



2025 GRI Content Index

TRIVIUM
PACKAGING



Statement of use:

Trivium Packaging B.V. has reported in accordance with the GRI Standards for the period January 1, 2025 - December 31, 2025. All the page numbers mentioned here refer to Trivium's Sustainability Report 2025, which was published together with this GRI table and is publicly available on the Company's website.

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): None apply

GRI content index Sustainability Report 2025

Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
GRI 2: General Disclosures 2021				
1. The organization and its reporting practices				
2-1	Organizational details	a	Report its legal name	Corporate & sustainability governance - Legal structure and leadership (p 25)
		b	Report its nature of ownership and legal form	
		c	Report the location of its headquarters	2025 at a glance - About us (p 7); Colophon (p 112)
		d	Report its countries of operation	2025 at a glance - About us (p 7); List of subsidiaries (p 106)
2-2	Entities included in the organization's sustainability reporting	a	List all its entities included in its sustainability reporting	List of subsidiaries (p 106)
		b	If the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting	About this report (p 104)
		c-i	Whether the approach involves adjustments to information for minority interests	About this report (p 104)
		c-ii	How the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities	About this report (p 104)
		c-iii	Whether and how the approach differs across the disclosures in this Standard and across material topics	About this report (p 104)
2-3	Reporting period, frequency and contact point	a	Specify the reporting period for, and the frequency of, its sustainability reporting	About this report (p 104)
		b	Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this	About this report (p 104)
		c	Report the publication date of the report or reported information	About this report (p 104)



Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
		d	Specify the contact point for questions about the report or reported information	Colophon (p 112)
2-4	Restatements of information	a-i	The reasons for the restatements	Circularity metrics & targets (p 55)
		a-ii	The effect of the restatements	Circularity metrics & targets (p 55)
2-5	External assurance	a	Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved	Basis for preparation -Scope of reporting (p 33)
		b-i	Provide a link or reference to the external assurance report(s) or assurance statement(s)	Basis for preparation -Scope of reporting (p 33)
		b-ii	Describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process	Basis for preparation -Scope of reporting (p 33)
		b-iii	Describe the relationship between the organization and the assurance provider	Basis for preparation - Scope of reporting (p 34); Glossary (p 108)
2-6	Activities, value chain and other business relationships	a	Report the sector(s) in which it is active	Basis for preparation - Value chain (p 35)
		b-i	The organization's activities, products, services, and markets served	Our product types (p 11)
		b-ii	The organization's supply chain	Basis for preparation - Value chain (p 35)
		b-iii	The entities downstream from the organization and their activities	Basis for preparation - Value chain (p 35)
		c	Report other relevant business relationships	Industry engagement and partnership - Driving progress through industry engagement and policy collaboration (p 102)
		d	Describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period	Industry engagement and partnership - Driving progress through industry engagement and policy collaboration (p 102)
2-7	Employees	a	Report the total number of employees, and a breakdown of this total by gender and by region	Social - Own workforce - Employee numbers table (p 75-79)
		b-i	Permanent employees, and a breakdown by gender and by region	Social - Own workforce - Employee numbers table (p 75-79)



Standard Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
	b-ii	Temporary employees, and a breakdown by gender and by region	Social - Own workforce - Employee numbers table (p 75-79)
	b-iii	Non-guaranteed hours employees, and a breakdown by gender and by region	Information unavailable/incomplete
	b-iv	Full-time employees, and a breakdown by gender and by region	Social - Own workforce - Employee numbers table (p 75-79)
	b-v	Part-time employees, and a breakdown by gender and by region	Social - Own workforce - Employee numbers table (p 75-79)
	c-i	In head count, full-time equivalent (FTE), or using another methodology	Social - Own workforce - Employee numbers table (p 75-79)
	c-ii	At the end of the reporting period, as an average across the reporting period, or using another methodology	Social - Own workforce - Employee numbers table (p 75-79)
	d	Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b	Social - Own workforce - Employee numbers table (p 75-79)
	e	Describe significant fluctuations in the number of employees during the reporting period and between reporting periods	Social - Own workforce - Employee numbers table (p 75-79)



Standard Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
2-8 Workers who are not employees	a-i	The most common types of worker and their contractual relationship with the organization	<p>In addition to its employees, Trivium makes use of certain workers who are not directly employed by the company. The most common type of non-employee workers are agency personnel supplied through third-party staffing firms. These agency workers typically supplement our production and warehouse teams, often filling temporary or seasonal roles based on operational needs. They remain employees of the staffing agencies, not of Trivium, and work under the terms of a contract between the agency and Trivium. Other non-employee workers include specialized contractors such as maintenance technicians, equipment installers, or professional service providers engaged for specific projects or short-term assignments. In all cases, the contractual relationship is such that the individual is employed by an external organization (or self-employed), and Trivium contracts that organization for the services. This approach is used to provide flexibility and access specialized skills while the legal employment responsibility stays with the third party.</p>



Standard Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
2-8	Workers who are not employees (continued)	a-ii The type of work they perform	<p>Agency-supplied workers and contractors at Trivium primarily perform operational and support roles. For example, many agency workers on the factory floor serve as machine operators, assembly-line assistants, or warehouse labor supporting manufacturing output. Others may assist with packaging, quality control, or other plant operations. Non-employee contractors are often brought in for maintenance activities (such as equipment repair, cleaning services, or facility upkeep) and technical projects (like installing new machinery or IT systems). Essentially, the external workforce is concentrated in roles that support production peaks, maintenance shutdowns, logistics, and other supplementary tasks. Trivium's internal job classification indicates that most agency workers fall into entry-level or semi-skilled operational categories, whereas external professional consultants might be engaged for highly specialized tasks. Because these workers are not on Trivium's payroll, the company does not maintain detailed demographic data on them for reporting purposes; hence, work-type information is described in general terms rather than with quantitative breakdowns.</p>



Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
2-8	Workers who are not employees (continued)	b-i	In head count, full-time equivalent (FTE), or using another methodology	Information unavailable/incomplete: Any quantitative data on non-employee workers (if collected for reporting) is intended to be presented as headcount, similar to how we report direct employees. This means each external worker would be counted as one, regardless of hours worked or contract duration, rather than converting these workers into full-time equivalent figures. For the 2025 reporting cycle, Trivium has not published a total count of non-employee workers. However, it is noted that if and when such data is reported, the headcount method will be used for consistency and simplicity.
		b-ii	At the end of the reporting period, as an average across the reporting period, or using another methodology	Information unavailable/incomplete: Information on non-employee workers, if reported, would be captured based on the number of such workers active at the end of the reporting period (e.g., as of 31 December 2025). This mirrors the approach used for direct employees, providing a snapshot on the final day of the year. Trivium has adopted the year-end cut-off date for any workforce-related data to ensure alignment across all metrics. In this report, comprehensive data on contractors and agency workers is not included; if future disclosures include these figures, they will reflect the year-end status.



