

ESG PLAYBOOK

TRIMCO GROUP

Environmental, Social,
and Governance

CEO Message



It is with great pride and responsibility that I join Trimco Group as CEO at a time when sustainability continues to shape the future of our industry and our business. ESG at Trimco Group is not a side initiative—it is embedded in how we operate, how we grow, and how we create long-term value. As we move forward, I see ESG as a core driver of resilience, competitiveness, and responsible growth across all our markets.

As we reflect on 2025, I am encouraged by the progress Trimco Group has made in strengthening its Environmental, Social, and Governance commitments. At the same time, we recognize that ESG is an incremental and long-term journey. It is not achieved through isolated milestones, but

through consistent, disciplined progress over time. It is a commitment for the long haul, requiring persistence, alignment, and continuous improvement.

Following the merger with Nexgen in early 2025, we focused during the year on integrating our transparency-related SOPs, policies, and processes across the combined organization. This integration was successfully completed in December 2025, marking an important milestone in the continued development and strengthening of Trimco Group.

Throughout the year, we reviewed and aligned best practices across the enlarged organization, with a particular focus on supplier onboarding procedures, our Code of Conduct, and key policies. These efforts support a more consistent approach across the Trimco Group family, helping to strengthen transparency, responsible business practices, and compliance throughout our operations and supply chain.

This year, we took an important step by aligning our ESG reporting with the European Sustainability Reporting Standards (ESRS), strengthening transparency and structure across our Environmental, Social, and Governance pillars. While Trimco Group is not yet in scope of the CSRD, many of our key customers are, and we are preparing accordingly to meet future expectations.

On the environmental side, 2025 marks our base year for climate reporting, with the collection of Scope 1, 2, and 3 emissions and the signing of our Science Based Targets initiative (SBTi) commitment letter. This reflects our long-term ambition to align with science-based decarbonization pathways. We also built the framework for Trimco Group’s global policy for Energy Attribute Certificate (EAC) schemes to support our climate accounting. This provides a consistent approach to managing renewable energy certificates and strengthens the transparency of our emissions reporting.

We continued to strengthen our environmental programs through the rollout of Trimco Group’s MRSL chemical management framework. Aligned with the ZDHC guidelines, we successfully completed Wave 1 implementation across our core product categories in 2025, supporting more responsible chemical management throughout our supply chain.

Social performance remains a key priority across our global workforce of more than 2,500 employees. In 2025, we strengthened our global HR organization and enhanced internal policies to support equal treatment and opportunities for all employees. All Trimco Group sites undergo third-party social compliance

verification, with assessments conducted through recognized frameworks such as Sedex SMETA and Higg FSLM.

Across our value chain, we continue supplier due diligence through third-party verified frameworks of SEDEX and Higg FSLM, and strengthened onboarding requirements around human rights, anti-bribery, and compliance with our Code of Conduct. Our ProductDNA® system continues to play a central role in ensuring transparency and traceability.

In Governance, Trimco Group continues to strengthen its framework for accountability and transparency. In 2025, Brookfield Internal Audit reviewed our ESG reporting processes, supporting further improvements in data quality and control. Strong ESG governance remains essential to ensuring ethical conduct, protecting stakeholder interests, and mitigating long-term risk.

As Trimco Group continues to evolve, ESG remains an integral part of our growth journey. We view ESG as a continuous process of improvement that is embedded in how we operate and develop as a company. As a member of Cascale, we recognize that advancing ESG performance requires industry-wide collaboration. Accordingly, we align our ESG ambitions with established industry frameworks, including Higg FEM and Higg FSLM, to support consistent measurement and continuous improvement across our operations and supply chain.

I would like to sincerely thank our employees, partners, and stakeholders for their continued trust and collaboration. Together, we will continue building a more responsible and resilient Trimco Group.

Sincerely,

A handwritten signature in black ink, reading "Ricardo Lobo". The signature is fluid and cursive, with the first name and last name clearly distinguishable.

Ricardo Lobo

Group CEO, Trimco Group

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.

