



Sustainability Report

2023-2024

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A message from our Chairman and CEO

At Tosaf, sustainability is at the heart of our purpose - **to enable industries to create solutions that deliver significant value for customers, society, and the environment.** Over the past two years, we have been fully committed to advancing our sustainability journey, continuously improving our solutions to meet the evolving needs and expectations of our customers.

One of the most significant shifts in recent years has been the growing global demand for more sustainable practices in plastics manufacturing. We firmly believe that what is good for the environment is good for business, and we have embraced this challenge as an opportunity. Sustainability is a priority for us - not only in the way we operate our R&D and production facilities but also in the innovative solutions we develop. Our goal is to empower our partners and customers to create more sustainable products and operate in a more environmentally responsible manner.

That is why we view sustainability not just as a responsibility, but as a strategic advantage that enhances our market position. Furthermore, we are promoting transparency through the calculation of our Product Carbon Footprint (PCF), alongside actively working to reduce our own carbon footprint. Our decarbonization plan, guided by the climate risk assessment we conducted in 2024 according to the TCFD framework, ensures that we are both mitigating and adapting to the challenges of a changing environment.

Innovation and collaboration are key to making a lasting impact. We have developed a new line of more sustainable products and encourage our customers to challenge us. We believe that the right partnerships turn challenges into breakthroughs, and together, we can drive meaningful progress for society and the planet.

Strong professional and human connections fuel the synergy that unlocks new opportunities. We have proven that even the smallest yet essential components can make a significant difference in both production processes and final products. This guiding principal shapes how we do business, how we build relationships with our

customers and employees, and how we approach sustainability.

The past few years have presented significant challenges in both local and international markets, with economic fluctuations, supply chain disruptions, and ongoing uncertainties. Despite these obstacles, we have demonstrated remarkable resilience, continuously evolving and improving. Our focus on optimizing work processes, enhancing production efficiency, operational flexibility and investing in innovative initiatives and upgraded products has ensured that we consistently meet the needs of our customers.

Our commitment to sustainability has been a key driver in building and maintaining the trust of our customers - a trust that continues to strengthen our position, making us more competitive and enabling us to achieve impressive results.

Our success is a direct reflection of our teams and the dedication of our people. As we launch this report, I want to express my heartfelt gratitude to everyone for their commitment, motivation, determination, and creativity. It is thanks to you that we have been able to overcome challenges and continue to achieve outstanding accomplishments. Together, we will continue to build on this foundation and drive even greater success in the future.

I invite you to explore this report and learn more about our sustainability journey. We remain fully committed to this path and to making a meaningful impact.

Wishing you a pleasant read.
Yours,

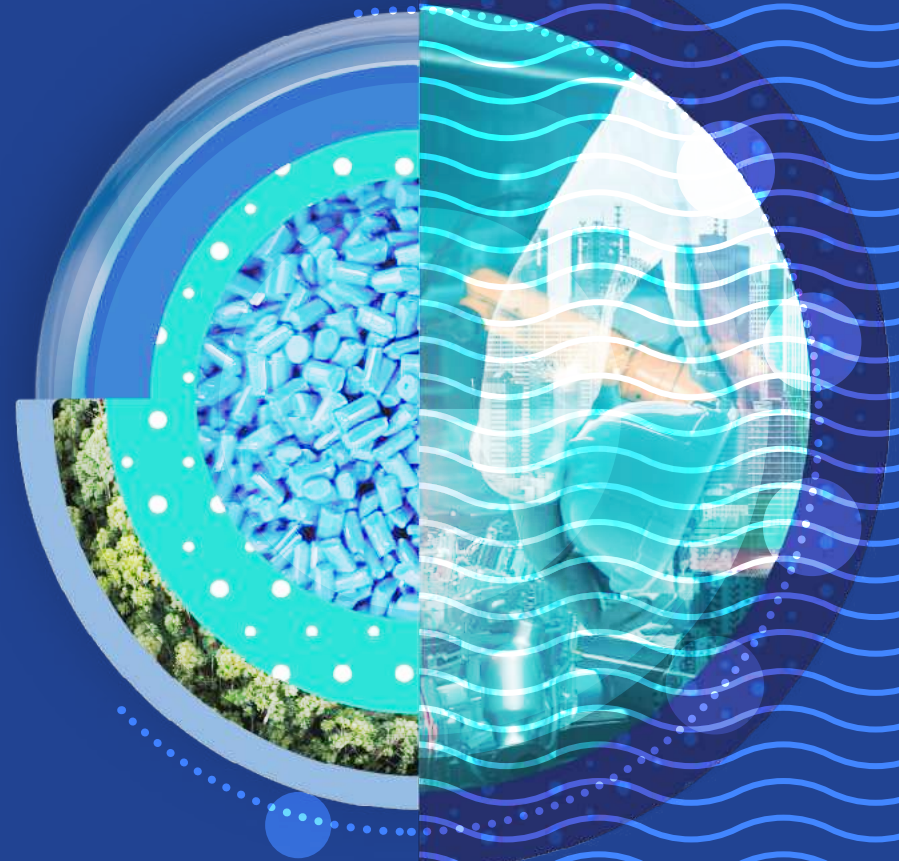
Amos Megides
Chairman and CEO of Tosaf



“

We view sustainability not just as a responsibility, but as a strategic advantage that enhances our market position.

”



About Tosaf

About Tosaf

Tosaf is a privately held company established in 1986, specializing in the development and production of **high-quality additives and compounds for the plastics industry**. As a leader in its field, Tosaf is dedicated to providing **innovative and sustainable solutions** that enhance the performance and environmental impact of plastic products. The essence of Tosaf is in our commitment to **customer-centric innovation**, combining **cutting-edge technology** with **sustainable practices** to create value for both its clients and the environment.

Additive and Color Solutions for the Plastic Industry

For over three decades, Tosaf has been developing and manufacturing high quality additives, compounds and color masterbatches for the plastics industry.

With the aim of providing for our customers' every need, we have continuously grown and developed our offering, production capacity and worldwide reach, becoming a truly global organization that remains close to the markets we serve.

At Tosaf, we are pioneers in breakthrough solutions for the plastics industry. Over the past three decades, we have experienced – and even led – changes in the market, anticipating trends and staying ahead of developments as they unfold.

In our professional world, bonds matter. Bonds between: Molecules, Professional experts, Business interests and people in general. Professional and human bonds create a synergy that opens up a world of opportunities and possibilities. We look for the challenges and strive to make our customer's dreams come true.

At Tosaf, we don't believe in 'one solution fits all'. That is why, over the years, we've developed a methodology that allows us to develop the most precise solution for your needs.

We Tosafize* it for our customers by customizing solutions that perfectly fit their needs and combine the countless materials, suppliers, regulations and technologies.

Within this enormous complexity, a small yet essential component makes a world of difference on the production process and final product. **This is the Tosaf masterbatch.**

The masterbatch impacts the entire value chain:

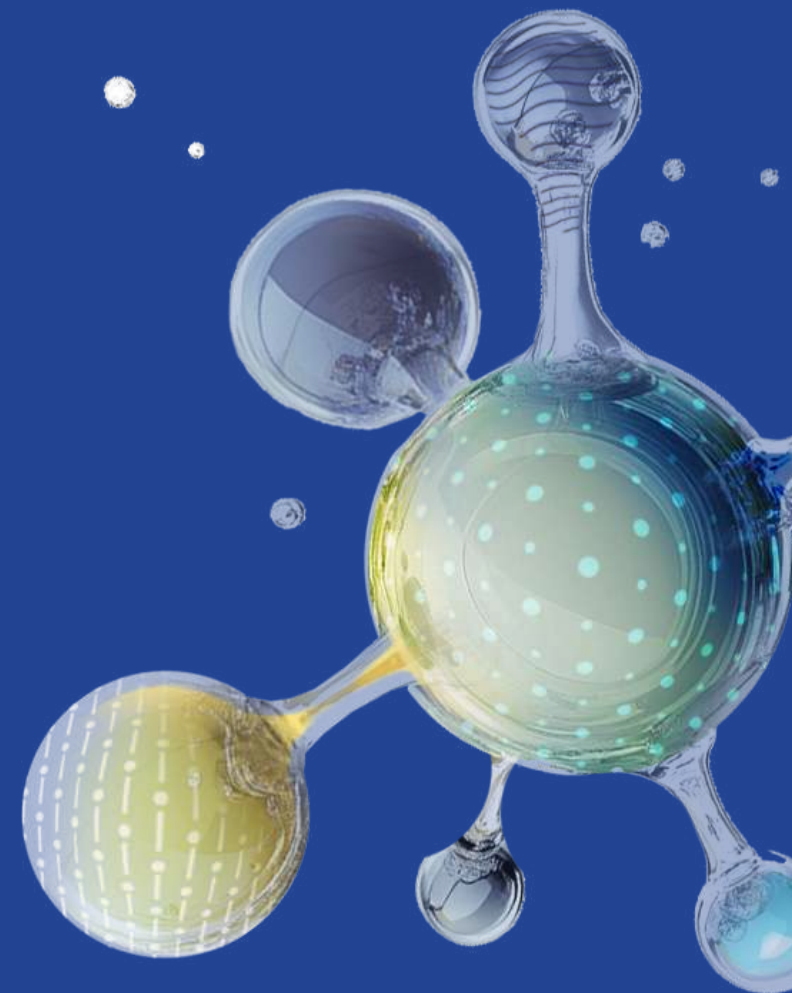
**Effective
production
processes**



**Better product
performance
and durability**



**Longer
product
lifecycle**



Making it Happen.

Masterbatch in Action

Process-Enhancing Additives

- Anti-blocks
- Slip
- Processing aids
- Antioxidants
- Lubricants
- Antistatic



Boosting End-Product Performance and visibility

- Antifogs
- UV stabilizers
- Antioxidants
- Colors
- Whites
- Blacks
- Antistatics
- Ties
- Impact modifiers
- Flame retardants

Enhancing Sustainability

- Foaming agents
- Purge compounds
- Sustainable fillers
- PET Chain Extender
- Odor Scavenger
- Compatibilizers
- Color upcyclers
- NIR detectable Black
- Biodegradable Solutions
- Thermal stabilizers

At Tosaf, our expertise allows us to holistically respond to your every need:

- Our worldwide color facilities provide precise, quick, high-quality solutions.
- Our R&D teams and production facilities manufacture the entire additive and whites' range – from production enhancers and functional additives to sustainable solutions that address product end-of-life.
- We specialize in developing functional black concentrates for a wide range of advanced industries.
- We are the only masterbatch company with grafted polymer expertise and manufacturing capabilities.
- Our solutions comply with strict regulations and adhere to global standards.
- Technical and professional guidance ensures that a sustainable approach is employed to everything we do, from A to Z.

Full-Spectrum Solutions

Colors

Tailoring the perfect fit, quickly delivered to your doorstep

Additives & Whites

Addressing your most complex challenges

Technical Materials

Brilliant black, trusted worldwide

Grafted Polymers

Crafting new polymers with enhanced properties



Sustainable alternatives



Regulatory compliance



Technical support

Our solutions are aimed at achieving market advantage for our customers by:

- Maximum production efficiency
- Less material waste
- Better cost benefits
- Improved product performance and aesthetics
- Strict regulatory compliance, which facilitates faster time-to-market
- A combination of innovation and sustainability that creates a significant competitive edge

We work with a wide range of customers from all industries:



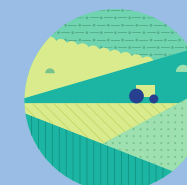
Packaging



Building & Construction



Electrical & Electronics



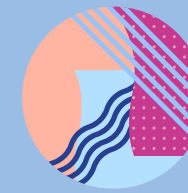
Agriculture



Automotive



Home, Sport & Leisure



Textile & Fibers

Tosaf at a Glance

Tailor-Made Solutions for the Plastics Industry

50+
Countries
Global Presence



6000+
Customers



25
new innovative
developments each day



49%
of products sold were developed
within the last 5 years

Global Market Reach

North America

Charlotte, North Carolina
Toledo, Ohio
Dallas, Texas
Houston, Texas

Europe

Istanbul, Turkey
Frankfurt, Germany
Tilburg, Netherlands
Oyonnax, France
Liverpool, UK
Wales, UK
Scotland, UK
Malmo, Sweden

Asia

Tnuvot, Israel
Alon Tavor, Israel
Gilboa, Israel
Changshu, China
Dubai, United Arab Emirates

South America

Lima, Peru

● Production Plants

● Sales Offices

● R&D Hubs

Engaging with Industry for Responsible Growth



www.bpf.co.uk

As active members of the British Plastics Federation (BPF), the UK's leading trade association for the plastics industry, we benefit from access to expert insights, regulatory guidance, and a strong professional network that supports our continued growth and responsibility in the sector. Representing over 80% of the UK plastics industry by turnover, the BPF brings together a wide range of stakeholders across the value chain.

Colloids CEO serves as Chairman of the BPF masterbatch group.



www.petcore-europe.org/about.html

PETCORE EUROPE (PET Container Recycling Europe) is a Brussels-based non-profit association established in 1993, representing the entire PET (polyethylene terephthalate) value chain across Europe. Its mission is to enhance the value and sustainable growth of the PET industry by aligning stakeholders - from manufacturers and converters to recyclers and brand owners - toward a circular economy model. The organization advocates for PET as a sustainable packaging material, supports innovative recycling solutions, and collaborates with European institutions to promote environmental policies. PETCORE EUROPE also extends its efforts to polyester textiles, aiming to improve recyclability and reduce textile waste through initiatives like the Ecodesign for Sustainable Products Regulation. With a membership comprising over 165 companies and associations, PETCORE EUROPE plays a pivotal role in advancing PET recycling and sustainability in Europe.

