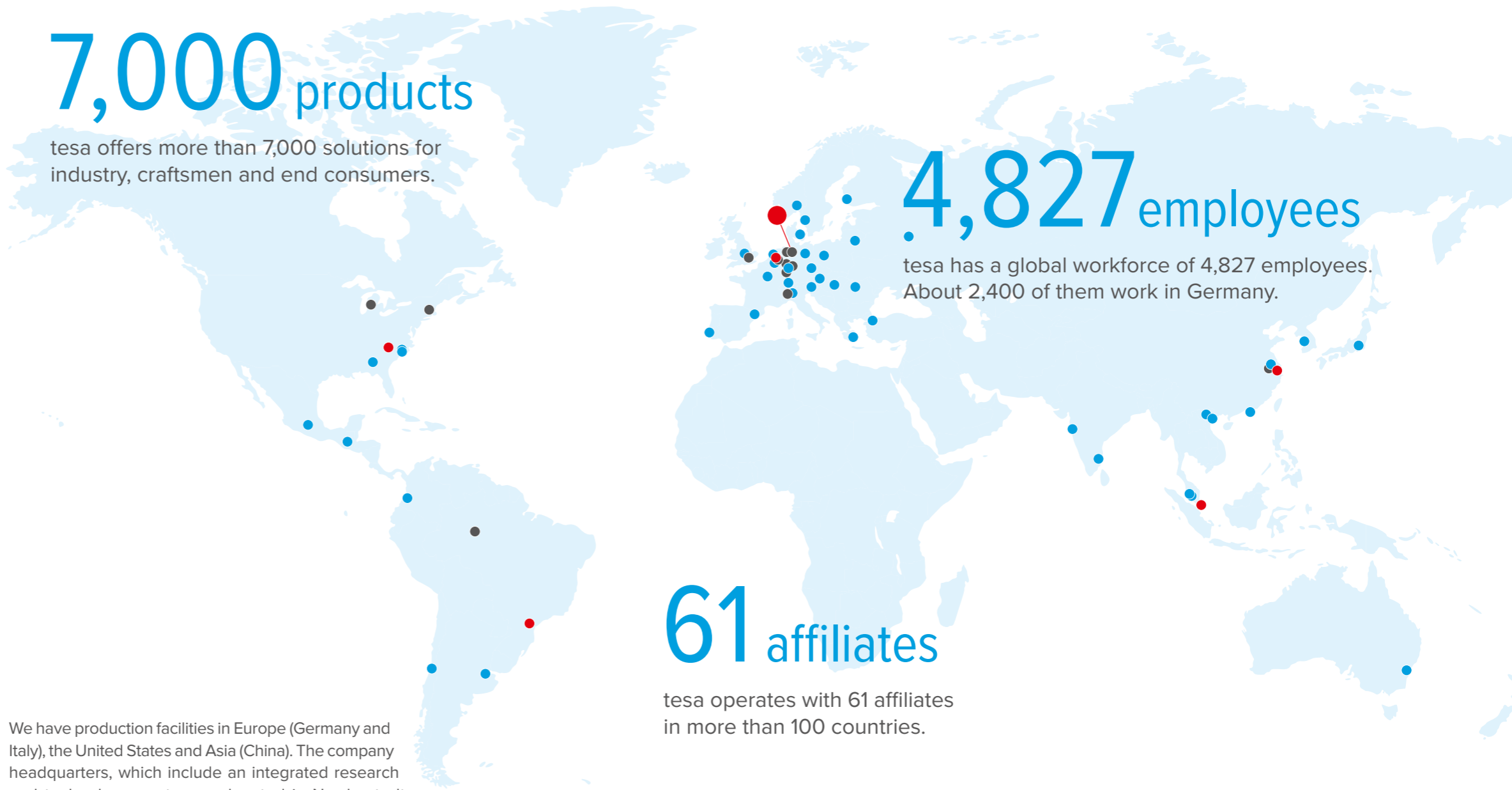
tesa is one of the world's leading manufacturers of adhesive tapes and self-adhesive system solutions. For 125 years, the multinational company has been developing innovative adhesive tapes and self-adhesive system solutions for industry, commercial customers and end consumers.

tesa works with its international customers to develop tailored innovations at the product and process levels. More than 7,000 applications and solutions now help to improve the work procedures, products and daily lives of our customers in a whole host of industries. For example, more than 130 tesa® adhesive tapes can be installed in an electric car and over 70 in a smartphone. And tesa® adhesive tapes can provide fire protection in elevators and facilitate fast and seamless paper roll changes in newspaper printing. That's because, with its special applications, tesa is also continuously entering new segments and countries. Around 300 products for end consumers and professional craftsmen such as the legendary tesafilm® make life easier – or make it simpler, safer and more pleasant, as is the case with the practical screens that offer protection from insects.

Active in over 100 countries worldwide

With approximately 4,800 employees and 61 affiliates, tesa operates in more than 100 countries. Group sales totaled € 1,499 million in 2021. tesa SE is a wholly owned and independent affiliate of Beiersdorf Aktiengesellschaft.

tesa operates worldwide with the main focus on Europe, followed by the business regions of Africa/Asia/Australia and the Americas. In addition to its German sites, the affiliates in China, the United States, Italy and Singapore are among the largest and strategically most important single companies in the tesa Group.



We have production facilities in Europe (Germany and Italy), the United States and Asia (China). The company headquarters, which include an integrated research and technology center, are located in Norderstedt, near Hamburg, Germany.

- 1 Company headquarters
- 5 Regional headquarters
- 14 Production sites (production centers and converting centers)
- 61 Affiliates (incl. regional headquarters and production sites)

Source: tesa Annual report 2021



Strategic focus: achieving the highest standards together

Innovations and pioneering product developments on the basis of state-of-the-art technologies, a high level of quality, reliability and excellent service are key elements of the philosophy behind the tesa brand and tesa’s success. For us, that increasingly includes developing effective solutions together with the company’s customers for the respective markets and customer needs.

The various customer groups in industry, trade and retail, end consumers and their expectations have always taken center stage at tesa. We cater to their increasing requirements with modern structures, processes, and mindsets. At the same time, we are using the opportunities of digitalization in order to further boost the level of service and reduce costs over the long term.

tesa has assumed corporate responsibility in its business processes for many years, which is why, throughout the Group, we embrace our internal standards such as the tesa Code of Conduct (see p. 54) and our environmental and occupational health and safety guidelines. With our Code of Conduct for Suppliers (see p. 44), we also obligate our key business partners and suppliers to comply with our sustainability standards.

Having incorporated the aspect of “Sustainable Growth” into our business strategy and adopted a comprehensive sustainability agenda in 2020, we further developed our sustainability strategy and again increased our ambitions in the 2021 fiscal year.

Two business units and always the right solution

Our business consists of two business units: The Direct Industries division, which generates roughly three quarters of our sales, supplies specialized system solutions to our industrial customers – particularly in the automotive, electronics, printing and paper, building and construction industries. Our products are also used in the renewable energy and in the household appliances sector.

Trade Markets, the second business segment, encompasses those markets in which tesa supplies end customers with innovative, market-specific products via retail partners or trade-related channels online or directly. In addition to product ranges for private consumers and craftsmen, this includes adhesive tapes that are intended for commercial customers. These are marketed primarily via technical retailers, but increasingly also online.

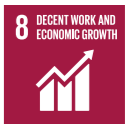


Our responsibility

Global challenges such as climate change and growing resource scarcity quite clearly demonstrate the need for us as a society to strike a balance between social, ecological and economic concerns. We at tesa are responding to this challenge and aligning our business processes with a sustainable economy. And we also demand that our suppliers fulfill stringent requirements.

For us, international standards such as the UN Global Compact and the Sustainable Development Goals (see pp. 14 and 60–61) serve as guiding principles for shaping our sustainability activities.

These are the SDGs we support in terms of “Responsibility”:



Sustainability at tesa

Sustainability is an elementary component of our corporate self-image and, since 2020, has been firmly rooted in our corporate strategy and organization.

We view sustainability as our responsibility, as an attitude – and opportunity. Sustainable behavior requires us to think one step further and to continuously improve. This is particularly true of our products and our production processes. But even along our supply chain, our aim is to ensure fair working conditions and to respect and promote labor standards and human rights. After all, we believe that an innovative product combines maximum quality and performance with the lowest-possible environmental footprint and prevention of negative social impacts. We're extremely ambitious and highly motivated to achieve these goals, for which we use the ideas and expertise of our employees. We are therefore doing everything possible to offer them a safe, healthy and attractive working environment that maintains and promotes their performance and provides space for innovations.

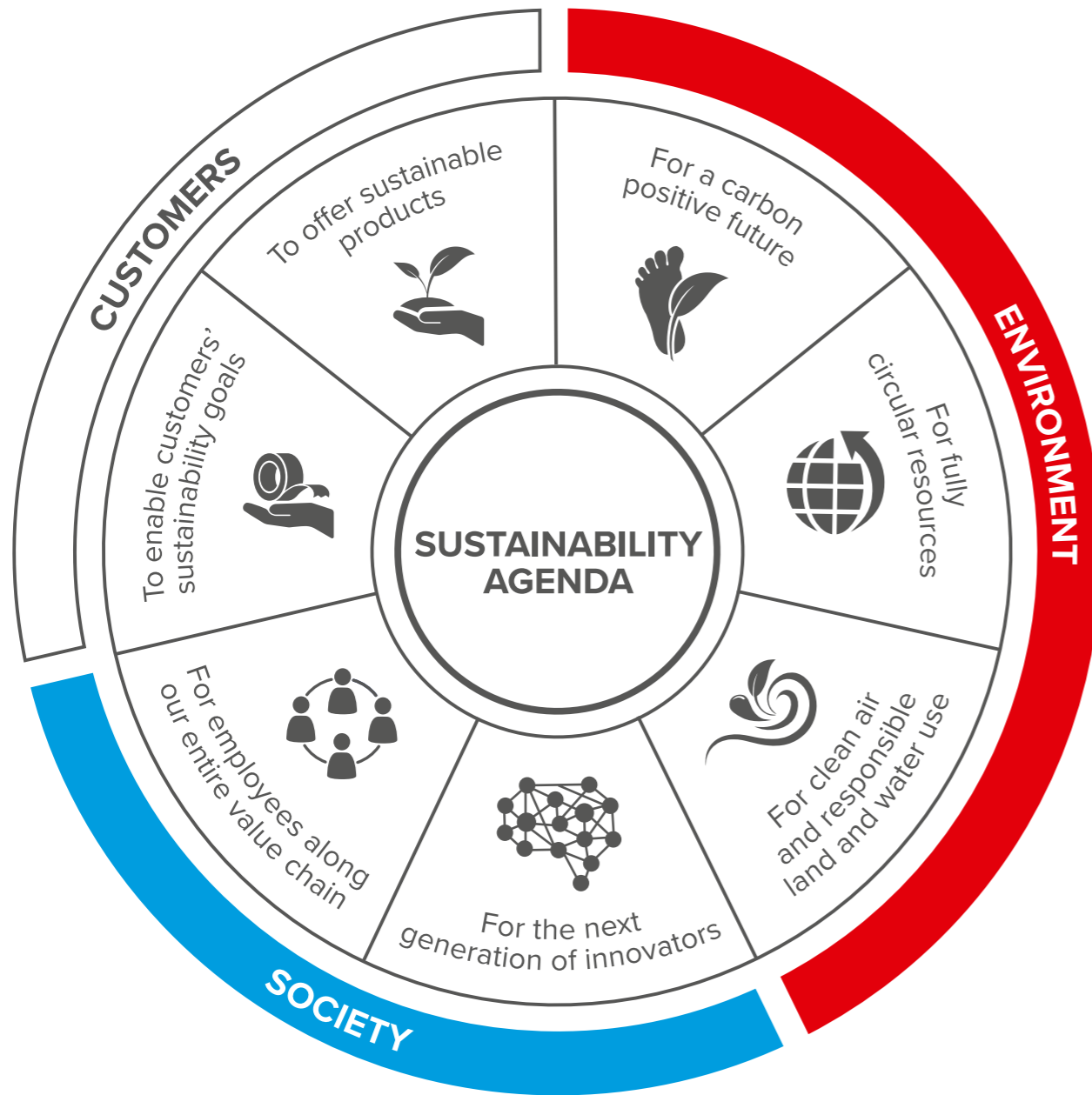
Global Compact Principles and Sustainable Development Goals

We have been a member of the United Nations Global Compact since 2006. Our membership underscores our commitment to upholding internationally recognized social and environmental standards in our business activities. The ten Global Compact principles in the areas of human rights, labor standards, environmental protection and anti-corruption form the overarching benchmarks for our actions.