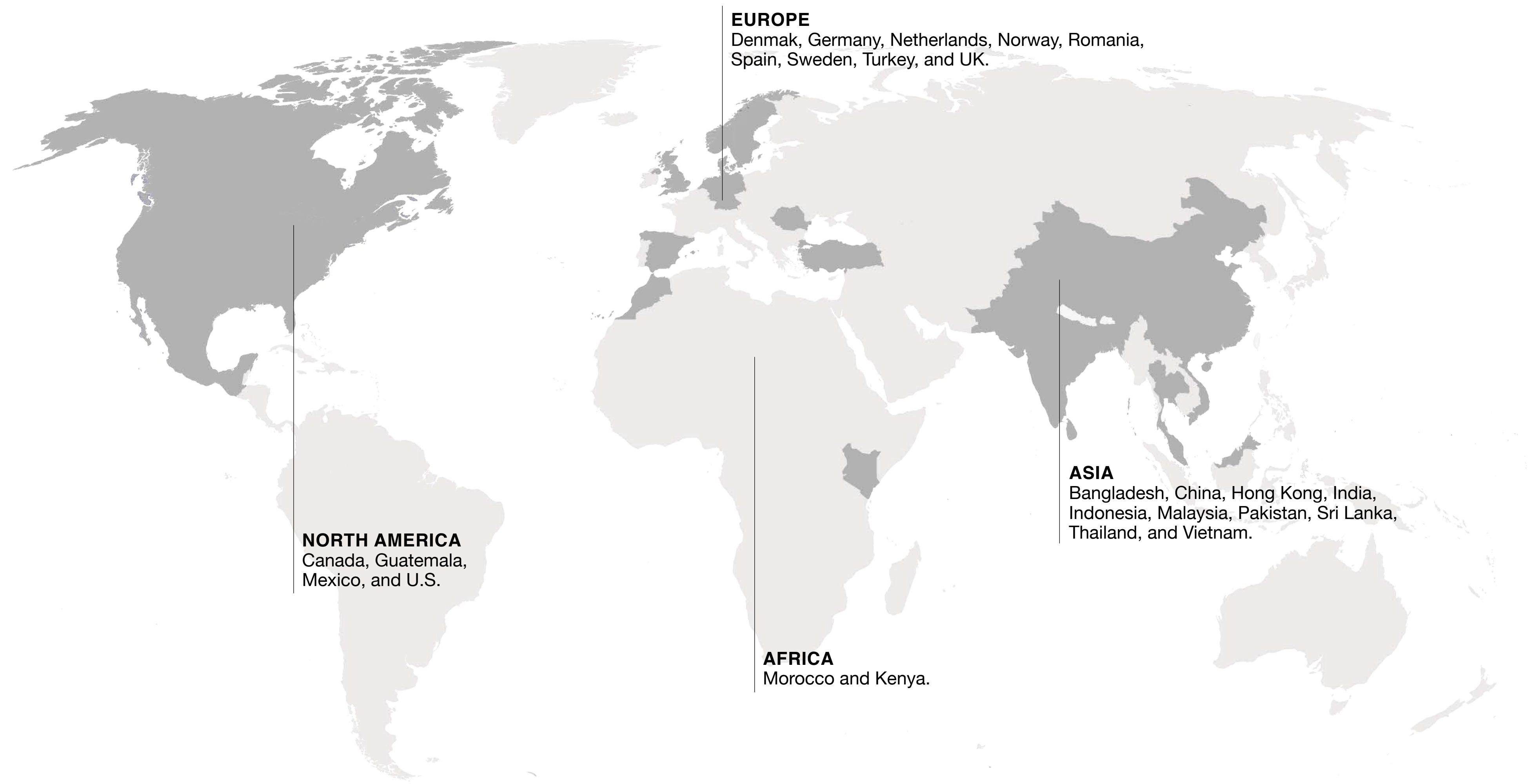
WE ACT

- 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.



