



W E D O

tesa sustainability goals

Sustainability report 2024

Dear readers,

Sustainability is not just a trend for tesa – it is a central component of our corporate strategy and a clear commitment to current and future generations. As a globally active company with production facilities and affiliates in over 100 countries, we bear a special responsibility for the environment, society and the economy. In times of increasing ecological and social challenges, we see it as our duty to lead the way with innovative solutions and responsible behavior. Our aim is to promote sustainable growth – by developing more sustainable products, optimizing our processes and working closely with partners along the entire value chain. One thing is clear: sustainability is not a goal, but a continuous journey that we are pursuing with conviction and determination.

Since we have been driving this important transformation of our business with even greater urgency, we have made considerable progress: We have been able to significantly reduce our emissions and increase the transparency of our supply chain to enable responsible sourcing. And we have launched further products with a substantial sustainability contribution on the market, thereby not only reducing our own ecological footprint but also supporting our customers in their sustainability goals.

But we must not stop at what we have achieved so far. We are facing a decisive step on our sustainability path: the challenge of decoupling growth and emissions – a task that we are tackling with determination. Technology and innovation are our compass, and I am convinced that they are the key to more sustainable solutions with which we can meet the major challenges of our time. We continue to be guided by internationally recognized frameworks such as the UN Global Compact and the Sustainable Development Goals. They not only help us to place our activities in a global context, but also to open new fields of innovation and markets.

To remain competitive while fulfilling our responsibilities, we need to work with the materials of tomorrow, transform our processes, create meaningful end-of-life

solutions for our products and establish strong partnerships that will walk this path with us. As ambitious as our goals are, we see significant opportunities in this important transformation of our business, and I am proud to say that we were also able to make considerable progress in all of these areas in 2024.

For example, we were able to reduce our Scope 1 and Scope 2 emissions by 39 percent across the entire tesa Group. This is an important step on our path to climate-neutral production by 2030 – an ambitious goal that I would like to reaffirm. A key factor in this success was the use of renewable energies, which we have continued to drive forward with the significant expansion of our photovoltaic systems. Last year, we produced around 4,000 MWh of electricity across all locations and covered 90 per cent of our global electricity requirements from renewable energies. In addition, we laid the foundation for connecting our Hamburg plant to the hydrogen network in 2024. We plan to produce the first adhesive tapes using hydrogen technology as early as 2027. Preparations are in full swing.

However, it is not just in our production that we want to drastically reduce emissions, but across the entire value chain. Close partnerships are essential here, which is why we work closely with our suppliers: We motivate them to fulfil our sustainability standards and support them in integrating renewable energy into their processes. By the end of 2024, more than 70 per cent of our direct purchasing volume went to suppliers who share our sustainability standards. To drive forward the decarbonization of our supply chain, we launched the Supplier Green Energy Program in the reporting year: It aims to work with our suppliers to develop strategies to reduce energy-related Scope 3 emissions and promote their implementation. We have already achieved initial promising successes together, so we will continue to expand the program.

And it is our central concern to also support our customers in achieving their sustainability goals. We use our innovative strength to develop products that not

only reduce our ecological footprint, but also that of our customers. One outstanding example is our products produced according to the biomass balance approach, such as tesa® 4965 Original Next Gen or our transfer tapes. They enable CO₂ savings of around 40 percent through innovative manufacturing processes and the use of more sustainable materials.

At the same time, we are working on pioneering technologies such as “debonding on demand”. This technology not only enables extremely strong adhesive bonds but also, if necessary, “debonding” – a promising solution for reworking, repair or recycling purposes. In this way, we are making an important contribution to the circular economy, as resources are conserved, and recycling is made possible at the end of the life cycle.

We have invested heavily in recent years and will continue to do so: By 2030, we want to invest a total of around 300 million euros to achieve our goals through smart, science-based measures. Sustainability remains our top priority – it is essential for our competitiveness and future viability.

I am proud of our achievements in the past year. Sustainability is deeply embedded in our corporate and innovation culture, and I am confident that we will achieve our ambitious goals.

My sincere thanks go to all our employees for their tireless efforts. Together, we are shaping a more sustainable future for tesa, our customers and society.

Sincerely,

Norman Goldberg



Dr. Norman Goldberg, CEO tesa SE

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Read more about sustainability here



interview

“Innovation and sustainability: two sides of the same coin”

An interview with Dr. Ingrid Sebald, Board Member Technology at tesa

Dr. Sebald, as a chemist with a doctorate and member of the Executive Board for Technology, you are also responsible for sustainability. How is the sustainability aspect reflected in the area of innovation?

In my view, innovation and sustainability are inseparable. Sustainability requires change in so many industries, markets and applications, so there is a need for new solutions – and this is where we want to help shape development as a driving force.

I am convinced that chemistry will ultimately be one of the solutions to the major sustainability challenges, because it offers us the opportunity to positively influence the carbon footprint, recyclability or circularity of a product. For the chemical industry, this means a major transformation, as chemistry is often not perceived as sustainable. But this is where the opportunity to change the world lies. Our vision is to integrate more sustainable practices into all aspects of product development.

What are the challenges of this project?

Major challenges are the availability of materials and the development of new supply and value chains. As a pioneer in this transformation, we face more challenges than others who follow. For this reason, we are developing new technologies and value chains to make faster progress and turn these challenges into opportunities.

Another risk in Europe is overregulation, which can hinder innovation. It is therefore important to find a balanced approach to both regulatory requirements and innovation.

What technological innovations has tesa driven forward in recent years?

This year alone, we have launched more than 40 products that make a significant contribution to sustainability. We are pursuing two key approaches: First, we are reducing our own CO₂ footprint by decarbonizing our production. We are expanding more energy-efficient processes, such as solvent-free and recyclable processes, and are increasingly focusing on electrification to use renewable energy.

We are also developing innovative solutions for our customers to help them become more sustainable. This includes, for example, the use of recycled or bio-based materials. There is also a particular focus on developing solutions that support the circular economy, such as our “debonding on demand” technologies. These make it easy to separate components, facilitating repair, reuse and recycling. Our innovative strength is key to mastering the challenges of the future. We invest in technologies that help us and our customers to become more sustainable. This is not only an environmental necessity, but also an economic opportunity.

tesa has set itself the goal of achieving climate-neutral production by 2030. How do you plan to achieve this?

We are pursuing a clearly defined roadmap to carbon neutrality in all our plants. Since 2018, we have already

“Technology is the key to sustainability. It will help us to become carbon neutral and enable our customers to decarbonize their value chain.”



Dr. Ingrid Sebald, Board Member Technology

“For us, innovation and sustainability are two sides of the same coin. Only through technological progress can we achieve our ambitious sustainability goals and be economically successful at the same time.”

made remarkable progress, reducing our carbon footprint by almost 40 percent. We have achieved this through various strategic measures: a key building block is the transition to fully circular processes. Of particular importance is the switch to solvent-free processes, which not only saves energy but also contributes to modernize our facilities.

Another important step is to become our own energy producer. We already generate solar energy at all our plants. Soon we will add wind power, which offers even greater leverage. We are also connecting to green hydrogen networks. All of these building blocks are clearly defined and are being implemented to achieve our goal of climate neutrality.

How important is cooperation in developing more sustainable products?

Cooperations are the key to success. If you want to move forward quickly, you don't move alone – you identify partners with the greatest common ground or the most pressing challenges that can be solved together. The current transformation offers a unique opportunity for significant innovation and technological breakthroughs.

We already have very strong partnerships. For example, we are working with BASF on sustainable raw materials and new polymers that will help us decarbonize our value and supply chain. Another important technology partner is ZEISS – together we are developing completely new solutions in the field of holography, which will help to reduce the weight of vehicles. This kind of intelligent technology and smart engineering is the key to successful transformation.

Please find the interview in full length here



Global innovation and local presence: the tesa business model

tesa has been bonding materials and bringing ideas, people and markets together for more than 125 years. As a global driver of innovation in more than 100 countries, tesa is now a multinational company that develops innovative adhesive tapes and self-adhesive product solutions for industry, commercial customers and consumers.



A portfolio of more than 7,000 products now helps to improve the works, products, and lives of tesa customers. tesa® solutions can be found in many future-defining technologies, from electric cars to smartphones. For example, an electric car can feature more than 130 tesa® adhesive tapes, and a smartphone over 70. These products may go unseen by the people who use them, but they can help make everyday devices lighter, more efficient and more durable.

Two pillars of success

The tesa business model is based on two strong pillars. The first pillar comprises tailored solutions for industry, which account for a majority of all sales. tesa works closely with customers to develop innovative products, improve existing ones and optimize processes.

The second pillar is made up of the round about 300 applications in the tesa® portfolio, including the well-known tesafilm®, which make everyday life a little easier for millions of consumers and professional craftsmen all over the world. Whether you're pursuing your hobby or renovating your home, you can always count on tesa. The tesa Group's total sales in 2024 amounted to € 1.7 billion (2023: € 1.7 billion).

A global network with local roots

Based in Norderstedt near Hamburg, tesa has developed a global production network with six plants in Germany, Italy, China, the US and Vietnam. We test our applications at eleven Customer Solution Centers to ensure they comply with the highest standards and fulfill customer requirements as effectively as possible. In addition, the local-for-local approach in the supply chain shortens transportation distances and enables fast response times.

Around 5,400 employees at 59 offices contribute to company success with their dedication and expertise.

Innovation as a driving force, sustainability as a priority

tesa's largest competitive advantage is its ongoing search for new solutions and efforts to push the boundaries of what's possible. This capacity for innovation is an integral part of the company's DNA. With its sights clearly set on future trends and technologies, the company is doing its part to promote progress in the adhesive industry. More than 600 experts in product and technology development do their best every day to launch innovative products that not only fulfill current requirements and expectations, but often exceed them and also set new standards.

tesa's innovative power is also a key driving force for everything associated with the development of more sustainable products and solutions. As an international company, manufacturer of innovative adhesive solutions, business partner and employer, tesa has made sustainability a top priority and is working relentlessly to transform the business for a more sustainable future.

