Containing what matters

SUSTAINABILITY REPORT 2025

TRIVIUM PACKAGING

Contents

Transforming tomorrow

Containing what matters

Like many businesses, our convictions as a company were tested in 2025. Geopolitical tensions led to economic uncertainty and reshaped international trade in ways that were difficult to predict and, at times, hard to navigate. And yet, in moments like these, I believe the real character of a company becomes more sharply defined. Because the big global issues we face – including fighting climate change and protecting human rights – continue to require attention, even when commercial challenges are so acute. In these conditions, I think every business leader has to ask themselves: what else truly matters enough to protect, invest in, and stand behind?

For me, and for Trivium, the answer hasn't changed. Environmental sustainability and respect for human rights are not commitments that fluctuate with market cycles. They are fundamental to how we operate, and they sit at the heart of our purpose: "shaping the future of packaging to ensure a better planet for everyone, today and for generations to come." I am convinced that these principles make our business more resilient in an ever-changing world.

The past year has brought home the fact that we live in a truly interconnected world; one where geopolitical developments and economic uncertainty can have a significant ripple effect on international business. As a company that operates across multiple continents, Trivium felt these pressures both directly and indirectly during 2025. Tariffs imposed on aluminium and steel created volatility in our supply chain and added complexity to our planning and procurement decisions. At the same time, many of our customers, who are global consumer brands, were navigating their own commercial challenges.

I am proud that despite these difficult conditions, we met our financial targets. And I am equally proud that we did so without compromising on our long-term climate commitments. Because, at a time when collective action on climate change is under strain and progress can seem elusive, one reality remains unchanged: we all share one planet, and the consequences of inaction will affect us all. Addressing the issues we face requires international collaboration and cross-industry cooperation.

"The Science Based Targets initiative has now validated our long-term net-zero target for 2050."

When it comes to environmental sustainability, we made progress in 2025. The Science Based Targets initiative (SBTi) validated our long-term net-zero target for 2050, complementing the near-term targets that it had previously validated. It's an important milestone for us, which motivates us to continue with our ambition to deliver on our climate roadmap. We maintained our position on CDP's Climate "A List" for the third consecutive year, and our continued efforts were recognised by EcoVadis, which awarded us Gold status. To drive emissions reductions in the longer term, we're focused on efficiency gains, ecodesign and renewable energy investments. Throughout this report, we share details on how we are working towards our climate goals.

Protecting our own workforce and ensuring that Trivium employees around the world have a safe place to work remains a priority for us. In 2025, our safety performance improved compared to the previous year but remained below our target. We continue to invest in comprehensive safety training for all Trivium employees and perform regular health and safety checks to keep our people protected.

Operating a responsible business is about safeguarding communities and protecting the human rights of those in our value chain. We're strengthening our due diligence during the procurement process by evaluating how we select and partner with suppliers, as well as understanding the conditions under which our raw materials are sourced. As part of this effort, we are working to identify the salient human rights issues throughout our value chain – from working conditions in metal mines to end-of-life recycling for our packaging. This is a journey we're still on, and we don't have all the answers yet. But we are committed to asking the right questions and making progress in this area.

> "I would like to extend my heartfelt gratitude to our colleagues worldwide, whose dedication and expertise make everything we do possible."

Given that we operate in a complex international business landscape, I often return to the principle of "controlling the controllable." Trivium cannot control geopolitical developments, but we can choose how we manage them. We can choose to try and operate more responsibly by working towards zero safety incidents in the workplace, reducing our environmental footprint, and partnering with customers and suppliers who share our values. By doing so, we see sustainability as a source of resilience and a driver of our business now and in the years ahead.

Finally, I would like to extend my heartfelt gratitude to our colleagues worldwide, whose dedication and expertise make everything we do possible. I would also like to thank our customers, suppliers and partners for continuing to work alongside us.

Together, we contain what matters.

Michael Mapes
Chief Executive Officer (CEO)

Our framework

Environment

Climate change

- Scope 1 and 2 emissions
- Scope 3 emissions

Resource use and circular economy

- Product ecodesign
- Product end-of-life
- Waste management

Other environmental topics

Social

Own workforce

- Building a zero harm safety culture
- Organisational health
- Talent development
- Diversity, equity, inclusion and belonging

Consumers and end users

- Product safety and compliance
- Product quality

Community engagement

Governance

Business conduct

Transparency

Industry engagement and partnerships

- Industry associations
- Thought leadership

2025 at glance

01

Trivium Packaging B.V. and its subsidiaries (altogether 'Trivium'), headquartered in Schiphol, the Netherlands, is a leading supplier of innovative, value-added, rigid metal packaging solutions, designed to benefit the products they contain and the people who use them. Our products mainly include steel and rigid aluminium packaging solutions for end-use categories such as beauty and personal care, beverages, food, home care and industrial, nutrition, paints and coatings, pet food, pharmaceuticals, seafood, vitamins, supplements and over-the-counter packaging.

About us

Employees

~7,200+

2024 7,361

Nationalities

68

Countries

18

Our impact

Reduction in Scope 1 and 2 CO_2 emissions (vs. 2020 baseline)

-36%

Reduction in Scope 3 CO_2 emissions (vs. 2020 baseline)

-24%

Total purchase spend allocated to suppliers with average or above-average ESG performance

52%

Recognition

12 industry awards

for design and product sustainability performance

Sustainability credentials

EcoVadis Gold

Trivium was awarded EcoVadis Gold status. Read more about our commitment to transparent disclosure *here*.

CDP Climate A-List

We were awarded a spot on CDP's A List for Climate for the third year in a row. Read more about our commitment to transparent disclosure *here*.

Plants participating in at least one community engagement project per year

100%

Net revenue (in $ million)

3,014

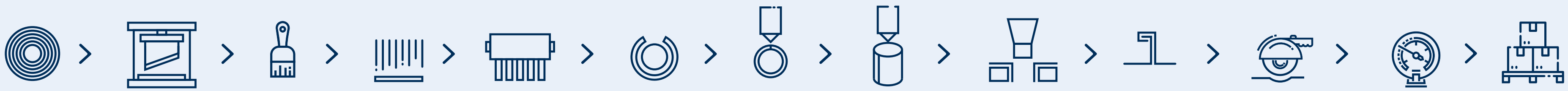
Sales revenue from ecodesigned products

23%

What we do

Our metal packaging production processes are at the core of our business, and central to the impact we have on the world around us. Here is a glimpse into our production process for two of our main products.

Unprinted three-piece tinplate cans



Steel strip

Cutting
Steel is cut into large sheets.

Lacquering and drying
One side of the sheet is lacquered to protect cans against corrosion and create a safe barrier between the cans' contents and their inner metal walls.

Slitting
Sheets are cut.

Rolling
Sheets are rolled into a cylinder.

Welding
The edges are welded.

Side seam lacquering or drying
Lacquering is applied again to the inside surface of the weld.

Flanging
The welded body can be necked in and flanged.

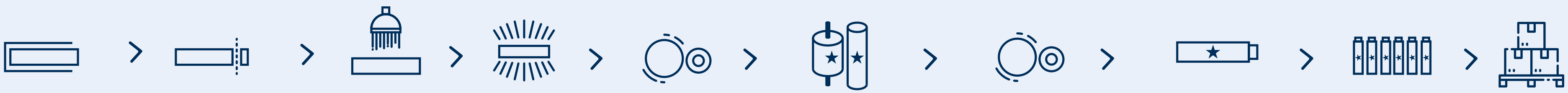
Seaming
The body is seamed on one of two sides.

Beading
The body is further reinforced and strengthened through a forming technique called "beading".

Air test
All cans are pressure tested.

Palletisation
Cans are shipped to customers.

Aluminium aerosol



Extrusion
Applying a large force on an aluminium disc or "slug" to extrude the base shape.

Trimming
The parts are subsequently trimmed to specified lengths.

Washing
The parts are washed in alkaline-based detergent washing chambers.

Curing
Dried in an oven.

Laquering
A protective lacquer is used to line the interior of the cans, to protect cans from corrosion – and to remove the possibility of interaction between the packaging and its contents.

Printing
Advanced lithography techniques are then applied to give cans a differentiated, premium look and feel.

Over-varnish
This includes the application of stain-resistant surface coating, decorative prints and over-varnish.

Necking
A neckdown process forms the shoulder and neck of the can.

Bundling
Cans are ready to be bundled.

Palletisation
Cans are shipped to customers.

Why metal?

Protect

Metal is one of the world's most durable packaging materials, offering resilient protection and keeping contents safe from external elements. It provides a strong barrier against UV and oxygen, enabling a long shelf life and reducing product waste – a crucial benefit considering that up to one-third of total global food production goes to waste each year.[1]

Promote

Metal packaging provides greater opportunities for brands looking to differentiate their product. Research shows that consumers naturally associate metal packaging with a 'premium' look and feel relative to other materials.[2]

Preserve

Metal is the material of choice for a circular economy. It can be recycled infinitely, meaning that it remains in the loop and reduces the need for virgin materials. Metal packaging also has one of the highest recycling rates in the world compared to other packaging materials.[3]

100%[3]
infinitely recyclable
enabling true circularity

75%[3]
of all metal ever produced is still in use
and will be for generations to come

75-85%[4]
of metal packaging is recycled globally
making it one of the most highly recycled materials in the world

70-95%[3]
energy savings
by recycling metal scrap instead of using virgin raw materials

1 *World Food Programme (2020). 5 facts about food waste and hunger.*
2 *Trivium Packaging (2022). Global Buying Green Report.*
3 *Metal Packaging Europe (2024).*
4 *International Aluminium (2023) and World Steel (2024).*

Our product types

Aerosols

Beverage bottles

Threaded bottles

Two-piece cans

Three-piece cans

Draw wall ironing (DWI) cans

Draw redraw (DRD) cans

Slugs, ends and components

Industries we serve

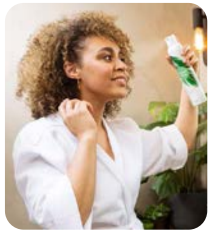
Food

Pet food

Beverages

Coffee

Health and nutrition



Beauty and personal care

Home care and industrial

Paints and coatings

Our core values

Passion
Every day, we strive to positively impact Trivium and society. We aim high and we are committed, enthusiastic and accountable.

Teamwork
With safety as our first priority, we harness the power of collaboration. We do this with humility, trust, integrity and openness.

Excellence
We aspire to shape our industry through world-class performance and exceptional value creation for all our stakeholders.

Our role in society

Packaging plays a critical role in protecting products, preserving quality and promoting brands to consumers across a wide range of applications. At the same time, it is clear that packaging can create environmental and social impacts if not designed, used and managed responsibly. As a manufacturer of metal packaging, we work with a material that can be recycled repeatedly without loss of quality, allowing it to remain in use and retain value over time. Across our operations, we focus on reducing impacts where possible and addressing them where they occur, with the aim of supporting efficient, circular packaging systems that deliver tangible benefits for our customers and society.

How we see the world around us

Global demand for materials continues to rise faster than the systems designed to recover them. According to the *Circularity Gap Report 2025* by Circle Economy and Deloitte, the global economy now consumes more than 100 billion tonnes of materials each year, yet only 6.9% is returned to productive use, a decline compared to previous years. This widening gap highlights growing inefficiencies in how resources are extracted, used and managed, and reinforces the need for more circular approaches across industries.

Against this backdrop, demand for circular packaging is increasing, driven both by changing customer expectations and by regulatory developments. Our packaging solutions are predominantly made from metal, a material with established, high recycling rates. Through ongoing innovation, we focus on reducing environmental impacts by increasing recycled content, making packaging more lightweight where feasible and designing it to perform effectively within existing recycling systems.

Regulation is also accelerating the shift towards circularity. In Europe, the Packaging and Packaging Waste Regulation (PPWR) is now moving from adoption to implementation, setting clearer requirements on recyclability, waste reduction and labelling. In parallel, the Corporate Sustainability Reporting Directive (CSRD), applicable for Trivium as of January 1, 2027, is raising expectations around transparency and how companies manage and report on Environmental, Social and Governance (ESG) topics. In the United States, an increasing number of states are progressing from legislation to implementation of Extended Producer Responsibility (EPR) schemes, transferring greater responsibility for packaging end-of-life management to producers.

At the same time, many regions are signalling that the metals we rely on – particularly aluminium and tinplate – are strategic materials. Aluminium is now recognised under the EU's Critical Raw Materials framework due to its importance for industrial resilience, the energy transition and security of supply, while similar considerations are shaping policy in the US and elsewhere.

These metals are valued not only for their performance and durability, but also for their recyclability, their role in reducing dependence on virgin raw materials and their contribution to more resilient supply chains. For us, this symbolises the long-term relevance of metal packaging and the importance of investing in secure sourcing.

As regulatory expectations and market signals continue to converge, producers of packaged goods are increasingly seeking solutions that use less material, incorporate recycled content and are recyclable at scale. Trivium is well placed to respond, drawing on our research and development (R&D) capabilities, ecodesign expertise and supplier partnerships to deliver packaging solutions that meet evolving requirements while supporting more efficient use of resources across the value chain.

Value creation model

Assets

Global platform

Well-invested asset base with 57 locations in Europe, Africa, Asia and the Americas

Innovation leadership

Over 80 R&D scientists behind the award-winning product and process innovations

Materials

METAL recycles forever

100% infinitely recyclable metal in all products

People

One global team of over 7,200 employees representing more than 60 nationalities

Performance

Trivium Business System (TBS) as an enabler of disciplined capital allocation and long-term value creation

Portfolio

Nine different industries we serve generating substantial cash flow on an annual basis

Business model

Our vision

To be the global leader in metal packaging

Our shared purpose

We shape the future of packaging to ensure a better planet for everyone – today and for generations to come

WE CONTAIN WHAT MATTERS

Our core values

Passion

Teamwork

Excellence

Trivium Business System

Outcomes

ESG

Environment

Our environmental efforts focus on climate action, resource use and promoting the circular economy. We also aim to minimise waste and protect water resources.

Social

We prioritise the wellbeing and development of our employees, consumers and communities where we operate. This includes tackling gender bias in our operations and fostering decent work. It also includes focusing on product quality and safety for consumers.

Governance

Strong governance practices are essential for maintaining transparency, accountability and ethical behaviour. We are dedicated to building an effective and accountable company as well as to fostering partnerships for sustainable development.

Societal impact

Partnerships for circularity

Engaging with stakeholders on collaborations that inspire climate change mitigation and the transition to a circular economy

Protection of products

Preserving product integrity and extending shelf life

Preservation of the environment

Limiting the environmental and ecological footprint of our operations and value chain

Promotion of responsible and inclusive growth

Fostering safe and empowering work environments that enable professional and organisational growth

A deeper look into the three levers of our business model

1

Our vision
To be the global leader in metal packaging

Our shared purpose
We shape the future of packaging to ensure a better planet for everyone today and for generations to come. We contain what matters.

Our vision focuses on the commercial side of our business, while our shared purpose connects and aligns our commercial goals with our social responsibility. By shaping the future of packaging, we want to be a reliable partner that delivers, and we will grow as a result.

2

Our core values
Passion
Teamwork
Excellence

Our values represent what we stand for, guide the way we do business, and underpin our activities, decisions and organisational culture. They allow us to deliver on our commitments to our customers, partners, suppliers and stakeholders, and help promote ethical corporate behaviour within our organisation and towards third parties.

3

Our standardised approach to doing business
Trivium Business System (TBS)

TBS is a global approach using unified tools, playbooks, and processes across commercial, procurement, supply chain, operational, and administrative areas. It enables us to consistently apply best-in-class practices across all our plants and functions so that our customers get reliable and predictable quality and service from Trivium regardless of which entity they deal with.

"Sustainability today is shaped by a clear tension: expectations are rising at the same time as economic and regulatory pressures intensify. In that context, credibility matters. Our continued position on the CDP Climate A List as well as our EcoVadis Gold rating provide independent recognition that we are embedding sustainability into how we operate. What matters for us is to provide transparency and delivering progress where it counts."

Alice Bazzano
VP R&D and Sustainability

Business Strategy

We continue to use our proven approach to achieve our principal objectives of growth in our reported Adjusted EBITDA and cash generation through driving a culture of excellence via our strategic pillars: People, Performance and Portfolio.

People

Our people and our organisational set-up make a difference. With a lean, business-focused organisational structure, introduced in 2025, we aim to simplify operations, strengthen the “one Trivium” approach, and foster ownership by flattening the hierarchy. These changes support a winning culture and owner mindset, while targeted initiatives will continue to build team capabilities, drive engagement through open communication, and ensure appropriate rewards for our people.

Performance

We want to double down on the TBS as this continues to be our differentiator on how we do things at Trivium. The TBS is our global, standardised approach using unified tools, playbooks, and processes across commercial, procurement, supply chain, operational, and administrative areas.
We aim to enhance our TBS outputs through standardising processes that are centrally guided but locally led, ensuring disciplined capital allocation for projects that add long-term value, improving KPI performance across all plants to achieve world-class standards and fostering a one-team mindset with shared goals, joint accountability, and stronger collaboration between central teams and business units.

Portfolio

We are sharpening our portfolio to reinforce our leadership in key business units, with a continued disciplined focus on cash generation. This involves prioritising segments and investments that deliver strong, predictable returns, while actively managing selective divestment opportunities and capital allocation towards targeted investments or acquisitions.

By leveraging our scale and innovation, we aim to grow with both existing and new customers, but always with a sharp eye on cash flow and working capital efficiency. These actions also serve to support a diversified product mix and improved profitability, but most importantly, they are designed to enhance free cash flow and strengthen our liquidity position. This disciplined approach ensures we can meet our financial obligations and continue to deleverage the business.

ESG Key Performance Indicators

ESG	Key performance indicators (KPIs)	Base 2020	2023	2024	2025	Target	Target year
Environment	% reduction in Scope 1 and 2 CO_2 emissions vs 2020 baseline[1]	N/A	-29%	-31% (-2%)	-36% (-8%)	-42%	2030
	% reduction in Scope 3 CO_2 emissions vs 2020 baseline[1]	N/A	-18%	-19% (-2%)	-24% (-6%)	-25%	2030
	% total purchase spend allocated to suppliers with average or above-average ESG performance[2]	N/A	64%	49%	52%	70%	2030
	% total electricity consumed from renewable sources	N/A	35%	50%	53%	100%	2030
	% total waste generated that is sent to landfill	23%	12%	9%	13%	0%	2030
	% reduction in water withdrawals vs 2020 baseline[1,3]	N/A	-5%	-11% (-6%)	-16% (-6%)	-10%	2030
	% new product developments that meet ecodesign criteria	N/A	72%	57%	56%	80%	2030
	% sales revenue from ecodesigned products	N/A	21%	27%	23%	50%	2030
Social	# incidents of non-compliance with regulations concerning the health and safety impacts of our products	N/A	0	0	0	0	N/A
	% significant product categories assessed for health and safety impacts	N/A	100%	100%	100%	100%	N/A
	% plants with a top-rated quality management system	N/A	84%	94%	92%	100%	2030
	Total Recordable Accident Rate (TRAR) per 200,000 hours[4]	1.14	1.02	1.26	1.14	1.00	2025
	Organisational Health Index (OHI) quartile score	3rd	2nd	2nd	2nd	1st	2025
	% workforce who receive regular performance and career development reviews[5]	N/A	16%	17%	18%	75%	2030
	Company-wide inclusion and diversity (I&D) programme implemented	N/A	On track	On track	On track	Full implemen-tation	2025
	% plants participating in at least one community engagement project per year	90%	100%	100%	100%	100%	2025
Governance	# world-class scores on major external sustainability ratings per year[6]	1	2	2	2	2	N/A

1 Cumulative progress vs baseline (year-on-year change in parenthesis). Absolute metric.

2 Defined 'average'as an EcoVadis rating of silver and/or a CDP rating of B-. "Above-average" is defined as any rating higher than the average.

3 Formerly reported as 'water consumption'.

4 Updated 2025 TRAR target as a result of internal reviews in 2024.

5 Reported participation covers employees in the online process only. Paper based performance reviews are currently not tracked.

6 Scored submission on EcoVadis and CDP.

Financial review

We finished 2025 by delivering a steady annual improvement of our Adjusted Earnings Before Interest, Taxes, Depreciation, and Amortisation (Adjusted EBITDA) and cash generation position, as well as successfully refinanced our long-term senior notes. We generally faced flat to low-growth markets, with selective growth opportunities. Although geopolitical impacts, such as the imposition of US tariffs and market polarisation, continue to be a concern and a long-term risk, they had limited impact on us in 2025, given our diversified customer base and our contractual provisions for pass through increases or decreases of input cost.

During 2025, our teams successfully delivered our performance goals. We had particularly strong performance in our commercial, purchasing and operational teams as a result of diligent execution of our Trivium Business System (TBS), which helped to protect our margins and improved our working capital and net capital expenditure positions.

Our approximately 7,200 employees continued to focus on what we can influence by controlling the controllable and by continuously delivering on our value creation agenda. As a result, despite the economic headwinds, we improved our Adjusted EBITDA performance compared to 2024.

"In 2025, we demonstrated the resilience of our business by strengthening earnings and cash generation in a challenging macroeconomic environment. Through disciplined execution of our TBS and a strong focus on margin protection, working capital and capital efficiency, we improved Adjusted EBITDA year on year and successfully refinanced our long-term debt. Thanks to our diversified customer base, contractual cost pass-through mechanisms and the commitment of our more than 7,200 colleagues, we were able to navigate geopolitical and market uncertainties while continuing to deliver consistent value for all stakeholders"

Stefan Siebert
Chief Financial Officer

(in $ millions, except percentages)	Year ended 31 December 2025	Year ended 31 December 2024
Income statement data		
Revenue	3,014	2,937
Adjusted EBITDA[1]	506	452
Result for the year	(50)	(72)
Performance ratios		
Adjusted EBITDA margin[1]	16.8%	15.4%
Leverage ratio[2]	5.4x	5.6x
Balance sheet data		
Cash, cash equivalents and other financial assets	454	344
Total assets	5,015	4,752
Indebtedness	3,206	2,929
Total equity	450	483
Net debt[3]	2,752	2,534
Net capital expenditure[4]	85	117

1 Adjusted EBITDA consists of the loss for the period before income tax charge or credit, depreciation and amortisation expense, exceptional operating expense items, net finance expense, loss or gain on disposal of PP&E and service costs of the long-term performance-based plan. Adjusted EBITDA margin is calculated as adjusted EBITDA divided by revenue.

2 Leverage ratio is calculated as net debt divided by Adjusted EBITDA.

3 Net debt is comprised of our total indebtedness, net of cash, cash equivalents and other financial assets and derivative financial instruments used to hedge foreign currency and interest rate risk.

4 Net capital expenditure is the sum of gross capital expenditure after adjusting for proceeds from capital projects financing. Gross capital expenditure is the sum of purchases of PP&E and software and other intangibles, net of proceeds relating to PP&E, as per the consolidated statement of cash flows within the Report to Bondholders as at December 31, 2025.

Awards and recognition for Trivium in 2025

Producing award-winning packaging

Budweiser NFL collectable aluminium bottle
Produced in collaboration between Trivium Brazil and Trivium Argentina, the Budweiser NFL collectable aluminium bottle was awarded Bronze by the ABRE Awards in the Alcoholic Beverage – Market Packaging category. This special 330 ml aluminium bottle was launched to celebrate Budweiser's sponsorship of the first NFL game in São Paulo. Its design, inspired by the American football field, features Budweiser's iconic colours printed directly on the packaging, making it a true collector's item. Notably, aluminium bottles are up to 80% lighter than glass bottles, which reduces transport emissions and makes them easier to handle at large events. Since this bottle was intended as a collectable item, it encouraged fans to take them home, significantly reducing stadium waste.

Axe (Peach Infusion) deodorant can
At the International Metal Decorating & Packaging Association (IMDPA) Excellence in Quality Contest, this packaging was awarded the Best in Category in the "Aerosols and Bottles" category. The judging criteria for these excellence awards evaluate a submission's printing quality, technical expertise, and overall design.

Conejo Verde aluminum wine bottle
We had another win at the PAC Global Award, with the luxurious bottle produced by Trivium Packaging Argentina in partnership with Familia Falasco – owner of Conejo Verde – winning the Best in Class (Sustainable Package Design) award. This recognition follows the bottle's recent win at the 2024 International Metal Decorating & Packaging Association (IMDPA) conference, where it received the Award of Excellence.

Three wins at the EMBA News awards

Trivium won three EMBA News awards, winning in the Sustainability category with the Adidas UEFA Best of the Best anti-perspirant canister and the Naturágua Premium water bottle. We also won an award in the Marketing category for the Budweiser NFL beer bottle.

Bringing leading brands to life through innovative and sustainable packaging

Adidas UEFA

Category: Sustainability

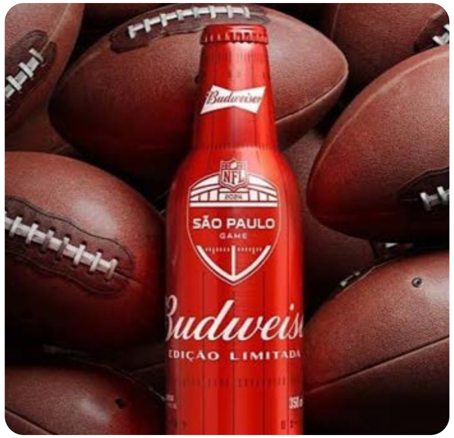
The Adidas UEFA bottle produced by Trivium Packaging won an award for sustainability in the subcategory of Sustainable Process for Reducing Raw Material, Energy, and Water Consumption. The 45x148 aerosol can with a flat shoulder was developed from an advanced aluminum alloy and produced within an integrated production chain. In this innovative process, the aluminum is manipulated in the liquid phase, so there is no melting of ingots as in the traditional process. The plants use renewable energy, ensuring a smaller carbon footprint. In addition, the design features fine detailed "fingerprints" that harmoniously stand out against a metallic blue background. To accomplish this, Trivium developed two special shades of blue to create a smooth gradient without visual markings.

Naturágua Premium

Category: Sustainability
Subcategory: Reuse

Trivium won a Sustainability award in the Reuse subcategory for the Naturágua Premium water bottle. This bottle has sustainability as its core value, being the first mineral water manufacturer in Brazil to obtain the ESG seal from the Bureau Veritas institute.