We also contribute to achieving the United Nations' 17 Sustainable Development Goals (SDGs), which constitute the core of the 2030 UN Agenda, a global action plan for sustainable development. These goals represent an important orientation framework for our work on sustainability because, as a multinational company and a member of the business community and society, we see it as our responsibility to help achieve the Sustainable Development Goals.

In order to define as precisely as possible to which international sustainability goals we can contribute with our processes and products, we have carried out a comparison with the 169 SDG targets. The result can be found in the index on the pages 60–61. At the beginning of each chapter in this report, we also list the Sustainable Development Goals that are supported by the measures described in the chapter.





Our sustainability agenda

In our view, business success and sustainability are compatible with one another. It is for this reason that we have also made “Sustainable Growth” a central element of our corporate strategy, the core of which forms our sustainability agenda. Since 2020, our sustainability agenda has applied throughout our company and it provides us with a set of guiding principles for all of our business decisions.

Our sustainability agenda reveals that we have a holistic understanding of sustainability, which is why it encompasses three areas – environment, customers and society – which are further broken down into seven areas of focus.

Environment – The global community has set itself the goal of limiting the rise in average global temperature to no more than 1.5 degrees Celsius. We’d like to do our part to achieve this goal and mitigate the effects of climate change. In addition, we focus on the circular economy and take responsibility for the sustainable procurement of raw materials.

Customers – We’d like to enable our customers to improve their sustainability, by offering them high-quality products with a better environmental and/or social footprint.

Society – We’d like to continue being an attractive employer for our employees well into the future. At the same time, we’re working on structuring our business relationships throughout our supply chain in line with environmental, social and ethical standards. With projects dedicated to promoting education, we’re also doing something for the next generation.

We worked tirelessly on further developing our sustainability strategy in the year under review and, in the process, were also able to fine-tune our agenda and significantly increase our ambitions in individual areas. Our new sustainability strategy will be rolled out in 2022.

Sustainability is anchored within our organizational structure

The newly created Corporate Sustainability department took over planning, coordinating, evaluating and further developing our sustainability activities in January 2021 and reports directly to the Chief Sustainability Officer (CSO), who assumed his position on April 1, 2021. The CSO is a member of the Executive Board as well as Head of Product and Technology Development. We thus underline the significance of innovation and technology for our sustainable growth.

The specialist functions, regions and affiliates are responsible for implementing measures.

Ratings and awards

Ratings and rankings regularly confirm our clear commitment to sustainability. We see the results of these assessments as a form of motivation for us to continue improving.

CDP has awarded tesa a B- score for its performance in the area of climate protection. tesa received a score of C for its efforts in the area of water. The scale ranges from A to D, with A the best possible result. CDP is an international charitable organization that carries out an extensive, annual questionnaire-based assessment of companies’ sustainability performance.

In 2021, tesa also once again participated in EcoVadis’ sustainability ratings and was awarded a silver medal for its sustainability efforts, placing the Group in the top 15 percent of its sector. EcoVadis is a well-known rating platform for companies with global procurement chains.

Interview with Dr. Röber

Dr. Stefan Röber has been tesa’s Chief Sustainability Officer since April 1, 2021. He holds a Doctorate of Physics, has managed product and technology development for 14 years, and has been with the company for 27.

In his new position, he’s now also responsible for the development of sustainable products and eco-friendly production processes, certifications and positioning of the company along the global obligations that tesa has set for itself.

You have been tesa’s first Chief Sustainability Officer for a year now – in charge of a new department. Looking back, what’s the most important thing you’ve learned?

tesa has been paving the way for a sustainable future for a long time. But by establishing a department dedicated to sustainability, we’re also acknowledging the significance of this responsibility structurally and can now promote these issues more consistently and effectively. Positioning the company with a focus on sustainability is a major challenge for our entire organization. Sustainability affects every division, and we face changes big and small across the board. But more importantly, focusing on increasing sustainability also offers a major economic opportunity to identify even better solutions for our customers. And as complex as the entire topic is, responding to this challenge is a lot of fun.

Which responsibilities have you prioritized over the past several months?

We put a lot of effort into revising and assessing our agenda in 2021 and, as a consequence, will once again significantly increase our level of ambition. We’ve developed an expanded strategy with long-term prospects as well as a plan on how to approach our clearly defined, ambitious goals.

Our efforts to increase sustainability have been well received throughout tesa. Many employees are wholeheartedly committed to the issue and interested in contributing their expertise, ultimately providing our work with a boost of motivation, which we’re exploiting.

We are, of course, paying special attention to our products and production processes, with a particular focus on further reducing the amount of waste we generate, making procurement processes more sustainable and transparent, and developing more products with more sustainable properties. Take, for example, the two recently launched tapes for sustainable packaging: one is the particularly strong adhesive, bio-based PLA base, while the other is a paper-based tape that’s FSC®-certified and especially recycling-friendly.

The significant reduction in emissions at the tesa sites is also worth mentioning. In 2021, we commissioned a large photovoltaic system in Suzhou, China, that has nearly 2,000 solar panels, allowing us to reduce CO₂ there by around 900 metric tons annually. We use combined heat and power at four other sites and clean green energy at all sites worldwide.

In addition to your sustainability responsibilities, you’ve also been managing product and technology development for many years. How do you bring these two tasks together?

These two fields of work complement each other wonderfully. tesa’s strength has always been our innovative power – both in product design and the development of pioneering technologies. We have a great deal of expertise when it comes to developing new things – and will continue to focus on that in the future. Sustainability should always be at the heart of future innovations.



Based on existing expertise and with the support of our more than 500 researchers and developers, we’ve already initiated many important steps in developing sustainable products and optimizing production processes. We plan to give it our all in these areas in the future and develop many additional innovations to increase our product sustainability on a continuous basis.

Our experts will get it done, which is something I say with a great deal of confidence and pride.

What would you say are the biggest challenges when it comes to developing sustainable products?

We approach this issue from different directions, as product sustainability requires a variety of approaches. We ensure product sustainability in a variety of ways, such as modifying adhesive compositions and base materials to make our products more eco-friendly. We’re also using more bio-based or recycled raw materials, reducing our use of solvents, and making production processes more energy-efficient. We work closely with our suppliers to develop the most intelligent solutions. After all, they too can make a key contribution to the sustainability of our products – for example, with newly developed, more eco-friendly raw materials.

But we also plan to help our customers make their own products and processes more sustainable with tesa® solutions. And that applies to large swathes of the industrial landscape. I’m thinking of e-mobility, where we as an enabler can help reduce weight and increase heat resistance, for example, with our applications for securing batteries. And then there’s our tesa® Bond & Detach development, which has made it possible for years to replace the rechargeable battery in hundreds of millions of cell phones – because they’re secured with tesa® tape that can be removed again. We work closely with our global customers and exchange information on a continuous basis to develop more and more intelligent solutions for increasing requirements in terms of product characteristics.

... and where are the limits?

To be honest, this is a huge undertaking. It will be many years before we can be satisfied. The highly sophisticated adhesives we use for our different applications cannot simply be replaced with natural materials. We’re at the beginning of a long journey, but tesa has represented innovations for 125 years. So I’m confident that we’ll be able to deliver pioneering work with a focus on sustainability in the future.



Environment

We're making a contribution to environmental protection by reducing emissions and conserving resources. We have set ourselves clear goals: By 2025, we aim to reduce our energy-related CO₂ emissions by around 30 percent in absolute terms (in comparison with 2018). We are aiming to achieve a completely climate-neutral business model by 2050 at the latest. tesa is thus firmly supporting the United Nations' goal of limiting the increase in the average global temperature to 1.5 degrees Celsius.

Our aim is to use natural resources responsibly, which is why we support the circular economy and pursue the goal of reducing the amount of waste generated through our production and at plants. We also plan to conserve water as a resource.

These are the SDGs we support in terms of "Environment":



Working to protect the climate

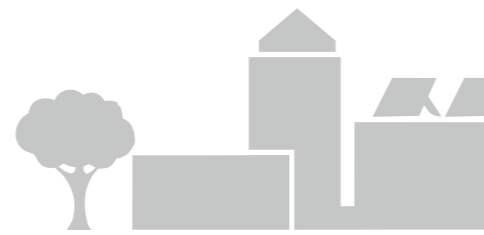
We view climate change as one of the central social challenges of our time and, as a company, want to help reduce emissions. We're dedicated to limiting the increase in the average global temperature to no more than 1.5 degrees Celsius. At tesa, we are helping directly to protect the climate by consuming less energy, using it more efficiently and utilizing renewable energy. As part of our environmental program, our plants define the measures every year that they intend to implement to contribute more to climate protection.

With our parent company, Beiersdorf, we're one of more than 1,100 companies that have signed the United Nations' "Business Ambition for 1.5° C" global commitment letter. tesa set an ambitious climate goal for itself in the process: We aim to reduce our absolute CO₂ emissions by 30 percent compared to 2018 (Scope 1 and Scope 2 emissions according to the Greenhouse Gas Protocol) by 2025.* The "Science Based Targets initiative" (SBTi) group, an alliance consisting of CDP, UN Global Compact, World Resources Institute and WWF, confirmed our climate goal – meaning it conforms with the latest scientific findings that recommend limiting global warming to no more than 1.5 degrees Celsius. In addition, we have set ourselves the goal of achieving a zero-emission business model by 2050.

In the period from 2018 to 2021, we already reduced our Scope 1 and Scope 2 emissions by 16.5 percent in absolute terms. We lowered our specific emissions per metric ton of end product by 15.5 percent in the same period (see p.26, Fig.4).

900t reduced CO₂

Thanks to our photovoltaic system in Suzhou, our annual CO₂ emissions are 900 metric tons less than they would be with fossil fuels.