[Find more information here](#)



11
production sites
(production and processing centers)

active in more than
100
countries

11
Customer Solution Center

around
5,400
employees worldwide

Site by site

Our adhesive solutions are manufactured in six different plants on three continents. Safety is the top priority in all plants, and sustainability, digitalization, and the latest technical standards are also emphasized and driven forward.

- Global & regional headquarters
- Plants & production sites
- Customer Solution Centers
- Offices

Sparta – USA



Concagno – Italy



Offenburg – Germany



Hamburg – Germany



Suzhou – China



Haiphong – Vietnam



Sustainability Highlights 2024

at a glance

≈ **90%**

of our **global electricity** demand in 2024 was covered with electricity from renewable energies. For more information, see p. 23

> **95%**

of our **waste** could be disposed of without landfills in 2024. For more information, see p. 25

> **40**

products with a substantial contribution to sustainability, were launched on the market in the reporting year. For more information, see p. 37

Our clear commitment to sustainability is confirmed by ratings and assessments. For more information see p. 19



By **39%**

we were able to reduce our **Scope 1 and Scope 2 emissions** between 2018 and 2024. For more information, see p.20 ff.

70%

of our fiber-based packaging materials are **FSC®-certified**. For more information see p. 42

74%

of our **direct spend** went to suppliers who share our sustainability standards in 2024. For more information see p. 44 ff.



Holistic and science-based: our sustainability strategy

Our aim is to develop more sustainable adhesive solutions and products that not only minimize our environmental footprint, but also help our customers achieve their own sustainability goals. Our approach is science-based, as that is one of our strengths as a driver of innovation. This allows us to actively contribute to developing the best solutions for the biggest challenges of our time, such as climate change and resource scarcity.

Sustainability: a key component of the corporate strategy

We firmly believe that our company can achieve long-term market success and growth only with a sustainable approach. We are positioning ourselves as a future-oriented company with a clear focus on sustainability, innovation and digitalization.

tesa sustainability goals

we do 

- reduce emissions
- source responsibly
- rethink materials
- push circularity
- support customers

The sustainability strategy is an integral part of our corporate strategy. We achieve long-term growth by focusing on innovation, and promote the sustainability transformation with transparency, consistency and responsibility. There are five action areas in which we address strategically relevant topics that represent our company's value chain and therefore have a significant impact on the sustainability transformation in our business. These strategically relevant topics include product development, the purchase of raw materials and goods, production, energy supply, logistics and the end of life of our products.

tesa provides employees across all levels and functions with the awareness, knowledge and skills they need to ensure a successful, comprehensive transformation at the company and thus make sustainability an integral part of all of its business activities (see p. 29 ff.).





Clear focus: strategic action areas and the 2030 sustainability goals

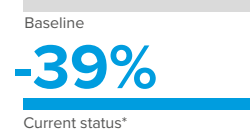
To implement our strategy, we have established ambitious goals throughout all the action areas, and we plan to achieve them by 2030. Intermediate 2025 goals also represent important milestones along the way.

Reduce emissions

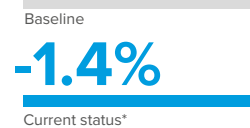
In the "Reduce emissions" action area, we are working hard to lower our global emissions in in-house production and in upstream and downstream processes as well as eliminate the link between emissions and our growth. The corresponding goals we have set ourselves are ambitious. In addition to reducing absolute energy consumption, increasing energy efficiency also plays a key role. To achieve this goal, we are increasingly making use of technologies that use resources and energy more sparingly.

Our strategic targets for 2030

- We are committed to climate-neutral production relative to the base year of 2018 (Scope 1 and 2).



- Our plan is to reduce indirect emissions along the value chain by 20 percent compared with the base year of 2018 (Scope 3).



Long-term strategic goal

- Net-zero greenhouse gas emissions

Source responsibly

Our aim is to ensure compliance with fair working conditions, human rights and environmental standards along the supply chain, which is why we are making every effort to evaluate suppliers more thoroughly than ever before, but also help them to develop accordingly. For example, we motivate our partners to undergo a comprehensive assessment on the EcoVadis rating platform and thus ensure that they share our sustainability standards. Our long-term goal is to procure our raw materials in a way that is 100 percent responsible and sustainable.

Our strategic targets for 2030

- We aim to make our supply chains fully transparent.
- We ensure that at least 80 percent of our direct spend goes to suppliers that share our sustainability standards.



Long-term strategic goal

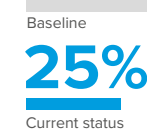
- All suppliers comply with our sustainability standards

Rethink materials

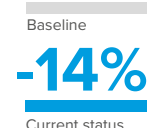
More than 600 product developers, chemists and engineers are working on developing technologies and products that make our own tesa® adhesive solutions more sustainable or help increase the sustainability of our customers' products and processes. We are making every effort to reduce non-recycled fossil-fuel-based plastics and are moving increasingly toward the use of recycled and bio-based materials.

Our strategic targets for 2030

- Seventy percent of the materials used in our products and packaging will be recycled or bio-based.



- We will cut our use of non-recycled fossil-fuel-based plastics in half and plan to do this with our packaging by 2025.



Long-term strategic goal

- 100% sustainable raw materials

Push circularity

We promote the circular economy and conserve resources, with a key focus on preventing waste. Our plan is to stop sending production-related waste to landfills by 2025. Where waste is unavoidable, we will try to recycle it by various means. In addition, tesa will invest extensively in further development of solvent-free production technologies.

Our strategic targets for 2030

- By 2030, we will offer selected products with sustainable end-of-life solutions.
- We are investing extensively in solvent-free processes and full recovery of solvents.

Long-term strategic goal

- Zero waste from our products

Support customers

Transforming their business, services and products for greater sustainability is also a key goal for many of our customers. With our more sustainable adhesive solutions and products, our plan is not only to minimize our own environmental footprint, but also to help our customers achieve their sustainability goals.

Our strategic targets for 2030

- We offer our customers more innovative adhesive solutions that can help make their processes and products more sustainable.
- We will make it possible to measure the results of our joint efforts.

Long-term strategic goal

- Significant positive impact

* Adjustment of methodology and data basis. The base year was adjusted on this new basis.

Sustainability management: firmly established in the organization

We combined our corporate and sustainability strategies in 2023. The Executive Board is responsible for sustainability and for implementing the strategy.

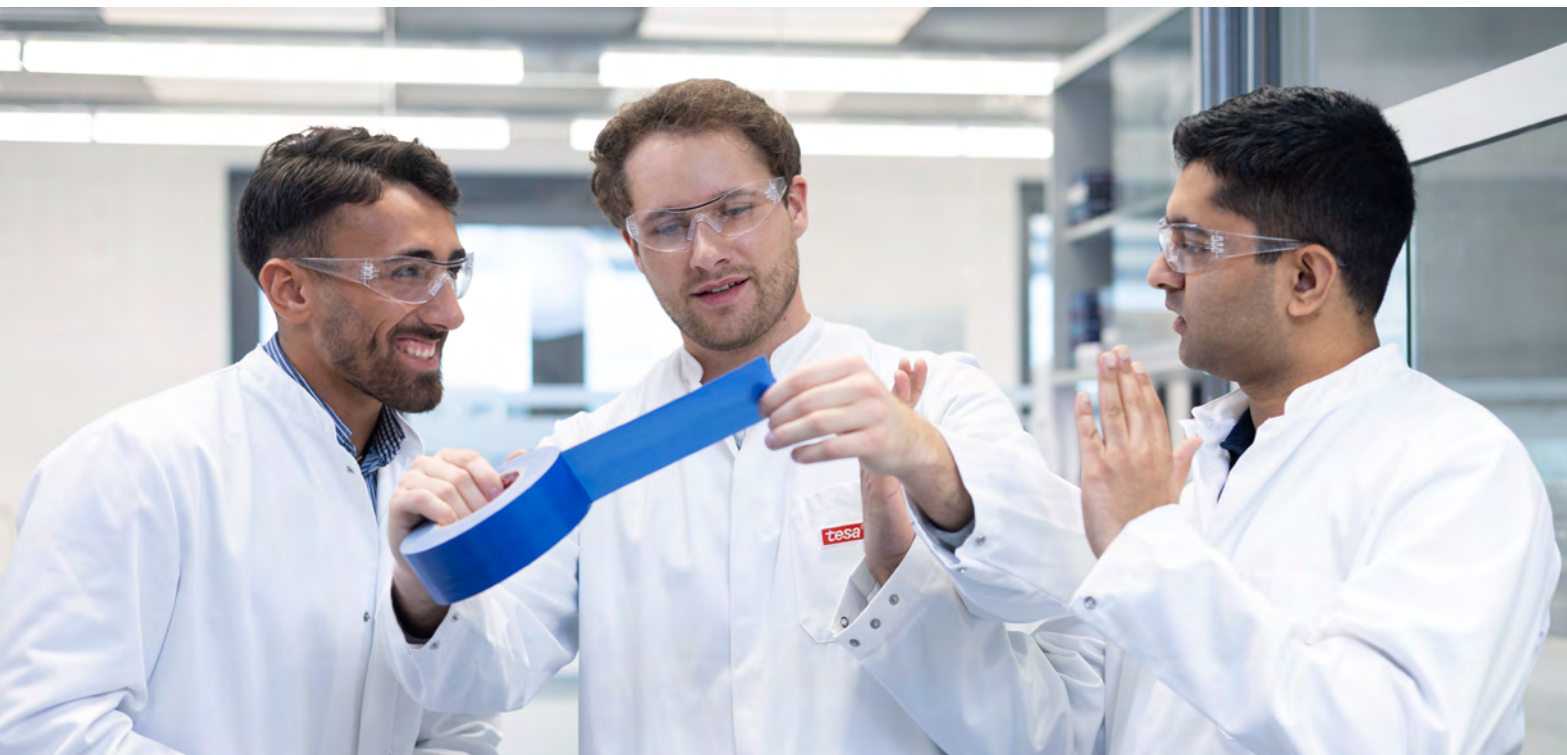
In 2024, the new Technology Board role was created, which is also responsible for sustainability. Technology and sustainability are closely intertwined in this function; the new Executive Board position underlines our science-based approach and our commitment to developing and promoting more sustainable adhesive solutions.