This water packaging was developed to be an expression of elegance and sustainability, capable of meeting the expectations of a sophisticated audience while also setting new standards of environmental responsibility in the sector. It is an innovative product in the mineral water sector, combining the advantages of a bottle with a screw cap that can be refilled, reused and easily transported by the consumer, with the benefits of aluminum, a lightweight, resistant, infinitely recyclable metal that allows for beautiful and complex packaging designs, making the product stand out on the shelves.



Bud NFL

Category: Marketing

Trivium received another Marketing award for the Budweiser NFL beer bottle in the 'Packaging for promotional kit or collab' category. The collaboration results exceeded expectations, immortalising iconic moments of culture, music and sports through a sophisticated and collectible item.

Four wins at the Cans of the Year Awards

The Canmaker's annual Cans of the Year Awards are one of the longest-running awards ceremonies for the metal packaging industry. This was the sixth year in a row that Trivium has been honoured, and we received a total of four awards in 2025.

Read more

Designing packaging that performs, inspires and earns industry recognition

Cliker's refillable beverage bottle

Trivium took home the Gold award in the "Bottles" category. The special edition bottle celebrates the Argentina National Football Team, creating a powerful emotional connection with fans and collectors alike. Featuring 25% recycled content (using a mass balance approach) and a refillable design, it supports sustainability while delivering high-impact visual storytelling. This bottle is a winning combination of cultural relevance, recyclability and standout shelf appeal.

Cleancult 12 oz Water Blossom hand soap

The refillable aluminium container took home a Bronze award in the "General Line" category. The sleek, refillable aluminum canister is engineered for long-term reuse, supporting a zero-waste lifestyle. This product seamlessly blends aesthetics, functionality and recyclability, making it a standout contender for packaging excellence.

Proud Source Water's beverage bottle

These one-litre water bottles received Bronze awards in the "Bottles" category. The bottle's minimalist design and bold proportions make it a standout in the premium water segment. It's a perfect example of how size, style and sustainability can come together in modern beverage packaging.

Axe Fine Fragrance aerosol can

Produced by Trivium Packaging Argentina, the can won Silver in the "Aerosols" category. This lightweight aerosol packaging exemplifies the fusion of technical innovation and bold design, redefining what's possible in male grooming packaging.

Read more

Other sustainability-linked awards & certifications

EcoVadis Gold

Trivium was awarded **EcoVadis Gold status.** Read more about our commitment to transparent disclosure *here*.

CDP Climate A-List

We were awarded a spot on CDP's **A List for Climate for the third year in a row.** Read more about our commitment to transparent disclosure *here*.

oBoticário

Gold Award as a strategic supplier by Grupo Boticário

For the third year in a row, our team in Brazil has been given a Gold Award as a strategic supplier by Grupo Boticário, one of the world's biggest cosmetic franchises. The designation is part of their supplier programme called PADP and is not easy to come by as it involves scoring high in the categories of Commercial, Customer Service, Technical, Service, Quality and ESG. In fact, over 4,400 suppliers were evaluated and only 46 suppliers were awarded Gold.

BAMA

BAMA's Sustainability Award

Trivium Packaging has been honoured with the Sustainability Award at the British Aerosol Manufacturing Association (BAMA) Awards 2025, recognising our outstanding progress towards decarbonisation. Using the Sutton-in-Ashfield plant as a model for action, Trivium demonstrated measurable reductions in carbon emissions and practical initiatives that bring our global sustainability commitments to life. The Sutton-in-Ashfield team was also named Runner-up for Process Safety & Training Culture, emphasising Trivium's commitment to a proactive, people-led safety culture that fosters continuous improvement.

Corporate & sustainability governance

02

Corporate governance

Trivium Packaging B.V. ('Trivium' or the "Company") is jointly controlled by Ontario Teachers' Pension Plan ('OTPP') Board (58%), through one of its controlled entities, and Ardagh Group S.A. ('Ardagh') (42%). Trivium has a dual-tier board structure consisting of a Supervisory Board and a Management Board.

Supervisory Board

The Supervisory Board supervises the general affairs and operations of Trivium, including the policies and guidelines of the Company's Management Board. The Supervisory Board oversees and advises the Management Board and performs a non-executive supervisory role. It consists of five members designated by Ontario Teachers' Pension Plan and four members designated by Ardagh. Major investment and financing decisions need to be approved by the Supervisory Board. The Supervisory Board has established an Audit Committee and a Compensation Committee. The chairperson of the Audit Committee is designated by OTPP, whilst the chairperson of the Compensation Committee is designated by Ardagh.

The Audit Committee undertakes the following duties:

(i) Reviewing the reliability and integrity of Trivium's accounting policies, financial statement reporting practices and financial statements.
(ii) Overseeing and reviewing Trivium's independent auditor and internal audit functions.
(iii) Reviewing Trivium's compliance with applicable laws and regulations insofar as they relate to Trivium's financial statements and accounting and auditing practices.
(iv) Reviewing certain related-party transactions within the group.

The Compensation Committee undertakes the following duties:

(i) Determining the compensation of the Chief Executive Officer (CEO), the Supervisory Board members of Trivium, senior management and other senior directors and officers.
(ii) Evaluating the performance of the CEO, the Management Board members, the Senior Management team and the Senior Directors and Officers of other Trivium companies and reviewing and approving their compensation. and
(iii) Overseeing and administering the management incentive plans of Trivium.

The members of the Supervisory Board are selected by the shareholders with due consideration to the relevant business experience each of them brings to the areas in which Trivium operates. They operate independently and free of conflicts of interest. Members of the Supervisory Board are presented below.

To assess its effectiveness, the Supervisory Board carried out an internal performance evaluation of itself, its Audit Committee and Compensation Committee, and the chairpersons of these committees. The Supervisory Board discussed the functioning of the Management Board and the performance of its individual members. Items addressed were overall performance and composition of the Supervisory Board and the Committees, strategic issues and key areas of attention. In the Supervisory Board, key areas subject to evaluation included strategy oversight, risk management and internal control as well as succession planning.

SUPERVISORY BOARD

Name	Position	Date of appointment	Committee
Mr. Herman Troskie	Chairperson and Supervisory Director	12/12/2023	Compensation (Chair)
Mr. Rick Frier	Vice-Chairman and Supervisory Director	31/10/2019	Audit (Chair)
Mr. Peter Brues	Supervisory Director	11/03/2026	Audit
Mr. Mark Fleming	Supervisory Director	23/02/2023	
Ms. Debra Kelly-Ennis	Supervisory Director	29/10/2020	Audit
Mr. Mark Porto	Supervisory Director	14/12/2025	
Mr. Ashfaq Qadri	Supervisory Director	31/10/2019	Audit, Compensation
Mr. Blake Sumler	Supervisory Director	19/11/2020	Compensation
Mr. Daniel Zhang	Supervisory Director	11/03/2026	Compensation

Management Board

Trivium's two-member Management Board is comprised of the Chief Executive Officer (CEO) and the Chief Financial Officer (CFO). The Management Board is responsible for the day-to-day and executive management of Trivium. This is done consistently with the policies and guidelines provided by the Supervisory Board. The Management Board of the Company holds regular meetings with oversight through observers from the Supervisory Board.

MANAGEMENT BOARD

Name	Position	Date of appointment
Mr. Michael Mapes	Chief Executive Officer and Director	31/10/2019
Mr. Stefan Siebert	Chief Financial Officer and Director	31/10/2019

* Profiles of both the Supervisory and Management Board members are available *here*.

The Disclosure Committee undertakes the following duties:

(i) Concludes that the issued Group financial statements contain all the required external disclosures and allow for management representation sign off to auditors by the Management Board.

(ii) Ensures that the company's internal disclosure controls and procedures are implemented and properly designed.

(iii) Discusses business developments, reflects on the past quarter or year, monitors risk, compliance and accounting developments, and aligns on communication to the market.

The Compliance Committee undertakes the following duties:

(i) Supports the Management Board in implementing and monitoring the Company's compliance programme, which includes but is not limited to, overseeing responsibilities for the following programmes within the Company:
   i. Health, safety and security
   ii. Financial compliance
   iii. Legal compliance and investigations
   iv. Environmental compliance
   v. Operational compliance
   vi. Quality and product compliance
   vii. Cybersecurity
   viii. Artificial intelligence (AI) compliance
   ix. Human rights compliance

(ii) The Compliance Committee will consist of representatives from second-line functions and the Procurement department. Legal & Compliance will steer the meetings.

Sustainability governance

During 2025, our CEO and our Director of Sustainability were accountable and responsible, respectively, for our Company-wide sustainability strategy and its implementation, with oversight from the Supervisory Board and the Sustainability Council as well as support from the Global Circulate Team (GCT).

Trivium's Director of Sustainability and senior leaders of the Group reported to the Executive Committee (ExCo) and helped to ensure that Trivium remained an economically sustainable and socially responsible business, committed to reducing our environmental impact. Their work in this regard included, but was not limited to:

(i) Setting sustainability targets and supporting the necessary investments in capital, systems and personnel.
(ii) Assessing and responding to sustainability-related operational risks and regulatory developments; conducting regular reviews of our sustainability performance.
(iii) Engaging with stakeholders – including customers and suppliers – on sustainability-related risks and opportunities.

The link between product innovation and sustainability is now coordinated by the Director of Sustainability who also holds the role of R&D lead.

Our Supervisory Board provides leadership and strategic counsel to help propagate the principles of responsible corporate governance across the entire organisation. It also oversees the integrity and transparency of Trivium's decisions and actions, including those related to our sustainability strategy.

The GCT, a sustainability standing group composed of environmental representatives from all our manufacturing plants, continues to support the implementation of Trivium's sustainability strategy. The GCT defines, refines and drives the implementation of Trivium's sustainability strategy across the business, which primarily involves ensuring that our Environmental Policy, Environmental Control Standards and standard operating procedures are upheld consistently across all our locations. The GCT also tracks plant-level environmental performance and progress towards the established targets.

In 2025, the governance framework was formalised in charter documents, introducing two formal Management Board committees: the Disclosure Committee and the Compliance Committee (formerly the ESG Compliance Committee). It also clarified the status of the Sustainability Council as described below.

Sustainability Council

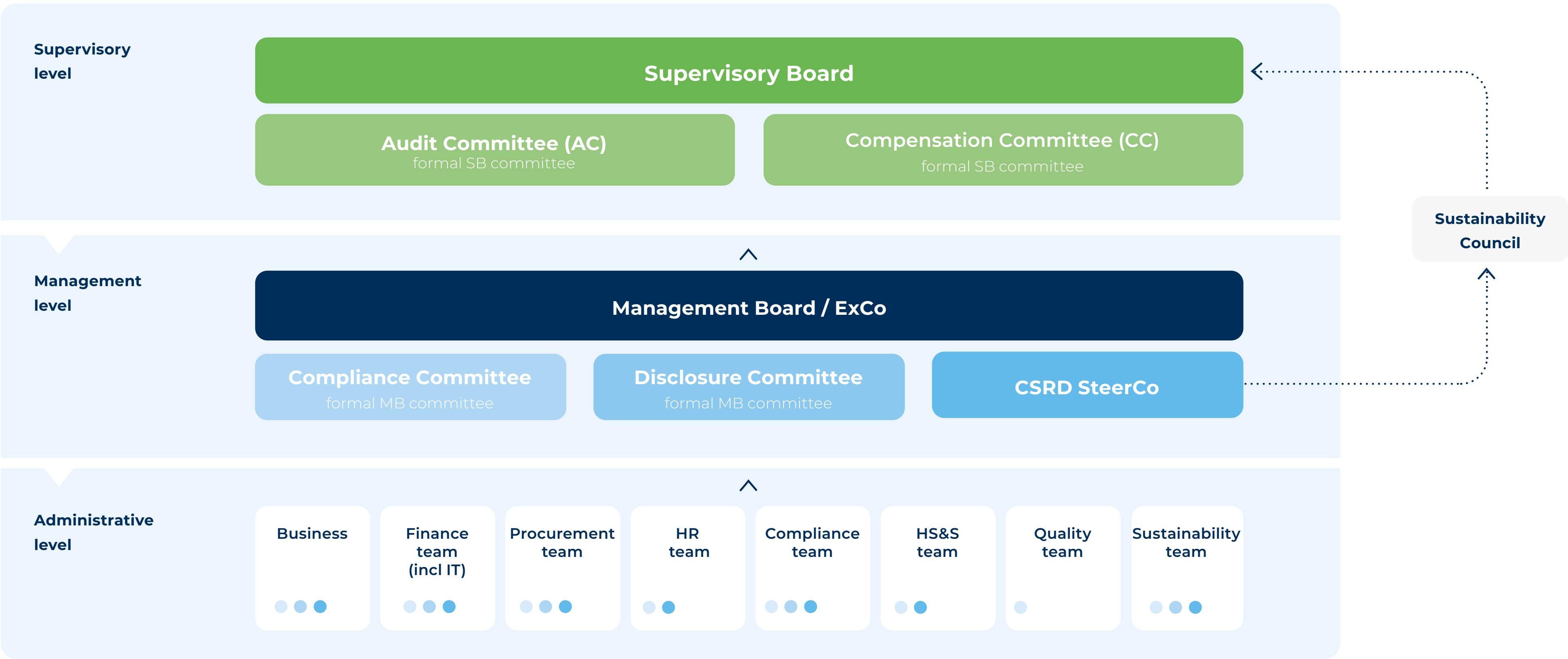
In the last quarter of 2024, the Supervisory Board and the Management Board jointly established a Sustainability Council. The Council is not a formal Supervisory Board committee; rather, it serves as a joint oversight body that advises both Boards on climate and environmental matters. The members of the Council in 2025 included the CEO, CFO and Director of Sustainability. Two Supervisory Board members with ESG experience provide oversight and advice.

The Sustainability Council is responsible for Trivium's ESG ambition, long-term target setting and ESG annual planning. It oversees and monitors the effectiveness of processes and systems (e.g., the Environmental Policy), and tracks progress against climate-related goals. It oversees and monitors the effectiveness of Trivium's processes and systems in relation to, for example, the Environmental Policy.

The Council meets at least twice a year and may nominate additional members, subject to a majority vote of the Boards. Supervisory Board members are invited as non-voting observers and other employees or external experts may be invited when appropriate. The Council can nominate additional members, and membership is then determined jointly by the Boards via a majority vote. Members of the Supervisory Board have a standing invitation to attend all Sustainability Council meetings as non-voting observers, and other Trivium employees or external experts may also be invited when suitable.

The CSRD Steering Committee (SteerCo) is not a formal Management Board committee but steers the implementation of the CSRD requirements as of January 1, 2027. This Committee will be dissolved after CSRD reporting and the related targets have been implemented , and reporting will then take place via the Audit Committee. Group Reporting is steering these meetings.

Sustainability governance



- Report to Compliance Committee
- Report to Disclosure Committee
- Report to CSRD SteerCO

Risk management

Trivium recognises the critical importance of embedding environmental and social considerations into our enterprise risk management framework. We are progressively enhancing our risk management function to fully integrate these topics, enabling us to better identify and mitigate business risks while also capturing opportunities that create long-term value. See below how ESG risks are currently mapped to our business risks.[1]

Business risk[1]	Specific ESG elements within business risk	ESG-specific mitigation measures
Climate change	▪ Greenhouse gases ('GHG') in the atmosphere are having an adverse impact on global temperatures, weather and precipitation patterns, as well as the frequency and severity of extreme weather and natural disasters. ▪ Potential risks from climate change could be damages to plant assets, regulatory changes and changes in customer preferences.	▪ Assess potential qualitative impact from physical climate risk to our operational sites and transition risks affecting our business model. ▪ Reduce energy usage through operational efficiency programmes and switching to renewable energy. ▪ Prioritising customer engagement on recyclability qualities of metal packaging as a preferred substrate of packaging. ▪ Adequate global insurance policies to limit financial impact of weather events. ▪ Compliance programme in place, which includes a policy framework, compliance resources and training activities.

1 To learn more about our business risks, please see our *2025 Annual Report*.

Business risk[1]	Specific ESG elements within business risk	ESG-specific mitigation measures
Health and safety	▪ Trivium's workforce and other related personnel may be impacted by uncontrolled events at our plants, in our offices, throughout our supply chain or while delivering products to our customers. Such events could lead to severe injuries, illness or fatalities. ▪ Inability to effectively respond to the mental health of Trivium's employees could impact wellbeing and productivity.	▪ Established 'zero harm' as our top priority for all our workforce, contractors and visitors. ▪ Our health and safety strategy includes programmes, processes and tools to address key risks and help us develop strong health and safety leadership and culture. ▪ Our internal wellbeing programme aims to address mental health issues.
Attract and maintain talent	▪ An inability to attract and retain talent for key positions, or talent with the right expertise and proficiency, could result in limited growth or innovation.	▪ A key focus for Trivium is enacting the 'People' pillar of our business strategy to build a winning culture. ▪ Robust talent attraction, selection and development programmes and processes. ▪ Yearly performance management and career development plans to encourage people's growth.
Cyber security and availability of IT systems	▪ The availability of our IT systems could be affected by various events, including power failures, equipment or software failures, and cybersecurity attacks. This could lead to the loss of sensitive data and therefore a breach of data privacy regulations.	▪ We regularly evalute our IT availability and cybersecurity programmes to ensure they remain fit for purpose. ▪ Integrated and standardised IT infrastructure and applications. ▪ Backup processes are implemented and tested rigorously.

1 To learn more about our business risks, please see our *2025 Annual Report*.

2 See our *2025 Annual Report* for more details on Internal Controls over Financial Reporting.

Internal controls

As Trivium prepares for CSRD, it is extending its internal control framework from financial reporting[2] to cover also non-financial reporting, using the Committee of Sponsoring Organizations of the Treadway Commission (COSO) principles and cross-cutting European Sustainability Reporting Standards (ESRS) topics as a reference for the capabilities required going forward. In 2025, we have mapped relevant end-to-end processes, defined responsible, accountable, consulted and informed (RACI) responsibilities, and created the proposed design of an initial set of key controls related to non-financial reporting. We are also leveraging the internal controls over financial reporting, for example controls over procurement, leased assets or the joiner, mover, leaver (JML) process to enhance the quality of the ESG data we report.

In 2026, our work will focus on strengthening governance and aligning ESG and financial strategies, enhancing the robustness of our double materiality assessment process as required by CSRD identifying opportunities to standardise, streamline and automate KPI reporting and activating internal controls over non-financial reporting. These targeted improvements are co-constructed with the business teams and functions to reinforce the non-financial control environment, support more structured risk assessments and improve information flows, control activities and monitoring.

03 Basis for preparation

Despite recent changes after the European Commission Omnibus proposal, Trivium is still in scope of the EU's CSRD; therefore, the Company continues to gradually align with disclosure requirements and strives to enhance our reporting practices to meet the simplified ESRS as of January 1, 2027. This report should not be seen as compliant with all the CSRD requirements; it is merely preparation for them. The report also comprises information on progress related to the UN Global Compact and thus underlines Trivium's ongoing commitment to the UN Global Compact's Ten Principles on human rights, labour, environment, and anti-corruption.

The report includes both KPIs connected to our material and non-material topics, identified through our Double Materiality Assessment (DMA). Including these KPIs ensures consistency and allows for meaningful comparisons with previous years.

Scope of reporting

The organisational scope for these disclosures is consistent with those entities included and consolidated in our 2025 Annual Report (see full list in *"About this Report" section)*.

All our data is reported on a consolidated basis, unless mentioned otherwise, and reflects the performance of the Group. It is prepared in alignment with Trivium's fiscal year 1 January 2025 to 31 December 2025. To disclose the comprehensive impact of environmental and social topics, this report considers Trivium's up- and downstream value chain.

All information provided within this Sustainability Report is subject to internal review. A portion of our environmental data has been additionally verified by an independent third party, Research Institutes of Sweden (RISE), for the purpose of providing limited assurance. Assurance has been conducted in accordance with RISE's own methodology, which is itself based on ISAE 3000, an internationally recognised and widely applied international assurance and audit standard for non-financial information disclosures. An assurance statement provided by RISE, including a comprehensive list of the sustainability indicators verified, is available *here*.

At this stage, other sustainability information included in this report has not been externally assured. The current scope reflects Trivium's focus on building robust internal controls, data quality, and consistency across its global operations prior to expanding external assurance to additional ESG metrics.

As Trivium continues to enhance its sustainability reporting processes and progresses towards more integrated reporting, the Group will continue to assess opportunities to broaden the scope of external assurance in future reporting cycles.

Value chain

We specialise in producing and delivering safe, high-quality and innovative metal packaging. Metal is our material of choice as it is infinitely recyclable, meaning that it has a lower waste footprint than most packaging substrates in the market. Metal is also highly robust and versatile, offering superior protection and extended product shelf life. We are on a journey to reduce our environmental footprint in our production sites and throughout our value chain. Collaboration with our value chain partners is a key input into our climate transition roadmaps and footprint reduction projects with the aim for ongoing continuous improvements. Our value chain is illustrated via the diagram on the right.

Mining

This stage involves extracting raw materials, such as metal ores, from natural deposits. These materials are the starting point for producing metal products.

Metal Production

The extracted ores are processed and refined into metals like aluminium or steel. The metals are then prepared for further manufacturing.

Slug and can production (Trivium Packaging)

Metal is processed into slugs and then shaped into cans and other packaging formats. At this stage, Trivium designs and manufactures metal packaging to meet specific functional, technical, and customer requirements.

Customers / fillers

Customers fill the empty metal containers with their products, such as food, beverages, or personal care items. The filled packaging is prepared for distribution.

Retailers

Retailers receive and sell the packaged products to end users. Packaging supports storage, transport, and product presentation.

Consumers

Consumers purchase and use the products contained in the metal packaging. After use, the empty packaging enters the end-of-life phase.

Disposal and recycling

Used packaging is collected and managed through waste or recycling systems. Recycled metal can be used again as input material for new products.

- Upstream
- Own operation
- Downstream

Key facts about our value chain:

- Primary industry: Containers and packaging.
- Products: Metal and aluminium containers (food, seafood, beverages, coffee, beauty and personal care, health and nutrition, pet, paintings and coatings, home care and industrial).

Time horizons

The time horizons used in this report are consistent with those generally used in our 2025 Annual Report. Short-term is considered within the next 12-months, medium-term is considered between one and five years and long-term is considered as periods greater than five years.

Enhancing sustainability reporting to align with CSRD

Given that the updated simplified ESRS's were released at the end of 2025 and have yet to be confirmed by the EU Parliament, Trivium is awaiting further developments before making any updates to our approach to disclosure in line with the CSRD requirements, which are not required until January 1, 2027.

A key area that Trivium continues to monitor is the double materiality assessment (DMA) approach and methodology, which underpins the identification of our material ESG topics. Trivium expects to conduct an update to our DMA in 2026 based on the updated 'top-down' methodology provided by EFRAG in the simplified draft standards published in November. We are also assessing how to integrate the DMA into our risk management activities, as this is an important step in embedding ESG considerations across the organisation.

Double materiality assessment (DMA)

Trivium has not made changes to the DMA in 2025, as our business operations have remained consistent since the previous assessment in 2024 (see full process for determining materials topics in our *2024 Sustainability Report*). Based on this review, the identified topics continue to represent the most material ESG priorities for both our business and our stakeholders.

Materiality matrix

The five material topics are:

1. Working conditions, workplace safety and wellbeing (own workforce)
2. Product quality and safety
3. Circular economy
4. Climate change
5. Business conduct (despite not appearing in the materiality threshold, business conduct is considered an underlying topic for Trivium to manage its risks and opportunities and achieve its ESG targets).

In this report, we continue to include the additional KPIs beyond the material topics identified during our previous DMA to ensure consistency and comparison with previous years' performance.

