

ESG highlights REPORT 2024.

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.

SUMMARY OF OUR 2024.



TRIMCO GROUP LAUNCHES THE FASHION360 INDUSTRY ENGAGEMENT PROJECT

This initiative aimed at promoting sustainability and circularity in the fashion industry. This community-driven project focuses on supporting the industry's transition to sustainable practices by hosting workshops with global fashion professionals. These events provide practical advice, insights, and tools to address challenges like circularity and compliance with upcoming regulations, such as the EU Ecodesign for sustainable products regulation with its Digital Product Passport (DPP) requirement. The event leveraged Tomra's fiber to fiber recycling expertise, Trimco Group's ProductDNA® platform, and Kezzler's connected product technology to deliver solutions for transparency, labelling, and digital identity. The events featured expert contributors and updates through social media channels.



THE JUST STYLE EXCELLENCE AWARD FOR INNOVATION

Trimco Group's achievement of winning the Just Style Excellence Award for Innovation due to our ProductDNA® platform. We provide so much more to the brands we partner with:

- Exceptional customer support
- Unmatched quality
- Quick turnaround times whenever possible
- Expert problem-solving – very few challenges stand in our way!



DOUBLE MATERIALITY ASSESSMENT (DMA)

We completed our DMA in 2024 as we prepare for reporting under the EU's CSRD (Corporate Sustainability Reporting Directive).

We will use the DMA result for our ESRS reporting, starting in 2026. The assessment provided valuable insights into our most significant environmental, social, and governance impacts, as well as the sustainability-related factors that materially influence our financial performance and enterprise value.

SUPPLY CHAIN MANAGEMENT - TRACEABILITY & TRANSPARENCY

All Trimco Group sites continued collecting and tracking the direct finished goods suppliers, as well as raw material suppliers to our operations, which were approximately 540 in 2024.

In addition to monitoring our suppliers' environmental, social, and chemical compliance, our suppliers agree to adhere to the Trimco Group's Code of Conduct and comply with the Restricted Substances List. We collect internationally recognised certifications like OEKO-TEX, Higg, BSCI, Sedex, and local equivalent certifications. Certificate Manager of Trimco Group's ProductDNA® provides our procurements and operations full visibility and transparency of all suppliers' ESG readiness – to be included in procurement decision-making.

In 2024, we updated the Trimco Group's Supplier Management Guidelines and Procurement Policy to enhance the seamlessness in new supplier boarding. We expanded the scope of our accepted threshold of ESG readiness in accordance with the AMFORI Code of Conduct, which builds on the ILO convention. In addition, the Trimco Group's Supplier Social Audit Form was created for the suppliers, which do not have any social audit report. In 2025, the audit will commence.

HUMAN & LABOUR RIGHTS

All Trimco Group in-house production facilities adhere to the internationally recognised social due diligence standards of SEDEX, amfori BSCI or Higg FSLM.

Trimco Group includes social due diligence achievements in our general managers' KPIs. Our requirement for in-house production facilities is Level B or above for BSCI, with zero non-compliances with

Sedex. We have put in place a CAP (Corrective Action Plan) process with top management in case of results lower than the accepted level from any site.

In 2024, in-house training on the Trimco Group Human Rights Policy was conducted on all Trimco Group's employees. We have established the same human labour rights requirements for our supply base. Our suppliers adhere to the Trimco Group's Code of Conduct, which is based on the amfori Code of Conduct

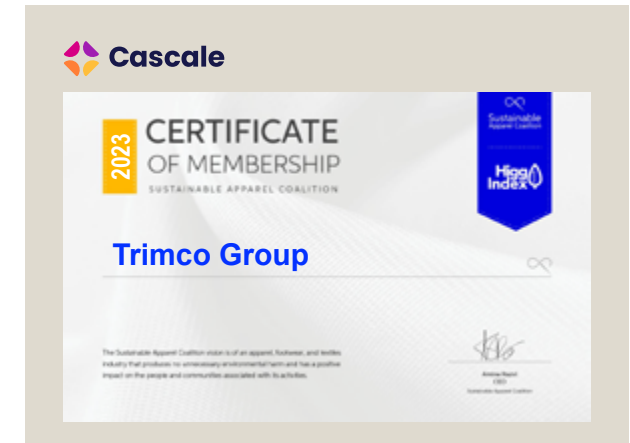
SUSTAINABLE MATERIALS SOURCING

About 70.6% of paper, 61.0% of yarn, 93.4% of ribbon, 90.6% of polybag, and 72.0% of paper packaging materials were sourced from recycled or certified sustainable materials* on a weight basis in 2024. There is an improvement in 4 out of 5 categories compared to 2023.



SCIENCE-BASED TARGET SETTING

Our journey towards SBTi settings has started. We initiated our commitment to establishing a near-term Science-Based Target in 2024, which was officially formalized in early 2025. The process of collecting Scope 3 data commenced in 2024. The data for year 2025 will be the benchmark.



ENVIRONMENTAL MANAGEMENT & COMPLIANCE

We continued using our established environmental management system following the PDCA model of ISO 14001. The automated ESG data system (Trimco Group's ProductDNA® and the Position Green ESG data platform), along with Higg FEM 4.0 verified assessment, enables us to monitor our ESG performance effectively.

