

ESG PLAYBOOK.

SUSTAINABILITY AT TRIMCO GROUP.

MESSAGE FROM GROUP CEO

As we reflect on 2024, I am both inspired and proud of the strides Trimco Group has made in advancing our Environmental, Social, and Governance (ESG) commitments. Sustainability continues to be the foundation of how we operate, innovate, and grow with our industry partners and the communities we serve.

Building on the groundwork established in 2023, this past year has been pivotal in refining and expanding our efforts to meet more detailed targets. With the Higg Facility Environmental Module (FEM) 4.0, we advanced our performance assessments across critical areas such as energy, water, emissions, waste, and chemical management. The updated framework's detailed questions and rigorous standards have strengthened our ability to report transparently and reliably against global benchmarks. Our commitment to credible climate action took a significant leap forward with the submission of our Science Based Targets initiative (SBTi) commitment letter. By doing so, we publicly pledged to align our greenhouse gas reduction targets with science-based standards and the Paris Agreement's 1.5°C target. We are dedicated to responsible decarbonization and transparency and we aim to create tangible, measurable changes.

Collaboration continues to be a core tenet of our ESG strategy. This year, the FASHION360 seminars, organized with our valued partners Kezzler and Tomra Textiles, gathered over 400 participants across Europe to explore eco-design and digital product passports for a more sustainable textile and footwear industry. These seminars are a testament to the power of working together to push the industry in the right direction.

Equally significant is our work with regenerative cotton in collaboration with Raddis@Cotton. Through innovative R&D, we developed a mixed regenerative and organic cotton ribbon that fulfills technical, social, and circular requirements. This

product enhances sustainability in care label and trim solutions, furthering our goals while supporting initiatives like empowering women farmers in India.

Our focus this year has also extended to Governance, ensuring robust practices across the Group. We launched a company-wide online training program focused on our policies, including Human Rights, Environmental Management, Chemical Management, and the Code of Conduct. The introduction of Lexology, a vendor-checking tool, has further elevated our governance framework by embedding greater transparency and ethical rigor into our supply chain processes.

Looking ahead, preparation remains key to staying ahead of global regulations. With the Corporate Sustainability Reporting Directive (CSRD) applying to Trimco Group from 2027, we are taking steps to enhance our reporting systems by including comprehensive Scope 3 carbon emission calculations. Likewise, our positioning in Europe has motivated us to prepare for the European Union Deforestation Regulation (EUDR). By launching a dedicated compliance program through our ProductDNA® platform in 2025, we will ensure that our paper tags, packaging, and production processes are free from deforestation risks.

Finally, with our recent acquisition of Nexgen Packaging in the US, we are taking our ESG commitments to a global scale. After this acquisition, we aim to start the process of integrating Nexgen into our ESG framework, enabling us to standardize procedures across all entities and strengthen our ability to deliver meaningful, coordinated impacts worldwide.

None of this would be possible without the dedication and collaboration of our teams around the globe, our partners, and our stakeholders. To all of you, I extend my sincere gratitude.



As we look to 2025 and beyond, the challenges ahead are not without opportunity. I am confident that by working together, we will continue to find innovative solutions and pave a sustainable path forward.

Thank you for joining us on this important and rewarding journey.

Sincerely,
Amy Wan
Chief Executive Officer, Trimco Group

A handwritten signature in dark ink, appearing to read 'Amy Wan', located below the printed name and title.

WE ARE TRIMCO GROUP.

OUR VISION

Elevate brand stories and connect their product journey to the world.

OUR MISSION

Provide our partners creative sustainable brand identification product design, innovative IT solution and efficient global production to drive a positive impact throughout their global supply chain.

OUR MINDSET

TOGETHER, we strive to create and promote an open-minded culture, where employees feel inspired and motivated to make an impact, to achieve results and to be the best.