Long list of material topics by ESG

Environment

1. Circular economy
2. Climate change
3. Pollution of air
4. Substances of concern
5. Water management

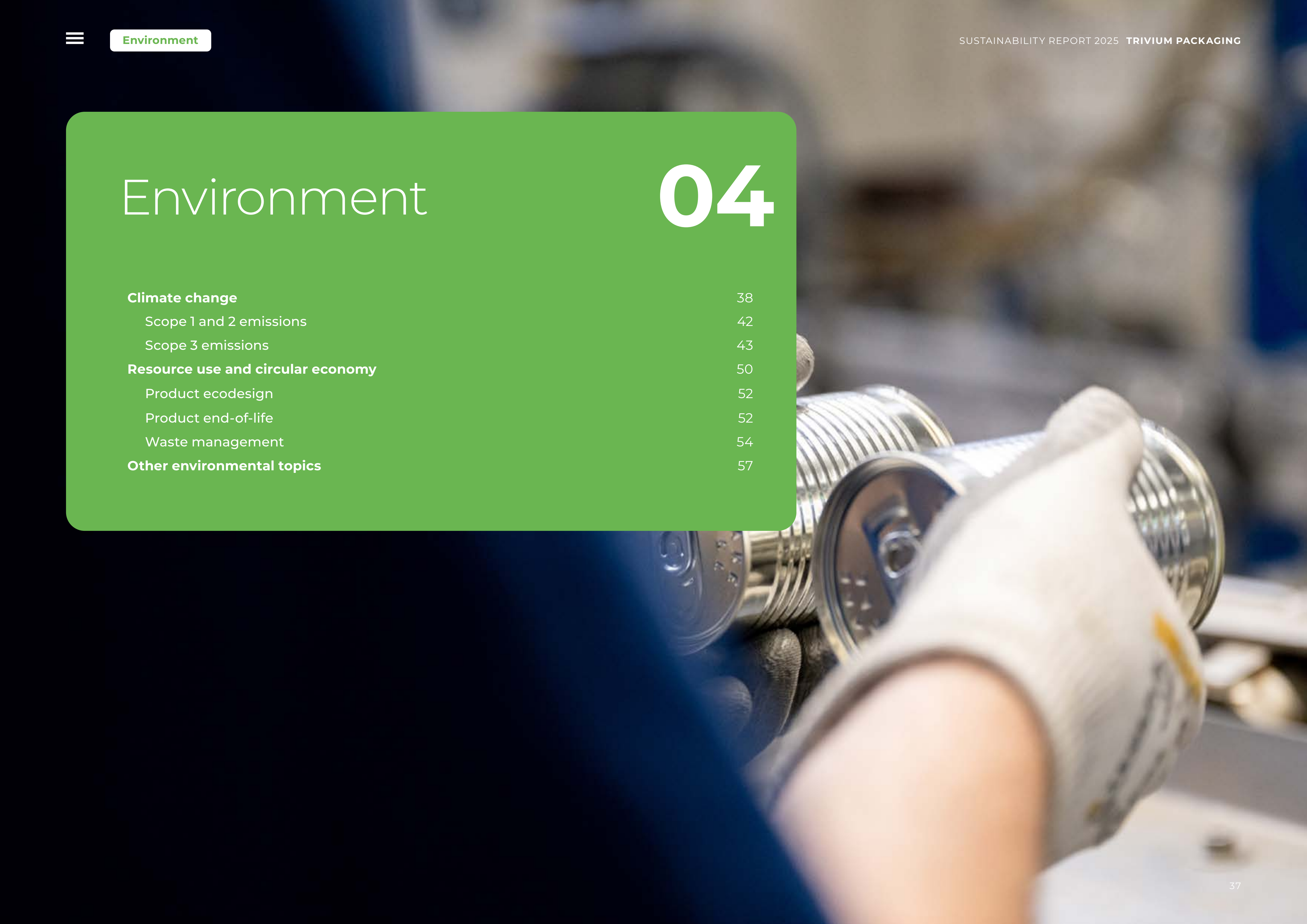
Social

6. Working conditions, workplace safety and wellbeing (own workforce)
7. Diversity, equity, inclusion and belonging (own workforce)
8. Ethical employment practices
9. Working conditions, workplace safety and wellbeing (value chain)
10. Diversity, equity, inclusion and belonging
11. Product quality and safety
12. Supporting our communities
13. Product information and transparency

Governance

14. Corporate culture
15 Corruption and bribery
16 Whistle-blower framework
17. Responsible and ethical supply chain
18 Data privacy and security

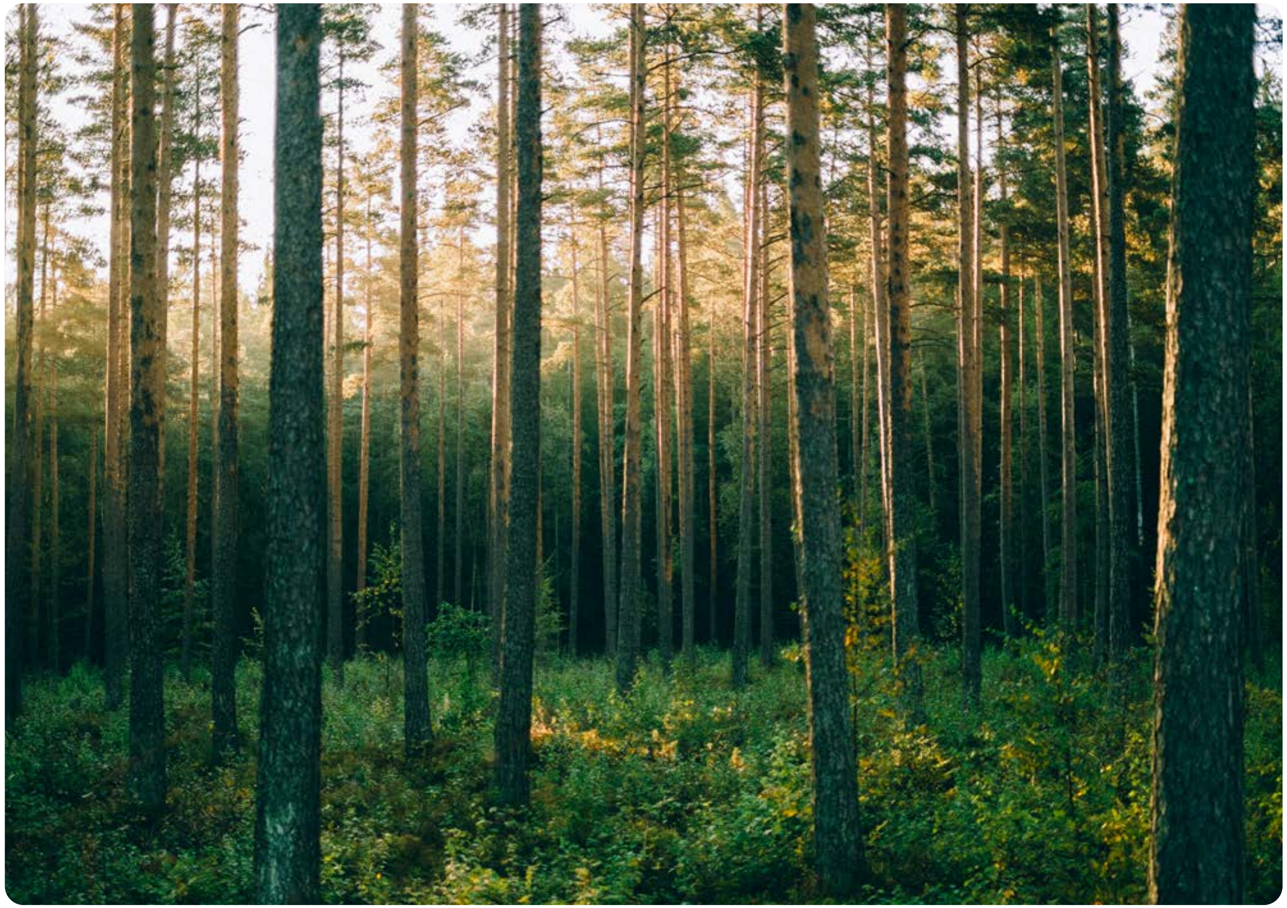
Environment 04



Climate change

In 2025, we experienced a variety of severe weather and storms affecting some of our locations. Below, we share two examples of the impacts of climate change in our operations:

- In Cava dei Tirreni (Italy), a sudden whirlwind caused by adverse weather conditions struck the tarpaulins covering the outdoor areas, resulting in damage to both the tarpaulin material and the supporting metal structure. Fortunately, no injuries occurred. Immediate safety measures were implemented, including cordoning off the affected zones and suspending all pedestrian and vehicle access, while specialised external companies were contacted to secure the site and begin necessary stabilisation work.
- In Beaurepaire (France), unusually strong rainfall caused water intrusion into the production and storage areas through door gaps and roof leakages, resulting in several hours of halted production but no serious damage. Immediate mitigation measures were implemented, including sealing lower level doors with plastic film reinforced by sandbags, placing plastic containers beneath roof leak points, and installing slip risk warning signage to ensure safety.



We recognise our responsibility in addressing these challenges to the best of our ability and we are committed to reducing our own carbon emissions and mitigating climate change impacts where feasible.

This first chapter focuses primarily on our own operations, with disclosures related to Trivium's value chain GHG emissions covered in the following chapter.

Our decarbonisation strategy

Our carbon footprint

Trivium's carbon footprint is composed of the GHG emissions emitted from our direct operations (Scope 1 and 2) and from our value chain (Scope 3). In 2025, Trivium's total carbon footprint (Scope 1, 2 and 3) was 2,611,911 (t CO_2).

We chose 2020 as the base year for our GHG emission calculations, as this was the first full representative year following the company's formation in 2019 and considered a reasonable base line year for the Company. Trivium adhered to the GHG Protocol methodology to ensure comprehensive accounting of Scope 1, 2 and 3 emissions, enabling accurate tracking and reporting of its carbon footprint across our operations.

Science-based reduction targets

In 2023, the Science Based Targets initiative (SBTi) approved Trivium's near-term science-based targets, confirming that our ambition for reducing GHG emissions is aligned with the latest climate science and consistent with limiting global warming to 1.5°C. Our SBTi-approved near-term targets are:

- Reduce absolute Scope 1 and 2 CO_2 emissions by 42% by 2030, from a 2020 base year[1]
- Reduce absolute Scope 3 CO_2 emissions by 25% by 2030, from a 2020 base year[2]

To support delivery of these targets, Trivium is also committed to:

- Sourcing 100% renewable electricity for all manufacturing operations by 2030

In 2025, the SBTi also approved our *net-zero target*, confirming that our long-term decarbonisation pathway is consistent with limiting global warming to 1.5°C and achieving net-zero greenhouse gas emissions across the value chain by 2050.
Our SBTi-approved net-zero targets are:

- Reduce absolute Scope 1 and 2 GHG emissions by 90% by 2050, from a 2020 base year
- Reduce absolute Scope 3 GHG emissions by 90% by 2050, from a 2020 base year

Progress toward our targets is reported annually and supported by ongoing investment in renewable electricity, sustainable sourcing, ecodesign, energy efficiency and operational excellence.

Climate Transition Plan

In 2025, we published the second version of our Climate Transition Plan, which is publicly available on our website. Our climate transition pathway considers internal levers that are within our control and must be leveraged to reach our 2030 goals:

- **For Scope 1 and 2,** we rely on three main decarbonisation levers: energy efficiency, renewable electricity in our operations, as well as ecodesign in product development, which includes lightweighting our products amongst one of the main levers (for more information on ecodesign, please see *Resource use and circular economy)*.
- **For Scope 3,** we rely mainly on sustainable sourcing. Raw materials account for more than 90% of our total GHG emissions, therefore, sourcing materials that were produced with renewable energy or have increased recycled content are some of our main decarbonisation levers.

We also acknowledge numerous external variables that can be drivers to accelerate progress, such as:

- The increased supply of renewable energy sources
- Steel and aluminium industry public decarbonisation commitments
- Increasing recycling rates globally
- Sustainability-driven regulations

For more information on our climate transition pathway, please visit our Climate Transition Plan on our website.

1 The SBTi has classified Trivium's Scope 1 and 2 target ambition as 1.5°C-aligned.

2 Our Scope 3 target has been approved by the SBTi in line with the SBTi Criteria and Recommendations (Version 5).

Our Environmental Control Standards and management systems

Trivium has in place Environmental Control Standards (ECS), a set of rigorous specifications that align with relevant legal and regulatory guidelines on environmental criteria built based on ISO 14001. Our ECS are subject to periodic internal audits, management reviews and compliance checks to help make sure that they are both properly applied and contribute to their intended goals. In 2025, each of our locations completed an online questionnaire to review their implementation of current standards. The feedback was used to identify each plant's environmental achievements, best practices and performance gaps, as well as to define concrete steps to further enhance environmental performance in the years to come.

We also have internally developed environmental management systems in place at each of our production facilities. Furthermore, in 2025, 63% of our plants had an externally validated ISO 14001 certification for environmental management (2024: 63%), and 27% had an ISO 50001 for energy management (2024: 27%). Acquiring these third-party certifications helps us keep our environmental management activities in line with international best practices. In addition, all our plants are required to share monthly environmental data through our Trivium Risk Inventory Management System (TRIMS). Environmental incidents must also be reported to TRIMS in accordance with specific reporting procedures. Through TRIMS, we can track our environmental footprint and document environmental incidents, which in turn enables us to investigate and implement corrective actions wherever necessary to drive continual improvement.

Energy efficiency
Energy reduction and operational excellence

Renewable electricity
100% renewable electricity in all our manufacturing sites by 2030

Sustainable sourcing
Low-GHG emission aluminium and steel

Product innovation and ecodesign
Downgauging and increased recycled content

Supply of renewable energy sources
Expected to increase in the coming years

Industry public commitment
Steel and aluminium industry with net-zero targets

Recycling rates
Expected to increase globally for metal packaging

Sustainability-driven regulations
E.g. the Packaging and Packaging Waste Regulation (PPWR), the Extended Producer Responsibility (EPR), the Carbon Border Adjustment Mechanism (CBAM), the CSRD and the Corporate Sustainability Due Diligence Directive (CSDDD)

● Internal levers

● External drivers

Policies

Policy	Relevant content	Scope	Accountability
Environmental Policy*	**Energy and emissions:** ■ Trivium strives to use all energy sources as efficiently as possible, and to reduce greenhouse gas emissions and emissions related to volatile organic compounds (VOC)/noise/odor/nuisance. ■ Trivium regularly assesses the possibilities for increasing renewable energy in our operations in order to reduce our carbon footprint.	This Policy applies to all who work for Trivium from employees to (sub)contractors but also third parties working on our behalf or in our name, wherever in the world. This Policy is part of Trivium's sustainability strategy and supports the achievement of our long-term sustainability targets. It complements our supplier and company Code of Conduct and should therefore be read in conjunction therewith.	The Executive Committee is responsible for the roll out of this Policy and will support and promote the environmental initiatives described in this Policy. Business and functional owners shall support the Environmental Policy and its initiatives. They will integrate the environmental requirements into day-to-day operations as it applies to their areas of responsibility. The Global Sustainability team advises the Executive Committee on environmental aspects.
Supplier Code of Conduct	**Energy consumption:** ■ We encourage our suppliers to move away from non-renewable energy sources where feasible and economically viable. In the interim, we expect our suppliers to identify and implement energy-saving initiatives where applicable. ■ We expect our suppliers to develop short-, mid- and long-term reduction plans on GHG emissions, and to have these published and preferably validated by external bodies like the SBTi.	This Policy outlines our expectations of our suppliers in terms of adherence to sustainable and ethical business practices through policies, targets, management systems and processes that reflect the impacts and opportunities of the organisation. Suppliers must comply with applicable laws, rules and regulations (including ESG) standards, as in particular laid down in international conventions), as well as the standards described in this Code of Conduct.	We expect suppliers to use a proactive approach in establishing and maintaining the standards set forth in this Code, including the collection and evaluation of adequate and timely information, the establishment of relevant, measurable objectives and targets, and the regular monitoring and verification of progress. Trivium reserves the right to terminate any agreement with any supplier that cannot demonstrate compliance with this Code.

* Applies the precautionary principle in practice, aligning with EU environmental expectations.

Actions related to climate change

Scope 1 and 2 emissions

The GAIA initiative

One of the decarbonisation levers we are using to meet our emission reduction targets is the GAIA initiative, an energy reduction project implemented as part of our operational excellence programme. Formalised in 2022, this initiative is focused on enhancing energy efficiency, reducing energy and electricity usage, optimising processes, and upgrading equipment. We have already seen tangible benefits since 2023. In 2025, we achieved savings of 1,385 MWh (equivalent to 278t CO_2e) of electricity and 2,061 MWh of natural gas (equivalent to 418t CO_2e).

The GAIA initiative has not only led to quantifiable reductions in energy consumption but also created a cultural shift within Trivium. We have been able to empower employees – including plant personnel, operational excellence teams and operational support groups (OSGs) – with the knowledge and tools necessary to identify opportunities for improvement.

The 'Blue Book' is a collection of 16 best practices gathered through input from Trivium's technical leaders and experts. These guidelines and rules are followed when starting any new projects in Europe. On the right, we've showcased an example of a project that resulted from this initiative.

While this year's impact was more modest than previous cycles, we have continued to build on the strong foundation of energy-conscious behaviours across our operations. The commitment of our teams remains. They consistently look for ways to optimise processes, reduce waste and embed sustainable thinking into daily decision making. Their resilience and dedication ensure that our momentum does not fade, but evolves, setting us up for stronger gains ahead.

Staying on track to achieve SBTi targets

In 2025, our Scope 1 and 2 CO_2 emissions across the organisation, which includes our manufacturing facilities, offices and warehouses, reduced by 8% versus 2024, representing a 36% reduction compared to our 2020 SBTi target base year. We have consistently met our annual carbon emissions reduction goal of 4.2% for three consecutive years, which gives us confidence that we are on track to meet our SBTi-validated targets by 2030.

Aprilia compressor renewal

In 2024–2025, the Aprilia plant replaced a 40-year-old water cooled compressor system with a modern, energy-efficient air cooled solution. The previous system required large amounts of groundwater, extra electricity for pumping and cooling, and carried operational risks due to outdated equipment and lack of backup capacity.

The new setup includes three high-efficiency inverter compressors, supported by an integrated backup unit. With centralised control, the system optimises compressor loading, pressure settings, and energy use. This upgrade completely removes the need for water in compressor cooling, reduces electricity consumption and improves reliability.

The project brings clear sustainability benefits: lower energy use, elimination of groundwater withdrawal, reduced wastewater generation and improved operational continuity.

Besides our efficiency improvement projects, the reduction in Scope 1 and 2 emissions can also be attributed to improved emission factors from some energy suppliers and the development of self-produced electricity in our own operations (e.g., via solar panels). The decline in production contributed proportionally to the reduction in overall emissions, reflecting the strong linkage between output levels and our operational carbon footprint.

Sourcing and generating renewable electricity

In addition to increasing energy efficiency, transitioning towards renewable electricity in our operations is another integral pillar of our carbon emission reduction strategy. Our aim is to have all our manufacturing plants running on 100% renewable electricity by 2030.

Nine of our plants in Spain, the United Kingdom, Denmark, Hungary, Brazil and Germany have already met that target, running on 100% renewable electricity. In 2025, we produced a total of 2,704 MWh (including excess electricity that was sold), which represent 0.8% of our global electricity need, 23% more than the figure for 2024. Projects to purchase renewable energy are expected to continue at Trivium sites around the world, which should secure our 100% renewable electricity target for 2030.

In 2025, 19% of consumed energy (179,214 MWh) was from renewable sources.

Scope 3 emissions

Carbon emissions from our supply chain are significantly higher than those from our own operations. This makes supply chain decarbonisation a key enabler of our sustainability ambitions.

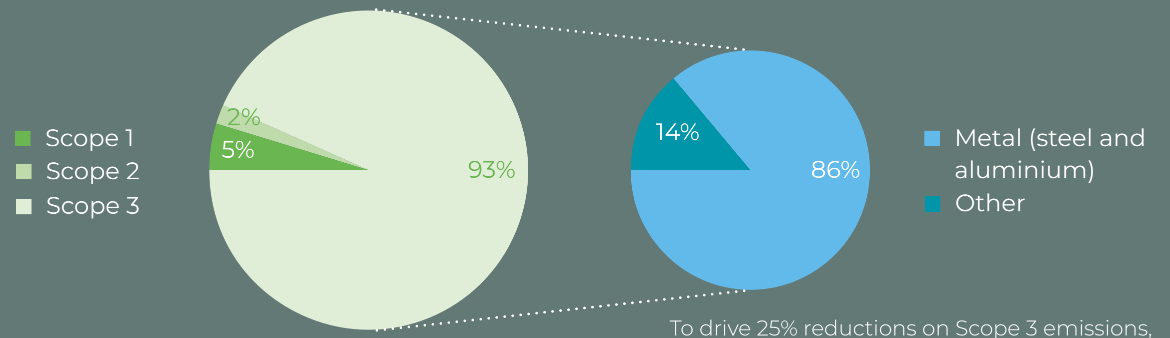
Scope 3 emissions continue to make up the largest share of our overall greenhouse gas footprint. This reinforces the central role of supply chain decarbonisation in meeting our long-term climate ambitions.

In 2025, we continued strengthening collaboration with suppliers and improving the quality and availability of emissions data across key categories, which is an essential enabler of the progress we seek to achieve.

Collaborating with suppliers on their decarbonisation plans

Our commitment to sustainable sourcing involves partnering with suppliers who are aligned with our climate goals. Whenever possible, we prioritise sourcing low-emission aluminium, which is critical inputs in our products. At Trivium, we are committed to achieving a 25% reduction in Scope 3 emissions by 2030.

Emissions by Scope and details on Scope 3



To drive 25% reductions on Scope 3 emissions, Trivium needs to prioritise its effort on tinplate and aluminium.

Actions related to climate change

This ambitious target is supported by our multifaceted strategy, which involves close collaboration with our steel and aluminium suppliers across all regions where we operate. In identifying, selecting and allocating business to our suppliers, we carefully consider both current and future emission factors as key decision criteria.

In 2025, we continued to deepen engagement with our steel and aluminium suppliers across all operating regions. Our discussions focus on improving transparency around emission factors, understanding suppliers' decarbonisation pathways and progressively incorporating these insights into our sourcing decisions.

Discussions with suppliers highlight that Scope 3 measurement remains complex, particularly due to differing methodological approaches and varying data maturity. By continuing these conversations, we have gained a clearer view of the assumptions and standards applied by our partners, supporting a more robust understanding of emissions associated with purchased materials.

In our 2025 Scope 3 calculation, we placed strong emphasis on improving both the consistency and clarity of our data collection and calculation methods. This year saw greater integration of supplier-provided emission data, wherever such information was available, thereby enhancing the accuracy and relevance of our reporting. Alongside this, we progressed towards closer alignment between GHG and financial reporting timelines, which contributes to a more streamlined approach. Our internal processes for data gathering and verification also underwent ongoing refinement, supporting the development of a methodology that is increasingly coherent and transparent with each iteration.

Our total Scope 3 emissions for 2025 amounted to 2,439,204 tonnes reflecting a 6% reduction compared with 2024. This represents an overall 24% reduction versus our 2020 baseline.

This decrease was primarily driven by three key factors. First, we saw reduced purchased metal volumes in line with lower production volumes, which directly impacted our emissions. Second, we deepened our engagement with metal suppliers, enabling us to incorporate a higher proportion of supplier-specific emissions factors into our calculations. These factors are generally lower than generic values, as we prioritise sourcing from suppliers with low-emissions profiles (e.g., higher ratio of green aluminium sourced for EU slugs).

Finally, for both steel and aluminum suppliers, we observed a reduction in average emission intensity as our partners progressed in their own decarbonisation journeys.

In parallel, our efforts remained centred on initiatives that can reduce emissions over the long term, including:

- Increasing recycled content in aluminium alloys
- Exploring steel grades that enable further downgauging
- Collaborating with suppliers on emerging technologies that reduce carbon intensity

Our inbound and outbound transport activities also contribute to our Scope 3 emissions. One of the key ways we enhance logistics efficiencies across the full network of Trivium plants is by leveraging technology to identify opportunities to optimise our supply chain, and then acting on those opportunities.

The deployment of our cloud-based Transport Management System in Europe reached 95% in 2023, enabling the collection of data for the calculation of CO_2 emissions and the identification of efficiency improvement projects. Additionally, in 2024, Uber Freight has been introduced for our road freight logistics management in North America, which will enhance our planning efficiency and reporting capabilities. In 2025, we expanded our efforts in South America as explained on the right.

For more information on our decarbonisation roadmap for steel and aluminium, please visit our Climate Transition Plan.

Enhancing Supply Chain Efficiency in South America

In South America, we continued to strengthen supply chain efficiency in 2025 through a combination of planning, sourcing and logistics initiatives aimed at reducing environmental impact while supporting resilient operations across the region.

As part of ongoing efforts to improve production planning and resource utilisation, we initiated the implementation of a Material Requirements Planning (MRP) system to further automate and optimise factory planning processes. This project progressed throughout the year and is expected to be fully completed in 2026, providing a more robust foundation for demand planning, inventory management and production efficiency.

Responsible sourcing remains a key focus across the region. During the year, supply chain teams continued to prioritise suppliers with recognised social responsibility certifications and clearly defined CO_2 reduction roadmaps. We also made targeted improvements to inbound logistics by optimising the importation of steel slugs through a transition to a transportation partner operating a shorter and more efficient route. This change resulted in a reduction in transport-related carbon emissions of approximately 6% versus previous route, driven by a similar decrease in overall transit distance. In addition, total operation time improved by around 1%, contributing to a more efficient and resilient logistics flow.

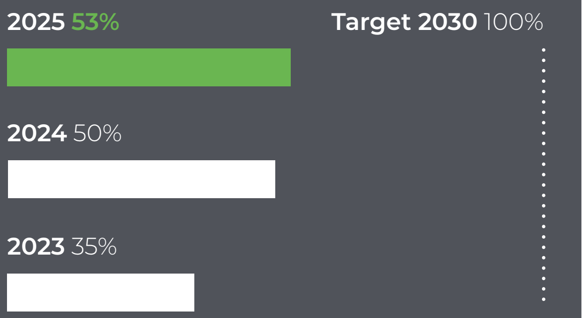
Collectively, these actions supported meaningful efficiency gains across the South American supply chain while contributing to our Scope 3 emission reduction efforts. Ongoing use of data and digital tools continues to play an important role in identifying further opportunities to optimise logistics performance and reduce environmental impacts across our network.

Climate metrics and targets

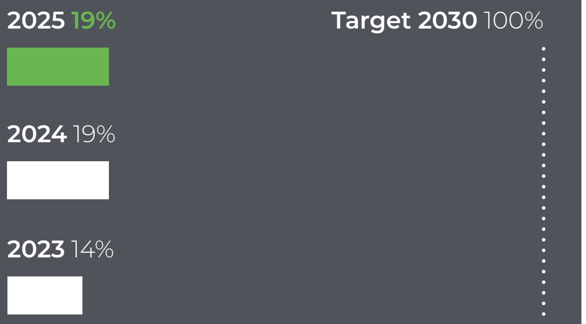
The following table outlines targets that are part of Trivium's sustainability strategy. We include a 3-year period for each of these metrics to track progress on our goals.