Environment and energy management: systematic progress

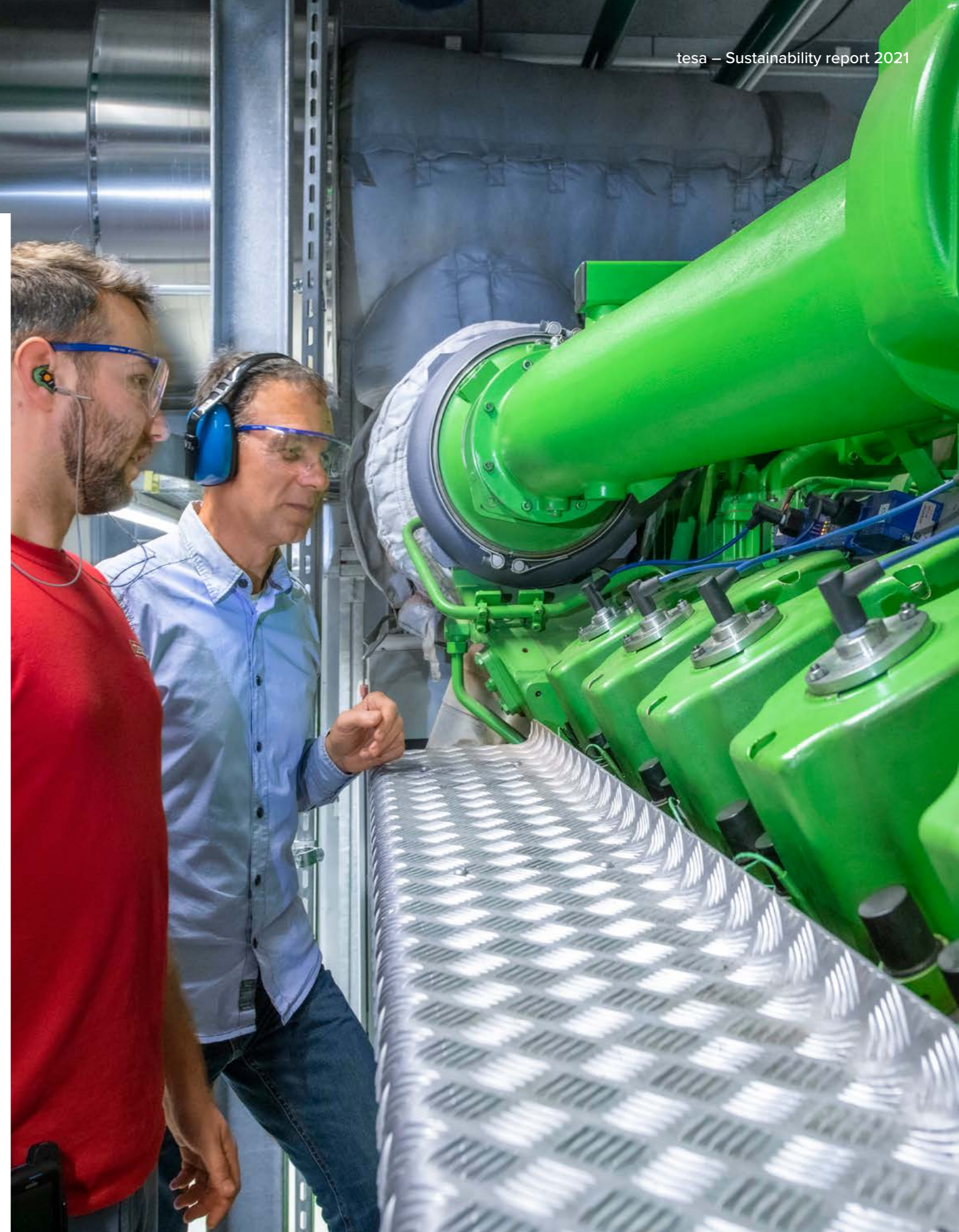
We are making continuous progress when it comes to protecting the environment and climate. Environmental management systems play a key role for us here. We already use systems that are certified in accordance with an ISO 14001 matrix at all seven** production facilities with a related coating unit and/or adhesive production.

Compared with other sites, these certified sites have high levels of energy consumption, for example, due to drying or waste air purification processes. This means that they also have higher CO₂ emission levels: They cause much of our Scope 1 and Scope 2 emissions.

We identify, assess and monitor the progress made by our ISO 14001-certified sites in reducing their CO₂ emissions. We review the effectiveness of our activities by keeping track of monthly site-specific energy consumption. We determine energy-related CO₂ emissions based on the guidelines of the Greenhouse Gas Protocol. We continuously identify energy-saving opportunities and optimize energy-intensive processes.

* Scope 1 comprises emissions resulting from a company's own activities – for instance, during production. Scope 2 comprises emissions arising through purchased energy – such as electricity.

** tesa Scribos was sold in September 2021.



Our headquarters in Norderstedt and the Hamburg and Offenburg production facilities also have ISO 50001-certified energy management systems. They're our largest production facilities and have a high level of energy consumption in comparison with our other sites. They account for more than 70 percent of the CO₂ emissions of all ISO 14001-certified sites. Most of our employees are located at our headquarters, which is also home to our largest research and development unit with its laboratories and testing and small-batch production. Our energy management systems form the basis for further increasing energy efficiency at the two sites.

tesa corporate management is involved in this process every year through a management review. The environment experts at our respective sites are responsible for the implementation of specific environmental measures.

Conserving resources and generating energy internally

We're banking on energy and resource-saving technologies and efficient internal energy generation to increase energy efficiency at our sites. At several of our production facilities, we operate combined cooling, heat and power (CCHP) or combined heat and power (CHP) plants to generate electricity. In these systems, we use not only the electricity generated, but also the heat that is produced, for production processes or for heating. CHP systems are usually operated with natural gas. In the future, we plan to increase our use of renewable, climate-friendly energy sources at our CHP plants in order to reduce our Scope 1 emissions over the long term. In fact, we purchased biogas for the first time for the plant at the headquarters in the year under review. The biogas is produced in England and fed into the European gas grid, with biogas certificates confirming that the energy source is green. This allows us to continue benefiting from the high efficiency of the CHP and, with the use of biogas, from renewable, climate-friendly energy sources. With this approach, we cut our CO₂ emissions by around 2,800 tons in the year under review.* We ultimately produced more than 50 percent of our own energy ourselves using energy-efficient CHP plants in 2021.



Using electricity from renewable sources

We are purchasing renewable energy in order to achieve our climate goals. Since the end of 2020, we have sourced 100 percent of our purchased electricity from renewable energy sources such as solar energy, wind energy and hydropower. Some of our sites purchase energy directly from renewable sources, while for others we acquire green electricity with a guarantee of origin.**

We're also increasingly generating electricity with photovoltaic systems. In 2021, we commissioned a photovoltaic system at our production facility in Suzhou, with around 1,980 solar panels installed on a rooftop surface measuring 7,000 square meters. Compared to conventionally generated electricity, we reduce CO₂ by around 900 metric tons a year. And things are progressing in Europe as well: We conducted feasibility studies on the installation of photovoltaic systems in Italy and Germany, with more sites to follow.

* We assign a CO₂ factor of 0 t/MWh for biogas.
 ** For the electricity it purchases, tesa acquires what are known as "International Renewable Energy Certificates" (I-RECs), European guarantees of origin or country-specific certificates.

Consistent monitoring of emissions

By 2025, we intend to cut our absolute Scope 1 and Scope 2 emissions by 30 percent by comparison with 2018. In the period under review, we lowered our CO₂ emissions – calculated according to the market-based method and taking into consideration electricity from renewable energy sources (see Fig.2) – in absolute terms by 16.5 percent to 58,373 tons CO₂e compared to 2018 (see Fig. 1 and 3). The negative development compared to the previous year (2020: -23 percent) is the result of an increase in production volume (+10 percent) and the associated rise in gas consumption (see Fig.1).

Fig. 1: Total energy consumption (in GWh)

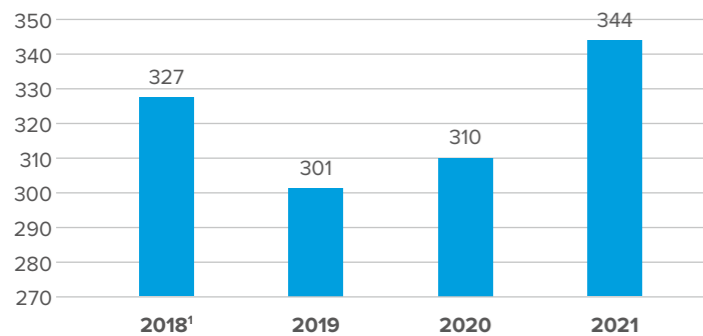
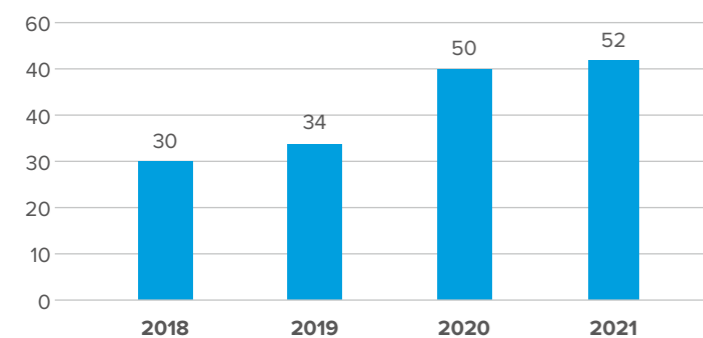


Fig. 2: Electricity from renewable sources² (in %)



¹ Reference year

² This includes the purchase of guarantees of origin for green electricity and internal production through sources such as photovoltaic systems and CHP plants operated with biogas.

³ Definitions according to the GHG Protocol Scope 2 standard; market-based method; electricity from renewable sources is assigned an emissions factor of zero.

Fig. 3: CO₂ emissions scope 1 and scope 2³ (in t CO₂e)

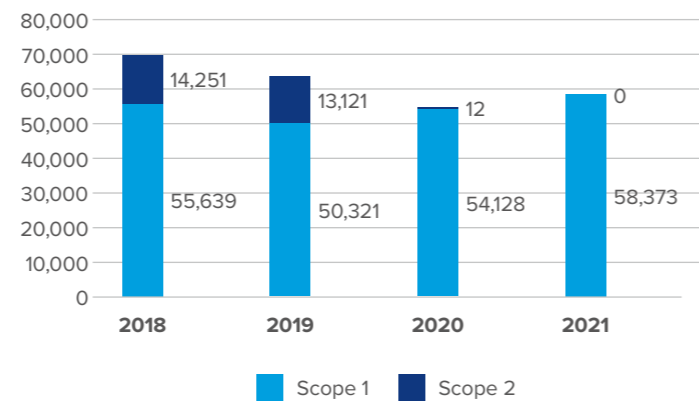
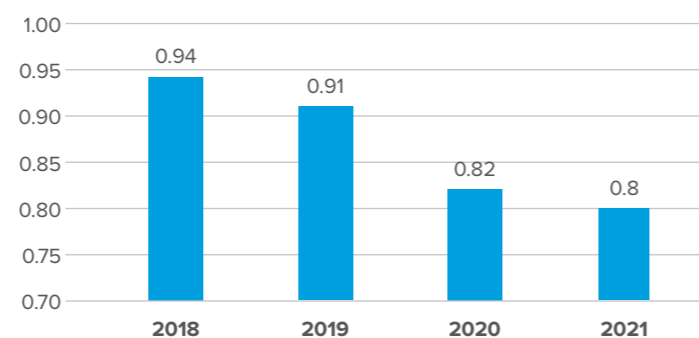


Fig. 4: Specific CO₂ emissions per metric ton of end product (in t CO₂e)



Any emissions throughout the value chain that are not categorized as Scope 1 or Scope 2 are classified as Scope 3 emissions.* Raw materials and goods account for around two-thirds of our total emissions (as of 2020), which is why we view the increased use of recycled and bio-based raw materials as a key lever for reducing our indirect emissions (see p.34). We report our Scope 3 emissions to our stakeholders through CDP (see p.17). We're working on further developing our emissions balance and communicating it both internally and externally in the future.

* Scope 3 comprises emissions caused by upstream and downstream activities along the value chain – for example, through suppliers.

Thermal exhaust gas purification reduces emissions

Thermal exhaust gas purification systems (regenerative thermal oxidation systems) burn exhaust gas in the air, resulting in purified exhaust gas, which is then discharged into the environment. For example, two thermal oxidation systems are in operation at our Suzhou plant and minimize airborne emissions. We intend to commission a new regenerative thermal oxidation system at our production facility in Hamburg with the aim of further reducing emissions of volatile organic compounds (VOC) there as well. Our total global VOC emissions was 123 metric tons in 2021.

Award-winning environmental management at the tesa plant in Suzhou, China

Whether it's commissioning an in-house photovoltaic system, purchasing 100 percent green electricity or installing thermal exhaust gas purification equipment, the tesa plant in Suzhou, China, is working on a variety of levels to reduce its environmental footprint throughout the entire value chain. In 2021, the Suzhou Industrial Park management presented the tesa plant with an award for its outstanding environmental management.

New charging station for electric cars and bikes

In September 2021, we expanded the charging capacities for electric cars and bikes at the headquarters. There are now twelve charging stations for cars and twelve secured charging compartments for bicycle batteries.



Using resources sparingly

“Avoid, reuse, recycle” is the order of the day and an integral part of the company’s environmental protection efforts, ensuring as little waste as possible is generated when manufacturing tesa® products.

tesa would like to promote a circular economy to use resources as sparingly and carefully as possible. We’re always working on our reduction measures and developing our environmental management systems. It’s important to us to raise awareness of how to prevent unnecessary waste and how to recycle correctly. We also consult external experts.

Avoid, reuse, recycle

Waste prevention is one of the core elements of our waste and raw materials management. Where that is not possible, we reduce it. Where waste is unavoidable, we seek to reuse it by various means. Only where it is not possible either to avoid, reduce or reuse waste will we dispose of it. We regularly inform our employees on how to prevent waste wherever possible and separate it correctly.