Our dedication to ethical, transparent, and sustainable business practices drives our active involvement in a range of industry associations and collaborative initiatives. By aligning with leading reporting frameworks and professional networks, we not only contribute to the advancement of fair labor and environmental standards but also strengthen our own commitment to corporate responsibility. Integrating these values into our business strategy has deepened our participation in organizations that champion responsible and forward-thinking industry practices.



compounders.eu

Operation Clean Sweep® (OCS) is a global initiative aimed at preventing the unintentional release of plastic granules - such as pellets, flakes, and powders - into the environment during production, transportation, handling, and processing across the plastics value chain. By encouraging companies to implement best practices and rigorous containment measures, OCS supports efforts to reduce pollution, protect marine and terrestrial ecosystems, and promote more responsible and sustainable plastic management. The program is widely adopted by industry stakeholders committed to minimizing environmental impact and demonstrating accountability in their operations.



www.opcleansweep.eu

EuMBC (European Masterbatchers and Compounders), established in 2001, is a sector group of EuPC (European Plastics Converters) and serves as an international association representing companies engaged in masterbatch and compound manufacturing across the EU, EEA, and Turkey. The association works to ensure that the interests of the masterbatch and compounding industry are represented at the European level, particularly in regulatory and technical matters. EuMBC facilitates collaboration among its members, supports industry advocacy, and promotes best practices to help drive innovation, safety, and sustainability within the sector.

Tosaf Statement and Values



Purpose

We are enabling industries that create solutions with significant value for customers, society and the environment.



Vision

To empower tomorrow's businesses today.



Mission

By offering customized high-performance sustainable solutions backed by advanced science that help our customers thrive in a competitive global market.



Values

Service

- Learning about each client's industry, processes, technology and needs, so that we can select the most suitable solution - or even create one from scratch.
- Having salespeople and warehouses on the ground, ready to deliver anywhere, anytime.
- Offering a full laboratory service of analysis and testing.

Quality

- Investing in the latest machinery and technologies to ensure we achieve the highest standards.
- Continuously learning, to anticipate our clients' future needs.
- Able to provide high quality products which stand in strict QC analysis worldwide.
- Support all relevant regulatory requirements according to our customer needs.

Innovation

- Developing solutions to complex challenges and ever-changing market demands.
- Developing and implementing new low-energy production processes in-house.
- Developing a full range of recyclable products

Sustainability

- Using resources in a more efficient, economic and ecological way.
- Recognizing plastic waste as a valuable resource that can - and should - be handled just like metal, paper or glass.
- Making every effort to develop environmentally friendly, non-polluting, recyclable products for use in the plastics industry.
- Product carbon footprint calculations (PCF)

Our purpose is to enable industries that create solutions with significant value for customers, society and the environment.





Tosaf Sustainability Approach

Tosaf Sustainability Approach

At Tosaf, sustainability is at the heart of everything we do. We are deeply committed to building a better future and believe it is our responsibility to leave a healthier, more sustainable world for generations to come.

To achieve this, we have developed a comprehensive sustainability framework built on three core pillars:

People & Community – Empowering individuals and fostering strong, thriving communities.

Ecological Responsibility – Ensuring sustainable processes and products that minimize environmental impact.

Corporate Integrity – Upholding ethical and fair business practices, including responsible sourcing.

We continuously invest time and resources in developing innovative solutions that drive meaningful, long-term sustainability improvements.

Our Positive impact on both people and the planet

Corporate Integrity

People and Community

Ecological Responsibility

Understanding Our Impact Through Materiality Assessment

In 2024, we conducted an impact materiality assessment to identify and prioritize the ESG topics most relevant to our business and stakeholders. This process was guided by recognized ESG frameworks and industry-specific standards, including those provided by SASB (Sustainability Accounting Standards Board) and other leading ESG organizations. We also benchmarked our approach against best practices from leading companies in our sector to ensure alignment with industry expectations. To gain internal insights, we surveyed senior managers and key leaders across the company, integrating their perspectives on where our activities can have the most significant environmental and social impact. The results of this assessment now guide our ESG strategy, helping us focus on the areas where we can create the greatest value while managing risk and fostering long-term sustainability.

Our sustainability impact materiality assessment prioritized the following topics:

Corporate Integrity

- Product Safety and Quality
- Business ethics and compliance
- Product innovation and technologies
- Responsible Supply Chain

People and Community

- People's Health, Safety and well-being
- Employee training & development

Ecological Responsibility

- Carbon Footprint and Climate Action
- Energy management & efficiency
- Sustainable Product Design

Sustainability Leaders' Forum

To strengthen our commitment to sustainability, we have appointed a dedicated **local Sustainability Leader** at each of our sites. These leaders play a crucial role in driving our environmental initiatives by overseeing **data collection** for Scopes 1, 2, and 3, ensuring accurate **Carbon Footprint (CFP)** calculations per product, and providing **customer support** by handling questionnaires, declarations, and sustainability-related inquiries. Additionally, they are responsible for the **implementation of our decarbonization plan**, ensuring that each site actively contributes to reducing our overall carbon footprint. This localized approach enables us to maintain high standards of transparency, efficiency, and environmental responsibility across all our operations.

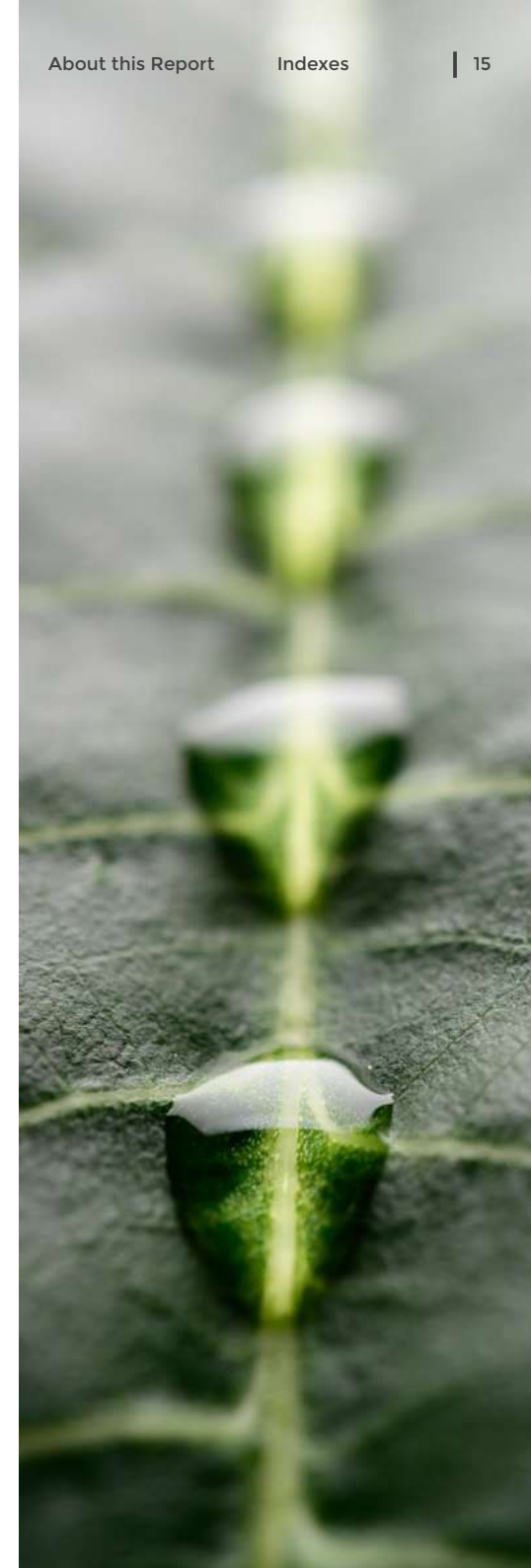
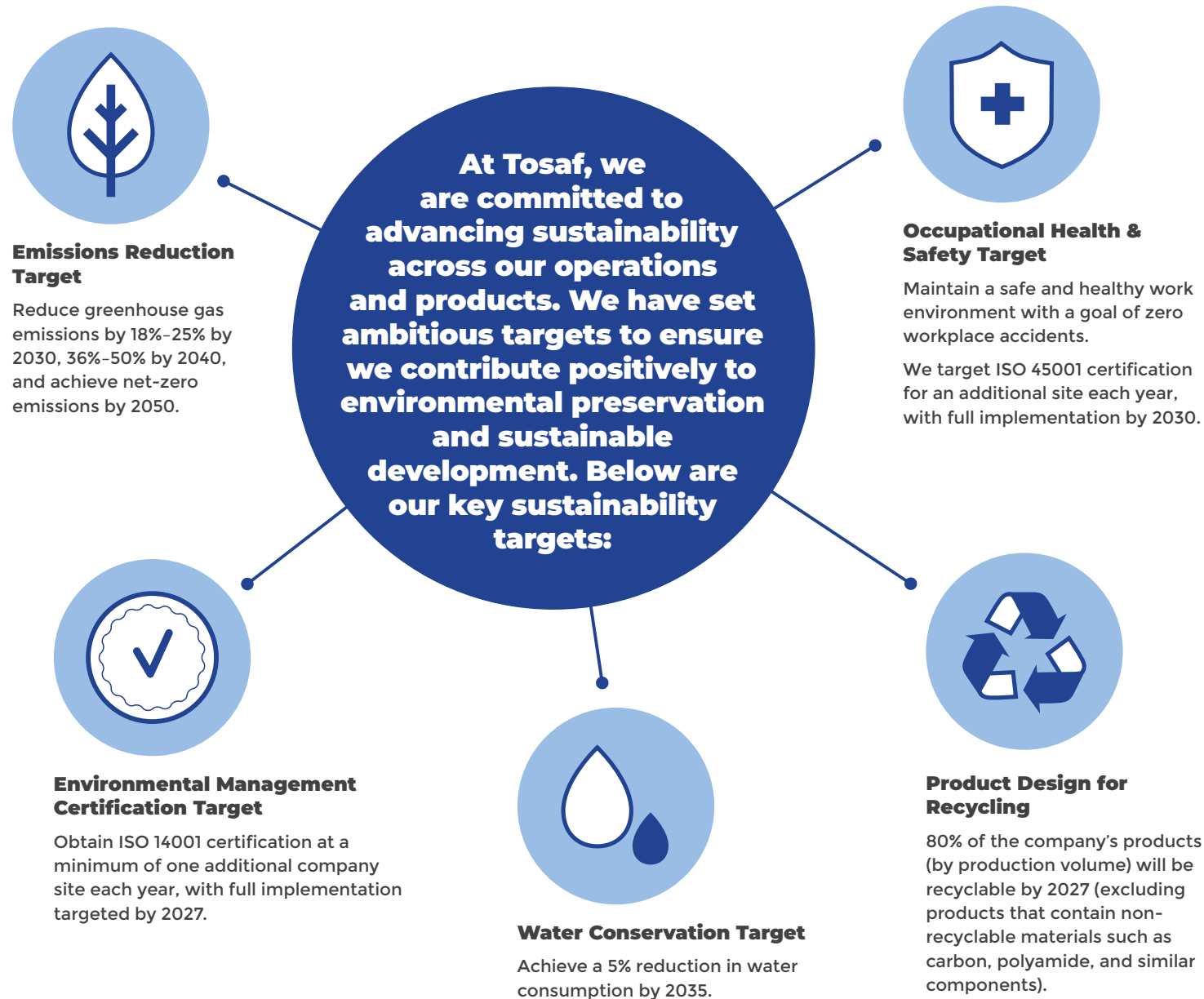
At the corporate level, ESG is managed by a dedicated ESG Manager under the Chief Operating Officer (COO), who serves as the executive lead on ESG matters within the company. Both the ESG Manager and the COO report to the CEO and the executive management team, who provide strategic oversight and guidance to ensure alignment with company-wide sustainability goals.

Think Global Act Local

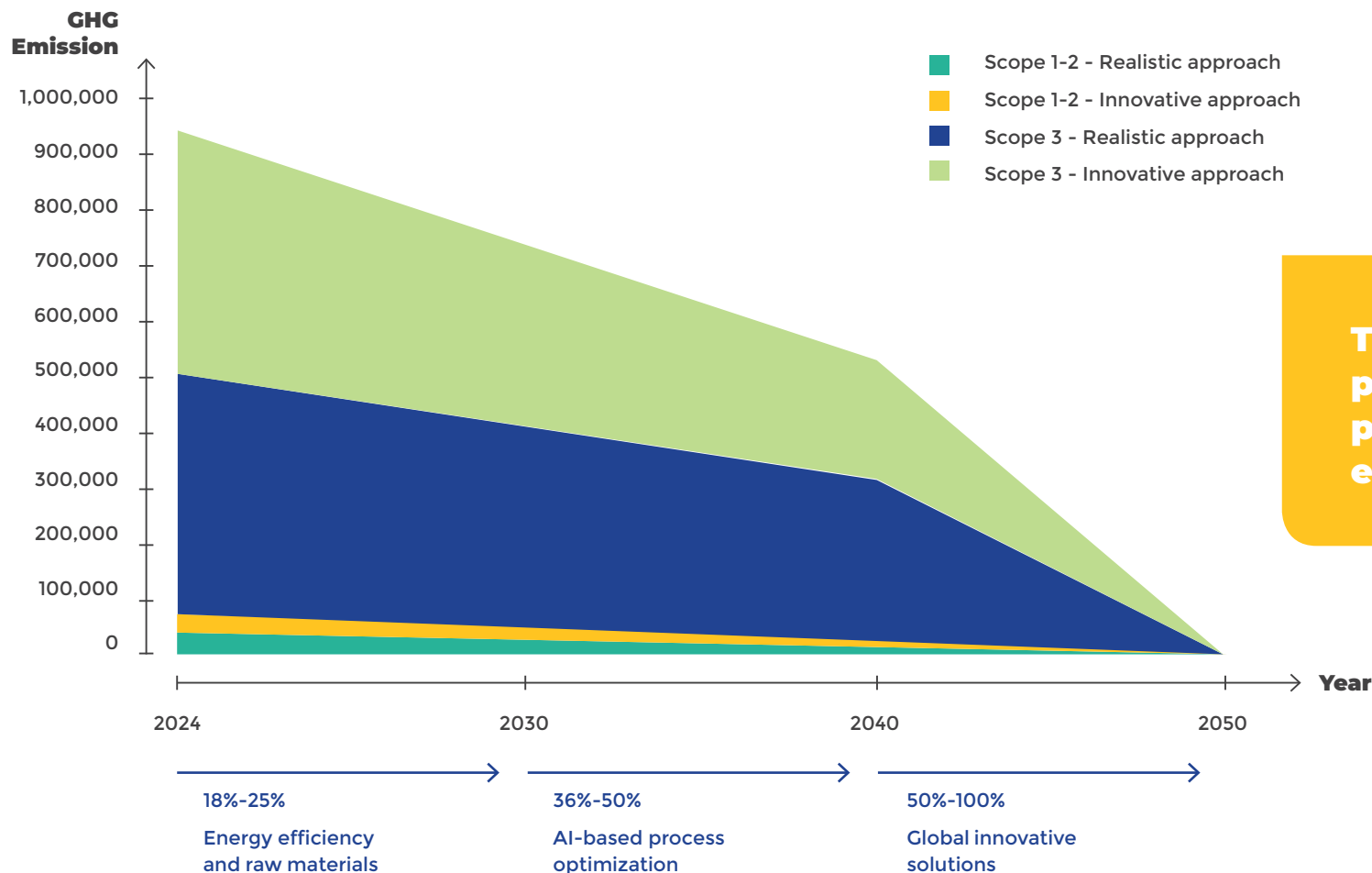
Tosaf embodies the principle of “think global, act local” in our Environmental, Social, and Governance (ESG) strategy by integrating a global perspective with localized action. Recognizing the interconnected nature of today’s world, Tosaf leverages global best practices and innovations to enhance sustainability across its operations all over the world. At the same time, we are committed to tailored, local-specific demands. This dual approach ensures that Tosaf can deliver the most efficient technology and produce it close to the client. This ethos guarantees a reduced carbon footprint led by less logistics efforts, a support to local economies creating jobs and welfare for the communities, and high engagement with local stakeholders.