The Corporate Sustainability department is managed by the Head of Sustainability, who reports directly to the Executive Board and is responsible for the global sustainability strategy.

Program managers are in charge of implementing the sustainability strategy using programs with road maps and action plans, thus ensuring responsible implementation of sustainability throughout all the departments.

With a global network of selected employees, we work across all regions and functions to implement our action plans and achieve milestones along our journey to our 2030 sustainability goals.

We also maintain constant dialog with our external stakeholders. Such discussions allow us to review our sustainability efforts on an ongoing basis and to incorporate current social and environmental trends into our strategic planning.



External recognition: ratings and assessments

External, independent assessments are conducted on the basis of respected ratings that comprehensively evaluate sustainability performance on a high level. They not only increase the trust of customers, the general public and other stakeholders, but also help us objectively measure and compare our own performance. And the requirements and recommendations resulting from the assessments can serve as a foundation for internal improvements and motivate us to implement more sustainable processes and continuously optimize them. Based on our research, CDP and EcoVadis are the forms of assessment most relevant to tesa.

CDP

CDP collects environmental data from companies at regular intervals on behalf of investors and now maintains the world's largest database of this type. CDP has recognized our efforts in the area of climate protection with the best score of A. tesa received a score of B- in the area of water. We are continuing to prioritize various measures to improve this rating (see p. 27 "Responsible use of water as a resource").*

EcoVadis

EcoVadis, a well-known rating platform for companies with global procurement chains, has presented us with the Gold Medal in recognition of our sustainability achievements, which places tesa among the top 5 percent of outstanding companies.

* The result of the CDP rating for 2024 was not yet available at the time of publication.



Find more information here



Environment: reducing emissions, promoting the circular economy

We as a company plan to help limit the increase in the global average temperature. The Science Based Targets initiative (SBTi) has validated and confirmed our net zero goal for the target year 2045, which was formulated in partnership with our parent company, Beiersdorf. Our gradual emission reduction targets associated with this goal extend to both upstream and downstream processes as well as our in-house production. We also aim to use resources more efficiently and carefully by promoting the circular economy, with a focus on waste prevention, technological innovations and full recovery of solvents.

On the journey to net zero: climate-neutral production by 2030

We have established long-term and short-term goals for reducing our emissions in the “Reduce emissions” action area and plan to achieve climate-neutral production at our plants by 2030 (Scope 1 & 2 vs. 2018). We also aim to reduce our Scope 3 emissions by 20 percent in absolute terms within the same period of time (see p. 16 f. sustainability goals 2030).

Our contribution to overcoming the global climate crisis and accelerating the positive economic shift to greater sustainability is a central driving force of our efforts and, consequently, climate protection is a core element of our sustainability strategy. Our management is responsible for overseeing relevant decisions relevant to the climate, which includes monitoring progress in attaining climate targets and implementing the corresponding climate protection measures.

Avoiding and reducing emissions

We are pursuing our intermediate goal for Scope 1 and Scope 2, which is to reduce emissions by 50 percent in absolute terms relative to the base year 2018 by the end of 2025. We had achieved our former intermediate goal of -30 percent by the end of 2023. Our primary method of achieving our goal in 2025 will be to increase our use of renewable energies.

You can find more information on how we reduce our emissions here



We record, consolidate and analyze our energy consumption and calculate our GHG emissions in accordance with the guidelines of the Greenhouse Gas Protocol (GHG Protocol). We have recalculated the base year for 2024. The change in emissions is due to the extension of the reporting boundaries to all locations and the CO₂ emissions from exhaust air purification.

Between 2018 and 2024, we successfully reduced Scope 1 and 2 emissions by 39 percent* in absolute terms (see Fig. 1). 2024 also saw our specific emissions per metric ton of end product decrease by 34 percent relative to the base year 2018 (see Fig. 2). In addition to continuous energy conservation measures, the primary factors driving the reduction in emissions during the reporting year also included the technological transformation and the increase in the proportion of energy use at our locations accounted for by renewable energies.

Our energy strategy: Reduction, Transformation, Production

To achieve climate-neutral production (Scope 1 & 2) by 2030, we have developed a comprehensive energy strategy that combines energy-saving measures and increased efficiency with the use of renewable energies rather than fossil fuels.

Energy savings and energy efficiency

The chemical industry uses a great deal of energy, with many processes requiring high temperatures and pressure. Whether we achieve our ambitious 2030 climate target will depend largely on the success of our efforts to reduce our energy consumption per metric ton of end product. Specifically, we plan to minimize the use of natural gas, which is employed primarily in steam generation, coating systems and the operation of our combined heat and power (CHP) plants, and replace it with sustainable energy sources.

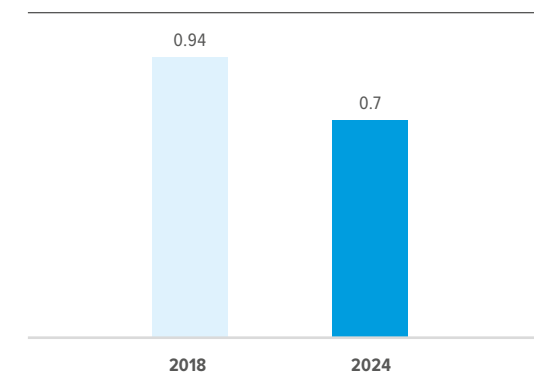
* Adjustment of methodology and data basis. The base year was adjusted on this new basis.

Fig. 1: Scope 1 and Scope 2 CO₂ emissions in t CO₂ e

	2018	2024
Scope 1 emissions	62,682	48,107
Scope 2 emissions ¹	16,616	281
Total	79,298	48,388
Biogenic Scope 1 emissions	–	8,870

¹ Definitions according to the GHG Protocol Scope 2 standard; market-based method

Fig. 2: Specific Scope 1 and Scope 2 CO₂ emissions per metric ton of end product in t CO₂ e



39%
reduction in Scope 1 and Scope 2 emissions vs. 2018

Energy savings through concentration

To reduce gas consumption in our thermal oxidation systems, a rotary concentrator was installed to process the exhaust air of coating systems at the Suzhou plant in late 2024. The solvent-laden exhaust air builds up inside the concentrator until there is no longer any need to add the natural gas once required for combustion, which results in efficient purification of exhaust air and significantly reduces the use of energy. These measures reduced the use of natural gas by 55,000 m³ at the Suzhou plant in 2024, with an annual reduction of 500,000 m³ expected from 2025 onward.

Reducing energy consumption always goes hand in hand with more efficient use of the available resources. For example, technological advancements such as the introduction of solvent-free processes also play a major role in improving the energy efficiency of our plants and manufacturing operations (see p. 25 “VOC emissions”). One example is our site in Sparta, USA, where tesa switched completely to solvent-free production in 2023. This technological transformation did not take full effect until 2024, when CO₂ emissions in Sparta were reduced by around 1,000 metric tons of CO₂ compared with the previous year.

However, transitioning to energy-efficient technologies and processes that minimize the use of fossil fuels can be a very complex process. Meeting our goals will require substantial investment in new production facilities and the energy infrastructure.

In addition, we are implementing a variety of measures at our sites around the world such as process optimization in production, heat loss reduction and waste heat recycling. Our plans for 2025 include the installation of a heat pump, the provision of steam through electric steam boilers and the introduction of digital energy management.

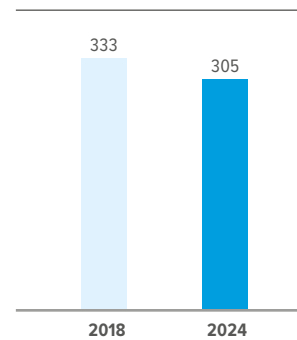


LEED Gold-certified Vietnam plant

Our newest plant in Vietnam has been operating at full capacity since early 2024 and is a flagship project for tesa’s sustainability activities. LEED Gold certification is proof of our unwavering commitment to environmental responsibility and excellence in sustainable practices. Here are a few of the highlights:

- Green infrastructure: Ponds manage rainwater and protect natural habitats.
- Reduced irrigation: Irrigation requirements are covered entirely by recycled water.
- Water recycling: Water consumption is reduced by 73 percent.
- Energy-efficient lighting: Only LED lights are used.
- Renewable energy: A photovoltaic system on the roof covers nearly 10 percent of energy requirements.

Fig. 3: Total energy consumption in GWh



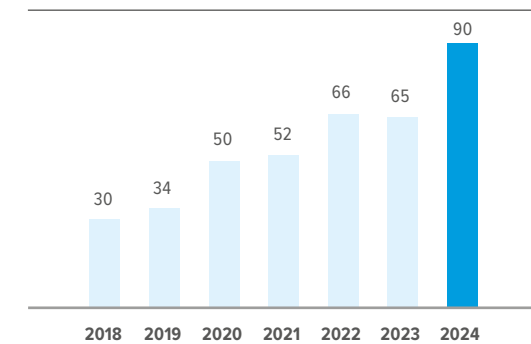
Increasing the contribution of renewable energies

We expanded our on-site electricity production by adding photovoltaics in 2024. Our largest photovoltaic system to date, with a maximum electrical output of 5.5 MWp, was completed at the Offenburg plant in the reporting year and will be commissioned in spring 2025. Further PV systems were put into operation at the headquarter and the Sparta plant. Further investments, both in photovoltaics and the building of wind turbines, are in the pipeline. In 2024, we generated roughly 4,000 MWh of renewable energy ourselves with photovoltaic systems across all locations and covered 90 percent of our worldwide energy demand with electricity from renewable sources (see Fig. 4).

In the future, green hydrogen will be used alongside green electricity for climate-neutral steam generation at the Hamburg plant, which requires large amounts of process heat at high temperatures. The plant is preparing to replace gas-fired steam boilers with new boilers that can also be operated with hydrogen. In collaboration with Hamburger Energienetze GmbH, tesa plans to connect the Hamburg plant to the supply grid as part of the HH-WIN (Hamburg Hydrogen Industrial Network) project. A key component of our energy strategy is the integration of hydrogen options into the energy supply at the company’s most energy-intensive production site as a supplement to electricity and gas. The use of hydrogen has the potential to save around 6,000 metric tons of CO₂ annually. The tesa plant in Hamburg is set to produce the first adhesive tapes using green hydrogen by 2027.