We are continuously improving our machinery and production processes with a key focus on using materials efficiently. For example, we minimize production-related losses of the raw materials we use to produce adhesives and apply coatings. Our employees provide valuable suggestions here.

The waste generated during the production process is collected separately and recycled to the greatest extent possible at our sites. We categorize waste as follows: “non-hazardous”, “hazardous”, “to be disposed of”, and “to be recycled”. tesa recycles almost all non-hazardous waste and hazardous waste containing solvents.

“Big Ideas Instead of Waste”: efficient employee campaign reduces waste – and costs

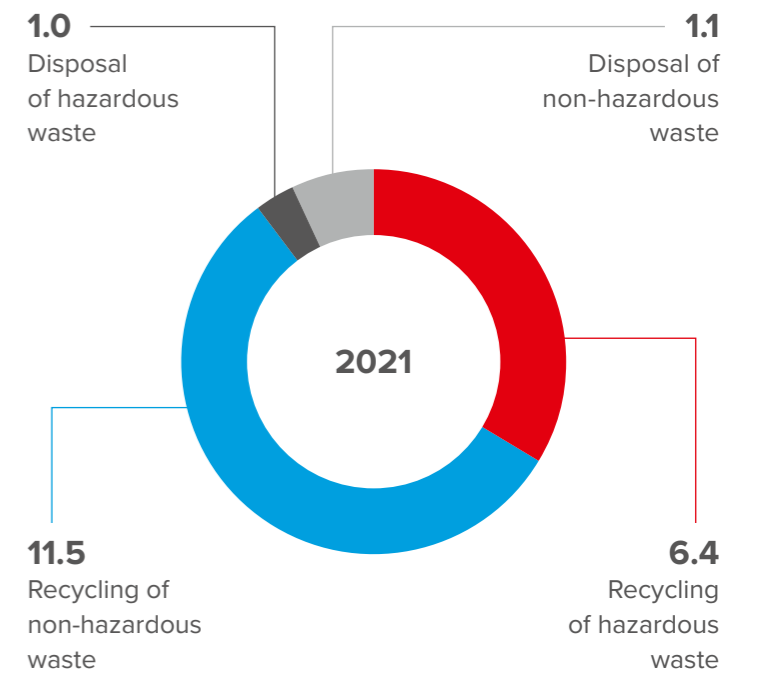
How can we harness our employees’ expertise in order to develop waste prevention measures? One answer is our successful “Big Ideas Instead of Waste” campaign at our tesa plant in Offenburg, in which production, process development and technology employees have played an active role since 2009. Behind this campaign is a long-term project through which we intend to gradually reduce our use of energy and resources. In 2021, we implemented 28 departmental and interdepartmental projects with the goal of using resources more efficiently. A positive secondary effect: Thanks to the measures associated with these projects, we saved € 276,821 alone in the year under review. In relation to the base year 2018, a total of 432 tons less waste was generated.

Reducing landfill disposal

We have set ourselves the ambitious goal of eliminating all landfill disposal (“zero waste to landfill”) by 2025. More than 70 percent of our plants have already achieved this status. Categorized by waste disposal method, our waste volumes in 2021 were as illustrated to the right.

In sum, the waste volume per metric ton of end product was reduced by 6.6 percent compared to 2018. The figure indicated here has been adjusted for mixing effects that result from the weighting of the various sites. Removing the mixing effects provides for greater transparency in our presentation of our sites’ performance and our level of progress.

Waste volumes by type and disposal method (in 1,000 t)



Conserving water and protecting water bodies

Water is a vital resource for people and ecosystems and must therefore be protected at all costs. As a result of climate change and the growing global population, clean water is becoming scarcer worldwide. Responsible use of water is therefore extremely important to us.

At tesa we primarily use water for production processes at our sites and strive to use water carefully and sparingly. Furthermore, as a chemical company that operates worldwide, we

consider it to be our responsibility to protect water sources from contamination caused by our production activities. This self-image is reflected in our Group-wide environmental guidelines.

Among other things, we use water for the production of adhesives – for example, for the dilution and granulation of rubber or to manufacture intermediate products. In recent years, the share of water-based products has increased significantly

since we are using water more frequently as an auxiliary resource. We also make use of water in cutting and cooling processes and for the moistening of release papers.

We aim to use this scarce resource thoughtfully and efficiently. This includes keeping track at our production facilities every year of water data such as water consumption and effluent quantities.

We primarily obtain water from the local drinking water supply and from the groundwater. The water is reused several times in our cooling systems. We are implementing appropriate measures at our sites in order to return industrial water to the water cycle.

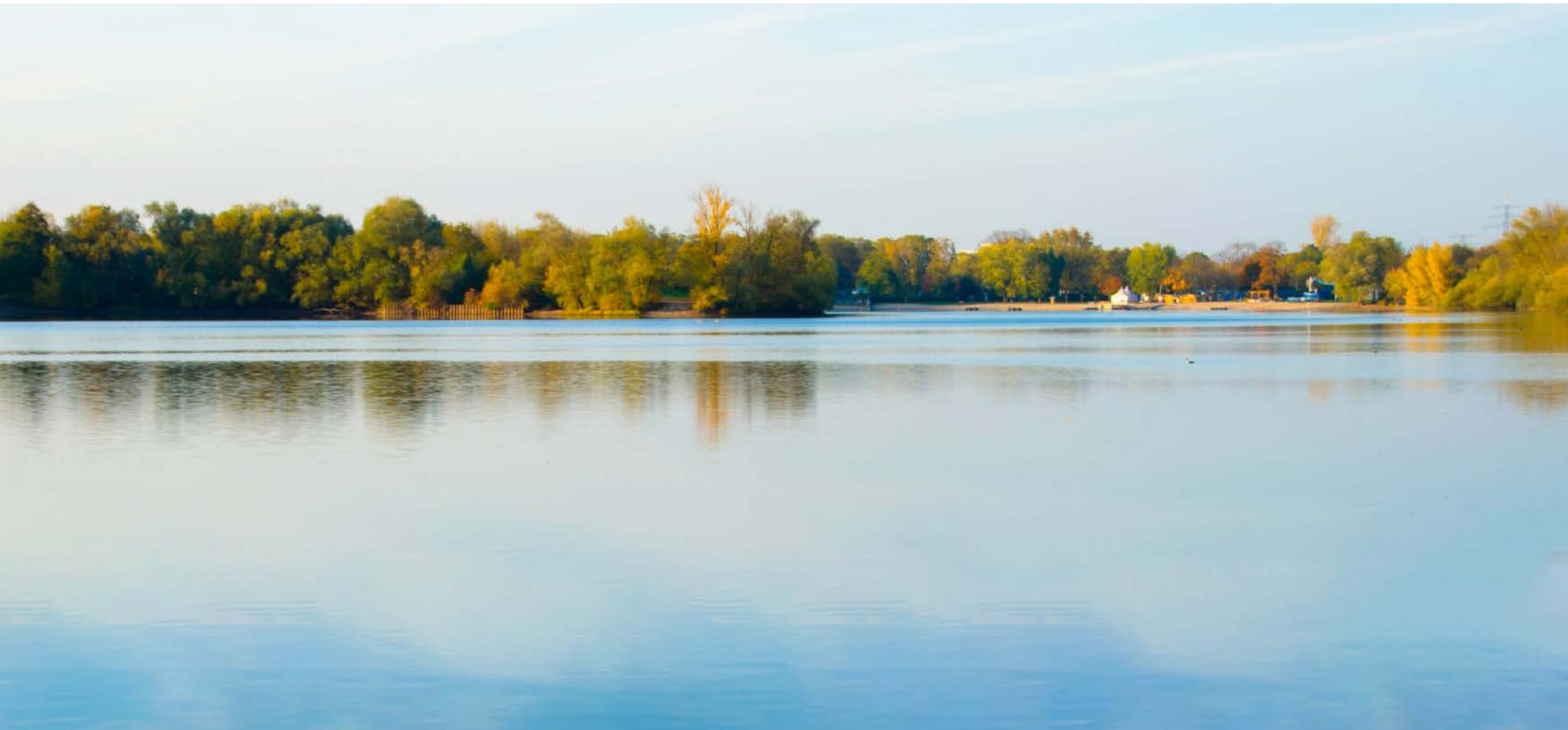
We disclose information on our water management through CDP (see p.17). Based on the “Water Security” questionnaire, we received a “C” rating. We aim to improve our rating in the future. The current rating serves as motivation to introduce measures that further improve our water management. In 2021, our volume of water withdrawal amounted to approximately 494,000 cubic meters, of which 254,000 cubic meters was well water and 240,000 cubic meters was derived from municipal sources. Our water consumption in the last fiscal year was approximately 271,000 cubic meters.

Taking action against scarcity and stress: preventing risks

We conduct a risk assessment every year to identify production facilities with increased risk of water scarcity or stress.* We use the World Resources Institute’s “Aqueduct Water Risk Atlas” as a source of data.

We would like to reduce risks for water sources that result from our production as much as possible. Therefore, we take preventive measures against any conceivable accidents. For example, liquids that pose a threat to water are emptied and refilled or stored only in areas that are equipped with appropriate retention tanks. Equipment to measure turbidity and solvent concentration ensures that no contaminated surface water is channeled into sewage systems. If a relevant quantity of water-endangering substances leaks, emergency plans come into effect that precisely regulate the further course of action. All of these measures are regularly reviewed in our external ISO 14001 audits and are essential for a successful audit result.

* Water stress measures the relationship between total water withdrawal (without return) and the available supplies of renewable surface water and groundwater.



Customers

Achieving a higher level of sustainability is an important goal for many of our customers – just as it is for us. We embark on this journey together and support customers with innovative and environmentally friendly adhesive solutions. We are increasingly developing products made from sustainable raw materials, for example with bio-based or recycled materials that have an ecological benefit. Furthermore, we are working to ensure that our customers have environmental benefits from using our products, for example by using fewer resources. This understanding is anchored in our sustainability agenda (see pp. 16–17).

These are the SDGs we support in terms of “Customers”:



Our approach to greater product sustainability

We place high demands on safety, quality and performance when developing our products. At the same time, we increasingly emphasize combining these properties with reducing the environmental footprint of our applications.

We aim to increase the sustainability of the products in our portfolio. For us, this primarily means that we want to make greater use of bio-based and recycled raw materials in the future and also give greater consideration to how the materials used can be recycled at the end of a product's life. As part of this process, we launched around 50 projects in parallel in product and technology development in 2021 that are directly related to our sustainability agenda. These projects range from bio-based PET adhesive tapes for new smartphones and sustainable hole covers for the automotive industry to tapes that the user can compost after use. In communicating with our customers, we constantly look for further sustainable solutions.

In many areas, tesa® products already create ecological added value. For example, when they are used for repairs our adhesive solutions ensure that things can be used for longer. In addition, unlike hardening liquid adhesives, many of our solutions make it possible to separate certain components at the end of a product's useful life so that they can be recycled. That conserves resources, protects the environment and avoids emissions.

Project sustainability assessment as an important control lever

Since last year, we have been using our "Project Sustainability Assessment" – an instrument with which we incorporate sustainability issues at an early stage of all product developments and major investments. This ensures that product development employees consider the extent to which their project contributes to our sustainability agenda and the sustainable development goals of the United Nations right from the start. This also applies to major investment decisions. This is an important control lever for our development toward greater sustainability, which was also consistently applied in 2021.

~50 projects
In 2021, we initiated around 50 projects that are directly related to the sustainability agenda.

Tracking the carbon footprint of our products

When developing a product, our focus is on reducing its carbon footprint while maintaining high performance. That's why we start by determining what carbon footprint our products leave behind. We allocated emission factors during the reporting period to many of our most commonly used raw materials. In the future, we intend to determine the product

Special adhesive tapes for electric cars

tesa has been active in the area of e-mobility since 2016. By supporting the electric vehicle industry with our growing range of products for safe solutions, we are making an important contribution to the transition to sustainable mobility.

In close cooperation with the world's leading OEMs and suppliers, we are continuously developing our adhesive tapes specifically for electric and hybrid vehicles. This field will become increasingly important in the future, because according to relevant forecasts, more electric cars will be sold than cars with internal combustion engines for the first time by 2030.