Our Sustainability Targets



Decarbonization Roadmap



The decarbonization plan guides our path to net-zero emissions by 2050



These targets reflect Tosaf's dedication to environmental stewardship and innovation. By achieving these goals, we aim to minimize our ecological impact, enhance product sustainability, and contribute to a more sustainable future.

Alignment with the UN SDGs

The United Nations Sustainable Development Goals (SDGs) provide a global blueprint for addressing the world's most pressing environmental, social, and economic challenges. At Tosaf, we recognize the urgency of these issues and the vital role businesses play in driving meaningful change. That's why we have aligned our sustainability framework and practices with key SDGs, ensuring that our innovations and operations contribute to a more sustainable, responsible, and resilient future.

We align our efforts with the **United Nations' Sustainable Development Goals (SDGs)**, using them as our sustainability compass. Every solution we develop is carefully evaluated for its impact on both people and the planet and we follow the following key SDG's:



Climate Action

Take urgent action to combat climate change and its impacts. Targets 13.1, 13.2

Our Contribution

Our strategies and products are designed to reduce carbon emissions, helping to mitigate our impact on the planet. Additionally, we conducted a Climate Change Risks and Opportunities Survey, according to the TCFD Framework, to enhance our adaptation and resilience efforts.

We are currently in the process of setting new climate related targets.



Industry, Innovation and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation. Targets 9.1, 9.2, 9.5

Our Contribution

We are committed to fostering the development of sustainable, resilient, and inclusive businesses that ensure equitable access for all.

We promote sustainable industrialization and aim to boost employment and economic growth. Furthermore, we invest in scientific research and innovation, helping to advance technological capabilities, to foster economic development and technological progress.



Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Targets 8.2, 8.3, 8.5, 8.8

Our Contribution

At Tosaf, we promote technological innovation, diversification, and a focus on value-added, labor-intensive sectors.

We are committed to achieving full and productive employment, decent work for all, and equal pay for equal work, while upholding labor rights and fostering safe, secure working environments, especially for vulnerable workers.



Responsible Consumption and Production

Ensure sustainable consumption and production patterns. Targets 12.2, 12.4, 12.5, 12.7

Our Contribution

At Tosaf, we are aligning our operations and strategies with key targets aimed at fostering sustainability.

We are committed to sustainable management and efficient use of natural resources. Our approach to reducing waste generation is guided by the our framework - Minimize, Maximize, Circularize, and Equalize. Through this, we encourage sustainable practices among our customers by developing innovative circular economy solutions that drive long-term environmental impact.

Additionally, we are actively enhancing our sustainable procurement practices to ensure that the materials and resources we source align with our environmental and ethical values.

Ecological Responsibility



Ecological Responsibility

Ensuring sustainable processes and products that minimize environmental impact.

At Tosaf, we believe that it's up to each one of us to reduce our carbon footprint through environmentally friendly, and instead of, sustainable practices. Without a doubt, the plastics industry has a crucial role to play in this area, and we have made it our mission to lead by example. Applying the same creativity that we use in developing our masterbatches and additives, we've implemented a diverse range of in-house initiatives to make sure that we're reducing the waste we produce, conserving energy throughout our operations, and managing our wastewater. We raise the bar for ourselves as a company in the plastics industry, continually striving to take sustainability to the next level.

With a firm belief that sustainability begins at home, we take a holistic approach to our own operations, ensuring that we use resources in a more efficient, economic and ecological way. Tosaf adheres to its Sustainable Environment Policy across both products and facilities.



Emissions Reduction Target

Reduce greenhouse gas emissions by 18%-25% by 2030, 36%-50% by 2040, and achieve **net-zero emissions by 2050**.

Read more about our carbon targets in the ['Decarbonization Plan'](#) sub-chapter.



Water Conservation Target

Achieve a **5%** reduction in water consumption by 2035.



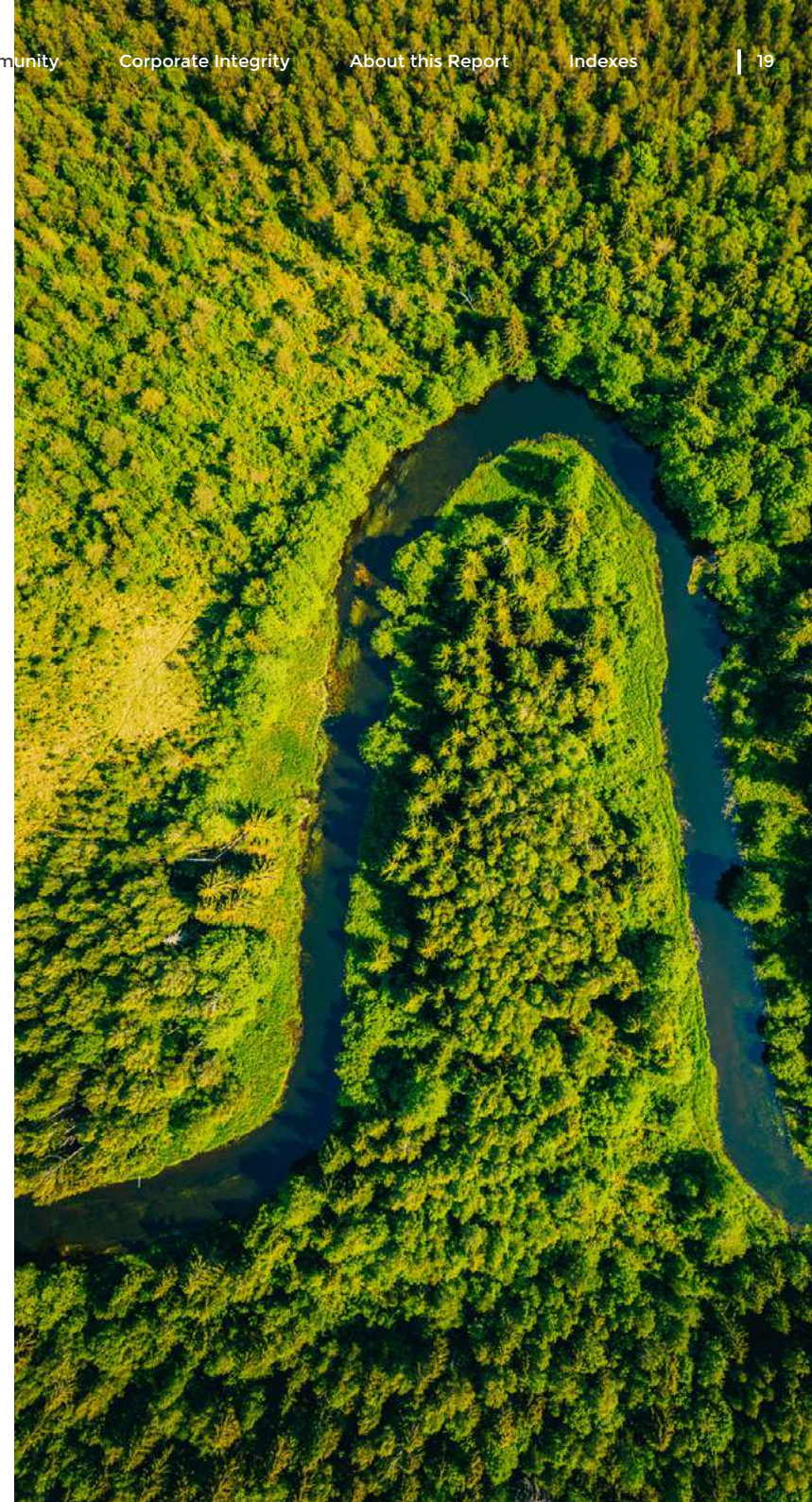
Environmental Management Certification Target

Obtain ISO 14001 certification at a minimum of one additional company site each year, with full implementation targeted by 2027.



Product Design for Recycling

80% of the company's products (by production volume) will be recyclable by 2027 (excluding products that contain non-recyclable materials such as carbon, polyamide, and similar components).



Smarter Customized Solutions for a More Sustainable Future

Over the years, we've worked on our most important skill: understanding our customers and helping them get to where they want to go. Every customer has unique needs. Our goal is to tailor solutions that respond to those needs with flawless precision.

Every one of our customers has different sustainability goals: some aim to increase the percentage of recycled material in their final product, others wish to reduce their waste, or minimize their energy consumption, etc.

To support our customers' sustainability initiatives, we have structured our offering around their sustainability goals. We want to make it easy for them to identify which of our products can support their efforts.

We provide solutions for multiple industries and consider their specific needs.

Tosaf: Sustainably Innovative

Plastics manufacturers face a complex web of challenges - from rising raw material costs and energy consumption to increasingly stringent sustainability regulations and the demand for high-quality, recycled products. Tosaf understands these pain points and has made it its mission to provide breakthrough additives that not only drive superior performance but also offer measurable, data-backed sustainability benefits. With over three decades of experience, Tosaf transforms these challenges into opportunities for its customers.

Tosaf's dedication to data-driven innovation means that the company continuously refine its products based on concrete performance insights, focusing on our product's carbon footprint.

[Reed more](#) on our PCF later on in this chapter.

Bonding for a better future

Our vision is to leave behind a better world for the next generation while addressing our stakeholders' expectations, by achieving our mission of creating advanced solutions that support long-term sustainable change and enable a circular economy in which plastic does not end up as waste.

Tosaf's approach to facilitating greater sustainability in the wider plastics industry can be summed up as our product approach approach which we re-designed to suit our industry.

We are committed to helping our customers become more sustainable through our Sustainable Solutions Pathway, which focuses on four key actions:



Minimize

We offer additives that reduce reliance on synthetic materials, enabling more sustainable formulations.



Maximize

We offer innovative additives which enhance the properties of recycled materials and polymers.



Equalize

We supply masterbatches that enable the replacement of synthetic polymers with biodegradable and recycled alternatives, contributing to lower carbon emissions.



Circularize

We support circular economy practices by providing additives that optimize recyclability and material recovery.

49%

of products sold were developed within the last 5 years

25

new developments each day

70%

of the company's products (by production volume) are recyclable

» Smarter Customize Solutions for a More Sustainable Future



Minimize

Minimizing the use of synthetic raw materials

Leading Solutions:

- Foaming agents
- Sustainable fillers
- Nucleation additives
- Purging compounds
- Heating MasterBatch
- Processing aids

Product Examples:

- T-Foam™
- BeaNused(R)
- CrystalClear™
- PurgeSeal™
- IRapid™
- T-Aid™



Maximize

Maximizing the share of recycled materials

Leading Solutions:

- Processing additives
- PET chain extender
- Odor Scavenger
- Compatibilizers
- Color MasterBatch

Product Examples:

- T-Flow™
- AOMax™
- IVSeal™
- OdorSeal™
- TopFusion
- DesiSeal™
- ColorUp™
- BluTint™
- AASeal™
- SlipControl™



Equalize

Harnessing innovative solutions to equalize carbon emissions

Leading Solutions:

- Compostable MasterBatch
- Biodegradable filled components

Product Examples:

- BioBack™
- MaxBalance™



Circularize

Supporting circular economy by enabling the production of fully recyclable articles

Leading Solutions:

- Recyclable matte compound
- Clarifying agent for PP
- NIR detectable black
- Non halogen flame retardant

Product Examples:

- T-Matte™
- NoIR™
- L-TEC®
- UVSeal™
- O2Seal™
- FogFree™

*For our full catalog of products, see our sustainable products at [Tosaf's website](#)

Innovation to Sustainability, safety and well-being



Tosaf manages a wide range of projects as part of our ongoing commitment to delivering sustainable solutions, reducing our environmental footprint, and ensuring both product performance and end-user well-being. Each day, the company drives an average of 25 innovative developments – all tailored to meet the changing needs of our customers. Nearly half (49%) of the products we sell today were developed within the last five years – reflecting our strong focus on innovation.