Renewable electricity

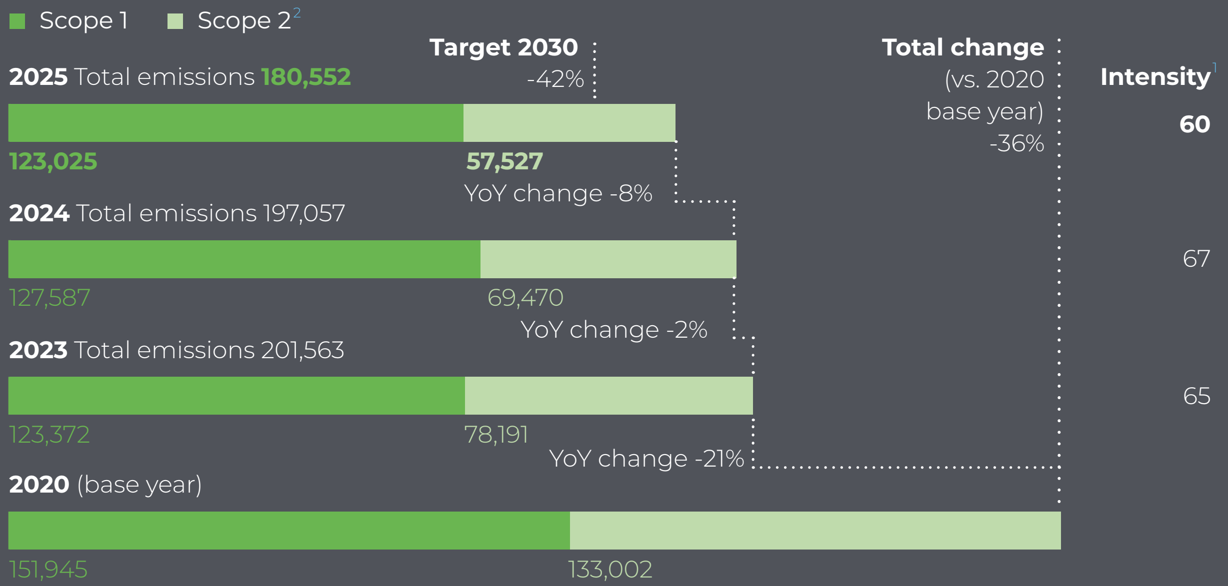
Electricity from renewable sources



Plants fully operating on renewable electricity

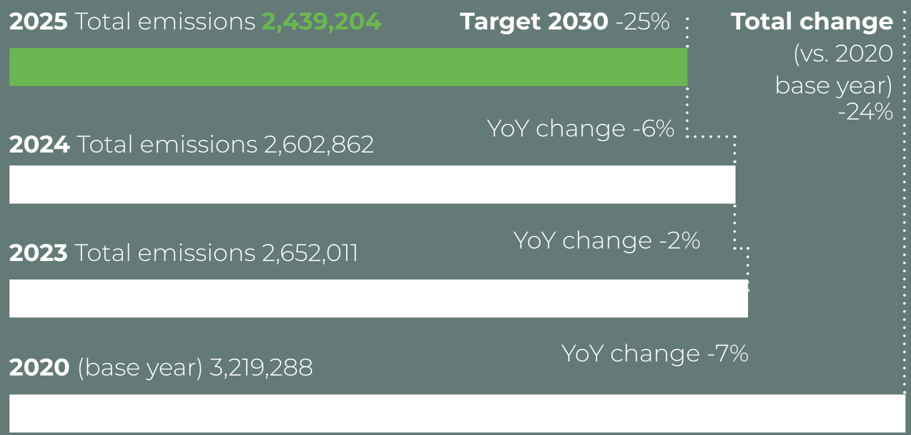


GHG emissions (in metric tonnes CO_2eq)



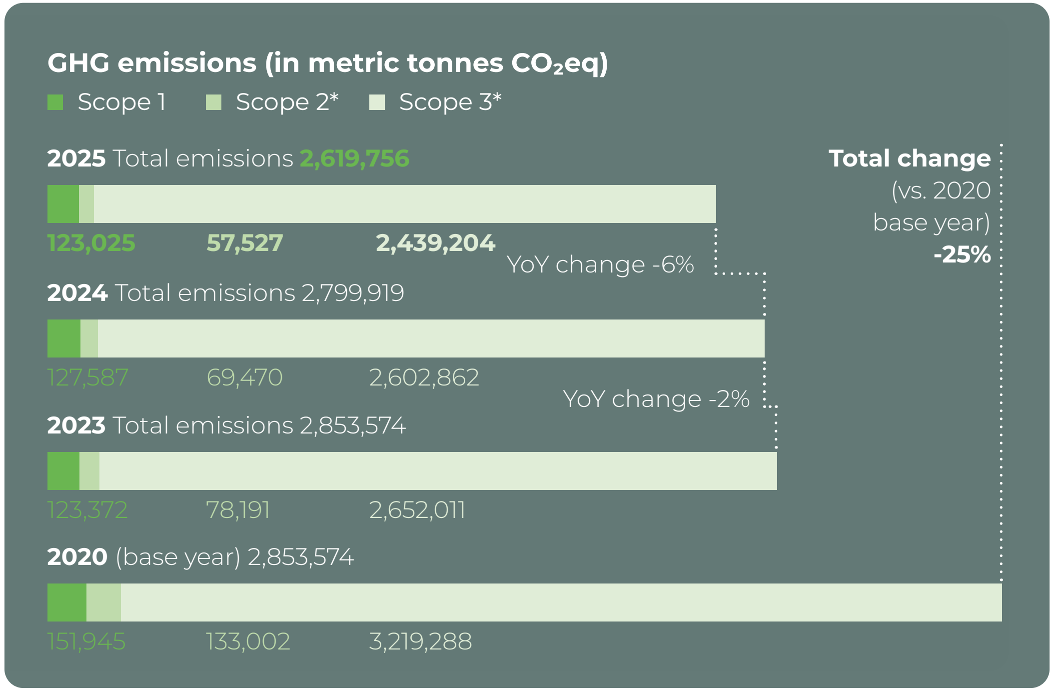
GHG emissions (in metric tonnes CO_2eq)

Scope 3



1 Sum of Scope 1 and Scope 2 emissions for the year, expressed in tonnes of carbon dioxide equivalent (t CO_2eq) per million US dollars of revenue for the same year.

2 Scope 2 figures are Market-based and CO_2e is used for the calculation.



* Scope 2 and 3 figures figures are Market-based and CO_2e is used for the calculation.

Additional metrics

Data reported in this section represents metrics that are additional to our goals and targets in our sustainability strategy (included in the previous section). They support a more detailed analysis of material environmental topics.

Energy type (in MWh)	2023	2024	2025
Electricity sold	0	175	212
Heating sold	0	0	0
Cooling sold	0	0	0
Steam sold	0	0	0
Total energy sold	**0**	**175**	**212**

Indicator	2023	2024	2025
Energy intensity (total energy consumption in MWh per $ million revenue)*	304	355	312

* Energy consumption only within Trivium.

Energy source (in MWh)	Energy use/ purpose	Classification	2023	2024	2025
Purchased electricity	Electricity	Renewable	118,854	178,225	176,510
	Electricity	Non-renewable	218,322	176,900	158,797
Self-generated electricity	Electricity	Renewable	1,001	2,204	2,704
	Electricity	Non-renewable	0	0	0
Natural gas	Heating/steam	Renewable	0	0	0
	Heating/steam	Non-renewable	599,821	609,987	596,338
LPG	Heating/steam	Renewable	0	0	0
	Heating/steam	Non-renewable	3,325	2,494	2,361
Diesel	Heating/steam	Renewable	0	0	0
	Heating/steam	Non-renewable	1,361	12,606	5,136
Heavy Oil	Heating/steam	Renewable	0	0	0
	Heating/steam	Non-renewable	0	0	0
External heating consumption	Heating	Renewable	0	0	0
		Non-renewable	2,330	989	848
External cooling consumption	Cooling	Renewable	0	0	0
		Non-renewable	0	0	0
External Steam consumption	Steam	Renewable	0	0	0
		Non-renewable	0	0	0
Total energy consumptions*			940,327	984,394	942,694

* Conversion factor used includes International Energy Agency (IEA) data and supplier-specific emissions factors.

Trivium Brazil strengthens supplier collaboration and innovation at 2025 Supply Chain & Procurement Week

In Brazil, we hosted the fourth edition of the annual Supply Chain & Procurement Week, an event that has become a benchmark for collaboration, innovation and strategic partnership across our supplier network. This year marked its largest turnout to date, with 35 suppliers presenting solutions aimed at improving operational excellence, sustainability and cost efficiency.

Since its launch in 2022, the programme has evolved into a key platform for co-creation between Trivium and our strategic partners. Beyond fostering engagement and integration among teams, the initiative offers tangible benefits to participating suppliers, including priority access to competitive bids, enhanced visibility and improved long-term partnership potential.

All activities during the week were conducted in strict compliance with applicable laws and regulations, ensuring transparency and preventing any form of anti-competitive behaviour, even among suppliers operating in similar markets.

Recognising excellence in innovation, sustainability and cost efficiency

During the 2025 edition, we awarded three outstanding projects that demonstrated the highest levels of creativity, environmental commitment and financial impact:

- Innovation award: Awaltech
- Sustainability award: MetalPrinting
- Cost reduction award: THR

These projects symbolise the growing sophistication and technical capability of our supplier ecosystem.

Top suppliers of the year

Based on combined performance metrics for on-time in-full (OTIF + IQF) delivery and quality, we also celebrated our top-performing suppliers:

- Bronze: Technocut
- Silver: PPG
- Gold: Sherwin-Williams - achieving the top position for the fourth consecutive year, a milestone that highlights their consistency, leadership and strong alignment with our standards.

A week focused on collaboration and capability building

The event featured a series of workshops and integration activities designed to strengthen communication, teamwork and alignment between our internal Supply Chain and Procurement teams and their supplier counterparts.

With record participation and increasingly impactful projects, the 2025 edition of the Supply Chain & Procurement Week reaffirms our dedication to partnership excellence and continuous improvement across our entire value chain.

Resource use and circular economy

From our DMA, we determined "circular economy" to be a material topic for Trivium. The Ellen MacArthur Foundation defines the circular economy as a system based on three principles, driven by design: eliminate waste and pollution, circulate products and materials (at their highest value) and regenerate nature. For us, resource use and circular economy encompasses product ecodesign, including end-of-life considerations and waste management. These components are essential to our goal of minimising waste, reducing the extraction of resources and extending the useful life of our products.

Our circularity and ecodesign strategy

Efficient resource use and the promotion of a circular economy are critical to a sustainable development. Metal is well positioned for the circular economy because it can be infinitely recycled without loss of quality.

We leverage this advantage by collaborating on improving collection and recycling rates via our engagement with industry associations. Innovation and ecodesign are also key levers of our circularity strategy.

We address sustainability throughout all our operations considering a range of factors including product end-of-life, waste management, and water usage. Further details on our approach to each topic can be found on the following pages.

Policies

Policy	Relevant content	Scope	Accountability
Environmental Policy	**Waste and by-products:** ■ Trivium works to eliminate or reduce/ minimise waste generation in order to conserve resources and avoid pollution of soil, water and air. ■ Resource recycling shall be implemented where feasible. ■ Any form of uncontrolled landfilling or uncontrolled on-site/off-site waste handling must be avoided. **End-of-life:** ■ Trivium is committed to reducing the environmental impacts of our products and to reduce the impacts of our products end-of-life. **Product ecodesign:** ■ Ecodesign means that sustainability is embedded into our product development, from ideation through to standardisation. We have set ecodesign criteria, to generate a standardised measure for the sustainability of new and existing products. Built on a multi-criteria approach – and using the European Commission's Product Environmental Footprint guidelines as a benchmark.	This Policy applies to all who work for Trivium from employees to (sub)contractors but also third parties working on our behalf or in our name, wherever in the world. This Policy is part of Trivium's sustainability strategy and supports the achievement of our long-term sustainability targets. It complements our supplier and Company Code of Conduct and should therefore be read in conjunction therewith.	The Executive Committee is responsible for the roll out of this Policy and will support and promote the environmental initiatives described in this Policy. Business and functional owners shall support the Environmental Policy and its initiatives. They will integrate the environmental requirements into day-to-day operations as it applies to their areas of responsibility. The Global Sustainability Team advises the Executive Committee on environmental aspects.
Supplier Code of Conduct	**Recycling & waste management:** ■ The collection and disposal of all waste must be managed through authorised service providers. Suppliers have in place or shall establish a procedure for the safe handling, storage, transportation, utilisation and disposal of waste in accordance with applicable legislation.	Outlines our expectations of our suppliers in terms of adherence to sustainable and ethical business practices through policies, targets, management systems and processes that reflect the impacts and opportunities of the organisation. Suppliers must comply with applicable laws, rules and regulations (including ESG standards, as in particular laid down in international conventions), as well as the standards described in this Code of Conduct.	We expect suppliers to use a proactive approach in establishing and maintaining the standards set forth in this Code, including the collection and evaluation of adequate and timely information, the establishment of relevant, measurable objectives and targets, and the regular monitoring and verification of progress. Trivium reserves the right to terminate any agreement with any supplier that cannot demonstrate compliance with this Code.

Actions related to resource use and circular economy

Product ecodesign

To assess whether new and/or existing products have been ecodesigned, we use a proprietary ecodesign tool that we launched in 2021. The tool uses the *European Commission's Product Environmental Footprint* guidelines as a reference and assesses the sustainability performance of a product across pre-defined criteria. A product receives an ecodesign designation if it fulfils at least one of these criteria. This ensures that important environmental topics are addressed early enough to influence the design effectively.

To reinforce our commitment to ecodesign and innovation, we have two related targets that we aim to achieve. First, we strive to have 80% of our new product developments meet our ecodesign standard by 2030. Setting this target empowers our R&D teams to prioritise sustainability in their innovation efforts. In 2025, 56% of all new product developments met this standard (57% in 2024).

Second, in line with our ambition to grow our business sustainably, we aim for 50% of our revenue to come from products that meet our ecodesign criteria by 2030. In 2025, 23% of our revenue came from products that met our ecodesign standard, versus 27% in 2024. Every year, we review the ecodesign criteria for products to be included. In 2025, we decided to exclude certain downgauged products that were previously on the list because they no longer met the required ecodesign criteria.

We remain focused on working towards our target of 50% by 2030, as well as taking every opportunity to address the subject of circular packaging with customers while encouraging our R&D teams to continuously push the boundaries on innovation for sustainability.

Ecodesign: Our ten key criteria

- Light weighting
- Refill, reuse and reclosure functionality
- Recycled content
- Recyclability
- Chemical boundaries reduction
- Carbon footprint reduction
- Water consumption reduction
- Waste reduction
- Volatile organic compounds (VOCs) emission reduction
- Durability

Product end-of-life

We work to lower the environmental impact of our products not only during production, but also at the end-of-life stage. This involves raising consumer awareness and partnering with other organisations to improve collection and recycling rates. One example of this communication effort is the use of the *Metal Recycles Forever logo*, provided by Metal Packaging Europe and featured on many of our customers' products.
In 2025, 3 more brands were approved by MPE to use the logo, from requests linked to Trivium, increasing the cumulative number to 34 since 2022.

Metal packaging in Europe has high recycling rates, with over 82% of steel packaging and 76% of aluminium beverage cans.[2] Such high recycling rates have been achieved thanks to the magnetic property of metal, which allows easy segregation during the recycling process, as well as the high demand for recycled metal to make new products. However, in some countries, recycling rates are lower due to less advanced waste management infrastructure. In the United States, where we also operate, approximately 43% of aluminium beverage cans and 44% of steel food cans have been recycled..[3] For aerosol products, the recycling rate is deemed to be lower than other types of metal packaging. This may be due to a lack of consumer awareness and confusion about how to recycle aerosol cans. When sorted correctly, the quality of the recycled metal is comparable to virgin material. Recycling metal packaging preserves natural resources and saves energy compared to producing new metal from raw materials. Therefore, we aim to contribute to increasing recycling rates and collection of all types of packaging materials through tangible actions that address the challenges identified.

In Argentina, we have supported circularity through a take-back programme focused on beverage cans. In collaboration with a global brewery, we enabled the collection of metal scrap from their 3 plants in the country, creating a closed-loop pathway for high-quality aluminium recovery. The collected material was subsequently used in the development of the PivotAl alloy, demonstrating how the initiative can directly support material circularity and innovation. It also contributes to our broader efforts to increase collection rates and is reflected in our circularity KPI on tons of products returned through a take-back programme.

Collaboration with industry associations is central to advancing aerosol recycling. As a sponsor of the Aerosol Recycling Initiative, we supported the launch of the playbook: *"Yes, We Can! A Practical Guide to Aerosol Recycling at Material Recovery Facilities (MRFs)"*. RTI Innovation Advisors, in partnership with the Household & Commercial Products Association (HCPA) and the Can Manufacturers Institute (CMI), developed this Playbook to equip MRFs throughout the United States with practical strategies. Drawing on real-world case studies and interviews with both facility operators and government officials, the Playbook addresses operational challenges and delivers guidance for safely processing aerosol cans within diverse local systems.

Concrete recommendations and shared best practices in the Playbook help MRFs improve recycling rates for aerosol cans, supporting wider adoption and facilitating productive dialogue among stakeholders. This resource contributes to the goal of increasing recycling access, with all parties working together to build more sustainable packaging solutions and enhance recycling infrastructure nationwide.

In the UK, we support aerosol recycling by sponsoring Alupro's UK Aerosol Recycling Initiative, helping fund research, pilot projects and develop consumer communications that improve kerbside capture and recycling of metal aerosols. For more information on our actions with industry associations, please see *the Industry engagement and partnerships chapter.*

1 *Steel for Packaging Europe 2025 | Metal Packaging Europe 2026.*
2 *Can Manufacturers Institute 2025.*

Waste management

In our daily operations, we take care to limit waste. Examples of the types of waste in our facilities include metal scrap, wooden pallets, corrugated board, plastic film packaging and solvents. In line with the hierarchy of the *EU's Waste Framework Directive (2008/98/EC)*, our aim is to send zero waste to landfill by 2030.

Our waste management approach is supported by three pillars:

- First, we focus on preventing waste by improving production efficiency and reducing scrap at the source.
- Second, we ensure that all recyclable materials – especially aluminium and steel – are recovered and returned to certified recyclers.
- Third, we handle the small amount of non-recyclable or hazardous waste responsibly, working with certified partners to ensure safe treatment and disposal.

We recognise that the collaboration across the value chain is key to strengthening circularity. Therefore, we partner with suppliers, recyclers and customers to improve material recovery and increase the use of post-consumer recycled content.

This approach helps us reduce our environmental footprint and support a fully circular metal packaging economy.

Thanks to our waste management efforts and plant initiatives, 39% of our plants sent zero waste to landfill in 2025.

Based on our current rate of progress, we are on track to reach our target of zero waste to landfill by 2030.

Circularity metrics and targets

The following table outlines targets that are part of Trivium's sustainability strategy. We include a 3-year period for each of these metrics to track progress on our goals.

Sub-pillar	KPIs	Base year 2020	2023	2024	2025	Target/ Year
Waste management	% of total waste generated that is sent to landfill	23%	12%	9%	13%	0%/2030
Product ecodesign	% of new product developments that meet ecodesign criteria	N/A	72%	57%	56%	80%/2030
	% of sales revenue from ecodesigned products	N/A	21%	27%*	23%	50%/2030

* This number was corrected due to an inaccurate calculation.

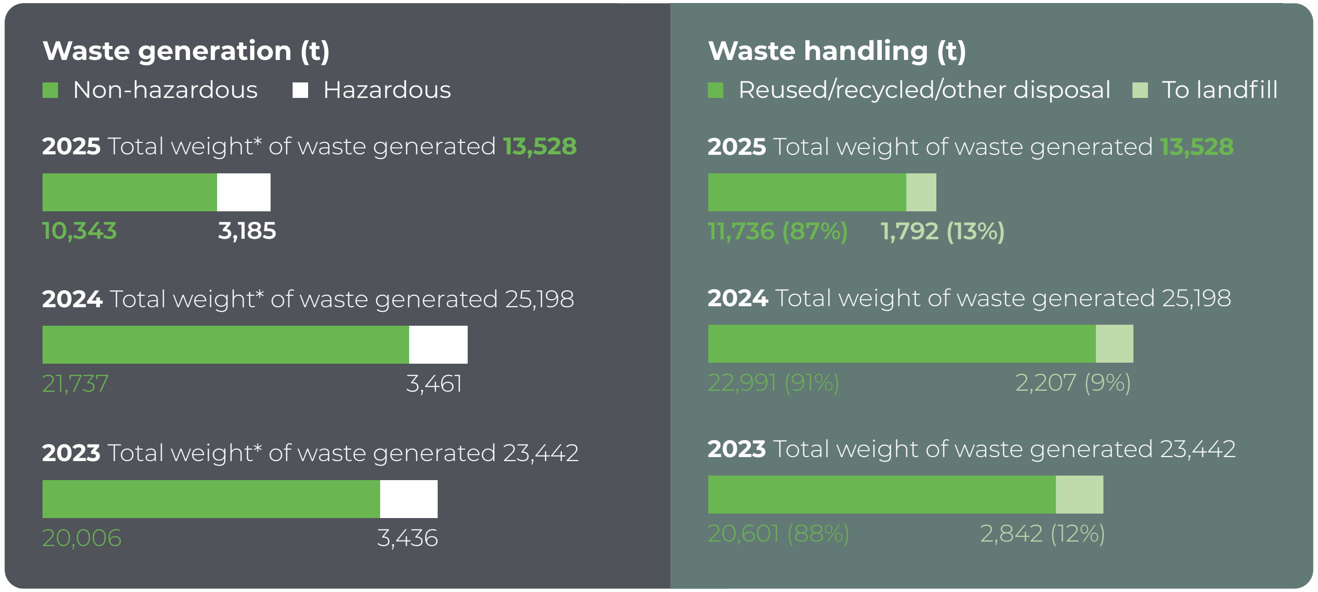
Additional metrics

Data reported in this section represents metrics that are additional to our goals and targets in our sustainability strategy (included in the previous section). They support a more detailed analysis of our material environmental topics.

Resource outflows

In 2025, our landfill rate increased to 13%. This shift occurred after correcting a previous misclassification: one of our facilities had historically incorrectly categorised metal scrap as nonhazardous recyclable waste, significantly increasing the denominator of this KPI. Metal scrap and technical spoilage are not included in the total amount of waste. It is important to note that, while metal scrap is technically considered waste, it is usually recycled and does not impact landfill KPIs. This aligns with efforts to minimise waste through ecodesign and other sustainable practices.

Despite the landfill rate KPI increased due to this correction, in 2025 the actual weight of waste sent to landfill continued to decrease, dropping from 2,207 tonnes in 2024 to 1,792 tonnes in 2025, demonstrating our ongoing progress in reducing overall landfill volumes.



* Effluent (wastewater) is excluded for the reported waste total.

Sub-pillar	KPIs	2023	2024	2025
Product end-of-life	Tons of products returned through the take-back programme	396	947	1,975
	# of brands approved to use the “Metal Recycles Forever” logo from customer requests linked to Trivium	14	6	3

Other environmental topics

Although "water", "biodiversity" and "Volatile Organic Compounds (VOC)" did not result as material in our DMA, for consistency and comparability with previous years, we have chosen to continue to report on these topics as part of the environmental section.

Water

We use water in our manufacturing operations for a variety of reasons, including cooling, preventing equipment scaling, corrosion and fouling, removing lubrication and chemical residues from cans, and providing clean surfaces for treatment.

By using the WWF Water Risk Filter, we have determined that, in 2025, two of our 49 plants were in high-risk locations for water basin physical risk and account for 0.2% of our total water withdrawal for the year. These are located in Morocco and Spain. Another 27 additional plants were in medium-risk basins, in Italy, the Netherlands, Argentina, Brazil, Ukraine, Poland, Hungary, France, Germany, the UK, Romania and the Czech Republic.

We are aware of the rising water stress in the regions where our plants are situated and are constantly monitoring the changes. Of course, water is crucial to the communities within which we operate. Our target is to reduce water withdrawal by 10% by 2030 (compared with 2020 levels) and we encourage Trivium's plant management teams to prioritise responsible water management as an integral part of our sustainability strategy.

In 2025, our global water consumption was reduced by 5.6% compared to 2024, also because of softer volumes. Our manufacturing locations used 1.4% less water per million US dollars revenue versus 2024. In 2026 and beyond, we plan to roll out more water-focused initiatives while continuing to closely monitor our water withdrawal.

For example, we continue to implement closed-loop water systems as a new standard across our operation, helping us to reduce our water consumption and minimise pollution. In addition, we continue to implement process-optimisation initiatives and equipment upgrades at several plants, including optimising our rinsing machines' water consumption and setting up a rainwater harvesting system. Besides reducing consumption, we closely and regularly monitor wastewater quality, to ensure we are in compliance with local regulations and permits.

Significant reduction in process water consumption at Skřivany (Czech Republic)

As part of Trivium's ongoing sustainability journey at the Skřivany plant in the Czech Republic, we implemented an initiative to reduce process water consumption in the Easy Open Ends (EOE) department. The improvement targeted the e-coating process in our production lines, where water use is a critical operational parameter.

The improvement centred on optimising the refreshment timing of process water while fully maintaining all required quality standards. The adjustments were carefully aligned with existing quality parameters to ensure stable operations and consistent product performance.

These process improvements delivered a substantial reduction in water consumption. In 2024, the e-coating process used 12,804 cubic metres of water. Following the optimisation measures, consumption in 2025 decreased to 9,925 cubic metres. This represents a year-on-year reduction of 2,879 cubic metres, equivalent to approximately 22 percent.

The reduction was achieved despite higher production output in 2025 compared to the previous year, demonstrating that the results were driven by improved process efficiency rather than changes in production volume.

Building on this progress, the Skřivany team plans to continue the initiative in 2026. Further reduction potential will be explored through trials focused on lowering water pressure at the rinsing nozzles, supporting continued improvements in water efficiency while maintaining high quality and operational reliability.

Our team in Skrivany celebrating the project delivery.

Biodiversity

In 2025, we conducted a new assessment through the WWF Biodiversity Risk Filter. According to this exercise, one of our 48 plants is situated in a high biodiversity-related physical risk area, in Argentina. Nonetheless, we are increasingly aware that biodiversity is a part of any discussion on environmental awareness. Several of our plants participated in community engagement activities focused on biodiversity throughout the year (see more in *Community engagement)*.

In 2023, we also added biodiversity as a requirement in our Supplier Code of Conduct. This update aims to encourage our suppliers to increase their biodiversity protection awareness, better understand their biodiversity risks and enhance resilience where necessary.

VOCs

VOCs – or volatile organic compounds – are by-products of the metal can manufacturing process that, if left unmanaged, can have a negative impact on air quality. In Europe, all industrial plants that produce high VOC emissions need to abide by the European Union Industrial Emissions Directive (2010/75/EU) and maintain compliance with the amendments for Best Available Techniques (BAT).

We are therefore taking steps to monitor and reduce our VOC emissions by installing abatement technologies in our plants, working with our R&D teams to reduce the use of solvents in our processes, and more generally reviewing our compliance with existing and future regulations. We aim to reduce our VOC emissions by introducing new BATs and reduction plans and by using low-VOC coatings.

Trivium measures and records emissions of VOCs as an annual trend. In 2025, the total weight of VOCs was 1,150 t compared to 1,362 t in 2024, and 1,586 t in 2023. For nitrogen oxide (NO) and nitrogen dioxide (NO_2), together known as NOx, a methodology is being developed on how these data points will be collected and disclosed. Progress has been made on our highest emitters, but more comprehensive data is still being analysed. We plan to have this information available in future reporting cycles.

