



Sustainability Report 2025

Responsible | Leading | Together



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Circularity in progress

Trioworld has produced premium plastic film solutions for more than 60 years, and we know that plastics sit at the center of some of today's most complex sustainability challenges. That is why sustainability is not a side project for us; it is a driver of how we grow our business, how we innovate, and how we work with customers to move from a linear model to a circular one while maintaining the highest possible quality and performance.

We do not claim to have all the answers. Plastic film can deliver real benefits, protecting products, reducing food waste, improving safety, and enabling efficient transport, but it also creates impact across its value chain. Our responsibility is to be honest about that impact, reduce it where we can, and help build the systems needed to keep materials in use. That means developing solutions with lower carbon footprints and increasing recycled content, while also collaborating to ensure products are recycled at scale after use.

This report brings our performance, priorities, and progress into one place, highlighting what we achieved in 2025, where we accelerated, and where we still have work to do. Our ambition remains unchanged: to responsibly lead our industry into circularity, together.

Readers' guide

The Trioworld Sustainability Report aims to deliver clear understanding of our sustainability commitments, ambitions, actions, and progress. Similar to previous years, we are publishing our Sustainability Report separately from our Group Annual Financial Report. In the first section, we introduce Trioworld and Trioworld's sustainability strategy and ambition. This is followed by reporting on our progress in three focus areas – Environmental responsibility, Social responsibility, then Governance and business conduct. The final section presents an overview of our Key Performance Indicators (KPIs), according to the requirements of the Global Reporting Initiative Universal Standards (GRI US).

Statement on report content and topic boundaries

This report refers to Trioworld Industrier AB and its subsidiaries, as well as the group parent company Trioworld Group AB, owned by Altor Fund IV. In the report, our organisation is referred to as Trioworld or Trioworld Group. More information on the legal structure of the Trioworld Group is described in the Group Annual Financial Report of Trioworld Group AB, accessible via [bolagsverket.se](https://www.bolagsverket.se). In 2025 Trioworld acquired Filmtec, in India, which is included in the ESG data unless noted otherwise. In 2026 we started production in our new site in the United States in Brownsburg, Indiana. Since this site did not have operations in 2025 they are not included in the ESG data.

Statement on statutory sustainability reporting

This Sustainability Report fulfils the mandatory requirements of the Swedish Law on Sustainability Reporting (ÅRL ch.6 §12). A short version of

this report has been submitted to the Swedish authorities within the Group Annual Financial Report, in accordance with the law.

Statement on communication on progress (CoP)

Organisations that have endorsed the United Nations Global Compact (UNGC) are required to complete the online CoP questionnaire from 2025, instead of producing an annual CoP report. Trioworld follows the UNGC requirement and answers are situated on the [UNGC official website](https://www.ungc.org).

Statement on GRI

Trioworld has reported in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025. The reported information in this Sustainability Report, including the organisation's material topics, has been reviewed and approved by representatives of the Group Management Team (GMT).



CEO statement

Andreas Malmberg, CEO, Trioworld Group

A milestone year with a clear direction

2025 was a milestone year for Trioworld. It marked 60 years of premium plastic film solutions, but more importantly, it marked another year of building for the future. Across our business, we continued to strengthen the capabilities, partnerships, and systems needed to help move our industry from a linear model to a more circular one.

We did this in a year shaped by a more complex external environment. Geopolitical instability, shifting trade conditions, tariff uncertainty, and continued pressure on global supply chains created new challenges across markets.

Our direction remains clear for us: together, we responsibly lead our industry into circularity.

Sustainability as part of how we build

Sustainability is not a side initiative at Trioworld. It is part of how we innovate, how we grow, and how we create long-term value. We know plastic film plays an important role in modern society. It protects products, reduces food waste, improves safety, and enables efficient transport.

At the same time, we recognize the responsibility that comes with that role. Our task is to reduce impact, increase circularity, and help build solutions that keep materials in use for longer while continuing to deliver the quality and performance our customers depend on.

Strengthening the foundation for circularity

That belief shaped many of our most important steps in 2025. One of the most significant was the creation of a dedicated Recycling Division. This was more than an organizational adjustment. It was a strategic step to sharpen focus, strengthen governance, and bring recycling, circular services, and material quality closer to customer needs.

By doing so, we are improving our ability to secure high-quality PCR, expand Loop alternatives, and scale loop solutions through our Triocircular program. In practical terms, that means greater consistency, improved traceability, and stronger support for customers working to increase recycled content in demanding applications.

A major expression of that commitment was the opening of our new recycling facility in Korsberga. Investments like this matter because circularity cannot happen at scale without the right industrial foundation behind it. Korsberga expands our recycling capability into new applications and strengthens our ability to turn used plastic film back into high-quality material for new products.

Turning innovation into practical progress

We also continued to strengthen product and material innovation. In 2025, we introduced new solutions that demonstrate progress in design for recycling, including new coffee packaging, expanded the use of PCR with Loop35 stretch hoods and compression films, and launched new Triocircular initiatives that support the transition to more circular material flows.

These developments reflect how we approach innovation at Trioworld: not as theory, but as practical progress. Our ambition is to develop solutions that work in real production, real logistics flows, and real customer environments. That is what makes sustainability meaningful and scalable.

Another important milestone was the continued progress of our SKILLS project in Apeldoorn, where collaboration across the value chain is helping validate circular stretch film in real-world conditions. In parallel, the commissioning of our new production line strengthens our ability to scale these insights into consistent, high-performance PCR film.

Building closer to our customers

At the same time, we strengthened Trioworld's global platform. Through our acquisition of Filmtec in India, we took our first step into Asia and expanded our presence in one of the world's most dynamic markets for flexible packaging. In North America, our new Indiana facility in the United States strengthens local supply and creates a stronger base for future innovation in advanced stretch film

Together with investments in our European production footprint, these steps improve resilience, shorten supply chains, reduce transport-related emissions, and help us stay close to customers as their needs evolve. This is what global capability with local execution means in practice.

Progress built by people and partnerships

What gives me confidence is not only what we invested in, but how we are building. We are building with more focus, with stronger circular capability, and with closer links between innovation, production, recycling, and customer value.

Our progress is made possible by people across Trioworld who bring responsibility, expertise, and commitment to that work every day. I also want to thank our customers, partners, and stakeholders. The transition to circularity does not happen in isolation. It depends on collaboration across the value chain and on a shared willingness to move from ambition to action.

What is next?

As we look ahead, our direction remains the same, but our foundation is stronger. We have expanded our recycling capability. We have invested in innovation and production. We have strengthened our global footprint. And we have continued to turn circular ambition into practical solutions.

What comes next is to build on that foundation with even greater focus. To scale what is working. To keep advancing recycled-content and design-for-recycling solutions. To strengthen the connection between sustainability, performance, and customer value. And to continue making the investments and decisions that will move our business and our industry forward.

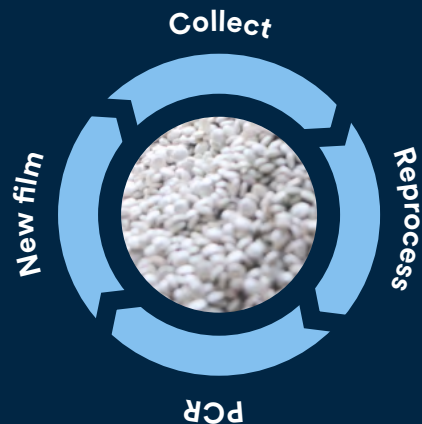
We have built more than progress for one year. We have built stronger capability for the years ahead. That is what gives us confidence in what comes next.



Andreas Malmberg,
CEO, Trioworld Group

Highlights at a glance

Driven by our purpose to enable a more circular future through high-performance plastic film solutions, Trioworld is accelerating the shift from linear to circular. In 2025, we advanced this mission by strengthening how we scale circularity through dedicated governance and investment in recycling, breakthrough innovation that makes circular stretch film viable at scale, and a growing global production footprint that improves resilience while lowering emissions through local supply.



A new recycling division powered by Triocircular partnerships

To scale circular solutions faster, Trioworld established a dedicated Recycling Division in 2025, sharpening leadership focus, resources, and governance for circularity alongside continued growth. The division strengthens our ability to supply high-quality PCR across product categories, expand Loop alternatives, and scale circular services such as Triocircular, which help customers create a loop by collecting used film, converting it into high-quality PCR, and returning it into new film production. Trioworld Korsberga is central to this strategy, serving as a recycling hub and enabling PCR to be produced to the same standards required for Trioworld's own products.



Korsberga opens: next-generation recycling built for scale

The inauguration of Trioworld's new recycling facility in Korsberga marked a major milestone in our recycling growth, welcoming 200+ guests as Sweden's Minister for Rural Affairs Peter Kullgren and County Governor Brittis Benzler officially opened the site. New recycling lines expand capability beyond agricultural silage wrap to include load security film and protective healthcare aprons, supporting true film-to-film circularity while creating 60+ new jobs to date.



Skills milestone: turning research and innovation into capacity

Trioworld's SKILLS project in Apeldoorn ("Closing the Loop on Industrial LLDPE Stretch Film") is proving that circular stretch film can meet customer performance expectations when the full value chain collaborates. Supported by €2.9 million in Dutch funding via Circular Plastics NL (RVO), partners including Grolsch, Broecks Plastic Recycling, and NTCP are validating a complete loop system, from collection and recycling through regranulation and reuse. A key 2025 milestone was commissioning Trioworld's new Apeldoorn production line, translating learnings into scalable, repeatable production of PCR stretch film.



Establishing our presence in Asia with Filmtec

Trioworld strengthened its global stretch film platform through acquiring Filmtec in India, an expert in Ultra High-Performance Stretch Films and POF shrink films, with the transaction closing on May 30, 2025. The partnership adds local capacity and expertise in a rapidly growing market and creating a platform to expand across Asia, the Middle East, and Africa. India's role as a manufacturing and export hub, supported by major ports including Mumbai, Chennai, and Kolkata, also supports more efficient regional supply chains and delivery.



Growing in the U.S.: new capacity, stronger supply, better service

In North America, Trioworld's new Indiana facility strengthens local supply in a critical market helping lower transport emission, improve continuity, and increase responsiveness. The site expands our ability to deliver advanced stretch film solutions aligned with evolving sustainability expectations in the U.S. and Canada, including downgauged high-performance films and PCR-integrated options. Customers benefit from shorter lead times, increased capacity, and more dependable service.

Products **launched** in 2025

Circular progress in action: new products & solutions

Innovation at Trioworld is driven by a clear ambition: to accelerate the transition to circular plastic solutions. That means developing high-performance packaging that is recyclable by design, expanding PCR-integrated alternatives, and creating services that help customers create a loop. From designed for recycling coffee packaging to Loop35 films and Triocircular loop partnerships, these developments show how we're combining materials science, production expertise, and collaboration to deliver measurable progress without compromising performance.





Design for recycling

New development: 100% design for recycling coffee packaging

Trioworld has achieved a major step towards a more circular future: we can deliver coffee packaging that is now designed for recycling.

Why this matters

For years, coffee roasters relied on the traditional Triplex structure: three layers of aluminum or metallized PET. It was the gold standard for preserving freshness and aroma, but not designed for future recycling needs. More and more customers began asking: “Can’t this be more recyclable?”

At Trioworld, we took that challenge seriously. Our mission was clear: develop a lighter, mono-material packaging that is designed for recycling, without compromising performance.

The result

After months of testing, validating and collaborating with customers and machine supplier ICA, we succeeded. The new packaging is:

- 100% designed for recycling
- Mono-material high-barrier polypropylene
- Light, flexible and strong enough to protect the richest coffee aromas

The journey

The challenge felt immense, almost beyond reach. The Triplex structure, three carefully layered materials designed to safeguard the precious aroma of coffee, had long proven its reliability. Replacing it meant striking a delicate balance: preserving freshness, ensuring strong protection against oxygen and light, while reducing the climate footprint. The biggest challenge was maintaining stability and resistance. After months of effort, the team unveiled a breakthrough: a designed for recycling mono-material, both sturdy and flexible, capable of perfectly shielding coffee from oxygen, light and the rigors of transport. The prototypes passed all tests: filling, sealing, storing, shaking and transport simulations. Three weeks later, when the first test pouch was opened, the room filled with the intense aroma of freshly ground coffee. Proof that design for recycling and quality can go hand in hand. Next, we’re applying the same mindset to another critical lever of circularity: increasing post-consumer recycled content in demanding, high-performance applications.

Scaling recycled content

At Trioworld, advancing circularity means making recycled content work in real-world, high-demand applications. Our Loop35 innovations demonstrate that progress is possible at scale, integrating 35% PCR while maintaining the performance customers expect. From load security to compression efficiency, these solutions help customers move forward with confidence as regulations and climate impact expectations accelerate toward 2030.

SafeHood Loop35

Leading the change in Stretch Hood performance and circularity.

SafeHood Loop35 is a next-generation Stretch Hood solution engineered for superior load security while reducing climate impact. By combining high performance with increased recycled content, it helps customers take a meaningful step forward on circularity, without changing what they need most from their packaging: protection, stability, and confidence.

At a glance

- 35% PCR content
- Designed for load security and robust handling
- Supports customers' 2030 readiness and recycled-content expectations

Why it matters

SafeHood Loop35 demonstrates that high-performance packaging and lower climate impact can go hand in hand, helping customers reduce reliance on virgin material while maintaining the strength required for demanding logistics and distribution environments.



Compression film Loop35

Innovation in efficiency for compression packaging.

Trioworld's drive for circular solutions extends into specialized applications like compression packaging. Compression film Loop35 is engineered for the efficient and stable packaging of products such as insulation and fibers, helping reduce load volumes for more lower impact transport and storage.

At a glance

- 35% PCR content
- Built for stable compression performance
- Helps improve transport and storage efficiency while supporting circularity goals

Why it matters

Compression film Loop35 enhances customer efficiency while advancing climate goals reducing reliance on virgin materials and enabling circular progress in a packaging segment where performance and consistency are critical.



Re-thinking plastic

Tackling end of life

Triocircular: circularity in action

Trioworld has launched Triocircular, a new service designed to keep plastic packaging in circulation for as long as possible. Through tailored customer partnerships, we collect used film, sort and regranulate it into high-quality post-consumer recycled (PCR) material, and return it back into new film production, putting circularity into action. By addressing both raw material impacts and end-of-life waste, Triocircular helps customers lower emissions, conserve resources, and achieve measurable progress toward circular packaging.



High-quality PCR

Trioworld will also offer the Triocircular PCR regranulate as a standalone product for customers who want reliable recycled content in their own manufacturing. Produced from collected post-consumer film and processed through controlled sorting, drying, and regranulation, this PCR is engineered to be as close as possible to virgin-like performance. Because it is made to meet the same high standards required for use in Trioworld's own film production, we can provide a higher level of consistency, quality, and confidence, helping customers increase recycled content without sacrificing processability or end-product performance.



This is Trioworld

2025 was a milestone year: 60 years of premium plastic film solutions from Trioworld. Together with our partners and customers we are committed to responsibly lead our industry into circularity.

Our commitment to sustainable development is more relevant than ever amid increasing global challenges. As a producer of polyethylene (PE) and polypropylene (PP) film, we acknowledge our responsibility and the opportunity to contribute to a circular future. We help customers lower their carbon emissions through innovative solutions that are designed for recycling and by continuously increasing the use of post-consumer recycled (PCR) material in our products.

Today, we offer several alternatives with a lower carbon footprint¹ than traditional PE/PP solutions, without compromising performance including:

- films with mechanical recycled content (PCR),
- downgauged films that use less material,
- bio-based and bio-attributed content solutions.

We work in accordance with our tagline 'Re-thinking plastic', which signals a forward-looking commitment to sustainable and circular leadership. It describes our innovation approach, challenging traditional ways of producing plastic films, while honoring the entrepreneurial spirit on which our company is built.

More details on how 'Re-thinking plastic' supports Trioworld's sustainable development are available in [Re-thinking plastic](#).

¹Lower carbon footprint compared to Trioworld's virgin alternative based on a kg for kg basis. Carbon footprint calculations are according to ISO14067:2018 – cradle to Trioworld gate, including raw material extraction, material processing, transport to Trioworld gate and film production.



Our mission

Re-thinking plastic - our way to circular solutions

We innovate loop solutions using recycled materials and continuously strengthen our recycling capabilities.

We reduce film thickness, while maintaining and improving performance and we develop world-class printing and converting capabilities.

Together with our customers, we lead advanced circular plastics and push the boundaries of circularity.

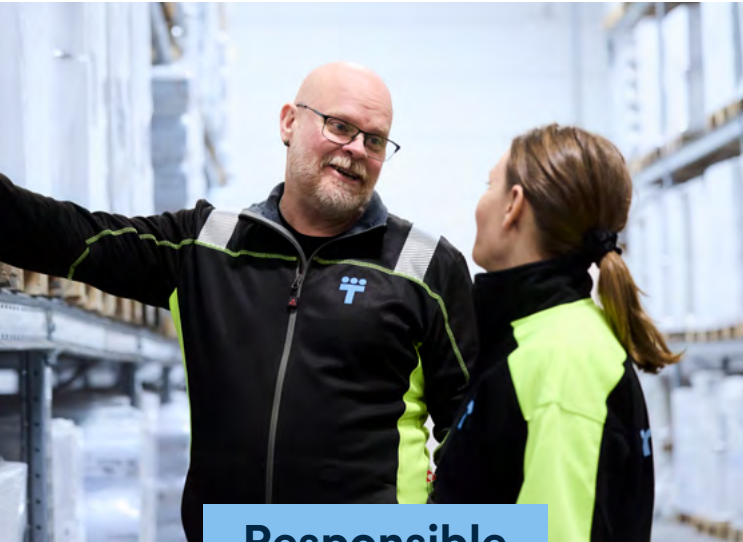
Our purpose

Together, we responsibly lead our industry into circularity

Our purpose describes how we contribute to the long-term well-being of all people and the planet, creating meaningful outcomes through our business activities and address challenges that impact society.

Core values

Our core values are our brand values because our brand is built on how we behave and consistency builds trust. The way we act internally is the same way we show up externally: in how we lead, how we take responsibility, and how we collaborate with customers and partners every day.



Responsible

We earn trust

Responsible means being a trusted partner. We apply economic, social, and environmental responsibility across our operations prioritizing safety, ethics, transparency, and measurable performance while supporting customers' shift from linear to circular materials. Responsibility is built into our culture, with clear expectations and training that guide decisions every day. Our progress is validated externally, including EcoVadis Gold (top 5%), and strengthened by ambitious ESG and SBTi-verified climate targets by reporting openly and improving continuously to help build a competitive, futureproof plastics industry.

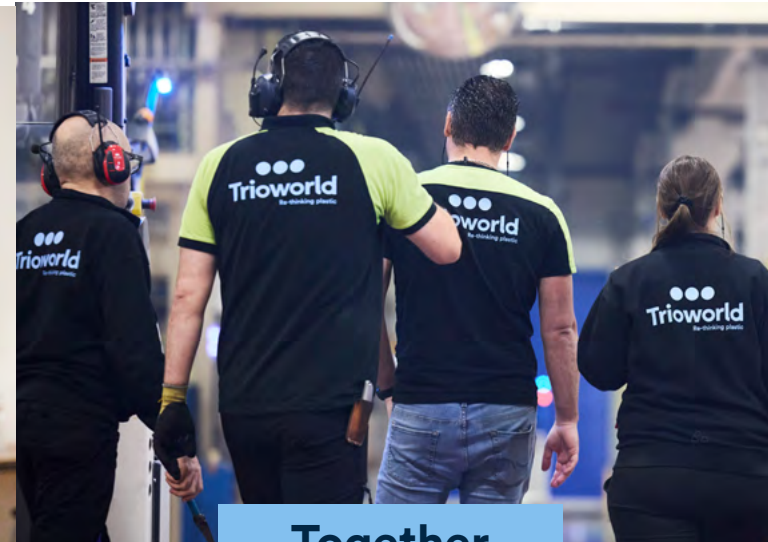


Leading

We set the direction

Leading means setting the direction for circularity.