Our Global Presence



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

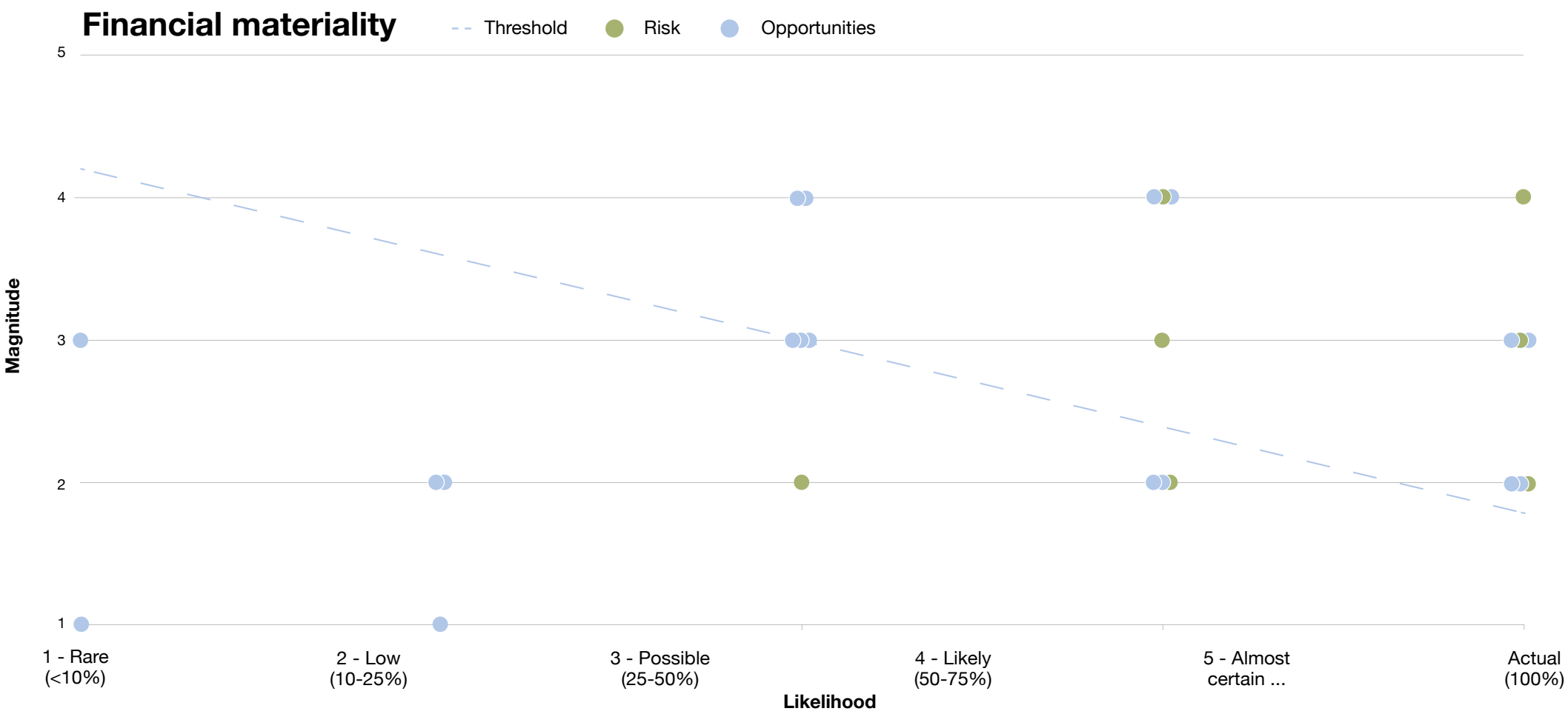
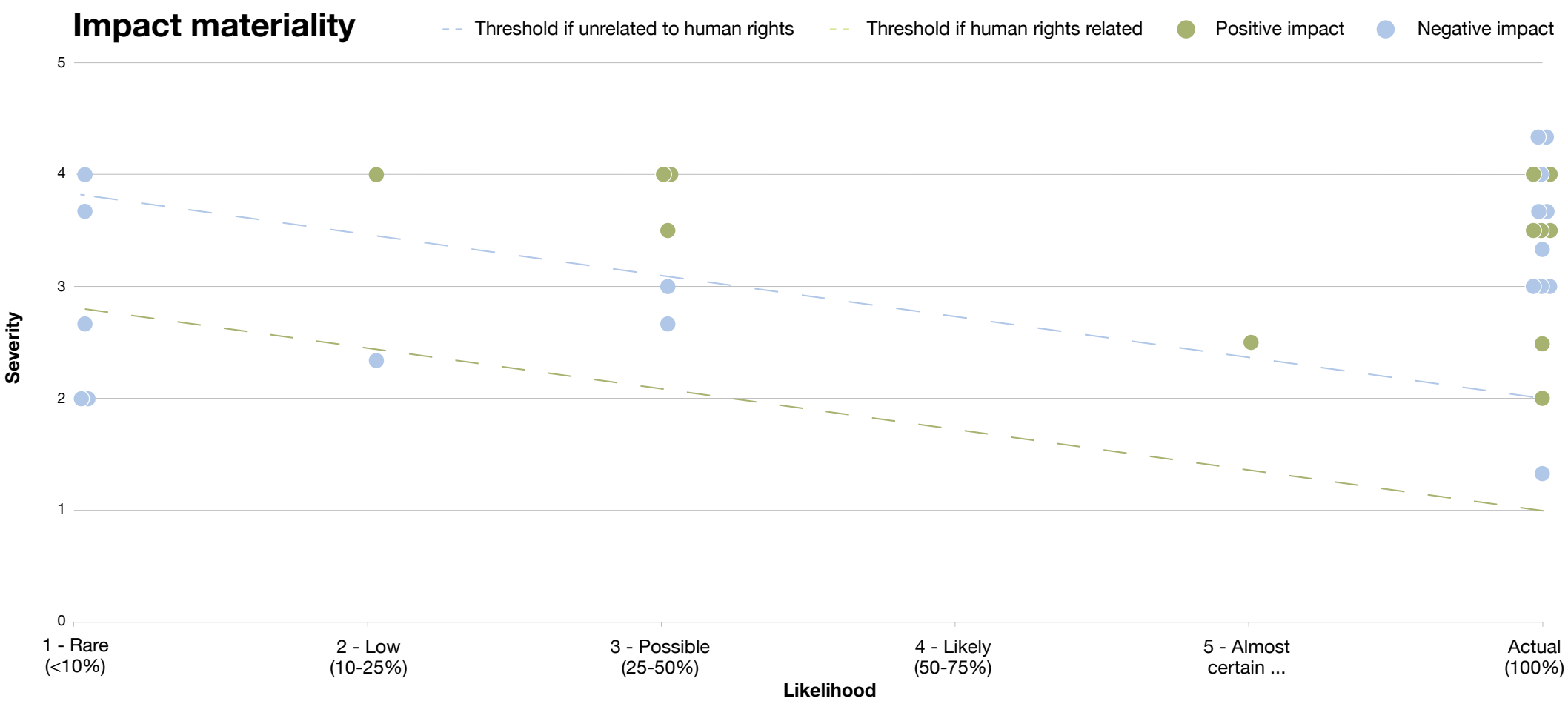