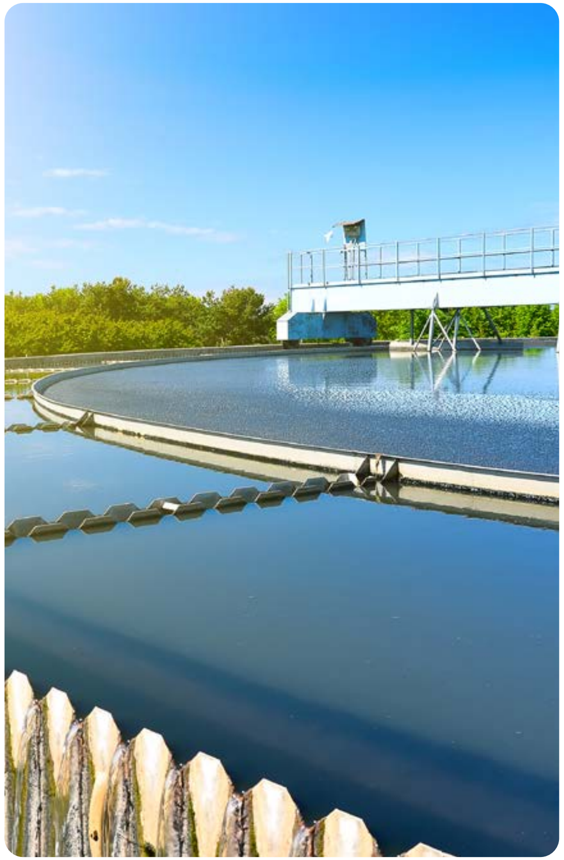
Beaurepaire Emission Abatement System

In 2025, Trivium completed the upgrade of the Beaurepaire VOC Emission Abatement System, ensuring full compliance with the EU BREF emission standards.

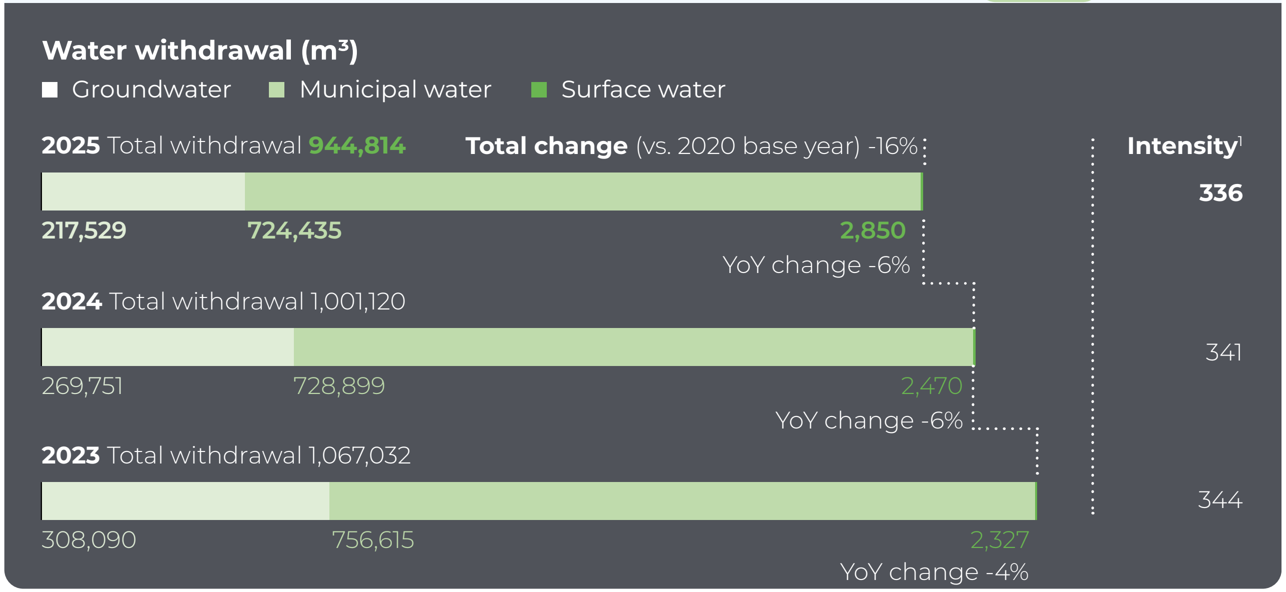
The project strengthens our environmental performance by significantly reducing VOC emissions and securing the long-term operational license of the Beaurepaire site. Key deliverables included system commissioning, training of operators and the safe dismantling of obsolete equipment. By November 2025, the system was fully operational with only minor non-critical items remaining, and full project closure is scheduled for January 2026. The project overcame infrastructure and lead-time challenges while minimising cost through a retrofit approach.

Water metrics and targets

The following table outlines targets that are part of Trivium's sustainability strategy. We include a 3-year period for each of these metrics to track progress on our goals.



Sub-pillar	KPIs	Base year 2020	2023	2024	2025	Target/ Year
Water withdrawal	% reduction in water withdrawals vs 2020 baseline	N/A	-5%	-11%	-16%	-10% 2030



Sub-pillar	KPIs	Base year 2020	2023	2024	2025	Target/ Year
Water withdrawal	Total volume of water consumption in m³	163,273	98,377	114,884	97,557	N/A
Water discharge	Total volume of water discharged in m³	963,671	968,665	886,236	847,259	N/A

1 Total water withdrawal for the year, expressed in cubic metres (m³), per million US dollars of revenue for the same year.

Celebrating summer in Rio with aluminium Corona beer bottle

AB InBev, the largest brewer in the world, is known for bringing custom bottles to the market to celebrate milestones and landmarks. In 2025, they chose to create a bottle for their Corona beer brand to celebrate summer in Rio de Janeiro and they turned to Trivium to manufacture the bottle.

The exclusive aluminum beer bottle, produced by Trivium Argentina and commercialised by Trivium Brazil, aims to improve beach-goers' experience with a recyclable and personalised bottle, that does not risk breaking or leaving dangerous shards in the sand.

The launch of this summer bottle is part of the Corona brand’s strategy to expand its sustainable and premium portfolio, especially in Brazil, where the brand's premium line has shown growth for the 17th consecutive quarter.

Luiz Roveri, Brazil’s Commercial Leader, says: "Projects like this highlight the value of more sustainable and quality products and are very meaningful for us. We hope to continue to support the development of brands like Corona, providing them sustainability, quality and innovation. I’m very proud of the Brazil and Argentina teams for their hard work on yet another successful collaboration.”

Social 05

Own workforce

Trivium's employees are the driving force behind our business and sustainability agenda.

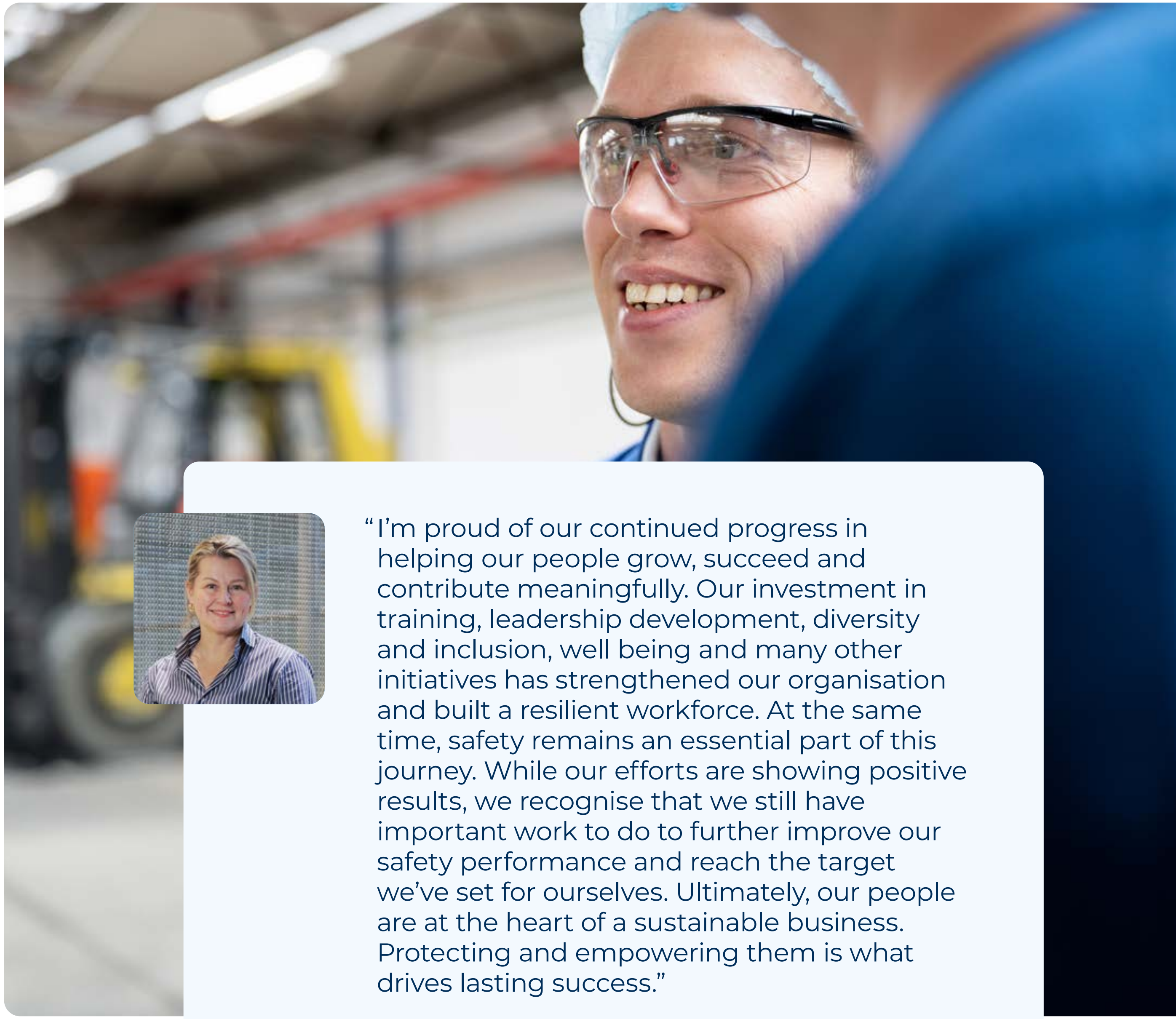
Our strategy

In 2025, we continued to make progress across five priority areas in our workplaces: health and safety, employee engagement, professional development, diversity, equity, inclusion and belonging (DEIB), and ethical responsibility.

Our workforce

Actions related to our own workforce in five priority areas:

- Health and safety
- Employee engagement
- Professional development
- Diversity, equity, inclusion and belonging (DEIB)
- Ethical responsibility



"I'm proud of our continued progress in helping our people grow, succeed and contribute meaningfully. Our investment in training, leadership development, diversity and inclusion, well being and many other initiatives has strengthened our organisation and built a resilient workforce. At the same time, safety remains an essential part of this journey. While our efforts are showing positive results, we recognise that we still have important work to do to further improve our safety performance and reach the target we've set for ourselves. Ultimately, our people are at the heart of a sustainable business. Protecting and empowering them is what drives lasting success."

Floor van Griensven
Chief People Officer

Policies

Policy	Relevant content	Scope	Accountability
Code of Conduct	**Principle 1** ■ Doing business in a fair and honest way **Principle 2** ■ Protecting people and the environment **Principle 3** ■ Treating each other with respect **Principle 4** ■ Securing Company information and assets	This Code of Conduct applies to everyone who works for Trivium, from employees to contractors, but also to third parties conducting business on our behalf or in our name (e.g., agents, consultants), wherever in the world.	At Trivium, all employees are accountable for understanding and applying the principles of our Code of Conduct in their daily work. The legal and compliance team is responsible for reinforcing adherence to the Code, ensuring that any concerns or breaches are thoroughly investigated and addressed. We encourage our employees and stakeholders to voice their concerns relating to (suspicion of) a breach of the Trivium Code of Conduct, laws or regulations via "Speak up!" channels.
Labour and Human Rights Policy*	Trivium respects the Universal Declaration of Human Rights and is committed to upholding and supporting the core principles of human rights. Trivium also respects the International Labour Organization (ILO), Declaration on Fundamental Principles and Rights at Work, as well as the ILO's Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy. **Key content of the Labour and Human Rights Policy:** ■ Health, safety and wellbeing ("HS&W") ■ Work conditions ■ Social dialogue ■ Career development ■ Modern slavery (child or forced labour) ■ Diversity, equity, inclusion & belonging ("DEIB")	The Labour and Human Rights Policy applies to everyone who works for Trivium, from employees to (sub) contractors, but also to third parties conducting business on our behalf or in our name (e.g., agents, consultants), wherever in the world. The Policy is published on the Trivium intranet.	The Chief People Officer (CPO) is accountable for the labour- and human rights-related initiatives and leads the Human Resource team ("HR"). HR is responsible for the roll out and implementation of this Policy. The Executive Committee will support and promote the labour and human rights initiatives described in this Policy.

* Does not reflect the precautionary principle; instead, it focuses on compliance and risk prevention.

Building a zero harm safety culture

Our manufacturing operations involve transforming metal into cans, containers and ends through processes such as extruding, trimming and forming. These activities rely on high-speed production lines and heavy industrial equipment, which inherently create risks ranging from mechanical failures to potential workplace accidents.

To manage these risks effectively, we maintain a comprehensive health and safety (H&S) programme designed to protect the wellbeing of our people and minimise the likelihood of incidents across our sites. This programme brings together our Company wide H&S management system, a strengthened standardisation approach, targeted awareness efforts and a commitment to continual improvement.

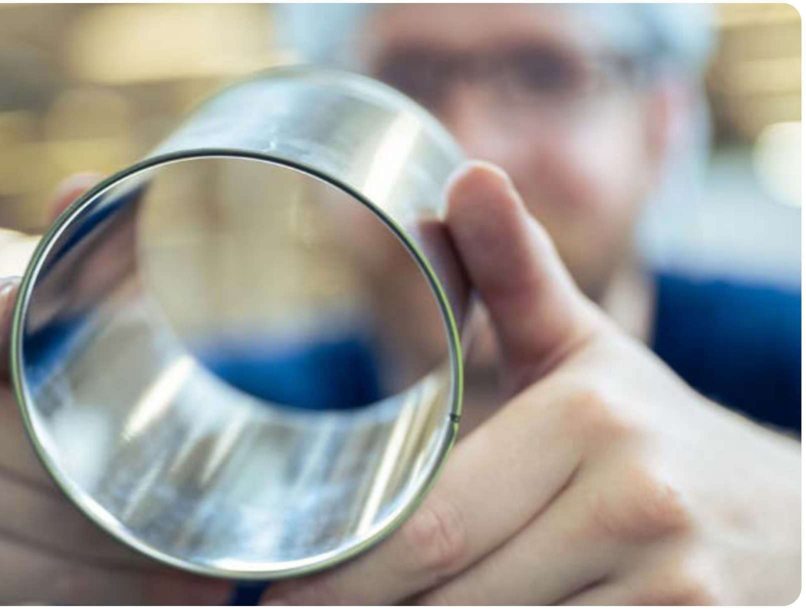
Oversight through management systems

Since 2021, all Trivium workers, activities and workplaces are covered by an occupational H&S management system, which was proactively set up and is internally assessed and supported by our business unit H&S managers. Globally, 35% of our plants have an H&S management system that is ISO 45001 certified. All our operating locations have management-worker H&S committees in place, which were set up according to the same ISO 45001. The committees meet 4-12 per year depending on the needs from each location. All workers, activities and workplaces are covered by the H&S system, with no workers excluded from the scope.

In 2025, we developed a new three-year strategic H&S plan which covers technical and people-related topics for all Trivium locations worldwide. This involves our business unit H&S managers auditing every plant each year, having plants do self-assessments and carrying out safety visits as needed.

Hazard identification, risk assessment (including corrective action plans) and incident investigations are also embedded in our H&S management systems. Procedures are in place at every plant to report accidents and near-misses through the Trivium Risk & Incident Management System (TRIMS). Using our internal automated system, these reports are shared with relevant personnel throughout Trivium, including with management at every plant, who will in turn share information with employees and apply learnings where needed.

Emergency preparedness procedures are also in place across all our plants, enabling a fast response to any onsite incident or injury. As conveyed to employees during their induction training, we expect our employees to stop working in situations that could cause injury or ill health to themselves, their colleagues, any third party present on site or the communities in which we operate. This is included in our 10 Life saving rules and ensures workers are protected against reprisals for exercising this right.



Setting standards

In line with the objectives of the Trivium Business System (TBS), in 2025, we continued to focus on standardising how we address H&S across our organisation. In 2025, over 90% of our plants were second-party audited against our internal health and safety standards, which are founded on the principles of ISO 45001, and the remaining 10% undertook an internal review through an assessment questionnaire, compared to the same rates in 2023 and 2024. We will use the outcomes of these assessments as a baseline for yearly improvement targets in our leading KPI's.

Growing awareness

It is the responsibility of all Trivium employees to create a safe and healthy workplace. In 2025, we continued to provide educational tools such as e-learning modules to reinforce our H&S processes and promote diligence within the workplace.

Overall, our employees received 6,556 hours of targeted H&S training and 19,188 hours of other H&S training in 2025. In addition, 2,121 employees, including senior and middle management, first line managers and operators, received training or coaching on how to conduct Safety Observation Visits (SOVs). In 2025, we also launched several awareness-raising, capability-building and risk-reduction initiatives:

- **“Let's Talk Safety”:** We embedded this approach in our leading KPI's and ensured that our first line managers covered this topic. In total, they conducted 2,383 “Let's talk safety” sessions in 2025.
- **Review of Standards:** We reviewed all our safety standards in workgroups. Standards were updated where needed and instructions were added for specific risks (e.g., loading and unloading trucks from the side, working with lathes, among others).
- **Safety Game:** In 2024, a safety board game was developed by our Moelan plant, in France. Following its success, it was then adapted, generalised and made available for the whole organisation in 2025.
- **First Line Managers Safety Training:** During 2025, we developed a comprehensive full day of safety training for our first line managers. The training focuses on hard skills (e.g., Lock Out Tag Out) and soft skills (e.g., leadership skills). Several pilots were successfully executed and the full roll out is planned for 2026.
- **Social Psychology of Risk:** We trained our senior H&S team in Social Psychology of Risk and chose a topic to be developed further called “engagement boards”, which will be used to engage shopfloor employees in the lessons we learned from past incidents. We conducted several successful pilots and the topic will be embedded in the leading KPIs for 2026.
- **Keep it moving:** This initiative was started to solve the root cause of jams in our lines as they are a potential cause for accidents. If employees do not need to interfere with machines to unblock jams, then they will not get injured by these machines.

- **Environment, Health and Safety & Sustainability (EHS&S) Calendar:** Every year, we invite employees to send in drawings by their children and grandchildren, entering them into our competition. The theme of the entry can vary between safety or security, at work or during your family time. It can also include the topic of preventing environmental damage (e.g., waste or spills) at work or privately. The entries are linked to our 10 Lifesaving Rules and other relevant topics. The best entries are selected for inclusion in the EHS&S calendar.
- **Monthly Safety Quiz:** Each month, we share a H&S quiz question, with a prize for the winner. The purpose is to create awareness on various H&S topics in an engaging way. All employees are eligible to enter, and we make this accessible via a QR code on the calendar, via our intranet and via various employee communications.

Measuring what matters

In order to measure how we are performing on H&S, we closely monitor our Total Recordable Accident Rate (TRAR), which is a KPI for our business. TRAR refers to the number of accidents each year that require medical treatment (per 200,000 hours). In 2025, we made progress as we ended the year with a TRAR of 1.14, which was lower than 2024 (1.26), but higher than our 1.00 target. Unfortunately, in August 2025, we experienced a serious accident where two colleagues were left with life-changing injuries (burns), which were caused by aluminium dust.

We are continuously improving the safety of our machines and processes, ensuring robust safety requirements are in place to protect our employees. There can be no room for complacency, and – in line with our 3-year strategic plan for safety – we will continue to apply our efforts to deliver a sustainable safety culture with world-class systems and processes. Given that the 2025 TRAR target was not achieved, we will reassess our metrics to define the next steps, including whether targets should be extended or redesigned to further strengthen a proactive safety culture.

Keeping our employees committed to safety

A strong safety culture depends on the active engagement and commitment of our employees. In 2025, we focused on strengthening this engagement by reinforcing shared responsibility for health and safety across all levels of the organisation.

Throughout the year, we emphasised that upholding our H&S standards is a collective responsibility, with a particular focus on the role of first-line managers in translating these standards into daily practice. Some of our initiatives we continue to focus on include:

- **The Safety Ambassador** (approximately 250 employees in total): To encourage greater employee acceptance by facilitating visible leadership on H&S from the bottom up.
- **The Safety Champion** (approximately 300 employees in total): Approach for line management to take responsibility for specific safety standards.

These are aimed at shifting to a more interdependent H&S culture.

"Our people are the driving force behind a safer and more sustainable future. We therefore place strong emphasis on employee involvement and engagement, as well as clear management accountability. Our focus lies in assisting first line managers in their day-to-day activities, providing the right knowledge and skills needed to foster a more mature safety culture, where everyone looks out for one another."

Robert Hofmans
Global Head of Health, Safety & Security

Organisational health

At Trivium, we believe that employee engagement is not just a box-ticking exercise, but rather a key driver of long-term success. An engaged workforce that feels listened to and respected brings countless benefits to our business, including increased productivity, improved commercial performance and reduced colleague turnover. In addition, engaged employees are more likely to positively contribute to a high-performance culture where critical thinking, problem solving and innovation can thrive.

"Employee engagement is a key indicator of organisational health and provides a measurable view of how people experience the workplace and its impact on well-being, performance and organisational outcomes."

Jose ter Mors-van Ostaden
Director Global Organisational Health

Strengthening our organisational health

A truly healthy organisation goes beyond engagement alone. It is united around a clear vision, delivers on it with discipline and continuously adapts through creativity and innovation. To assess and strengthen our organisational health, we rely on McKinsey's Organizational Health Index (OHI) as our primary KPI, comparing our results with those of peers across the advanced industries sector.

Starting in 2019, we have been conducting a global OHI survey to track our progress, build on our strengths and identify opportunities to further improve the health of our Company. Our latest non-mandatory survey, which we conducted in Q4 of 2025, once again showed a strong participation rate of 77%. Despite a drop compared to last year (2024: 89%), the rate is still well above the industry benchmark. With more than 5,100 employees contributing and over 1,200 additional comments being recorded, these insights are helping to shape our priorities for the year ahead.

At a global level, the overall health score remains in the second quartile of the industry benchmark, however, it has dropped by two percentage points. Trends across our business units vary, with some experiencing small increases, while others declined notably, mainly driven by challenging business circumstances for employees in the Americas. Most of Trivium's global support functions ranked in the top quartile, and even the top decile in some cases, demonstrating strong engagement.

The 2025 OHI target was not fully met. We will review our benchmark and historical data to determine whether it should be extended or redesigned to better reflect a realistic organisational health goal.

Sharing best practices to drive continuous improvement

Each Trivium business function and manufacturing plant conducts its own OHI survey analysis to pinpoint specific areas for local improvement. To ensure best practices are shared across the Company, we have implemented a variety of initiatives, including the exchange of best practices, monthly newsletters featuring insights and success stories from our facilities around the world, local OHI ambassadors who gather employee insights and share them with management, and regular town halls and information boards where improvement actions are shared with employees.

Since launching our organisational health programme in 2019, we have facilitated open dialogue between managers and their teams by integrating employee engagement KPIs into our reward framework.

Looking ahead: Our 2026 vision

As we progress in 2026, our focus remains on strengthening our organisational health and achieving our ambition of becoming a top-quartile Company. A key part of this effort remains the standardisation of best practices across our business operations.

Survey results also highlighted the need for clearer communication regarding our strategic direction. In response, we are prioritising greater transparency about strategic goals at all levels of our organisation. In practice, this will be achieved through regular meetings and town halls, supported by clearer and more consistent internal communication. This approach will ensure colleagues understand our Company's goals and how their individual contributions support their achievement. Sharing successes across the organisation will further foster pride and motivation, strengthening engagement and reinforcing a forward-looking culture.

Talent development

We understand the importance of building a strong training and development culture: one that stretches, supports and shapes our people's personal and professional development. We aim to further equip our people with skills that help them excel in their functional area, lead others and provide constructive feedback to help them develop further.

Training and development

In 2025, we saw an increase in usage of our learning platform, Trivium University, with more than 24,000 courses completed during the year. Launched in 2022, Trivium University offers employees access to more than 10,000 courses in various formats, enabling them to learn both technical and non-technical skills.

During the year, 132 managers worldwide completed the Leadership Essentials Training, bringing the total to 515 actively trained managers since the programme's inception. We have made a significant investment in developing our leaders by offering our programme in eight languages, which enables more of our employees to receive training in their native language.

Recognising the challenges posed by an ageing population and the impending 'knowledge drain' due to retirement, balanced against the need to onboard new colleagues in our plants quickly, efficiently and safely, we have initiated the development of solutions that aim to address these concerns.

Firstly, we continued the rollout of our metal packaging training programme at our three-piece can plants in Europe, Africa and Asia (EAA) and our two-piece can plants in the US. This training programme includes technology-specific trainings in various formats with a significant focus on on-the-job development. In the Americas, a structured onboarding programme was introduced for shop floor employees to ensure a smooth and consistent onboarding experience.

Secondly, our Mentorship Programme was successfully globalised, focusing on future successors and leaders, adding 60 new mentors and mentees and further strengthening knowledge transfer and career growth across regions.

In 2025, we continued with the rollout and development of capability-building programmes tailored to specific functional areas. We concluded the HR capability programme, featuring blended learning activities for 57 HR Business Partners (HRBPs) across all regions, which ran throughout the year.

We initiated the development of capability programmes for the IT department and the Procurement department, which are scheduled to launch in 2026. In our Sales department, we launched a Customer Service Training Programme designed to equip customer service managers and representatives with Trivium-specific skills to deliver high-quality service to our clients. In 2025, 67 employees took part in this programme. In addition, 56 employees have completed internal project management training to enhance their ability to lead and manage crucial projects.