We operate combined cooling, heat and power (CCHP) and combined heat and power (CHP) plants at several of our production facilities, and use the electricity and heat generated, for example, to heat or cool production processes. Biogas certificates have fully covered gas consumption in the CHP plant at the Group headquarter since 2021 and at the Offenburg plant since 2024, and are also used for some of the gas consumption in the CHP plant at the Hamburg plant. The biogas is generated in Europe and supplied to the European gas grid, which means we can use renewable, more climate-friendly energy sources even when operating CHP plants. Due to the amount of biogas certificates allocated

Fig. 4: Electricity from renewable sources¹ in %



to the individual plants, we used 100 percent green electricity at the headquarter and the Offenburg plant in 2024.

In summer 2024, we operated some of our CHP plants only as required and temporarily shut them down for the first time ever – all with the goal of significantly reducing our energy requirements, emissions and costs. We then replaced the electricity produced for us by the CHP plants with electricity from renewable sources. Thanks to this measure, we were able to reduce emissions by nearly 7,000 tCO₂. Our aim for the future is to increasingly operate CHP plants only as required so as to ensure security of supply and economic viability, which is why we plan to introduce digital energy management at the German locations in 2025.

Environmental and energy management systems

Environmental and energy management systems support our climate protection measures. We use ISO 14001-certified environmental management systems at seven sites, which undergo regular internal audits as well as external environmental audits in the context of matrix certification. ISO 50001-certified energy management systems are in place at three production facilities and the Group headquarter.

As part of our environmental program, all tesa plants define up-to-date measures each year in order to expand our joint contribution to climate

¹ This includes the purchase of guarantees of origin for renewable electricity and internal production through sources such as photovoltaic systems and CHP plants operated with biogas.

≈ **90%**
of our worldwide electricity demand was covered with electricity from renewable sources in 2024.

protection. Corporate management regularly takes part in this process by way of a management review. The environmental and energy experts at each of the locations bear operational responsibility for the process and for implementation of the defined measures.

We use our internal planning and reporting structures to identify, assess and monitor risks as well as action that we can take to reduce CO₂ emissions. We evaluate the effectiveness of our activities by tracking site-specific energy consumption on a monthly basis.

Emissions along the value chain: Scope 3

We aim to reduce our Scope 3 emissions by 20 percent in absolute terms by 2030 compared with the 2018 baseline.

As a manufacturing company, we use various means of leverage to reduce emissions upstream

in the supply chain. We have identified the procured commodities and cases of energy consumption resulting from the manufacture of procured materials as the principle generators. tesa has initiated a wide range of projects and measures to prevent or reduce Scope 3 emissions along the supply chain. In particular, we are focusing on conserving materials in order to increase efficiency as well as on transitioning from fossil-fuel-derived raw materials to recycled and bio-based alternatives. The optimization of transportation routes also plays a crucial role in this context. We expect our suppliers to transition to renewable energy sources in the future (s. p. 44 ff. "Supply chain"). Overall, our Scope 3 emissions developed flat from 2018 to 2024 with rising sales (see Fig. 5).

Optimized logistics

Logistics also plays an important role when it comes to reducing Scope 3 emissions. Our logistics road map outlines measures up to 2030 such as reducing air freight, shifting from road to rail, load optimization and further expansion of local production capacities and local purchasing.

Find more information here



Fig. 5: Scope 3 emissions* in t CO₂ e

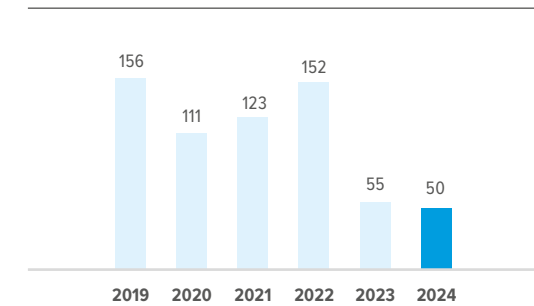
	2018	2024
Procured goods and services**	321,053	335,738
Fuel-related and energy-related emissions	13,581	9,972
Transportation and distribution (upstream)**	46,338	42,081
Waste	5,495	2,629
Business travel**	15,703	7,976
Employee commutes	4,191	3,027
Disposal of sold products**	123,629	121,282
Total	529,990	522,705

* Adjustment of methodology and data basis. The base year was adjusted on this new basis.
 ** Categories published in 2024 non-financial statement

VOC emissions

The production process for some of our products also generates solvent emissions in the form of volatile organic compounds (VOCs). Under certain conditions, these can have a negative impact on the formation of ground-level ozone. As such, we aim to reduce VOC emissions to a minimum. To this end, we use regenerative thermal oxidation systems for thermal exhaust gas purification as well as adsorption and waste air purification plants with solvent recovery. As in the previous year, our global VOC emissions measured 50 metric tons in 2024 (see Fig. 6).

Fig. 6: VOC emissions in t



Efficient use of resources: promoting the circular economy

In its efforts to use resources sparingly and carefully, tesa plans to promote the circular economy. First and foremost, we are concerned with avoiding waste. Our long-term strategic goal is to prevent our products from creating waste. As part of its sustainability strategy, tesa has committed to offering selected products with sustainable end-of-life solutions by 2030 as well as investing in solvent-free processes and full recovery of solvents.

Reduce, reuse, recycle: waste and raw materials management

"Reduce, reuse, recycle" is the tenet at the heart of our waste and raw materials management. The highest priority is waste prevention and, where that is not possible, waste reduction. Where waste is unavoidable, we try to recycle it by various means. Waste is disposed of only if none of these solutions is feasible. We have set our plants the strategic goal of zero waste to landfill for production waste by 2025. In 2024, we were able to dispose of more than 95 percent of our waste without landfills. We have therefore achieved our goal satisfactorily for the time being. The Sparta location (USA) is responsible for the small volume remaining. We will continue to work on developing alternatives to landfill for production waste in the years to come.

Depending on the site, waste generated during the production process is collected and separated into various waste categories and then recycled to the greatest extent possible. The waste is aggregated under the overarching categories of "non-hazardous"/"hazardous" and "for disposal"/"for recycling."

Overall, the total amount of waste generated in our plants increased by 15.6 percent compared to 2023. The reasons for the increase are the integration of the new plant in Vietnam and the increased production volume compared to the previous year. In the reporting year, 89 percent of waste was recycled (previous year: 87 percent) (see Fig. 7).

95%
of our waste was disposed of without landfills in 2024.

Suzhou plant: energy recovery from waste incineration

If it cannot be recycled, all hazardous waste must be incinerated. The Suzhou plant has been working since 2024 with a supplier that ensures that the energy produced through incineration is recovered and used to generate steam and electricity.

This collaboration enables effective disposal of hazardous waste and sensible use of energy, helping to protect the environment in the process.

Fig. 6: Waste volumes by type and disposal method
in t

	2022	2023	2024
Recycling of non-hazardous waste	12,367	11,462	12,734
Recycling of hazardous waste	5,959	4,188	5,728
Disposal of non-hazardous waste	1,180	1,014	1,504
Disposal of hazardous waste	1,306	1,255	755
Total	20,812	17,920	20,722

Recovering solvents

In order to use materials efficiently and recycle them wherever possible, our plants work to minimize production-related losses of raw materials across all process steps. In this context, tesa will invest extensively in the further development of solvent-free and energy-efficient production technologies. The company also plans to develop additional production capacities with solvent-free technologies. The coating systems that currently use solvents will be retrofitted with equipment enabling them to fully recover the solvents at the end of the process and thus keep them in circulation (see p. 25 “VOC emissions”).

Alternatives to fossil fuel-derived raw materials: the use of recycled benzene

Recovered benzene is used for mixing and diluting at the tesa plant in Hamburg. The Hamburg plant identified another 1,200 metric tons of fresh benzene in its processes that could be replaced with recycled benzene without compromising quality. Initial approvals for affected products have been completed, resulting in an initial 147 metric tons of fresh benzene already saved. The current quota for recycled benzene of 37 percent is due to increase significantly by the end of 2025.

Involvement of our employees

We aim to raise awareness of how to prevent unnecessary waste and how to recycle correctly when it comes to our employees as well. It is important

to us to actively involve them in our efforts to continuously reduce energy and resource consumption. Various ongoing initiatives such as the “Big Ideas Instead of Waste” campaign in Offenburg and the new end-wall reuse project in Suzhou (see p. 42) demonstrate that our efforts in this context have succeeded.



Learn more about the topic here



Big Ideas Instead of Waste

We continued the successful “Big Ideas Instead of Waste” campaign at the tesa plant in Offenburg in 2024, which involves employees from production, process development and technology. Project meetings for determining the feasibility of proposed improvements and discussing best-practice solutions are held on a regular basis. The project also encompasses communication measures with which we raise employee awareness about the subject matter and the value of their individual contributions. A total of 13 resource efficiency projects were implemented at tesa’s Offenburg plant in 2024. With these projects, we were able to reduce waste by more than 80,000 m² and energy consumption by one million kWh.

The new “exhaust bypass” plays a key role. A certain coating system in solvent-free production features a bypass that can redirect the total volume of exhaust air of approximately 70,000 m³/h around the existing exhaust purification system and straight into the chimney. As the exhaust air no longer needs to be freed from solvents, it no longer needs to be passed through the activated carbon filter (adsorber). This reduces the power consumption of the exhaust air fan and also the number of cleaning cycles of the adsorber – and this significantly reduces the energy requirement. As usual, the exhaust air emitted is monitored by measurement. This ensures compliance with the required limit values at all times.

Responsible use of water as a resource

Conserve resources and act responsibly and appreciatively. This is a maxim that also applies to the way we deal with water, a precious and, in some regions, scarce resource. This includes protecting water sources from pollution caused by our production activities. The associated responsibility is also reflected in our comprehensive corporate guidelines on environmental protection.