WE ACT

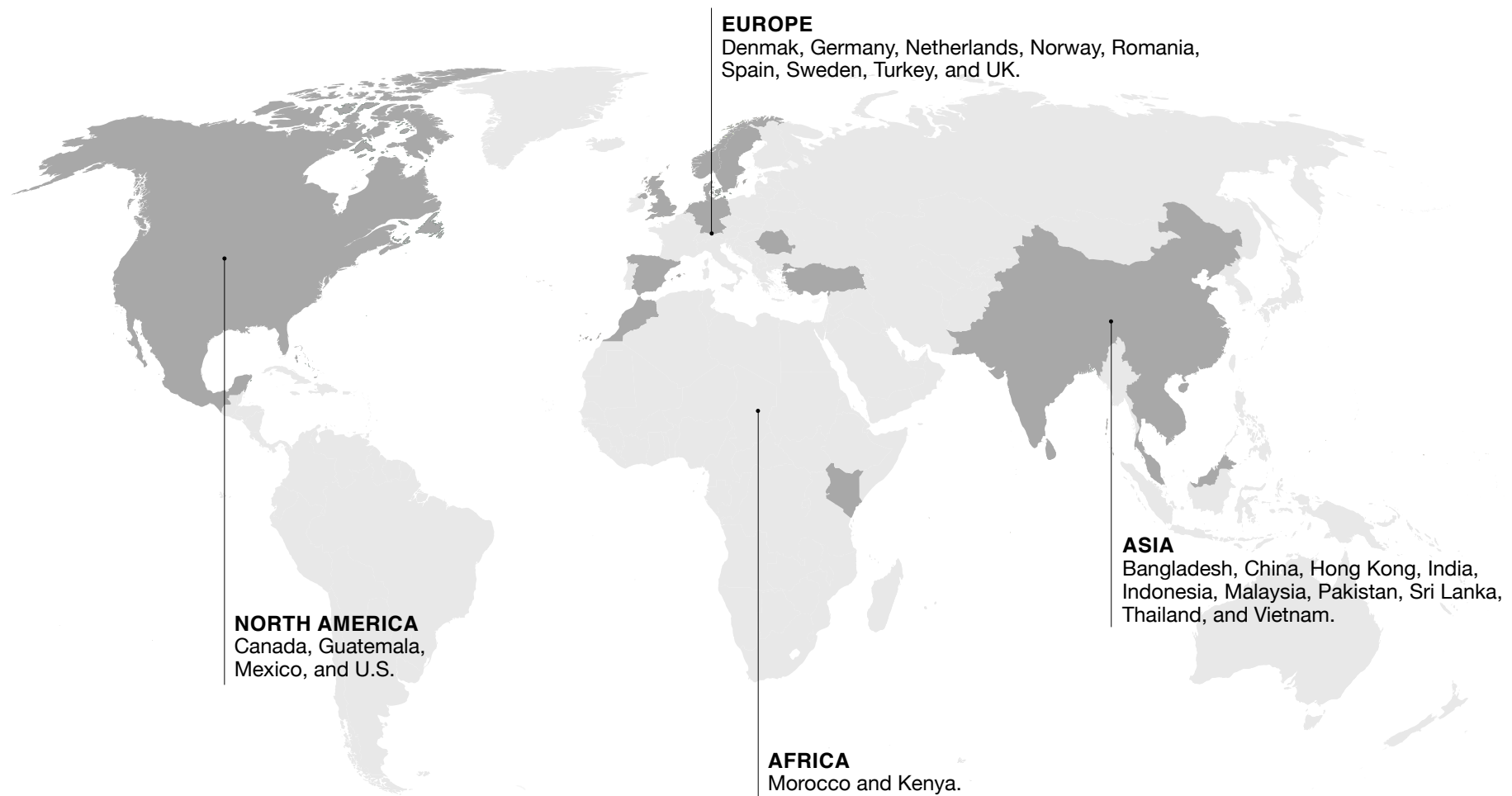
- Loyal and respectful,
- Agile and innovative,
- Passionate and committed,
- Cooperative and responsible

To our colleagues, to our business, to our customers, to our partners, and to our common future.

TOGETHER, WE ACT.



OUR GLOBAL PRESENCE.



As of 2024, Trimco Group is the combined force of more than 1,700 employees in 22 countries, serving more than 740 brand owners and 8,600 manufacturers around the world. We will continue to expand our geographic coverage to be close to global garment manufacturing hubs.

OUR ESG HIGHLIGHTS.

ENVIRONMENTAL MANAGEMENT & COMPLIANCE

Conducted social and environmental sustainability assessment using Higg Index for all our production facilities.

SUSTAINABLE MATERIAL SOURCING

In 2024:

- 42% of woven labels are produced from recycled material.
- 87% of care labels are produced from recycled material.
- 60% of paper used is FSC™ certified.