Trimco Group is still a dedicated member of Cascale and its environmental goals. In 2024, we developed further policies and strategies that reflects our commitment to ESG compliance and continuous improvement. We communicated policies and procedures internally and externally to ensure alignment.

CHEMICAL MANAGEMENT

In-house training on the Trimco Group's Chemical Management Policy and Procedures was provided to all employees involved in chemical handling and local management teams at the production facilities. The training ensured Trimco Group's commitment to creating a safe work environment and meeting chemical management standards. Strict adherence to the Group Restricted Substances List (RSL) was maintained throughout 2024.

WASTE MANAGEMENT

All our sites categorized waste and prioritized recycling. Our group waste management hierarchy emphasizes waste reduction. Our group sites engaged external chemical waste disposal experts for proper treatment. Most of our largest production sites have wastewater treatment plants (Effluent Treatment Plant and Septic Treatment Plant) on-site, with treated water reused for plants and toilets.

CLIMATE & ENERGY

Electricity continues to be our primary energy source, with renewable resources accounting for 14.71% in 2024, an increase from 13.31% in 2023 and 8.99% in 2022. We are committed to increasing renewable energy purchases as availability grows.

We're expanding solar panel installations on our premises:

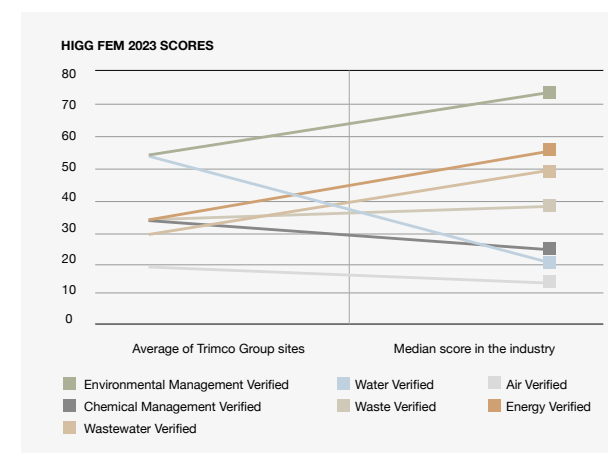
- Our China factory completed a large-scale installation in 2022, covering 25.80% of energy consumption.
- Our Vietnam factory has generated approximately 22.76% of its monthly energy needs since April 2023 and plans further expansion.
- Our Turkey site began a project in 2023, now meeting approximately 32.83% of its electricity needs in 2024.
- The newly installed solar power system at our Bangladesh site has been generating about 40% of the site's energy consumption since July 2024.

OCCUPATIONAL HEALTH & SAFETY

All relevant employees received comprehensive safety training. Some of them took external health and safety training, as necessary. Our Group Health & Safety Policy, along with BSCI and SEDEX standards, ensures fair and safe work. Our work-related incident rate stood at 0.00%.

CASCALE HIGG FEM

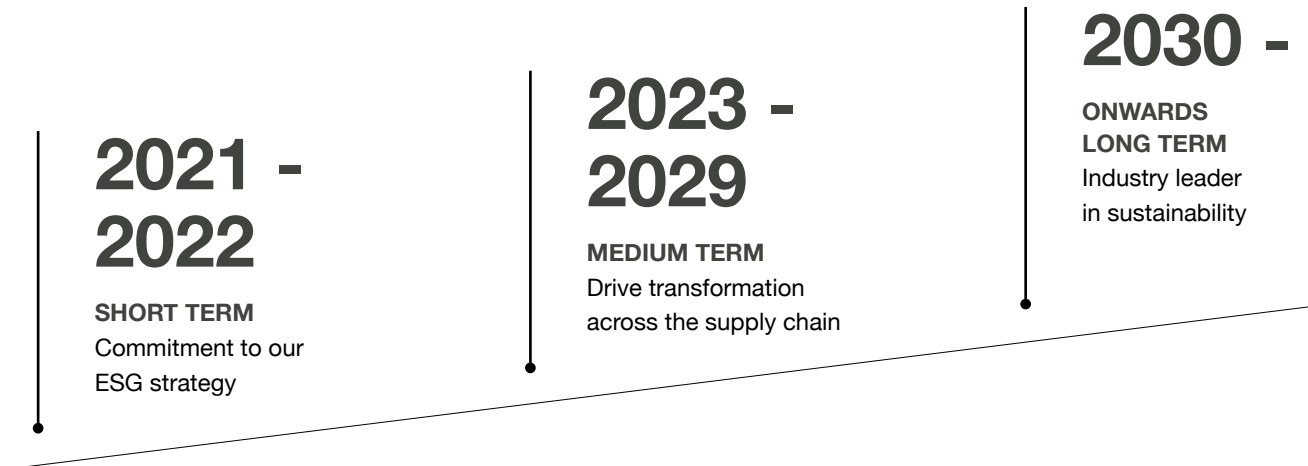
Trimco Group's global average scores are aligned with or better than the global Cascale Higg FEM industry median.



TRIMCO GROUP 2030 GOALS / ROADMAP.

ESG JOURNEY: SETTING GOALS, TRACKING PROGRESS, SHAPING THE FUTURE

ROADMAP



PROGRESS AND PROSPECT

2021-2022	2023-2029	2030-onwards
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.	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.	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.

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