Our special adhesive tapes are used especially in the battery systems of e-cars, whether for cable sheathing and electrical insulation of battery cells, modules and packs, in the systems for thermal management and to ensure passenger protection. For example, we are developing further adhesive tapes for the fire-resistant lining of battery packs, using special designs to prevent fire from spreading into the passenger compartment through thermal insulation.



carbon footprint (PCF) for as many products as possible, as well as for the underlying production processes. We also communicate with our suppliers on this issue since determining the carbon footprint helps us derive measures for reducing CO₂ emissions throughout the value chain. This complex process requires reliable data sets and a deep understanding of technical relationships. We are still at the beginning, but see great potential here to promote sustainability at tesa.

Organic photovoltaics

Sustainable energy generation is the order of the day and is driving technological development. For many years, tesa has been established among industrial customers with tapes for bonding solar modules. Compared to crystalline and inorganic solar modules, the production of organic solar cells is more cost and energy efficient. In addition, they are light and flexible, which means they can be used in a variety of applications. Manufacturers are currently working to increase efficiency to over 10 percent and to improve long-term stability. Organic photovoltaics are opening up a new, promising market for innovative adhesive solutions.

In close cooperation with customers, tesa therefore develops new product variants modified for the organic photovoltaics sector, including electrically conductive adhesive tapes, highly transparent mounting tapes, and special masking adhesive tapes.



Alternatives for raw materials and solvents

We want our products to become more sustainable and also to help our customers be more sustainable. We intend to achieve this by increasingly evaluating the trade-offs between raw material alternatives and giving preference to raw materials that are environmentally and climate-friendly.

We have therefore begun to closely look at alternative raw materials and are increasingly using recycled and bio-based materials. tesafilm® Eco & Clear and tesapack® Eco & Strong already contain a recycle content in the film backing that has been certified via DIN CERTCO. We are further expanding the product range with recycled carriers.

In addition, we intend to further reduce the use of solvents in production and, where possible, do without them altogether. In many cases, it is already possible to use water instead of solvents. Between 2001 and 2021, we were able to reduce the use of solvents per metric ton of end product by 23 percent. In the future, we will rely even more on solvent-free and energy-efficient technologies, using innovative processes based, for example, on the extrusion of solid systems.

Possible improvements with packaging

We are also minimizing the negative environmental impact associated with our packaging materials. Our goal is to reduce the amount of packaging materials as much as possible and to avoid all packaging that is not absolutely necessary – without harming the quality, performance or protection of our products in the process.

In 2021, we worked on new sustainable packaging targets as part of our sustainability agenda. A project team was set up in 2021 to evaluate the status quo of our packaging and develop opportunities for improvement based on this. Specifically, in the future we intend to use fewer raw materials for packaging and to make use of alternative and/or recycled raw materials and avoid plastic packaging, among other things. Here we are also considering new types of packaging, such as replacing shrink wrap with a paper sleeve or a folding carton. The development of specific indicators will help us to ensure transparency regarding our progress in this area.

Three questions for Dr. Thomas Schubert, Head of Sustainability

The development of innovative products that have the lowest possible environmental impact is a science in itself. But in the age of high technology, there can't be any lack of know-how for technological quantum leaps, right?

The more than 500 members of the tesa R&D team have a long history of working toward the future with great success. We come up with innovative ideas and solutions every day. But the challenge of increasing our products' sustainability first and foremost demands a new way of thinking. It's not just a matter of substituting fossil-fuel based plastics with recycled or organic materials to have a "green" adhesive tape – the raw materials, products and processes must be entirely adapted to the requirements of a sustainable circular economy. The challenge of this transition is in retaining the high quality of our adhesive solutions, which are in large part used in highly sensitive industrial applications. The associated developments require many months, if not years, of lab testing. So, we want to meet contemporary demands with our developments, but we first want to take a sound scientific, holistic approach to finding the right ingredients for new sustainable recipes for success.

What fields of work can tesa have an impact on, and how can it use its strengths most effectively?

We're right in the middle of a transformational process. tesa has a great deal of experience and success in increasing process efficiency, reducing waste and recycling solvents. And we're not starting from scratch with our products, since we already have solutions on the market that are based on biological raw materials and recycled plastics. Some of our adhesive tapes are already improving repair and recycling processes around the world or increasing our customers' efficiency. We're convinced that a stronger strategic focus on innovation can take us a long way. In fact, that's

been the foundation of our success for the last few years. We are now planning to focus these strengths even more on a holistic, sustainable way of thinking and take the entire life cycle of products into account even more than before. Sustainability and innovation go hand in hand, and that suits us.

If you try to describe the value and benefit of products in a holistic context, you quickly come to some sensitive topics. Starting when, how and why is a tesa® adhesive tape actually sustainable?

Let's talk about adhesive solutions that contribute to sustainability. The term sustainability describes a holistic concept, and product sustainability can have a lot of highly varied facets: the source of the raw materials, the production process, production emissions and also how it's used by the end consumer. The entire life cycle must be assessed. At the start of a journey to complete sustainability, you can't address every challenge immediately or independently. But first steps are possible and they do make a large initial contribution to more sustainability. Products can be developed that have films based on recycled plastics and bio-based adhesives. Production processes can handle energy, resources and waste even more efficiently. Energy can increasingly be obtained from renewable sources. And, even today, we can take more responsibility for the circumstances in which our raw materials are obtained, processed and transported. These are all contributions that our adhesive tapes make to sustainability.

Examples of tesa® products with sustainable characteristics

We continue to broaden our portfolio to increasingly add products with sustainable characteristics, including packaging tapes with paper from sustainable forestry and our tesa® Bond & Detach products for the industrial sector.

First tesa® adhesive tapes with FSC® certification

We use large quantities of paper for our products and their packaging. As a responsible company, we intend to increasingly source paper from sustainable forestry. FSC® (FSC® C148769) is an internationally recognized seal. It is used to certify forests and plantations that are managed according to strict ecological and social principles, among other things. With the new products tesapack® Paper Standard and tesapack® Bio & Strong (see also “New products” in this chapter), we launched our first FSC® certified products in 2021. We aim to have more product certifications according to FSC® in the future. Our Group headquarters and the production plants in Offenburg, Suzhou, Concagno and Hamburg are already FSC® certified.

tesa ecoLOGO®: a contribution to sustainability for over ten years

The products of our “green” tesa ecoLOGO® sub-brand have been featured in our range for over ten years now. They include adhesive rollers, adhesive films, packaging tapes, glue sticks, and correction rollers. The tesa ecoLOGO® range uses mostly recycled and bio-based raw materials for the products and their packaging. The manufacturing process is entirely solvent-free. Our product range now comprises a total of 132 products – and more are currently in the planning stage. The high demand for individual tesa ecoLOGO® products clearly shows that customers are calling for products with sustainable characteristics. We will therefore make even further improvements to our range in terms of its sustainability profile.

New products with award and test seal: tesapack® Bio & Strong and tesapack® Paper Standard

Our two new products from 2021 – tesapack® Paper Standard and tesapack® Bio & Strong – also carry the ecoLOGO® label.

The new tesapack® Bio & Strong adhesive tape is suitable for cardboard packaging weighing up to 30 kilograms. It contains polylactic acid (PLA) and is a particularly strong adhesive. Extracted from vegetable corn starch, the bioplastics can be used as a film backing, while the adhesive is based on biological raw materials such as natural rubber and tree resin. The coating process is solvent-free and the core of the adhesive roll is made of recycled paper. The high organic content of tesapack® Bio & Strong was awarded the highest rating by DIN CERTCO and TÜV Austria.

The tesapack® Paper Standard is our new ecological alternative for shipping packages weighing up to ten kilograms. The paper base comes from FSC® certified forests and other controlled sources. The adhesive for this adhesive tape is made from natural rubber and the core of the roll is made from 100 percent recycled paper. The coating is solvent-free. tesapack® Paper Standard can be disposed of with the card-



board without any problems because, unlike many conventional adhesive tapes, neither the paper backing nor the adhesive interfere with the recycling process. This has been tested and proven according to the industry standard INGEDE-12.

98% organic content

98 percent of the new adhesive tape tesapack® Bio & Strong is organic.

Proven innovations: tesa® Bond & Detach and Sugru®

tesa® Bond & Detach products and Sugru® have successfully performed on the market for several years. With tesa® Bond & Detach, components of smartphones become recyclable in that components such as batteries and many other parts can be attached so that they hold permanently, but can also be removed easily without leaving any residue. This makes it easier to reuse electronic components.

Sugru® is a kneadable silicone-based specialty adhesive which the end user can use to make repairs. From sheathing brittle cables to broken zippers, defective everyday items can be repaired in a customized way. Sugru® is also skin-friendly and is considered toy-safe according to the European toy safety standard EN71.

International networking for technological progress

Bundling and increasing internal expertise is essential. We are well aware that thinking outside of the box is just as important because innovation thrives on collaboration and exchange, especially in the area of sustainability. That is why we at tesa want to work more closely with international cooperation partners and also benefit specifically from external expert knowledge, for example when it comes to detailed and critical assessments of raw materials.



Safety first

We place high value on the quality and safety of our products. Our customers' trust and satisfaction is crucial to our economic success. By means of internal guidelines and regular checks, we ensure that each of our products meets our stringent standards.

Comprehensive quality management helps us maintain our product safety at a high level and thus reinforces our market position. We design products and manufacturing processes so that they can be used safely and properly and any negative effects on people and the environment are minimized. Our goal is to keep the number of product liability cases at zero. All of tesa's production facilities have certified management systems in line with quality requirements, standards and regulations recognized worldwide.

Product safety management at tesa is an essential component of quality management and is shared by management.

Training and guidelines guarantee quality

All over the world, each of our key plants has its own product safety officer who is responsible for ensuring product safety and reports to the product safety officer at the headquarters. In the year under review, selected product safety officers received training on how to perform production-accompanying line checks in accordance with product integrity requirements. This allowed them to further develop their required expertise.

We comply with applicable laws and guidelines on a Group-wide level and go even further with our internal product safety guideline (tesa Product Safety Guideline). The internal guidelines describe mandatory measures enabling us to further increase the safety of our products. It also specifies the roles and responsibilities of our product safety officers. The tesa Product Safety Guideline applies worldwide.

We continuously scrutinize our products

Our Corporate Regulatory Affairs department is responsible for assessing the materials and substances used in our products. For this purpose, they rely on various chemical industry databases and the responsible authorities, evaluate research findings and consider information on safety-related substance properties and the safe handling of substances and mixtures. A safety data sheet is available for each product and includes safety-related information, e.g., in relation to materials and substances, correct storage and appropriate use. It also provides recommendations on the product's disposal.

For each new product, the Product Development and Production departments perform risk assessments to identify potential defects in the design, manufacture or instructions for use during the development process of our applications.

Products that are already on the market continue to be monitored by our business units. If they identify the need for a new risk analysis and assessment and appropriate measures, they will initiate the necessary steps. They thus ensure the health and safety of our customers and employees.

Control and feedback via audits

Our products, systems and processes are regularly reviewed within the scope of internal and external audits including in the year under review. Our Quality Management department and product safety officers are responsible for these audits. We carry out both event-driven and scheduled annual audits.

They cover product development and production and, if necessary, other departments such as marketing. Additionally, the production facilities of the tesa Group were successfully audited in the reporting year in line with globally recognized quality requirements and standards, including ISO 9001 and IATF 16949. In particular, IATF certification focuses on the conformity of all products, processes, parts and services, as well as product safety.





Society

At tesa, we embody a corporate culture characterized by appreciation and respect. As an international company with over 4,800 employees, we have a great responsibility for our own employees as well as for those who are active on our behalf along our value chain. We invest in initial and advanced training and support diversity and equal opportunity. We also ensure that our employees remain healthy and able to work. tesa is expressly committed to safe and fair working conditions for its suppliers. Moreover, compliance with applicable laws, directives and internal regulations is fundamental to our actions.

We also feel responsible for shaping the future which includes equal education and opportunities for the next generations. We are committed to the future of our junior staff at the company and of innovative minds that could one day become junior staff. Thus, tesa supports a large number of educational projects – increasingly also outside Germany.