TRACEABILITY & TRANSPARENCY

Rolled out our proprietary application ProductDNA® to give brand owners a full overview of their achievement in sustainable sourcing.

WASTE MANAGEMENT

Established an industrial waste management strategy across Trimco Group production facilities for wastewater, solid waste and chemical waste.

CLIMATE & ENERGY

Undertaking a technical assessment of renewable energy system installation in our main production sites.

OCCUPATIONAL HEALTH & SAFETY

Established a comprehensive safety policy and provided safety training courses to employees. Our incident rate continues to be below 0.05%.

TALENT DEVELOPMENT

Drawing from third-party expertise to research and share knowledge of sustainability to employees across locations and functions.

CORPORATE GOVERNANCE & ETHICS

Trimco Group's policy for bribery and corruption prevention is regularly communicated to all employees and external suppliers.

PRODUCT QUALITY & SAFETY

Trimco Group's chemical specialists regularly update our internal Restricted Substances List to comply with the latest legal requirements and industry best-practices.

FOUR ESG PILLARS AT TRIMCO GROUP.

Our Sustainable Supply Chain

Driving positive social & environmental practices across the garment value chain

- Supply Chain Management
- Sustainable Material Sourcing
- Human & Labour Rights

Our Brand Solutions

Delivering quality products & services which enable our brands to reach their own ESG targets

- Traceability & Transparency
- Innovation
- Product Quality & Safety

Our Production

Improving the environmental impact of our operations

- Environmental Management & Compliance
- Waste Management
- Climate & Energy
- Water Management
- Chemicals Management

Our Responsible Business

Conducting business in an ethical way and empowering employees and communities

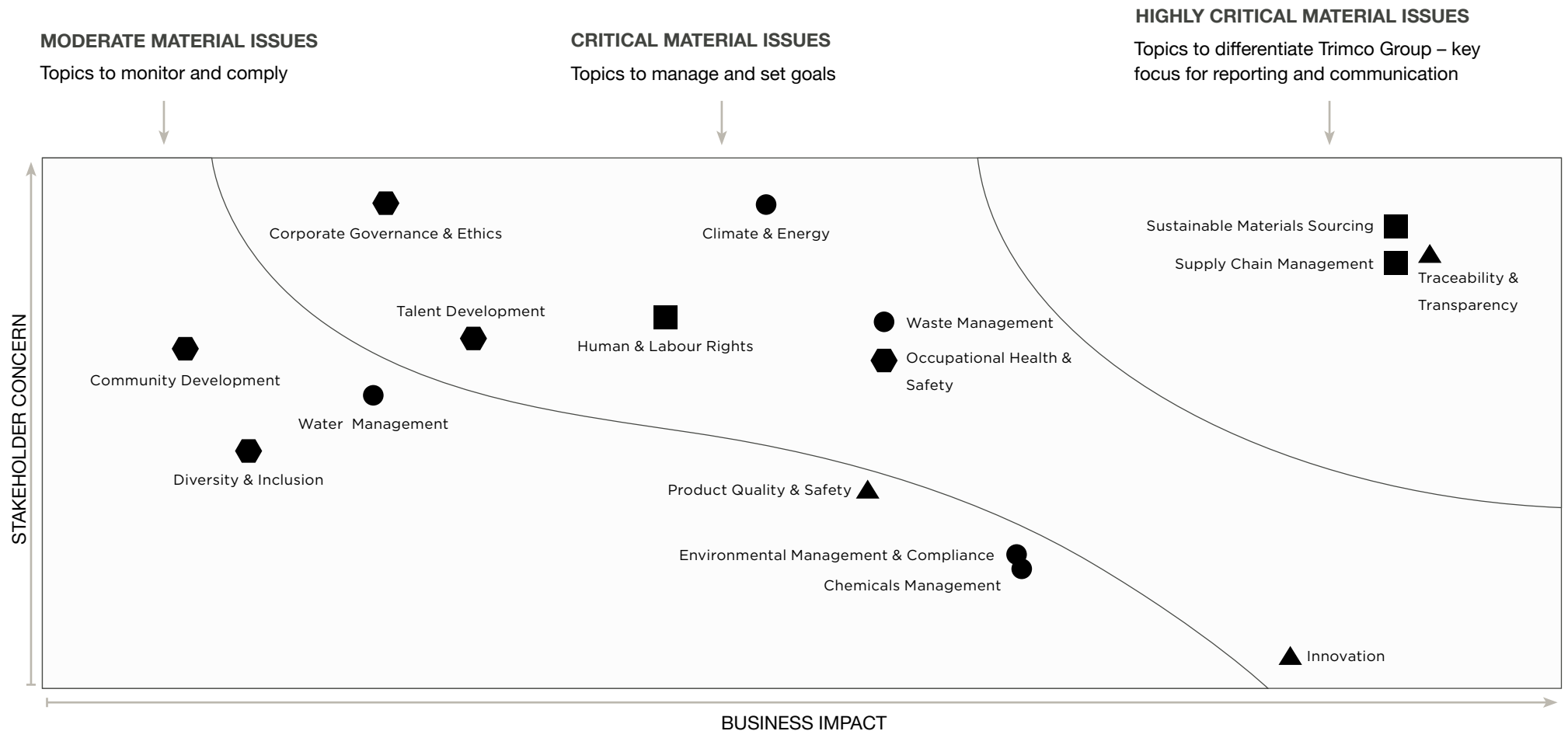
- Corporate Governance & Ethics
- Talent Development
- Occupational Health & Safety
- Diversity & Inclusion
- Community Development