We develop high-performance films designed for recycling and higher PCR content, helping customers meet evolving requirements such as the EU PPWR without compromising quality or performance. By investing in regional recycling and circular systems, and sharing knowledge with partners and policymakers, we help scale commercially viable solutions and accelerate a more resilient, circular plastics chain on the path to net-zero GHG by 2050.



Together

We collaborate

Together means progress through partnership and through our people. By working with customers, recyclers, and brand owners, we turn waste into value, scale certified regional PCR where relevant, and accelerate the adoption of circular solutions for flexible plastic films. Our employees make this possible. By investing in skills and staying close to market needs, we create trust-based collaboration that drives customer success and industry transformation.

Where we work

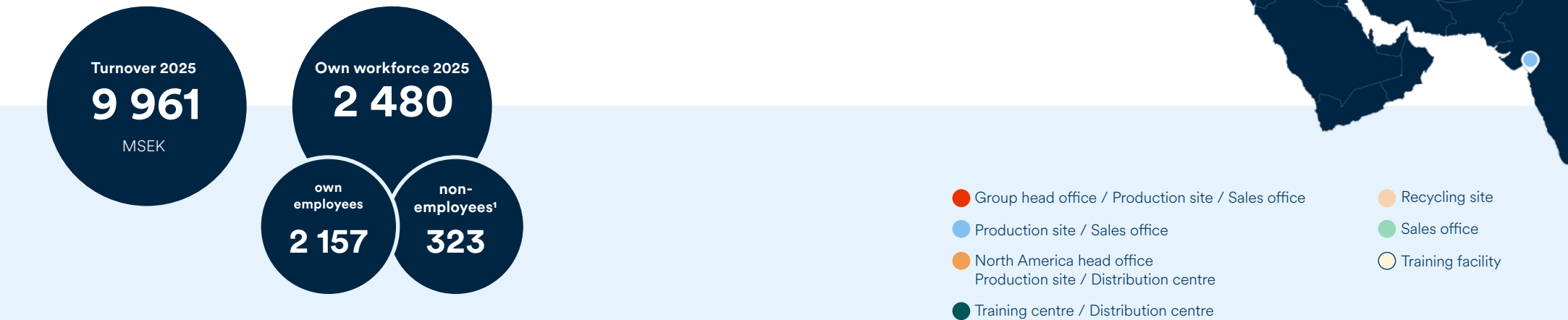
Trioworld, founded in 1965, is a major global supplier of innovative, high-performance plastic film in Europe, North America, and South Asia.

We are offering solutions for:

- Agriculture and horticulture
 - Bags and sacks
 - Consumer packaging
- Hygiene and medical technology
 - Industrial packaging
 - Transport packaging

Trioworld has 18 production sites in Sweden, Denmark, France, the Netherlands, the United Kingdom, Canada, Germany, and since 2025, in both India and the United States. Three of these sites in Sweden, Denmark, and France also recycle external plastic waste. Trioworld’s head office is in Smålandsstenar, Sweden, and we operate from additional sales offices in Norway, Finland, and the United States.

In 2025 Trioworld acquired Filmtec, in India, which is included in the ESG data unless noted otherwise. In 2026 we started production in our new site in the United States in Brownsburg, Indiana. Since this site did not have operations in 2025 they are not included in the ESG data.



¹E.g., individual contractors, people employed by a third party engaged in 'employment activities'.



Our organisation

Trioworld's Group Management Team (GMT) is responsible for the governance across the Trioworld group. The GMT includes the Chief Executive Officer (CEO), Chief Financial Officer (CFO), Chief Human Resource Officer (CHRO), Chief Procurement & Sustainability Officer (CPSO), the Vice President Business Development, and the Division presidents.

The GMT sets Trioworld's strategy, targets, and Group policies. It also drives Group-wide initiatives and supports the organisation through cross-divisional development of processes, structures, and knowledge sharing.

Trioworld is structured so that each division has full profit and loss (P&L) and balance sheet responsibility. Divisions are responsible for implementing group strategies, targets and policies in their operations and aligning them with local requirements. Synergies identified across the group are captured and managed through coordinated initiatives and councils, where relevant divisional stakeholders are represented.

Trioworld divisions

We serve the market through dedicated teams; each focused on creating measurable value for their specific customer segment. This structure helps us respond quickly and reliably to customer needs.

In 2025, we restructured our Division governance, by establishing the Recycling Division, reinforcing the company's strategic focus on circular

solutions and expanding recycling capacity across the Group. We also replaced Carrier Bags Division with the Retail Division, now providing a one-stop shop solution for retailers. Trioworld now operates through the following divisions: Consumer Packaging, Health Care, Industrial Film, Recycling, Retail, Stretch Film and North America.

Consumer Packaging Division

Consumer Packaging Division has production sites in Germany, the Netherlands and France. The division delivers solutions to ensure that everyday products stay fresh and protected until they are opened; for example, frozen food, bread, meat and cheese packaging, as well as packaging for tissue and bags for hygiene applications.

Health Care Film Division

The Health Care Film Division develops and produces technical films and laminates specifically designed for medical and hygiene applications, including baby and incontinence diapers, surgical drapes, and packaging materials for hygienic purposes. The films are developed in close collaboration with customers and are produced in the division production site in France.

Industrial Film Division

The Industrial film Division, with production sites in Denmark and Sweden, provides a wide range of products and solutions. The division's portfolio includes Stretch Hood, Form-Fill-Seal (FFS), Shrink film, Compression film, Timber Covers, and industrial sacks and bags. The division offers expert support for applications

in industrial manufacturing and processing for multiple industries, including the forest industry, construction, the chemical industry, and producers of consumer products.

North America Division

The North America Division, is a leading supplier of solutions for high-performance film solutions for agriculture, transit and industrial packaging serving distribution, beverage, food, consumer goods, e-commerce, and other demanding applications. The division's head office, production and conversion sites are located in, Ajax, Ontario, Canada, and Brownsburg, Indiana, USA, supported by distribution centers across the US and Canada.

Recycling Division

The new Recycling division is a key part of our customer offering, securing a reliable supply of high-quality PCR across our portfolio and accelerating the rollout of Loop alternatives. With recycling facilities in Sweden, Denmark, and France, and through our Trio-circular service, we partner with customers to collect used film, recycle it into high-quality PCR (Post-Consumer Recyclates), and bring it back into new products through loop solutions.

Retail Division

The Retail Division provides one-stop shop solutions for retailers, supplying bags and sacks as well as building and cover film, supported by comprehensive products, solutions, and services for everyday retail and waste-handling applications. The division's portfolio includes refuse bags and sacks, container liners, bin liners,

carrier bags, and film solutions, all designed to make collection, handling, protection, and disposal efficient and reliable.

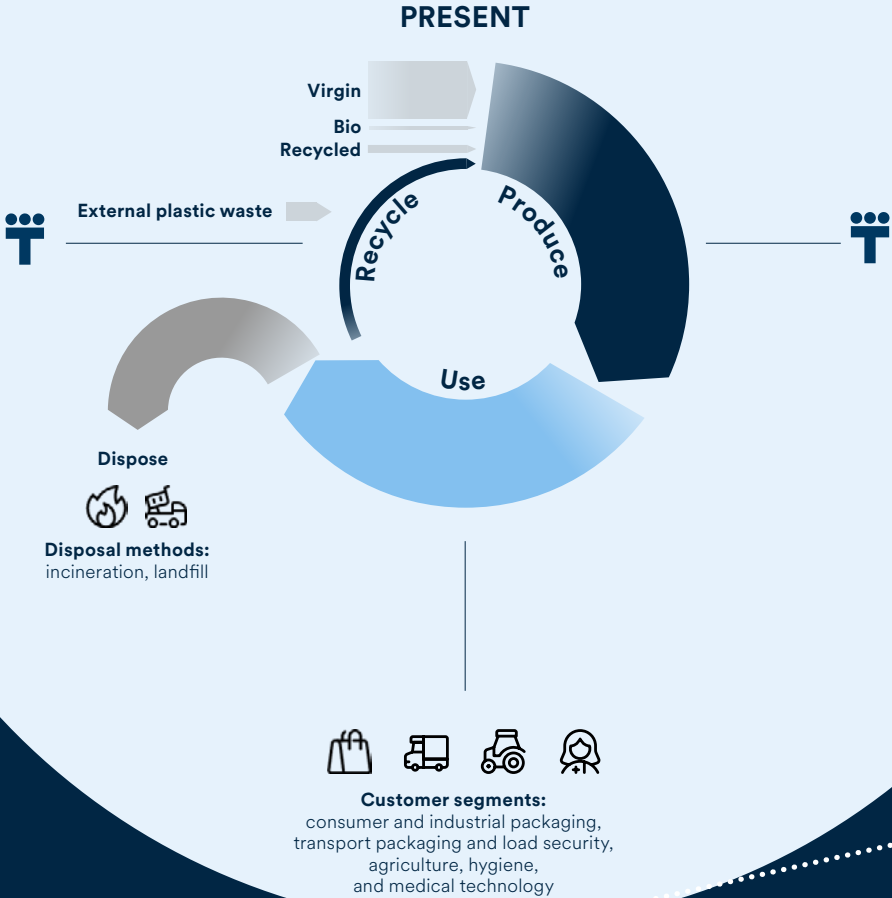
Stretch Film Division

The Stretch Film Division supplies products, solutions, and support for applications in agriculture, transport packaging and load stability, building and construction. Production sites are located in Sweden, the Netherlands, France, the United Kingdom and India.



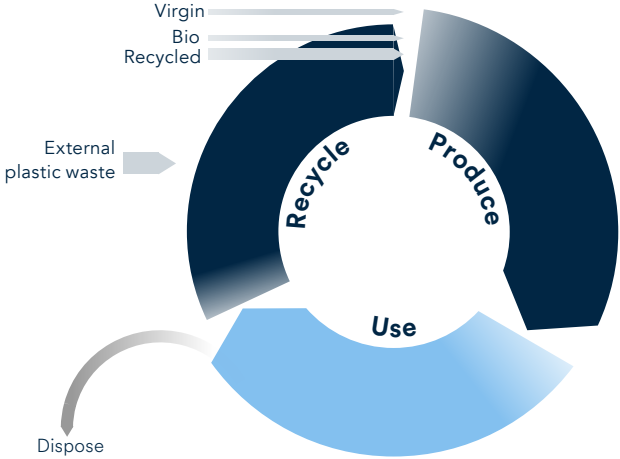
Our value chain

Trioworld is a leading supplier of innovative, high-performance PE and PP film, providing solutions for consumer and industrial packaging, transport packaging and load security, agriculture, hygiene, and medical technology. Below is a visual representation of Trioworld's value chain, from production to use and recycling.



FUTURE

Our ambition is to lead our industry into circularity, through increasing the recycled content in our products, ensuring our products are designed for recycling and recycled at scale, and investing in our in-house recycling capacity.



Our products & solutions

As a leading provider of innovative, high-performance plastic film, Trioworld offers a wide range of products and solutions.



Consumer packaging solutions

- Food Packaging Film
- Consumer goods packaging film



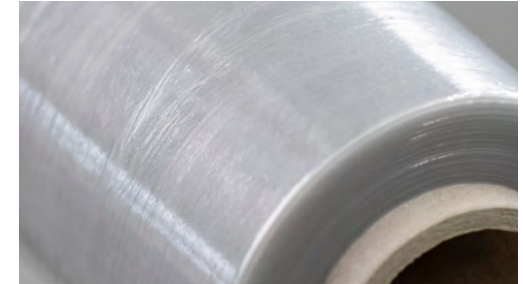
Pallet packaging solutions

- Stretch film
- Stretch Hoods
- Top & Bottom sheets
- Shrink Hoods



Agriculture & horticulture film

- Bale wrap
- Mantle film
- Silage sheet
- Horticulture film



PCR

- Mechanical PCR high-grade



Industrial packaging solutions

- Industrial Sacks and Bags
- Heavy Duty Form-Fill-Seal (FFS)
- Compression film
- Shrink film
- Timber Cover film



Bags & sacks

- Bin bags
- Carrier bags
- Refuse sacks



Medical & hygiene

- Medical films and laminates
- Hygiene films and laminates
- Personal Protection Equipment



Special application film

- Building and cover film
- Waste wrap film

Our solutions that offer a lower carbon footprint

Our aim is to offer products and solutions with a lower carbon footprint.



Loop
Recycled
plastic

Loop is our label for film that contains a minimum of 25% mechanical PCR. By using mechanical recycled materials, we make use of plastic waste, use a raw material with a lower carbon footprint¹ and drive circularity in plastics.



Lean
Reduced
plastic

Under the label Lean, Trioworld strives to reduce the amount of material used for an application, while still maintaining or even improving performance. Using less material contributes to a lower carbon footprint.



Bio
Biobased
plastic

All of our products that contain a minimum of 25% bio-based PE are labelled Bio and have a low carbon footprint. An alternative to biobased feedstock is mass-balanced ISCC PLUS compliant material, supporting sustainable feedstock.

¹Lower carbon footprint compared to Trioworld's virgin alternative based on a kg for kg basis. Carbon footprint calculations are according to ISO14067:2018 – cradle to Trioworld gate, including raw material extraction, material processing, transport to Trioworld gate and film production.

Our product groups with a Loop alternative

Trioworld is leading in solutions with PCR (Post-Consumer Recyclates) content. Aligned with our strategy to increase circularity, we focus product development on our Loop portfolio. Below are examples of some of our products with loop alternatives;



Bale wrap & mantle film

Our bale wrap and mantle films are available with recycled content with up to 30% PCR.



Personal Protection Equipment

Protective clothing produced in Sweden with recycled raw material, that can be recycled and reproduced into new products through our Triocircular service.



Stretch hood

As a true pioneer, we also offer Stretch hood solutions containing recycled material without compromising performance. Our Stretch hood films are available with up to 50% recycled content.



Bags & sacks

Our range of bin bags and refuse sacks offers flexible solutions to meet your requirements. Bin bags are produced with at least 80% PCR content, while refuse sacks can be tailored to your specific needs, including size, strength, and performance.



Shrink film

Glossy and clear Shrink Film (printed and unprinted) with excellent seal ability –made with up to 95% recycled content.



Timber Cover film

Our wide range of Timber Cover film solutions include options made with up to 70% PCR content.



Heavy duty bags & form fill seal

Several films are provided as Loop versions with a minimum of 30%, 50% or 70% recycled content.



Silage sheets

We offer Loop versions ranging from 30% PCR content up to 84% PCR content.



Tissue & hygiene packaging film

We offer Loop alternatives with 60% PCR content for tissue packaging and up to 30% PCR content for hygiene packaging.



Food packaging film

Our frozen foods packaging film offers an alternative with recycled content – Trioworld Food Loop30 - made with 30% PCR content.



Stretch film

Several of our stretch films are available as Loop versions with 30% PCR and in some cases up to 51% PCR.



Carrier bags

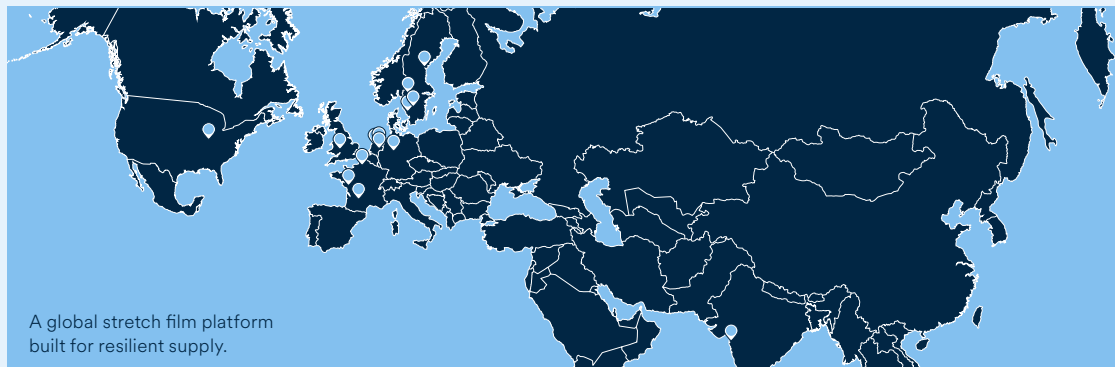
We have a wide range of durable carrier bags and can offer solutions with up to 95% PCR.

CASE STUDY

Going global with stretch film: responsible growth through local production and innovation

Trioworld is building a truly global stretch film platform to deliver greater lower climate impact, supply stability, and performance for our customers. At the heart of this strategy is innovation, continuously investing investing ahead of market demand and scaling progressive technology, materials development, and collaboration across regions. As markets evolve and regulatory expectations intensify, localized production combined with global expertise has become essential to meeting customer needs responsibly.

In 2025, we accelerated this strategy by expanding into two strategic regions: Asia, through the acquisition of Filmtec in India, and North America, through the launch of a new state-of-the-art facility in Indiana. In parallel, we strengthened capacity where we already have strong operations by investing in key European production hubs, enabling faster impact for customers and accelerating circular innovation. These expansions are not only capacity production hubs, enabling faster impact, designed to accelerate downgauging, improve PCR performance, and raise consistency through next-generation equipment and shared technical know-how.



Global capability, local execution

A global footprint is more than a network of facilities. It's how we scale innovation faster, lower emissions, and build resilient supply for customers worldwide.

By producing closer to customers, we can:

- **Bring innovation to market faster** by investing in advanced equipment and applying shared learning across sites
- **Reduce transport-related CO₂ emissions** through shorter routes and fewer cross-region shipments
- **Increase resilience and supply continuity** by diversifying production across regions
- **Accelerate adoption of lower climate impact solutions**, including downgauged films and PCR-integrated options
- **Respond faster to local regulations and customer requirements**, with teams who understand the market firsthand

As One Trioworld, we combine global capability with local execution, helping customers meet performance goals while progressing toward circular packaging solutions.

Expanding into Asia: a new chapter of growth and circularity

Acquiring Filmtec represents Trioworld's first step into Asia, one of the world's most dynamic markets for flexible packaging. Filmtec brings deep technical expertise in ultra high-performance stretch films and POF shrink films, as well as a strong reputation for quality and service within India. Together, we are positioned to meet fast-growing regional demand while advancing the shift toward recyclable and circular packaging.

This acquisition also strengthens our ability to bring proven stretch film innovation into the region, combining Filmtec's technical capability with Trioworld's global materials expertise, circular development focus, and performance-driven film design.

By building locally, we can accelerate co-development with customers and scale solutions that reduce material use while supporting recyclability and circularity goals.

Investing in the United States: local strength for a key market

At the same time, Trioworld strengthened its North American footprint with the launch of our new facility in Indiana. This investment reflects our commitment to continuously invest ahead of market demand, bringing advanced production capability into the region and creating the foundation to scale next-generation stretch film performance.

With a focus on progressive equipment, process stability, and collaboration, the Indiana facility



Innovation in Action

Across our stretch film platform, we're continuously investing to stay ahead of demand, advancing:

- Next-generation extrusion technology for higher consistency and performance
- Downgauging innovation to reduce material use without sacrificing load stability
- Improved PCR integration through process control, formulation learning, and repeatability
- Collaboration-driven development with customers, suppliers, and internal experts

strengthens our ability to deliver reliable supply today, while enabling innovation that supports downgauging, improved efficiency, and the evolution of PCR-ready solutions over time. Local manufacturing enables faster response to customer needs and supports more efficient operations, helping customers plan with greater confidence.

Adding Capacity where we have strong production

This year, we also chose to invest in our existing production footprint to deliver faster impact for customers. By commissioning a new SML Nano line in Apeldoorn and a new W&H line in Smålandsstenar, we're adding capacity where we already have strong teams, proven operations, and close proximity to key customer demand. These investments not only expand

capacity, but just as importantly, they strengthen our innovation capability, improving process stability, accelerating learning, and increasing our ability to deliver thinner films and stronger PCR performance at scale.

These upgrades strengthen our ability to:

- supply consistently and reliably
- improve repeatability and quality control, especially for PCR films
- create more headroom for thinner, high-performance solutions as demand shifts toward circular packaging

Why a Global Footprint Matters

Trioworld's presence across Europe, North America, and Asia creates a stronger supply chain for customers worldwide. By diversifying our

production network, we reduce reliance on any single region, increase resilience to disruption, and accelerate the deployment of sustainable innovations across markets.