Turning Ocean Waste into Award-Winning Innovation

In a collaboration between Tosaf and Schoeller Allibert, an innovative crate for Corona Extra was developed using ocean waste and recycled materials. Featuring a unique wave-like effect that simulates the motion of the sea, the crate is also 100% recyclable. This outstanding design earned the prestigious German Packaging Award in the “New Material” category.

Read more [here >](#)



Sustainable Fillers - Recycled Coffee Grounds

Colloids (Tosaf's subsidiary) allows clients to re-use spent coffee grounds and incorporate them into plastics by successfully incorporating up to 30% of coffee grinds into biobased and compostable as well as recycled polymers including LDPE, PP, PETG, PS, and ABS.

Once the compound has been formed, it retains plastics inherent recyclability, in both industrial and curbside collections.



Swirling into Sustainability with Coca-Cola

Another successful project between Tosaf and Schoeller Allibert with local recycler Healex was the formation of Coca-Cola's Swirl crates. Tosaf has played a crucial role in Coca-Cola Netherlands' initiative to make its packaging more sustainable by helping them incorporate recycled polymers into their iconic red crates. This pioneering effort involves using 97% recycled plastic, with 85% sourced from old red crates and 15% from recycled tulip nets. This project showcases the power of strong partnerships in achieving both sustainability and eye-catching design. The transition to recycled materials is set to significantly reduce CO₂ emissions by 64% compared to using virgin plastics. Tosaf's contribution ensures the new crates maintain their durability and functionality, supporting Coca-Cola's broader sustainability goals. With 150,000 recycled crates entering the Dutch market per year, this initiative underscores Tosaf's commitment to innovative, eco-friendly solutions.



» Innovation to Sustainability, safety and well-being

✦ Sustainable Fillers – Eggshells

The inclusion of up to 50% eggshell powder generated from waste gives a light speckled effect to the finished product. The eggshell compound can be used in a range of polymers with a wide choice of colors to mask or enhance the unique effect.

The Enviro-Tec eggshell compounds are compatible with L-TEC® laser technology to give a permanent mark, replacing the use of adhesive labels ensuring recycling compatibility.



✦ Black Colors from recycled material

The **rBlack** Tosaf technology allows the **use of old tires from waste mountains** to be upcycled as carbon black pigment production. This process substitutes the use of fuel oil, therefore diminishing the carbon footprint of the final product.

In addition, the steel wires from the used tires are recovered and repurposed, increasing the demand for used tires and moving towards a more circular economy.



✦ Driving Innovation: Tosaf Funds Pioneering Graphene Nanocomposites Ph.D. Project with The University of Manchester

Colloids Group is proud to partner with the Graphene Engineering Innovation Centre (GEIC) at The University of Manchester to advance cutting-edge research in graphene nanocomposites. Building on the success of Phase 1, the company is now funding a full-time Ph.D. researcher for a multi-year collaborative project with the university's Advanced Nanomaterials Group. The research focuses on developing and scaling up high-performance thermoplastic nanocomposites based on graphene and other 2D materials, with the goal of creating multifunctional materials for sectors such as automotive, aerospace, electronics, and beyond. This initiative leverages Manchester's globally renowned graphene research ecosystem - including the National Graphene Institute and the Henry Royce Institute - and demonstrates Colloids' commitment to innovation, sustainable materials development, and industry-academic collaboration.



We will continue to invest in sustainable innovation while ensuring our customers' needs are met, embracing challenges that drive us to create a better, more sustainable world.



Environmental Sustainability in Our Operations

Driving a perceptual change within our organization, we take measures and implement initiatives that reduce our own carbon and water footprint.

Environmental stewardship is a fundamental aspect of Tosafs' corporate identity, guiding its actions towards sustainability and ecological responsibility. With a deep commitment to minimizing its environmental footprint, Tosaf implements rigorous practices across its operations. From energy-efficient manufacturing processes to waste reduction and recycling initiatives, the company continually seeks innovative ways to conserve natural resources and reduce emissions. Tosaf also invests in research and development to develop eco-friendly products and technologies that promote sustainability throughout the supply chain. By prioritizing environmental conservation and sustainability, Tosaf strives to contribute positively to the planet while meeting the needs of present and future generations.



Carbon Footprint

Tosaf assesses the environmental impact of its operations in the context of Climate Change by calculating its Greenhouse Gas emissions according to GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064-1:2018. It uses an operational control approach to determine its organizational boundaries and an ESG data system powered by a dedicated IT platform as a single-point-of-record. The Emission Factor method was used for the calculations.

The reporting period referred to is from January 1st, 2023, to December 31st, 2024.

The company does not generate **significant** air emissions, including nitrogen oxides (NO_x), sulfur oxides (SO_x), or other regulated pollutants.

Direct and Indirect Greenhouse Gas Emissions

Over the past few years, we have collected resource consumption data from our manufacturing sites using a computerized platform to calculate Scope 1, 2, and 3 emissions. The data reveals a rise in Scope 1 and 2 emissions, primarily due to increased manufacturing activity and the inclusion of four additional sites in our reporting since 2022. In contrast, Scope 3 emissions have declined (-7%). Despite the overall rise in absolute emissions, carbon intensity for Scope 1 and 2 remains the same between 2023-2024. Notably, Scope 3 intensity decreased by 7%. These results underscoring our continued efforts to manage emissions effectively as our operational footprint grows.

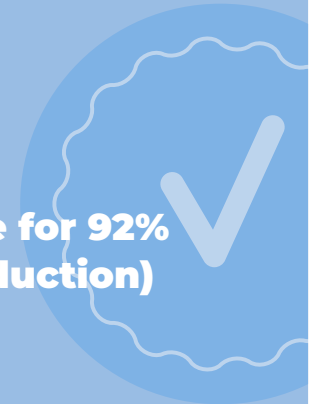
The carbon intensity measures the carbon footprint in relation to the total production weight in the same period.

**Tosaf is ISO 14001
Certified in most
of the leading
operational sites:**

53%
of 20 sites



67%
of 9 sites
(responsible for 92%
of total production)



» Carbon Footprint

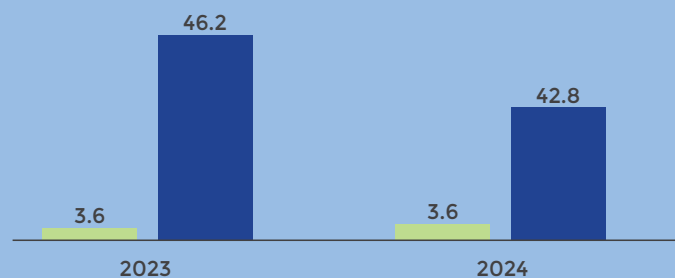
Total Scope 1-3 emissions (in tonnes CO ₂ e)	2023	2024	%change between 2023-2024	% of emissions category
Total Direct Emissions (Scope 1)	2,196.5	2,675.8	22%	1%
Diesel (Transportation)	809.1	887.2	10%	33%
Gasoline / Petrol (Transportation)	641.4	786.2	23%	29%
Total Refrigerant Gases (HFCs)	224.6	446.1	99%	17%
Natural gas	316.2	298.3	-6%	11%
Other	205.2	257.9	26%	10%
Total Indirect Emissions (Scope 2)	28,629.6	30,701.6	7%	7%
Electricity from the local grid/utility	11,311.3	12,741.4	13%	42%
Purchased electricity from natural gas power plants	17,318.3	17,960.3	4%	58%
Total Scope 3 emissions	473,171.2	441,699.7	-7%	93%
Downstream Product Footprint (Scope 3)	903.5	1,528.5	69%	0.3%
Upstream Supply Chain Emissions (Scope 3)	472,267.7	440,171.3	-7%	99.7%
Total Scope 1-3 emissions	503,998.6	475,078.6	-6%	100%
Total Carbon intensity	49.8	46.4	-7%	
Mass-based operational carbon intensity (Scope 1 & 2 emissions per product mass)	3.6	3.6	0%	
Mass-based value chain carbon intensity (Scope 3 emissions per product mass)	46.2	42.8	-7%	



-7%

**Decrease in
Scope 3 intensity
from 2023 to 2024**

Carbon Intensity (in tonnes CO₂e/tonnes product mass), 2023-2024



- Mass-based operational carbon intensity (Scope 1,2 per product mass in tonnes)
- Mass-based value carbon intensity (Scope 3 emissions per product mass in tonnes)

» Carbon Footprint

Scope 1,2 emissions by region (tonnes CO₂e)

Region	Scope	2023	2024
EU&ME	Direct Emissions (Scope 1)	1,791	2,210
	Indirect Emissions (Scope 2)	23,971	25,671
	Other indirect Emissions (Scope 3)	385,657	394,304
The Americas	Direct Emissions (Scope 1)	311.5	371.5
	Indirect Emissions (Scope 2)	3,159	3,210
	Other indirect Emissions (Scope 3)	77,978.4	37,607.0
Asia	Direct Emissions (Scope 1)	94	94
	Indirect Emissions (Scope 2)	1,501	1,821
	Other indirect Emissions (Scope 3)	9,535	9,789
Total		503,998.6	475,078.6

Scope 3 per Category on tonne CO₂e

Scope 3 category	2023	2024	% of total Scope 3
12. End-of-life treatment of sold products	266.04	11.1	-96%
9. Downstream Transportation and Distribution	637.45	1,517.4	138%
Total	903.5	1,528.5	69%
1. Purchased goods and services	442,879.2	407,202.2	-8%
3. Fuel and Energy-related Activities	7,794.1	8,447.8	8%
4. Upstream transportation and distribution	18,686.5	21,296	14%
5. Waste generated in operations	829.3	1,110.1	34%
6. Business Travel	1,511.3	1,122	-26%
7. Commuting by Employees	567.2	993.1	75%
Total	472,267.7	440,171.3	-7%
Total Scope 3	473,171.2	441,699.7	-7%

Product Carbon Footprint (PCF)

Tosaf has successfully achieved its goal of being able to calculate the Product Carbon Footprint (PCF) for all of its products upon request. Through a systematic methodology, according to ISO 14067, and improved data availability, we can now provide transparent and reliable carbon footprint calculations, helping our customers make informed decisions and meet their own sustainability goals. This milestone reflects our commitment to continuous improvement in carbon accounting and environmental responsibility, and we will keep refining our processes to further enhance accuracy and efficiency in the future.

» Carbon Footprint

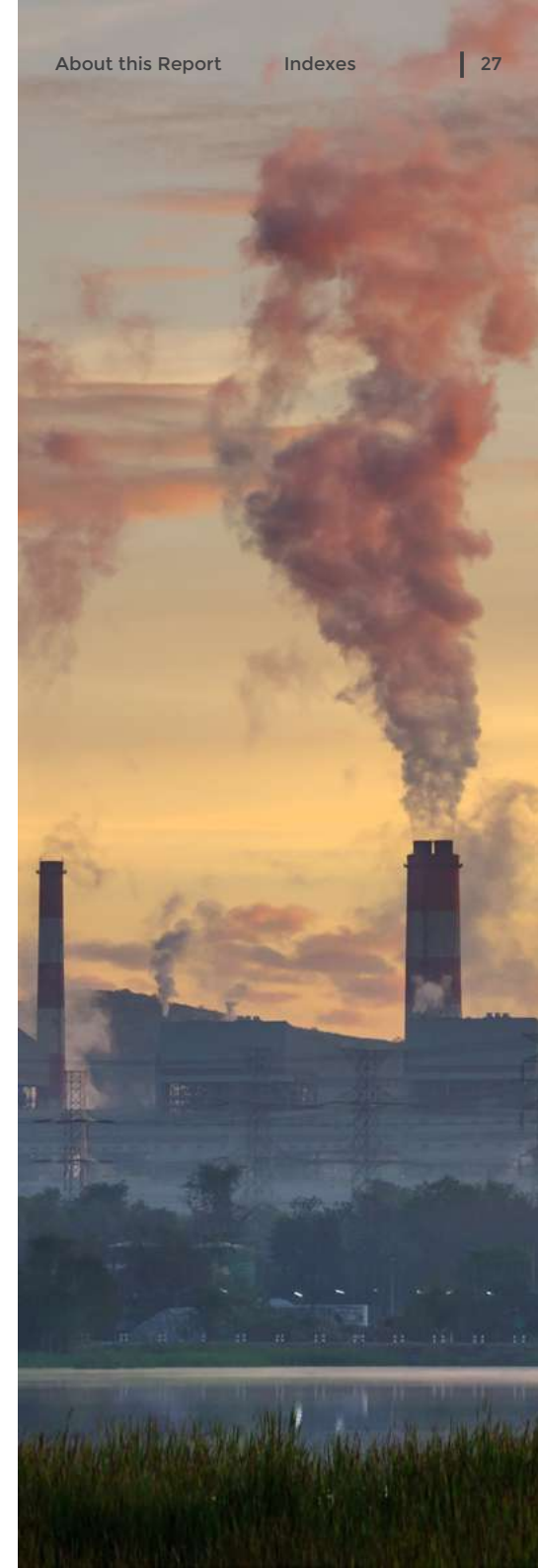
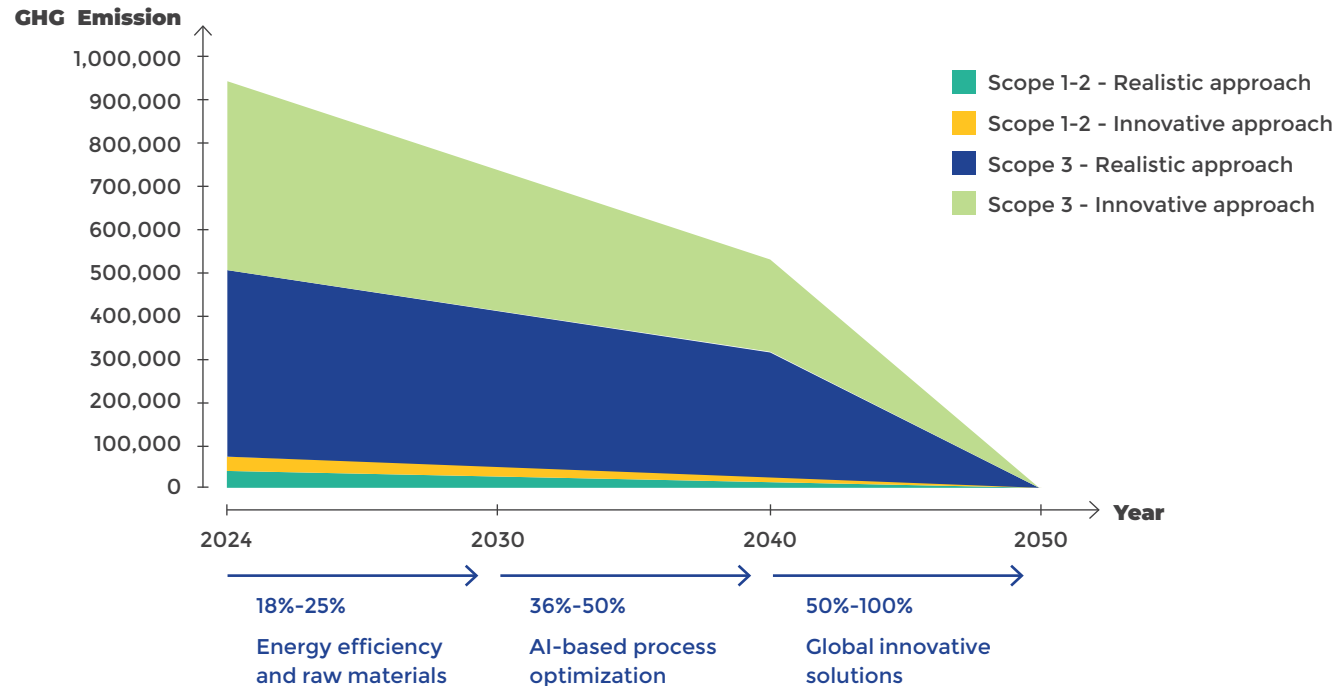
Decarbonization Plan