Risk minimization

We disclose information on our water management in the context of CDP (see p. 19 “Ratings and assessments”). We currently have a score of B- in Water Security*, but are making every effort to improve this score. We would like to reduce risks to water sources that result from our production operations as effectively as possible. The World Resources Institute (WRI) has created the Aqueduct Water Risk Atlas, a data tool that we use to perform an annual risk assessment at all of our production facilities and our headquarter. We take preventive measures against any conceivable accidents. For example, liquids that pose a threat to water are only ever emptied, refilled or stored in areas that are equipped with appropriate collection facilities. If water-endangering substances leak, emergency plans come into effect that define the precise course of action to take. All measures are regularly reviewed through external ISO 14001 audits.

Water volumes and sources

We use water as an auxiliary material in a variety of areas such as the production of adhesives, cooling processes and steam generation. The overall share of water-based products in our portfolio has increased over the last several years. As such, we are pursuing the goal of using water as sparingly as possible with all the more urgency. We have adopted a number of measures to this end. We collect water-related data on aspects such as water consumption and wastewater volumes at all production facilities on an annual basis.

The water we use is obtained primarily from the local drinking water supply and from groundwater. Water is reused multiple times in our cooling

systems. We implement appropriate measures to effectively return used water to the water cycle at our sites. Our wastewater is differentiated into sewage and rainwater, and concentration levels are monitored continuously. Wastewater is also examined for prescribed parameters by an external laboratory each month. Our plant in Vietnam has a rainwater treatment system. The treated water is used to irrigate plants on the factory grounds. In compliance with the relevant guidelines, the tesa plant in Hamburg is discontinuing operation of its humidification systems in areas in which they are not required for processes or necessary to ensure quality. This initiative will likely result in annual savings of around 3,600 cubic meters of water.

Fig. 7: Water data
in m³

	2024
Water withdrawal	452,737
Well water	160,048
Water from municipal sources	292,689
Water consumption	299,503



* The result of the CDP rating for 2024 was not yet available at the time of publication.

In-house staff: boosting expertise, promoting commitment

Our employees are the key to our success as an innovative company. Their skills and commitment drive the development of new product solutions and processes and provide us with a decisive competitive advantage. We are creating a work environment that strengthens diversity, promotes continuous employee development and codetermination, and cultivates the physical and mental health of our employees – all with the aim of providing our staff with optimal support and fostering their loyalty to us an attractive employer over the long term.



People Values

Our teamwork values

We team up – we are open-minded and strive for success together as a team.

We challenge ourselves – we are committed and open to change and challenge ourselves.

We set the pace – We are self-driven and proactive.

We focus on our customers – we are close to our customers, which allows us to anticipate and meet their needs.

We act responsibly – we always act fairly, honestly and responsibly.

We achieve and improve – we are always willing to improve our performance and thus achieve the best results possible.

A strong foundation: corporate culture and values

Our corporate culture is based on appreciation of and respect for all employees. Honesty, trust, tolerance and integrity are the bedrock of our partnership. In addition, our goal is to promote performance, team spirit and interdisciplinary, international collaboration.

Our People Values are an essential component of our corporate culture that brings us together as a community, regardless of the department or country we work in, and reflects our organization's core areas of expertise.

The People Values serve as guidelines for our behavior and our annual performance appraisals and help us incorporate both personal and professional aspects into employee development. As a result, we are able to maintain an environment of appreciation and mutual respect, which not only strengthens the community, but also takes individual requirements into account.

Find more information here



People at tesa: ongoing professional development and personal support

Competition for skilled employees is fierce, particularly in scientific and technical areas, and the effects of digitalization and internationalization are also bringing about a rapid transformation in work requirements and working methods. Highly qualified, performance-oriented and committed employees are a decisive competitive advantage for us.

A wide range of training and personal development opportunities

Our aim is not only to acquire committed experts with advanced training, but also to hold on to them over the long term, which is why it is so important to us to give our employees personalized support and encouragement and have them play an active role in shaping their own professional development.

Concrete goals are defined for professional and personal development during the annual performance appraisals. We also offer a wide range of training opportunities tailored to specific requirements and career goals in order to support professional development and enhance career prospects.

New employees are given the opportunity to participate in introductory training courses. There are also numerous opportunities to pursue professional development through in-person seminars on overarching subjects such as compliance, occupational safety, the environment, sales, management and leadership. Our digital learning hub also contains courses on subjects such as providing active feedback, self-learning and a whole lot more. Offers from LinkedIn Learning are available as a supplement to our own programs.

To make sustainability an integral part of every aspect of our business activities, all of our employees have also had access to mandatory sustainability training on our global learning platform since 2023. This allows us to ensure that employees across all levels and functions have the awareness, knowledge, skills and way of thinking they need to ensure a successful, comprehensive transformation at the company. So far, 96 percent of employees have completed our sustainability training.



Training and youth development

Our aim is to systematically nurture promising young employees and promote company loyalty with consistent youth development, which will ultimately allow us to respond appropriately to challenges in the labor market and the competitive environment.

tesa offers an independent training program with a focus on technical aspects at the Hamburg-Hausbruch and Offenburg production facilities. In addition to the apprenticeships as chemical technicians, electronics technicians for operational technology, industrial mechanics, machinery and system operators, and mechatronics technician, there are also options for commercial apprenticeships as well as dual study programs in the areas of plastics and elastomer engineering, electrical engineering and IT for system integration. Our plants employed a total of 72 trainees and 14 dual-study students in 2024.

We have also offered training at our headquarter in Norderstedt since 2023. After starting out with twelve dual-study students and four trainees, this number was increased to eight laboratory chemist trainees in 2024. The number of dual-study students also increased. We currently employ 21 dual-study students in the courses of business administration, engineering management, green technologies, mechatronics, data science, international engineering management and sustainable and digital business management. For 2025, we are planning to expand the training program again and create another eleven spots for dual-study students and two training positions.

Interns and student employees with outstanding performance also have the opportunity to join our "tesa Talents" network, which allows us to maintain contact with potential young hires and create additional opportunities for them. There were 64 talented young people in our network in the reporting year.

Codetermination

The option to actively participate in decision-making processes strengthens collaboration between employees and the management and thus helps employees identify with the company, which in turn increases efficiency and boosts innovation. Employee representation works closely with the management to advocate for the interests of staff and continuously optimize working conditions. Our European works council promotes social dialog on a European level and represents employees from multiple countries. The council is made up of representatives of the company management as well as employee representatives selected or recognized on a national level. This committee holds regular meetings to enable the exchange of information between employee representatives and company management and promote constructive collaboration.

Work-life balance and health management

A healthy work-life balance is key to the employees' physical and mental health. With flexible working times and the option to work from home, our employees can adjust their work schedules to their specific needs, fulfill their personal requirements and pursue their interests.

We also offer comprehensive health management with ergonomic workspaces and fitness opportunities to promote the well-being of our employees. Both physical and mental health play an important role, which is why we offer our employees psychosocial and medical support.



Diversity and equal opportunity

Diversity contributes significantly to innovation and competitiveness at companies. We firmly believe that integrating different perspectives, experiences and skills can lead to more creative solutions and new, forward-looking ideas. At the same time, an inclusive corporate culture attracts talented staff and increases employee satisfaction, which has a positive impact on the work environment.

For us, diversity and equal opportunity mean that all employees are treated with fairness and respect and enjoy the same development opportunities regardless of their gender, origin or status. We categorically reject all forms of discrimination and child and forced labor, as they are not compatible with this principle.

To promote gender equality across all areas of the company, we have set the goal of appointing women to at least 30 percent of management positions on the first level below the Executive Board and at least 35 percent of the positions on the second level by mid-2027. We believe that this not only improves the work culture, but also promotes efficiency and creativity at the company. We also make every effort to recruit people with different cultural backgrounds, with the aim of creating an integrative work environment that reflects the diversity of our global markets.

The proportion of employees at the headquarter in Norderstedt who were not born as German nationals increased from around 13 percent to 16 percent between 2020 and 2024. A total of 60 different nationalities are represented at the headquarter. The cultural diversity of our staff is evident on an international scale as well, with employees of 94 nationalities working at our locations worldwide.

It is also very important to us to integrate employees with special needs. In an effort to create an inclusive work environment, our body representing employees with disabilities at the headquarter and our plants in Germany actively promotes integration of those with severe or equivalent disabilities and those at risk of disability. In addition, we offer programs for integrating disadvantaged groups and partner with companies such as Elbe Nord that train and hire people with disabilities.

Fig. 8: tesa employees by gender (2024) absolut

Female	1,906
Male	3,473
Others	0
Total	5,379

Fig. 9: tesa employees by region (2024) absolut

Europe	3,384
America	645
Africa/Asia/Australia	1,350
Total	5,379

Fig. 10: Percentage of employees at top management level (2024) absolut in %

Female	22	17.5
Male	104	82.5

60
different nationalities
are represented at the
tesa headquarter.



Compliance: important guardrails for corporate management

Standards, statutory requirements and internal policies are our key source of guidance for crucial areas of corporate management. We comply with these fundamental provisions in a reliable and faithful manner. This serves to create trust and makes tesa a credible partner for all stakeholders and interest groups.

Code of Conduct – basic values for responsible action

We want to take our social responsibilities into account and to help our employees, managers and executive bodies to internalize the principles and values of our key business areas. Our Code of Conduct (CoC) has been developed in the interest of ensuring the fulfillment of our strict compliance requirements to the greatest possible extent. The CoC guides our approach to all business activities as an overarching value framework. In addition, our Corporate Compliance Management department helps our corporate management identify compliance risks and prevent violations. Compliance risk

assessments are conducted on a regular basis in order to pinpoint key compliance risk fields. Corporate Compliance Management advises our local compliance officers and helps them implement the measures derived from these assessments.

The following international standards and guidelines are binding for us:

- 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 own Human Rights Policy Statement also applies on a company-wide basis and addresses our supply chains (see p. 45 "Human rights and fair working conditions"). All employees undergo awareness training on matters of labor law such as child and forced labor and other human rights issues such as discrimination and harassment. We do so in the interest of ensuring that our employees have a high level of awareness of these subjects. As a matter of course, this also includes comprehensive knowledge of the purpose and function of our company-wide whistleblower system (see p. 45 "Dealing with violations"). We employ further target-group-specific training measures to firmly embed all compliance principles within the company. We routinely train thousands of employees at a time worldwide on the Code of Conduct, corruption prevention, antitrust law and data protection. In the 2024 fiscal year, tesa achieved an overall participation rate of 99 percent.