From India to Indiana, and from the UK to Smålandsstenar, our investments reflect a consistent direction: produce closer, innovate faster, and scale circular solutions responsibly.

As One Trioworld, we combine global capability with local execution, backed by continuous investment ahead of demand, progressive equipment upgrades, and collaboration that turns innovation into measurable customer value.

**CASE STUDY**

Building circularity at scale: Trioworld's new recycling division

Trioworld restructures for growth and a sharper focus on circular solutions

Trioworld has sharpened its organisation to accelerate growth and scale circularity. As part of this step, Trioworld established a dedicated Recycling Division in 2025, reinforcing the company's strategic focus on circular solutions and expanding recycling capacity across the Group.

The new division strengthens governance by bringing recycling operations, quality standards, and circular services under one leadership structure. This creates clearer accountability, faster decision-making, and more consistent execution across sites, supporting a reliable supply of high-quality post-consumer recycled (PCR) material that meets the performance requirements needed for film production.

By integrating recycling more tightly with product and customer needs, Trioworld can scale loop solutions more effectively, helping customers collect used film, convert it into high-grade PCR, and reintroduce it into new film. The result is greater consistency, improved traceability, and increased availability of PCR, making it easier for customers to adopt recycled content without compromising day-to-day performance.



A governance model built for the circular economy

“We are refining our governance model to better match our accelerating growth and our strategic focus on circular solutions,” says Andreas Malmberg, CEO, Trioworld Group. “The new Recycling Division is an important component of our overall offering to customers, strengthening our ability to deliver high-quality post-consumer recycled (PCR) material across product categories and expand Loop alternatives.”

With recycling facilities in Sweden, Denmark, and France, the division strengthens both capacity and consistency, supporting reliable, high-quality PCR supply that meets the same performance standards required for use in Trioworld’s own products. In addition to supporting internal production, Trioworld will also offer high-grade PCR as a product to customers.

The Recycling Division also supports the scaling of Trioworld’s circular services, including Triocircular, which helps customers close the loop by collecting used film, reprocessing it into high-quality PCR, and returning it into new film production.

Leadership aligned to circular growth



To lead the new Recycling Division, Trioworld has appointed **Oskar Karlsson**, who brings deep experience at the intersection of procurement, sustainability, and circular materials, having previously served as Chief Procurement Officer and VP Sustainability, and representing Trioworld in multiple sustainability communications and initiatives.



Jolien Stevels will lead R&D, building on her track record of driving innovation in recycled-content stretch film, focused on elevating recyclate quality and enabling consistent, high-performance outcomes.



Oscar Klaesson will lead Sales, strengthening customer partnerships and accelerating adoption of Loop alternatives and Triocircular loop solutions across priority markets.

What this means for customers

For customers, the Recycling Division strengthens supply security and accelerates the transition to circular packaging, combining reliable access to high-quality PCR with technical support to maintain performance, consistency, and compliance. By integrating recycling operations, material quality standards, and the Triocircular service under one division, Trioworld can scale loop solutions faster and expand Loop alternatives across more applications.

With the Recycling Division in place, Trioworld is strengthening its ability to turn waste into a resource, supporting customers with reliable PCR supply, scalable circular services, and high-performance films designed for a more circular economy.

Re-thinking plastic

Plastics is a widely discussed topic in society, but a world without plastic is difficult to imagine. As a versatile material, it is compatible with endless applications – from everyday utilities to technological innovations. At Trioworld, we are committed to creating responsible production, use, and end-of-life solutions for plastic films. Our tagline ‘Re-thinking plastic’ describes our forward-looking commitment to leadership in circularity. It describes our way of innovating and challenging the traditional way of producing plastic films. At the same time, it promotes and honours the innovative spirit on which the company is built.

Circularity in Europe

It is estimated that as much as 86% of plastic waste in the European system is currently disposed of, exported, or mismanaged¹. The EU is therefore working on a variety of significant initiatives and legislations based on the European Strategy for Plastics in a Circular Economy. An important step is the new Packaging and Packaging Waste Regulation (PPWR), applying from August 2026, which sets requirements on areas such as recyclability and recycled content. Continuing the work with the European Green Deal, the European Commission launched a Clean Industrial Deal in February 2025, which is a plan for EU competitiveness and decarbonisation. An important element of the Deal is circularity, and a Circular Economy Act will be presented in 2026.

Circularity in North America

North America produces more household plastic waste than any other region in the world. But it's also home to serious efforts for combatting plastic waste. For example, while hosting the G7 Leaders' Summit in 2018, Canada introduced the Ocean Plastics Charter, which has since been adopted by almost 30 countries and more than 70 businesses around the world. The charter includes commitments to recycle and reuse at least 55% of plastic packaging by 2030, as well as the 100% recovery of all plastics by 2040. Meanwhile, in the United States, the Environmental Protection Agency (EPA) has recognised that collective and collaborative commitments are best achieved with associated common goals. In November of 2020, at the America Recycles Summit, the head of EPA announced that the agency officially aimed to increase the US recycling rate to 50% by 2030.

¹Source: [Systemiq - ReShaping Plastics](#).



From linear to circular – the plastics industry in motion

Apart from legislative developments, the plastics industry itself is moving from linear to circular, developing new products and solutions that fit within a circular plastics economy. Companies are innovating new, more sustainable products and solutions, introducing polymers from non-fossil sources and recycling plastic through reuse and recycling systems, sometimes changing their entire business model. It all comes down to re-thinking plastics – how products are designed, used, collected, and recycled, again and again.

Circularity leadership

Being a leader means being at the forefront of development. It means being innovative and challenging the common way of doing things. We are committed to re-thinking plastic and to be a leader that actively drives our industry forward. Innovating and designing products and solutions to fit the circular economy is a top priority. We work to continuously improve our entire portfolio by focusing on, increasing the amount of PCR content, or reducing the amount of material used for an application, while still maintaining and even improving the performance or the design for recycling of a product. Trioworld has ambitious targets to showcase how we aim to lead the transition into a circular use of plastic: use 40% mechanical PCR of total produced volume by 2030; ability to offer a loop alternative (products contain 25% PCR or more) for 85% of our total produced volume by 2030; ability to offer a design for recycling alternative for 100% of our total volume sold¹ by 2030; ensure 100% of our total volume sold² being designed for recycling by 2030.

Besides our efforts to transition to circular solutions, we also see an increasing demand for the recycling of used plastic. Trioworld's new Recycling Division focuses on expanding recycling capacity of in-house PCR production from external plastic waste. The division is an important component in our overall product offering to our customers, ensuring high-quality PCR to all product categories with Loop alternatives.

Collaboration

To move towards a circular plastics economy, we need the right systems, technology, legislation, and standards in place. Trioworld works actively in national and international fora and committees on technical standards. This is to ensure that the industry shift towards circularity happens as soon as possible and on the right terms where sustainable choices are rewarded. As a leader, it's important to share knowledge with players within the industry, and other stakeholders as well as with customers, to educate them on issues in connection to design, use, and recycling of plastic. Improving the way plastic is designed and utilised contributes to the recycling of plastic waste and becoming a valuable resource. We all need to work together to ensure that we can recycle as much plastic as possible.

¹Excluding medical applications and hygiene laminations, i.e., products with the purpose of use that will make the product contaminated in such a way that mechanical recycling is not possible. Assessment applies to our products at Trioworld gate and does not consider customers' use.

²Excluding medical applications, hygiene laminations, refuse sacks and waste bags, i.e., products with the purpose of use that will make the product contaminated in such a way that mechanical recycling is not possible, or made for the purpose of disposal.

³Source: [European Commission – A circular Economy for Plastics](#).

Defining circularity

The core of a circular economy is to re-think the traditional, linear ways of production and consumption - 'take-make-waste' - and aim to create a material loop where ultimately 'waste' is eliminated altogether with a mindset to design, reduce, reuse, and recycle as much as possible. The EU defines a circular economy as a system where 'the value of products, materials and resources is maintained in the economy for as long as possible'³. This approach can lead to a drastic impact reduction on the environment and the climate. Many businesses within the plastic industry are on the move from a linear to a circular economy, utilising resources already circulating. By changing society's view on used plastic from 'waste' to 'valuable resource', new products, solutions and business models will appear, and new values will be created.



Double materiality assessment

A central tool for our Environmental, Social, and Governance work is a materiality assessment, helping us identify the most important focus areas within sustainability for our business. With EU’s Corporate Sustainability Reporting Directive (CSRD), which applies to Trioworld from reporting year 2027 onwards, a double materiality assessment (DMA) will be mandatory. The DMA assesses on the one hand actual and potential ESG impacts the company has on the environment and people, and on the other hand ESG risks and opportunities impacting the financial and market position of the company, across the value chain. Trioworld conducted a DMA for the first time in 2025. Going forward, we will revisit the DMA process annually to ensure we continuously monitor material impacts, risks, and opportunities (IROs).

In our 2025 DMA, we identified 22 sustainability matters as material to Trioworld. The material topics identified confirmed our strategic path, and uncovered more areas of relevance without a clear strategy to date bringing an opportunity to develop strategy on these specific topics. The material IROs are listed under each European Sustainability Reporting Standard (ESRS) defined sub-topic. In addition, we identified one entity-specific sustainability matter, ‘Anticompetitive practices’.

The material sub-topics are presented in the materiality matrix, the topics with double materiality are of strategic importance and therefore integral part of the business strategy. Knowing what is most material for us and our

stakeholders supports us in our sustainability strategy development. All material topics are included within our Group sustainability policies and have respective linked objectives and KPIs. All the material IROs that were identified as a result of the DMA, are presented in the appendix – **Material impacts, risks, and opportunities.** The material topics are reported in accordance with the GRI US requirements in this sustainability report.

Stakeholder engagement

We value the ongoing dialogue with our stakeholders as we aim for collaboration to pursue mutual goals. Stakeholder engagement is also an important step in our DMA process. Internal subject matter experts who have deep knowledge of affected stakeholders and users of sustainability statements were designated as stakeholder representatives to provide insights on the sustainability matters and identify and assess the IROs. Each sustainability matter was reviewed through interviews with the designated stakeholder representative, with a focus on identifying IROs at a sub-topic level. The analysis also considered whether any risks and opportunities could derive from the financial effects of any of the identified impacts of dependencies. Besides internal subject matter experts we’ve also made use of employee engagement surveys, and stored stakeholder interviews which content still holds to date.

An overview of our key stakeholders and engagement is outlined in the appendix – **Stakeholder engagement.**



Governance - Corporate culture - Corruption & bribery - Anticompetitive practices - Management of relationships with suppliers - Protection of whistleblowers	Double material		
	Environmental	Social	Governance
	- Climate change mitigation - Energy - Circular economy resource inflows - Circular economy resource outflows		Political engagement and lobbying activities
Governance Animal welfare	Financially material		
	Environmental	Social	Governance
		Social inclusion of consumers and end users – Responsible Marketing Practices	

Together, we responsibly lead our industry into circularity



Responsible

We are responsible and work according to sound business principles, with respect for people and environment.



Leading

We aim to be number one in sustainability in our industry, with a focus on circularity – underlining our commitment to, recyclability, recycling and the use of PCR.



Together

Together with our customers and stakeholders we lead in developing circular plastics.





Trioworld's sustainability strategy

Sustainability is an integral part of everything we do at Trioworld. We aim to be number one in sustainability in our industry, with a focus on circularity – underlining our commitment to, recyclability, recycling and the use of PCR, being our customer's first choice in lower carbon footprint film solutions, using recycled, reduced, or biobased content. The safety and wellbeing of our employees, as well as working on our climate impact are key priorities, both in our operations and value chain.

Sustainability is a major building block in maximising value for Trioworld, our stakeholders, people, and the planet. To lead our industry into circularity we need to have a solid sustainability management system supporting our company wide ambitions. We are a responsible employer and uphold sound labour and human rights practices, with the health, safety, and wellbeing of our employees being key priorities. Good business ethics and corporate governance, including anti-corruption and financial responsibility are basic prerequisites for long-term trusted relationships with employees, customers, suppliers, and society.

We comply with laws, regulations and deliver on the expectations set by the stakeholders around us.

Trioworld engages with or is a member of several national and international sustainability and standardisation organisations that support our journey. The frameworks and guidelines set by these organisations give guidance and add transparency to the sustainability work that Trioworld carries out. As an example, Trioworld has since 2017 been committed to and aligned with the ten Principles of Sustainable Business set forth by the United Nations Global Compact (UNGC). Trioworld's ambition and efforts support the **United Nations 2030 Agenda for Sustainable Development**.

At Trioworld, we set the example and believe that our business ethics and sustainability engagement must be taken beyond the boundaries of our own organisation across the value chain. To continue our journey forward, we intend to focus further on where we can best contribute while still maintaining what we have built in the past.

Group sustainability KPIs, targets, and data-driven reporting

With the clear ambition to be number one in sustainability in our industry, with a focus on circularity, the need to drive our development and customer and supplier collaboration is greater than ever. In our work, we have established main Group sustainability KPIs, which are realistic and suitably ambitious. The KPIs focus on where we can make the biggest impact to reduce our

environmental, social, and governance related impacts, risks and opportunities. Besides the main Group sustainability KPIs, we have several other targets, indicators, and actions outlined in our Group sustainability policies that help drive our ambition. We track our KPIs and targets through monthly, quarterly, and annual reporting.

Position Green

Trioworld is supported by Position Green’s ESG reporting software – empowering sustainable business through a data-driven approach and actionable insights. Progress towards our KPIs is communicated monthly, quarterly, and

annually to the Group Management Team (GMT). KPIs are appropriately reviewed and updated due to growth of the Group and changed product portfolio because of expansion. Previously separate targets for EU+UK and North America are now combined under global KPIs, encompassing entire Trioworld Group. Results and progress towards the targets for 2025 are available via the ‘At a glance’ pages within the respective sustainability chapters: **Environmental responsibility ‘At a glance’**, **Social responsibility ‘At a glance’**, **Governance and business conduct ‘At a glance’**.



Environment	Target	Target	Target	Target	Target	Target
Science Based Targets¹						
Reach net-zero GHG emissions across the value chain by 2050						
Reduce absolute Scope 1 and 2 GHG emissions 44.2% by 2030²	-70%	-70%	-75%	-75%	TBD	TBD (min. 44.2%)
Increase annual sourcing of renewable electricity to 100% by 2030	70%	75%	80%	85%	TBD	100%
Reduce absolute Scope 3 GHG emissions 25% by 2030²	-11%	-14%	-17%	-19%	-22%	-25%
Reduce Scope 1, 2 & 3 emissions 90% by 2050²	-11%	-14%	-17%	-20%	-26%	-26%

The Science Based Targets are translated to actions and KPIs from our climate roadmap, some of them below, focusing on where we make the largest impact to lower our scope 3 GHG

¹Note that targets may be adjusted, when Trioworld resubmits to SBTi due to organizational changes such as acquisitions or when Trioworld has to adjust to potential legislative developments.
²From a 2021 base year.

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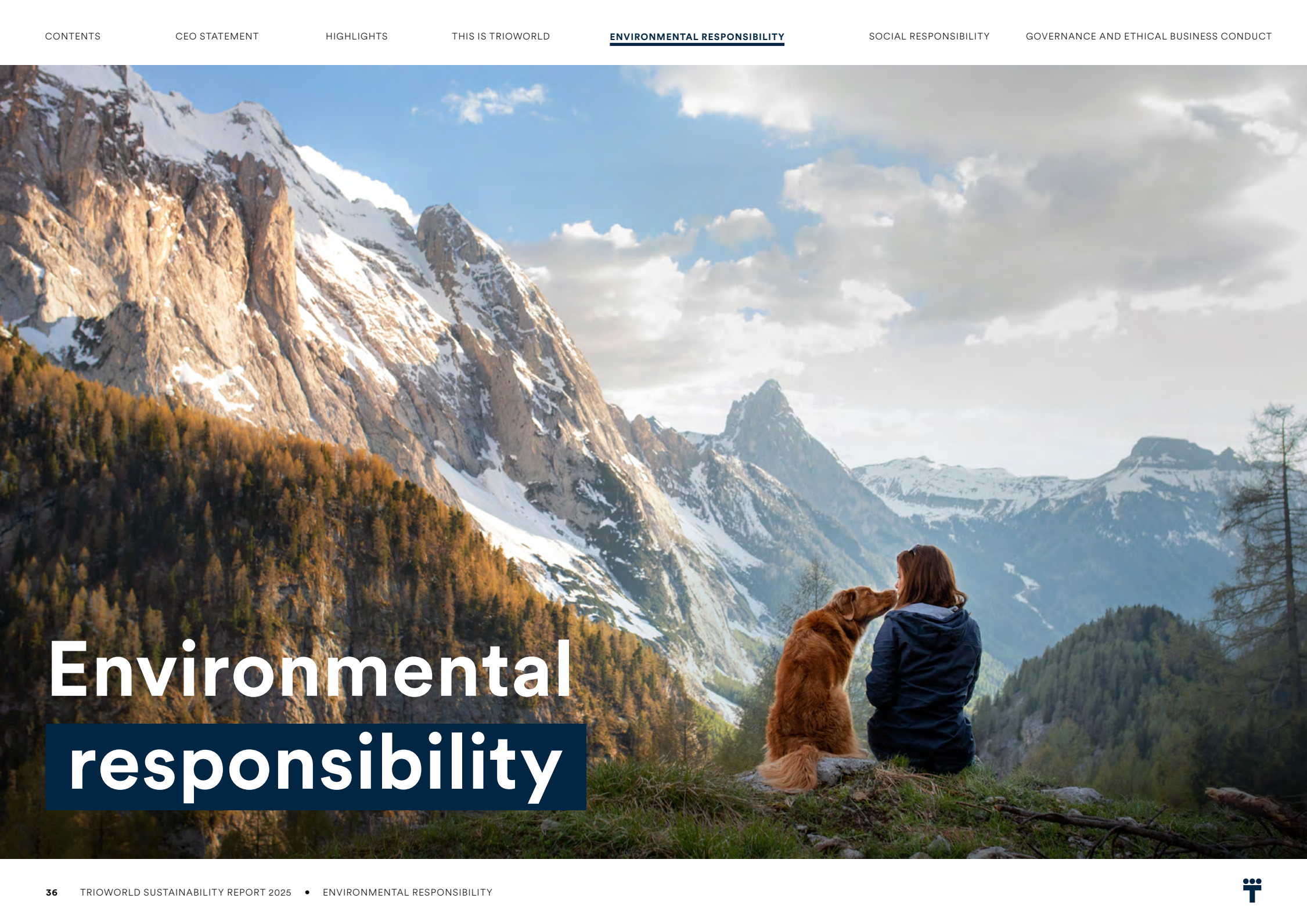
		2025	2026	2027	2028	2029	2030
PCR consumed	Consumed mechanical PCR in relation to total approved production volume	16%	18%	23%	28%	35%	40%
Loop alternative	Volume of Trioworld's total approved production, where we can offer a product alternative that contains ≥25% PCR	65%	70%	73%	75%	80%	85%
Design for Recycling alternative³	Volume of Trioworld's sold product volumes ³ , where we can offer a comparable product alternative that is Design for Recycling	100%	100%	100%	100%	100%	100%
Design for Recycling sold⁴	Trioworld's sold product volumes ⁴ that is Design for Recycling	80%	82%	85%	90%	95%	100%
Social		Target	Target	Target	Target	Target	Target
LTAR	Lost Time Accident Rate (LTAR) is a measure of the rate for Lost Time Accident (LTA) ⁵ for the last 12 months using the formula $LTAR = (\text{number of LTA} \times 200\,000) / (\text{number of labour employee hours})$	0	0	0	0	0	0
LTAR improvement	Improvement of LTAR with a 30% annual decrease versus the result of the previous reporting year	-30%	-30%	-30%	-30%	-30%	-30%
Share of women in management positions	Management positions meaning having 1 or more direct reports	22%	23%	24%	25%	TBD	TBD
Governance		Target	Target	Target	Target	Target	Target
EcoVadis status	Trioworld's sustainability management system is annually rated by EcoVadis, provider of business sustainability ratings	Platinum	Platinum	Platinum	Platinum	Platinum	Platinum
Non-compliances	Confirmed non-compliances based on total number of reported whistleblowing incidents	0	0	0	0	0	0
Supplier Code of Conduct	Share of spend with suppliers, with a spend of >10k€ yearly, that accepted our Supplier Code of Conduct ⁶ , or had their own equivalent approved by Trioworld	86%	88%	90%	92%	94%	95%

³Excluded from this target: medical applications and hygiene laminations, i.e. products with the purpose of use that will make the product contaminated in such a way that mechanical recycling is not possible. Assessment applies to our products at Trioworld gate and does not consider customers' use.