These are the SDGs we support in terms of “Society”:



Responsibility along the supply chain

As an international company, we purchase raw materials all over the world. Accordingly, our global supply chains are complex. Europe and Asia are two of our most important markets. The close cooperation with our suppliers enables us to guarantee high product quality and security of supply. At the same time, we assume social and ecological responsibility. We expect all of our suppliers to share our standards. That includes respecting and safeguarding human rights.

To ensure the quality of our products and our business success, it is important that we always keep a close eye on our supply chain and pursue a regular dialog with our suppliers. Our local purchasing teams who precisely monitor the local market play an important role. They are able to provide a realistic assessment of possible risks, such as due to political instability or changes to local legislation. We also continuously optimize a network of alternative suppliers in order to reduce potential procurement risks.

Our local purchasing teams closely cooperate with our purchasing experts at our Norderstedt headquarters. Our central purchasing team monitors global trends such as fluctuating raw material prices, changes in supplier sales and distribution channels, and shifts in the competitive environment. Its tasks include organizing our purchasing processes accordingly. Our tesa purchasing network brings together cross-sector purchasing activities and resources. As a central function, it manages strategic processes across the Group.

Purchasing according to ethical guidelines and global standards

Our Purchasing Compliance Guideline describes the global purchasing processes and is part of the Group-wide Compliance Manual. The Guideline requires key suppliers, who supply tesa directly, to sign our Code of Conduct for Suppliers. It establishes the baseline for the responsible management of our global procurement processes and describes fundamental rules and obligations in the area of human rights, labor standards, environmental protection and corruption prevention. The Code of Conduct for Suppliers is based on the ten principles of the UN Global Compact. New suppliers must accept these rules of conduct before the first order is



placed. Otherwise, we will not do business with them. If the Code of Conduct for Suppliers is not yet a component of existing contracts, it will be integrated whenever the contract in question is next updated. If a supplier violates our rules, we expect that grievances are remedied. Otherwise, we will terminate the business relationship. tesa rejects any form of human rights violations. Any reported violations will be dealt with immediately. No indications of human rights violations were reported in 2021.

Our buyers are trained on the Purchasing Compliance Guideline, the Code of Conduct for Suppliers, antitrust compliance and sustainability. As part of this course, we also promote awareness among participants of the need to respect human rights. The requirement to respect and safeguard human rights is also a core aspect of our Group-wide Code of Conduct (see p. 54). This Code of Conduct applies for all of our employees. It sets out rules and obligations in the areas of labor standards, corruption prevention and environmental protection.

Sustainability program for our suppliers

In mid-2020, we launched a sustainability program for our suppliers to check whether human rights, working conditions and environmental aspects are complied with within our supply chain. Since then, we have invited suppliers to share



their sustainability performance with tesa via the “EcoVadis” rating platform. EcoVadis is a collaborative platform through which companies can gather the sustainability performance of their suppliers. The assessment is the first step in creating transparency in the supply chain and thus contributes to sustainable development. At the end of 2021, we assessed 43 percent of our direct purchasing volume on the basis of these EcoVadis self-disclosure forms. Over the next few years, we intend to gradually increase this share: By 2025, we will review 80 percent of our overall direct purchasing volume by means of self-disclosure forms. During 2021, we extended the sustainability program to indirect purchasing.

tesa receives Responsible Supplier Award

As a supplier, we received the Responsible Supplier Award from our French customer Legallais in 2021. This shows that we are setting a good example with our activities for sustainability and our social commitment.

Healthy and safe working

As an employer, we are obliged to protect our employees against risks and hazards at work. Safety and health in the workplace are a priority for tesa, even when measured against our own high standards. There are good reasons for this: A safe work environment provides a vital contribution to the productivity of our workforce and the quality of our products – and thus also to our customers’ satisfaction. High occupational safety standards are therefore not least a key factor in tesa’s competitiveness.

We aim for all of our employees and suppliers to benefit from the highest health and safety standards. For us, effective occupational health and safety measures require a systematic and consistent approach. We focus on prevention and raise our employees’ awareness of possible risks – for their own protection and for that of their colleagues.

We see occupational health and safety as a holistic and preventive management task: Our goal is to reduce the number of work accidents to zero and to avoid work-related ill health as well as physical and mental exhaustion at work. We regularly check to see if we can make our company workplaces even safer and healthier.

Occupational safety is a priority group-wide

At tesa, we are making progress in the area of occupational safety and health management through working committees, such as the occupational safety committees as required by law. In addition, our Occupational Safety Guidelines, which apply throughout the group of companies, form the basis for our internal management system in the area of occupational safety. These are substantiated through additional guidelines and operating instructions and are accessible to all of our employees via our intranet. The guidelines also apply to sub-contractors, who take on tasks in our production sites.

Our employees and especially our supervisors are aware of their responsibility for occupational safety. As part of our training measures, we actively involve employees, keep them regularly informed about activities and provide them with further training. Together with our occupational safety department, corporate management assesses each year the volume

of accidents that have occurred in the respective year. Based on this information, it then adopts new measures to increase employees’ safety and reduce work-related health risks.

Production safety

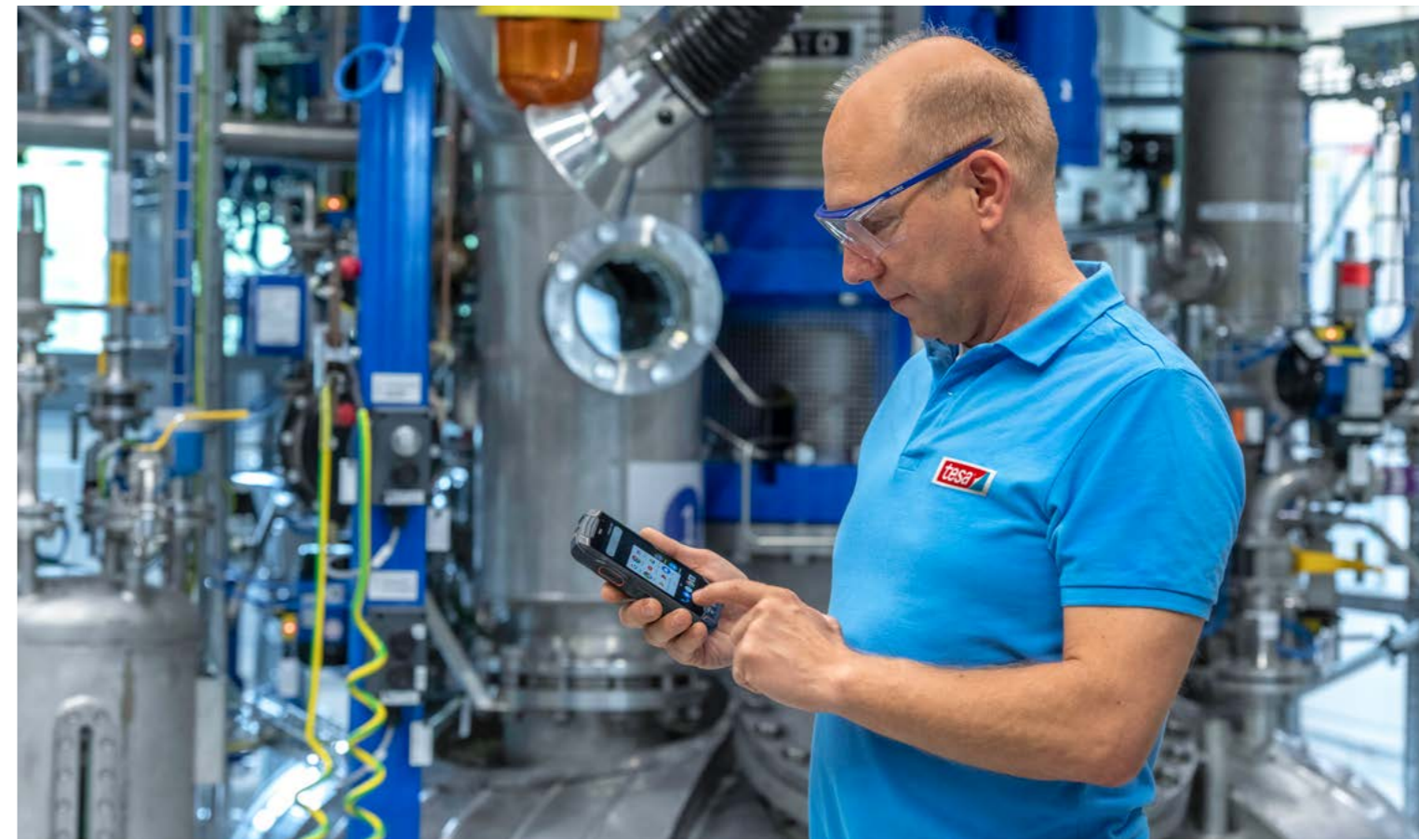
Our occupational safety management activities focus in particular on our production facilities: There, the risks of accidents and adverse health effects are greater than at our office locations. We have set a demanding goal as part of our sustainability report: By 2025, all tesa sites that already have an ISO 14001 certified environmental management system are to obtain equivalent certification in the area of occupational safety. For example, we have already reached another important milestone for occupational health and safety at tesa with ISO 45001 certification in 2021 at our plant in Suzhou, China.

We employ our own safety specialists at all of our ISO 14001-certified sites. They are familiar both with tesa’s global occupational safety and health guidelines as well as with local legal requirements and conditions. The safety specialists meet annually – either in person or virtually – to discuss key occupational safety and health risks. They also initiate joint projects, define standards and share information on successes and their experiences. They thus help to avoid accidents at tesa right from the start.

Risk prevention and hazard avoidance

Risk assessments are performed on a regular basis. They help us to identify technical and organizational risks and shortcomings even before they arise, e.g., work resources or work procedures. This enables us to prevent accidents, avoid strain, improve working conditions and thereby increase employees’ level of motivation.

We are preventative minded. New acquisitions or process adaptations, changes to machines, systems or in workrooms can also have an impact on the safety and health of our colleagues. That’s why we check where hazards can occur even before equipment is purchased and put into operation. Occu-



pational safety committees, employee representatives as well as management analyze the key findings of assessments and define appropriate measures. Production facilities also undergo routine inspections and evaluations. We take into account new findings, determine additional measures if necessary and update the relevant occupational health and safety documents. Activities such as our headquarters campaign “Arrive safely – avoid commute-related accidents” helped to raise employees’ awareness through tips and advice on how to get to their workplace and back home “safely and securely”.

Handling hazardous substances

The handling of hazardous substances is also clearly regulated: Representatives of our occupational safety, corporate regulatory affairs, production, as well as research and development jointly draw up the procedures for the handling, labeling, storage and transport of hazardous substances. Employees who work with hazardous substances undergo routine, mandatory health check-ups. In addition, the relevant technical units of our company monitor the safety of

facilities and workplaces as well as related emission sources in a defined rotation. The procedure in case of an accident with hazardous substances is governed by site-specific emergency plans.

SafetyTour app

The “SafetyTour app” developed by the IT department was introduced at all tesa production sites worldwide in 2021. In addition to findings during walk-throughs and the corresponding measures, measures taken in the scope of the continuous improvement process and measures resulting from official inspections will also be integrated in the future. Besides the simple entry of data and images, the measures can be prioritized, selected, and better archived using a traffic light system. A checklist ensures that no issue is overlooked during the walk-through.

Focusing on employees

Emergency preparedness

Fire protection was again a focus in the 2021 year under review. For example, fire extinguishing training was held for fire protection assistants at the plants under COVID-19 safety conditions. At the tesa Technology Center, the extinguishing concept was adapted to increase employee safety when extinguishing with CO₂ and to prevent accidents.

This was below the previous year's figure (1.8 in 2020) and well below the German industry average (BG RCI) of 12.3. For us, this demonstrates that our occupational safety measures are paying off and that we are getting closer to our zero-accident target.

Our goal: reducing accidents to zero

We would like to keep the number of accidents as low as possible. This particularly applies to accidents resulting in a prolonged incapacity for work, when the employee is absent for more than three days.

In 2021, the frequency of accidents leading to more than three lost days was 1.2 per million hours worked globally.