99%
of employees were trained on the Code of Conduct, corruption prevention, antitrust law and data protection in 2024.

Compliance management system

Our Group-wide compliance management system (CMS) is based on established standards such as the Auditing Standards of the Institute of Public Auditors in Germany (IDW), which set out principles for proper auditing of compliance management systems (IDW PS 980). We pursue the central ideas of "avoidance and prevention," "recognition" and "reaction and improvement," as follows:

Avoidance and prevention: We have preventive measures in place to avoid improper conduct.

Recognition: We use risk assessments in order to identify and manage key compliance risks Group-wide early on. Additional control mechanisms ensure that irregular activities are brought to light.

Reaction and improvement: We punish any violations of legislative or internal requirements as appropriate given the specific situation. We also continuously identify improvement measures for the entire CMS.

Our digital whistleblower system is available to all employees and managers as well as customers, suppliers and other external stakeholders. The whistleblower system allows violations to be reported directly, confidentially and, if desired, anonymously (see p. 45 "Dealing with violations").

For further information about the areas of focus of our CMS, please consult the Compliance section of the non-financial disclosure we submit jointly with our parent company, Beiersdorf.

You can find more about our guidelines and standards here



A focus on prevention: occupational health and safety

As an international company, we bear responsibility for the welfare of employees and contractors. Our aim is for them to benefit from the highest health and safety standards. We are pursuing the goal of reducing the number of workplace accidents to zero. We seek to prevent work-related illnesses and strain through effective measures. This concern pertains to both physical and mental strain.

We assess on a regular basis whether and, if so, how we can make our company workplaces even safer and more conducive to good health. In this context, we rely on prevention and targeted occupational health and safety measures. We raise our employees' awareness of possible risks – for their own protection and for that of their colleagues.

Occupational safety management

Our internal management system in the area of occupational safety is based on the relevant statutory provisions as well as our Group-wide occupational safety policy, which centers on six key topics: crisis and emergency management, health care, risk assessment and ratings, accident prevention, fire and explosion prevention, and plant safety. The occupational safety policy is further specified through internal preventive measures and specific operating instructions. For example, all employees need to take part in training courses on safety risks and potential hazards. In this way, we aim to promote correct and responsible behavior and thus to prevent accidents and hazards to health.

The occupational safety policy also applies equally to subcontractors who handle tasks at our production sites. Corporate management works with the occupational safety unit in the context of occupational safety committees and the annual management review to assess the accidents that occurred in the course of a given year and initiate corresponding measures to further improve employee safety and reduce occupational hazards to health.

Our occupational safety management activities focus on production facilities, as the risks of accidents



and adverse health effects are greater there than at our office locations.

We are adapting the structure of our management system to enable continuous development of our integrated management system (IMS) and more effectively support our sustainability goals. Thus far, ISO 45001 and "Systematic safety" certification has been organized individually at each of the sites. Starting in 2025, we will go one step further and introduce matrix certification.

Boosting collaboration across site borders

In the interest of promoting international communication between the safety specialists at our sites, we established a new global executive position in 2023. The global teams discuss key occupational health and safety risks, initiate joint projects, compare notes on experiences and successful outcomes and define standards during their annual meetings. This procedure contributes to the continuous improvement of accident prevention measures at tesa.

In 2024, tesa introduced new software to improve the safety management system that not only simplifies reporting, monitoring and integrated management, but also standardizes processes and strengthens collaboration across multiple sites. The aim is to identify and evaluate topics relevant to safety more efficiently, simplify implementation of safety guidelines and create a safer working environment. After a successful pilot phase at two production facilities, the solution will be rolled out to all other sites in 2025.

Comprehensive preventive measures

As a matter of course, tesa provides suitable personal protective equipment to all employees who require it. In order to ensure that individual circumstances are fully taken into account, items of equipment are selected jointly with the employees in question.

All employees are required to take part in basic occupational health and safety training. Safety training for external service providers is also conducted at all sites on a regular basis.

Systematic and ad hoc risk assessments serve as the basis for the selection and configuration of work resources, work processes and workspaces such that technical and organizational flaws are prevented and employees can work in a manner that protects their health and safety. Typical events that initiate a risk assessment include the introduction of new or modified machinery, workspaces or work processes, as these can impact the health and safety of our employees. We combat the associated risks with systematic safety measures such as safety-focused acceptance processes before the commissioning of new machinery and/or regular inspections.

Any new machines and systems purchased must satisfy our requirements on noise emissions, among other things. Noise levels are regularly measured in the various operational areas of the plants. The use of some monomers in the polymerization process may result in unpleasant odors that can cause stress. We employ a variety of countermeasures such as using attachments for air filter systems.

Documentation of workplace accidents

We use the accident frequency rate (AFR) to document all work accidents that result in at least one lost day. In 2024, the AFR of documented accidents with at least three lost days was 1.5 per million hours worked across all production facilities. This was significantly below the German industry average (BG RCI, the statutory accident insurance and prevention institution for the raw materials and chemicals industries) of 9.23 (2023).

Fig. 11: Occupational safety figures

	2022	2023	2024
Work accidents ≥ 1 day (number)	20	15	24
Accident frequency rate ≥ 1 day (number / 1 million working hours)	3.6	2.7	4.0
Work accidents > 3 days (number)	12	7	9
Accident frequency rate > 3 days (number / 1 million working hours)	2.1	1.2	1.5

Handling hazardous substances and accident risks

The handling of hazardous substances is also regulated in detail. The occupational safety unit works with the Corporate Regulatory Affairs unit and the responsible personnel from product and technology development and production to create a corresponding structure for tesa-specific processes on the handling, labeling, storage and transportation of hazardous substances. Equipment and workspaces are inspected for safety and sources of emissions at regular intervals. At many locations, preventive health exams can be carried out directly on site by the company medical service.



Product sustainability: innovative solutions for more sustainability

With innovative product solutions, we aim to offer our customers technological progress paired with the opportunity to make an active contribution towards greater sustainability. We are also increasingly using recycled and bio-based raw materials in our products and packaging as well as exploiting our technological expertise and innovative power in terms of adhesive and adhesive tape design for the development of products with more sustainable characteristics. Our strategic goal is to develop and produce adhesive solutions in such a way that they help us achieve our own ambitious sustainability goals as well as help our customers improve their environmental footprints.

From fossil-fuel-based sources to bio-based and recycled materials: our goals for 2030

Using renewable commodities and reusing materials can reduce the need for new resources and thus make a significant contribution towards greater sustainability. Our goal is to ensure that 70 percent of the materials used in our products and packaging originate from recycled or bio-based sources by 2030. At the end of 2024, we were at 25 percent. We also plan to cut our use of plastic from non-recycled fossil-fuel-based sources in half



Our strategic targets for 2030

- 70 percent of the materials used in our products and packaging will be recycled or bio-based.
- We will cut our use of non-recycled fossil-fuel-based plastics in half and plan to do this with our packaging by 2025.

25%
of the materials used in our products and packaging originate from recycled or bio-based sources.

by 2030, and managed to achieve a reduction of 14 percent by the end of 2024. At the same time, we have set ourselves the goal of offering selected products with sustainable end-of-life solutions by 2030.

From beginning to end: The entire life cycle at a glance

To make products more sustainable, we increasingly consider their entire life cycles. In other words, adhesive tapes are developed in a way that accounts for the potential impact on the environment and society throughout every phase of their life cycles, from the procurement of raw materials and the production and use phases to the product's end of life.

In 2020, we established a tool in the form of our "project sustainability assessment" that allows us to promptly assess projects in the area of product and technology development with regard to their contributions towards greater sustainability. All new development projects must undergo the assessment. We use the results to manage our development portfolio in a more targeted manner. As of the end of 2024, 36 percent of ongoing development projects were making a substantial contribution towards the fulfillment of tesa's sustainability goals. During the reporting year, we launched more than 40 products that go a long way in increasing sustainability.

Due to the diversity of the chemical compounds responsible for the high quality and specifications of the products as well as the very demanding performance profiles that the products need to fulfill, the aspects of product sustainability often have to be modified individually, rather than all at once. We are continuing to work on developing new ideas and procedures.

At the beginning of life: recycled and bio-based raw materials and responsible sources

Our aim is to minimize the environmental impact from the very start, which is why we begin thinking



about how to make a product more sustainable during the development process. One idea is to use polymers from renewable carbon such as bio-based raw materials or recycled materials. We are making an effort to procure our raw materials from responsible sources – for example, by expanding FSC® certifications.

tesa has **partnered with BASF** to create 2-Octyl Acrylate, a bio-based alternative to acrylate monomers from fossil fuel sources. The new solution is based primarily on renewable raw materials – in particular the castor bean, which does not compete with food and animal feed and significantly reduces the CO₂ footprint compared to conventional fossil raw materials through sustainable cultivation. The Electronics division uses the innovation in high-performance acrylate adhesives.

This development is an example of how tesa promotes innovative technologies and underlines our ambition to make greater use of eco-friendly materials.

36%
of ongoing development projects were making a substantial contribution towards the fulfillment of tesa's sustainability goals.

Find more information here



Renewable (bio-based) raw materials

tesa already uses bio-based raw materials such as natural rubber and natural resins, which can be added either pure or modified to adhesives made from rubbers, acrylates and other polymers.

Polylactic acid (PLA) has also been used as a backing material since 2021. Plant-based cornstarch and sugarcane from carefully selected sources, which are also renewable materials, provide the basic raw materials.

The use of FSC®-certified paper – for example, as a backing material, release liner or packaging material – represents another important milestone in the development of more sustainable adhesive tapes.

tesa® 60400, for example, is an innovative packaging tape made from up to 98 percent (certified by DIN CERTCO and TÜV AUSTRIA) bio-based raw materials that come mainly from plant-based sources. These raw materials are renewable and help reduce the consumption of fossil-fuel-based resources.