⁴Excluded from this target: Medical applications, hygiene laminations, refuse sacks and waste bags – i.e. products with the purpose of use that will make the product contaminated in such way that mechanical recycling is not possible, or made for the purpose of disposal. The definition of DfR is the same as in the Packaging and Packaging Waste Regulation (PPWR). Assessment applies to our products at Trioworld gate and does not consider customers' use. For packaging (defined by regulation): Until the European Commission has adopted the DfR criteria and the recycling performance grades under PPWR we will use RecyClass to evaluate DfR. Class A, B and C according to RecyClass DfR guidelines and Online Tool are considered as DfR, alternatively a Recyclability Evaluation Protocol. For other products: although building films, refuse sacks, and waste bags are not packaging we will similarly use RecyClass to evaluate DfR. For agri stretch, and agri wide the updated product CEN-standards will be used. As an alternative for products manufactured in North America, APR (Association of Plastic Recyclers) Design Guide for Plastic Recyclability can apply as DfR.

⁵LTA is defined as an accident leading to lost time (time away from work) where the employee is not able to return to work the following working day/shift incurred in the period.

⁶An alternative, used prior to the launch of our updated Supplier Code of Conduct in 2024, was that the Supplier signed compliance to Trioworld's Code of Conduct.



Environmental responsibility

At a glance

Group targets and results 2025 related to our environmental responsibility

In 2025, we reviewed targets for the Group to support our SBTi commitment, transitioning from separate EU/UK and NA targets to Group targets.

		Target 2025	Result 2025 ⁶	Result 2024	Comment
Reduce absolute Scope 1 and 2 GHG emissions 44.2% by 2030¹		-70%	-64.3%	-70.4%	Lower decrease vs 2024 mostly caused due to purchasing less renewable electricity. In addition, we produced more overall, including at sites that do not source renewable electricity.
Increase annual sourcing of renewable electricity to 100% by 2030	Share of renewable electricity on total purchased electricity	70%	59%	n/a	
Reduce absolute Scope 3 GHG emissions 25% by 2030¹		-11%	-1.8%	-7.4%	Overall an increase in emissions for 2025 due to increased sales which have led to more raw material and EOL emissions.
Reduce Scope 1, 2 & 3 emissions 90% by 2050¹		-11%	-3.8%	-9.4%	
PCR consumption	Consumption of mechanically recycled PCR in relation to total approved production volume	16%	12%	16.1% EU/UK²	Decrease compared to 2024 is for majority due to inclusion of North America volumes. Our ambition has not changed; we will continue to push for PCR in our products to support circularity and our SBTi commitment.
Loop alternative	Volume of Trioworld's total approved production, where we can offer a product alternative that contains ≥25% PCR	65%	73%	71% EU/UK³ 67% NA	We are continuously strengthening our product portfolio with recycled content alternatives.
Design for recycling alternative⁴	Volume of Trioworld's sold product volumes ⁴ , where we can offer a comparable product alternative that is Design for Recycling	100%	96%	97% EU/UK³ 100% NA	We didn't reach our target of 100% DfR alternative. For appr. 4%, we don't have any alternatives yet to offer our customers that are designed for recycling. This applies especially to some advanced food applications.
Design for recycling sold⁵	Trioworld's sold product volumes ⁵ that is Design for Recycling	80%	85%	n/a	

¹From a 2021 base year. ²Excluding North America Division, Höxter, Palamy, and BRJ. ³Excluding Höxter, Palamy and BRJ.

⁴Excluded from this target: medical applications and hygiene laminations, i.e. products with the purpose of use that will make the product contaminated in such a way that mechanical recycling is not possible. Assessment applies to our products at Trioworld gate and does not consider customers' use. ⁵Excluded from this target: medical applications, hygiene laminations, refuse sacks and waste bags – i.e. products with the purpose of use that will make the product contaminated in such a way that mechanical recycling is not possible, or made for the purpose of disposal. The definition of DfR is the same as in the PPWR. Assessment applies to our products at Trioworld gate and does not consider customers' use. For packaging (defined by regulation): until the European Commission has adopted the DfR criteria and the recycling performance grades under PPWR we will use RecyClass to evaluate DfR. Class A, B, and C according to RecyClass DfR guidelines and Online Tool are considered as DfR, alternatively a Recyclability Evaluation Protocol. For other products: although building films, refuse sacks, and waste bags are not packaging we will similarly use RecyClass to evaluate DfR. For Agri Stretch and Agri Wide the updated product CEN-standards will be used. As an alternative for products manufactured in North America, APR (Association of Plastic Recyclers) Design Guide for Plastic Recyclability can apply as DfR.

⁶Excluding Filmtec.

Connection to Agenda 2030 and reporting standards

Main connections to UN SDGs and targets

UN Goal	Target	UN Goal	Target
	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.		13.2 Integrate climate change measures into national policies, strategies, and planning.
	12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil to minimize their adverse impacts on human health and the environment.		14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.
	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.		

Referenced reporting standards

GRI 301 – Materials 2016
GRI 305 – Emissions 2016
GRI 306 – Waste 2020



Environmental responsibility

As a leading supplier of innovative, high-performance PE and PP film, we have evident opportunities to contribute to a circular plastics economy. One way is by helping our customers lower their carbon footprint using our innovative products. The EU is an ambitious contributor to the global efforts in fighting climate change and is committed to ensure no net emissions of greenhouse gases by 2050. This is illustrated by the European Green Deal, resulting in legislation at both local and national levels including

environmental, social, and governance goals. If the plastics industry does not comply with these legislations, such as the EU Green Deal, it risks losing licences to operate. Furthermore, as Trioworld is committed to identify, prevent, and mitigate adverse environmental impacts, we need to invest now to prepare for the future.

Working on our climate impact is a top priority, both in our operations and value chain, supporting our customers through our products and

solutions. Climate mitigation is one of our main material topics as our carbon footprint spans across our value chain, mainly stemming from the use of virgin polymer, and our products' end-of-life. Due to its importance, climate impact is an integral part of Trioworld's strategy and business decision making. To manage the accompanied risks and reduce our environmental impact, we work strategically towards the reduction of our GHG emissions and other environmental impacts.

Our R&D departments focus on innovation when designing products and solutions to fit a circular economy through increasing the use of PCR content, as well as making the product designed for recycling. We are heavily investing in our recycling facilities for external plastic waste to ensure our own steady stream of PCR, supporting the transition from a linear process (take-make-waste) to a circular model.

Climate

Approved science-based target

Trioworld directly and indirectly contributes to the release of GHG emissions. We are committed to combat climate change by minimising the emissions related to our products, our operations, and our value chain. Since March 2024, we have approved near- and long-term science-based emissions reduction targets with the Science Based Targets initiative (SBTi).



Target description	Target 2025	Result 2025
Overall Net-Zero Target		
Trioworld Industrier AB commits to reach net-zero GHG emissions across the value chain by 2050		
Near-Term Targets		
Trioworld Industrier AB commits to reduce absolute Scope 1 and 2 GHG emissions 44.2% by 2030 from a 2021 base year	-70%	-64.3%
Trioworld Industrier AB commits to increase annual sourcing of renewable electricity from 13% in 2021 to 100% by 2030	70%	59%
Trioworld Industrier AB commits to reduce absolute Scope 3 GHG emissions 25% by 2030 from a 2021 base year	-11%	-1.8%
Long-Term Targets		
Trioworld Industrier AB commits to reduce Scope 1, 2, and 3 emissions 90% by 2050 from a 2021 base year	-11%	-3.8%

Scope 1 and 2

Trioworld assesses its GHG emissions in accordance with the GHG Protocol. The main emissions in Scope 1 and 2 are from electricity used in our operations and from stationary combustion and transportation via owned vehicles. Electricity consumption stands for 90% of our total Scope 1 and 2 emissions in the base year (market-based calculations). Effective energy management is therefore one of our priorities to minimise the impact of our direct operations on the climate. We look at continual improvement in energy efficiency to reduce our overall energy dependence and explore opportunities to increase the amount of renewable energy we purchase, reducing the climate impact of energy that is vital to our business. Under our science-based targets roadmap, we plan on reducing our Scope 1 and 2 emissions by:

- Switching to renewable electricity with Guarantees of Origin (GoO) in our production sites.
- Implementing measures to increase energy efficiency in production.
- Switching from natural gas to district heating for the heating in some of our facilities.
- Investigating options to substitute natural gas in the drying process, which is currently natural gas based.
- Phasing out fossil fuels in transportation.

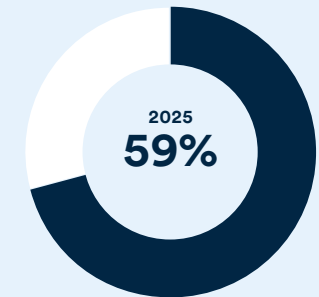
Scope 3

Our Scope 3 emissions result from our value chain activities and are far larger than the emissions in our Scope 1 and 2. To minimise our Scope 3 emissions, we use less materials and use more raw materials with lower carbon footprint (i.e., materials that contain PCR from mechanical recycling), optimise our products so they are designed for recycling, and support recycling schemes. We will need to continue working with our suppliers and customers to increase the amount of PCR we use in our products, as recycled material has a lower cradle-to-gate carbon footprint than traditional virgin resin. Moreover, we dedicate our R&D to ensuring our products are designed for recycling, supporting the recyclability of our products at their end-of-life. Our main planned measures and internal targets to reach the Scope 3 targets are:

- Increasing the usage of PCR content in our products. Over 45% of our total emissions stem from Purchased Goods and Services (e.g., resin, primarily PE and PP) and is thus one of our main priorities for emission reduction. By using mechanical recycled materials, we make use of plastic waste, use a raw material with a lower carbon footprint, and drive circularity in plastics. We are continuously investing in recycling lines to increase in-house PCR production. We are opening a market for PCR in North America.

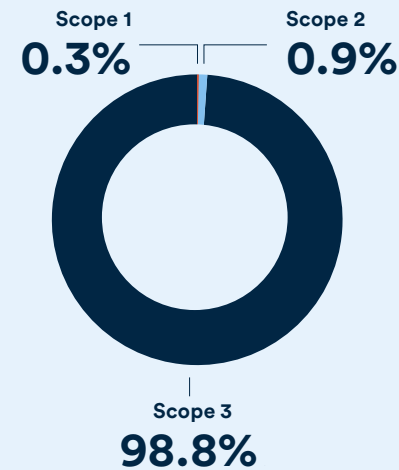
- By increasing the recycling rate of material that has reached its end-of-life, emissions in category End-of-life Treatment of Sold Products will also be reduced. Thus, our main method for reducing the emissions in this category is to prevent plastic waste being incinerated or disposed of in landfills and instead recycle as much as possible in-house and with external partners.
- Continuously work with downgauging (making thinner products), thus requiring less raw materials, less transportation due to reduced weight, and causing less plastic waste.
- Work actively to encourage our suppliers to introduce PCR as carriers in masterbatches (colouring) and additives.
- Phase out our use of virgin packaging.

% renewable electricity purchased¹ With Guarantees of Origin or via Power Purchase Agreements



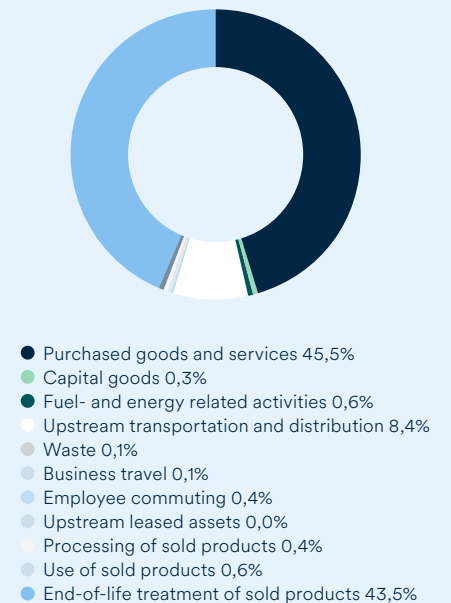
Total emissions breakdown

Total¹ GHG emissions² Scope 1, 2³, 3 are 1 934 968.5 tCO₂-eq.



Scope 3⁴ category breakdown in %

Total¹ GHG emissions² Scope 3⁴ is 1 912 079.3tCO₂-eq.



¹Reporting is done annually for all Trioworld sites. Acquired companies aim to be included if available from the first year of belonging to the Trioworld Group. For 2025, Filmtec is excluded.

²Results are presented in carbon dioxide equivalents (CO₂-eq.) including all greenhouse gases, e.g., CO₂ (carbon dioxide), CH₄ (methane), N₂O (nitrous oxide) which are multiplied with their CO₂-eq. potential factor.

³Based on market-based reporting.

⁴During screening, four scope 3 categories were considered not applicable to our reporting and have been excluded: downstream transportation and distribution, downstream leased assets, franchises, and investments.



CASE STUDY

Powering progress with renewable energy at Trioworld Filmtec India

At Trioworld Filmtec India, lowering climate impact from own operations is not an aspiration, it's the foundation of how the business grows. In a region where electricity costs are high and energy demand is rising, Trioworld Filmtec has taken a bold step to ensure long-term competitiveness and environmental leadership by transforming the way the site is powered.

Trioworld Filmtec has installed a 2.7-megawatt wind turbine, enabling the facility to operate using approximately 85% renewable energy. The windmill now supplies the majority of the site's power needs, significantly reducing Scope 2 emissions while providing a stable and predictable energy cost in a volatile market.

As the plant continues to expand its production capacity, Trioworld Filmtec is committed to maintaining its 75–85% renewable-electricity ratio. To achieve this, the team has already invested in on-site solar installations, diversifying energy sources and ensuring that the site's renewable share remains high even as consumption increases. This dual-source approach, wind and solar, creates resilience, cost savings, and a clear pathway for growth.

Looking ahead, Filmtec is planning a large-scale 5MW installation near the facility, designed to support future expansions and further strengthen energy independence. Once complete, the combined renewable infrastructure will cover a majority of the site's growing energy needs, helping Trioworld Filmtec stay competitive in a region where electricity prices can significantly impact manufacturing costs.

What makes Trioworld Filmtec's approach remarkable is not only the clean-energy transition itself, but the mindset behind it: a commitment to building a world-class facility that can scale efficiently, responsibly, and competitively. By investing early in renewable infrastructure, Trioworld Filmtec is ensuring that business growth goes hand-in-hand with climate ambition.



CASE STUDY

BONCUS is now live at Trioworld Harlingen — turning emissions into energy

After years of planning, permitting, and engineering work, Trioworld Harlingen has now successfully installed and commissioned BONCUS, our new air purification system that captures solvent-based production emissions and converts them into usable energy.

The BONCUS project reached final approvals in December 2024 and moved into construction and installation during 2025. Now, the system is fully in place and ready for full operational performance.



Unlike a conventional thermal solution, BONCUS uses a biology-based process developed in collaboration between Pure Infinity and researchers at the University of Valencia. Ethanol-based emissions are fed into a biological reactor where naturally occurring bacteria convert them into methane-rich biogas, creating a circular outcome: clean air out, renewable energy back into our own operations.

Clean air + energy recovery (in one system)

BONCUS is a biological air treatment system that captures solvent-based emissions and converts them into usable methane-rich biogas —so instead of destroying solvents, the system turns them into value.

First performance measurements

In February we could proudly announce that the Boncus went into operation. After some minor start up hick ups it did what is supposed to do, converting “Dirty air into Gas, Electricity and Clean Air. It is to soon to report actual KPI’s because operation time is to short to report these.

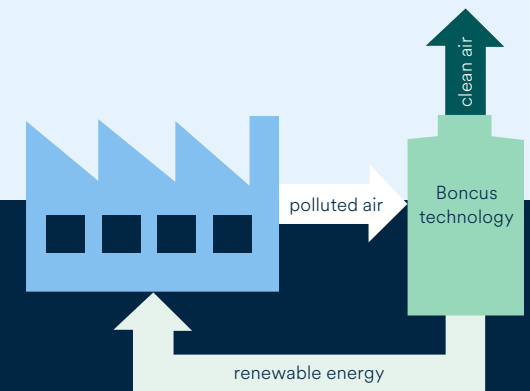
“With BONCUS, we release clean air and use captured emissions to produce electricity and heat, that’s the real breakthrough.” Wietse van den Bosch, COO, Consumer Packaging Division

This is a strong step forward in Trioworld’s sustainability journey, proving how innovation can lower emissions while improving energy efficiency at the same time.

Next steps in 2026: performance tracking, optimisation (new) opportunities, and sharing learnings to support broader decarbonisation efforts across the Group.

How it works (simple flow)

Solvent emissions (ethanol/VOCs) → Biological reactor → Clean air released + Biogas (methane) → Used for heat and/or electricity (CHP)



Post-consumer recycled content



Increased use of PCR

One way in which Trioworld aims to lead the transition into a circular use of plastic, and into lowering our carbon footprint, is by increasing the usage of recycled material in our products.

We prioritise the use of PCR, as this is our perception of how true circularity is created. In addition, we foresee that EU legislation and regulation will centre PCR at the heart of a circular plastics economy. An example is the EU's Packaging and Packaging Waste Regulation (PPWR), which has a target for plastic packaging (that is not contact sensitive) to contain 35% PCR, and contact sensitive packaging to contain 10% PCR by 2030 (some special packaging products are exempted)¹. PIR is still used as a resource at Trioworld to reuse internal waste and avoid incineration but is no longer a key component for our target follow-up process.

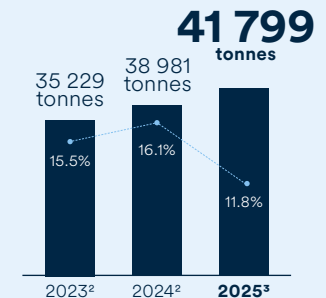
Already in 2021, we decided to focus on the use of (mechanical) PCR with the target, at that time set, of using 30% PCR of total produced volume by 2025 and 50% PCR by 2030. This target was set for our European operations, as we expected EU legislation to push for the transformation into circularity. With our North American expansion in 2023, we decided to start with separate targets, assuming the transformation will come into force a bit later in North America. In 2025, we made a review of our target for the Group to support our

SBTi commitment, with the Group (global) target being to use 40% PCR of total produced volume by 2030.

In 2025, we again managed to increase the absolute volume of consumed (mechanical) PCR compared to previous year. When calculating PCR consumption in relation to total approved production volume we however decreased compared to 2024, due to the inclusion of North American volumes, and volumes of three acquired companies in 2024. Our ambition has not changed; we will continue to push for PCR in our products to support circularity and our SBTi commitment.

PCR consumption

% showing consumed mechanical PCR in relation to total approved production volume. Charts showing absolute volume of consumed mechanical PCR.



¹Source: [Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on packaging and packaging waste, amending Regulation \(EU\) 2019/1020 and Directive \(EU\) 2019/904, and repealing Directive 94/62/EC](#)

²Excluding North American Division, Höxter, Palamy and BRJ.

³Excluding Filmtec.

Investments to increase use of PCR

With an increasing demand for PCR expected in the industry, there is a risk of limited availability of PCR with the quality required. Trioworld sites that recycle external plastic waste, therefore play an important role in ensuring a consistent supply of high-performance PCR. Processing post-consumer plastic waste at these sites that are certified according to RecyClass Recycling Process enables us to innovate and secure high-performance PCR, in addition to externally sourced PCR. With our new Recycling Division, we have heavily invested in scaling up our recycling capacity to meet growing customer needs for products based on high-performance PCR. Through our Backward Integration programme, Trioworld Korsberga¹ now has an annual capacity of 24 000 tonnes, and the recycling lines are currently up and running after the official inauguration this year. We have also decided to invest in additional extrusion lines in Trioworld Apeldoorn, Trioworld Smålandsstenar and Trioworld North America to prepare for higher use of PCR in our plastic films.