OUR ESG PRIORITIES.

A materiality assessment was conducted in 2021 to better understand, act, and communicate on ESG topics. It was completed in accordance with international standards comprising desk research of industry, customers' and public data. This included multiple interviews with stakeholders to prioritise material issues according to business impacts and importance to the group.

- Sustainable Supply Chain
- Production
- ▲ Brand solutions
- ⬡ Responsible Business



UN SUSTAINABLE DEVELOPMENT GOALS.

UNITED NATIONS 17 SUSTAINABLE DEVELOPMENT GOALS



<https://www.un.org/sustainabledevelopment/>

OUR SUSTAINABILITY FRAMEWORK AND SUPPORT ABOUT UN SDG

Based on our areas of material sustainability, our framework guides our priority actions. It presents opportunities for Trimco Group to align its strategy with the United Nations Sustainable Development Goals (SDG) and to contribute to critical social and environmental outcomes.



"The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States".



OUR SUSTAINABLE SUPPLY CHAIN

Driving positive social and environmental
practices across the garment value chain

OUR SUSTAINABLE SUPPLY CHAIN.



| MATERIAL TOPIC | DEFINITION | COMMITMENTS (HIGH-LEVEL) |
|-------------------------------|---|---|
| Supply Chain Management | Engage with suppliers to address sustainability issues and promote transparency across the value chain. | <ul style="list-style-type: none"> • Work towards improving transparency in our supply chain to map where our raw materials come from to ensure responsible business practices. • Collaborate with suppliers that follow externally recognized programs including Higg Index, SMETA/ SEDEX, ISO 9001, BSCI, REACH, GRS, Oeko-Tex, etc. and support them to manage environmental and social topics. |
| Sustainable Material Sourcing | Source and produce materials which contribute to positive environmental outcomes. | <ul style="list-style-type: none"> • Promote sustainable material options for all our key products. We are committed to increasing our in-house production and supplier spend on sustainable materials. • Invest in researching and developing sustainable alternatives for all designs in our collections. |
| Human & Labour Rights | Uphold strong human rights practices in our operations and supply chain. | <ul style="list-style-type: none"> • Zero tolerance for child labour, forced labour and modern slavery in our operations and supply chain. • Actively monitor our suppliers to identify and address human and labour rights risks including discrimination, equal opportunity, fair compensation, right to organize, collective bargaining and freedom of association. • Comply with the BSCI/SMETA code of conduct and provide our customers with social performance related information. |



OUR BRAND SOULUTIONS

Delivering quality products & services
which enable our brands to reach their own
ESG targets

OUR BRAND SOLUTIONS.