Looking ahead to 2026, we will continue to focus on fostering on-the-job development, promoting collaborative learning from others and delivering targeted training for the skills most needed in our business. We will also develop initiatives and policies that align with talent reviews and succession planning outcomes.

We aim to develop more channels and platforms for our metal packaging training programme to reach a wider audience across our divisions. Our Leadership Essentials Training will continue, with an emphasis on local language delivery for managers in our plants. We will also develop and launch a Plant Manager Capability programme that delivers meaningful value to plant managers and drives measurable impact to the business.

In addition, we continue the annual sustainability & compliance-focused training we have implemented for our commercial teams globally, equipping our customer-facing teams with the right knowledge to speak with external parties about our sustainability efforts. In 2025, relevant group of employees have been trained via elearnings, classroom trainings and/or dilemma workshops on the following topics: Environmental Sustainability & Policy, Ethics & Compliance, Anti-bribery and corruption, Fraud, Competition law, Trade compliance, Privacy, Psychological safety, Harassment and bullying.

Talent management

Effective talent management is fundamental to clarifying role expectations, enabling career progression and ensuring long-term organisational sustainability. Building on the performance management optimisations implemented in 2024, our focus in 2025 shifted toward strengthening our talent pipeline to support leadership continuity and business continuity.

In 2025, 1,295 employees participated in the online Performance Development Review (PDR) process. For employees not included in the online scope, performance discussions and development planning were conducted through paper-based reviews, ensuring that all employees had the opportunity to engage in structured feedback and career development conversations. We aim to expand online PDR participation in the coming year to increase talent visibility, equitable access to growth opportunities and informed talent decisions across the organisation.

We established a succession planning framework by identifying key leadership roles and critical business roles and mapping successors to these positions. This approach supports business continuity, strengthens knowledge retention, mitigates role-critical risk and reinforces our commitment to developing talent internally.

We conducted Quarterly Talent Reviews to assess the strength of our talent pool, identify development opportunities and inform targeted talent interventions. Insights from these reviews were integrated into our Learning & Development strategy, including the introduction of dedicated development quotas for top talent.
Internal mobility remained a priority, with employees supported in moving into new roles and expanding the scope of their responsibilities. Following organisational reconfiguration, internal candidates were prioritised, reinforcing a culture of continuous development and long-term retention.

Furthermore, we reviewed and redesigned our talent acquisition process to reduce bias. Workshops and trainings about Competence Based Interviewing (CBI) for hiring managers and team leaders play an essential role in strengthening our overall recruitment capability.

Onboarding sales team members and developing skills for enhanced collaboration

In 2025, we organised a three-day sales training for onboarding our new Sales team members in North America for the Aerosol & Beverage and Food & Speciality business units. In total, 15 people undertook through this training in July. We also trained an additional 56 Trivium colleagues in negotiation skills using the Effective Negotiation Skills (ENS) methodology in 2025.

"We will continue to focus on building capabilities across Trivium and ensuring that our initiatives are aligned with business goals in order to empower our employees to develop, excel in their roles and contribute significantly to our business success."

Filothei Matsigkou
Learning & Development Manager

Diversity, equity, inclusion and belonging (DEIB)

Our DEIB vision is to create a diverse workplace where our employees are respected, can access opportunities in a fair, equitable and transparent manner, and feel safe and empowered to bring their authentic selves to work because their uniqueness is valued and celebrated. We can only make this vision a reality by developing an inclusive organisational culture and providing equal opportunities and fair procedures for everyone, regardless of their age, race, religious beliefs, sexual orientation, gender or disability.

In 2025, we extended our DEIB initiatives throughout our employee lifecycle and expanded our engagement efforts to enhance inclusivity across the organisation. We did this by conducting virtual and in-person events, such as the awareness campaigns described below. As we continue to advance in our DEIB journey, the current 2025 target expired and will be reviewed to define the next set of priorities and actions for continued progress.

Building awareness and engagement

We boosted awareness of DEIB through campaigns celebrating International Women's Day, Pride Month, Movember and cultural heritage events across all regions. These campaigns were designed to engage employees and ensure members of our diverse workforce felt seen and supported. Their effectiveness is assessed through our existing standard metrics such as gender diversity, engagement scores, and other related indicators. We plan to continue these efforts with the intention to acknowledge and celebrate the diversity of our community as much as possible.

Inclusive recruitment and employer branding

Research shows that companies with inclusive teams outperform financially, innovate more effectively and enjoy higher employee satisfaction. To name a few examples, companies with both inherent and acquired diversity were 45% more likely to report growth in market share and 70% more likely to capture a new market. Diverse teams delivered 60% better decision outcomes and made decisions twice as fast. Belonging showed a powerful impact on performance (56% increase and 50% reduction in employee turnover)[1].

We recognise the value of a diverse workforce and work with Page Group and other specialised agencies to support inclusive recruitment practices. Page Group is committed to promoting inclusion at work and to ensuring that all candidates are assessed and selected based on professional merit. Through their global recruitment expertise, they work closely with clients to source talent from a broad and diverse candidate pool, helping organisations strengthen their diversity strategies while accessing the best possible candidates across markets and disciplines. Since mid-2024, we have also been collaborating with a European Supplier Diversity Project (ESDP)-certified minority-owned business to strengthen our inclusive recruitment approach. This collaboration supports the development and implementation of a comprehensive employer branding and recruitment strategy that reflects the diversity of today's talent and the multiple voices across our global organisation. We are embedding clear DEIB principles into our hiring practices. This includes a requirement for shortlists to include at least 40% candidates from underrepresented groups, in line with the Company's definition of diversity. This approach is designed to promote fairness, enhance candidate experiences, and ensure consistency across markets.

Wellbeing@Trivium

At Trivium, we believe that a healthy and engaged workforce is the foundation of our success. In 2025, the employee resource group (ERG), Wellbeing@Trivium, previously led by our Director of Global Organisational Health, was fully integrated into a dedicated wellbeing role. Based on insights from our annual Organisational Health survey, we now intensify efforts to promote physical, social and mental wellbeing to our employees through providing insights, promoting dialogue, sharing best practices and educating employees worldwide on topics related to health and wellbeing.

1 *McKinsey & Company- Diversity matters even more: The case for holistic impact (2023).*

Empowering employees through knowledge and connection

Throughout the year, Wellbeing@Trivium published a range of resources designed to support employees in their personal and professional growth. These included:

- The Benefits of Mentoring: Linked to Trivium's mentorship programme, this initiative highlighted the mutual advantages for both mentors and mentees, encouraging knowledge sharing and career development.
- Employee Appreciation: Best practices from Trivium plants around the world were shared, offering valuable tips for leaders on promoting a culture of recognition and gratitude. In addition, an interactive Appreciation and Recognition workshop for People Managers was launched.
- Conversations on Men's Wellbeing: By interviewing a range of colleagues worldwide and hearing their views on mental wellbeing, we aim to collectively strengthen mental resilience.
- The Benefits of Team Sports: Encouraging team sports to contribute to overall wellbeing, promoting social connections and various intercompany and interdepartmental sports activities at Trivium locations across the world.
- Health preventive measures: Initiatives organised at Trivium locations around the world aimed at promoting a healthy lifestyle, including free blood pressure checks, ergonomic lifting, importance of correct posture, information about the importance of nutritious food, healthy food offerings at canteens, and the introduction of weekly fruit days at a number of our manufacturing locations and offices.

Own workforce metrics and targets

The following table outlines targets that are relevant for Trivium's sustainability strategy. We include a 3-year period for each of these metrics to track progress on our goals.

Sub-pillar	KPIs	Base year 2020	2023	2024	2025	Target/ Year
Workplace health and safety	Total Recordable Accident Rate (TRAR) per 100 FTE/year	1.14	1.02	1.26	1.14	1.00/ 2025
Employee engagement	OHI quartile score	3rd	2nd	2nd	2nd	1st/ 2025
	OHI participation rate	65%	72%	89%	77%	N/A
Leadership and functional capabilities development	% workforce who receive regular performance and career development reviews [1]	N/A	16%	17%	18%	75%/ 2030
Inclusion and diversity (I&D)	Company-wide I&D programme implemented	N/A	On track	On track	On track	Full implementation/2025

1 Reported participation covers employees in the online process only. Paper based performance reviews are currently not tracked

Additional metrics

Data reported in this section represents metrics that are additional to our goals and targets in our sustainability strategy (included in the previous section). They support a more detailed analysis of material environmental topics.

Organisational structure and workforce alignment

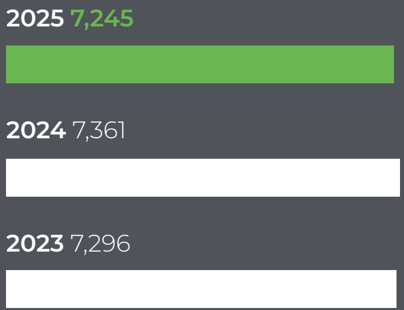
In 2025, Trivium completed the implementation of a new operating model designed to strengthen focus, simplify decision-making, and better align accountability across the Group. As part of this change, the former regional divisions Europe, Asia and Africa (EAA) and Americas & Global Aerosol and Beverage (AGAB) were replaced by a Business Unit-led structure reflecting Trivium's product and customer segments. The Business Units Food & Seafood EAA, Specialty EAA, and Food & Specialty North America together form the Food & Specialty segment, while Global Aerosol & Beverage operates as a standalone Business Unit. Corporate and SG&A functions support all Business Units centrally.

This organisational change did not affect Trivium's legal entity structure but impacted how operations, performance, and workforce management are organised internally. As a result, workforce data in this report is presented according to the current reporting segment structure rather than the former division model. This approach reflects how employees are managed, how resources are allocated, and how people-related topics such as safety, engagement, and capability development are overseen across the Group.

Whereas our recruiting is based on merit, our target for 2030 in line with the Dutch Civil Code (article 2:391) is to drive a more balanced gender representation of our senior teams aiming for a minimum of 33% male or female representation across all levels of senior management and boards (Executive Committee, Management Board and Supervisory Board).

Total number of employees

Total employee headcount



* Changes in employee numbers over time reflect normal operational adjustments across Trivium Packaging's global footprint.

Employee numbers	Global Food & Specialty	Global Aerosol & Beverage	SG&A	Total
Total	**4,575**	**1,790**	**880**	**7,245**
of which are female	703	278	430	1,411
Permanent	**4,252**	**1,665**	**813**	**6,730**
of which are female	643	247	397	1,287
Temporary	**323**	**125**	**67**	**515**
of which are female	60	31	33	124
Full-time	**4,247**	**1,749**	**799**	**6,795**
of which are female	597	264	374	1,235
Part-time	**328**	**41**	**81**	**450**
of which are female	106	14	56	176

H&S Indicators	2023	2024	2025
Lost time accidents	0.62	0.79	0.68
Life-changing incidents	0	0	2
Medically treated incidents for contractors	3	4	6
Fatalities	0	0	0

Social dialogue	2023	2024	2025
% of employee covered by formal collective agreements*	80%	80%	80%

* For the remaining 20% of employees not covered by a collective agreement, Trivium determines their working conditions through individual employment contracts that fully respect local labor laws and regulations. In practice, this means the company adheres to statutory requirements (such as minimum wages, working hour limits, and mandatory benefits) and uses market salary benchmarks to ensure fair and competitive compensation. In countries like the United States, which operate under "employment-at-will", terms and conditions for non-union employees are directly agreed upon between the company and the individual, consistent with legal standards. Overall, Trivium's non-union employees enjoy terms of employment comparable to collectively negotiated conditions, in that all legal protections/legislations and common market practices are upheld.

Permanent and temporary head count overview per region

			2023			2024			2025
Data effective date geographical region	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**
Americas	**218**	**1,312**	**1,530**	**264**	**1,401**	**1,665**	**274**	**1,376**	**1,650**
Permanent	212	1,306	1,518	245	1,375	1,620	260	1,341	1,601
Temporary	6	6	12	19	26	45	14	35	49
Asia / Africa[1]	**33**	**67**	**100**	**34**	**62**	**96**	**30**	**50**	**80**
Permanent	31	63	94	31	58	89	26	47	73
Temporary	2	4	6	3	4	7	4	3	7
Europe	**1,086**	**4,580**	**5,666**	**1,123**	**4,477**	**5,600**	**1,113**	**4,402**	**5,515**
Permanent	971	4,261	5,232	996	4,118	5,114	1,002	4,054	5,056
Temporary	115	319	434	127	359	486	111	348	459
Total	**1,337**	**5,959**	**7,296**	**1,421**	**5,940**	**7,361**	**1,417**	**5,828**	**7,245**

Full-time and part-time head count overview per region

			2023			2024			2025
Data effective date geographical region	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**
Americas	**218**	**1,312**	**1,530**	**264**	**1,401**	**1,665**	**274**	**1,376**	**1,650**
Full Time	190	1,238	1,428	250	1,382	1,632	265	1,353	1,618
Part Time	28	74	102	14	19	33	9	23	32
Asia / Africa[1]	**33**	**67**	**100**	**34**	**62**	**96**	**30**	**50**	**80**
Full Time	30	62	92	33	62	95	29	50	79
Part Time	3	5	8	1	0	1	1	0	1
Europe	**1,086**	**4,580**	**5,666**	**1,123**	**4,477**	**5,600**	**1,113**	**4,402**	**5,515**
Full Time	922	4,209	5,131	947	4,200	5,147	947	4,151	5,098
Part Time	164	371	535	176	277	453	166	251	417
Total	**1,337**	**5,959**	**7,296**	**1,421**	**5,940**	**7,361**	**1,417**	**5,828**	**7,245**

1 Consolidated into a single region due to the small number of employees.

New permanent hires by gender and age group per region in 2025

Geographical Region	Female	Male	Total
Americas	**60**	**201**	**261**
Below 20	0	6	6
20 - 30	14	45	59
31 - 40	25	67	92
41 - 50	14	46	60
51 - 60	5	24	29
60+	2	13	15
Asia / Africa[1]	**0**	**2**	**2**
41 - 50	0	2	2
Europe	**65**	**204**	**269**
Below 20	0	8	8
20 - 30	19	59	78
31 - 40	16	51	67
41 - 50	22	53	75
51 - 60	8	28	36
60+	0	5	5
Total	**125**	**407**	**532**

Permanent leavers by gender and age group in 2025

Geographical Region	Female	Male	Total
Americas	**53**	**248**	**301**
Below 20	0	1	1
20 - 30	12	33	45
31 - 40	20	80	100
41 - 50	11	62	73
51 - 60	3	37	40
60+	7	35	42
Asia / Africa[1]	**4**	**14**	**18**
31 - 40	0	4	4
41 - 50	3	8	11
51 - 60	0	1	1
60+	1	1	2
Europe	**78**	**352**	**430**
Below 20	0	3	3
20 - 30	12	47	59
31 - 40	26	62	88
41 - 50	25	56	81
51 - 60	9	54	63
60+	6	129	135
Other	135	614	749
Total	**135**	**611**	**749**

1 Consolidated into a single region due to the small number of employees.

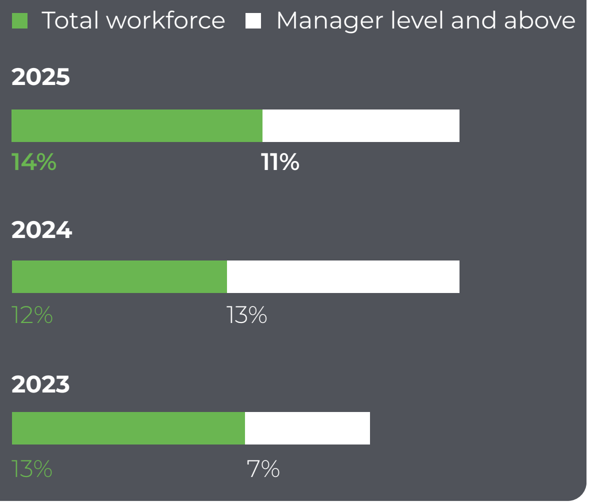
Gender representation by organisational level

	2023		2024		2025	
	Female	**Male**	**Female**	**Male**	**Female**	**Male**
Total workforce	18%	82%	19%	81%	19%	81%
Manager level and above	19%	81%	19%	81%	21%	79%
Executive Comittee	22%	78%	22%	78%	25%	75%
Management Board	0%	100%	0%	100%	0%	100%
Supervisory Board	25%	75%	25%	75%	11%	89%

Gender representation by function in 2025

Gender group	**Female**		**Male**		**Total**	
Function	**# HC MTD**	**%**	**# HC MTD**	**%**	**# HC MTD**	**%**
CEO Office			4	0.05%	4	0.05%
Global Food & Speciality	704	9.71%	3,871	53.37%	4,575	63.14%
Global Aerosol & Beverage	282	3.84%	1,508	20.55%	1,790	24.71%
Corporate	430	5.94%	446	6.14%	876	12.09%
Total	**1,416**	**19.49%**	**5,829**	**80.11%**	**7,245**	**100.00%**

Minority group representation



Average training hours by function in 2025 [1]

Function	Female: Sum Training Hours	Female: Count Users	Female: Avg Hrs/ User	Male: Sum Training Hours	Male: Count Users	Male: Avg Hrs/ User	Total: Sum Training Hours	Total: Count Users	Total: Avg Hrs/ User
CEO Office	0.00	0	0.00	3.15	4	0.79	3.15	4	0.79
Global Food & Speciality	534.57	523	1.02	1,760.50	2,676	0.66	2,295.07	3,199	0.72
Global Aerosol & Beverage	181.13	209	0.87	706.05	1,198	0.59	887.18	1,407	0.63
Corporate	676.42	359	1.88	437.93	375	1.17	1,114.35	734	1.52
Total	**1,392.12**	**1,091**	**1.28**	**2,907.63**	**4,253**	**0.68**	**4,299.75**	**5,344**	**0.80**

Age groups by function in 2025

YoA Group (groups) Org Level 1	<30		30 - 50		'50+		Total	
Function	**# HC MTD**	**%**	**# HC MTD**	**%**	**# HC MTD**	**%**	**# HC MTD**	**%**
CEO Office	0	0.00%	13	0.18%	0	0.00%	13	0.18%
Global Food & Speciality	397	5.48%	2,001	27.61%	2,210	30.50%	4,608	63.60%
Global Aerosol & Beverage	219	3.02%	940	12.97%	534	7.37%	1,693	23.37%
Corporate	124	1.71%	547	7.55%	260	3.59%	931	12.85%
Total	**740**	**10.22%**	**3,501**	**48.32%**	**3,004**	**41.46%**	**7,245**	**100.00%**

1 Includes only online training, in-person activities are accounted separately.

Consumers and end users

Based on our DMA, we recognise "Consumers and end users" as a material topic for Trivium. This topic covers essential aspects of our operations, such as product quality, consumer safety and clear product information. Safeguarding the well-being of consumers requires maintaining strict safety standards, fostering transparent communication and engaging continuously to address their evolving needs.

Consumers and end users

- Product quality
- Consumer safety
- Product information and labeling

Our strategy

We aim to be the partner of choice in the metal packaging industry. Realising that ambition requires us to stay at the cutting edge of innovation by incorporating the latest techniques and technologies to create high-quality, safe, attractive and ever-more-circular packaging. Through our investment in research & development (R&D) and our pursuit of innovation across the supply chain, we aim to meet our customers' and consumers' needs.

Our products adhere to high industry standards for safety and quality. We aim to meet both regulatory requirements and customer expectations. Our strategy is built on a foundation of continuous improvement and innovation, rigorous testing, and comprehensive quality management systems.

Partnering with customers and consumers on innovation

We work in close partnership with our customers to identify and develop solutions that respond to emerging market trends. Over the course of the year, we actively engage in dedicated innovation and sustainability workshops. These sessions provide valuable opportunities to incorporate consumer feedback, understand their challenges and jointly explore new packaging concepts.

Trivium has four R&D centres in strategic locations around the world: one in Europe (France), two in North America (the US) and one in South America (Brazil). This R&D infrastructure allows for fast prototyping, so that customers can have rapid access to accurate samples of their products before we scale up production. This enables quick adjustments, improves efficiency and reduces resource waste.

Innovation through partnerships with suppliers

Our R&D team has been actively preparing for the upcoming EU Packaging and Packaging Waste Regulation (PPWR), with a particular focus on PFAS-free packaging solutions. This ongoing process involves close collaboration with both suppliers and customers to gather the right data and ensure that our products meet regulatory requirements.

We aim to work closely with our customers, providing them with the necessary technical information and support to issue declarations of conformity. In addition, we are also preparing for the upcoming EU regulation on bisphenol A (BPA), supporting product safety in food contact. More information on our actions regarding product safety and quality is described in the following pages.

Policies

Policy	Relevant content	Scope	Accountability
Claims Handling Policy	This policy includes key information that may have an impact on consumers and end users, including: ▪ **Public liability:** Liability towards third parties for accidental personal injury or loss of or damage to tangible property arising from business activities. ▪ **Product liability:** Liability arising from defective products which may cause damage or injury to customers or third parties after the delivery of the product. ▪ **Trivium recall:** Product withdrawal initiated by Trivium before the products reach retail. ▪ **Third-party recall:** Product recall from the market initiated by the customer or the authorities.	All Trivium employees, customers and suppliers are in scope for when a claim needs to be handled. A claim is an incident which is likely to have a financial impact on Trivium and/ or on the contractual relationship with a third party such as a customer or supplier.	Any claim related to Trivium's alleged violation of laws and regulations, particularly on environmental and safety matters, shall be notified to Finance and Legal.
Environmental and Social Claims Policy	This Policy aims to uphold the integrity of Trivium's commitment to sustainability, and to prevent misleading claims and greenwashing litigation.	This Policy applies to all Trivium employees, including plant managers, factory workers, and (head) office employees. It encompasses all internal and external communications related to environmental and sustainability claims.	To ensure that all environmental and social claims are accurate, transparent and compliant with regulatory standards, employees must review and approve external claims through the Communications, Sustainability, and Legal teams.

Actions related to consumers and end users

Product safety and compliance

Product safety remains our foremost concern. Protecting consumers is essential for both the brand owners who rely on our packaging solutions and for Trivium, as we are committed to compliance and transparency throughout the supply chain. We ensure that our packaging meets all applicable product safety regulations by establishing rigorous operational controls and providing clear product information to our customers.

Product stewardship

Product stewardship at Trivium is built around the rigorous management of product safety.

Firstly, we take steps to verify that the raw materials we use to manufacture our packaging are safe for their intended use, whether for food or non-food items. They are intended to ensure that the raw materials comply with the relevant regulations in the regions where we operate, such as the Food and Drug Administration in the United States and the European Food Safety Authority in the European Union. For example, we require our suppliers to provide us with relevant compliance documentation, and to update this documentation as and when there are any changes to the formulations or compositions of the materials we procure.

Secondly, we have a set of internal controls that relate to quality safeguards across our own operations. All Trivium plants have a third-party certified quality management system in place to safeguard compliance.

Declaration of compliance

Our approach to product safety extends to how we communicate about this issue with our customers. Our aim is to offer our customers transparency around our products and processes so that they can confidently verify our compliance with relevant product safety regulations. We provide our customers with declarations of compliance for their products upon request.

In parallel, we seek to provide our customers with guidance on product safety and associated regulatory and compliance issues. Our Customer Technical Service teams work closely with our customers and their filling facilities to provide guidance on technical issues they might face, and share information related to compliance and legislative developments.

"Demonstrating product safety and compliance is an ongoing annual commitment. Each year, we provide over 2,000 product safety and compliance documents to our customers, reflecting our continued dedication to product stewardship."

Paul Hill
Lacquers and Compliance Director

Product quality

At Trivium, we prioritise product quality. We achieve this through our capable people, our strong quality culture and our systems and procedures, which are embedded throughout our operating model. This enables us to deliver safe, compliant products, minimise defects and waste, and meet the expectations of our customer as well as key regulatory requirements.

Top-rated quality management systems
Within Trivium, 100% of our plants have a third-party-certified quality management system. Specifically:

- Our plants that produce food packaging all have a quality management system with a Global Food Safety Initiative-approved certificate (an internationally recognised benchmark for best practice in food safety, quality and responsibility) like BRCGS or FSSC 22000.
- All our other plants have an ISO 22716- or ISO 9001-certified quality management system.

To further progress, by 2030, our target is for 100% of our plants to have a quality management system in place that is “top rated”.

Under this KPI, which relates to our product quality improvement journey, we define a top rating as AA, A+ or AA+ for BRCGS certification and/or ‘no major findings/non-conformities’ for FSSC or ISO certification. In 2025, 92% of all Trivium plants had a top-rated quality management system (compared to 94% in 2024).

By setting this target, we aim to go beyond the presence of quality management systems and further strengthen the implementation of these systems. Since these quality systems additionally support our product safety objectives, we see them as an integral part of our overall operational strategy.

Alongside our efforts to achieve certification quality in our plants, we continued to implement our web-based statistical process control system across our Food business units in Europe and North America. Our ongoing quality awareness campaign and the dedicated work of our taskforces also contributed to driving quality improvements throughout the year, allowing us to share information and guidance with our workforce. In 2026 and beyond, we will persist in these initiatives to further enhance our quality-related performance and achieve our target.

Consumers and end users metrics and targets

The following table outlines targets that are part of Trivium's sustainability strategy. We include a 3-year period for each of these metrics to track progress on our goals.

Sub-pillar	KPIs	Base year 2020	2023	2024	2025	Target/ Year
Product safety	# incidents of non-compliance with regulations concerning the health and safety impacts of our products	N/A	0	0	0	0/ N/A
	% significant product categories assessed for health and safety impacts	N/A	100%	100%	100%	100% N/A
Product quality	% plants with a top-rated quality management system	N/A	84%	94%	92%	100%/ 2030

Community engagement

We know our success is closely linked to the well-being of the communities in which we operate. Meaningful community engagement helps us understand local expectations, strengthens trust and provides opportunities to raise awareness of the functional and environmental benefits of metal packaging.

In 2025, we again encouraged every plant to carry out at least one community engagement initiative, achieving 100% participation across all 49 Trivium plants worldwide. Collectively, our teams delivered a wide range of activities spanning environmental protection, education, social inclusion and local well-being, reinforcing our commitment to being a responsible and engaged local partner.