Standard Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
2-8 Workers who are not employees (continued)	c	Describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods	Information unavailable/incomplete: Trivium does not yet track year-on-year numbers of non-employee workers in a systematic way, and therefore this report does not discuss changes or trends in the usage of contractors or agency staff over time. In the absence of multi-year data on the external workforce, we cannot quantify whether there were significant fluctuations in 2025 compared to previous years. Qualitatively, the use of agency workers tends to adjust with production demand (increasing during peak periods and easing in slower periods), but since we have not consolidated those figures for reporting, no specific comparison or trend analysis is provided here. This is an acknowledged gap, and Trivium plans to explore ways to monitor and report on significant changes in the external workforce in the future.
2-9 Governance structure and composition	a	Describe its governance structure, including committees of the highest governance body	Corporate & sustainability governance - Legal structure and leadership (p 25)
	b	List the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment, and people	Corporate & sustainability governance - Legal structure and leadership (p 25)
	c-i	Executive and non-executive members	Corporate & sustainability governance - Legal structure and leadership (p 25)
	c-ii	Independence	
	c-iii	Tenure of members on the governance body	Corporate & sustainability governance - Legal structure and leadership - Supervisory board table (p 26)
	c-iv	Number of other significant positions and commitments held by each member, and the nature of the commitments	Confidentiality constraints
c-v	Gender	Corporate & sustainability governance - Legal structure and leadership - Supervisory board table (p 26)	



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
2-9	Governance structure and composition (continued)	c-vi	Under-represented social groups	Information unavailable/incomplete
		c-vii	Competencies relevant to the impacts of the organization	Information unavailable/incomplete
		c-viii	Stakeholder representation	Information unavailable/incomplete
2-10	Nomination and selection of the highest governance body	a	Describe the nomination and selection processes for the highest governance body and its committees	Confidentiality constraints
		b-i	Views of stakeholders (including shareholders)	Information unavailable/incomplete
		b-ii	Diversity	Social - Additional Metrics (p 74)
		b-iii	Independence	Information unavailable/incomplete
2-11	Chair of the highest governance body	b-iv	Competencies relevant to the impacts of the organization	Information unavailable/incomplete
		a	Report whether the chair of the highest governance body is also a senior executive in the organization	Corporate & sustainability governance - Legal structure and leadership (p 25)
		b	If the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated	Corporate & sustainability governance - Legal structure and leadership (p 25-26)
2-12	Role of the highest governance body in overseeing the management of impacts	a	Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development	Corporate & sustainability governance - Sustainability governance (p 28-29)
		b-i	Whether and how the highest governance body engages with stakeholders to support these processes	Corporate & sustainability governance - Legal structure and leadership (p 25-26)
		b-ii	How the highest governance body considers the outcomes of these processes	Corporate & sustainability governance - Legal structure and leadership (p 25-26)
		c	Describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review	Corporate & sustainability governance - Legal structure and leadership (p 25-26)



Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
2-13	Delegation of responsibility for managing impacts	a-i	Whether it has appointed any senior executives with responsibility for the management of impacts	Corporate & sustainability governance - Sustainability governance (p 28-29)
		a-ii	Whether it has delegated responsibility for the management of impacts to other employees	Corporate & sustainability governance - Sustainability governance (p 28-29)
		b	Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people	Corporate & sustainability governance - Sustainability governance (p 28-29)
2-14	Role of the highest governance body in sustainability reporting	a	Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information	About this report (p 104)
		b	If the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this	N/A
2-15	Conflicts of interest	a	Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	Confidentiality constraints
		b-i	Cross-board membership	Confidentiality constraints
		b-ii	Cross-shareholding with suppliers and other stakeholders	Confidentiality constraints
		b-iii	Existence of controlling shareholders	Corporate & sustainability governance - Legal structure and leadership (p 25)
		b-iv	Related parties, their relationships, transactions, and outstanding balances	Confidentiality constraints



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
2-16	Communication of critical concerns	a	Describe whether and how critical concerns are communicated to the highest governance body	Governance - Business conduct -Actions related to Business Conduct (p 94)
		b	Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period	Confidentiality constraints
2-17	Collective knowledge of the highest governance body	a	Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development	Information unavailable/incomplete
2-18	Evaluation of the performance of the highest governance body	a	Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people	Corporate & sustainability governance - Supervisory Board (p 25)
		b	Report whether the evaluations are independent or not, and the frequency of the evaluations	Confidentiality constraints
		c	Describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices	Confidentiality constraints
2-19	Remuneration policies	a-i	Fixed pay and variable pay	Confidentiality constraints
		a-ii	Sign-on bonuses or recruitment incentive payments	Trivium's practice is to occasionally offer sign-on bonuses when hiring scarce talent or in competitive recruitment situations. Additionally, in some countries or business units, the company provides recruitment incentive payments (for example, employee referral bonuses) to encourage current employees to refer qualified candidates. These incentives are not part of a universal policy and are used selectively based on local market practices and talent acquisition needs. The company does not publicly report aggregate data on sign-on or recruitment bonuses.
		a-iii	Termination payments	Confidentiality constraints



Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
2-19	Remuneration policies (continued)	a-iv	Clawbacks	Trivium includes clawback clauses in certain remuneration arrangements, particularly for special incentives. For example, retention bonus agreements and some sign-on bonuses for senior roles include clawback provisions that allow the company to reclaim the payment if specific conditions are not met (such as if the individual leaves the company within a defined timeframe or fails to meet certain performance or conduct standards). Incorporating clawback mechanisms is a standard practice in Trivium's executive and key talent contracts to reinforce accountability and long-term alignment.
		a-v	Retirement benefits	Retirement and pension benefits for members of the highest governance body and senior executives are provided in line with relevant local regulations and company-level plans. In practice, each executive participates in the standard pension or retirement scheme of their employing country or legal entity, receiving contributions or benefits as required by local law and any applicable collective agreements. Where additional retirement schemes or supplements exist, they are offered according to local policy or legal entity provisions. Specific details of executive retirement benefits are not additionally disclosed, as they adhere to the same statutory frameworks that apply to employees generally.



Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
2-19	Remuneration policies (continued)	b	Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people	Currently, Trivium's executive remuneration policies are primarily tied to financial and operational performance metrics. Formal short-term incentive plans for senior executives focus on company financial results and individual performance goals. While sustainability-related targets (for example, improvements in energy efficiency or safety performance) may be included in the personal objectives of certain managers – particularly in operational roles – the company has not yet instituted a global requirement to link executive pay directly with specific environmental or social performance metrics. Trivium is evaluating ways to integrate broader sustainability and ESG targets into its incentive programs over time. As of the reporting period, however, any connection between executive pay and sustainability outcomes is indirect and typically determined on a role-by-role or project-specific basis rather than through a formalized company-wide policy.
2-20	Process to determine remuneration	a-i	Whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration	The process for setting and reviewing pay at the highest levels of the company is overseen by the Compensation Committee of the Supervisory Board. This committee is composed of non-executive board members (including external members who are independent of company management) and is responsible for approving remuneration policies and decisions for Trivium's senior executives and board members. The Compensation Committee operates independently of executive management and adheres to governance best practices. It also has the authority to engage independent external advisers to provide market benchmarks and expert guidance on remuneration. These structures and practices ensure that senior-level pay decisions are made with objectivity and proper oversight.



Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
2-20	Process to determine remuneration (continued)	a-ii	How the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration	As a privately-owned company, Trivium does not hold public shareholder votes on executive remuneration. Instead, shareholder perspectives are represented through the company's governance structure. The shareholders' views on pay are conveyed via their appointed representatives on the Board and its Compensation Committee, which sets and approves senior remuneration policies. This governance mechanism ensures that owner (shareholder) input is inherently considered in pay decisions. While broader stakeholder groups (such as employees or external stakeholders) do not directly vote or formally contribute to executive pay deliberations, the Compensation Committee takes into account general market expectations and responsible pay principles when formulating remuneration policies.
		a-iii	Whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives	Trivium uses independent external remuneration consultants to inform its executive and board pay decisions. Such advisers provide benchmarking data on industry compensation levels, insights into market trends, and recommendations on remuneration structure. They are engaged with a clear requirement of independence – their advice is provided at arm's length from management, directly to the Compensation Committee. This practice helps ensure that remuneration for senior leaders remains competitive and aligned with market standards. (The specific advisory firms used are not disclosed in this report.)