Tosaf has invested in designing a comprehensive decarbonization plan, ensuring that our environmental targets are not only ambitious but also realistic and achievable. Aiming for long-term environmental leadership and sustainable growth, the plan is built around a carefully designed, achievable roadmap for decarbonization. It focuses on the leading manufacturing sites responsible for 92% of total production, taking into account all pending and potential projects at the various sites to define a realistic and impactful targets.

Additional steps were examined to maximize our efforts - starting with green electricity procurement and continuing with the integration of AI applications across production sites. At the end of the process, both planned and potential reductions were defined alongside clear medium- and long-term targets.

By aligning our targets with this detailed, step-by-step approach, we can systematically track progress, implement effective measures, and drive meaningful reductions in our carbon footprint. This plan will also serve as the basis for formulating detailed work plans for each site, complete with annual targets. Setting measurable and achievable goals is essential to maintaining accountability and ensuring that our commitments translate into tangible results. This structured approach enables us to make informed decisions, allocate resources effectively, and continuously improve our environmental performance on our path toward a more sustainable future.

Our Decarbonization Roadmap for the next 25 years:





Energy Consumption

In 2023, we installed solar panels producing almost 7200 GJ of electricity which is directed to the grid. That way, we are not only lowering the greenhouse gas emissions of the network but also setting a benchmark for the industry. This substantial contribution to renewable energy production aligns with our broader Environmental, Social, and Governance (ESG) goals, demonstrating our proactive approach to environmental stewardship and sustainable development. Tosaf continues to invest in renewable energy projects, aiming to further enhance our sustainability performance and support global efforts to combat climate change.

Energy Reduction

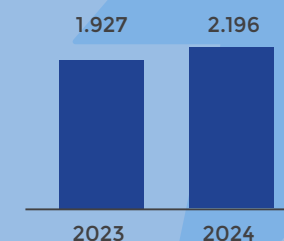
Finding ways to reduce energy use is crucial to making our collective and individual carbon footprint lighter. At Tosaf, we use reliable measuring technologies to meet sustainable energy benchmarks. Monitoring water and electricity levels, ensuring machine motors consume energy economically – even during standby hours – and upgrading key infrastructure to make it more eco-friendly, our commitment to sustainable, efficient energy conservation permeates all areas of our business.

Alternative energy technologies are also making a vital contribution to environmental sustainability. That's why we've invested in LED lighting solutions throughout our facilities and replace forklifts and cars to electronic ones. The reduction in our annual electricity consumption intensity levels over the past years confirms that the conservation practices we have implemented are making a measurable difference.

The total energy consumed in 2024 by Tosaf Compounds was 328,860 GJ, in which 90% was purchased electricity.

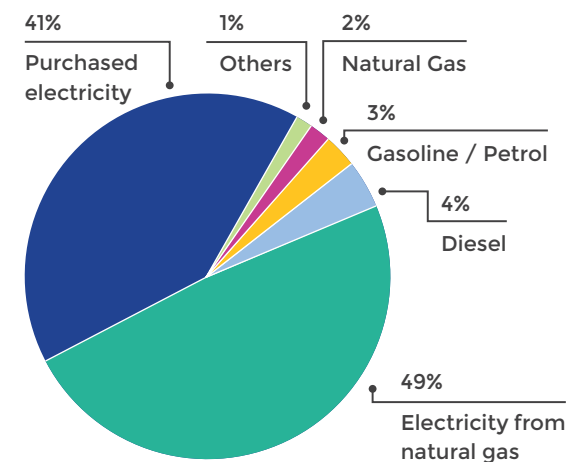
Total Energy consumption (in GJ)	2023	2024	% change	% of total energy consumption in 2024
Purchased electricity (from the local grid/utility)	116,178.8	134,869.3	16%	41%
Electricity from natural gas	155,089.3	160,838.2	4%	49%
Diesel (Transportation)	12,183.8	13,362.6	10%	4%
Gasoline / Petrol (Transportation)	9,564.6	11,714.2	22%	3%
Natural Gas	6,197.1	5,872.6	-5%	2%
Others (e.g. LPG, Propane)	1,315.9	2,203.3	67%	1%
Totals	300,529.6	328,860.1	9%	100%

Energy Intensity (in GJ/tonne product mass)



Energy intensity at Tosaf's sites is relatively low compared to the industry average.

% of total energy consumption in 2024





Water Use

Tosaf demonstrates a strong commitment to water conservation through their implementation of advanced systems for water recovery, particularly focusing on the utilization of gray water recovering up to **70%** of the used water for reuse purposes. Reusing wastewater contributes to responsible management of our planet's reserves, protection of marine and freshwater environments, and the provision of clean and safe drinking water for populations around the world. We take effective measures to reduce and reuse wastewater in our operations, as well as ensuring safety standards in the wastewater leaving our facilities. In 2025, we plan to implement an additional water recovery system at our Tnuvot site to further enhance our sustainability efforts and reduce environmental impact.

By integrating state-of-the-art technologies for gray water recycling, Tosaf effectively reduces freshwater consumption and minimizes wastewater discharge. These systems treat and repurpose water from non-potable sources, such as industrial processes and cooling systems, enabling its reuse in various operational applications, such as cleaning of the machines.

This approach not only conserves vital water resources but also aligns with Tosaf's broader sustainability objectives. Our dedication to efficient water management underscores our proactive stance in addressing global water scarcity issues, ensuring that our operations are both environmentally responsible and resource efficient.

Our Water Conservation Target is to achieve a 5% reduction in water consumption by 2035.

Water Management Risks

At Tosaf, we recognize the critical importance of effective water management in our operations. The most significant risk we face is exceeding the Maximum Allowable Value for the final discharge of water into the sewage system, which could lead to a shortage in the use of the sewage system. To mitigate this risk, we carry out quarterly monitoring to ensure compliance and control. Our proactive approach includes stringent measures to keep hazardous water out of the public water system, safeguarding community health and the environment. Furthermore, we remain acutely aware of wastewater regional management protocols and adhere strictly to the total pollutants allowed in wastewater to prevent any negative impact on local water resources.

Water Consumption

Tosaf sites withdrawal 149,926 m³ water, from which 56% in high baseline water stress regions. It represents a drop of 2% in its water consumption between 2023 to 2024. Water is sourced from municipal suppliers and no water is withdrawn independently.

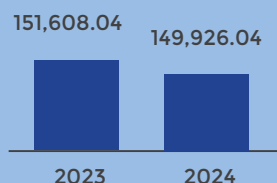


Reusing wastewater contributes to responsible management of our planet's reserves, protection of marine and freshwater environments, and the provision of clean and safe drinking water for populations around the world

» Water Use

Total water inputs and outputs (in m³)	Total water Inputs	% change	Total water outputs	% change
2023	151,608.04		106,214.13	
2024	149,926.04	-1%	104,074.23	-2%

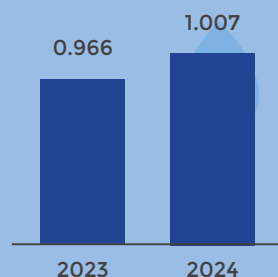
Total water Inputs in m³



-2%

Decrease in water consumption from 2023 to 2024

Water Intensity (in m³/tonnes product mass)



Case Study: Innovative Water Reuse Initiatives in Turkey and Germany

In Turkey, a new and innovative water treatment and reuse initiative has been implemented in 2024, and its positive results are now becoming evident - with approximately 62% of water now being reused. In Germany, advanced systems are in place, leading to nearly 100% water reuse at dedicated water treatment facilities.

As part of the company's commitment to improving its environmental practices, similar water reuse strategies are being adopted at additional sites, with close attention to implementation and performance monitoring.





Waste Management

Waste Reduction

“Reduce, reuse, recycle” isn’t just a catchphrase to us – it’s the philosophy we live by. Implementing effective waste reduction, recycling and waste management protocols at our facilities has had a significant impact at all levels of our operations. From purchasing packaging materials that comply with efficient recycling procedures, to streamlining our own recycling efforts by classifying and sorting waste into categories; from designating materials for reuse where possible, to recycling electronic waste such as computers and printers – we do everything in our power to achieve tangible results.

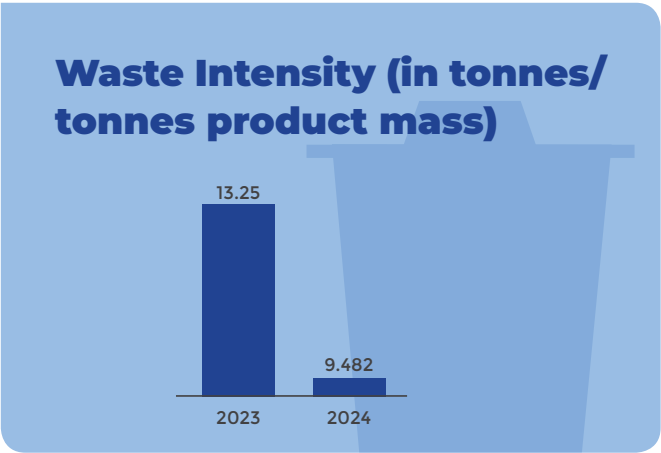
The total amount of hazardous waste generated in 2024 in Tosaf’s operations was 249 metric tonnes, of which **28%** was sent to incineration for energy recovery and the rest to local landfills. The definition used for hazardous waste was the EU Waste Framework Directive.

Hazardous waste accounts for **4%** of the total waste generated.

Tosaf is fully aligned with the EU’s new PPWR recycled content requirements. All of its product packaging currently contains at least 30% post consumer recycled material, meeting (or exceeding) the minimum threshold defined.

Waste by type (in tonnes)

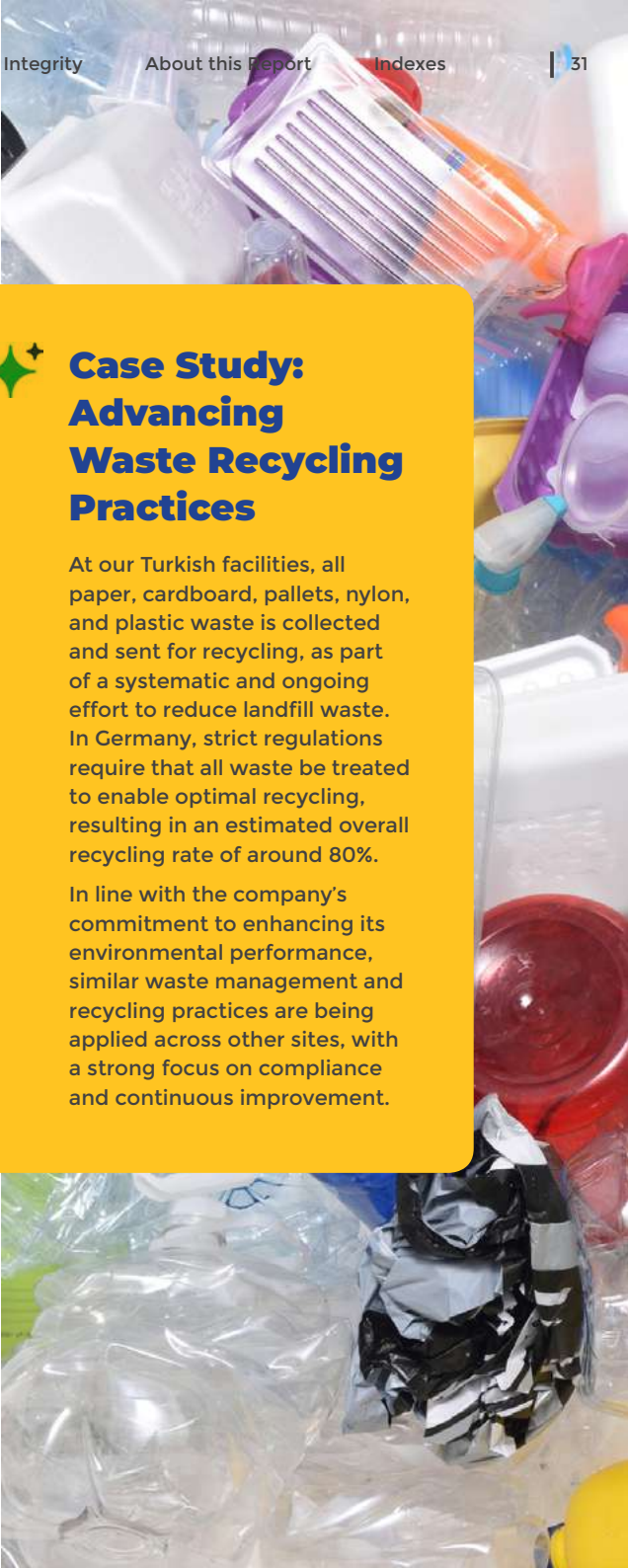
Year	Total Hazardous Waste	Total Non-Hazardous Waste	Total Waste	% change	% of Hazardous waste out of total waste
2023	219.29	5,844.59	6,063.88	-40%	4%
2024	249.10	6,829.55	7,078.65	17%	4%



Case Study: Advancing Waste Recycling Practices

At our Turkish facilities, all paper, cardboard, pallets, nylon, and plastic waste is collected and sent for recycling, as part of a systematic and ongoing effort to reduce landfill waste. In Germany, strict regulations require that all waste be treated to enable optimal recycling, resulting in an estimated overall recycling rate of around 80%.