The post-consumer plastic waste used as feedstock for our recycling sites is sourced domestically or in neighbouring countries. Some volume is sourced through our participation in plastic waste collection schemes across regions and markets where we operate. We also aim to work with customers to take back used material to be recycled again. Moreover, to ensure a consistent supply of externally sourced

PCR from our suppliers, we strive to create long-term relationships. PCR suppliers, excluding qualification orders, must have a RecyClass Recycling Process certificate, ensuring traceability of plastic materials and PCR content in the recyclates.

Proving PCR content claims with RecyClass Recycled Plastic Traceability Certification

The Empowering Consumers Directive², which must be implemented by EU Member States by March 2026 tightens the requirements for “green advertising”, including requirements for environmental claims. At Trioworld, we aim to be clear and honest in our communication and want to avoid false claims about the impact of our products and services. To verify our environmental product claims and prove PCR content in Trioworld products, we engaged IVL Swedish Environmental Research Institute in 2021 to perform an assessment of certification schemes for PCR and recycled content in plastic products. Following their recommendations based on Trioworld’s requirements, we have chosen the RecyClass Recycled Plastic Traceability Certification to verify and prove our claims on PCR content in our products. The certification ensures the traceability in the supply chain, since the used recyclates must have a certificate for RecyClass Recycling Process. Our sites implement this for the selected products of their choice and upon customer demand.

¹The investment in Sweden is co-funded by Klimatklivet Naturvårdsverket and EU Next Generation

²Source: [European Commission - Empowering Consumers Directive](#).



Post-Consumer Recyclate (PCR)

Recycled plastic from post-consumer plastic waste (waste material generated by the end users of products, that has fulfilled its intended purpose or can no longer be used – including material returned from within the distribution chain).

Post-Industrial Recyclate (PIR)

Recycled plastic from post-industrial plastic waste (waste material diverted during a manufacturing process – excluded is reutilisation of materials such as rework, regrind or scrap generated in a given process and capable of being reclaimed within the same process).



CASE STUDY

Korsberga inauguration signals next phase of Trioworld's recycling growth

With more than 200 guests in attendance, Peter Kullgren, Sweden's Minister for Rural Affairs, and Brittis Benzler, County Governor of Jönköping County, officially inaugurated Trioworld's new recycling facility by cutting a "ribbon" made of pink, blue and yellow bale wrap. Guests heard presentations on Trioworld's circular solutions, what it takes to achieve true circularity, and why this matters for the sustainable use of plastic film and a decarbonised future.

On-stage discussions with invited speakers—including Antonino Furfari, Managing Director of Plastics Recyclers Europe, and Associate Professor Johanna Albert (Danderyd Hospital)

—were followed by a guided tour of the state-of-the-art site, showcasing next-generation recycling technology and high-quality PCR production.

New recycling lines and new job opportunities

The inauguration underscores Trioworld's strategic decision to expand recycling capacity in Sweden by adding new recycling lines at the Trioworld Korsberga site. Until now, the recycled plastic waste has primarily originated from the agricultural sector, used bale wrap from silage applications. The new lines add both capacity and technology to recycle film from additional applications, including load security film for

transport and logistics, as well as protective aprons from the healthcare sector. The expansion has already created more than 60 new jobs, and recruitment is ongoing.

"This is a big step towards a circular economy for plastic film in these applications. Using recycled material is important—but true circularity is achieved when used film is brought back into the same application. At Trioworld, we have accomplished that for load security film, agri silage wrap and protective aprons. It is a game-changer for our industry and a major step towards the circular use of plastic and plastic waste," says Oskar Karlsson, President of Trioworld's Recycling Division.

A strategic decision to meet future demand

Trioworld's investments, and the establishment of the Recycling Division—build on a strategic decision made in 2021 to strengthen control of supply chains and secure raw material availability. The decision was driven by a shifting legislative landscape in Europe and a growing need to lower carbon footprints across industrial sectors. Trioworld is investing to produce the PCR needed to meet rising demand for recycled content in plastic film and flexible plastic packaging solutions.

What does true circularity mean

A new service designed to keep plastic packaging in circulation longer

Trioworld is proud to launch Triocircular, a new circular service built to help customers create a system where plastic packaging is designed, used, collected, and recycled to stay in circulation for as long as possible. The ambition is straightforward: move beyond a linear “make–use–dispose” model and build practical, scalable loops that reduce waste and carbon impact without compromising performance.

From used film to high-quality PCR back into new film

At the core of Triocircular is a proven model Trioworld has tested and developed to support the circular economy. Working with customers, Trioworld collects used film, then wash, dries, and regranulates it into secondary raw material. The result is post-consumer recyclate (PCR) engineered to be as close as possible to virgin quality. That high-quality PCR is then returned into Trioworld’s production processes and transformed back into new film, creating a loop in real life, not just on paper.



Why it matters—for customers and for the environment

Triocircular is designed to deliver measurable benefits. In many film applications, a large share of the carbon footprint is tied to raw material production, while the other major share is tied to end-of-life, often incineration. Using recycled content can significantly reduce the raw-material portion. But the bigger opportunity comes from addressing end-of-life by keeping material in circulation longer, collecting it, recycling it, and returning it to same applications multiple times.

By building circular systems together, Triocircular helps customers:

- Reduce waste by keeping valuable material out of disposal streams
- Lower emissions by decreasing reliance on virgin material and improving end-of-life outcomes
- Conserve resources by turning used film into secondary raw material and new products
- Strengthen their circularity story with a practical, operational service, not just a product claim

Built to fit real operations—because every site is different

One of the biggest barriers to circularity is that no two customers handle film waste the same way. Collection infrastructure, contamination risks, logistics, and internal workflows vary widely, which is why “one-size-fits-all” programs often fail.

Triocircular was built to solve that. The service is a tailored approach that helps customers design collection and sorting systems that fit seamlessly into their operations. By aligning circular collection with how each facility actually works, Triocircular makes it easier to recover material at high quality, improving consistency and performance in the resulting PCR.

“

**Building practical, scalable loops
that keep materials in circulation**

Oskar Karlsson,
President of Trioworld’s
Recycling Division.

”

What’s next: scaling circularity together

Trioworld’s commitment to circularity is long-term. Triocircular is only the beginning—and Trioworld will continue to invest, innovate, and scale recycling capabilities to expand circular services over time. The goal is to invite more customers into loop solutions and create solutions that deliver lasting value for both business and planet.

Triocircular is designed for customers who want to move beyond recycled content claims and build a true circular system from used film back to new film.

Product development and innovation



In recent years, public awareness of the risks of climate change and global warming has increased. Hence, we see an increasing interest for products and solutions with a lower carbon footprint. Also, regulatory requirements for plastics will likely increase in the future. If Trioworld does not act on legislation and customer requirements, declining sales volumes must be expected. To tackle this, we closely monitor changes in legislation at an early stage and respond accordingly. Moreover, we consistently expand regulatory knowledge across our organisation, to stay well informed about upcoming changes and to participate in selected associations.

Through this work, Trioworld proactively adapts our production sites, products, and solutions. Being close to our markets and having long-term relationships with our customers are competitive advantages. The R&D teams within each division work with product development and innovation, new adaptations for PCR material, and process development. This also applies to our recycling sites, where we work with innovative process development to create high-quality PCR. Our innovation strategy is to have solutions in place that comply with regulatory expectations, even before our customers request them.

We are leading in solutions with PCR content

To support customers with products and solutions with a lower carbon footprint¹, it is important to continuously develop our product portfolio. We use the Trioworld labels - Loop, Lean, and Bio - to offer alternatives with a lower carbon footprint. Aligned with our strategy to increase circularity, we focus on product development in our Loop and Lean portfolio. Products with our Loop label contain a minimum of 25% PCR; the higher the mechanical PCR content, the more post-consumer

plastic waste is repurposed, and more raw material is used with a lower carbon footprint¹, which drives circularity in plastics.

Already in 2021, we aimed to be prepared to meet customer requests for products containing PCR, with the target, at that time, of being able to offer Loop alternatives for 75% of our total approved production by 2025. This target was set for our European operations. With our North America expansion in 2023, we decided to start with separate targets. In 2025, we made a review of our target for the Group, with the Group target

being to be able to offer a Loop alternative for 85% by 2030.

The development of products with recycled content has continued during 2025: at the end of the year, 73% of our volume had a Loop

alternative offer for our customers. Driving this product development and innovation not only means that we are ahead of our customers' future needs – but that we are also able to serve their current needs as we continuously increase the use of total PCR consumed.

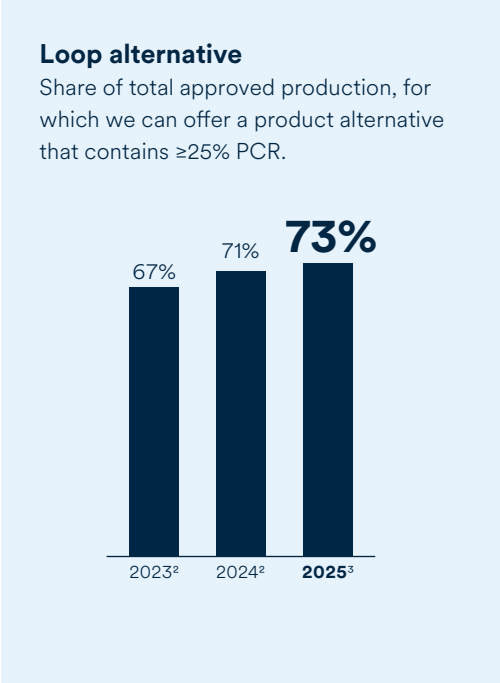
Lean solutions: lower carbon footprint through downgauging

Products in our Lean portfolio reduce the amount of material used for an application and lower the carbon footprint due to downgauging - without compromising on the quality of our products. We offer films with different thicknesses, to meet our customers' demands.

¹Lower carbon footprint compared to Trioworld's virgin alternative based on a kg for kg basis. Carbon footprint calculations are according to ISO14067:2018 – cradle to Trioworld gate, including raw material extraction, material processing, transport to Trioworld gate and film production.
²Excluding North America Division, Höxter, Palamy and BRJ.
³Excluding Filmtec.



Re-thinking plastic



**CASE STUDY**

SKILLS project update: from collaboration to scaled impact in Apeldoorn

Trioworld's SKILLS collaboration, Sluiten Keten Industriële LLDPE Stretchfilms ("Closing the Loop on Industrial LLDPE Stretch Film"), continues to demonstrate what's possible when the full value chain works together to make stretch film circular. Led by Trioworld's R&D in the Netherlands, the initiative is supported by the Dutch government and is designed to prove the potential of plastic circularity through real-world validation across the entire chain.

Covering the full value chain

Launched in 2024, SKILLS is backed by €2.9 million in funding through Circular Plastics NL (CPNL) via the Netherlands Enterprise Agency (RVO). The consortium includes Grolsch (end user), Broecks Plastic Recycling (collection and recycling), and the Dutch National Test Centre for Circular Plastics (NTCP) (recycling science institute), ensuring every link is represented, from film use and collection through recycling, regranulation, and reuse.

Research focus and progress

Now at the end of the second year of the four-year program, SKILLS is advancing the technologies and methods needed to improve stretch film circularity, focusing on waste stream handling (including sorting, filtering, and regranulating) and the final product (including design, processing, and use). A key goal remains validating not only the material, but the entire loop system in operational settings.



A milestone outcome: the new production line in Apeldoorn

A major step forward this year is the commissioning of Trioworld's new line in Apeldoorn, which directly builds on the learnings and momentum of SKILLS. The new line strengthens Trioworld's ability to produce and scale PCR stretch film in a technically and commercially viable way, supporting the transition from development and trials to repeatable production and broader market adoption.

As Bas Salzmann from the Ministry of Economic Affairs and Climate Policy noted at the line opening: legislation, innovation, and market demand are aligning, and SKILLS is showing what can be achieved "from waste to high-quality film" when companies work together with full-chain control.

Proving the opposite—together

One of the most important impacts of SKILLS is changing the narrative. Recycled stretch film has long been viewed as "not possible" at the performance level customers expect. SKILLS is proving the opposite, by putting material on the table, validating it, and building confidence through measurable results. As Trioworld R&D Director, Recycling Division Jolien Stevels emphasizes, circular stretch film can't be developed in isolation; it requires close partnership across the value chain, and that collaboration ultimately makes every participant stronger.



“

Circular stretch film can't be developed in isolation; it requires close partnership across the value chain, and that collaboration ultimately makes every participant stronger.

”

Jolien Stevels
Trioworld R&D Director
Recycling Division

Design for recycling

Emissions from end-of-life treatment of sold products is one of the main contributors to Trioworld's Scope 3 and overall GHG emissions. Our main strategy for reducing emissions in this category is to divert them away from disposal methods such as landfill or incineration and instead recycle as much as possible supporting circularity. The first step we take in making our products recyclable is to have them designed for recycling (DfR). To make our products recyclable is to have them collected and recycled at scale. Depending on the product type, this could be handled through a range of systems, such as a voluntary or legislated extended producer responsibility (EPR) systems.

EU's packaging and packaging waste regulation

One of the most important legislations for Trioworld is the EU PPWR, setting rules on managing packaging and packaging waste. The regulation harmonises national measures and aims to improve the quality of the environment by preventing and reducing the impact of packaging and packaging waste on the environment. It contains measures designed to prevent the production of packaging waste, and promote the reuse, recycling, and other forms of recovery of packaging waste instead of its final disposal, thus contributing to the transition towards a circular economy¹. One important requirement in the

regulation is that all packaging placed on the EU market shall be recyclable by 2030.

This means that:

- From 1/1/2030 all packaging is DfR.
- From 1/1/2035 it can be recycled at scale.

To clarify the requirements in the PPWR, the European Commission will adopt delegated acts with DfR criteria and recycling performance grades as well as the methodology to assess if packaging is recyclable at scale.

¹Source: [European Union - Packaging and packaging waste](#).

Design for recycling (DfR)

DfR means that the design of a product, including individual components, ensures the recyclability of the product with established collection, sorting, and recycling processes proven in an operational environment.

Recyclable

A recyclable product must be DfR, separately collected, sorted into defined waste streams, and recycled into secondary raw materials that are of sufficient quality to substitute the primary raw material.



Packaging designed for recycling in North America

In North America, packaging must meet the requirements set by the Association of Plastic Recyclers (APR) Design® Guide to ensure that they are considered designed for recycling. The guidelines were developed by APR in partnership with RecyClass over the past year through a collaboration for global alignment. 100% of Trioworld's stretch film products in North America meet the APR Design® Guide's requirements. The APR has also formally recognised Trioworld's Axis Lean Machine Stretch Film as meeting its highest criteria for recyclability.



Extended producer responsibility

Moreover, there has been a great deal of development in EPR schemes. EPR is understood as a policy approach that makes producers responsible for the entire life cycle of their products, spanning from design to end-of-life management, including waste collection, recycling, and the possibility of litter accountability. More EPR schemes are pushing for packaging being DfR through modulating fees. This means that DfR products could have a lower EPR fee compared to a non-DfR product.

- In the EU, the upcoming PPWR aims to harmonise the market by requiring modulation of EPR fees based on a packaging's recyclability performance grade.
- In North America, California became the first US state to enact an EPR packaging law. The California EPR packaging law aims to:
 - Reduce single-use plastic packaging and plastic cutlery in the state by 10% by 2027, 20% by 2030, and 25% by 2032.
 - Recycle 30% of single-use plastic packaging and plastic cutlery by 2028, 40% by 2030, and 65% by 2032.
 - Ensure that 100% of single-use plastic packaging and plastic cutlery is recyclable or compostable by 2032.
 - If recycling of the packaging material is made more difficult by not adhering to the APR Design® Guide for Plastics Recyclability or other relevant industry criteria, pricing must account for the increased cost of managing the material.

Trioworld participates in EPR schemes across the regions and markets where we are a producer of packaging, 'e.g. the national producer's responsibility for plastic consumer packaging in Sweden'. Trioworld also collaborates within

collection schemes for agriculture plastic waste in Quebec (Canada), Germany, Sweden, and France. Furthermore, we work with selected customers to take back used material to be recycled again. In addition, we are increasing our recycling capacity of external plastic waste in our recycling sites, enabling even more plastic waste to be recycled.

Trioworld's targets

Already in 2020, Trioworld set targets to evaluate and follow-up on the recyclability of our products. We set targets inspired by the PPWR, as the regulation focuses on packaging material. Due to the importance of recyclability of plastic products in general, we set a higher ambition by also including non-packaging plastic in our target. Trioworld DfR targets:

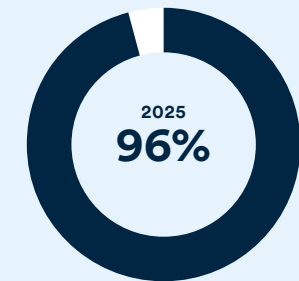
- 100% of Trioworld's sold product volumes¹ should have a comparable alternative that is DfR.
- 100% of Trioworld's sold product volumes² shall be DfR latest 1st of January 2030.

Trioworld wants to be able to offer our customers a comparable alternative that is DfR when it leaves our gate. Since Trioworld has set a target that goes beyond the PPWR, including products that are not defined packaging by the regulation, we have set separate criteria to assess DfR. For products defined as packaging, we will use the RecyClass guidelines, alternatively APR Design® Guide for Plastics Recyclability. These are also used to assess our other products, except for our Agri products, where the updated product CEN standards will be used.

¹Excluded from this target: Medical applications and hygiene laminations, i.e. products with the purpose of use that will make the product contaminated in such a way that mechanical recycling is not possible. Assessment applies to our products at Trioworld gate and does not consider customers' use.

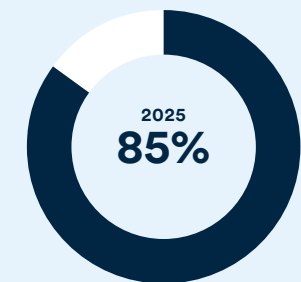
²Excluded from this target: Medical applications, hygiene laminations, refuse sacks and waste bags, i.e. products with the purpose of use that will make the product contaminated in such a way that mechanical recycling is not possible, or made for the purpose of disposal.

³Excluding Filmtec.



DfR alternative %

For approx. 4%, we don't have any alternatives yet to offer our customers that are DfR. This applies especially to some advanced food applications. Excluded volumes (medical applications and hygiene laminations, i.e. products with the purpose of use that will make the product contaminated in such a way that mechanical recycling is not possible) is 13% of total volumes sold³.



DfR sold %

85% of our sold product volume was designed for recycling. Excluded volumes (medical applications, hygiene laminations, refuse sacks and waste bags, i.e. products with the purpose of use that will make the product contaminated in such a way that mechanical recycling is not possible, or made for the purpose of disposal) is 21% of total volumes sold³.

CASE STUDY

New Unilock and Trioworld pilot will collect plastic waste for a loop of stretch hoods in North America

At the end of 2024, Trioworld and Toronto-based Unilock, a leader in the paving stone and hardscape industry, finalised a sales agreement for 2025. Trioworld will supply stretch hood film with 30% PCR content to Unilock's for packaging its products. In addition, the company will work with Trioworld to launch a new pilot programme to collect Unilock plastic packaging waste so it can be recycled and regranulated into high-quality PCR for making new stretch hoods.

According to both Stewart Weaver, Trioworld North America's Director of Business Development for Industrial Products, and Sales Specialist Stacey Poltrok, who was Trioworld's main point of contact with Unilock for the deal, the company was eager to capitalise on both opportunities.

"Unilock is a family run business, and its ownership is deeply committed to long term sustainability.", says Poltrok.

"In North America, there's nothing else like this program really happening", adds Weaver.

“

In North America, there's nothing else like this program really happening.