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
2-20	Process to determine remuneration (continued)	b	Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable	No stakeholder or shareholder votes on remuneration policies were held during the reporting period. Trivium's ownership and governance structure does not require annual public votes on executive pay (unlike publicly listed companies that hold shareholder advisory votes on pay). Therefore, there are no voting results to report in this context.
2-21	Annual total compensation ratio	a	Report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	Confidentiality constraints
		b	Report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	Confidentiality constraints
		c	Report contextual information necessary to understand the data and how the data has been compiled	All reported remuneration information pertains to the year 2025 and is prepared in accordance with GRI reporting guidance. Where the company has elected to omit certain quantitative disclosures (such as specific pay ratios or detailed compensation figures for individuals), we have provided narrative explanations to describe our remuneration structures and practices. This approach ensures transparency about how remuneration is determined and governed at Trivium, while respecting the confidentiality of sensitive data. Each disclosure above is intended to give stakeholders insight into our compensation policies and practices, even in cases where precise numerical data is not published.



Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
2-22	Statement on sustainable development strategy	a	Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development	Transforming tomorrow (CEO letter) (p 3)
2-23	Policy commitments	a-i	The authoritative intergovernmental instruments that the commitments reference	Governance - Business conduct (p 88)
		a-ii	Whether the commitments stipulate conducting due diligence	Transforming tomorrow (CEO letter) (p 3); Social - Own workforce - Human rights due diligence (p 96)
		a-iii	Whether the commitments stipulate applying the precautionary principle	Environmental policy footnote; Labour and human rights policy footnote
		a-iv	Whether the commitments stipulate respecting human rights	Governance - Business conduct (p 88)
		b-i	The internationally recognized human rights that the commitment covers	Governance - Business conduct (p 88)
		b-ii	The categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment	Information unavailable/incomplete
		c	Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this	Supplier Code of Conduct: https://www.triviumpackaging.com/media/brabsylj/2023-supplier-code-of-conduct.pdf Code of Conduct: https://www.triviumpackaging.com/media/vagpzfmb/eng-code-of-conduct.pdf Modern Slavery Statement: https://www.triviumpackaging.com/media/eweied2h/2025-modern-slavery-statement.pdf Conflict Minerals Statement: https://www.triviumpackaging.com/media/0nznok3/2025-conflict-minerals-report.pdf Environmental Policy: https://www.triviumpackaging.com/media/olka4dzj/trivium-packaging-environmental-policy.pdf



Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
2-23	Policy commitments (continued)	d	Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level	Delegation of Authority sets out the approval process for new and updated Policies. And all Policies are signed by the General Counsel & Corporate Secretary
		e	Report the extent to which the policy commitments apply to the organization's activities and to its business relationships	Governance - Business conduct - Policy table (p 89)
		f	Describe how the policy commitments are communicated to workers, business partners, and other relevant parties	Governance - Business conduct - Whistleblower programme (p 94)
2-24	Embedding policy commitments	a-i	How it allocates responsibility to implement the commitments across different levels within the organization	Corporate & sustainability governance - Sustainability governance (p 28)
		a-ii	How it integrates the commitments into organizational strategies, operational policies, and operational procedures	Governance - Business conduct (p 88); Corporate & sustainability governance (p 25)
		a-iii	How it implements its commitments with and through its business relationships	Governance - Business conduct (p 88); Governance - Promoting a responsible supply chain (p 95)
		a-iv	Training that the organization provides on implementing the commitments	Governance - Business conduct - Actions related to Business Conduct (p 94)
2-25	Processes to remediate negative impacts	a	Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to	Information unavailable/incomplete
		b	Describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in	Information unavailable/incomplete
		c	Describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to	Information unavailable/incomplete



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
2-25	Processes to remediate negative impacts (continued)	d	Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms	Information unavailable/incomplete
		e	Describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback	Information unavailable/incomplete
2-26	Mechanisms for seeking advice and raising concerns	a-i	Seek advice on implementing the organization's policies and practices for responsible business conduct	Governance - Business conduct - Policy table (p 89)
		a-ii	Raise concerns about the organization's business conduct	Speak Up! (p 94)
2-27	Compliance with laws and regulations	a-i	Instances for which fines were incurred	Zero
		a-ii	Instances for which non-monetary sanctions were incurred	Zero
		b-i	Fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	Zero
		b-ii	Fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	Zero
		c	Describe the significant instances of non-compliance	Zero
		d	Describe how it has determined significant instances of non-compliance	Confidentiality constraints
2-28	Membership associations	a	Report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	Driving progress through industry engagement and policy collaboration (p 102)
2-29	Approach to stakeholder engagement	a-i	The categories of stakeholders it engages with, and how they are identified	About this Report - Stakeholder engagement (p 107)
		a-ii	The purpose of the stakeholder engagement	About this Report - Stakeholder engagement (p 107)
		a-iii	How the organization seeks to ensure meaningful engagement with stakeholders	About this Report - Stakeholder engagement (p 107)



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
2-30	Collective bargaining agreements	a	Report the percentage of total employees covered by collective bargaining agreements	Social - Additional Metrics (p 75)
		b	For employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations	Social - Additional Metrics (p 75)
GRI 3: Material topics 2021				
3-1	Process to determine material topics	a-i	how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships;	Basis for preparation - Double materiality assessment (p 37); Trivium 2024 sustainability report
		a-ii	how it has prioritized the impacts for reporting based on their significance;	Basis for preparation - Double materiality assessment (p 37); Trivium 2024 sustainability report
		b	specify the stakeholders and experts whose views have informed the process of determining its material topics.	Basis for preparation - Double materiality assessment (p 37); Trivium 2024 sustainability report
3-2	List of material topics	a	list its material topics;	Basis for preparation - Double materiality assessment (p 36)
		b	report changes to the list of material topics compared to the previous reporting period.	None
3-3	Management of material topics	a	describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;	Information unavailable / incomplete: IRO definitions from the DMA are work in progress, in preparation for the 2026 reporting cycle.
		b	report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;	Information unavailable / incomplete: IRO definitions from the DMA are work in progress, in preparation for the 2026 reporting cycle.



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
3-3	Management of material topics (continued)	c	describe its policies or commitments regarding the material topic;	Environment - Policies - Environmental Policy (p 51); Governance - Business conduct - Policies (p 89); Social - Own workforce - Policies (p 64); Social - Consumers and end users - Policies (p 81)
		d-i	actions to prevent or mitigate potential negative impacts;	Environment - Climate change - Our decarbonisation strategy (p 39); Environment - Resource use and circular economy - Actions (p 50) Own workforce - Health and safety - Actions (p 67); Own workforce - Training and development (p 70); Own workforce - DEIB (p 72); Consumers and end users - Actions - Product stewardship (p 82); Business conduct - Ethics and compliance strategy (p 88)
		d-ii	actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;	Environment - Climate change - Our decarbonisation strategy (p 39); Environment - Resource use and circular economy - Our circularity and ecodesign strategy (p 50); Own workforce - Training and development (p 70); Own workforce - DEIB (p 72); Own workforce - Wellbeing@Trivium (p 72); Business conduct - Ethics and compliance strategy (p 88); Consumers and end users - Partnering with customers (p 80)



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
3-3	Management of material topics (continued)	d-iii	actions to manage actual and potential positive impacts;	Environment - Climate change - Our decarbonisation strategy (p 39); Environment - Resource use and circular economy - Our circularity and ecodesign strategy (p 50); Own workforce - Training and development (p 70); Own workforce - DEIB (p 72); Own workforce - Wellbeing@Trivium (p 72); Business conduct - Ethics and compliance strategy (p 88); Consumers and end users - Partnering with customers (p 80)
		e-i	processes used to track the effectiveness of the actions;	Environment - Climate change - The GAIA initiative (p 42); Environment - Resource use and circular economy - Circularity metrics (p 55); Own workforce - Own workforce metrics and targets (p 74); Consumers and end users - Consumers and end users metrics and targets (p 84); Business conduct - Business conduct metrics and targets (p 99)
		e-ii	goals, targets, and indicators used to evaluate progress;	Environment - Climate change - Climate metrics and targets (p 46); Environment - Resource use and circular economy - Circularity metrics (p 55); Own workforce - Own workforce metrics and targets (p 74); Own workforce - Additional metrics (p 74) Own workforce - DEIB (p 72); Consumers and end users - Consumers and end users metrics and targets (p 84) Business conduct - Business conduct metrics and targets (p 99)

Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
3-3	Management of material topics (continued)	e-iii	the effectiveness of the actions, including progress toward the goals and targets;	Environment - Climate change - Climate metrics and targets (p 46); Environment - Resource use and circular economy - Waste management (p 54); Own workforce - Health and safety - Measuring what matters (p 67); Own workforce - Own workforce metrics and targets (p 74); Own workforce - DEIB (p 72); Consumers and end users - Consumers and end users metrics and targets (p 84)
		e-iv	lessons learned and how these have been incorporated into the organization's operational policies and procedures;	Information unavailable/incomplete
		f	describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Information unavailable/incomplete
GRI 205: Anti-corruption 2016				
205-1	Operations assessed for risks related to corruption	a	Total number and percentage of operations assessed for risks related to corruption.	Confidentiality constraints
		b	Significant risks related to corruption identified through the risk assessment.	Confidentiality constraints
205-2	Communication and training about anti-corruption policies and procedures	a	Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.	Information unavailable/incomplete
		b	Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.	Information unavailable/incomplete



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
205-2	Communication and training about anti-corruption policies and procedures (continued)	c	Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.	Information unavailable/incomplete
		d	Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.	All Executive Commttee members
		e	Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	Governance - Business conduct - Actions related to Business Conduct (p 94)
205-3	Confirmed incidents of corruption and actions taken	a	Total number and nature of confirmed incidents of corruption.	Confidentiality constraints
		b	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	Confidentiality constraints
		c	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	Confidentiality constraints
		d	Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	Zero
GRI 206: Anti-competitive Behavior 2016				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	a	Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	Zero
		b	Main outcomes of completed legal actions, including any decisions or judgements.	None

Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
GRI 301: Materials 2016				
301-1	Materials used by weight or volume	a-i	→ non-renewable materials used;	Confidentiality constraints
		a-ii	→ renewable materials used.	
301-2	Recycled input materials used	a	Percentage of recycled input materials used to manufacture the organization's primary products and services.	Confidentiality constraints
301-3	Reclaimed products and their packaging materials	a	Percentage of reclaimed products and their packaging materials for each product category.	Information unavailable/incomplete
		b	How the data for this disclosure have been collected.	Information unavailable/incomplete
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	a	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	Environment - Climate change - Additional Metrics - Energy metrics tables (p 48)
		b	Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	Energy metrics tables (p 48)
		c-i	electricity consumption	Energy metrics tables (p 48)
		c-ii	heating consumption	Energy metrics tables (p 48)
		c-iii	cooling consumption	Energy metrics tables (p 48)
		c-iv	steam consumption	Energy metrics tables (p 48)
		d-i	electricity sold	Energy metrics tables (p 48)
		d-ii	heating sold	Energy metrics tables (p 48)
		d-iii	cooling sold	Energy metrics tables (p 48)
		d-iv	steam sold	Energy metrics tables (p 48)



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
302-1	Energy consumption within the organization (continued)	e	Total energy consumption within the organization, in joules or multiples.	Energy metrics tables (p 48)
		f	Standards, methodologies, assumptions, and/or calculation tools used.	The use energy consumption invoices is the main approach used for calculating consumption
		g	Source of the conversion factors used.	Gov.uk GHG reporting: conversion factors 2023 https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023
302-2	Energy consumption outside of the organization	a	Energy consumption outside of the organization, in joules or multiples.	Information unavailable/incomplete
		b	Standards, methodologies, assumptions, and/or calculation tools used.	Information unavailable/incomplete
		c	Source of the conversion factors used.	Information unavailable/incomplete
302-3	Energy intensity	a	Energy intensity ratio for the organization.	Environment - Climate change - Additional Metrics - Energy metrics tables (p 48)
		b	Organization-specific metric (the denominator) chosen to calculate the ratio.	Energy metrics tables (p 48)
		c	Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.	Energy metrics tables (p 48)
		d	Whether the ratio uses energy consumption within the organization, outside of it, or both.	Energy metrics tables (p 48)
302-4	Reduction of energy consumption	a	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	Environment - Climate change - Actions related to climate change - The GAIA initiative (p 42)
		b	Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.	The GAIA initiative (p 42)

Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
302-4	Reduction of energy consumption (continued)	c	Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.	The GAIA initiative (p 42)
		d	Standards, methodologies, assumptions, and/or calculation tools used.	The GAIA initiative (p 42)
302-5	Reductions in energy requirements of products and services	a	Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.	Not applicable
		b	Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.	Not applicable
		c	Standards, methodologies, assumptions, and/or calculation tools used.	Not applicable
GRI 305: Emissions 2016				
305 (1-2)	Topic management disclosures		When reporting on GHG emissions targets, the reporting organization shall explain whether offsets were used to meet the targets, including the type, amount, criteria or scheme of which the offsets are part.	Scope 1- No offsets are used Scope 2 - No offsets are used Scope 3 - No offsets are used
305-1	Direct (Scope 1) GHG emissions	a	Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent.	Environment - Climate change - Scope 1 and 2 emissions - Climate metrics and targets table (p 46)
		b	Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	Scope 1 calculation: CO ₂ e includes CO ₂ , CH ₄ , N ₂ O
		c	Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent.	Not applicable
		d-i	the rationale for choosing the base year;	Environment - Climate change - Our decarbonisation strategy - Our carbon footprint (p 39)
		d-ii	emissions in the base year;	Environment - Climate change - Scope 1 and 2 emissions - Climate metrics and targets table (p 46)

Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
305-1	Direct (Scope 1) GHG emissions (continued)	d-iii	the context for any significant changes in emissions that triggered recalculations of base year emissions.	Not applicable
		e	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	Gov.uk GHG reporting: conversion factors 2023 https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023
		f	Consolidation approach for emissions; whether equity share, financial control, or operational control.	About this report - Reporting approach (p 105)
		g	Standards, methodologies, assumptions, and/or calculation tools used.	Environment - Climate change - Our decarbonisation strategy - Our carbon footprint (p 39)
305-2	Energy indirect (Scope 2) GHG emissions	a	Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent.	Environment - Climate change - Scope 1 and 2 emissions - Climate metrics and targets table (p 46)
		b	If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent.	Environment - Climate change - Scope 1 and 2 emissions - Climate metrics and targets table (p 46)
305-2	Energy indirect (Scope 2) GHG emissions (continued)	c	If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	For scope 2, CO ₂ e emission factors are used. Information about the gases included is not available.
		d-i	the rationale for choosing the base year;	Environment - Climate change - Our decarbonisation strategy - Our carbon footprint (p 39)
		d-ii	emissions in the base year;	Environment - Climate change - Scope 1 and 2 emissions - Climate metrics and targets table (p 46)
		d-iii	the context for any significant changes in emissions that triggered recalculations of base year emissions.	N/A
		e	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	For Scope 2, emission factor sources are: IEA and supplier-specific emission factors
		f	Consolidation approach for emissions; whether equity share, financial control, or operational control.	About this report - Reporting approach (p 105)
		g	Standards, methodologies, assumptions, and/or calculation tools used.	For market-based calculation, we use contractual instruments with energy providers. Additional Guarantees of Origin (GO's) were purchased to supplement the energy mix. For location-based, IEA database was used.