In line with the company's commitment to enhancing its environmental performance, similar waste management and recycling practices are being applied across other sites, with a strong focus on compliance and continuous improvement.



Environmental and Climate Risk Assessment

At Tosaf, we recognize the critical importance of **proactively managing risks**, including environmental and climate-related risks, to ensure long-term resilience and sustainable growth. Understanding that climate change presents both challenges and opportunities, we have conducted in 2024 a comprehensive **climate risk assessment** following the **Task Force on Climate-related Financial Disclosures (TCFD) framework**. This has enabled us to identify, assess, and address potential risks and opportunities associated with climate change. As a result, we have established **structured processes** to both **mitigate** our environmental impact and adapt our operations to evolving climate conditions. Through these efforts, we are strengthening our ability to navigate the complexities of a changing world while continuing to create value for our customers, stakeholders, and the environment.

Our **physical risk survey** identified **four sites** (Israel, Adtec Texas, Peru and Tukey) with the highest exposure and vulnerability to **climate-related physical risks**. As a result, these sites have been **prioritized** for the development of **climate mitigation and adaptation action plans** to enhance their resilience. Additionally, all identified **transition risks** have been addressed with **dedicated response plans**, ensuring that we proactively manage both the physical and regulatory challenges posed by climate change. This structured approach allows us to effectively mitigate risks while adapting to evolving environmental conditions.

Sustainability supporting Culture

At Tosaf, fostering a **sustainable internal culture** is a key priority as we strive to align our operations and values with long-term sustainability goals. We recognize that engaging our employees is crucial to driving meaningful change, which is why we offer a **dedicated sustainability training** for all employees once a year, gradually implementing it from one site to the next. This training equips our team with the knowledge and tools to integrate sustainable practices into their daily work and personal lives, empowering them to contribute to our collective sustainability objectives. In addition to this, we have taken steps to reduce our environmental footprint by moving away from **single-use kitchen tools** and are actively working towards creating **green offices** that promote energy efficiency, waste reduction, and eco-friendly practices. By raising awareness and building a strong foundation of sustainability within our workforce, we are creating a culture that supports our mission to not only reduce our environmental impact but also inspire innovation and responsibility across the organization.



At Tosaf, we recognize the critical importance of proactively managing risks, including environmental and climate-related risks, to ensure long-term resilience and sustainable growth.

A photograph of two workers, a man and a woman, in a factory setting. They are both wearing yellow hard hats and safety glasses. The man is wearing a white t-shirt and grey overalls, and the woman is wearing a white t-shirt and grey overalls. They are both smiling and looking at a piece of paper held by the man. The background shows a large industrial facility with blue structural elements and bright lighting. On the right side of the image, there is a decorative graphic consisting of white wavy lines and blue circles of varying sizes.

People & Community

People & Community

Empowering individuals and fostering strong, thriving communities.

Tosaf Compounds places a strong emphasis on social responsibility, integrating it into its core values and operations. The company is dedicated to making a positive impact on society by prioritizing initiatives that support employee welfare, and environmental conservation. Through its commitment to social well-being and corporate citizenship, Tosaf strives to create a sustainable future for all stakeholders.

As an international company, Tosaf is undergoing a transition following significant growth, the establishment of new operations, and the acquisition of factories worldwide. Factory managers operate under the principle of “responsibility-authority,” meaning each site functions as an independent business unit with full accountability and decision-making authority, measured by its overall performance.

With that being said, Tosaf is actively working toward greater integration, aiming to unify its operations as part of an ongoing organizational development process; with the guidance of our global team providing support, strategic, technical and administrative guidance across all territories.

We tend to be under the sectorial collective agreement when possible.

Recently, we have been advancing global training initiatives alongside volunteer programs, reinforcing our commitment to employee growth and social responsibility.

Employment data	2023	2024	% change
New hires	295	312	6%
Employees on permanent contract	1,368	1,425	4%
Women	275	283	3%
Men	1,023	1,142	4%
Employees on temporary contract	118	127	8%
Turnover rate	17	18	0%



Our Unique Culture and Organizational DNA

At Tosaf, our culture is defined by entrepreneurship and a relentless pursuit of results. Despite our size, we operate with the agility of a startup - embracing innovation, making fast-paced decisions, and taking full responsibility for our actions.

Another core value is customer-centricity - not just a slogan, but a fundamental way of working. We are committed to deeply understanding our customers' needs to deliver tailored, high-quality solutions. We invest in small customers just as much as large ones, even when it requires additional effort, because it is an intrinsic part of our culture.

We operate with the agility of a startup - embracing innovation, making fast-paced decisions, and taking full responsibility for our actions.

We are committed to deeply understanding our customers' needs to deliver tailored, high-quality solutions.



Workforce Health & Safety

At Tosaf, the **safety and well-being of our employees and contractor workers** are our top priorities. We are committed to **ensuring a safe work environment** through well-defined **procedures, training programs, and safety drills** that cover all factory workers, including external contractors. The OHS field is managed by a **dedicated headquarters unit** alongside a **responsible safety officer at each plant** to ensure that safety practices are implemented effectively at every site. Our **top safety committee meets quarterly**, bringing together plant managers to review incidents, share insights, and refine safety protocols.

We operate according to a **structured set of procedures** and a **comprehensive risk checklist**, developed through **internal audits** conducted at all company sites. Each potential workplace hazard is **identified, classified, and addressed** with clear **mitigation strategies**. Plant and operations managers take full responsibility for completing and implementing these safety measures. Additionally, our OHS system is **integrated into our ERP system**, ensuring transparency, accountability, and continuous monitoring of safety-related activities.

As part of our commitment to **achieving zero workplace accidents**, we invest significant and ongoing efforts to strengthen workplace safety across all levels of the organization.

Additional target we have is to obtain **ISO 45001 certification at a minimum of one additional company site each year**, with full implementation targeted by **2027**. The company is strongly committed to maintaining a safe and secure work environment for all employees. **In 2024, 99% of employees completed safety trainings.**

Key Safety Initiatives Implemented in 2024

In the past year, we have enhanced workplace safety through several key projects aimed at preventing accidents and improving emergency response across all sites:

- **Microswitches** – Installed on machines to **automatically stop operations** in the event of unnecessary limb penetration, preventing serious injuries.
- **Thermal Cameras** – Deployed at all sites to **detect and prevent fires** at an early stage.
- **Dampers** – Installed to **block air passages**, minimizing the risk of fire spreading.
- **Protective Cages** – Built around hazardous equipment to **prevent worker exposure to dangerous moving parts**.
- **Continuous Risk Factor Improvement** – Ongoing assessment and mitigation of **all defined risk factors** to enhance safety standards across operations.

In 2024, Tosaf initiated **internal and external professional on-site audits** focused on manufacturing processes, machinery testing, and safety protocols. This initiative reflects our ongoing commitment to continuous improvement, ensuring that all operations adhere to the highest standards of quality, safety, and efficiency. These audits are an integral part of our dedication to fostering a culture of excellence and sustainability within our operations.



» Workforce Health & Safety

OHS data table	2023	2024
Total number of injuries	61	72
to Men	60	68
to Women	1	4
Total number of days missed	609	736
by Men	599	707
by Women	10	30
Number of transport incidents	4	7

The majority of accidents are minor and typically involve slips, cuts, or burns.

During 2023-2024, Tosaf reinforced its commitment to workforce health and safety by maintaining a **zero workplace accidents** for both direct and contract employees, reflecting our stringent safety standards.

The Total Recordable Incident Rate (TRIR) for direct employees stands at 3.54. The increase in the number of reported accidents is primarily attributed to heightened awareness and improved reporting practices, covering both minor and serious incidents. We will continue to invest all our efforts to minimize workplace hazards through comprehensive safety protocols and training programs, ensuring a secure and healthy working environment for all personnel.

At Tosaf, we apply sticker definitions for work-related incidence than those required by local law, which impacts our total recordable injury rate.

Safety Spotlight: Alon Tavor Plant

As a leading site in our safety initiatives, the Alon Tavor Plant has taken additional steps to enhance its safety culture and practices:

- **Pilot Implementation of the Pass Software** – A digital tool for recording field inspections and live safety events, allowing for real-time learning and improvements.
- **Quarterly Roundtables** – Bringing employees together to discuss safety concerns, best practices, and continuous improvements.
- **Safety Trustee Tours** – Regular walkthroughs conducted by safety trustees, helping employees engage with and prioritize workplace safety.
- **Incident Mapping & Classification** – A systematic process for identifying and categorizing workplace accident trends to improve prevention strategies.
- **Dedicated Safety messaging (IM) group Group** – Facilitating real-time incident reporting, discussions, and safety awareness initiatives among employees.

Through these efforts, we continue to strengthen our safety culture, enhance prevention measures, and reinforce our commitment to ensuring a secure working environment for all employees.

**Tosaf is ISO 45001
Certified in most of the
leading operational sites:**

30%
of 20 sites



56%
of 9 sites
(responsible for 92%
of total production)



» Workforce Health & Safety

Reducing Health Risks

At Tosaf, we prioritize the health and safety of our employees and contract workers through comprehensive occupational medical examinations conducted, periodically, and at retirement. Our annual occupational monitoring program includes assessments of occupational noise, and ergonomics to ensure a safe working environment. We provide safety training and require the use of personal protective equipment (PPE) for all employees, supplemented by daily and monthly meetings to discuss potential safety and health risks.

In our Tnuvot factory, the largest Color Masterbatch factory in our group, we historically dealt with pigments containing heavy metals such as lead, chromium, and cadmium. Recognizing the occupational risks, we implemented rigorous occupational blood test. As part of a strategic decision to phase out heavy metals, we analyzed our products and sales, proposed alternatives to customers, and prohibited the purchase of raw materials containing heavy metals. Currently, we sell small quantities of products containing heavy metals in Peru, Turkey, and Israel, and are in the process of gradually phasing them out. This proactive approach led to the cessation of certain products to eliminate health risks.

Furthermore, in light of regulatory trends banning fluoropolymer-based additives in the USA and other regions, we have developed PFAS-free replacement products that offer similar or improved performance, ensuring the safety of our processes and products.

These efforts reflect our commitment to continually improving workplace safety and reducing long-term health risks for our workforce.

Noise and Odor Monitoring

The company conducts regular noise and odor measurements in line with regulatory compliance requirements, particularly in European operations. These assessments ensure adherence to environmental standards and minimize potential impacts on surrounding communities.

Managing Chemicals of Concern

Our strategy to manage chemicals of concern is anchored by our dedicated Regulation Department, which actively monitors and responds to regulatory developments such as the inclusion of new substances in the SVHC (Substances of Very High Concern) list. When a new material is added to the SVHC list, our regulatory team promptly informs all relevant stakeholders and initiates a request for updated declarations from our suppliers to ensure compliance and confirm that the materials we purchase do not contain SVHC components. Additionally, we employ advanced robotic systems for precise dosing of materials, which minimizes spills and reduces human contact with hazardous substances. These measures not only enhance safety and environmental protection but also ensure our operations remain aligned with regulatory standards and industry best practices.

In 2023, Tosaf had **1.88%** of its products by revenue containing substances classified under Category 1 and 2 Health and Environmental Hazards, according to the Globally Harmonised System of Classification and Labeling of Chemicals (GHS). These categories represent chemicals that pose significant risks to human health and the environment. Tosaf remains committed to minimizing the use of hazardous substances in its product portfolio and is actively seeking safer alternatives as part of its ongoing efforts to improve product safety and sustainability.



**we have developed
PFAS-free replacement
products that offer
similar or improved
performance, ensuring
the safety of our
processes and products**

» Workforce Health & Safety

Operational Safety, Emergency Preparedness & Response

Tosaf maintained exemplary safety performance in process safety management, with a Process Safety Incident Severity Rate (PSISR) all recorded at zero in 2023 and 2024. Additionally, there were only 4 transport road incidents in Tosaf in 2023 and 7 incidents in 2024. These results reflect our stringent safety measures and proactive risk management practices, underscoring our unwavering commitment to operational excellence and the safety of our employees, contractors, and the broader community.

Emergency Preparedness: Safety Drills Across All Plants

In July 2024, emergency team drills were conducted at all of Tosaf's plants to ensure the readiness of our emergency response teams. These drills, organized and led by the company's Safety Supervisor, focused on the importance of teamwork during emergency situations. The drills simulated fire-related emergencies and provided hands-on practice in responding to critical scenarios, including treating a person on fire, rescuing someone from a smoke-filled room, and effectively using a defibrillator. These exercises are an essential part of our commitment to maintaining a safe work environment and ensuring our teams are well-prepared to handle any emergency situation that may arise.