”

Stewart Weaver
Director of Business Development
Trioworld North America



The need for a proper PCR source

Investing in a switch to plastic packaging with recycled content aligns with Unilock's sustainability agenda. The company has publicly vowed to reduce all aspects of its overall climate impact. Trioworld's Loop alternative stretch hoods with 30% PCR content have an estimated carbon footprint that's 20% less compared to stretch hoods made with virgin plastic.¹ The pilot programme, however, has the potential to help shift the market in Canada – and could thus influence its continental neighbours – toward circularity.

Unlike in Europe, it's often difficult to obtain ideal PCR feedstock in North America. As Weaver explains, the majority of plastic waste in Canada and the United States is not separated before recycling, even though it's best to make new plastic with recycled plastic of similar density. Essentially, the preferred material to recycle into new stretch hoods is old stretch hoods.

"We've been to a lot of the recyclers and basically were told, 'If you want to have a PCR resin that meets your spec, then you do it yourself'. So we're doing it ourselves", he says. "We're starting to educate the market that this is how you're going to have to do it because the big question is: if you got to put PCR in your product, where do you get PCR from?"

A partnership to collect plastic

The collection programme launched in May 2025, just after Trioworld began supplying stretch hoods with PCR content to Unilock's facilities in Georgetown and Ayr, Ontario – both of which cover over 99% of the company's product volume in Canada.

"They came up with a plan through their four main dealers that will cover 80% of their business. They're looking at incentivising the contractors in some way as well", says Poltrok, who adds there will also be marketing to raise awareness through things like a public collection bin just for Unilocks plastic packaging. "It'll be in the stores, so it'll get some eyes on it and get the message out", he explains.

Pilot projects like Trioworld and Unilock's collaboration in a collection programme are necessary. Proposed future regulations such as the Recycled content and labelling laws may mandate specific minimum percentages of recycled content for types of packaging material, including flexible plastic packaging like the kind used by Unilock. Yet, the North American market currently lacks the capacity to provide quality PCR.

"We're trying to get the message out to customers now and say, grab a chair before the music stops, and you're left without one", says Poltrok.

Thankfully, many companies in Canada and the US are expressing interest. "When you mention programmes like this with customers that have sustainability at the forefront of their business, they love it and want to learn more", says Weaver.

¹Impact Assessment Method: IPCC 2021 GWP 100 (incl. CO₂ uptake)

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Unilock is a family run business, and its ownership is deeply committed to long term sustainability.

Stacey Poltrok
Sales Specialist
Trioworld North America

”



About Unilock

Founded in 1972 by Ed Bryant, Unilock is cited as the first company to manufacture concrete paving stones in North America. It's often credited for bringing the European style for installing pavement to Canada and the United States and sparking the region's market for hardscaping – creating features like pathways and retaining walls with man-made materials in landscape architecture. The company currently has over 500 employees and over a dozen facilities and offices in both Canada and the U.S. It's dedicated itself over the years to developing new technology for its industry as well as becoming carbon neutral.

Find out more about Unilock and its sustainability agenda on its [website](#).



Material operational impact

Avoiding the release of microplastics

With the use of plastic pellets as raw material, securing the correct handling of pellets and avoiding pellet release is essential. In September 2023, measures to restrict microplastics intentionally added to products was adopted under the EU chemical legislation REACH. The legislation will affect Trioworld as a user of synthetic polymer microparticles in the form of pellets and flakes used as feedstock in plastic manufacturing. This will be evident through

mandatory reporting of polymers used, including an estimate of the quantity of polymer particles released into the environment, with a first reporting obligation on 31 May 2026. Due to the new regulation, Trioworld issued a [statement](#) on polymer microparticles explaining that our plastic films do not contain microparticles because the pellets melt during the manufacturing process.

Additionally, we are following the development of EU regulation on preventing pellet losses to reduce microplastic pollution. The regulation will lay down

obligations for the handling of plastic pellets at all stages of the supply chain to prevent losses. The different requirements in the proposed EU regulations are based on existing best practices, notably the Operation Clean Sweep (OCS)¹ programme. As such, Trioworld has signed up to the OCS pledge in Europe and North America and is implementing zero pellet loss measures. It's Trioworld's policy that pellet loss should always be avoided. Examples of actions taken to avoid pellet loss are, installation of filters in storm water drainage, emergency systems for incidents

with pellets, vacuum cleaning and installing equipment to clean, specific recycling processes for dirty granulates, weekly action plans, and staff training. In 2025, 12 of our sites complied with the OCS pledge, and our ambition is for all Trioworld production sites that handle plastic pellets to eventually meet the OCS standards for compliance.

¹Operation Clean Sweep is an international programme designed to prevent the loss of plastic granules (pellets, flakes, and powders) during handling by the various entities in the plastics' value chain and their release into the environment.

Waste

Trioworld aims to minimize waste arising from our own production processes, and its related environmental impact. All Trioworld sites that convert plastic pellets into film recycle plastics from own industrial waste/production scrap to avoid incineration and make use of the valuable material. Looking at waste that is handled by external operators, around 60% goes to recycling.

However, negative impact occurs through the production of a small share of hazardous waste (5% of total waste handled by external waste operators), mainly originating from our printing processes. Even if hazardous waste from printing processes represents only a small share, it remains crucial to manage potential related risks and minimize related impacts because hazardous substances pose high environmental and health risks if mishandled. Additionally, around 30% of total waste handled by external waste operators either is landfilled (7%) or goes to incineration with energy recovery (24%), negatively impacting the environment through the release of GHG, and contributing to long-term soil and water pollution. Each Trioworld subsidiary manages their own waste related impacts, as well as the collection and monitoring of waste-related data and have their own processes for ensuring external waste operators manage waste in line with contractual or legislative obligations through for example, verification of contractor’s permits, reviewing documentation such as waste transfer notes and disposal certificates.

Trioworld’s Group objective is to minimize the generations of all types of waste, including hazardous waste. Additionally, improving the recycling rate of waste that is handled by external operators, so less waste ends up in landfill or incineration.

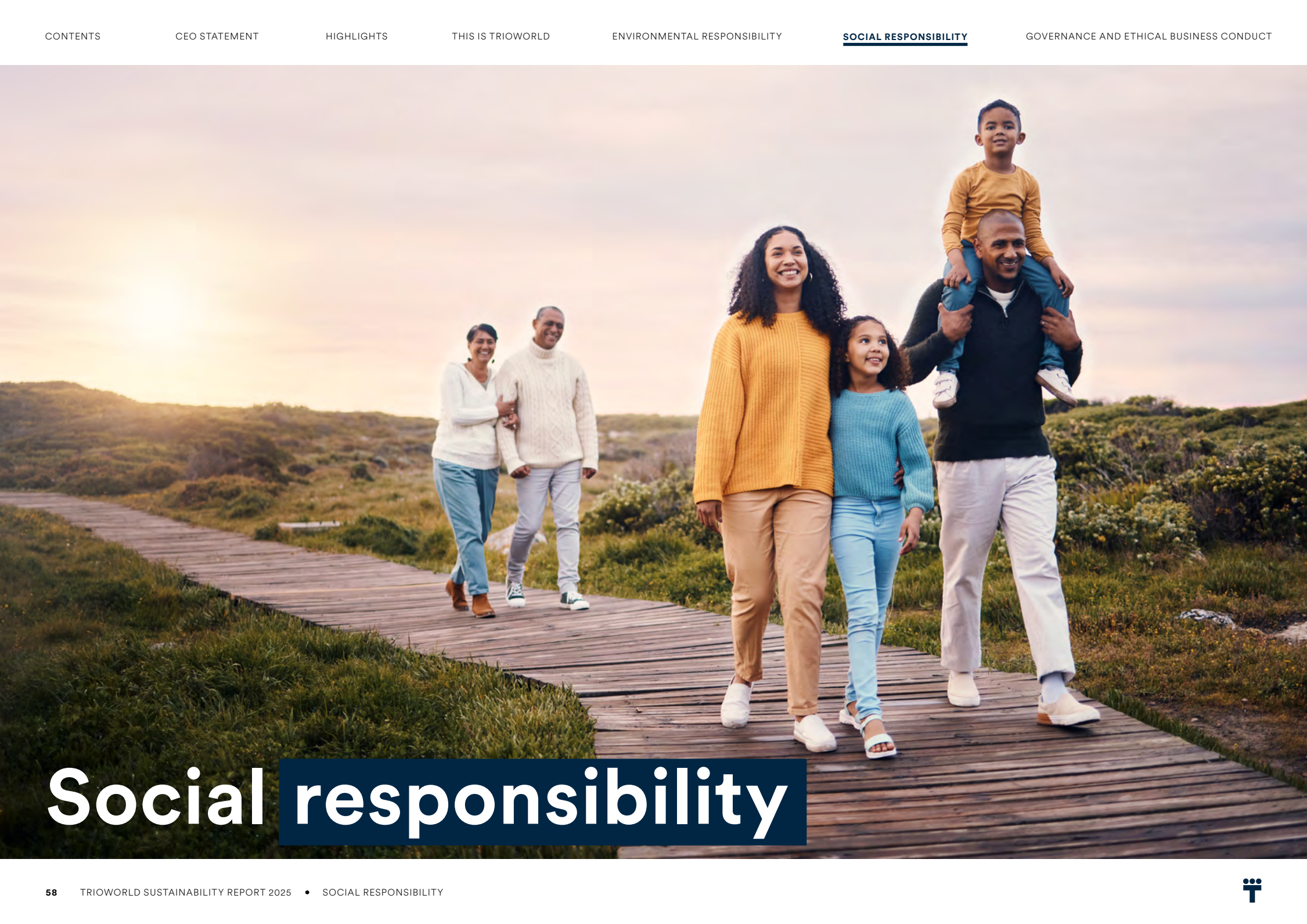
Waste by composition in metric tonnes

	Hazardous waste	Non-hazardous waste	Total generation
Waste diverted from disposal			
Recycling offsite		9 245.2 ³	9 245.2
Other recovery operations offsite	816.2 ²		816.2
Waste directed to disposal			
Incineration with energy recovery offsite		3 661.8	3 661.8
Incineration without energy recovery offsite		237.3	237.3
Landfilling offsite		1 090.4	1 090.4
Total	816.2	14 234.7	15 050.9

Notes:
Data has been compiled through consolidation of waste reporting from Trioworld subsidiaries into Group defined metrics. Data reported by each subsidiary either sourced from direct measurements, such as internal monitoring or waste transfer notes/invoices from contracted waste collectors.
²Hazardous waste including, water-based inks, solvent based inks, solvent and sludge related to printing processing.
³Types of waste include waste from regranulation process (e.g., macro plastics), cardboard, wooden pellets, glass, etc.



Re-thinking plastic



Social responsibility

At a glance

Group targets and results 2025 related to our social responsibility

		Target 2025	Result 2025	Result 2024	Comment
LTAR	Lost Time Accident Rate (LTAR) is a measure of the rate for Lost Time Accident (LTA) for the last 12 months using the formula $LTAR = (\text{number of LTA} \times 200\,000) / (\text{number of worked hours})$. LTA is defined as an accident leading to lost time (time away from work) where the worker is not able to return to work the following working day/shift incurred in the period.	0	3.5	4.3	Activities strengthening Trioworld's safety first culture, amongst others, has led to an improvement.
LTAR improvement	Improvement of LTAR with a 30% annual decrease versus the result of the previous reporting year	-30%	-19%	N/A	We are continuously working on markedly reducing the occurrence of accidents across all sites to reach our ambition of zero-accident.
Share of women in management positions	Management positions meaning having 1 or more direct reports	22%	16%	17%	The Group has not achieved an increased share of women in management, as progress has varied across individual sites, with some sites advancing gender balance while others have seen limited or no change. These disparities in local recruitment have constrained overall improvement at the consolidated Group level. We are reviewing our action plans to reverse the trend.

Connection to Agenda 2030 and reporting standards

Main connections to UN SDGs and targets

UN Goal	Target	UN Goal	Target
	5.1 End all forms of discrimination against women and girls everywhere.		10.2 By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.
	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.		
	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.		

Referenced reporting standards

GRI 401 – Employment 2016
 GRI 403 – Occupational Health & Safety 2018
 GRI 405 – Diversity and Equal Opportunity 2016
 GRI 406 – Non-discrimination 2016

**CASE STUDY**

Karin Russberg: a purpose-driven culture that turns strategy into reality

For Karin Russberg, Trioworld's impact starts with a simple belief: sustainability strategies only matter if people feel empowered to deliver them. When she joined Trioworld in 2025, what stood out was the combination of ambitious growth and ambitious sustainability and a Swedish heritage built on equality, respect, and integrity. Karin often meets new colleagues who initially say, "I don't want to work with plastic," but that changes when they understand the mission: rethinking plastic and enabling circular solutions. "Plastic can be circulated again and again," she explains "that's a promise to the world, and something we actively work on."

Karin sees people, culture and HR as the bridge between plans and real progress ensuring teams have the willingness, skills, and leadership support to execute with innovation, accountability, ethics, and long-term value creation together. A key focus is building active participation and inclusion across the organisation, so everyone from offices to factories to customer centers understands how their contribution matters on the Trioworld journey. She describes culture as a shared language with different "dialects," where local needs are respected within a common global backbone of core values. Just as importantly, safety remains non-negotiable: systematic ways of working and genuine care for one another reduce risk and build trust. Trust is the basis for open communication, responsible decisions, and a culture where safety is everyone's responsibility. It is vital to a resilient organisation, empowering teams to make better decisions, challenge assumptions, and continuously improve.

Looking ahead, Karin is strengthening communication and feedback across the organization e.g., by evolving engagement surveys into more actionable tools designed to help teams take ownership of improvements in their daily work and collaborate for a sustainable working life. When many pull in the same direction, Karin believes, the company will achieve big things together.



“

By the end of 2025, we outlined a new people strategy. It reflects how much we've grown in recent years and what it now takes to build a company that can keep growing with purpose. Going forward, our people agenda is directly connected to our business priorities and the group strategy, shaping how we work, how we lead, and how we grow together.

Karin Russberg
Chief Human Resources Officer
Trioworld

”

The strategy is built on three pillars: scaling, attracting, and performing

Scaling is about creating the conditions for sustainable growth. After several years of acquisitions, we're bringing people, systems, and ways of working together so we can act as

one company - and preparing ourselves for the next chapters of expansion. It means daring to be bold, thinking outside the box, and sharing ideas early - because growth becomes stronger and more resilient when we build it together through openness, collaboration, and mutual support. Attracting focuses on the skills and capabilities we need for the future, but it's not just about hiring. It's about being a workplace where people who already chose us want to stay because we feel valued, supported, and able to grow. Trioworld can offer work that matters, with a purpose rooted in creating better solutions for people and the planet, today and for the generations that will follow. As people feel connected to that purpose and supported in bringing their strengths to it, we become a place where talent can thrive. Attracting new talent

starts with taking care of the talent we have. Performing is our commitment to delivering results in a responsible and consistent way. It means that everyone understands how their work contributes to our success - and where it doesn't. Clear expectations and transparent priorities help every colleague and every team take ownership of their performance and their impact.

We drive continuous improvement by staying curious and acting on opportunities to get better individually, as teams, and across the organization. Performing is about leading through our actions, collaborating and keeping progress moving. This way, we strengthen our ability to deliver better outcomes for the business and contribute to a better future.

Together, these pillars form a people strategy that is both pragmatic and ambitious. It helps us stay true to our stakeholders on who we are while building the company we have set forth to become.

“

Plastic can be circulated again and again. That's a promise to the world, and something we actively work on.

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Karin Russberg
Chief Human Resources Officer
Trioworld

Occupational health and safety



Trioworld is a responsible employer and a proactive partner in the communities where we operate. The health, safety, and wellbeing of our employees are key priorities for Trioworld and crucial to our role as a responsible employer. We are committed to a work environment where employees thrive, develop, and feel good both physically and mentally.

Working with plastic conversion can be a risk for Trioworld's employees, as there are impacts connected to the production process if instructions and procedures are not followed. Trioworld works hard to avoid accidents and occupational ailments; we have 'a vision of zero' as these should always be avoided. We work according to the 'Trioworld Safety Culture' in which we underline the shared responsibility for our company and employees regarding a safe work environment. This guideline leads our safety-first policy and defines how occupational health and safety are handled within the Group. Moreover, our Code of Conduct and Labour and Human Rights policy support this Safety Culture in outlining our managerial structure and objectives. In addition to Trioworld's Group policies and code, individual entities are encouraged to follow more progressive policies on health, safety, and wellbeing as applicable. As an example, Trioworld Ombrée d'Anjou, Trioworld Saint-Ouen, and Filmtec certify key aspects of their management systems according to ISO 45001 (certification for Occupational Health & Safety). Other sites have their own management systems, ensuring

written procedures, internal controls, and audits prevent unsafe scenarios and act on workplace safety.

Our approach in practice

Trioworld works with preventive measures and training to keep its employees healthy and safe. All employees are provided with health and safety introduction training, regular on-the job safety training, and daily safety communication and awareness of safety and risk. More specific training and procedures are provided depending on job responsibilities, such as working with potentially hazardous substances. Steps to improve work environments are continuously ongoing at production sites. All sites have a system in place to report health and safety risks and observations, regular inspection or audits of the site and equipment are conducted, and mandatory health and safety checks for employees are provided. In case of changes to operations, risk assessments are carried out on production sites, preferably jointly with the employees. Additionally, Trioworld aims to organise annual health and safety weeks at all our sites to raise awareness. All our operations have access to either an external healthcare service, or healthcare benefits are provided. In all but two smaller production sites, there is a formal safety committee with site leadership and employee representation. The two smaller production sites, instead have a safety officer or similar, who is appointed to

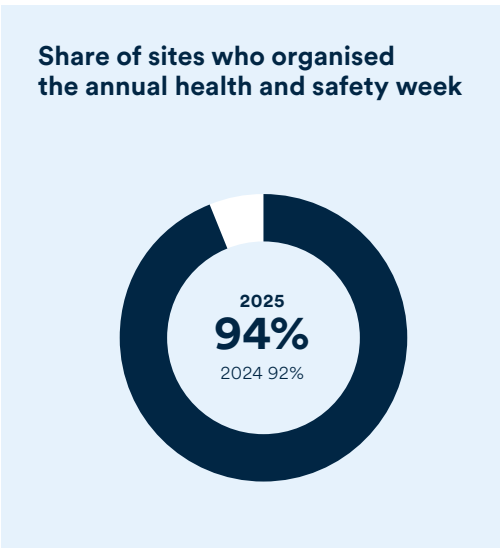
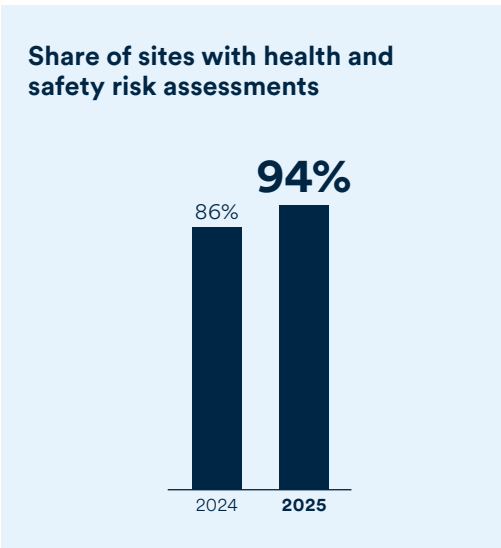
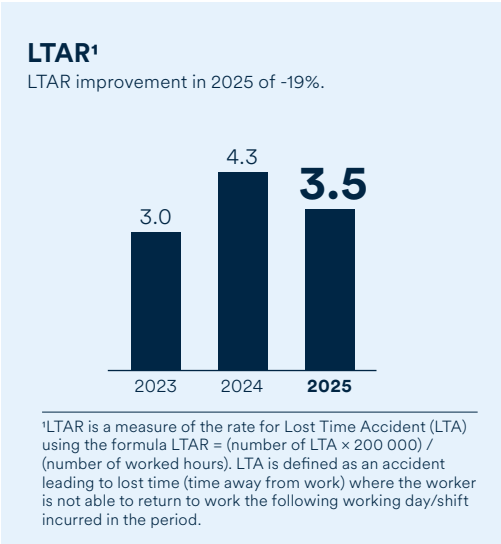
represent the employees. The main objective of the committees is to bring together worker and management representatives, define actions and agree on measures needed to improve health and safety performance. The committees meet on a regular basis.