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
305-3	Other indirect (Scope 3) GHG emissions	a	Gross other indirect (Scope 3) GHG emissions in metric tons of CO ₂ equivalent.	Environment - Climate change - Scope 1 and 2 emissions - Climate metrics and targets table (p 46)
		b	If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	For scope 3, CO ₂ e emission factors are used. Information about the gases included is not available.
		c	Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent.	Information unavailable/incomplete
		d	Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.	Basis for preparation - Scope of reporting (p 34)
		e-i	the rationale for choosing the base year;	Environment - Climate change - Scope 3 emissions - Actions related to climate change: Scope 3 (p 43)
		e-ii	emissions in the base year;	Environment - Climate change - Scope 1 and 2 emissions - Climate metrics and targets table (p 46)
		e-iii	the context for any significant changes in emissions that triggered recalculations of base year emissions.	Emissions baseline was set in 2022 (when short-term targets were submitted to SBTi). Since then, no recalculation of the baseline took place. Methodology has remained the same ever since, and formalisation of the process has improved.
		f	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	Scope 3 emission factor sources: - Supplier-specific emission factors (where available) - Emission factors from common sources (e.g., DEFRA, EcoInvent - always latest available version) - Emission factors are provide in CO ₂ e, so the GWP is embedded
g	Standards, methodologies, assumptions, and/or calculation tools used.	No GHG trades in Scope 3 (Trivium does not buy carbon credits/no offsetting), no biogenic emissions in Scope 3. Certain Scope 3 categories are excluded from our inventory. However, we continue to monitor these categories through estimates to ensure that no material emissions sources are being omitted from our reporting.		

Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
305-4	GHG emissions intensity	a	GHG emissions intensity ratio for the organization.	Environment - Climate change - Scope 1 and 2 emissions - Climate metrics and targets table (p 46)
		b	Organization-specific metric (the denominator) chosen to calculate the ratio.	Environment - Climate change - Scope 1 and 2 emissions - Climate metrics and targets table (p 46)
		c	Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	Environment - Climate change - Scope 1 and 2 emissions - Climate metrics and targets table (p 46)
		d	Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	Information unavailable/incomplete
305-5	Reduction of GHG emissions	a	GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂ equivalent.	Environment - Climate change - Scope 1 and 2 emissions - Actions related to climate change: reducing carbon emissions from our operations - The GAIA initiative (p 42)
305-5	Reduction of GHG emissions (continued)	b	Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	Information unavailable/incomplete
		c	Base year or baseline, including the rationale for choosing it.	Environment - Climate change - Our decarbonisation strategy - Our carbon footprint (p 39)
		d	Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	Environment - Climate change - Scope 1 and 2 emissions - Climate metrics and targets tables (p 46)
		e	Standards, methodologies, assumptions, and/or calculation tools used.	The inventory method is used to account for GHG reductions
		305-6	Emissions of ozone-depleting substances (ODS)	a
		b	Substances included in the calculation.	Not applicable
		c	Source of the emission factors used.	Not applicable
		d	Standards, methodologies, assumptions, and/or calculation tools used.	Not applicable

Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	a-i	→ NOx	Information unavailable/incomplete
		a-ii	→ SOx	Not applicable
		a-iii	→ Persistent organic pollutants (POP)	Not applicable
		a-iv	→ Volatile organic compounds (VOC)	Environment - Other environmental topics - VOCs (p 58)
		a-v	→ Hazardous air pollutants (HAP)	Not applicable
		a-vi	→ Particulate matter (PM)	Not applicable
		a-vii	→ Other standard categories of air emissions identified in relevant regulations	Environment - Other environmental topics - VOCs (p 58)
		b	Source of the emission factors used.	Not applicable
c	Standards, methodologies, assumptions, and/or calculation tools used.	Not applicable		
GRI 306: Waste 2020				
306-1	Waste generation and significant waste-related impacts	a-i	→ the inputs, activities, and outputs that lead or could lead to these impacts;	Environment - Resource use and circular economy - Waste management (p 54); Who we are - Value creation model (p 14)
		a-ii	→ whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain.	Information unavailable/incomplete
306-2	Management of significant waste-related impacts	a	Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.	Environment - Resource use and circular economy - Waste management (p 54)
		b	If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.	Information unavailable/incomplete

Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
306-2	Management of significant wasterelated impacts (continued)	c	The processes used to collect and monitor waste-related data.	About this report - Reporting approach (p 105); Environment - Resource use and circular economy - Waste management (p 54)
306-3	Waste generated	a	Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.	Environment - Resource use and circular economy - Waste management - Waste generation table (p 56)
		b	Contextual information necessary to understand the data and how the data has been compiled.	Environment - Resource use and circular economy - Waste management - Waste generation table (p 56); Environment - Resource use and circular economy - Waste management - Resource outflows (p 56)
306-4	Waste diverted from disposal	a	Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.	Information unavailable/incomplete
		b-i	Hazardous waste → Preparation for reuse;	Information unavailable/incomplete
		b-ii	Hazardous waste → Recycling;	Information unavailable/incomplete
		b-iii	Hazardous waste → Other recovery operations.	Information unavailable/incomplete
		c-i	Non-hazardous waste → Preparation for reuse;	Information unavailable/incomplete
		c-ii	Non-hazardous waste → Recycling;	Information unavailable/incomplete
		c-iii	Non-hazardous waste → Other recovery operations.	Information unavailable/incomplete
		d-i	→ onsite;	Information unavailable/incomplete
		d-ii	→ offsite.	Information unavailable / incomplete: Offsite data not available
e	Contextual information necessary to understand the data and how the data has been compiled.	Environment - Resource use and circular economy - Waste management - Waste generation table (p 56); Environment - Resource use and circular economy - Waste management - Resource outflows (p 56)		
306-5	Waste directed to disposal	a	Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste.	Information unavailable / incomplete: Composition data unavailable



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
306-5	Waste directed to disposal (continued)	b-i	Hazardous waste → Incineration (with energy recovery);	Information unavailable / incomplete: Only part of the data is available, but not this type of breakdown. This is work in progress and should be available within the next few years. Currently, only one year of data is available so there is no comparison point
		b-ii	Hazardous waste → Incineration (without energy recovery);	Information unavailable/incomplete
		b-iii	Hazardous waste → Landfilling;	Information unavailable/incomplete
		b-iv	Hazardous waste → Other disposal operations;	Information unavailable/incomplete
		c-i	Non-hazardous waste → Incineration (with energy recovery);	Information unavailable/incomplete
		c-ii	Non-hazardous waste → Incineration (without energy recovery);	Information unavailable/incomplete
		c-iii	Non-hazardous waste → Landfilling;	Information unavailable/incomplete
		c-iv	Non-hazardous waste → Other disposal operations.	Information unavailable/incomplete
		d-i	→ onsite;	Information unavailable/incomplete
		d-ii	→ offsite.	Information unavailable / incomplete: Offsite data not available
		e	Contextual information necessary to understand the data and how the data has been compiled.	Consolidation at group level. Methodology explained in the RISE assurance statement



Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	a	Total number and rate of new employee hires during the reporting period, by age group, gender and region.	Social - Own Workforce - Additional Metrics (p 77)
		b	Total number and rate of employee turnover during the reporting period, by age group, gender and region.	<p>In 2025, Trivium recorded a total of 749 employee departures, representing an overall employee turnover rate of 11% (749/6,730). Compared 13% in 2024 (881/6,823) and 12.6% (860/6,844) in 2023.</p> <p>Turnover figures are reported for permanent employees only and are disaggregated by age group (under 30, 30–50, over 50), gender, and geographic region. See (p. 78).</p> <p>Employee turnover is calculated based on voluntary and involuntary exits occurring during the reporting period, excluding internal transfers, changes due solely to legal-entity restructuring, and multiple employment records for the same individual. The methodology applied ensures consistency and comparability of turnover data across regions.</p>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	a-i	→ life insurance;	Confidentiality constraints



Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
		a-ii	→ health care;	Health care benefits at Trivium vary by country in accordance with local practice and regulations. For instance, in the Netherlands, the company does not provide employees with a private health insurance plan simply because health coverage in this country is generally accessed through private health insurance payable by each resident. In most other countries where Trivium operates, if employer-provided health insurance is a standard practice or a legal requirement, Trivium offers formal health care insurance to its direct employees, irrespective of their employment form (whether full time or part-time or whether permanent or temporary). Notably, in the United States – where employers are not legally obliged to provide health insurance, however it is customer and market practice – Trivium offers health care coverage to full-time employees as part of its commitment to employee welfare. Permanent part-time employees are generally entitled to the same health care benefits as full-time employees in any location where such benefits are provided. In all cases, the health coverage available to direct Trivium employees meets or exceeds applicable local legal requirements.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees (continued)	a-iii	→ disability and invalidity coverage;	Trivium ensures that disability and invalidity coverage is provided in line with the requirements of each country's laws and social security system. Where disability or invalidity insurance is mandated by law or commonly offered by employers to direct employees, Trivium provides such coverage for its full-time employees and extends equivalent coverage to permanent part-time employees as well. All direct employees are thus protected at least to the extent required by local labor and social security regulations regarding disability or invalidity.



Standard Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
	a-iv	→ parental leave;	<p>Trivium adheres to the statutory parental leave provisions (such as maternity, paternity, and other parental leave) in each country where it operates, ensuring that these leave benefits are available to all eligible employees regardless of full-time or part-time status. In practice, this means parental leave is a standard benefit for full-time employees as required by local law, and the same legally mandated parental leave rights are extended to part-time and temporary employees in those jurisdictions. At present, the company does not offer a uniform parental leave policy beyond what is required by national or regional legislation, except in the US, where Trivium offers paternal leave, which is not mandatory under the local/ federal law. In principle, any enhanced parental leave benefits (beyond statutory requirements) are determined at the local level. Trivium regularly reviews and updates its human resources policies on issues such as parental leave to remain aligned with best practices and legal developments. Parental leave for workers employed via third-party agencies is provided by the agencies in line with local laws. Trivium requires these agencies to uphold fair employment practices through our Supplier Code of Conduct, requiring that agencies respect the Universal Declaration of Human Rights and commit to respect the rights of individuals within their organization and throughout their supply chain.</p>



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees (continued)	a-v	→ retirement provision;	<p>Retirement (pension) benefits at Trivium are provided in accordance with the labor and social security laws of each country of operation. In jurisdictions where employer contributions to national or private pension schemes are required for full-time employees, Trivium fulfills these obligations, and the same principle applies to part-time employees and direct fixed-term (temporary) employees in those locations. In principle, permanent part-time staff are entitled to the same pension or retirement plan benefits as comparable full-time staff in the same country, typically with pro-rated contribution reflecting their employment percentage, in line with local regulations and customary practices. Trivium does not currently maintain a unified global pension program beyond these local requirements; instead, the company ensures that it makes all mandated retirement contributions (for example, to government pension funds or compulsory private retirement plans) wherever applicable. For temporary workers employed through agencies, pension contributions or retirement benefits are handled by the respective agencies as required by local law. Trivium requires these agencies to uphold fair employment practices through our Supplier Code of Conduct, requiring that agencies respect the Universal Declaration of Human Rights and commit to respect the rights of individuals within their organization and throughout.</p>



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees (continued)	a-vi	→ stock ownership;	Trivium is not a publicly listed company and therefore does not offer any stock ownership or equity participation plans to its employees. No employees – whether full-time, part-time, or temporary – receive stock options, shares, or other equity-based benefits as part of their compensation or benefits package. This benefit category is not applicable to our organization at present, and there are no stock or equity benefits to disclose.
		a-vii	→ others.	N/A
		b	The definition used for 'significant locations of operation'.	Trivium defines significant locations of operation for the purpose of benefits disclosures (GRI 401-2) as its major operating entities with substantial employee populations. Rather than grouping by country, we identify significant locations at the legal-entity level – focusing on operations that employ a large workforce (for example, exceeding 500 employees). This definition is based on organizational judgment and is applied consistently throughout the report for all benefits-related disclosures.
401-3	Parental leave	a	Total number of employees that were entitled to parental leave, by gender.	Information unavailable/incomplete



Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
401-3	Parental leave (continued)	b	Total number of employees that took parental leave, by gender.	Trivium respects any right to maternity leave across all the countries where it operates, however registration & reporting of such data at global level is not done. With respect to other type of parental leave, as a few examples, in the reporting year 2025, a total of 69 Trivium employees took parental leave across the key countries where data was collected & reported (Germany, the Netherlands, and the United States). Of these, 53 were men and 16 were women, reflecting the utilization of parental leave by both fathers and mothers. Country-specific data shows that 20 employees in Germany took parental leave (12 men and 8 women), 37 employees in the Netherlands (34 men and 3 women), and 12 employees in the United States (7 men and 5 women). (Comprehensive global data is not available, so the figures above represent the combined total for these major operations.)
		c	Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	Confidentiality constraints



Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
401-3	Parental leave (contined)	d	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	In principle, Trivium ensures that the right to return to work and to maintain their employment is guaranteed for all employees who utilize any form of parental leave (maternity, paternal or other form).As a few examples where data is available, among employees who returned from parental leave and then completed one year of work after returning, 25 were still employed with Trivium at the 12-month mark (this total consists of 18 men and 7 women). This retention information is based on available data from the Netherlands and the United States – in the Netherlands, 14 returnees (12 men and 2 women) remained employed one year after coming back from leave, and in the United States 11 returnees (6 men and 5 women) were still with the company one year later. Comparable 12-month retention data for Germany is not available for this reporting period, due to limitations in tracking those outcomes in that country.



Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
401-3	Parental leave (continued)	e	Return to work and retention rates of employees that took parental leave, by gender.	<p>The return-to-work rate for employees who took parental leave in 2025 was effectively 100% in the Netherlands for both men and women – all employees who were due back from leave returned to their positions. In the United States, the return-to-work rate was approximately 86% for men and 100% for women, which equates to a combined return rate of roughly 93% in the U.S. (Data was insufficient to calculate a precise return rate for Germany.) Across these tracked operations, this means the vast majority of employees resumed work after their parental leave ended. The retention rate – the proportion of those who returned from parental leave who remained employed with the company 12 months later – was also high. In the Netherlands, the retention rate was 100% for both genders (all returning employees were still on staff one year later). In the U.S., the retention rate was about 86% for men and 100% for women, or around 93% combined. (Due to data gaps, return and retention rates for Germany could not be determined. These metrics will be expanded as more comprehensive tracking becomes available.)</p>



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
GRI 402: Labor and Management Relations 2016				
402-1	Minimum notice periods regarding operational changes	a	Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.	When significant operational changes (such as restructurings or site closures) are planned, Trivium typically provides between 4 and 8 weeks of advance notice to affected employees and their representatives. The exact notice period can vary by country, reflecting different national laws or collective agreements or where applicable coming from a social plan. In many cases, the legal minimum notice may depend on an employee's tenure – for example, long-serving employees in some European countries are entitled to longer notice periods (up to 12 weeks or more depending on country practice). However, as a baseline, Trivium's practice is to give at least about one month of warning (4 weeks) for substantial changes, and often more. This approach aligns with or exceeds the most common statutory requirements in our operating regions.