Commitment to Safety and Health: Employee Training and Refreshers

At Tosaf, safety and health are top priorities, and we place great importance on both regulated management and proactive training. In addition to the strict implementation of our internal protocols, we conduct regular employee orientation and refresher training days to ensure the highest safety standards are upheld across all sites.

These sessions, led by the company's safety supervisor, cover key topics such as work accident statistics, basic safety concepts, and work accident investigations. Employees watch and analyze real-life accident videos, engaging in discussions on how to properly handle such situations. The training also includes hands-on demonstrations of firefighting equipment (hoses, lances, foam and powder extinguishers, etc.) and CPR techniques with a focus on using a defibrillator.

In 2024, a special session at the Whites Plant factory featured the impactful one-man presentation "A Matter of Seconds", which dramatizes a work accident and its lasting effects on the employee and their family. This session serves as a powerful reminder of the importance of safety in every aspect of our work.

We are dedicated to fostering a safe and secure working environment, and these training sessions play a vital role in strengthening our safety culture.

On-site Medical Services

At several of our company sites, employees have access to dedicated on-site medical services. For example, at our site in Germany, these services are provided by IAS, a company specializing in occupational health and safety. The services include hearing and vision tests, preventive skin protection guidance, flu vaccinations, and a range of additional health-related offerings aimed at supporting employee well-being, promoting preventive care, and maintaining a safe and healthy work environment.



Employee Training and Empowerment



At the heart of our company's culture is a strong commitment to the professional and personal growth of our employees. We invest in continuous learning, team-building activities, and knowledge-sharing initiatives that strengthen collaboration and drive excellence. By recognizing outstanding achievements, celebrating holidays and milestones together, and creating opportunities for every employee to thrive, we foster a supportive and empowered workplace where people grow together.

Every year, we conduct an employee performance review process. As part of this process, managers are asked to provide input on how to develop relevant employees in professional or managerial fields. Based on their responses, a work plan is established for these employees, including internal promotions and relevant training.

Just as every new employee receives a dedicated onboarding and certification plan for their role, so does too an employee transitioning to a new position receive a learning and certification plan tailored to their new role. Additionally, an annual training program is developed each year based on the needs of our factories.

Training and Empowerment data	2023	2024	% change
Total training hours	6,857	9,237	35%
Average hours of training per year per employee	5	6.5	29%
Employee Performance Reviews	906	917	1%
Percentage of employees participating in health and safety training	99%	99%	0%

Percentage of employees participating in	2024
Percentage of employees participating in anti-harassment training	82%
Percentage of employees participating in data security training	90%
Percentage of employees participating in environmental training	83%

**Global training data has been collected by specific training topics since 2024*



» Employee Training and Empowerment

Employee Training and Development Across Our Factories

In line with our commitment to continuous improvement and professional growth, we have organized a wide range of training programs for employees across our factories. In 2024, for example, at the Alon Tavor factory, a **documentary credit** course was held for the shipping department, led by one of the leading experts in the field. At the Whites Plant factory, the **quality assurance** department provided training on food standards for operations employees, while at the Tnuvot factory, delivered an insightful lecture on introductory chemistry to the laboratory staff.

At the Tnuvot Factory, we hosted an annual **English course** for laboratory workers, with 52 weekly sessions of one-and-a-half hours each. This program not only improves English proficiency but also contributes to building and strengthening team collaboration.

Alongside specialized professional training, we prioritize safety and regulatory education. For instance, maintenance workers at the Tnuvot factory received safety training, and we also conducted training on working at heights at all our factories, led by our company's safety supervisor.

We strongly encourage internal promotions and are dedicated to the professional and personal development of our employees, ensuring they have the tools and skills to succeed and grow within the company.

In 2023, we focused on investing in the professional development of our employees through a series of specialized training courses.

At the **Tnuvot Factory**, a comprehensive maintenance course was conducted. The course covered a wide range of topics, including pneumatics, automation and control, hydraulics, and safety for maintenance personnel. The program culminated in a tour of the "Control" factory and visits to the additives and brick factories. Additionally, a number of maintenance workers from these factories completed an external course in a similar format, further enhancing their expertise.

Additional extrusion course was held for our employees from the additives, brick, and flame retardant factories. The course focused on topics such as introduction to polymers, common polymers, handling and preparation of raw materials, and plastic work processes. Practical sessions were also conducted, including a visit to the laboratory where participants gained hands-on experience with various quality tests.

These training programs are part of our ongoing efforts to equip our employees with the necessary skills and knowledge to excel in their roles and contribute to the continued success of the company.



Employee trainings

» Employee Training and Empowerment

Learning and Development at Tosaf: Building Stronger Teams

In 2024, development courses for team managers were held at both the Additives Factory and the Whites Plant Factory under the guidance of HR+. These two-month courses consisted of six learning sessions, which covered topics such as improving work routines, mapping skills and qualifications for each role, and fostering collaboration between teams. The final session provided participants with an opportunity to present practical improvement projects based on their learnings. A celebratory ceremony was held at the end of the course, where certificates were awarded to the graduates in the presence of plant managers and direct supervisors.

Additionally, a workshop focused on enhancing teamwork and collaboration within the management team was held at the Additives Factory. Led by the factory manager and the management team, this workshop aimed to take performance to the next level, from “good to excellent.” The session concluded with the creation of a code for joint work, which will guide future collaboration.

To further improve essential skills, two negotiation management courses were offered to the Sales, Purchasing, and Product Management teams in both the Additives and Colors divisions. These courses were developed by Shakla & Teria, a leading company in the field of learning, and were conducted by Prof. Michael Tzur, an expert in negotiation strategies. Through these initiatives, Tosaf continues to invest in the development and success of its employees, fostering a culture of continuous improvement and professional growth.



Course graduates

Fostering Knowledge Sharing and Collaboration

We also encourage internal knowledge sharing within the company, organizing visits between different departments and factories to allow employees to learn from each other. This practice not only strengthens collaboration but also promotes the exchange of valuable insights and best practices, enabling us to continuously improve and innovate. By fostering a culture of learning and mutual support, we empower our teams to grow together and enhance overall



Flame retardant laboratory employees visit

» Employee Training and Empowerment

Global Collaboration and Knowledge Sharing at Tosaf Benelux

In October 2024, laboratory managers from our colors masterbatch factories, along with Tosaf's color experts, gathered at our site in the Netherlands for a dynamic conference. The event welcomed representatives from Europe, Turkey, England, China, and Israel, fostering an environment of collaboration and knowledge exchange. Lectures were delivered by experts from various sites, covering topics such as technology, innovation, new product developments, and insights into challenges and successes across the group. The primary benefits of this conference were the opportunity for **joint learning**, drawing from the experiences of others, and the formation of a unified **development and technology team**. This collaborative approach is key to driving **new solutions** and optimizing existing processes, positioning the group for continued success and innovation.



Outstanding Employee Recognition

We celebrate and honor our outstanding employees each year, recognizing their dedication to excellence, professionalism, and their ability to inspire their colleagues. Their achievements reflect the high standards we strive for as a company, and we are proud to acknowledge their contributions to our success.

Additionally, we are proud to celebrate the dedication and hard work of employees who have been with us for many years. We see this as a joint journey of commitment and growth.



Outstanding Employees in 2024

9,237

Training hours

» Employee Training and Empowerment

Celebrating Holidays and Building Stronger Connections

We also take time to **celebrate holidays, special events** and organize **employee bonding days**. These events create an opportunity for our teams to come together outside of work, strengthen relationships, and celebrate our shared successes. By fostering a sense of community and connection, we ensure that our employees feel valued and supported, contributing to a positive and cohesive work environment.



Team building events



Employee events



Event for children of employees entering first grade



Celebrating holliday's at Tosaf



Team Building Day

» Employee Training and Empowerment



Employee Spotlight: Yanel Thachou

We are proud to spotlight Yanel Thachou, a dedicated team member who has been with us for several years. Currently residing in Kfar Kama, Yanel is married and a proud parent of two children.

Yanel began his journey in additives in an experimental role as a line manager and went on to hold several key positions, including shift manager, production manager, and technologist in Hall B. With the establishment of the flame retardant plant, Yanel transitioned to the new plant as a technologist, where they gained valuable knowledge over the years, working closely with professionals within the company.

In their current role, Yanel ensures the correctness of production processes, documents them thoroughly, and leads the transition from development to industrial production. His work is crucial in improving and streamlining the production of various items while constantly challenging themselves and managing interfaces within the plant and across the company.

Yanel thrives on the professional challenge that comes with working with complex chemical materials, often requiring creative and professional solutions. He also takes great pride in being part of the flame retardant plant's establishment and values the cooperation with their team in such a supportive and professional work environment.



Internal mobility

Tosaf places strong emphasis on nurturing internal talent and creating opportunities for professional growth and advancement. We encourage internal promotions within the company. Part of the company's managers and laboratory workers started their careers in junior positions.

In 2023, the company promoted 24 employees internally, and in 2024, this number doubled to 48 - including operators who advanced to higher-grade roles. These promotions took place across Colloids, PMB, and PWH divisions. In Israel we had at least 20 internal promotions during 2024.



Employee Spotlight: Ali Dalasha

Meet Ali Dalasha, a dedicated employee from Buaina-Nugidat, who has been with the company for 9 years. Ali began his journey as an assistant mixer at the Whites Plant factory and has steadily climbed the ranks. His most recent promotion was to Deputy Production Manager just four months ago.

In his new role, Ali works closely with the production manager, overseeing daily operations, defining production processes, and managing employees. He places great importance on fostering a positive atmosphere, believing that cooperation and mutual support are key to success.

When asked about what he enjoys most about working at the company, Ali shared that he loves the family atmosphere and the constant opportunities to learn and grow. Outside of work, Ali enjoys fishing, traveling to the sea, and spending time with his family. His journey is a testament to the company's focus on internal development and leadership growth.



Diversity and Inclusion

At Tosaf, we are committed to fostering an inclusive and diverse workplace, recognizing that diversity in leadership is crucial for driving innovation and growth. Currently, women hold **31%** of leadership management roles, reflecting our ongoing efforts to promote gender equality at all levels and to close the historical gap that categorizes the plastics industry.

This representation underscores our dedication to creating a balanced and dynamic leadership team that can address the varied needs of our global operations. We believe that empowering women in leadership not only enhances our decision-making processes but also strengthens our ability to meet the evolving challenges of the industry. Tosaf encourages that talented women have the opportunities and support needed to advance their careers and contribute to our collective success.

Diversity data	2023	2024	% change
Total employees' managers	216	226	5%
Women managers	54	70	30%
% Women managers	28%	31%	10%
Employees age 50 and up	478	498	4%
% Employees age 50 and up	35%	35%	0%
Employees from minority groups	255	269	5%
% Employees from minority groups	19%	19%	1%

Tosaf takes pride in its diverse workforce, spanning a wide range of professions - from production workers to PhDs in chemical and polymer engineering. This diversity has developed naturally, reflecting our inclusive approach. Gender diversity remains a challenge, but we are making progress, with women representing 20% of our workforce. Additionally, 35% of employees are aged 50 and above, and 19% come from minority groups.

We are committed to upholding human rights and respecting every employee, as demonstrated by our SMETA certification. We listen to our employees, support their development, and invest in training and performance evaluations. All employees receive competitive compensation across all our sites.

Additionally, we prioritize direct employment and limit the use of contract workers, reinforcing our belief in long-term employee engagement and stability.



Women managers



of employees are aged 50 and above



of employees are from minority groups

Empowering Women in Plastics: Celebrating Ambition and Growth at Colloids

At Colloids, International Women's Day is more than a moment of recognition - it's a celebration of the voices, ambitions, and achievements of women shaping the future of the plastics industry. This year, we're proud to spotlight Eva Blinston, our

Apprentice Quality Laboratory Technician, whose passion for science and determination to thrive in a traditionally male-dominated field exemplify the spirit of progress we champion. Eva's journey- fueled by curiosity, resilience, and the support of a strong mentoring team - reflects our commitment to fostering an inclusive environment where talent is nurtured and diversity is embraced. Her story reminds us that creating space for women's perspectives and leadership is essential to building a more innovative, empathetic, and sustainable industry. As Eva says, "We need to be the change we want to see." At Colloids, we're proud to support that change every day.



Supporting the community



Tosaf actively supports the communities surrounding its sites through a variety of local initiatives tailored to community needs and driven by employee volunteerism. For example, in Israel alone, approximately NIS 387,600 (USD **106,279**) were invested in community donations in 2023, and an additional NIS 236,530 (USD **64,980**) was allocated in 2024 to social programs - demonstrating our ongoing commitment to social responsibility.

Distribution of Scholarships to Outstanding Female Students at the Technion

As part of our commitment to strengthening ties with leading academic institutions in fields related to our business, Tosaf has partnered with the **Faculty of Chemical Engineering at the Technion** to award **ten scholarships** to exceptional female students pursuing advanced degrees (doctoral and master's) whose spouses were drafted into reserves for an extended period. This initiative combines **academic excellence** with a significant contribution to the country, supporting the civilian effort during the war.

The scholarships were presented in a heartfelt ceremony at the **Technion**, attended by the Dean of the Faculty, Prof. Shimon Brandon, faculty members, our Human Resources Manager, who represented the company. In his speech, he highlighted the meaningful connection between the company and academia: "There is something deeply Israeli about this event that symbolizes the resilience of Israeli society. This meeting brings together many crucial launching points - on one side, a business company representing Israeli entrepreneurship and industry; on the other, the Technion, one of the oldest and leading research institutions in the world; and in the middle, these students, whose research will shape the future of Israeli industry. The convergence of industry, research, and quality human resources is the foundation of Israel's resilience and strength."

This initiative reflects our dedication to supporting education and innovation, contributing to the development of the next generation of leaders in both academia and industry.