Biomass balance approach

For the first time ever, tesa has employed the biomass balance approach for tesa® 4965 Original Next Gen in order to use fossil resources in the production process. This process uses renewable raw materials in the production of basic chemicals. We route partially bio-based raw materials, e.g. from agricultural waste, into the production process, which was once based entirely on fossil

fuels. When it comes to tesa® 4965 Original Next Gen, bio-naphtha and bio-methane replace fossil resources – a technologically important milestone on the journey to transforming our product range for increased sustainability. Thanks to the mass-balanced coating of tesa® 4965 Original Next Gen, the company was able to reduce emissions by around 1,400 tCO₂ in 2024 – that's equivalent to the annual CO₂ emissions of around 880 passenger cars in Europe (source: Monitoring of CO₂ emissions from passenger cars).

The tesa plant that manufactures tesa® 4965 Original Next Gen is certified in accordance with the ISCC PLUS standard to verify that tesa can apply the mass balance approach correctly and transparently and that the adhesive components used along the supply chain are sufficiently biomass-balanced.

The biomass balance approach was applied to another six products, including the tesa® 755xx transfer tapes, in the reporting year. This change has reduced the CO₂ emissions associated with their production by between 32 and 48 percent per square meter.

The Electronics division launched the company's first AC foam tape series with increased sustainability in the form of **tesa® 760xx** in 2024. This series not only expands our sustainable product range to include acrylic foams, but is also the first commercially available ACF product series to exceed a proportion of 60 percent bio-based carbon. The adhesive tapes also contain PET liner featuring 88 percent recycled material.

tesapack® Paper Strong adhesive tape is now made from 92 percent bio-based material, which is a drastic improvement compared with the previous 60 percent. Achieved with a new backing made from FSC®-certified paper, this improvement ensures responsible procurement by using natural rubber adhesive with a high percentage of bio-based resin and by introducing an improved impregnation process for increasing durability and performance.

≈ **1,400 tons of CO₂** were saved in 2024 with the mass-balanced coating of the **tesa® 4965 Original Next Gen**.

Find out more on tesa® 4965 Original Next Gen here



Find out more on our packaging tape assortment here



Use of recycled materials

In addition, recycled material such as post-consumer recycled PET have replaced petroleum-based raw materials in the production process. For example, the tesa® 60412 and tesa® 60418 products are made from up to 90 percent recycled material such as post-consumer recycled PET, which reduces the demand for new polymers accordingly.

We have also taken a bold step with a modification to our duct tapes. The innovative backing materials of tesa® 60462 and the improved tesa® 4615 PCR, which contain more than 60 percent* recycled material, help our customers reduce their own

consumption of new plastic, while maintaining the same levels of performance.

The saving of more than 60 percent in the consumption of virgin plastic was achieved by using the world's largest waste stream – waste from private households, from which the so-called post-consumer recycle (PCR) is obtained.

tesa is one of the first manufacturers to successfully use PCR in fabric tapes.

In 2024, we already sold more than 29 million square meters of products with recycled substrates and liners.

* The tesa® 60462 Heavy Duty Duct Tape has a PCR recycled content of 67 percent in the backing material. The tesa® 4615 PCR Duct Tape has a PCR recycled content of 63 percent in the backing material.



tesa® 60418, a more sustainable carton sealing tape for light and medium-weight cartons with a total recycled content of 60 percent

Certifications

Reliable guarantees of origin with high-quality certifications play a crucial role when bio-based or recycled materials are used.

FSC®

We have been procuring resources from well-managed, FSC®-certified forests, recycled materials and other controlled sources since 2019. This is what the FSC® label represents. The independent Forest Stewardship Council® awards this globally recognized label in acknowledgment of responsible procurement of wood and paper.

tesa SE has been FSC®-certified since 2019, and our plants at several sites also operate in accordance with the FSC® standard: Suzhou in China, Concagno in Italy, Offenburg and Hamburg in Germany, and in Vietnam.

We have also been expanding FSC® certification at our sales organizations since 2023, with 16 sites now part of our multi-site certification. We will continue pursuing more certifications in the future.

ISCC PLUS

In 2023, the Hamburg plant was our first site to receive certification in accordance with the International Sustainability and Carbon Certification (ISCC) PLUS standard. ISCC PLUS offers a framework for ensuring the sustainability, traceability and responsible procurement of biomass and renewable raw materials along the supply chain, and provides transparent guidelines for companies that use the mass balance approach.

The Offenburg plant (Germany) followed in 2024, and our plant in Concagno (Italy) also successfully completed the ISCC PLUS audit last year.

At the end of life: reducing waste through recyclability and removability

Removability and recyclability play a key role at the end of the product life cycle, as they have a major impact on the circular economy. These aspects help reduce waste significantly, especially for customers.

Debonding on demand: new benchmarks in reparability and recycling

With the development of its “debonding on demand” technology, tesa is setting new benchmarks in terms of reparability and recycling. At a time when flexibility and sustainability are becoming more and more important, this innovation makes it possible to release adhesive bonds with temperature, electricity, lasers or electromagnetic induction, without damaging the materials. This technology conserves resources and offers new opportunities for product design, production processing, repair during the use phase and recycling at the end of the product life cycle.

There is already high demand for these solutions, particularly in the electronics industry. Bond & Detach® technology, which enables mechanical separation (stretch and release), is already used in more than 1.8 billion smartphones worldwide. In the automotive industry, reversible bonds simplify handling and support improvements during production, which reduces waste and can conserve valuable resources. “Debonding on demand” products also improve the recyclability of complex assemblies such as electric car batteries by simplifying disassembly of individual components. The innovative technology makes it possible to repair and replace parts, which not only extends the useful life of devices, but also significantly reduces electronic waste.



Learn more about the “Debonding on Demand” technology



Adhesive tapes for packaging and transport: reliable and recyclable

The packaging industry is a core component of the global supply chain and is growing all the time, in part because of the persistent boom in online retail. Packaging tapes are an indispensable element of the packaging industry, as they make the packaging process more efficient, more reliable and more cost-effective. At the same time, traditional packaging tapes can sometimes compromise the recycling process for cardboard packaging. Most of our packaging tapes with increased sustainability are designed in such a way that they do not need to be removed, but can be recycled along with the box, without compromising the recycling process. This has been confirmed using INGEDE Method 12, a testing method of the International Association of the Deinking Industry (INGEDE) for the recyclability of printed products.

The **tesa® 64295** transport securing tape offers reliable tack and was developed specifically to safely secure any loose or moving parts of household appliances during transportation. After use, it can be recycled along with paper and cardboard packaging and is then over 70 percent recyclable itself (recyclability tested in accordance with PTS-RH 021:2012).

The adhesive tape features a coating of solvent-free natural rubber adhesive and is made from more than 75 percent bio-based materials, while its core is made from up to 100 percent FSC®-certified recycled paper.



Product carbon footprint (PCF): the journey to full transparency

We also analyze the carbon footprint of our products (PCF) in great detail, which is why we continue to update our databases that link all significant raw materials and packaging with primary and secondary emission factors. We also maintain dialog with our suppliers in an effort to improve the accuracy of our calculations on the basis of the most comprehensive primary data possible. The data we collect in this way is used for internal management and accounting purposes as well as for customer information. We identified and quantified specific sources of emissions among our suppliers during the reporting period, which will allow us to systematically improve our own emissions balance sheet through appropriate measures (see p. 44 ff. “Sourcing”).

The framework that describes our PCF calculation approach was independently assessed in September 2024. The company responsible for the assessment is confident that the PCF explanations for our products comply with the ISO 14067 standard, an internationally recognized standard for calculating the carbon footprints of products. To make the process of calculating footprints more representative in the future, we will continue to work on refining the required background data.



Optimized packaging: as little as necessary, as sustainable as possible

Our goal is to eliminate all packaging and packaging components that are not absolutely necessary, without compromising the quality, performance and protection of our products. We ensure that the materials used in our packaging can be recycled. We label all product packaging according to its ingredients to ensure proper disposal where necessary.

We also plan to make our packaging more sustainable – beyond the extent of typical optimizations. In the case of fiber-based packaging materials such as paper and cardboard, our goal is to reach an FSC® certification rate of 80 percent by 2025. At the end of 2024, we were already at 70 percent.

Other forms of packaging are also set to contain 50 percent less non-recycled fossil-fuel-based plastic by 2025 (compared with 2019). At the end of 2024, the reduction was already at 47 percent.

The following projects, for example, played a key role last year:

- The plastic end-walls were switched to 100 percent recycled material (PCR or PIR) at all the plants worldwide.
- In many projects, roll cores made from polyethylene (PE) were replaced with equivalents made from recycled material.
- The transformation of our roll bags and film tubes was also expanded globally in 2024. The proportion of recycled material is between 40 and 100 percent depending on the region, and we will continue to work on increasing those figures.

Reusing end-walls – an important contribution to the circular economy

In 2023, we created a cycle for reusing the plastic end-walls used for rods and bale packaging at our plant in Suzhou, China.

Seven customers in the Greater China region are now actively involved in the project (2023: two). By the end of 2024, around 123,500 end-walls had been collected from the customers. The plant was able to reuse around 95 percent of the returns. In 2025, tests will be conducted to determine whether the project can be expanded to other Chinese provinces and applied to other forms of packaging.

By reusing the collected end-walls at the Haiphong plant in Vietnam, we were also able to expand the project to the wider Asia-Pacific region in 2024.

40 – 100%
depending on the region is the proportion of recycled material in our roll bags and film tubes.



123,500
end-walls have been collected from the customers; 95% of the returns were reused.

Product safety: quality and safety throughout the entire life cycle

Our products are designed to fulfill the most exacting quality and safety requirements as well as the diverse expectations of stakeholders throughout their life cycles. All tesa production facilities have certified management systems that comply with globally recognized quality requirements, standards and regulations. In addition to the applicable laws and regulations, we also adhere to the requirements of our internal Product Safety Guidelines, which describe mandatory measures that enable us to further increase the safety of our products.