Safely through the pandemic

The global COVID-19 pandemic was and is a health threat against which we must protect our employees around the world. We already formed task forces in 2020 at all our sites and plants to prevent infections and avoid risks. Measures to protect against COVID-19 have been incorporated into our management program and still require some effort from our teams. Fortunately, in 2021, we have seen a high level of engagement from our employees in the vaccination campaigns. This allowed us to gradually reduce the protective measures at our sites.

Occupational safety figures

	2018	2019	2020	2021
Work accidents ≥ 1 day (number)	21	22	18	21
Accident frequency rate ≥ 1 day (number / 1 million working hours)	4.1	4.3	3.6	4.1
Work accidents > 3 days (number)	10	8	9	6
Accident frequency rate > 3 days (number / 1 million working hours)	1.9	1.6	1.8	1.2

Our customers' needs are changing ever more frequently. At the same time, the demands they place on our products are growing due to new technologies and trends as well as global challenges, such as climate change and resource scarcity. We will only be able to meet our customers' expectations – and repeatedly surpass them – with dedicated employees.

Our company's success depends to a significant extent on the skills of our workforce and their willingness to undergo further training courses. Our human resources strategy is designed to continuously increase our attractiveness as an employer through targeted measures to attract and retain well-trained and committed employees for our company. We focus on our employees' diversity and development and ensure that they all have the same opportunities. In addition, our goal is to promote a corporate culture that strengthens performance and teamwork as well as cross-functional and international collaboration.

The "People Values" describe our corporate culture in our day-to-day activities. Promoting this value system is part of our strategy; we integrate modern, more flexible and agile work methods, encourage collaboration between departments, offer attractive training opportunities and encourage all colleagues to experience the change themselves. The People Values are implemented step by step. In 2021, we held various communication courses and events within the scope of our accompanying HR project "Our people – Our Values" in order to publicize these new values and anchor them in our everyday work. For example, colleagues were asked to submit short videos on a corporate value of their choice. In addition, all senior executives worldwide have been trained on the People Values. Further measures for all employees are being planned for 2022; in addition, the People Values are to be integrated into employee appraisals and 360-degree feedback.

People values: our teamwork values

Focus on our customers – Be close to your customers to continuously deliver high value.

Set the pace – Be self-driven and proactive.

Team up – Be open-minded and strive for success as one team.

Achieve and improve – Be focused on improving performance and achieving results.

Challenge yourself – Be committed and open to change and challenge yourself.

Act responsibly – Be fair and honest and act responsibly.



Lifelong learning, always staying up-to-date

The level of competition for employees in the science and engineering fields continues to increase within our industry. In addition, the ongoing process of digitalization and internationalization is resulting in changing work requirements and methods. We support this development with comprehensive training and development programs, because highly qualified, engaged and performance-oriented employees are a decisive competitive advantage for us.

Our further training programs include basic qualifications for new employees as well as special formats tailored to the requirements of individual business units. This allows us to offer our employees customized, attractive development opportunities. In addition to classroom training, we offer a wide range of online training courses which have been significantly expanded in recent years.

Modern continuing training becomes a journey through the virtual world

To provide our employees suitable training opportunities from home due to the COVID-19 pandemic, we established the “Home Office Learning Journey” in March 2020, and continued this training in 2021. This comprises constantly changing digital learning courses in the fields of sales, virtual leadership and management as well as technical training. This offering met with a strong response: A total of 1,109 employees took part in our 25 courses during the year under review.

In 2021, we also offered digital qualification programs for new managers for the first time and implemented them in several cycles at an international level during the year. Our qualification courses are supplemented with the digital learning platform LinkedIn Learning. With 1,407 activated licenses worldwide and an average learning time of 45 minutes per week per tesa employee (from January to October 2021), the platform with its “Learning Journeys” has now been rolled out across the board and is used regularly. We are currently working on integrating LinkedIn Learning into our “Learning Hub” learning management system to make it easier for users to access LinkedIn Learning courses. The Learning Hub is a

well-established tool that has been regularly used worldwide by employees as an information and registration platform for all continuing education offerings at tesa since its launch in 2018. It is open to everyone by arrangement with their managers and includes, for example, the “Working in a Matrix” and “Project Management” training catalogs. The catalogs include various training courses that are continuously updated and adapted to current needs. The training courses take place virtually, thus enabling mixed groups of participants from different regions and units. Overall in 2021, tesa’s e-learning courses were taken 3,692 times worldwide.

In 2021, we added a sustainability e-learning course. This interactive online training course introduces our employees to the topic of sustainability in a playful way. The modern, informative format that looks like a comic is also intended to appeal to those who have not yet been exposed to the topic to any great extent. This is intended to get all employees excited about the most important sustainability goals. The program is available in four languages and is being continuously developed.



Strong leadership culture

A good leadership culture is crucial for the working atmosphere and creates working conditions that enhance performance. We are convinced that it makes a significant contribution to keeping staff turnover low and retaining committed and well-trained employees over the long term so that their knowledge and experience remain with the company for as long as possible – an important competitive factor for us. Our training strategy helps to ensure that we can fill key positions with our own employees through attractive opportunities for promotion and development. This enables them to apply their valuable experience and market knowledge in a profitable way, expand their expertise and skills, and thus secure our long-term corporate success.

Leadership development program

A three-stage leadership development program lies at the heart of tesa’s approach to executive development and is offered worldwide in all regions and is now exclusively virtual. The focus here is on building and developing leadership skills. The newly established tesa People Values and the associated tesa Leadership Model, which consists of the three pillars Leading Self, Leading Teams, and Leading Organization, form the framework for this.

- The first stage is formed by the “Matrix Leadership” courses, which are open to all employees who do not have direct supervisory responsibility, but do have specialist

management responsibility or project responsibility, for example. The course consists of two modules, which are offered virtually worldwide in both German and English and can be scheduled separately.

- “Leadership & People Management Basics” is a virtual learning journey for all managers who are in a supervisory position at tesa for the first time. Over a period of six to eight weeks, the program teaches participants the essentials of leadership and, above all, aims to sharpen their understanding of their own role as a manager. The program is offered virtually in cross-regional groups, thus enabling not only a global exchange of experience but also greater networking among managers at the international level.
- The “Leadership & People Management Master Class” provides experienced managers a modular program in which strategy-related leadership topics are explored in greater depth. The various modules are also offered virtually and in cross-regional groups.
- With respect to increasing globalization and international cooperation at tesa, we also offer an intercultural leadership training program for experienced managers entitled “Managing Diverse Teams.” The focus of this virtual qualification, which lasts approximately eight weeks, is on the specific challenges of managing international and intercultural teams.

Management development program

Our management development program, which we launched in 2019, is intended to help executives and managers to expand their abilities and skill sets. In 2020, we launched the “Advanced” building block management development program and continued it in 2021 with a total of 22 managers worldwide. This program was developed in cooperation with the Ashridge Hult Business School. It covers all of the various areas of management: strategic development, finance & controlling, B2B and B2C strategies and, finally, supply chain and HR management. In 2021, because of the global pandemic and the associated travel restrictions, the originally planned classroom modules were also adapted and carried out in a digital format.

Internationality as a model for success

As a global company, internationality is part of our DNA. We benefit from filling positions with new colleagues from different cultural backgrounds who bring their ability to better understand the different requirements and market conditions of our international clientele to our company. This applies especially to our headquarters in Norderstedt. We also encourage our employees to apply for internal positions across countries and functions. To do this, we introduced our “X-perience” career model in 2019. This is intended to create a uniform understanding of promising development and career trajectories throughout the company. Through the “X-perience the tesa world” concept, internal job postings were an area of focus in 2021. These explicitly included a request to apply for the positions in question at an international level and moving beyond applicants’ current roles.

Diversity and equal opportunity

We aim for all of our employees to have the same opportunities – irrespective of their gender, age, origin, sexual orientation or religion. Our human resources departments and our managers worldwide are made aware of the need to prevent any form of discrimination. We also create a corporate culture in which all employees are valued and individual performance is recognized. We emphasize two priorities in particular: creating an international work environment and promoting women to management positions. Diversity is also a decisive competitive factor that helps us to optimally address the different needs of our customers and strengthen our innovative power through a portfolio of different perspectives.

Equal opportunity should be a visible feature of our corporate culture. That includes appointing an increasing number of women to management positions.

Diversity for trainees

Demographic developments and the resulting competition for young talent are increasingly posing a challenge for the recruitment of new trainees and cooperative studies students in the technical and scientific fields. tesa is taking successful approaches and always looks for new solutions to respond to the requirements of the labor market and the competitive environment. For example, we developed a specific training program that provides an opportunity to train employees in the areas relevant to our business and helps young people jump-start their careers. In addition to our training program at the Hamburg-Hausbruch and Offenburg sites, we also offer cooperative study programs.

In late 2021, our Hamburg-Hausbruch tesa plant had 36 trainees and one student completing a cooperative university education and vocational training program. Machine and system operators account for the largest group, with 13 trainees. Our tesa plant Offenburg employed 35 trainees, eight of whom are completing a cooperative university education and vocational training program. In addition, emphasis was placed on offering young unskilled temporary workers a perspective and providing them with a training position: three out of five machine and plant operator trainees were previously employed as temporary workers at the Offenburg site.

Our hiring rate demonstrates that we aim to employ our trainees on a long-term basis: In 2021, we hired eight out of a total of twelve trainees on a permanent basis at Hamburg-Haus-

bruch. That corresponds to a hiring rate of 66 percent. At 75 percent, the rate in Offenburg was 25 percentage points higher in 2021 than in the previous year.

tesa continuously breaks new ground for acquiring talent: For example, the tesa plant in Offenburg has been sponsoring the regional “Jugend forscht” research competition for many years now.



Compliance without compromise

Whether it's about environmental or social issues or any other matter of corporate management, tesa observes applicable laws, regulations and the standards and guidelines we've established internally, making the company a trustworthy partner for shareholders, employees, business partners, customers and other interest groups. But we can only do this if we are familiar with and understand the existing legal framework, applicable laws and internal guidelines and apply them properly.

- [The United Nations' \(UN\) Universal Declaration of Human Rights](#)
- [The guidelines of the Organisation for Economic Co-operation and Development \(OECD\) for multinational enterprises](#)
- [The fundamental conventions of the International Labour Organization \(ILO\)](#)

Our Code of Conduct

The tesa Code of Conduct is our shared framework for all key issues of corporate ethics and the binding code of conduct for everyday business decisions. It's our binding value framework and helps our employees, managers and corporate bodies to observe and apply key principles and guidelines.

The tesa Code of Conduct is based, in part, on the Ten Principles of the UN Global Compact and applies globally to all Executive Board members, managing directors, managers and employees.

Our Code of Conduct combines two key aspects: the commitment to abide by rules and laws and the obligation to behave with integrity, both of which are essential for long-term business development. This is accompanied by the fact that tesa, as an international company, feels an obligation to live up to the values recognized and embraced in free democracies. When it comes to our corporate activities, we observe the following international standards and guidelines in particular:

Our compliance management system

Based on the established IDW PS 980 standard, our Group-wide Compliance Management System (CMS) is intended to ensure, to the maximum extent possible, that our employees and managers adhere to legal provisions and internal rules.

Our CMS follows the three principles set out below in order to achieve this goal:

- 1. Prevention** – We set in place preventive measures, so as to avoid violations.
- 2. Recognition** – We use risk assessment and additional control mechanisms in order to identify and manage compliance risks early on.
- 3. Reaction and improvement** – We punish any violations of legislative or internal requirements as appropriate and continuously develop improvement measures.

Our Corporate Compliance Management department is responsible for the CMS and helps tesa's corporate management to identify compliance risks and prevent violations. Compliance risk assessments are thus conducted on a regular basis in order to identify key compliance risk fields. The Corporate Compliance Management department advises the local compliance officers and helps them implement the corresponding measures.



As in previous years, our compliance program focused on the areas of antitrust law, anti-corruption, and data protection.

For further information about the areas of focus of our CMS, please consult the compliance aspect in the [Non-financial statement](#), which we submit with our parent company, Beiersdorf.

Encouraging the next generation

Just as it did in 2020, in 2021 the coronavirus pandemic posed major challenges not only for us as a company, but also for society as a whole, which has had an impact on our social commitment and involvement over the past two years. In 2020, tesa put together a donation package amounting to five million euros in an effort to provide help quickly and without all the red tape during the global crisis. By the end of 2021, more than € 3.6 million had gone to a variety of social and humanitarian projects worldwide. One area that was especially close to our hearts was the education partnerships.