Strengthening Academic Ties: Engaging with Leading Educational Institutions

Tosaf is committed to strengthening ties with leading academic institutions in fields related to its business activities. As part of this effort, a seminar was held on June 27, 2024, at the Tnuvot color Factory for third-year students from the **Polymer Engineering Department at Shenkar College**. The event featured a lecture by the company's Sustainability Manager on the topic of colors for polymers, which provided an in-depth review of various polymer coloring processes. The students also toured the company's development laboratory, where they were introduced to the development stages and advanced automation in the lab. Researchers and lab employees accompanied the tour, offering professional insights and practical demonstrations. Additionally, the Development Manager at the Color Laboratory gave a lecture on UV stabilizers and thermal stabilizers.

On July 7, 2024, Tosaf hosted another educational visit for **undergraduate and graduate students** participating in the **"Polymer Laboratory" course** at the **Technion in Haifa**. The visit was led by **Prof. Tamar Segal-Peretz**, the course instructor. Tosaf's Innovation Manager at the Additives Factory gave a comprehensive lecture on various additives and their industrial applications. The students toured the factory's laboratory and learned about the devices and tests conducted there. The tour continued to the production lines, led by the factory's technologist, and concluded with an open Q&A session where students had the opportunity to engage with the experts.

These visits reflect Tosaf's ongoing efforts to foster academic collaboration, promote knowledge-sharing, and inspire the next generation of engineers in the polymer industry.



» Supporting the community

Coniston Challenge: Team Effort for a Worthy Cause

As part of our ongoing commitment to community engagement, our UK team recently participated in the Coniston Challenge in support of Alder Hey Children's Charity. This inspiring event brought together team members for a meaningful cause - raising funds to support children receiving care at Alder Hey, one of the UK's leading pediatric hospitals. Through their dedication and teamwork, the group successfully raised approximately £6,000, which will go directly toward helping children from the local area and beyond receive the care and support they need. We are proud to stand alongside Alder Hey in making a positive impact on young lives.



100km Ride for UpsnDowns: Going the Distance for a Cause That Matters

In a powerful show of dedication and compassion, our employee at Colloids Ltd. took on a 100km charity ride in support of UpsnDowns, a local charity that holds a special place in our hearts. UpsnDowns offers vital support, advice, and resources to children, adults, and families affected by Down's syndrome. Since its founding in 2006 by a group of dedicated families, the charity has worked tirelessly to raise awareness and promote inclusive attitudes within both the local and broader community. Operated entirely by volunteers and funded solely through donations and fundraising, UpsnDowns provides invaluable services such as Speech and Language Therapy, Sing and Sign classes, Swimming Lessons, and Occupational Therapy. With efforts like Andre's ride and the generosity of supporters, the organization can continue to grow and extend its impact to even more families.

Spreading Holiday Cheer for a Meaningful Cause in UK

We're proud to share that Colloids UK raised £1,000 in 2023 and £1,328 in 2024 Christmas raffles - including company contributions. The 2023 raffle was held in loving memory of Mick Sullivan, a long-serving and deeply respected Colloids employee. All proceeds were donated to Willowbrook Hospice, in gratitude for the exceptional care and ongoing support they provided to Mick and his family. In 2024, raffle proceeds were donated to the Lancashire Teaching Hospitals Charity, supporting the Chorley Breast Care Unit.

Hurricane Helene Relief Efforts in the US

As part of our commitment to community support, a team of employees volunteered for one week to assist with Hurricane Helene relief efforts. Responding to requests from local church groups, they provided hands-on help in affected areas. In addition, the company contributed over \$2,000 worth of essential goods to support those impacted by the storm.

» Supporting the community

Supporting Our Employees and Communities During Challenging Times

We believe in the strength of unity, mutual support, and teamwork values that enable us to maintain stability and resilience. We are proud of our dedicated employees, whose commitment and hard work have helped us persevere and contribute meaningfully to the local economy and communities.

In 2024, 110 employees raised 21,918 USD in donations, which the company matched to support the rehabilitation of local settlements. Many also volunteered in critical agricultural work to support local farmers. Their generosity and spirit reflect our shared commitment to social responsibility and building a stronger future - together.



Volunteering workers picking citrus fruits, Ein Hahores



Volunteering activity in olive harvest, Moshav Dovrat

We are proud of our dedicated employees from all sectors of Israeli society, whose commitment and hard work have helped us persevere and contribute meaningfully to the Israeli economy.



Corporate Integrity

Corporate Integrity

Upholding ethical and fair business practices, including responsible sourcing.

Tosaf Compounds prioritizes robust governance practices to uphold transparency, accountability, and ethical conduct throughout its operations. The executive leadership team, led by the CEO, ensures that governance policies are effectively implemented across all levels of the organization. These policies encompass financial reporting, risk management, compliance with regulations, and corporate social responsibility.

In alignment with its risk management approach, Tosaf has conducted a TCFD (Task Force on Climate-related Financial Disclosures) risk analysis to identify and mitigate climate-related risks that may impact its business operations. By adhering to rigorous governance standards, Tosaf aims to foster trust, mitigate risks, and drive sustainable growth while upholding its core values of integrity and excellence.

Ethical Conduct

At Tosaf, we are committed to conducting business in a responsible and appropriate manner. We believe it is crucial for each member of our Group to uphold high ethical standards and respect legal requirements every single day.

Proper decision-making requires our people to be aware of situations and dilemmas that could potentially result in unethical behavior. That is why Tosaf has a [Code of Conduct](#), offering a guiding compass to employees and business partners, and clarifying their responsibilities.



By adhering to rigorous governance standards, Tosaf aims to foster trust, mitigate risks, and drive sustainable growth while upholding its core values of integrity and excellence



» Corporate Integrity

Prevention of Bribery and Corruption

At Tosaf, we strive for zero tolerance towards bribery and corruption. We address these issues both individually and collectively based on our Code of Conduct. During 2025, and as part of our commitment to promote awareness among all our stakeholders, we publicly published our [Tosaf Anti-Bribery Anti-Corruption Policy](#).

Tosaf has implemented various internal controls to continually mitigate risks. This helps prevent fraud and improper acts by our employees.

There have been no reported incidents of bribery or corruption in recent years. The company adheres to a structured procedure.

Additionally, a reporting mechanism is in place for concerns regarding violations of the Code of Ethics. Reports can be submitted through a publicly accessible mailbox, as well as via regulatory communication channels with authorities. This mailbox is open to the general public and reviewed weekly.

Prevention of Sexual Harassment

The Global Chief Legal Officer oversees the implementation of policies and procedures related to the prevention of sexual harassment, including employee training and compliance with relevant regulations. All employees, including officers and board members, are required to complete mandatory training.

In the past three years, no employee complaints have been filed.

Sanctions Compliance

The company has a structured process for monitoring compliance with international sanctions. A dedicated system is used to conduct monthly reviews of all suppliers and customers to ensure compliance with global sanctions regulations.

Risk Management

Risk management is conducted continuously, though not under a dedicated plan.

Environmental and climate change risk assessments are detailed in the Environment section of this report. The company has no air emissions, and all hazardous materials are managed in accordance with strict regulatory standards.

Corporate Governance: Board of Directors

The board of directors comprises four members, including one woman (25%).

The board meets frequently to make decisions based on broad consensus.

The company's signing rights policy is strictly monitored, ensuring that no single individual has the authority to bind the company through a sole signature.

Fair Competition

There have been no customer complaints related to marketing or branding practices.



» Product Quality & Safety

Customer Health and Safety

Tosaf follows the European directive with a clear awareness program and provides detailed Safety Data Sheets (SDS) for every product, in full compliance with European standards. Each SDS includes comprehensive information about the product's composition, handling, and potential health and safety risks. The company has established emergency preparedness and response procedures, including a formal product recall process, and maintains mechanisms for collecting and responding to customer feedback on health and safety issues. Additionally, Tosaf conducts research and risk assessments related to the use of its products, in order to continuously evaluate and minimize potential impacts on human health and the environment.

Responsible procurement

Tosaf is committed to responsible procurement, as outlined in our policy, ensuring that our supply chain aligns with our environmental and social responsibility goals. We conduct assessments on social and environmental aspects for our targeted suppliers to promote ethical and sustainable practices. Beyond compliance, we actively engage our suppliers in innovation efforts, working together to develop more sustainable solutions, such as incorporating bio-based substances into our products. By fostering strong partnerships and encouraging responsible sourcing, we aim to drive positive change throughout our value chain and enhance the sustainability of our offerings.

The company has implemented a structured procurement management system that consolidates contractual terms while ensuring full compliance with local regulations. This system is currently in place in the Netherlands, Germany, England, the United States, and Israel. In 2025, it will be expanded to Turkey, South America, and France.

We actively engage our suppliers in innovation efforts, working together to develop more sustainable solutions, such as incorporating bio-based substances into our products

Information and Cyber Security

Tosaf is committed to maintaining the highest standards of information and cyber security. This field is managed at the Group level by a Global Chief Information Security Officer (CISO) and operates under a multi-year strategic policy. Our approach is based on a comprehensive risk management process, conducted both internally and in collaboration with an external consulting firm. Based on these assessments, we develop and implement an action plan aligned with globally recognized standards. This plan integrates advanced technological protection measures alongside ongoing employee training to foster a strong security culture.

In addition, the Company conducts regular external security assessments to evaluate the protection level of its systems. We successfully meet various security audits required by our clients, demonstrating our commitment to robust cyber security and regulatory compliance.



About this Report

This Tosaf's **Sustainability Report** has been prepared with reference to the **2022 GRI Standards** and the **Sustainability Accounting Standards Board (SASB)** Chemicals guidance to provide transparent, reliable, and comparable information on our environmental, social, and governance (ESG) performance. The data presented in this report covers the period from **January 1, 2023, to December 31, 2024**.

The report covers key metrics and initiatives relevant to our industry and highlights our commitment to integrating sustainability into every aspect of our operations. It outlines our efforts to reduce our environmental footprint, enhance social responsibility, and uphold strong governance practices, while also addressing the financial impacts and risks related to sustainability.

This report reflects our ongoing dedication to creating long-term value for our stakeholders, including customers, employees, investors, and the communities in which we operate. We continue to strive for excellence in sustainability and remain focused on aligning our business practices with the highest standards of transparency and accountability.

We welcome **feedback, comments, or suggestions** regarding this report. Please feel free to reach out to our **Head of Global Sustainability, Sivan Nahum**, via email at sivann@tosaf.com with any input or inquiries. Your thoughts are important to us as we continue to improve and shape our sustainability efforts.

Indexes

SASB Index



This table summarizes and discloses ESG information in accordance with the framework SASB Standard (Sustainability Accounting Standards Board) issued by the U.S. Sustainability Accounting Standards Board for the Chemicals industry.

CHEMICALS - INDUSTRY STANDARD | VERSION 2023-12

Topic	Accounting Metric	Code	Disclosure
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1	Environmental Overview - Carbon Footprint Tosaf's emissions are not covered under any emission-limiting regulations.
	Discussion of long and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CH-110a.2	Environmental Overview - Carbon Footprint Tosaf has formulated a decarbonization plan and targets for short-medium and long term.
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	Not significant (emissions tested in 2019 at one of Tosaf biggest sites and were validated as not significant by the national regulating and controlling agency).
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	RT-CH-130a.1	Environmental Overview - Energy (3) Zero renewable energy was retained and retired.
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	RT-CH-140a.1	Environmental Overview - Water
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2	Not disclosed
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	Environmental Overview - Water
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	RT-CH-150a.1	Environmental Overview - Waste
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	NA

» SASB Index



Topic	Accounting Metric	Code	Disclosure
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	1) TRIR 3.54 (excluding PMB, Benelux) 2) None
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	Social Overview - Workforce Health & Safety
Product Design for Use phase Efficiency	Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	Product related targets
Safety & Environmental	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	Managing Chemicals of Concern Customer Health and Safety
	Stewardship of Chemicals	RT-CH-410b.2	Managing Chemicals of Concern
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	NA
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	NA
Operational Safety, Emergency Preparedness & Response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	Operational Safety, Emergency Preparedness & Response
	Number of transport incidents	RT-CH-540a.2	Operational Safety, Emergency Preparedness & Response

GRI Table Index



GRI	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	About Tosaf
	2-2 Entities included in the organization's sustainability reporting	About Tosaf
	2-3 Reporting period, frequency and contact point	About this report
	2-6 Activities, value chain and other business relationships	About Tosaf
	2-7 Employees	People and Communities
	2-8 Workers who are not employees	People and Communities
	2-9 Governance structure and composition	Tosaf sustainability Approach
	2-10 Nomination and selection of the highest governance body	Corporate integrity
	2-11 Chair of the highest governance body	Corporate integrity
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate integrity
	2-14 Role of the highest governance body in sustainability reporting	Corporate integrity
	2-15 Conflicts of interest	Corporate integrity
	2-22 Statement on sustainable development strategy	Tosaf sustainability Approach
	2-23 Policy commitments	Corporate integrity
	2-24 Embedding policy commitments	Corporate integrity
	2-27 Compliance with laws and regulations	Corporate integrity
	2-28 Membership associations	About Tosaf
	2-29 Approach to stakeholder engagement	About Tosaf
	2-30 Collective bargaining agreements	People and Communities
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Tosaf sustainability Approach
	3-2 List of material topics	Tosaf sustainability Approach
	3-3 Management of material topics	At the beginning of each chapter

» GRI Table

Ecological Responsibility	People and Community	Corporate Integrity
<ul style="list-style-type: none"> Sustainable Product Design - Carbon Footprint and Climate Action Energy management & efficiency <p>GRI 301, 302, 303, 305, 306, 201</p>	<ul style="list-style-type: none"> People's Health, Safety and well-being Employee training & development <p>GRI 401, 402, 403, 404, 405, 407, 408, 409, 4013</p>	<ul style="list-style-type: none"> Product Safety and Quality (including customer's health and safety) Business ethics and compliance Product innovation and technologies Responsible Supply Chain <p>GRI 204, 205, 206, 308, 410, 414, 416, 417, 418</p>



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