Our ESG Priorities

This reporting year marks Trimco Group’s first sustainability report prepared in alignment with the European Sustainability Reporting Standards (ESRS). To identify and prioritise the sustainability matters most relevant to the business and its stakeholders, Trimco Group conducted a Double Materiality Assessment (DMA) in 2024.

The assessment was designed to evaluate both the impacts of Trimco Group’s activities on people and the environment, and the sustainability-related risks and opportunities that may affect the Group’s long-term performance. The process included desk research of industry trends, customer expectations, regulatory developments, and publicly available information, as well as interviews with internal and external stakeholders. The results were used to identify and prioritise material sustainability topics based on their significance to stakeholders and their actual or potential impacts on the business, society, and the environment.

The outcomes of the DMA form the foundation of Trimco Group’s ESRS reporting and sustainability strategy, guiding disclosures, target-setting, and ongoing ESG management.



UN Sustainable Development Goals.

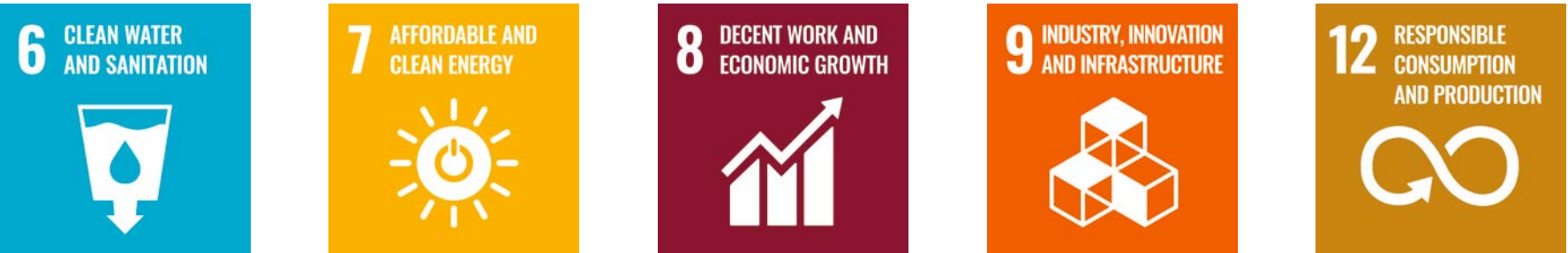
UNITED NATIONS 17 SUSTAINABLE DEVELOPMENT GOALS



<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



MATERIAL TOPIC	DEFINITION	COMMITMENTS (HIGH-LEVEL)
Supply Chain Management	Engage with suppliers to address sustainability issues and promote transparency across the value chain.	• 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.	• 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.	• 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 Solutions