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
402-1	Minimum notice periods regarding operational changes (continued)	b	For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	In locations where employees are represented by unions or works councils, collective agreements (or the related labor law governing employee representation) include specific provisions for consultation and negotiation in the event of significant operational changes. In many cases these provisions are reinforced by national legislation. For example, in European countries such as Germany, France and the Netherlands, works councils have a legal right to be informed of and consulted on substantial changes that affect employees, and these rights are reflected either directly in the collective bargaining agreements or through statutory works council procedures (Labor Law). Accordingly, for the roughly 80% of Trivium employees covered under collective agreements, any major operational change triggers the agreed process of advance notice and dialogue with the relevant employee representatives, as defined by the collective agreement or local labor law. There is also the European Workers Council Agreement in Place. This ensures that employee representatives have an opportunity to review and negotiate aspects of the change before it is implemented.
GRI 403: Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	a-i	→ the system has been implemented because of legal requirements and, if so, a list of the requirements;	Own Workforce - Oversight through managementsystems (p 65)
		a-ii	→ the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.	Own Workforce - Oversight through managementsystems (p 65)

Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
		b	A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	Own Workforce - Oversight through managementsystems (p 65)
403-2	Hazard identification, risk assessment, and incident investigation	a-i	→ how the organization ensures the quality of these processes, including the competency of persons who carry them out;	Requirements related to competency are listed in function descriptions both for Business Unit level and Plant level roles. For risk assessment (including hazard identification) there's a specific Standard (TPSS.019) and a training. Training on risk assessment is now also included in the ongoing FLM safety training. For incident investigation there's a dedicated system in which relevant persons have been trained (incl. investigation techniques).
		a-ii	→ how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.	Own Workforce - Setting standards (p 66)
		b	A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.	Own Workforce - Oversight through managementsystems (p 65)
		c	A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.	Own Workforce - Oversight through managementsystems (p 65)
		d	A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	Own Workforce - Oversight through managementsystems (p 65)



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
403-3	Occupational health services	a	A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.	Information unavailable/incomplete
403-4	Worker participation, consultation, and communication on occupational health and safety	a	A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.	Own Workforce - Growing awareness (p 66); Own Workforce - Keeping our employees committed to safety (p 67)
		b	Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	Own Workforce - Oversight through managementsystems (p 65)
403-5	Worker training on occupational health and safety	a	A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	Own Workforce - Growing awareness (p 66)



Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
403-6	Promotion of worker health	a	An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.	Health care benefits at Trivium vary by country in accordance with local practice and regulations. For instance, in the Netherlands, the company does not provide employees with a private health insurance plan simply because health coverage in this country is generally accessed through private health insurance payable by each resident. In most other countries where Trivium operates, if employer-provided health insurance is a standard practice or a legal requirement, Trivium offers formal health care insurance to its direct employees, irrespective of their employment form (whether full time or part-time or whether permanent or temporary). Notably, in the United States – where employers are not legally obliged to provide health insurance, however it is customer and market practice – Trivium offers health care coverage to full-time employees as part of its commitment to employee welfare. Permanent part-time employees are generally entitled to the same health care benefits as full-time employees in any location where such benefits are provided. In all cases, the health coverage available to direct Trivium employees meets or exceeds applicable local legal requirements.
		b	A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	Own Workforce - Wellbeing@Trivium (p 72)

Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	a	A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards and risks.	Requirements and approach for contractors are listed in TPSS.009 Contractor control (including contractor review, contractor safety observations, and contractor safety requirements).
403-8	Workers covered by an occupational health and safety management system	a-i	→ the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;	Own Workforce - Oversight through managementsystems (p 65)
		a-ii	→ the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited;	Confidentiality constraints
		a-iii	→ the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.	Information unavailable/incomplete
		b	Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	No workers are excluded.
		c	Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Confidentiality constraints
403-9	Work-related injuries	a-i	Employees → The number and rate of fatalities as a result of work-related injury;	Own Workforce - Additional Metrics (p 74)



Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
403-9	Work-related injuries (continued)	a-ii	Employees → The number and rate of high-consequence work-related injuries (excluding fatalities);	Applying the same formula as for our TRAR would give life changing accident rate of 0.03 (accidents/working hours*200000)
		a-iii	Employees → The number and rate of recordable work-related injuries;	Own Workforce - Own workforce metrics and targets (p 74); Own Workforce - Measuring what matters (p 67)
		a-iv	Employees → The main types of work-related injury;	Main types of work-related injuries in 2025: 25 % Intervention; 21 % Manual handling; 20 % Slips, Trips, Falls; 10 % In line of fire; 7 % Use of tools; 7 % Vehicle impact; 4 % Ergonomics; 6 % Other
		a-v	Employees → The number of hours worked.	13204573
		b-i	Non-employees working in our workplaces → The number and rate of fatalities as a result of work-related injury;	Zero
		b-ii	Non-employees working in our workplaces → The number and rate of high-consequence work-related injuries (excluding fatalities);	Zero
		b-iii	Non-employees working in our workplaces → The number and rate of recordable work-related injuries;	Information unavailable/incomplete
		b-iv	Non-employees working in our workplaces → The main types of work-related injury;	The number is low (6) hence no trends available. It's a variety of types.
		b-v	Non-employees working in our workplaces → The number of hours worked.	Information unavailable/incomplete
		c-i	Work-related hazards that pose a risk of high-consequence injury → how these hazards have been determined;	Risk assessment, Safety observation rounds during contractor work, work permits, daily safety meeting with contractors, H&S plan (before work commences).
		c-ii	→ which of these hazards have caused or contributed to high-consequence injuries during the reporting period;	Own Workforce - Measuring what matters (p 67)



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
403-9	Work-related injuries (continued)	c-iii	→ actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	<ul style="list-style-type: none"> · Ensure the effectiveness of the grounding, i.e. measure the actual resistance (must be <10 Ohm) 30-09-2025 · Ensure that grounding is done in such way that all parts of the system are interconnected 30-09-2025 · Check if the equipment and work processes meet the local requirements for explosion risks 30-11-2025 · If equipment is not up to the required standard, a plan shall be developed to replace all equipment with explosion proof equipment (or relevant equipment is placed outside of the danger zone (according to zoning protocol)) 15-12-2025 · All relevant equipment shall be replaced by end of 2026 · Train all relevant employees (i.e. that work on or near equipment with the risk of aluminium dust explosions) to the required level. 31-10-2025 · Ensure regular cleaning intervals are set up and adhered to 31-10-2025 · Ensure regular checks are being made to ensure the integrity of the equipment 30-11-2025
		d	Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.	Own Workforce - Growing awareness (p 66)
		e	Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.	Own Workforce - Measuring what matters (p 67)
		f	Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	Zero
		g	Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Own Workforce - Measuring what matters (p 67)

Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
403-10	Work-related ill health	a-i	Employees → The number of fatalities as a result of work-related ill health;	Findings and corrective actions have been pro-actively shared throughout the complany. No exclusions.
		a-ii	Employees → The number of cases of recordable work-related ill health;	Confidentiality constraints
		a-iii	Employees → The main types of work-related ill health.	Zero
		b-i	Non-employees working in our workplaces → The number of fatalities as a result of work-related ill health;	Zero
		b-ii	Non-employees working in our workplaces → The number of cases of recordable work-related ill health;	Information unavailable/incomplete
		b-iii	Non-employees working in our workplaces → The main types of work-related ill health.	Information unavailable/incomplete
		c-i	Work-related hazards → how these hazards have been determined;	This is done through the H&S management system. Included in risk assessment but also specifically in TPSS.004 Industrial hygiene where requirements for checmical exposue etc. are listed.
		c-ii	Work-related hazards → which of these hazards have caused or contributed to cases of ill health during the reporting period;	Zero
		c-iii	Work-related hazards → actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	Information unavailable/incomplete
		d	Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	No workers excluded
e	Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Ill health data is monthly reported in TRIMS (requirements listed in document definitions).		