These are a suitable addition to our social commitment and involvement thus far: We at tesa are interested in helping young people gain access specifically to subjects in science, technology, engineering and mathematics (STEM) as well as important future technologies. The area of focus “For the next generation of innovators” has therefore been a part of our sustainability agenda since 2020. We began initiating projects in this area in Germany in 2014, and there have also been comparable projects in China since 2020. But due to the coronavirus pandemic, we were only able to continue our STEM efforts for young people in a limited capacity or, in many areas, not at all in 2021. Other educational projects with humanitarian objectives took more of a priority.

Education partnership with Save the Children

The overall situation with the coronavirus has threatened living and learning conditions for millions of children around the world, which is why tesa has been fighting side by side with the Save the Children organization to mitigate the negative impacts of the pandemic since 2020. With a donation amounting to € 1.25 million, we had supported selected projects in six countries – India, Vietnam, China, Mexico, Italy and Germany – on three continents by the end of 2021.

Vietnam

When the COVID-19 pandemic emerged, all of the schools were closed in Vietnam and 24 million children could no longer go to school. Due to the insufficient infrastructure, many children had no access to online learning, particularly in rural areas and in segments of the population that belong to ethnic minorities. As a result, the coronavirus further increased the gap in education in Vietnam. To support the children who need it most, Save the Children helps local educational systems provide additional learning opportunities. One of these initiatives is the provision of digital solutions such as training videos that help parents practice reading with their children. With helpful offers like these, teachers and caregivers can prevent children from falling behind in their learning.

China

In China, Save the Children’s educational support has focused on early childhood education and elementary school education for many years. The organization works closely with families, teachers and communities and is committed, for example, to nurturing resilience, self-esteem and social and emotional development. To optimally promote key elements of social and emotional learning, a project supported by tesa and Save the Children provides teachers and educational staff with the materials they need – in the form of interactive methods and both in-person and virtual training courses.

India

With schools closed down due to the pandemic, many children run the risk of never returning to school. At the same time, poverty is on the rise – and with it child labor, child trafficking and violence. That’s why Save the Children in India has focused its educational efforts specifically on those children who would otherwise fall through the cracks. Alternatives such as online learning via smartphone, for example, were not an option for the most disadvantaged children, as most of them don’t have the necessary technical devices. In fact, many families don’t even have access to electricity. As a result, Save the Children’s approach also includes a local “community outreach strategy”: Bal Rakshaks, which are volunteers in the community, distribute backpacks with



>3.6 million euros
in 2020 and 2021, we donated the total amount of more than 3.6 million euros for social and humanitarian causes.

worksheets, books and other school materials to children in need, discussing their homework with them and returning finished work to the teachers. The volunteers continuously analyze and update the worksheets to maintain an overview of how well children understand the content. The Bal Rakshaks receive an expense allowance for their activities.

Due to the dramatic pandemic situation in India, tesa decided in summer 2021 to provide Save the Children with another € 250,000 for local aid projects. The donation went directly to Save the Children’s Indian emergency fund and is being used for infection prevention, food and learning materials and to treat the sick: COVID-19 treatment centers were set up for

children, and Save the Children distributes masks, disinfectants and information materials on COVID-19. They organize training courses on psychosocial counseling and support for caregivers, educators and volunteers and distribute basic foods, learning materials and toys for schoolchildren.

Mexico

Due to the current pandemic, the well-being and education of more than 40 million children in Mexico are more at risk today than ever before. With its extensive measures, which include child protection, health, social protection, gender equality, psychosocial support, interest representation and education, Save the Children has reached around 300,000 children, with a key focus on Indigenous groups, migrants and rural populations. The project “Creating Safe Spaces to Go Back to School” helps better prepare children and teachers for homeschooling. Workshops organized by Save the Children teach educators how to develop and implement digital teaching and learning methods, effectively support children remotely and help them with any general concerns or questions they may have about the coronavirus. Depend-

ing on the situation, Save the Children can provide children and their families with digital and analog learning materials. Especially disadvantaged families also receive food. The aim of the program is to prevent children from falling behind and ensure they can return to school without any problems after the pandemic.

Italy

COVID-19 has intensified the health, economic and psychosocial problems experienced by children in Italy. When the schools in Italy had to close down, they switched to digital learning and many thousands of schoolchildren were unable to take part in class – for example, because their families didn’t have the necessary technical infrastructure. This exceptional situation has also amplified existing risks such as increased domestic violence against women and children. Through its “Rewriting the Future” education program, Save the Children has dedicated itself to reducing educational poverty and preventing children from dropping out of school. The 26 “Punti Luce” educational centers are an important part of this initiative and provide children and adolescents with an extensive range of support. For example, they provide tutoring to boys and girls in need, so they can catch up again. The program also offers sports, courses on art and media skills, support options for parents and measures to combat poverty. The centers are an important contact point for families, many of whom wouldn’t have had access to this type of support without them. Save the Children also offers COVID-19 hygiene kits and the technical equipment required for remote learning.

Germany

In Germany, tesa supports Save the Children’s digital education measures, as children’s educational success is more dependent on social background here in Germany than in just about any other industrialized country in the world. And the coronavirus pandemic has also hit the children and adolescents of disadvantaged families harder than most others in Germany. Attending online school sessions is often more difficult for them, as they frequently lack the necessary tech-

nical equipment and the space to learn without disruption. The pandemic has shown that the ongoing digitalization will further intensify inequality in education without compensatory measures. To close this gap, Save the Children developed MakerSpaces in collaboration with our implementation partners, Junge Tüftler (young inventors). At two model schools, children and teachers can now learn new digital and “maker” skills such as building robots, programming apps, internet skills, 3D printing, video editing and a whole lot more. We also worked with schools to develop a manual that helps other schools set up their own MakerSpaces themselves.

At the end of 2021, tesa and Save the Children decided to continue their education partnership in 2022. With another € 250,000, tesa is helping Save the Children to enable 150 million children around the world to return to school safely – this time with the global initiative “Safe Back to School.” With this global campaign, Save the Children is doing what it can to prioritize the right to education of children around the world.

The Corporate Citizenship department, which is a unit of Corporate Communications, is responsible for social commitment and involvement at tesa. It coordinates and decides on all of our headquarters’ support activities. The CSR strategy “tesa connects” and our sponsorship and donation guidelines (Corporate Giving Policy) form the foundation for social commitment and involvement at tesa.



Promoting STEM

STEM skills are important for preserving our livelihoods and for social progress. They also help to deal with current challenges such as the COVID-19 pandemic. As a technology company, we aim to support young people in these subjects and, in the future, to recruit qualified up-and-coming talent, which is why the HR department is currently responsible for these activities.

We develop our age-appropriate learning opportunities in close cooperation with partner schools, universities, STEM companies and other partners. tesa experts from different fields provide an insight into their everyday working lives. For instance, students in 11th to 13th grade will receive a fun introduction to STEM subjects through the corresponding courses. Students between the ages of 19 and 25 likewise face the decision of which career they should pursue. We aim to assist them in their decision-making through working student activities and internships.

tesa teams up with schools: STEM courses in Suzhou

It’s important to us to nurture the talented minds of tomorrow and inspire children and adolescents to take an interest in technology and science – for example, in the form of school partnerships. The tesa plant in Suzhou, China, offers weekly





STEM courses at a local school that are taught by our research and development employees there. With fun experiments and practical exercises, 30 students between the ages of 11 and 13 are acquainted with a variety of technical topics such as sound transmission, surface energy, air circulation and pressure, and the properties of light.





Innovation challenge for university students: 2021 Hackathon in China

We’re also looking to reach and motivate younger university students and inspire interest in our world. In 2021, we sponsored the Young Talents’ Chemical Innovation Challenge Hackathon in China with nine other companies. The purpose of the competition is to provide chemistry and materials engineering students with an initial insight into the chemical industry and help them choose their subject of study and career. We and the other partners supported more than 60 student projects in the areas of sustainability, circular economy and energy savings. One of the projects we supported took third place.

Sustainable Development Goals Index

We contribute to the following SDGs and their corresponding targets:

SDG	SDG targets	Our contribution	In this report
	4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	Skills in the STEM subjects (science, technology, engineering, mathematics) are important for preserving livelihoods and for social progress. As a technology company, we aim to help young people in these subjects. We also incorporated this goal into our sustainability agenda in 2020. The coronavirus pandemic has led to further global inequality in education. Since 2020, tesa has partnered with Save the Children in working to combat the negative effects the pandemic has had on children and their learning conditions, and is financially supporting education projects in a number of different countries.	Pages 54–59
	5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life	tesa has been a member of the UN Global Compact since 2006. The ten principles in the areas of human rights, labor standards, environmental protection and anti-corruption represent the overarching guidelines for all actions at tesa. With our membership, we have also committed ourselves to Principle 6 "The elimination of discrimination in respect of employment and occupation" and reject any form of discrimination in the workplace or in the filling of positions.	Page 14
	7.2: By 2030, increase substantially the share of renewable energy in the global energy mix	Since the end of 2020, renewable energy sources provide 100 percent of the electricity purchased for all tesa sites worldwide. We are supporting the development of renewable energy by purchasing green electricity. In the future, we want to rely more on the use of renewable fuel sources, such as biogas for our CHP systems.	Pages 24–25
	7.3: By 2030, double the global rate of improvement in energy efficiency	Two production facilities and our headquarters have an ISO 50001-certified energy management system. The introduction of the energy management systems paved the way for further increasing the energy efficiency of our facilities. Another strategic approach for tesa is the use of energy and resource-saving technologies. This includes the efficient generation of our own energy through cogeneration and photovoltaic systems.	Pages 22–24
	8.4: Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programs on sustainable consumption and production, with developed countries taking the lead	Our products should be as harmless as possible to the environment over their entire lifecycle. During development and manufacturing we take care to ensure resource efficiency and to avoid production waste as much as possible. Measures to this end are an integral part of our environmental protection activities as a company. Wherever possible and sensible, we use bio-based and recycled raw materials. The reduction and avoidance of packaging materials also help to minimize waste and thereby the negative impact on the environment.	Pages 28–29, 34–39, 44–45, 46–48
	8.8: Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	As a responsible employer, we see it as our duty to protect our employees from risks and hazards in the exercise of their activities. With a wide range of measures, we contribute to preventing accidents and occupational illnesses. We have created a supplier program to increase transparency in our supply chain. We ask direct suppliers to share their sustainability performance with us.	

SDG	SDG targets	Our contribution	In this report
	12.2: By 2030, achieve the sustainable management and efficient use of natural resources	tesa develops eco-friendly, solvent-free production methods, and uses bio-based and recycled raw materials wherever possible and sensible. We take care to ensure resource efficiency and avoid production waste from the early stages of developing our products and the methods used to produce them. We are increasingly sourcing FSC®-certified paper from sustainable forestry. In 2021, we launched our first FSC®-certified products.	Pages 34–39
	12.4: By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment	There is no way to eliminate all waste when producing goods. Our waste and raw materials management activities are geared toward using materials efficiently and recycling wherever possible. Therefore, we constantly work on minimizing production-related losses in the raw materials we use. tesa recycles almost all non-hazardous waste and hazardous waste containing solvents.	
	13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	We have set ourselves the target of reducing our energy-related CO ₂ emissions by 30 percent in absolute terms by 2025 compared to 2018. This goal is consistent with the scientific consensus that global warming should not exceed 1.5° Celsius. We are aiming to achieve a completely climate-neutral business model by 2050 at the latest.	Pages 21–27
	15.1: By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements	We aim to use water responsibly. Our primary concerns are using water efficiently and protecting it against contamination. Every year, we keep track at our production facilities of water data such as water consumption and effluent quantities and also perform a regular water risk assessment. We also report the results through CDP.	Pages 30–31
	16.5: Substantially reduce corruption and bribery in all their forms	We reject any form of corruption, bribery or other forms of unlawful conduct. Corruption prevention is one of tesa's Core Compliance Fields and plays a central role in the Compliance Management System.	Pages 54–55



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