To ensure alignment with our sustainability priorities, plants focused on initiatives closely connected to our business and local needs. These included World Clean Up Day activities, recycling and circular economy awareness, tree planting, biodiversity protection, educational outreach and local employment support. We believe these actions also contributed positively to our Organizational Health Index (OHI) score by fostering teamwork, employee engagement and a strong sense of purpose.

Environmental stewardship remained a key focus in 2025. Across multiple countries, plants organised clean-up activities in streets, beaches and industrial areas, collectively removing hundreds of kilograms of waste. Examples include cleaning actions in France, Germany, the Netherlands, Italy and Spain, as well as community clean-ups in Argentina, Ukraine, South Korea and the United States. Several sites combined these efforts with educational elements, such as waste segregation awareness, recycling guidance and circular economy demonstrations.

Biodiversity and climate-related initiatives were also prominent. In Germany, the Seesen team participated in the "Move for our Forest" campaign, helping fund the planting of 108 trees through physical activity. In Hungary and Poland, teams planted trees with local schools and municipalities, while in Ukraine, employees and family members planted trees at nearby schools and on plant grounds as part of Earth Day celebrations.

Supporting social inclusion, education and health continued to be a priority. Plants welcomed school groups for factory visits, delivered sustainability workshops and supported local schools through donations and events. In Brazil, families were engaged through a World Environment Day campaign, where children and parents planted and nurtured symbolic "Trivium seeds" at home to reflect how small actions can lead to lasting impact. In Spain, the Pontevedra plant further strengthened its partnership with the BATA Autism Association, expanding inclusive employment opportunities and providing additional training to supervisors.

Fundraising and community support initiatives complemented these activities. Across Europe and the Americas, plants supported hospitals, cancer charities, food banks and local social organisations through donations, sponsorships and employee-led fundraising. In the United States, teams contributed to food drives and community runs, while in Italy and France, several plants supported healthcare, cultural events and charities assisting vulnerable families.

Through these diverse initiatives, Trivium continued to demonstrate that caring for our communities goes hand in hand with caring for our people, our environment and our long-term sustainability ambitions.

Having consistently achieved the 2025 community engagement target across sites, we recognise its importance for our communities and will review the approach to ensure the KPI remains relevant and continues to drive meaningful impact across the organisation.

Care

Plants participating in at least one community engagement project per year

2025 100% **Target 2026** 100%

2024 100%

2023 100%

Raising awareness with the support of our employees' children

As part of our Environmental, Health & Safety communications calendar, we invited our employees' children to submit their artwork on how they would help raise awareness of sustainability and safety-related issues. Here is an example of the artwork submitted.

Governance 06

Business conduct

We believe in doing business in a fair and honest way, in protecting people and the environment, in treating each other with respect and in securing Company information and assets.

Our ethics and compliance strategy

We have a Code of Conduct (also referred to as the "Code") in place that applies to everyone who works for Trivium, from employees to contractors, as well as third parties conducting business on our behalf or in our name (e.g., agents, consultants), around the world. The Code empowers us to "do the right thing, in the right way, at the right time and for the right reason". It also gives us a framework that helps to maintain strict compliance with all applicable regulations in the jurisdictions in which we operate. We expect the same level of commitment from our customers, suppliers and other third parties with whom we conduct business.

Trivium employees are obliged to know and follow the principles of the Code of Conduct. Continuous training is a key component of Trivium's compliance programme. Every year, Trivium exmployees with a company email account are required to confirm having read the Code and understood their resulting responsibilities.
Every two years, shopfloor workers who don't have a company email account are also required to do the same.

Our Code of Conduct defines ethical conduct in line with the key principles of leading governance bodies, including but not limited to the United Nations Global Compact, the Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the ILO's Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy.

In complying with these governing principles, we strive to eliminate all forms of forced or compulsory labour, the abolition of child labour, freedom of association and the recognition of the right to collective bargaining and the elimination of employment discrimination. Across our production facilities, we aim to fully comply with all relevant local employment, environmental and health and safety laws; and we regularly review and update our human resources policies on issues such as parental leave, pension and minimum wage requirements. On our website, we publicly share our *modern slavery* statement and we ask our value chain partners to follow similar processes according to our *Supplier Code of Conduct* (also referred to as the "Supplier Code").

Policies

Policy	Relevant content	Scope	Accountability
Code of Conduct	The Code of Conduct is centered on four principles that everyone who works for Trivium must comply with: **Principle 1** ▪ Doing business in a fair and honest way **Principle 2** ▪ Protecting people and the environment **Principle 3** ▪ Treating each other with respect **Principle 4** ▪ Securing Company information and assets	This Code of Conduct applies to everyone who works for Trivium, from employees to contractors, but also to third parties conducting business on our behalf or in our name (e.g. agents, consultants), wherever in the world.	All employees are accountable for understanding and applying the principles of our Code of Conduct in their daily work. The Legal & Compliance team is responsible for reinforcing adherence to the Code, ensuring that any concerns or breaches are thoroughly investigated and addressed. We encourage our employees and stakeholders to voice their concerns relating to (suspicion of) a breach of the Trivium Code of Conduct, laws or regulations via our "Speak up!" channels.
Supplier Code of Conduct	The Supplier Code of Conduct covers a range of topics that are relevant for business conduct, including: ▪ Whistleblowing procedure ▪ Business integrity ▪ Law and regulations ▪ No bribery and corruption ▪ Open and fair competition ▪ Trade restrictions ▪ Hospitality and gifts ▪ Conflict of interest ▪ Confidentiality and intellectual property ▪ Company resources ▪ Data protection ▪ Cyber security ▪ No fraud and transparent accounting ▪ Business continuity	Our Supplier Code of Conduct outlines our expectations of our suppliers in terms of adherence to sustainable and ethical business practices through policies, targets, management systems and processes that reflect the impacts and opportunities of the organisation. Suppliers must comply with all applicable laws, rules and regulations (including ESG standards, as in particular set out in international conventions), as well as the standards described in this Supplier Code of Conduct.	Suppliers are expected to use a proactive approach in establishing and maintaining the standards set forth in this Supplier Code, including the collection and evaluation of adequate and timely information, the establishment of relevant, measurable objectives and targets, and the regular monitoring and verification of progress. Trivium reserves the right to terminate any agreement with any supplier that cannot demonstrate compliance with this Code.

Policy	Relevant content	Scope	Accountability
Competition Compliance Policy	The Competition Compliance Policy covers a range of topics that are relevant for business conduct, including: ■ Mergers, acquisitions and joint ventures ■ Contact with competitors ■ Contact with customers and suppliers ■ Commercial agreements with customers and suppliers ■ Information gathering ■ Industry associations ■ Responding to problematic communications	This Policy applies to all our directors, officers and employees worldwide, as well as all third parties working on our behalf. It applies to all our entities, subsidiaries, divisions and joint ventures. Within this Policy: ■ "Industry associations" covers all industry and trade related associations, whether formally or informally organised, in which we and our competitors directly or indirectly participate. This applies regardless of whether our suppliers or customers are members of the associations. ■ "Representatives" refers to any of our directors, officers, employees or third parties attending, or participating in, an industry association on behalf of Trivium (this includes participation in any meeting, committee, sub-committee, working group or involvement in any statistics programme).	The Legal & Compliance team is responsible for reinforcing adherence to this Policy, ensuring that any concerns or breaches are thoroughly investigated and addressed.
Anti-Bribery Policy	This Policy outlines the behaviour and principles required to support this commitment. In particular, it outlines Trivium's procedures intended to ensure compliance with: ■ UK Bribery Act 2010 ■ US Foreign Corrupt Practices Act (as amended or supplemented from time to time). ■ Any other anti-corruption laws in countries where we operate, such as the law "Sapin 2" in France.	This Policy applies to all Trivium companies worldwide and to: ■ Our employees, including directors and officer. ■ Any third parties with whom Trivium conducts business (e.g. contractors, suppliers etc.). Each Trivium employee is responsible to help prevent and detect bribery and corruption.	The Legal & Compliance team is responsible for reinforcing adherence to this Policy, ensuring that any concerns or breaches are thoroughly investigated and addressed.

Policy	Relevant content	Scope	Accountability
Group Information Security Policy	This Information Security Policy provides: ■ Management direction on information security. ■ Expectations and requirements for implementing, maintaining and continually improving an Information Security Management System (ISMS).	This Policy applies to all our employees and partners processing, storing or transmitting any information within Trivium, irrespective of the location (physical or virtual environments), or the type of system or device it resides on. This includes electronic information, information on paper or any information stored, accessed or managed on our premises or in cloud environments.	The security control standards selected to implement this Policy establish the minimum baseline. Where local or regional policies have stricter controls, the stricter controls should be used. Local or regional management should confer with the Chief Information Officer (CIO) to determine whether Trivium should adopt controls that are more restrictive. The IT Steering Committee will have ISMS oversight responsibilities and will include members of the leadership team.
Anti-Fraud Policy	The purpose of this Policy is to set out prevention and detection measures to mitigate and, where possible, avoid any fraud attempts. It also outlines the internal reporting requirements to efficiently report any fraud incident as well as the investigation and remediation of fraud. For corruption matters, please also refer to other relevant policies, including our Anti-Bribery Policy.	This Policy applies to all Trivium companies worldwide and to all our employees, directors and officers It governs any fraud, actual or attempted,either internally or externally, involving any of: ■ Our employees, including directors and officers. ■ Any third parties with whom Trivium conducts business (e.g. contractors, suppliers etc.).	Each employee is responsible for the prevention and detection of fraud.
Conflicts of Interest Policy	The Conflicts of Interest Policy sets out how we deal with conflicts of interest within Trivium and which procedures have been adopted to avoid these situations. The purpose of this policy is to explain how our employees can avoid any conflicts of interest and describe what they should do in case of a potential or actual conflict of interest.	This Policy applies to all Trivium employees worldwide. This includes temporary employees and contractors, as well as all third parties acting on behalf of Trivium (e.g. agents, consultants).	All employees are expected to disclose any actual, potential or perceived conflict of interest. Any concerns relating to non-compliance with this Policy can be reported to Legal & Compliance or through the hotline.

Policy	Relevant content	Scope	Accountability
Global Anti-Harassment and Anti-Bullying Policy	This Global Anti-Harassment and Anti-Bullying Policy prohibits all types of harassment and bullying and sets out how we deal with any such behaviour within Trivium. This Policy should be read in conjunction with the Trivium Code of Conduct, the Trivium Labour and Human Rights Policy, the Trivium Hotline Policy and the Trivium Non-Retaliation Policy. There may also be local Trivium Policies on anti-harassment or anti-bullying, for example, the Trivium UK Sexual Harassment Policy.	This Policy applies to all Trivium employees in the United States, and everyone else worldwide who works for Trivium, including employees, contractors and third parties conducting business on our behalf or in our name (e.g. agents, consultants). Trivium employees can also rely on this Policy in case of harassment or bullying by colleagues and by third parties who deal with Trivium.	All employees are expected to contribute to a respectful and collaborative workplace. Every employee has the right to be treated with dignity and respect and the responsibility to treat others the same. Accordingly, any form of harassment or bullying, whether committed or attempted, will not be tolerated.
Labour & Human Rights Policy	Trivium respects the Universal Declaration of Human Rights and is committed to adhering to and supporting the core principles of human rights. Trivium also respects the International Labour Organization ("ILO") Declaration on Fundamental Principles and Rights at Work, as well as the ILO's Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy.	This Labour and Human Rights Policy applies to everyone who works for Trivium, from employees to (sub) contractors, but also to third parties conducting business on our behalf or in our name (e.g., agents, consultants), wherever in the world.	The Chief People Officer (CPO) is accountable for all labour- and human rights-related initiatives and leads the Human Resource team ("HR"). HR is responsible for the roll out and implementation of this Policy.
Sanctions & Export Controls Policy	Trivium Packaging B.V. and its subsidiaries ("Trivium") is committed to fully complying with sanctions and export control laws and procedures in all the jurisdictions in which it operates. Trivium recognises that failure to comply with such laws would not only constitute a breach of its legal requirements but could also result in severe penalties and serious reputational damage.	This Sanctions and Export Control Policy applies to all Trivium employees and contractors, as well as all third parties acting on behalf of Trivium (e.g. agents, consultants). All Trivium employees and agents must ensure that they comply with applicable sanctions, export controls and other related laws when transferring goods, services, software or technology across national borders. This Policy also applies to any joint ventures in which Trivium participates.	Trivium's procurement, commercial and finance teams are themselves responsible for compliance with all sanction laws and export control requirements in relation to their respective areas. The Director of Risk & Compliance is responsible for ensuring that procedures are in place to support Trivium's management to maintain compliance with sanctions laws. The Global Director of Indirect Tax & Customs is responsible for ensuring that procedures are in place to support Trivium's management to maintain compliance with export control requirements.

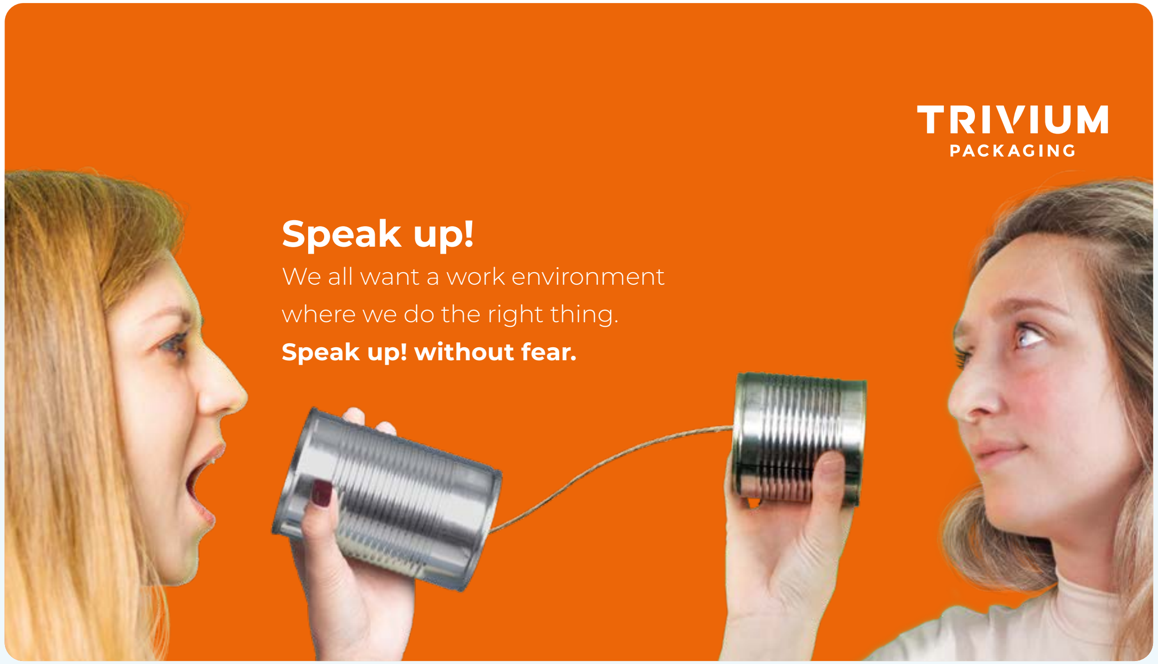
Policy	Relevant content	Scope	Accountability
Agents Policy	Trivium is committed to conducting activities with the highest standards of integrity and acting in compliance with the laws and regulations of all the countries in which it operates. Trivium does not tolerate any form of bribery or corruption and complies with all anti-bribery laws, including the UK Bribery Act 2010 and the US Foreign Corrupt Practices Act.	The Agents Policy applies to all Trivium companies worldwide and to all our employees and agents. Each Trivium employee is responsible for following the process set out herein with regards to all dealings with agents.	Trivium will ensure that agents adhere to Trivium's core values and principles. In order to do so, agents must be subject to Trivium's Code of Conduct and its associated policies. Furthermore, agents shall be subject to a review process which shall be consistent with their risk profile. As such, high-risk profile agents will require a more thorough due diligence process which will be documented.
Anti-Money Laundering Policy	This Policy sets out the essential steps that we are expected to all take to avoid being implicated in money laundering. This Policy complements our Code of Conduct and should also be read in conjunction with our Anti-Fraud Policy and Anti-Bribery Policy. This Policy enables employees to recognise when issues arise, avoid prohibited conduct where the issues are clear and promptly seek guidance from Legal & Compliance where they are not.	This Policy applies to all Trivium companies worldwide and to our employees, including directors and officers.	Each Trivium employee is responsible for helping to detect money laundering activities. They are encouraged to report breaches of this Policy or any questionable situation by immediately notifying Finance and Legal & Compliance or reporting the breach anonymously via our hotline.

Actions related to business conduct

Trainings on the Code of Conduct, information security, anti-bribery and corruption
In 2025, we launched training on the Code of Conduct with a focus on psychological safety in the workplace for employees. The completion rate at the moment of writing this report for all employees with a Trivium online account was 100%.

In addition, we regularly train our employees on a variety of topics, such as ethics and compliance, Speak up!, competition law, fraud, anti-bribery and corruption (ABC) and information security. These training courses take place in person (in a classroom setting) or online (via webinars) and are reinforced via internal communications. At each training session, both online or in person, we outline how employees can report complaints, including details of available reporting channels.

In 2025, we rolled out an e-learning on anti-bribery and corruption to a specific group of employees for whom this would be most relevant. This e-learning had a completion rate of over 90%.



Whistleblower programme
Trivium has an independent whistleblower hotline available 24/7 in local languages, through which employees can anonymously report incidents they perceive to violate our Code of Conduct. There is also a whistleblower procedure available to any Trivium supplier or other third party that wishes to raise a concern regarding a (suspected) violation by Trivium or its employees of any laws or regulations, or Trivium's Code of Conduct.
The various reporting channels and their procedural details are communicated proactively to stakeholders both online (e.g., via the Code of Conduct and Supplier Code of Conduct) and offline via posters in our manufacturing plants and offices.
We continue to promote Speak up! through an awareness campaign, with new posters developed for the walls and screens at all Trivium offices and plants.
Our efforts to increase awareness are also reflected in the feedback from our OHI Survey, where employees were asked to confirm, 'I know how to report a possible concern or violation of the Trivium Code of Conduct'. From all respondents, 85% agreed with this statement, demonstrating widespread awareness of reporting mechanisms across the organisation.

' We continue to strengthen awareness of our Speak up! culture and reporting channels across the organisation. The growing engagement of our employees demonstrates that this focus is making a difference and reinforces our commitment to transparency, integrity and accountability.'

Helene Millenaar
Director Risk and Compliance

Over the past years, Trivium also strengthened its security culture through a comprehensive cyber awareness and training programme, workshops, targeted training for high-risk groups, and participation in town halls to improve reporting and resilience. In parallel, we enhanced data protection across the organisation by improving monitoring of sensitive systems and addressing high risk vendor and application exposures to safeguard personal and operational data.

Compliance Committee

Trivium has a Compliance Committee composed of senior leaders from Trivium. The Compliance Committee's responsibilities include monitoring compliance with the Code of Conduct and its associated policies, as well as processing and reviewing compliance violations that are reported directly or anonymously via the various reporting channels, including the whistleblower hotline. The Compliance Committee reports to the Management Board and to the Audit Committee. For more information on the Audit Committee, please visit the Corporate governance chapter.

In 2025, Trivium received approximately 50 (2024: approximately 40) complaints about alleged Code of Conduct violations which were reported to Trivium's hotline or communicated via other channels and subsequently notified to Trivium Legal & Compliance. A number of these complaints turned out not to be Code of Conduct related but rather performance related. The Audit Committee will report critical concerns to the Supervisory Board.

These incidents were promptly investigated, and the Compliance Committee took remedial actions where necessary.

Promoting a responsible supply chain

Trivium operates within a broad value chain, including hundreds of suppliers who play vital roles in the production and delivery of metal packaging. Selecting suppliers that uphold our Supplier Code of Conduct is crucial for maintaining high standards. Clear expectations for our supplier network foster responsible environmental, social and governance practices throughout our supply chain.

Supplier Code of Conduct

Trivium's Supplier Code of Conduct includes a set of requirements for working with Trivium and clarifies our expectations for our supply chain partners around the world on a range of issues, including human rights, anti-bribery and fraud, modern slavery prevention, conflict minerals, health and safety, business integrity, environmental management, energy consumption, water use, biodiversity, cybersecurity, discrimination and diversity, equity, inclusion and belonging (DEIB).

Avoiding discrimination and promoting DEIB in the supply chain

We expect all places of work, including those of our suppliers, to be free of physical and mental harassment and violence and free of any form of discrimination on the basis of, but not limited to, race, ethnicity, gender, sexual orientation, age, religion, disability or any other characteristic. We urge our suppliers to adopt equitable practices, as well as promote and report on their DEIB initiatives and progress within their own organisations and across their supply chain. We expect our suppliers to implement a DEIB strategy to foster a more inclusive and equitable working environment. In order to accelerate DEIB, we encourage learning, collaboration and sharing of best practices across the supply chain.

– Extract from the Trivium Supplier Code of Conduct

Human Rights Due Diligence

In 2025, Trivium further strengthened its approach to promoting a responsible supply chain by initiating a more structured Human Rights Due Diligence (HRDD) process. Building on our existing Supplier Code of Conduct, risk based supplier screening, and desktop research, this work aims to improve our understanding of where actual and potential human rights risks may occur across our value chain. This step also supports Trivium's preparation for evolving regulatory and stakeholder expectations related to human rights and environmental due diligence, including those reflected in the EU Corporate Sustainability Due Diligence Directive (CSDDD).

HRDD is a work in progress. In 2025, our focus was on consolidating existing information and conducting initial risk scoping through desktop research and internal data sources. In 2026, we plan to complement this work with targeted stakeholder engagement to validate and refine our initial findings and determine Trivium's salient human rights issues. This will enable us to prioritise actions, strengthen existing measures, and identify where additional processes or controls may be required to address the most significant risks in our value chain. Trivium also has a Modern Slavery Statement available online *here*.

Supplier selection and onboarding

Making informed decisions about which suppliers to work with is core to our sourcing approach. We have a screening process in place to help us identify and work with partners that share our values and our commitment to acting responsibly.

Our Global Procurement Policy was updated in 2025 to reflect our continued commitment to operational excellence, compliance and sustainability across all procurement activities. We introduced a new vendor onboarding process as part of this update, complete with due diligence checks regarding the vendor's compliance, risks, and sustainability performance and information security. The updated Policy also reinforces the requirement of signing Trivium's Supplier Code of Conduct, Trivium's rights to ESG audits and supplier training requirements.

When selecting new vendors, the Procurement team evaluates their ESG practices based on a series of criteria outlined in our Sustainable Procurement Guidelines. These criteria include, for example, the vendor's compliance with the ESG standards listed in Trivium's Supplier Code of Conduct, their efforts to reduce environmental impact, how they address their social issues, and if they have obtained certifications related to environmental, labour and business ethics management systems.

Benchmarking supplier ESG performance

Once our suppliers have been onboarded, we evaluate their adherence to the Supplier Code of Conduct regularly and encourage them to continue to think and act sustainably wherever possible. At the end of 2025, the process changed slightly and suppliers are asked to sign the Supplier Code of Conduct prior to the onboarding.

To focus our efforts on where they are most likely to be impactful, we pay particular attention to our top 200 suppliers. Together, they represent over 80% of our purchase spend. We survey the top 200 every two years with the most recent assessment completed for the reporting year of 2024. In the year between, we focus on our biggest raw material suppliers. In 2025, we achieved an 83% completion rate among the requested suppliers, which covers 51% of our total purchase spend.

In our 2025 questionnaire, we kept the previous year's questionnaire structure to allow for the monitoring of Aluminium Stewardship Initiative (ASI) membership and certifications, Responsible Steel (RSI) membership and certifications, and DEIB metrics.

The results indicate that 58% of our surveyed aluminum suppliers are members of the Aluminium Stewardship Initiative (ASI), and an equal proportion (58%) hold ASI certifications, whether for the Performance Standard, Chain of Custody, or both. Turning to our steel suppliers, 28% are members of Responsible Steel (RSI), with 17% certified according to RSI standards. Across both aluminum and steel, 60% of our suppliers have initiated human rights due diligence (HRDD) processes within their operations and supply chains, signaling a growing commitment to identifying and addressing key human rights risks.

Ethical auditing practices are also gaining traction, as 26% of the aluminum and steel suppliers have conducted either a Sedex Members Ethical Trade Audit (SMETA) or another ethical audit over the past two years. Notably, 10% of the aluminum and steel suppliers have set explicit targets for achieving a living wage, demonstrating leadership in advancing fair labor practices. Furthermore, 71% have implemented actions to promote DEIB within their organisations.

Monitoring this progress is is essential to ensure that we remain aligned with our customer values, promote responsible business conduct, and maintain trust and transparency in our operations and supply chain.

In 2025, we confirmed that 100% of Trivium's tinplate manufacturers, traders and component suppliers are covered by a Conflict Minerals Reporting Template or conflict-free material statement (referring to the calendar year 2024). Through our continuous conversations with suppliers, we have been informed that a portion of the tin sourced by one of our suppliers may have originated from a covered country via a trader utilising the International Tin Supply Chain Initiative (ITSCI). While ITSCI is a recognised programme aimed at improving traceability and mitigating risks in conflict-affected areas, this supplier has decided to discontinue sourcing tin from this origin. Ongoing discussions with the supplier confirmed that this discontinuation was fully effective in 2024. More information can be found in the *Conflict Mineral Report 2025 available on our website*.

In addition, we have been a member of the *Responsible Minerals Initiative* since 2023, which is helping us further enhance our responsible minerals sourcing programme, conduct a due diligence review of our supply chain and develop best practices aligned with international standards.

ESG performance targets

Our KPI is to allocate 70% of our purchase spend to suppliers with average or above-average ESG performance by 2030. We view this as an essential part of our commitment to promoting safe and sustainable practices within our supply chain.

Following the guidance of two industry-leading sustainability rating providers, EcoVadis and CDP, we have defined 'average' as an EcoVadis rating of silver and/or a CDP rating of B-. These baselines allow us to measure progress towards our target and compare our suppliers' sustainability performances.