| MATERIAL TOPIC | DEFINITION | COMMITMENTS (HIGH-LEVEL) |
|-----------------------------|---|---|
| Traceability & Transparency | Use technology to connect suppliers and customers to improve transparency across the value chain. | <ul style="list-style-type: none"> Scale up our Sustainability Track & Trace System to improve data management from raw material suppliers, garment manufacturers, brand owners to consumers. Implement our Sustainability Track & Trace system for our own production.* |
| Innovation | Build competitive advantage by co-creating innovative products and solutions to meet customer and sustainability needs. | <ul style="list-style-type: none"> Committed to invest in R&D for sustainable materials and production processes. Develop innovative operational tools and processes to drive waste reduction in production. |
| Product Quality & Safety | Deliver products to consumers which meet the highest quality and safety standards. | <ul style="list-style-type: none"> Deliver products to customers which uphold the highest quality and safety levels, based on internationally recognized standards. Committed to assessing our production facilities in accordance with third-party quality and safety programs: <p>OEKO TEX certification</p> <p>ISO 9001: Our production sites are assessed in accordance with ISO 9001 Quality Management System</p> |

* Trimco Group Sustainability Track & Trace is our B2B platform for managing supplier certifications and enabling full reporting of each sustainability aspect of the product and supply chain, from garment fibres used to labels, packaging, and accessories.



OUR PRODUCTION

Improving the environmental impact of our
operations

OUR PRODUCTION.



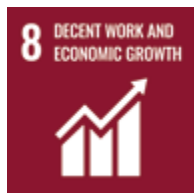
| MATERIAL TOPIC | DEFINITION | COMMITMENTS (HIGH-LEVEL) |
|---------------------------------------|--|---|
| Environmental Management & Compliance | Manage and comply with all relevant environmental laws, regulations, standards and relevant certifications. | <p>Committed to increase the number of production sites which are assessed in accordance with internationally recognized third-party programs:</p> <ul style="list-style-type: none"> • The Higg Index Sustainable Apparel Coalition: Assessment of social and environmental impacts in accordance with Higg Index. • Use ISO 14001 as a guideline to constantly monitor and improve our environmental performance. |
| Waste Management | Minimise waste and safely dispose of hazardous materials. | <ul style="list-style-type: none"> • Committed to reduce waste from our operations by improving operational efficiency. • Established local industrial waste management policies across Trimco Group locations: wastewater, solid waste and chemical waste management. Aiming at establishing a global strategy to serve as a base for local strategies. • Aim to eliminate “industrial waste to landfill” on all our production sites. • Monitor and increase the % of our waste being recycled. |
| Climate & Energy | Adapt our business model to minimize our emissions | <ul style="list-style-type: none"> • Committed to investigate renewable energy options in all Trimco Group-owned production sites. • Implement measures to use energy more efficiently. |
| Water Management | Manage water efficiently within our operations and engage with stakeholders to address water-related risks and ensure water safety, quality, and availability. | <ul style="list-style-type: none"> • Ensure that industrial wastewater – wherever it is generated on our production sites – is processed through controlled wastewater treatment facilities. |
| Chemicals Management | Manage and minimise the environmental and health impacts that result from the use of chemicals. | <ul style="list-style-type: none"> • Committed to reduce use of hazardous chemicals in our production and reduce their discharge. • Ensure that chemicals used in production processes are disposed of in accordance with local environmental regulations. |



OUR RESPONSIBLE BUSINESS

Conducting business in an ethical way and empowering employees and communities

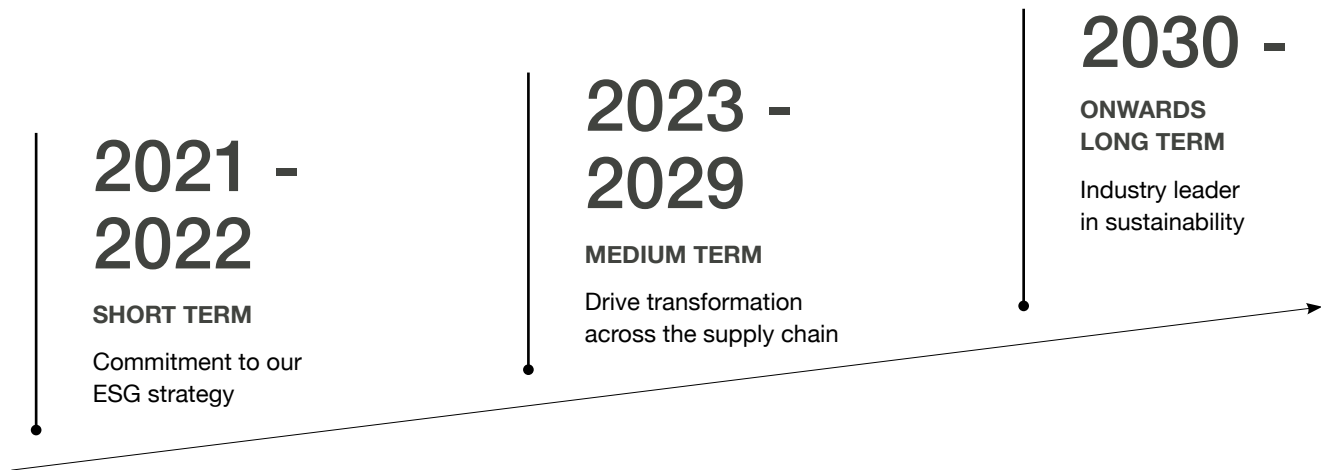
OUR RESPONSIBLE BUSINESS.