In addition, reports on incidents, accidents and ways-of-working are discussed in our World Class Manufacturing (WCM) council - a crossfunctional group for knowledge sharing across sites and for taking precautionary measures where applicable. This information is then shared with employees at all sites to increase awareness of safety and risk. In

addition to comprehensive accident reviews in the WCM and at production sites, Trioworld's GMT completes a monthly review on the Group KPI Lost Time Accident Rate (LTAR) to measure the effectiveness of actions taken. Trioworld continues to invest and take measured actions that ensure a beneficial and safe work environment. Besides LTAR, other health and safety indicators are monitored regularly: see [GRI Content Index 403-9](#).



Re-thinking plastic



**CASE STUDY**

From rules to reality: bringing Trioworld's life saving rules to life every day

At Trioworld, safety is not a campaign, a checklist, or something we “do” when time allows. It is the way we work—every task, every shift, every site. Our Life Saving Rules set clear expectations for behaviors that prevent significant incidents. But rules alone don’t create safety. Culture does.

A real safety culture is built when people understand why these rules matter, feel personally responsible for them, and see them practiced consistently, by everyone, from the top management to the production floor. Our goal is simple and non-negotiable: we work safe so we all go home safe.

The Life Saving Rules: clear actions that prevent significant harm

Trioworld’s Life Saving Rules are a straightforward set of non-negotiable behaviors focused on preventing significant injuries. They cover how we operate equipment safely, manage high-risk tasks and areas, use the right tools and protection, and move safely around vehicles and site traffic. Put simply, they translate our biggest risks into clear daily preventative actions so everyone goes home safe. These aren’t “guidelines.” They are the daily decisions that keep people safe. The rules are simple, clear, and non-negotiable to keep us safe.

We work safe
So we all can go home safe

Moving beyond tactics: how safety becomes a culture

We already have strong safety practices in place: training, safety communication, daily awareness of risks, inspections and audits, systems for observations, and risk management when changes are implemented. The next step is making sure these aren't seen as extra tasks, but as how work gets done.

That's what "the Trioworld safety culture" looks like:

- People stop work when something doesn't feel right, without hesitation.
- People speak up early, before a near miss becomes an incident.
- People don't take shortcuts, even when pressure is high or results have been good.
- People watch out for each other, because safety is personal.

We must remain focused to sustain safe operations

Stable safety results are not permission to loosen focus on safety. They're proof that strong routines work and a reminder to stay alert. We cannot rely on luck, and we cannot assume "it won't happen here." Significant incidents can happen when people are experienced, the task feels routine, or we take shortcuts.

That's why we commit to continuous improvement—building safety deeper into planning, daily work, and decision-making.

Everyone owns safety, every day

Safety is not the responsibility of a department or a supervisor. It is a shared responsibility across the organisation. An accident can happen to anyone, which is why safety starts with every one of us. Leaders set expectations, provide resources, and follow up. Supervisors coach, correct, and reinforce. Teams look out for each other and raise concerns early, but the most important part is that everyone works safe in every task that we do. Every person has the authority—and responsibility—to stop unsafe work.

Because nothing matters more than people going home safe.

Making it real: how we bring the rules to life

To keep the Life Saving Rules front of mind in everyday work, we focus on visibility, repetition, and relevance so safety remains an active priority.

1

Training that sticks

Training is not a one-time event. We continue building competence through refreshers, toolbox talks, and role-specific coaching, especially for high-risk activities like machine operation, lockout/tagout, working at height, and entering restricted zones. The goal is confidence and consistency: people know what "right" looks like, and they do it every time.

2

Daily conversation, not just posters

Safety becomes real when it's discussed in the moments that matter: before a task begins, during shift handovers, and when conditions change. We reinforce the Life Saving Rules through short, frequent conversations that connect rules to real scenarios, so everyone understands how quickly "normal work" can become dangerous if we relax.

3

Audits and inspections that improve work, not just score it

Regular inspections and audits help us verify standards, spot risks early, and learn where our systems need strengthening. The point isn't compliance for its own sake, the point is improvement: safer equipment, clearer procedures, better guarding, better ergonomics, better flow.

4

A strong system for risks, observations, and change management

We use our safety systems to identify hazards, report observations, investigate root causes, and manage changes responsibly because risk increases when something is new, rushed, or unfamiliar. Every observation is a chance to prevent harm, and every change is a moment to slow down and reassess.

Responsible and attractive employer

Trioworld is known for being a responsible and attractive employer¹ that invests in its employees, creating job opportunities in the communities where we are present. Our corporate culture is characterised by curiosity, openness, and tolerance. To be a responsible employer and to work with sustainability in terms of environmental impact, social impact, and good corporate governance, is key in retaining and attracting employees.

Trioworld's Code of Conduct 'We are responsible', the Group Labour & Human Rights policy, and Trioworld's Equal Opportunity policy outline Trioworld's social responsibility commitments. This includes employment-related impacts and our management of these issues, relating to respect for labour and human rights, working conditions and benefits, social dialogue, and recruitment.

Employee representation and collective agreements

We have collective agreements in place to ensure decent terms and conditions for our most important resource – our employees. Employees at the production sites in Sweden, France, Germany and the Netherlands are covered by collective agreements. In Denmark, collective agreements apply to both blue collar and white collar employees at assistant level. All other employees in Denmark have similar benefits and protection covered by Danish laws. Employees in the UK, Canada, sales offices, and executive management have similar benefits and protection in their employment contract. In India, in the

absence of collective bargaining agreements, employees are represented by duly elected representatives.

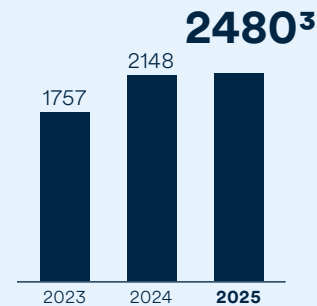
Trioworld works in dialogue with employee representatives, either through trade union representation or through duly elected representation, to regulate relations between employers and workers regarding working conditions and terms of employment.

Human rights

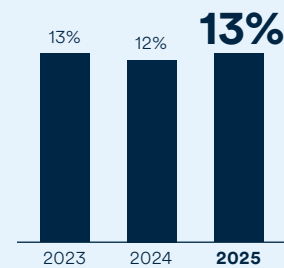
Trioworld is fully committed to the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work. This regards respecting rights relating to freedom of association and collective bargaining, the elimination of forced or compulsory labour, the abolition of child labour, equal remuneration, and the elimination of discrimination regarding employment and occupation as detailed in eight conventions². Respect for human rights is reflected in Trioworld's policy to treat all employees fairly, with dignity and respect, including applicants during recruitment processes. We encourage and appreciate diversity and inclusion. We have zero tolerance for discrimination and harassment, child labour, illegal labour, and forced labour. The Code of Conduct, Labour and Human Rights policy, and policy for Equal Opportunities are in place to clarify our commitment to respect human rights, and these apply to all Trioworld employees.

Own workforce in headcount

Increase is mainly a consequence of the acquisitions carried out during the years.



Employee turnover

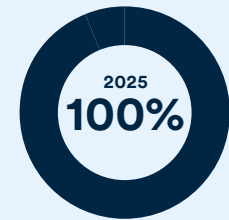


¹Working conditions of our own workforce as a material topic is reflected in our ambition to continue as a responsible and attractive employer.

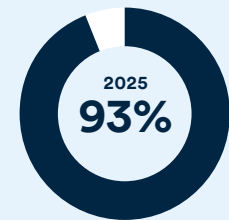
²Eight conventions; Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); Right to Organise and Collective Bargaining Convention, 1949 (No. 98); Forced Labour Convention, 1930 (No. 29) (and its 2014 Protocol); Abolition of Forced Labour Convention, 1957 (No. 105); Minimum Age Convention, 1973 (No. 138); Worst Forms of Child Labour Convention, 1999 (No. 182); Equal Remuneration Convention, 1951 (No. 100); Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

³Combination of 2157 employees, and 323 non-employees (e.g., individual contractors, people employed by a third party engaged in employment activities).

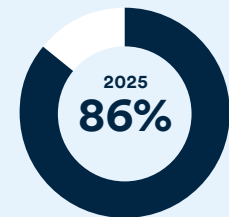
Collective bargaining and worker representation



Employees covered through collective bargaining agreements (or similar), or through worker representation



Employees covered by collective bargaining agreements (or similar)



Employees covered by worker representation



CASE STUDY

Investing in our people: integration, skills, and long-term employability

At Trioworld, we believe our people are the foundation of our success, and investing in them is one of the most meaningful ways we can create long-term value. As a diverse, growing company, we want every employee to feel included, supported, and able to thrive. That's why, in Denmark, we introduced 1-to-1 Danish language classes for all non-Danish speaking employees. By reducing language barriers, we strengthen day-to-day communication, improve collaboration, and build a workplace where everyone feels valued and connected. It's a practical way we live our value "Together" creating a stronger sense of belonging and a more integrated Trioworld community.

At the same time, we are investing in the skills that will keep our operations strong for the future. Like many manufacturers, we face a shortage of technical talent made more urgent by the upcoming retirement of experienced colleagues in technical roles. To address this proactively, our team in the Netherlands launched the MBO Tech Academy in partnership with a local school. Introduced two years ago after extensive preparation, the program gives people from within Trioworld as well as external candidates the opportunity to retrain as technicians through a structured two-year work-study model. A teacher visits the site weekly and tailors the learning to each participant's needs, while students spend the rest of the week applying their training on the job at Trioworld. The first two employees completed the program in July last year, and five more are currently enrolled.

Together, these initiatives reflect how we invest in people in a holistic way supporting integration and inclusion while also building capability, resilience, and career pathways. By helping employees communicate confidently, develop new skills, and grow with the company, we strengthen our culture, safeguard critical competence, and create opportunities that benefit both our teams and the communities where we operate.

EMPLOYEE STORY

Employee Focus: Björn Mårtensson, 42 years of growing with Trioworld

Few people embody the history, heart, and evolution of Trioworld quite like Björn Mårtensson, who has been part of our journey for more than four decades. Since joining the company in 1983, Björn has witnessed and helped shape extraordinary growth, from a small regional operation to a global leader in high-performance, sustainable plastic film solutions.

A front-row seat to extraordinary growth

“When I started here, we were producing around 15,000 tons,” Björn recalls.

“Today, in Smålandsstenar alone, we’re at nearly 100,000 tons.”

That transformation is reflected financially as well from a modest turnover to 10–12 billion SEK, with expectations of reaching 25 billion SEK in the coming years.

“It’s incredible, really,” he says. “What’s just as remarkable is that our head office is still here in Smålandsstenar. That continuity means a lot to me – it’s both fascinating and deeply enjoyable.”

Where it all began: the Trioplast story

Björn carries with him a strong connection to the company’s origins. He shares a story that has been passed down through the years one that captures Trioworld’s entrepreneurial spirit. “In the early 1960s, three gentlemen from

Smålandsstenar met every Wednesday to play cards. One of them, Wilhelm ‘Wille’ Larsson, had read in an American magazine that plastic was going to be the next big thing. He pushed his two friends, a local car dealer and another businessman, to start a plastics company.”

The trio launched Trioplast. But shortly after, the two partners stepped away, leaving Wille with the idea and the responsibility. Together with his wife Kerstin and their sons, Bo and Lars, he built the company from the ground up.

“I’ve always felt enormous pride working for this fantastic Trio company,” Björn says.

A chance job ad and an unusual interview

Björn’s own journey to Trioworld began somewhat unexpectedly. At the time, he was working in Borås in the wood products industry.

“One Sunday evening, I saw an ad in the local newspaper. Trioplast was looking for a salesperson. I knew about the company because two of my former football teammates had worked here. It sounded exciting, so I sent in a short résumé.”

The hiring process took time – partly due to a major devaluation of the Swedish krona, but eventually, Björn was invited to take the next step.

“Before coming in, a consultant called to interview me around ten or half past ten at night. In my upbringing, you never call someone after 9:30 p.m. unless something serious has happened. So yes, I was a bit grumpy.”

The consultant advised against hiring him: “He shoots from the hip,” the report said.

But Arne Falk, the Sales Manager at the time, felt differently.

“A straight shooter is exactly what we need,” Arne decided. And so Björn was hired.

42 years later: pride in the journey

From that late-night interview to today, Björn has been part of Trioworld’s continuous evolution through expansion, innovation, and the company’s growing commitment to circularity and sustainability.

His story reflects not only personal dedication but also the values that shaped the company from the beginning: entrepreneurship, resilience, and a belief in building something meaningful from the ground up.

“I’ve been proud to be part of this company from the moment I walked through the door,” he says.

Björn Mårtensson

“

I’ve been proud to be part of this company
from the moment I walked through the door.

”

Diversity, equality, and non-discrimination



Trioworld actively promotes diversity, equality, and non-discrimination to ensure that current and future employees feel welcome, safe, and respected. We believe different personalities with diverse backgrounds and experiences will bring a range of perspectives and deeper knowledge to the company, leading to a more creative and stimulating work environment. This supports a more solid foundation with longterm profitability for both the individual and Trioworld. Respecting such differences creates a more inclusive company culture where people can grow to their full potential. Trioworld’s continued development and success is dependent on making all employees feel welcome, respected, and engaged.

Our ambition is to attract a wide range of people, to grow and attain the skills and competencies needed for today, as well as for the future. Equitable treatment is a natural and integral

part of all operations within Trioworld including recruitment, described in Trioworld’s policy for Equal Opportunities, available on our [website](#). There is variation in female representation at our production sites. The ambition to increase female representation has been prevalent in production sites during recent years, e.g., by actively seeking female candidates for vacancies and signing equality agreements. Trioworld also aims for consistent age distribution among its employees to support a beneficial mix of experienced personnel with younger talents.

Trioworld works together with employees to keep the workplace safe and engaging. This work includes a wide range of aspects, such as actions to prevent discrimination from the recruitment phase, professional development and promotion processes, remediation procedures, and provision of discrimination and harassment training. Trioworld also promotes gender inclusion in the workplace by monitoring pay differences between seniority, education, and management responsibility. In addition, Trioworld has a whistleblowing system where anyone who detects or experiences discrimination or harassment speak up, also anonymously. Despite our preventative measures, our sites report having handled two incidents of discrimination, including harassment , and two complaints filed through channels for own workers to raise concerns (including grievance mechanisms). The incidents and complaints have been fully investigated and remediations have been implemented.

Age diversity of employees % based on headcount

	2025			2024			2023		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Group average	19	41	40	15	44	41	14	38	48
Denmark	13	46	41	12	41	47	14	37	49
France	19	55	26	27	70	3	15	66	19
Germany	19	29	52	15	30	55	n/a	n/a	n/a
India	53	43	4	n/a	n/a	n/a	n/a	n/a	n/a
Netherlands	15	30	55	15	32	53	17	34	49
North America	10	39	51	9	45	46	13	71	16
Sweden	17	43	40	17	40	43	16	41	43
UK	11	54	35	12	48	40	10	39	51
GMT	0	33	67	0	27	73	0	36	64
Board of directors	0	14	86	0	14	86	0	14	86

Share of women (%) based on headcount

	2025	2024	2023
All employees	19	18	19
Management positions¹	16	17	24
GMT	8	9	9
Board of directors	14	14	14
New hires	18	23	22

¹Management positions meaning having 1 or more direct reports.

Employee development and engagement

We believe in development and satisfaction through participation. Trioworld is a decentralised organisation where each division is responsible for their own core business and for the performance and development of employees, supported by GMT and coordinating councils. Each division is responsible for their own improvements and efficiency. On an annual basis, the Group gathers around a shared engagement survey.

Annual performance and development dialogues are conducted to strengthen employee wellbeing, clarify individual contributions to company performance, and support professional growth. Dialogues include a well-being check-in, a review of achieved goals, and the setting of new objectives and development plans. Amongst other things, the individual performance plans can support those employees who wish to take on new positions within Trioworld. To further facilitate employee development and support careers, we have in-house leadership training known as 'Trioworld Academy', in which 15 employees from all our divisions participated during the year.

Other actions to improve facilitation of training to employees is by continuous development and usage of our e-learning system, which was launched in 2023. Through this system, we provide an onboarding training pathway for new employees, besides various trainings Group wide such as 'Trioworld Safety Culture', 'Code of Conduct' and 'IT Awareness'. In addition, Trioworld sites can create and offer

site-specific training as necessary. Along with training in sustainability, we also offer training in ethics and in labour and human rights – covering topics as safety, diversity, discrimination and harassment, anti-bribery, anti-corruption, competition compliance, etc. on a needs basis. The purpose of these ESG related trainings is to raise awareness and increase competencies, to further strengthen Trioworld culture and understanding of our overall ESG commitment.

Employee engagement survey

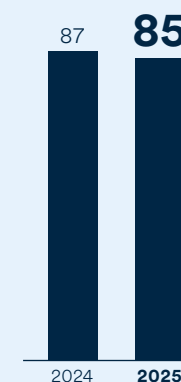
To continuously improve employee satisfaction and happiness among Trioworld employees and identify areas of improvement in the work environment, we conduct an annual employee engagement survey. Every year, it measures engagement and the quality of our employer proposition. Besides engagement, it also measures leadership, management, organisational and social work environment, psychological safety and team efficiency. The results are owned by each manager and actively processed in the respective teams, who together plan activities on how to improve everyday life at Trioworld.

Engagement Index

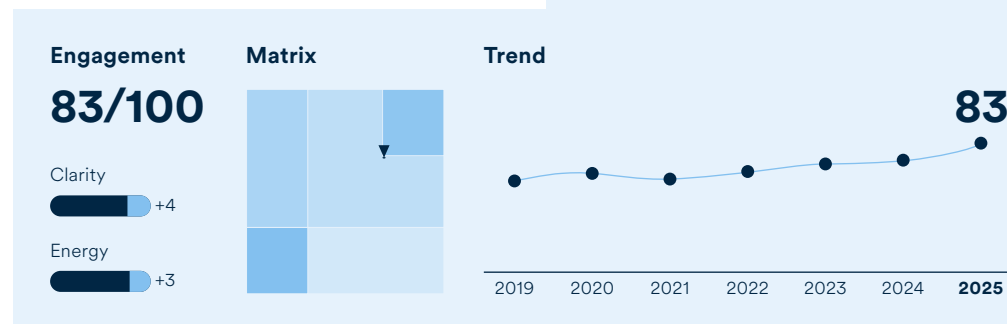
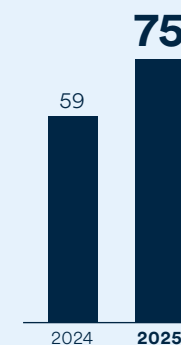
Our Engagement Index has improved in recent years, and in 2025 it continues to increase on a steady positive trend. Employees express that Trioworld offers an open and pleasant work environment with good colleagues and a supportive culture where employees' ideas and insights are highly valued. Besides development opportunities, employees specifically appreciate the company's ambition to lead the industry towards circularity, feeling that their own values and goals are well aligned with this.

Trioworld is considered a reliable and secure employer with a strong focus on the future, innovation efforts and its commitment to sustainability issues, which give employees a sense of participating in meaningful and important work.

% participation in employee engagement survey



% of employees who participated in regular performance and career development reviews



EMPLOYEE STORY

Lars Lundin: building circularity through people and community

Roots in Arvika: work, pride and responsibility

Lars Lundin's story is as much about people and community as it is about packaging, and it starts long before Trioworld. Growing up in the 1960s, Lars spent Saturdays alongside his father in his grandfather's paper-bag business, learning what it means to build something with pride, discipline and respect for the people doing the work.

A community response to change

When plastic shopping bags began to take market share, the industry and the community around Arvika shifted quickly. In 1969, the local paper mill in the industrial area closed, creating a serious employment crisis. Rather than accept decline, Lars's father took a bold step.

With support from the Municipality of Arvika who helped establish a factory and provided early rent support, together with the development fund, he launched local plastic bag production. By 1972, bags were being produced in Arvika at scale, helping restore stability, create jobs, and bring momentum back to the region.