In 2025, 52% of our total procurement spend was allocated to suppliers with an average or above-average ESG score, up from 49% in 2024 but down from 64% in 2023. To support our suppliers in enhancing their ESG performance, we conduct annual capacity-building training sessions with our top 200 suppliers. In 2025, the Procurement and Sustainability teams delivered a training session held by a trusted advisor, focusing on how to get started with and improve EcoVadis ratings. Nine of our suppliers participated.

Driving continuous ESG improvements in our supply chain

Internal targets for our Sustainable Sourcing Guidelines

In 2025, as described in the previous paragraph, Trivium continued to monitor a set of internal targets aimed at improving sustainable practices in our procurement activities. These targets cover topics on supplier ESG ratings, annual supplier ESG surveys, supplier ESG audits, Supplier Code of Conduct compliance, supplier training and conflict minerals reporting. These targets set priorities and will guide our efforts to further advance our sustainable sourcing practices across our supply chain.

Corrective actions through supplier audits and trainings

There are many risks related to our suppliers, including their compliance with environmental management, human rights, working conditions and a variety of laws and regulations. We monitor these risks closely via our internal risk management platforms. We also conduct supplier audits when needed and align them with suppliers.

These suppliers are selected based on their ESG performance in the annual ESG questionnaire, their EcoVadis rating and ongoing feedback from internal stakeholders.

In 2025, we carried out an onsite ESG audit with an aluminium supplier, focusing on evaluating their environmental management systems and compliance with our Supplier Code of Conduct. Our team engaged the supplier in targeted ESG discussions, identifying no specific areas for improvement. To further strengthen sustainable procurement, we actively supported and encouraged our suppliers to participate in EcoVadis assessments, enhancing supply chain transparency and facilitating measurable improvements in sustainability practices.

Sustainable sourcing and procurement

A training module jointly conducted by Trivium's Sustainability Team and EcoVadis representatives on sustainable sourcing and supplier engagement saw a 89% participation rate among our global procurement team.

Business conduct metrics and targets

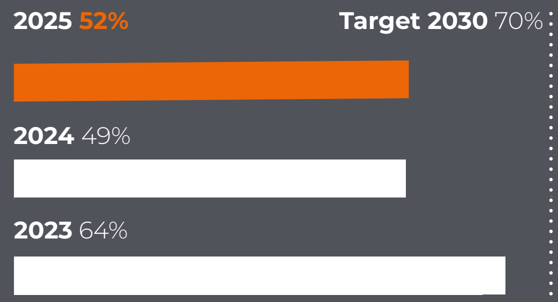
The following table outlines targets that are part of Trivium's sustainability strategy. We include a 3-year period for each of these metrics to track progress on our goals.

Additional metrics

Data reported in this section represents metrics that are additional to our goals and targets in our sustainability strategy (included in the previous section). They support a more detailed analysis of material environmental topics.

Supplier ESG performance

Total purchase spend allocated to suppliers with average or above-average ESG scores



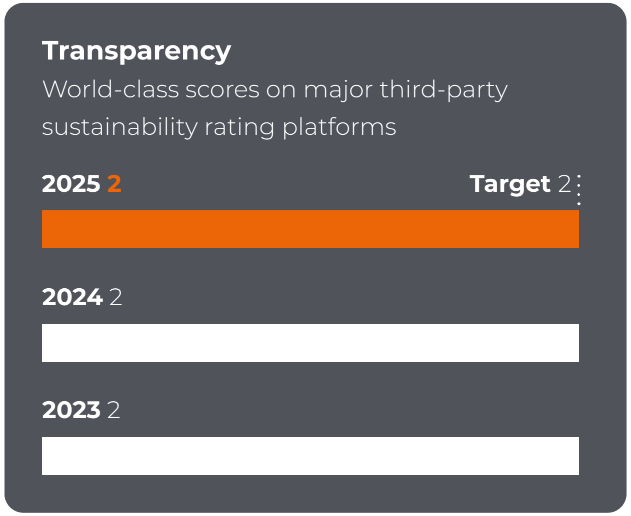
Sub-pillar	KPIs	2023	2024	2025
Employee Code of Conduct training	% of employees that completed training related to the Code of Conduct	96%	97%	100%
Information security	# of confirmed information security incidents	0	0	0
Anti-corruption	# of public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases	0	0	0
Human Rights	# of confirmed cases of forced and/or child labour in our own operations	0	0	0
Supplier Code of Conduct sign off	% of suppliers who signed our Supplier Code of Conduct (2023 version) or presented us their own code (among total procurement spend)	78%[1]	71%	68%
Supplier ESG survey	% of suppliers by number who responded to our ESG survey (among targeted suppliers)	89%[1]	65%	83%
Supplier ESG audits	# of onsite/desktop ESG audits conducted[2]	9	1	1
Sustainability training for procurement function	Participation rate of sustainability training for Procurement team	100%	100%	89%

1 Referring to 2022 version of Supplier Code of Conduct.

2 We prioritize on-site ESG audits with metal suppliers, due to metal's large proportion in our Scope 3 footprint. Audit target group is selected based on supplier ESG performance, ratings and ongoing feedback from internal stakeholders, then, the most relevant supplier is selected for audit. As a result, around 14% of the identified supplier target group was covered by onsite audits in 2023, 20% in 2024 and 8% in 2025.

Promoting transparency

In reporting on our sustainability performance, we are guided by a commitment to transparency and openness. This enables us to remain accountable to all our stakeholders across the value chain, from our partners and clients to our colleagues and wider society.



We seek to keep our stakeholders well informed by clearly communicating the progress we are making, the targets we have set and the challenges we continue to address. By doing so, we strengthen trust and reinforce Trivium's role in advancing responsible practices across the metal packaging industry.

Trivium's sustainability ratings

One of the main ways in which we promote transparency is by having our performance assessed by independent rating agencies, namely EcoVadis and the Carbon Disclosure Project (CDP).

EcoVadis Gold rating

In early 2026, we were awarded a Gold rating by EcoVadis, placing us in the top 5% of more than 49,000 participating companies globally, covering more than 185 countries and 250 industries.[1] This certification becomes more stringent each year, so achieving Gold demonstrates strong and consistent progress in the ESG-related areas of our operations.

CDP A List

We're also proud to be included on the CDP A List this year. For the 2025 submission, Trivium received an 'A' rating for climate action for the third year running, recognising our proactive approach to reducing emissions and mitigating climate-related risks to our business. In addition, Trivium also received a score of A on CDP's Supplier Engagement Leadership Board, symbolising our continued journey with suppliers to drive decarbonisation and transparency across the value chain.

As the standards for the EcoVadis and CDP certifications are expected to rise again in 2026, we are motivated to continue improving our global operations and reporting these improvements transparently.

1 *EcoVadis.*

Industry engagement and partnership

07

Driving progress through industry engagement and policy collaboration

Industry action

As a recognised leader in the metal packaging industry, we actively engage with a range of national and international industry associations. In addition to our longstanding involvement with the Can Manufacturing Institute (CMI) in the United States, Metal Packaging Europe (MPE) and the International Organisation of Aluminium Aerosol Container Manufacturers (AEROBOL), we also participate in key associations in South America, including the Brazilian Aluminium Association (ABAL) and the Brazilian Packaging Association (ABRE). Through these platforms, we contribute technical expertise, regulatory insight and practical experience to industry-wide discussions.

Our participation in these associations ensures we remain closely aligned with regulatory and policy developments that directly affect our business and our customers. In the US, CMI's 2025 advocacy work has been particularly relevant to Trivium, notably the association's contribution on the discussion regarding steel and aluminium tariffs and its continued engagement on emerging sustainability-related disclosure requirements. These efforts help to inform our approach to compliance, risk management and customer support, while providing a channel to share industry perspectives with policymakers.

At EU level, our collaboration with MPE is a key focus area, particularly as the Packaging and Packaging Waste Regulation (PPWR) moves from adoption into implementation. Working through MPE, we contribute to industry positions on recyclability criteria, high-quality recycling and eco-modulation of Extended Producer Responsibility (EPR) fees. This engagement supports practical, evidence-based implementation of the PPWR and helps ensure that the role of rigid metal packaging, and its contribution to circular economy, is appropriately recognised within the evolving regulatory framework.

Globally, until the end of 2025, we have been a member of the World Business Council for Sustainable Development (WBCSD), a CEO-led organisation bringing together more than 200 leading businesses to strengthen sustainability performance and support effective corporate action. Our membership provided access to a wide range of expert-led events, working groups, webinars and peer exchanges that helped us stay aligned with evolving regulatory expectations and emerging best practice. WBCSD also provides a comprehensive library of practical tools, guidance and resources covering topics such as reporting, circularity, climate, human rights and value-chain due diligence, which we use to inform internal decision making and capability building. Our membership concluded at the end of 2025 as part of a broader review of our external partnerships.

Supporting the Aerosol Recycling Initiative

In the United States, Trivium supports the Aerosol Recycling Initiative led by CMI and the Household & Commercial Products Association (HCPA). The initiative aims to expand access to aerosol recycling by 2030, with objectives to increase curbside acceptance and improve the clarity of recyclability labelling across the country.
A core focus is working with municipalities, brands and recyclers to address safety, operational and market concerns, helping to integrate empty aerosol cans more effectively into established metal recycling streams.

A key milestone in 2025 was the release of the *"Yes, We Can! A Practical Guide to Aerosol Recycling at Material Recovery Facilities (MRFs)"* playbook, developed by RTI International in collaboration with HCPA and CMI as part of the Aerosol Recycling Initiative. The playbook provides material recovery facilities with practical guidance on safely accepting aerosol cans, addressing perceived risks, identifying viable end markets and implementing targeted communication with local communities. The MRF playbook supports wider acceptance of aerosol recycling and helps remove barriers across the US recycling system by translating research and case studies into clear, operational recommendations.

In the UK, Trivium continues to support the Aerosol Recycling Initiative led by Alupro, with a focus on practical measures to improve collection and recycling rates. The programme remains centred on targeted consumer awareness campaigns and collaboration with local authorities and municipalities to improve guidance on empty aerosols, strengthen on-pack communication and support consistent collection practices. This ongoing work aims to reduce confusion at household level and increase the capture of valuable metal packaging within existing recycling systems.

The Aerosol Recycling Initiative is also monitoring evolving regulations and measures such as deposit return schemes, which incentivise consumers to return their empty containers, and EPR laws, which several US states have introduced with the aim of shifting the costs of managing product packaging at end-of-life to product manufacturers themselves. We are looking closely at the implications for the aerosol industry, especially in terms of how these latest developments could increase rates of aerosol recycling.

Although challenges regarding consumer awareness and recycling acceptance remain, we are encouraged by the progress made to date and are committed to supporting initiatives that will bring us closer to a future where aerosol recycling is the norm.

About this report

The 2025 Trivium Sustainability Report is Trivium's sixth sustainability report and was published on 25 June 2026. The report covers our sustainability performance during the 2025 calendar year and outlines the sustainability challenges and opportunities we faced. We also describe our sustainability management approach, policies and overall strategy, which aims to transform us into the partner of choice for quality, innovative and circular metal packaging.

Reporting approach

This report was prepared in accordance with the standards of the Global Reporting Initiative (GRI). The GRI context index can be found *here*. The report also includes additional information that we feel provides further insight into our sustainability activities, initiatives and performance. Our value creation model (VCM) is based on the principles of the Value Reporting Foundation (VRF) and the International Integrated Reporting Council (IIRC). Our VCM helps us communicate how we link our core business activities with our corporate responsibilities, and highlights our impacts and long-term value creation.

Sustainability information in this report is prepared on a consolidated basis and covers Trivium Packaging B.V. and its subsidiaries as included in the Group's consolidated financial statements. All operating subsidiaries are fully consolidated, and the consolidation approach applied for sustainability information does not involve adjustments for minority or non-controlling interests.

During the 2025 reporting period, no mergers or acquisitions occurred that affected the scope of Trivium's sustainability reporting. While the Group completed the divestment of two immaterial joint ventures during the year, this did not affect the operating perimeter or the scope of sustainability disclosures. No changes to the consolidation or reporting boundary were therefore required. Unless explicitly stated otherwise, the same consolidation and reporting approach is applied across the disclosures included in this Standard and across all material topics. Where a different approach is used for specific datasets - for example, social data reported with breakdowns by business unit or site-level environmental information - this is clearly indicated in the relevant sections of the report.

Quantitative data concerning environmental performance included in this report is collected using our Trivium Risk Inventory Management System (TRIMS). After submission to TRIMS, all plant-level data is consolidated and reviewed centrally to validate its accuracy. Remaining data, such as information relating to new product developments, employee diversity and composition, Organisational Health Index, supplier ESG ratings and local community engagements, was extracted from information management systems by the responsible business units or taken from standardised reporting questionnaires. All reported figures have been validated by their respective data owners. The Sustainability Report was also reviewed and approved by the Management and Supervisory Boards prior to its publication.

List of subsidiaries

Operations in Greece and Seychelles were closed but liquidation is in process.
The following table provides information relating to our subsidiaries, all of which are wholly owned, at December 31, 2025:

There are no partially-owned subsidiaries included in the scope of this report.

Company	Country of incorporation	Activity
Trivium Packaging Group Netherlands B.V.	Netherlands	Holding Company
Trivium Packaging Finance B.V.	Netherlands	Financing Company
Trivium Packaging Treasury B.V.	Netherlands	Treasury Company
Exal Holdings International B.V.	Netherlands	Holding Company
Trivium Packaging Netherlands B.V.	Netherlands	Metal Packaging
Trivium Aluminium Packaging Netherlands B.V.	Netherlands	Metal Packaging
Trivium Packaging France Holdings S.A.S.	France	Holding Company
Trivium Packaging Group France S.A.S.	France	Holding Company
Trivium Packaging France S.A.	France	Holding Company
Trivium Packaging West France S.A.S.	France	Metal Packaging
Trivium Metal Packaging France S.A.S.	France	Metal Packaging
Trivium Aluminium Packaging France S.A.S.	France	Metal Packaging
Trivium Packaging UK Holdings Ltd	UK	Holding Company
Trivium Packaging Group UK Limited	UK	Holding Company
Trivium Packaging UK Ltd	UK	Metal Packaging
Trivium UK Pension Trustee Limited	UK	Pension Trustee
Impress Sutton Ltd	UK	In liquidation
Trivium Packaging Germany Holdings GmbH	Germany	Holding Company
Trivium Packaging Erftstadt GmbH	Germany	Metal Packaging
Trivium Packaging Germany GmbH	Germany	Metal Packaging
Trivium Aluminium Packaging Hungary Kft	Hungary	Metal Packaging

Company	Country of incorporation	Activity
Trivium Packaging Hungary Kft	Hungary	Metal Packaging
Trivium Packaging BSC Kft	Hungary	Administration
Trivium Packaging Poland Sp. z.o.o.	Poland	Metal Packaging
Trivium Packaging Italy s.r.l.	Italy	Metal Packaging
Trivium Packaging Denmark A/S	Denmark	Metal Packaging
Trivium Packaging Iberica S.A.	Spain	Metal Packaging
Trivium Packaging Hellas S.A.	Greece	Metal Packaging
Trivium Packaging Ukraine LLC	Ukraine	Metal Packaging
Trivium Packaging Romania S.A.	Romania	Metal Packaging
Trivium Packaging Czech Republic s.r.o.	Czech Republic	Metal Packaging
Trivium Packaging US Holdings Company	USA	Holding Company
Trivium Aluminium Packaging USA Corporation	USA	Metal Packaging
Trivium Packaging USA Inc.	USA	Metal Packaging
Trivium Packaging Canada Limited	Canada	Metal Packaging
Trivium Packaging Argentina S.A.	Argentina	Metal Packaging
Trivium Packaging Brasil - Fabricaçao de Embalagens de Aluminio Ltda	Brazil	Metal Packaging
Trivium Packaging Morocco S.A.S.	Morocco	Metal Packaging
Trivium Packaging (Seychelles) Ltd	Seychelles	In liquidation
Trivium Packaging Japan K.K.	Japan	In liquidation
Trivium Packaging Korea Chusik Hoesa	Korea	Metal Packaging

Stakeholder engagement

We engage in interactions and discussions with our stakeholders during the year. These engagements provide us with opportunities to better understand our stakeholders' needs, align our sustainability strategy with their preferences to enhance our environmental and societal impact and establish lasting partnerships with parties that can affect (and be affected by) our business.

The table below provides examples of engagements that took place during the year with a subset of stakeholders whose interests we consider to be material (as determined by, among other things, their alignment with our values, objectives and expertise, their proximity to our operations and their capacity and willingness to collaborate with us on sustainability issues).

These engagements were led by different teams within Trivium according to the needs of each stakeholder group and provided valuable insights into the Company's leadership and their management of sustainability-related topics. We aim to maintain an ongoing and constructive dialogue with these groups, at all levels of our company.

Stakeholder group	How we engaged	Main topics of discussion
Customers	Meetings, innovation sessions, surveys, conferences and tradeshows, sustainability report, website and social media, knowledge documents	■ Product safety and compliance (page 83) ■ Product ecodesign (page 52) ■ Product quality (page 84)
Employees	Organizational Health Index survey, personal development reviews, trainings and seminars, community engagement projects, company intranet, sustainability report	■ Building a zero harm safety culture (page 66) ■ Talent development (page 71) ■ Diversity, equity, inclusion and belonging (DEIB) (page 73) ■ Business conduct (page 89)
Investors/shareholders	Report to bondholders, sustainability report	■ Our role in society (page 12)
Community and society	Community engagement projects, volunteering, sustainability report	■ Climate change (page 38) ■ Resource use and circular economy (page 50) ■ Business conduct (page 89)
Suppliers	Annual questionnaire, audits and assessments, meetings, sustainability report	■ Climate change (page 38) ■ Resource use and circular economy (page 50) ■ Business conduct (page 89)
Finance providers	Report to bondholders, quarterly bondholder calls, financial analyst questionnaires and investor relation queries.	■ 2025 at a glance (page 6)
Industry associations, trade associations and NGOs	Conferences, memberships, meetings, research collaborations, philanthropy, sponsorship	■ Promoting transparency (page 101) ■ Driving progress through industry engagement and policy collaboration (page 103)

Glossary

A

AEROBAL: An international organisation representing manufacturers of aluminium aerosol cans.

Aerosol Recycling Initiative (UK): Trivium has committed to funding, until the end of 2024, the UK Aerosol Recycling Initiative launched by aluminium packaging recycling organisation Alupro. This programme aims to increase awareness and uptake of aerosol recycling across the United Kingdom in line with the progress needed to meet 2030 targets.

Alloy: A metal made by combining two or more metallic elements, especially to enhance strength or resilience.

Aluminium slug: An aluminium blank punched out of aluminium sheet coils in different shapes, used as extrusion blanks for tubes, cans and containers.

B

Bisphenol A (BPA): A chemical compound mainly used in the manufacture of various plastics, as well as epoxy resins found in the protective coatings and linings of various food and beverage metal cans and vats.

Blue Book: The Trivium Blue Book is a collection of 16 initiatives that will serve as best practices for energy consumption reduction in Trivium's European plants.

C

Can Manufacturing Institute (CMI): The national trade association of the metal can manufacturing industry and its suppliers in the US.

CDP (formerly the Carbon Disclosure Project): An international, non-profit organisation that helps companies and cities to disclose their environmental impact.

Circularity: A model of production and consumption that involves reusing, repairing and recycling existing materials and products for as long as possible.

Conflict Minerals Reporting Template (CMRT): A standardised reporting template (developed by the Responsible Minerals Initiative), that facilitates the transfer of material origin information through the supply chain.

Corporate Sustainability Due Diligence Directive (CSDDD): A European Union regulation aimed at fostering sustainable and responsible corporate behaviour. It requires companies to identify, prevent, mitigate and account for adverse human rights and environmental impacts in their operations and value chains. The directive mandates that large companies, both within and outside the EU, implement due diligence strategies to address these impacts and report annually on their progress.

Corporate Sustainability Reporting Directive (CSRD): EU rules require large companies and listed companies to publish regular reports on the environmental, social and governance risks they face, and on how their activities impact people and the environment.

D

Double materiality assessment (DMA): A core requirement of the CSRD, this refers to a process whereby a company's sustainability is evaluated through two lenses: impact materiality (how the company's activities affect people and the environment) and financial materiality (how sustainability-related risks and opportunities affect the company's financial position, performance or access to capital). This process helps companies identify which topics are material to their business.

E

EBITDA (Earnings Before Interest, Taxes, Depreciation and Amortisation): A financial performance metric that indicates the profitability of a company before taking into account interest expense, tax liabilities, depreciation and amortisation. EBITDA is commonly used to evaluate operating performance and to compare profitability between companies by eliminating the effects of financing and accounting decisions.

EcoVadis: An international platform that assesses the material corporate social responsibility (CSR) impacts of different companies.

Environmental Control Standards: A set of stringent specifications – in line with relevant legal and regulatory guidelines on environmental criteria – that define Trivium's minimum requirements on a range of environmental topics.

Environmental, social and governance (ESG): The three central factors in measuring the sustainability and societal impact of a business.

F

Full-time equivalent (FTE): The equivalent of the number of employees with a full-time contract.

G

GAIA initiative: An energy reduction programme launched by Trivium in 2022 as part of its operational excellence strategy. It focuses on improving energy efficiency, lowering electricity and natural gas consumption, optimising processes and upgrading equipment.

Global Circulate Team (GCT): Trivium's standing group on sustainability, composed of environmental representatives from various manufacturing plants. The GCT works on defining, refining and driving the implementation of Trivium's sustainability strategy across the business.

Global Reporting Initiative (GRI): An organisation that publishes international standards for CSR reporting.

Greenhouse Gas (GHG) emissions: The release of gases such as carbon dioxide (CO_2), methane (CH_4) and nitrous oxide (N_2O) that trap heat in the atmosphere and contribute to global warming.

I

International Organisation for Standardisation (ISO): An organisation that is responsible for international management standards such as ISO 14001, 50001, 45001 and 9001.

ISAE 3000: An internationally recognised and widely applied international assurance and audit standard for non-financial information disclosures.

K

Key Performance Indicator (KPI): A quantifiable measure of performance over time for a specified objective.

M

Metal Packaging Europe (MPE): An industry association that gives Europe's metal packaging industry a unified voice, and helps to promote the industry as a valuable contributor to sustainability throughout the supply chain.

O

McKinsey's Organizational Health Index (OHI): Trivium tracks its effectiveness, efficiency and employee engagement in an annual survey among employees. The results of this annual survey are aggregated into an OHI.

P

EU Packaging and Packaging Waste Regulation (PPWR): The European Parliament approved the Regulation on 24 April 2024. The regulation focuses on promoting recycling, reducing packaging waste and ensuring that packaging is more sustainable through better design, material use and waste management practices.

Per- and polyfluoroalkyl substances (PFAS): A group of synthetic chemicals used in a wide range of industrial and consumer products for their resistance to water, oil, heat and stains. PFAS are often referred to as "forever chemicals" because they do not readily break down in the environment or in the human body and can accumulate over time.

Product Environmental Footprint (PEF) guidelines: A multi-criteria measure of the environmental performance of a good or service through its life cycle, created by the European Commission.

R

Research Institutes of Sweden AB (RISE): An independent Swedish research institute, collaborating with universities, industry and the public sector to drive sustainable change.

S

Science Based Targets initiative (SBTi): An organisation that helps to drive positive climate action in the private sector by enabling businesses to set science-based emission reduction targets.

Scope 1 emissions: Direct GHG emissions occurring from sources that are owned or controlled by an organisation.

Scope 2 emissions: Indirect GHG emissions associated with the purchase of electricity, steam, heat or cooling.

Scope 3 emissions: Other direct GHG emissions that are a consequence of the company's activities, but which do not come from sources owned or controlled by the organisation.

Speak up!: A scheme that provides Trivium employees and third parties with a safe, anonymous way to report concerns regarding violations of ethical conduct, laws or regulations. Managed by an independent third-party company, the programme is available 24/7 in multiple languages through a hotline and other reporting channels.

Substrate: A material or surface on which processing is conducted.

T

Tinplate: Sheet steel or iron coated with tin.

Total recordable accident rate (TRAR): A standard safety metric that measures the number of work-related injuries and illnesses requiring medical treatment beyond first aid per 100 full-time employees in a given year.

Trimming: The process of cutting excess material from an object.

Trivium Business System (TBS): A system that underpins Trivium's approach to the standardisation of excellence across its administrative, commercial, operational, procurement and supply chain activities.

Trivium Risk Inventory Management System (TRIMS): An internal reporting system that allows Trivium to track its environmental footprint and document its environmental incidents. Trivium's plants submit their environmental data to TRIMS every month.

Trivium University: An internal learning and development platform launched in 2022 that offers employees access to over 10,000 courses covering both technical and non-technical skills.

U

United Nations Global Compact: A United Nations initiative that promotes 10 fundamental corporate responsibilities in the areas of human rights, labour, the environment and anti-corruption.

United Nations Sustainable Development Goals (UN SDGs): A collection of 17 interlinked goals to end poverty, protect the planet and ensure prosperity for all, as part of a sustainable development agenda.

V

Value Creation Model (VCM): Trivium's VCM defines all the ways in which the company transforms its assets to create value for its stakeholders, and how the business intends to act as a force for good in the world.

Volatile Organic Compounds (VOCs): Compounds that have high vapour pressure and low water solubility. Some VOCs are harmful to human health or react with gases in the air to form pollutants.

W

Wellbeing@Trivium: An employee resource group (ERG) at Trivium dedicated to promoting health, wellbeing and engagement across the global workforce. The group regularly publishes resources on topics such as mentoring, employee appreciation and mental wellbeing.

World Business Council for Sustainable Development (WBCSD): An organisation of over 200 international companies aiming to accelerate global system transformation towards a net-zero future.

World Wide Fund for Nature (WWF) Biodiversity Risk Filter: An online screening tool that enables companies to assess the extent to which their manufacturing locations are situated in areas of high biodiversity risk. A high physical score is driven by a high dependence on ecosystem services or high impact on pressures on biodiversity, as well as by compromised ecosystem services or high existing pressures on biodiversity at the site locations.

World Wide Fund for Nature (WWF) Water Risk Filter: A leading online platform used for mapping water risks, enabling companies to assess and respond effectively. It helps companies understand both basin and operational water risks across their operations and value chain. Additionally, the tool forecasts how basin water risks may evolve from 2030 to 2050 under three climate and socioeconomic scenarios.

Colophon

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