| MATERIAL TOPIC | DEFINITION | COMMITMENTS (HIGH-LEVEL) |
|-------------------------------|--|---|
| Corporate Governance & Ethics | Conduct business in the most ethical way and make sure we demonstrate it to all stakeholders wherever we operate. | <ul style="list-style-type: none"> • Work to ensure our employees and business partners act in accordance with BSCI Code of Conduct, Trimco Group Employee Handbook and Supplier Manual. |
| Talent Development | Hire, manage, develop and retain the right people with the right skills. | <ul style="list-style-type: none"> • Support our employees to be the best they can be by providing a wide variety of learning and development opportunities and programs. • Invest in third-party expertise to support Trimco Group employee development requirements. • Provide competitive and fair benefits for all employees. • Investigate partnering with local underprivileged communities to offer employment opportunities. • Establish a global Employee Development policy. |
| Occupational Health & Safety | Continuously improve our occupational health and safety performance with the ultimate goal of zero harm. | <ul style="list-style-type: none"> • Ensure compliance with local Health & Safety regulations in each site at all times. • Keep incident rate below 0.05%, with the goal of zero safety incidents. |
| Diversity & Inclusion | Develop a workforce which is supportive of individuals of varying gender, religion, race, age, ethnicity, sexual orientation, education, and other attributes. | <ul style="list-style-type: none"> • Committed to create a diverse and inclusive culture through providing equal opportunities for all, regardless of gender, race or religion. |
| Community Development | Respond to needs and expectations of communities connected to Trimco Group's operations, engaging communities through initiatives which support local development. | <ul style="list-style-type: none"> • Committed to safeguard and support local communities in areas we operate in. • Increase investment in local community programs with a focus on education/infrastructure development/entrepreneurship. |

ROADMAP.

Trimco Group is committed to continuously developing its ESG activities in collaboration with its stakeholders.



PROGRESS AND PROSPECT

| 2021-2022 | 2023-2029 | 2030-onwards |
|--|--|--|
| <p>We initiated the collecting of ESG data from our Group production, trading, and sales sites, using the Position Green platform. All the certificates and standards held in our supply chain were uploaded to our ProductDNA®’s Certificate Manager, which enables visualisation of our supply chain. We also initiated the collection of social and chemical compliance agreements signed by our suppliers. The Higg FEM assessments of our production sites were verified.</p> | <p>In 2023, we started using the Position Green platform to collect our actual ESG data from all Trimco Group’s sites. In 2024, we finalised Data Management Activity (DMA) and prepared for data collection in 2025 to comply with our Environmental, Social, and Governance Reporting Standards (ESRS) by 2027. We remain committed to upskilling our own sites and suppliers on ESG topics that are relevant to Trimco Group. Additionally, we will closely monitor key performance indicators (KPIs) to achieve our ambitious targets.</p> | <p>In the long term, our goal is to continue innovating and adopting industry-leading best practices. By doing so, we can harness the benefits of ESG principles and position ourselves as trailblazers in the industry.</p> |

QUALITY & COMPLIANCE.



CORPORATE SOCIAL COMPLIANCE.



Member of amfori, the leading global business association for open and sustainable trade.
For more information visit www.amfori.org



TRIMCO-GROUP.COM