Standard Disclosure		Sub item	Relevant section	Location in report / Direct explanation / Omission reason
GRI 404: Training and Education 2016				
404-1	Average hours of training per year per employee	a-i	→ gender;	In the reporting period, employees at Trivium received an average of 0.80 hours of training per person. When broken down by gender, female employees completed 1.28 hours of training on average, and male employees completed 0.68 hours on average.
		a-ii	→ employee category.	Own workforce - Additional metrics (p 74)
404-2	Programs for upgrading employee skills and transition assistance programs	a	Type and scope of programs implemented and assistance provided to upgrade employee skills.	Own Workforce - Training and development (p 70)



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
404-2	Programs for upgrading employee skills and transition assistance programs (continued)	b	Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Trivium continued to invest in upgrading employee skills through a range of training programs, including leadership development for managers, specialized technical training for plant operators, and knowledge-sharing initiatives (such as the Poka platform) to capture expertise from experienced workers. In addition, for employees facing role termination due to organizational restructuring, the company provides transition assistance as outlined in applicable social plans. For example, under the social plan in the Netherlands, each affected employee is offered a personal transition budget of up to EUR 5,000 (non-cash) to support their continued employability. This budget can be used for outplacement services, reskilling or further education courses, job search support, financial/tax advice, and related career transition expenses. Furthermore, the social plan reimburses legal consultation fees up to EUR 1,000 to assist employees in reviewing their termination arrangements, and even covers professional association or union membership fees around the time of departure if not already covered by a collective labor agreement. These measures are intended to facilitate a smooth career transition for employees who leave the company due to restructuring. (For employees retiring under normal circumstances, Trivium currently does not offer dedicated pre-retirement programs beyond standard retirement and knowledge-transfer practices.)



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
404-3	Percentage of employees receiving regular performance and career development reviews	a	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	During the reporting period, approximately 18% of Trivium employees** (about 1,295 individuals) participated in a formal, documented Performance and Career Development Review via the company's online PDR system. Within this tracked group, the breakdown by gender was 35% of all female employees and 65% of all male employees having received an official review. By broad employee category, about 44% of managers and 56% of non-managerial staff (inclusive of both office and production roles) completed a regular performance review. It should be noted that these figures currently capture primarily the employees in our digital performance management system. In many locations, additional employees receive performance feedback through offline or locally administered processes (for example, certain countries legally require annual appraisals for all staff). Trivium complies with such local requirements; however, comprehensive global data on these offline reviews is not yet centralized. The company is working to improve tracking so that future disclosures can report the percentage of employees reviewed across all regions and employee groups more completely.
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	a-i	Governance bodies → Gender;	Own workforce - Additional metrics (p 74)



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
405-1	Diversity of governance bodies and employees (continued)	a-ii	Governance bodies → Age group: under 30 years old, 30-50 years old, over 50 years old;	The age distribution of members of Trivium's governance bodies is as follows: Supervisory Board – 0% under 30 years old, 50% between 30–50, and 50% over 50; Executive Committee – 0% under 30, 37.5% between 30–50, and 62.5% over 50. Given the seniority of these roles, a majority of governance members fall into the older age brackets.
		a-iii	Governance bodies → Other indicators of diversity where relevant (such as minority or vulnerable groups).	N/A
		b-i	Per employee category → Gender;	Own workforce - Additional metrics (p 75)
		b-ii	Per employee category → Age group: under 30 years old, 30-50 years old, over 50 years old;	Own workforce - Additional metrics (p 77)
		b-iii	Per employee category → Other indicators of diversity where relevant (such as minority or vulnerable groups).	Own workforce - Additional metrics (p 74)
405-2	Ratio of basic salary and remuneration of women to men	a	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	Information unavailable / incomplete: Trivium is committed to pay equity and supports emerging pay transparency standards. However, the company has not published detailed ratios of women's to men's basic salary or total remuneration by employee category and location in this report. This omission is intentional, as Trivium is preparing to align its reporting with forthcoming pay transparency laws. In practice, this means the company will disclose gender pay gap information in compliance with applicable regulations once the relevant legal requirements take effect. For now, Trivium affirms that it adheres to the principle of equal pay for equal work across all its operations, and it will provide more detailed pay ratio data in future disclosures as mandated.



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
405-2	Ratio of basic salary and remuneration of women to men (continued)	b	The definition used for 'significant locations of operation'.	For reporting on equal remuneration (e.g., gender pay ratios under GRI 405-2), Trivium uses the same definition of significant locations of operation as described above. Significant locations are determined at the legal entity (operating unit) level, highlighting those operations with a substantial number of employees (generally those exceeding 500 employees). By defining significant locations in this way, Trivium ensures that any pay ratio analyses or disclosures are focused on the most impactful parts of its business and that the approach is applied uniformly across all relevant remuneration reporting.
GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	a	Total number of incidents of discrimination during the reporting period.	Confidentiality constraints
		b-i	→ Incident reviewed by the organization;	Confidentiality constraints
		b-ii	→ Remediation plans being implemented;	Confidentiality constraints
		b-iii	→ Remediation plans that have been implemented, with results reviewed through routine internal management review processes;	Confidentiality constraints
		b-iv	→ Incident no longer subject to action.	Confidentiality constraints



Standard Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	a-i → type of operation (such as manufacturing plant) and supplier;	Trivium has not identified any specific operations or supplier categories where the right to freedom of association or collective bargaining is at risk during the reporting period. The company does not restrict or discourage union formation or membership in any of its facilities. For example, at a non-unionized plant in Roanoke (United States), employees have been free to engage with union organizers and informational materials (such as union leaflets in break areas), indicating that the choice to unionize is respected even in locations that currently have no unions. Trivium's stance is that an absence of a union at a site is a result of employee choice and local context, not due to any company policy against unions. Similarly, within its supply chain, Trivium expects all suppliers to uphold their workers' rights to freely associate and collectively bargain. The company's supplier engagement processes (including its Supplier Code of Conduct commitments) did not reveal any suppliers in 2025 that were impeding these rights. In summary, no Trivium operation or key supplier has been reported as putting freedom of association or collective bargaining at risk, and the company continues to monitor and uphold these rights universally.



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk (continued)	a-ii	→ countries or geographic areas with operations and suppliers considered at risk.	No country or region where Trivium operates has been singled out as having a heightened risk of freedom of association or collective bargaining rights violations. Trivium's operations span Europe, the Americas (including the U.S., Brazil, and Argentina), Asia, and Africa, and in all these jurisdictions the company abides by local labor laws that generally protect employees' rights to unionize and bargain collectively. In 2025, Trivium did not encounter any instances of government-imposed or company-imposed restrictions on these rights in its facilities. Likewise, the company's human rights due diligence in the supply chain did not identify any particular geographic hotspots where suppliers might be at special risk of violating freedom of association. If any such risks were to emerge, Trivium would address them in line with its commitment to international labor standards; as of the reporting period, however, no specific geographic area of concern has been reported in relation to freedom of association or collective bargaining.



Standard	Disclosure	Sub item	Relevant section	Location in report / Direct explanation / Omission reason
GRI 416: Customer Health and Safety 2016				
416-1	Assessment of the health and safety impacts of product and service categories	a	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	Consumers and end users - Consumers and end users metrics and targets (p 84)
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	a-i	→ incidents of non-compliance with regulations resulting in a fine or penalty;	Consumers and end users - Consumers and end users metrics and targets (p 84)
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services (continued)	a-ii	→ incidents of non-compliance with regulations resulting in a warning;	Consumers and end users - Consumers and end users metrics and targets (p 84)
		a-iii	→ incidents of non-compliance with voluntary codes.	Zero
		b	If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	Zero