Audits

Under the auspices of our quality management system, our sites are subject to internal and external audits for conformity with ISO 9001 and IATF 16949. Our Quality Management department and product safety officers are responsible for our internal audits, which are carried out regularly as well as on an ad hoc basis. They assess product development and production, as well as further areas where necessary. In the year under review, the production facilities of the tesa Group were once again successfully audited in line with globally recognized quality requirements and standards. In particular, IATF 16949 certification assesses the conformity of all products, processes, systems and services, as well as product safety.

Product safety officers

Product safety management is an essential component of quality management at tesa and is co-directed by corporate management. Each of our plants worldwide has a Product Safety & Conformity Representative (PSCR) who reports to the corporate officer responsible for product safety (Corporate PSCR). All PSCRs must undergo accredited external training. PSCRs are typically also the quality officers of their plants. Our Corporate Regulatory Affairs department is responsible for assessing the materials and substances used in our products. As a general rule, there is an information sheet (e.g. a safety data sheet) for each product that contains safety-related information on aspects

such as materials and substances, proper storage and handling, and recommendations for disposal.

Risk assessments

The prevention of product defects is a key priority for us. For this reason, the Product Development and Production departments conduct risk assessments or failure mode and effects analyses (FMEA) for every new project. This helps them to identify potential defects in design, production or even instructions, such as inaccurate user manuals, during the product development process. Once products are on the market, our business units continue to monitor them. If these units determine that an additional risk assessment and evaluation or additional or new measures are required, they initiate the necessary steps to ensure the health and safety of our customers and employees.



Supply chain: increasing transparency, minimizing risks

As an international company, we procure raw materials, products and services through global supply chains. High product quality, security of supply and joint development towards compatible sustainability targets are important to us. That is why we prioritize long-term relationships built on trust with business partners who share our principles of sustainable and responsible business management and verifiably adhere to them.



Sourcing: responsible and sustainable

We want to ensure that fair working conditions, human rights and environmental protection standards are upheld along the supply chain. To attain this goal, we have become involved in associations and plan to create transparency on the basis of certifications and supplier evaluations. By 2030, we intend to direct at least 80 percent of our direct spend to suppliers that share our sustainability standards (2024: 74 percent). In the long term, we aim to achieve fully responsible and sustainable sourcing.

High standards based on guidelines

The provisions underpinning our global purchasing processes are set out in our Global Procurement Policy (GPP), which, as part of the Group-wide Compliance Manual, contains binding rules of conduct for tesa as a purchasing company. Suppliers who deliver directly to us are required to sign the Code of Conduct for Suppliers (CoCfS), which sets out fundamental rules and obligations in the area of human rights, labor standards, environmental protection, and corruption prevention.

74%
of our direct spend went to suppliers who share our sustainability standards in 2024.

Find out more on Responsible Sourcing here



Human rights and fair working conditions

A failure to observe minimum social standards jeopardizes the safety, health and well-being of employees. This applies to all people in the value chain. Our Code of Conduct for Suppliers (CoCS) requires all tesa suppliers to observe international human rights and conform with relevant guidelines and standards, thus ensuring rejection of child labor, forced labor and discrimination, protection of freedom of assembly and observation of wage and working time laws and occupational safety regulations.

In addition to significant reputational losses, the entry of the German Supply Chain Due Diligence Act (LkSG) into force means that companies may also face fines for human rights violations. In addition to the legal requirements on human rights due diligence obligations, our own high standards also contribute towards ensuring that we conscientiously reevaluate the risk of violations of the observance of human rights among our employees and in our supply chain on an annual basis and take preventive measures to ensure compliance with all human rights guidelines.

With our own Human Rights Policy Statement, we have committed ourselves to the principles of the United Nations Global Compact (UNGC) and incorporate other guidelines pertaining to our own business activities and collaboration with our business partners: the United Nations' Universal Declaration of Human Rights, the conventions of the International Labour Organization (ILO), the OECD Guidelines for Multinational Companies, country-specific regulations and official requirements.

Dealing with violations

With the CoCS, we require our business partners not only to fulfill our high standards, but also to pass them on to their upstream supply chains. To ensure fair complaint procedures, tesa provides a variety of channels for reporting and uncovering violations in the tesa supply chain. One example is the protected, secure and independent reporting platform named Your Voice – Our Bond, which we created for our employees, customers, suppliers and other stakeholders.



If any violations of our standards are identified, we will first devise mandatory corrective measures. If these measures do not lead to the expected improvements, we reserve the right to temporarily or permanently terminate business relationships. This allows us to ensure that business partners with which we interact fulfill their social, environmental and economic responsibilities.

Reducing emissions in our supply chains: Supplier Green Energy program

The Scope 3 emissions of our upstream supply chain account for a large percentage of our total Scope 3 emissions. Most of these emissions are the result of the energy required for the processes of our direct suppliers and their own sub-suppliers. Reducing this share of emissions is an important part of achieving our goal of reducing Scope 3 emissions by at least 20 percent compared with the base year of 2018 by 2030. That is why in 2024, we launched a program that focuses on working with our suppliers to develop strategies for reducing these energy-related Scope 3 emissions and promoting their implementation.

Through the program, we have identified strategic suppliers responsible for large proportions of our Scope 3 emissions. We are working with them to develop measures such as energy efficiency initiatives for reducing the consumption of conventional energy as well as those that focus on promoting the purchase and generation of renewable energy by our suppliers.

Renewable energy in the supply chain: sharing knowledge and establishing strategies and measures

In the first step, we evaluated how advanced our strategic suppliers are in the area of decarbonization and, on this basis, established the areas of focus and levels of ambition in collaboration. This was followed by meetings to set individual, achievable goals, share knowledge and experience and support the suppliers with best practices. Depending on the suppliers' level of progress, the focus was targeted either at developing strategies together or at implementing specific CO₂ reduction measures. Initial reduction measures have been put into practice and others are planned.

We will be adding more suppliers to the program in 2025. The aim is to identify additional potential for CO₂ reduction and to develop measures in collaboration with a growing number of suppliers. This is to be accompanied by the planned introduction of a supplier academy with a focus on green energy measures.

Based on close collaboration with our suppliers and the resulting measures, we plan to reduce our CO₂ emissions significantly. We are confident that this approach will not only support our sustainability goals, but also strengthen our supply chain and promote long-term partnerships.

Transparency in the supply chain

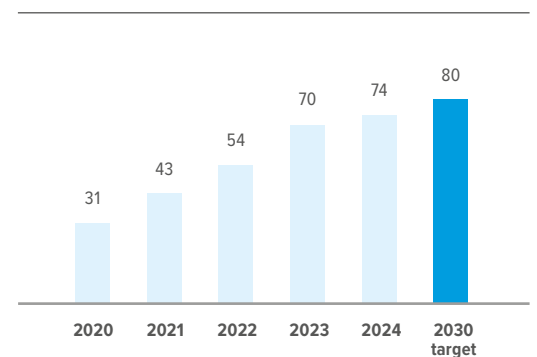
To increase the level of transparency and sustainability in the supply chain, we have been encouraging direct suppliers to undergo self-assessments with EcoVadis since 2020. In this way, suppliers can

reveal the extent to which they adhere to human rights, fair working conditions and environmental aspects and responsibly manufacture and procure their products, raw materials and services. Our goal is to ensure that at least 80 percent of our total direct spend goes solely to suppliers who have an EcoVadis rating of at least 45 points and thus meet our requirements for responsible supply chains overall by 2030. At the end of 2024, we did this for approximately 74 percent (2023: 70 percent) of our direct purchasing volume. We also regularly encourage our buyers and suppliers to take part in online training courses on various aspects of sustainability.

With the launch of a score card in the reporting year, we established a two-stage screening process for the assessment of supplier sustainability. In the first step, our Procurement and Sustainability departments assess on a quarterly basis whether a more in-depth risk analysis of a supplier is necessary. Roughly 8,200 suppliers had been screened by the end of 2024. In addition to country-specific and industry-specific risks, our annual purchasing volume also plays a role in the risk classification associated with the first screening. For suppliers identified as risky, we conduct another evaluation during the second step and work with the suppliers to plan measures for mitigating the identified risks.

Suppliers exhibiting a particularly high degree of risk are subject to audits under the SMETA 4-pillar protocol.

Fig. 12: Coverage direct spend through EcoVadis assessment with <45 points in %



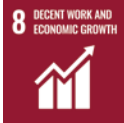






Sustainable Development Goals Index



You can learn more about our guidelines and standards here

We contribute to the following SDGs and their corresponding targets:

SDG	SDG targets	Our contribution	In this report
	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	At tesa, all employees have the same opportunities – regardless of gender, age, origin, sexual orientation or religion. tesa is also committed to gender equality within the workforce and in management positions. By mid-2027, 30 percent of the first management level and 35 percent of the second level are to be filled by women.	Page 28 ff.
	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.	Page 20 ff.
	7.3: By 2030, double the global rate of improvement in energy efficiency	The production facilities in Hamburg, Offenburg and Italy as well as our headquarter are certified according to ISO 50001 for energy efficiency. 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.	Page 20 ff.
	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 ten-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. 70 percent of the materials for our products and packaging should be made from recycled or bio-based materials by 2030. Reducing and avoiding packaging material also helps to minimize waste and thus negative effects on the environment. For example, we will halve the use of non-recycled fossil-based plastic in our packaging by 2025.	Page 36 ff.
	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.	Page 34

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. By using raw materials with FSC® certification, tesa also supports sustainable and responsible forest management. Many of our products are therefore already FSC® certified (FSC® C148769).	Page 36 ff.
	12.4: By 2030, 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. By 2025, no production waste is to be disposed of in landfills (zero waste to landfill).	Page 25 ff.
	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 Scope 1 and Scope 2 emissions by 30 percent in absolute terms by 2025 compared to 2018. We have already achieved this target in 2023. We want to achieve climate-neutral production by 2030. This goal is in line with the state of science (Science Based Targets initiative) to limit global warming to 1.5 degrees Celsius. Scope 3 emissions are to fall by 20 percent in absolute terms by 2030 compared to 2018. We are aiming to achieve a completely climate-neutral business model by 2050 at the latest.	Page 20 ff.
	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.	Page 27
	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.	Page 32 f.

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