MATERIAL TOPIC	DEFINITION	COMMITMENTS (HIGH-LEVEL)
Traceability & Transparency	Use technology to connect suppliers and customers to improve transparency across the value chain.	• 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.	• 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.	• 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: OEKO TEX certification ISO 9001: Our production sites are assessed in accordance with ISO 9001 Quality Management System

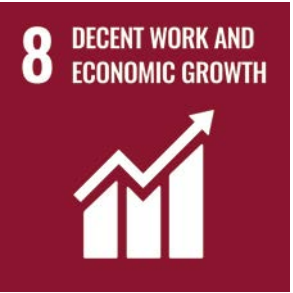
* Trimco Group Sustainability Track & Trace is our B2B platform for managing supplier certifications and enabling full reporting of each sustainability aspect of the product and supply chain, from garment fibres used to labels, packaging, and accessories.

Our Production



MATERIAL TOPIC	DEFINITION	COMMITMENTS (HIGH-LEVEL)
Environmental Management & Compliance	Manage and comply with all relevant environmental laws, regulations, standards and relevant certifications.	Committed to increase the number of production sites which are assessed in accordance with internationally recognized third-party programs: • 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.	• 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	• 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.	• 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.	• 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.

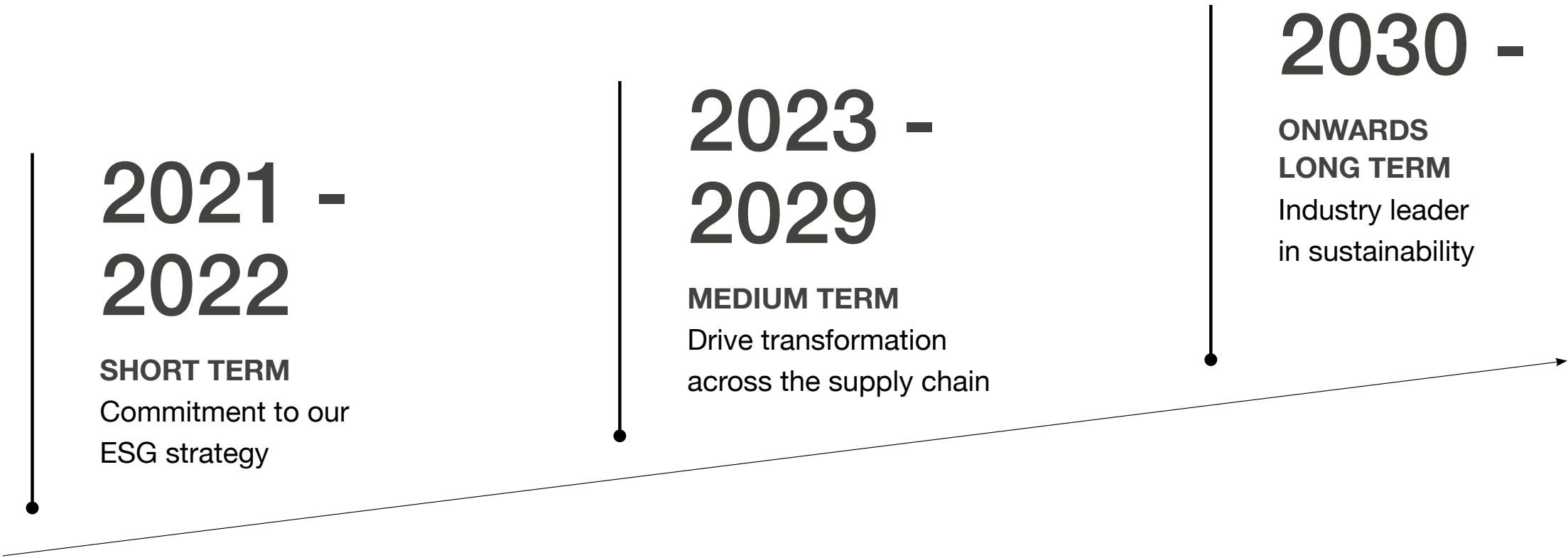
Our Responsible Business



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.	• 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.	• 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.	• 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.	• 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.	• 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
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.

Quality and Compliance



Sedex



Global Recycled
Standard



OEKO
TEX®
STANDARD
100

Higg FEM

REACH



FSC
www.fsc.org
FSC® C137962
The mark of
responsible forestry

ISO 9001:2015

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