A career built from the floor up

Lars joined that journey early, starting his first summer job in 1972 at just 15 years old. Over time, he worked across production and market development, learning the business from the shop floor up. That experience shaped his leadership style: practical, people-first and deeply loyal to the workforce that kept the operation strong through changing markets and challenging periods.

When competition intensified and overcapacity hit Northern Europe, the Arvika site had to become exceptionally efficient to remain competitive. Lars credits that era with building a culture of problem-solving, teamwork and continuous improvement, principles that later aligned naturally with Trioworld.

Skills, inclusion and long-term employability

The site's social impact is also reflected in how it has retained and developed its people. Lars describes a workplace where many employees started young and stayed through to retirement, building deep competence and pride in craftsmanship. As automation increased,

it did not simply replace people; it created opportunities for employees to develop new technical skills and supported a more skills-based, inclusive workplace. This evolution opened roles to a broader group of colleagues and helped strengthen long-term employability as manufacturing continued to modernize. Even through personal health challenges, Lars remained engaged because he genuinely enjoyed coming to work with an attitude that helped shape a culture of showing up, doing the work well, and improving a little every day.

Stability through scale: joining Trioplast, becoming Trioworld

A key milestone came in 1994, when the company joined the Trioplast Group as an important step on the path to becoming part of Trioworld. The move brought long-term stability, stronger collaboration and access to broader expertise, while allowing the Arvika site to retain its strong local identity.

That combination, local commitment supported by a larger network, helped the site continue investing in people, quality and innovation as regulations and consumer behaviors evolved, including the significant decline in bag consumption following Sweden's plastic bag tax in 2018.

Practical sustainability: systems that work

Sustainability is part of the story as well, but Lars describes it in practical terms: good intentions are not enough, you need systems that work. In the early 2000s, efforts to scale renewable plastic bags faced market barriers, which prompted the team to focus more heavily on recycled materials. Over time, that shift became a breakthrough.

Today, the site can use up to 85% of recycled material in certain products. Achieving this required extensive behind-the-scenes development, improving sorting and cleaning, reducing impurities, and strengthening processes so recycled content could meet high quality requirements. Lars believes continued improvements in collection systems, including changes expected from January 2027, can further enhance material quality and support stronger circular outcomes.

Looking ahead: education, pride and responsible manufacturing

For Lars, the future remains grounded in people: reducing littering through education, especially among young people; supporting smart, effective regulation; and continuing to build pride in responsible manufacturing. His story is a reminder that sustainability is not only about materials, it is also about communities strengthened through employment, skills developed over decades, and workplace cultures where people feel valued enough to stay and grow.



Societal engagement

Trioworld's engagement with local communities reflects our corporate values and is highlighted in our Code of Conduct: 'We are Responsible'. This statement applies to our own operations, but also signals our role in society. Trioworld is aware that impact on society reaches beyond our own operations, from how we supply our resources to how our products are utilised by our customers and their stakeholders.

Our Code of Conduct establishes how Trioworld conducts societal engagement; however, decisions on types of engagement and supporting local community initiatives are taken at each production site. Where possible, we engage in the communities where we have operations. We strive to hire and develop local employees and managers. We prioritise support and sponsor partnerships with organisations that share our values and benefit communities. We actively participate in partnerships and projects with schools, universities, research institutes and industrial networks.

“

The Filmtec team made a deliberate choice from day 1 to hire only from the surrounding area, ensuring that the benefits of industrial growth flowed directly back into the local community.

”



CASE STUDY

Filmtec India — growing a business by growing a community

When Trioworld acquired Filmtec in India, we didn't just expand our global footprint, we joined a community. And in this community, people are not simply employees; they are neighbors, friends, and families who have grown up together. The Filmtec team made a deliberate choice from Day 1 to hire only from the surrounding area, ensuring that the benefits of industrial growth flowed directly back into the local community.

This commitment has created something rare in manufacturing: a workplace where

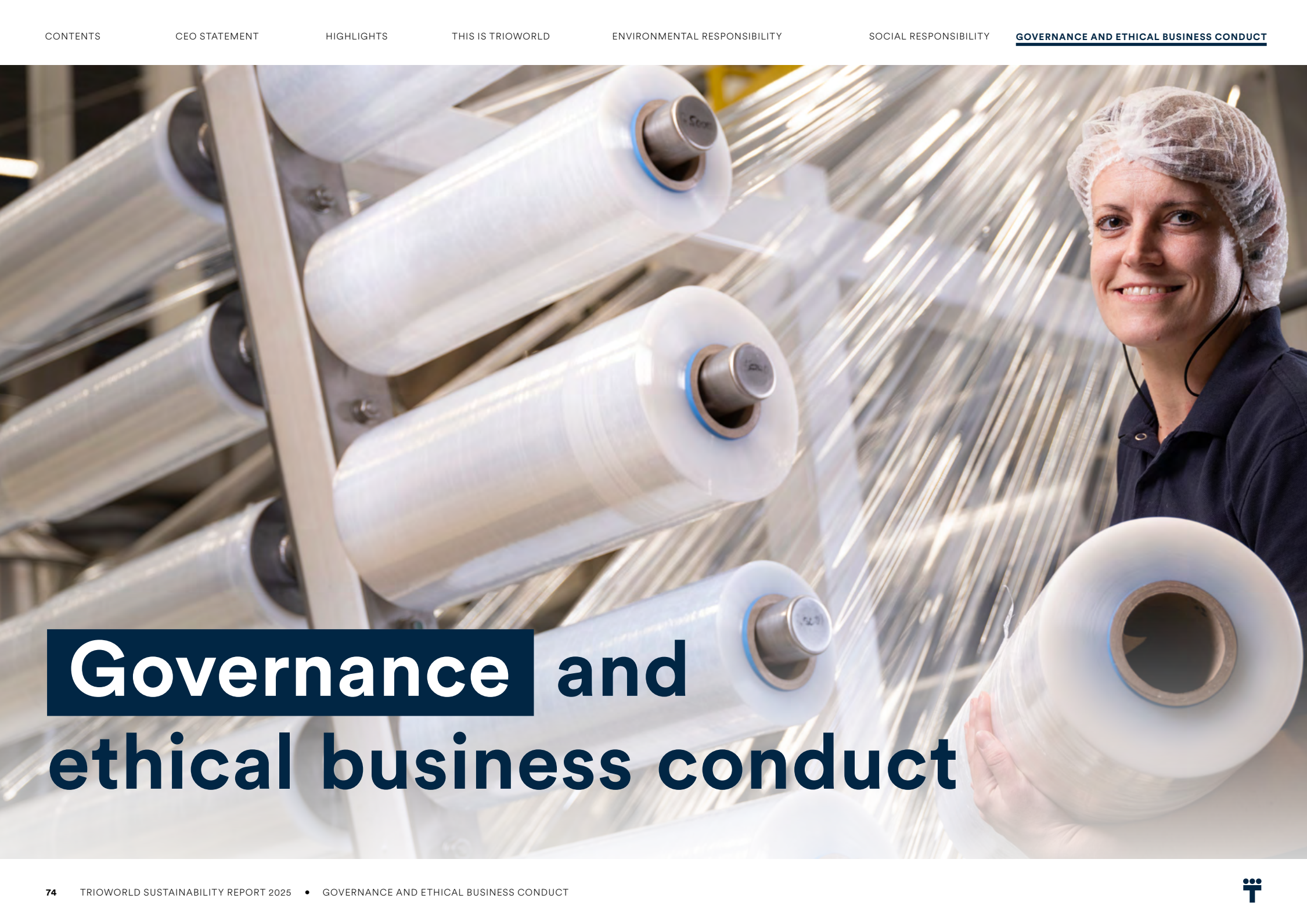
everyone has roots in the same soil. While many organisations face workforce challenges, especially in fast-growing regions, Filmtec stands out for the stability of its team since its inception. This stability is not an accident; it reflects mutual loyalty. The company invests in local talent, and in return, that talent invests its future in the company.

Hiring locally has also generated a ripple effect. With each new role, a family benefits, local skills develop, and economic opportunities stay within the community. As Trioworld expands in India,

this people-first model becomes a powerful example of how industrial growth can reinforce social sustainability—not just through jobs, but through dignity, belonging, and long-term prosperity.

Today, as the Filmtec team enters a new chapter with Trioworld, we are committed to preserving this unique culture. We aim to scale operations responsibly while safeguarding what makes this site exceptional: a community that has built this business together, and will continue to shape it for generations to come.





Governance and ethical business conduct

At a glance

Group targets and results 2025 related to our governance and ethical business conduct

		Target 2025	Result 2025	Result 2024	Comment
EcoVadis	Trioworld’s sustainability management system is annually rated by EcoVadis, provider of business sustainability ratings.	Platinum	Gold	Platinum	We have received the EcoVadis Gold Medal 2025, recognizing our performance among the top 5% of all companies assessed globally. With a percentile ranking in the top 2%, this is our fifth consecutive year of top-tier recognition.
Non-compliance	Confirmed non-compliances based on total number of reported whistleblowing incidents.	0	0	0	
Supplier Code of Conduct	Share of spend with suppliers, with a spend of >10k€ yearly, that accepted our Supplier Code of Conduct ¹ , or had their own equivalent approved by Trioworld	86%	88%	85%	We will continue to work on raising this percentage, ensuring suppliers’ compliance with Trioworld’s standards, in the coming years.

¹An alternative, used prior to the launch of our updated Supplier Code of Conduct in 2024, was that the Supplier signed compliance to Trioworld’s Code of Conduct.

Connection to Agenda 2030 and reporting standards

Main connections to UN SDGs and targets

UN Goal	Target	UN Goal	Target
	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.		16.5 Substantially reduce corruption and bribery in all their forms.
	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.		

Referenced reporting standards

- GRI 205 – Anti-corruption 2016
- GRI 206 – Anti-competitive Behaviour 2016
- GRI 308 – Supplier Environmental Assessment 2016
- GRI 414 – Supplier Social Assessment 2016
- GRI 415 – Public Policy 2016
- GRI 417 – Marketing and Labelling 2016



Corporate governance

It is Trioworld's ambition to be the number one in sustainability focusing on circularity in our industry. This necessitates clear corporate governance and business conduct to keep us focused on targeted achievement. To make decisions that create business value for Trioworld and our customers, without compromising the work on sustainable development, it is a requirement that corporate culture encourages environmental responsibility, social responsibility, and sound business principles. This is to ensure that economic, natural, and human resources are used efficiently and sustainably, while new generations of products are created that contribute to circular development. Our governance structure enables us to measure, evaluate performance, and act on our sustainability strategy so we can further develop Trioworld into a leading business for the future.

Trioworld's Group Management Team (GMT) is responsible for the governance of the Trioworld group of companies. It includes the Chief Executive Officer (CEO), Chief Financial Officer (CFO), Chief Human Resource Officer (CHRO), Chief Procurement and Sustainability Officer (CPSO), the Vice President Business Development, and the Division presidents. The Trioworld's Board of Directors serve as an advisory committee to GMT and oversee the execution of Trioworld's overall business strategy and risk management, including sustainability strategies. The GMT is responsible for setting the Trioworld strategy, targets, and group policies. Each division is responsible for incorporating group strategies, targets and policies in their operations and aligning them with local policies.

Strategic sustainability guidance on Group impacts, risks, and opportunities is followed and evaluated by Group Sustainability, managed by the CPSO, and presented to GMT for detailed strategic consideration and implementation in sustainability strategy. Group Sustainability reviews ESG impacts and ESG legislative-related risks and opportunities against Group sustainability targets and performance. In connection with annual strategy work, the organisational sustainability policies and targets are updated by Group Sustainability and approved by GMT. Group Sustainability monitors the main sustainability KPIs and targets through monthly, quarterly, and annual reporting. Progress towards our KPIs is communicated to the GMT.

Trioworld sustainability policies

Trioworld's sustainability policies are based on our strategic management approach and our Code of Conduct – the fundamental code for our company. In addition, the policies are based on legal requirements, Agenda 2030, the UN Global Compact and its SDGs, and the OECD Guidelines for Multinational Enterprises with its sectoral guides. By including these perspectives in our policies, we adhere to international and acknowledged standards for sustainability, as well as establish ways of working that all our stakeholders can recognise. All quantitative and qualitative sustainability goals can be found in our sustainability policies, available on [our website](#). Each policy describes Trioworld's ambition in selected areas, as well as dedicated roles and responsibilities to ensure implementation and review. Groupwide sustainability policies

serve as an overall framework of requirements for the Group and its subsidiaries. In this way, operational responsibility for sustainability work is incorporated and delegated. Responsibility for strategy, risks, review, sustainability reporting, etc., is organised at Group level.

Trioworld Group's sustainability policies are:

Environment policy: circularity and sustainable resource consumption, energy and carbon footprint, local and water pollution, materials, chemicals, waste, and customer health and safety.

Labour and Human Rights policy: working conditions and social dialogue, health and safety, performance and development in the workplace, diversity, equality, and work against discrimination.

Ethics policy: anti-corruption and bribery, competition compliance, fraud, conflicts of interest, responsible marketing, and information security.

Sourcing policy: requirements, selection, and evaluation of suppliers in terms of quality, environment, and social practices.

CASE STUDY

Jonas Heydl: Strengthening governance to scale circularity



Jonas Heydl joined Trioworld in 2025 as Chief Procurement & Sustainability Officer. From the start, his focus has been how we translate ambition into execution, ensuring sustainability is not treated as a side initiative, but as a core success factor embedded in our strategy and decision-making.

For Jonas, sustainability only becomes credible when it is measurable, owned, and integrated into how the business runs day to day. That is why governance matters: it connects targets to decisions, sets clear responsibilities, and creates the transparency needed to build trust internally, with customers, and across the value chain. This commitment is visible in long-term investments such as Korsberga, demonstrating that our direction is backed not only by words, but by capital, leadership focus, and accountability.

Scaling circularity also requires facing the realities

of today's market. Circular solutions depend on an end-to-end system that works—collection, sorting, cleaning, processing, and scaling—while still delivering material quality that performs in new products. At the same time, low virgin resin prices and rising cost pressures have pushed many customers to prioritize affordability, making it harder for recycled materials to compete on price alone. In this environment, consistency, traceability, and supply resilience become just as important as innovation.

That is where Trioworld's sustainability approach comes together: reducing climate impact, increasing circular material flows, and enabling customer outcomes without compromising performance. We work to increase recycled content where it creates real value, develop designs that work in real recycling systems, and improve efficiency across operations, because

circularity must be both environmentally and economically durable to scale.

Transparency plays a central role in making this progress credible. Traceability and clear documentation help ensure recycled-content claims can be trusted and verified. But Jonas emphasizes that transparency must be matched by strong compliance and enforcement across the market. Legislation alone is not enough if rules are not applied consistently; without a level playing field, companies that invest to do things right risk being disadvantaged by those who do not.

This is also why Trioworld actively engages in advocacy and collaboration with industry organizations and decision-makers. By contributing to stronger frameworks for verification, enforcement, and fair competition, we support conditions where circular solutions can grow.

With a global presence, we also bring learnings across regions, leveraging Europe's regulatory experience while supporting the development of robust sustainability practices in other markets, including North America and India.

Ultimately, Jonas views sustainability at Trioworld as a discipline: set clear direction, invest behind the commitments, and track progress with integrity. The goal is measurable progress against our science-based targets, a growing share of high-quality recycled material in relevant applications, and circular solutions built on trust, where performance, compliance, and transparency reinforce one another.

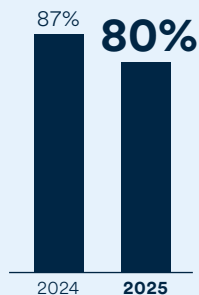
Ethical business conduct

Code of Conduct

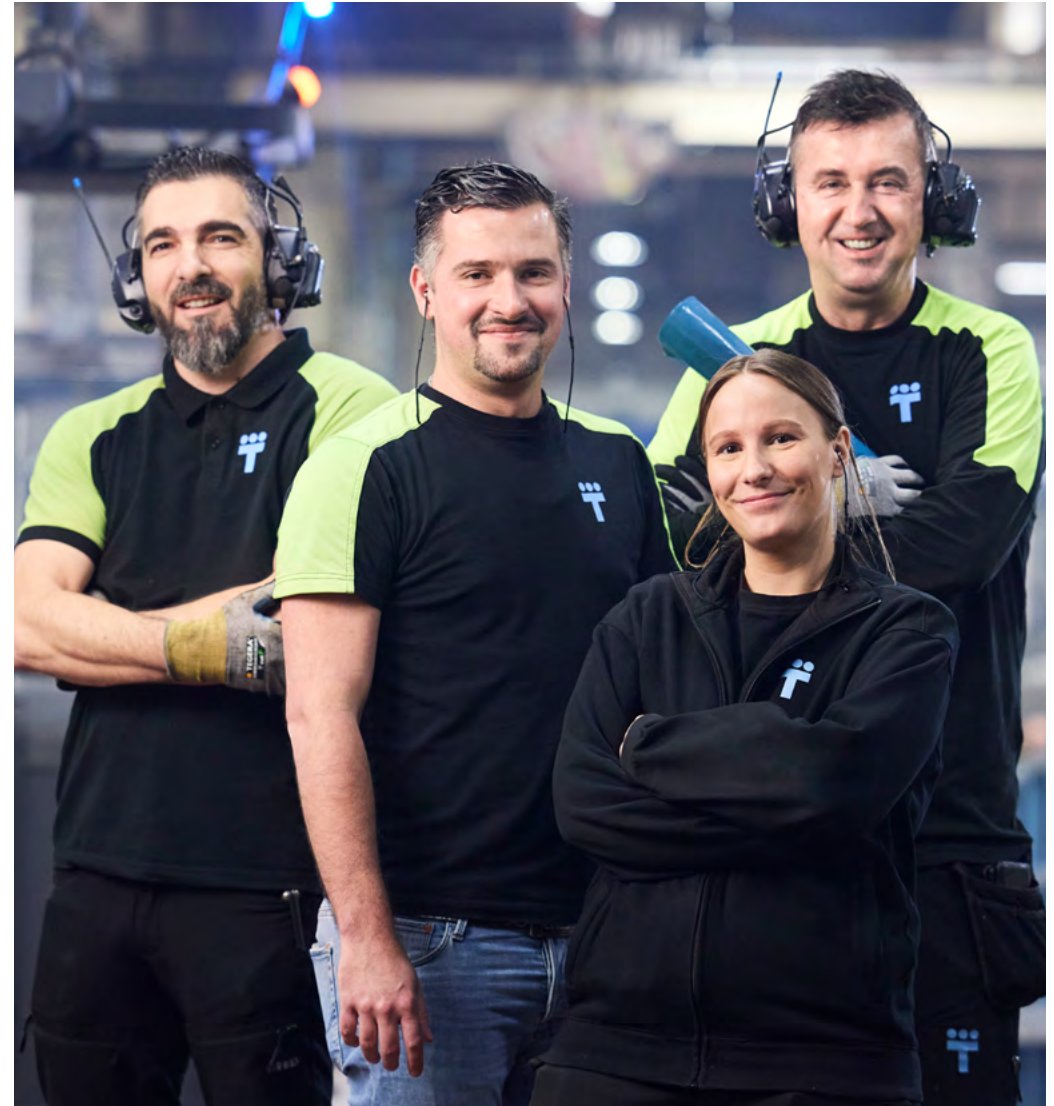
Trioworld's Code of Conduct 'We are responsible' is our most fundamental policy document and primary guide to operating an ethically sound business. In the code, we set the standard for our culture and behaviour throughout the company. The code serves as a framework for our everyday work and provides guidance for our long-term strategies. The message in the code is clear: we are responsible and work according to sound business principles, with respect for the environment and for people. The code outlines Trioworld's approach to labour and human rights, business ethics, and the environment. It emphasises the precautionary principle in the case of environmental and health risks. Trioworld's Code of Conduct can be accessed in its entirety on our [website](#). It is our ambition that all employees have valid Code of Conduct training. Employees receive Code of Conduct training as part of their onboarding, and the training is valid for three years.

Responsible marketing practices

At Trioworld, we want to be transparent about the impact our business has on the world around us. By clearly communicating our ESG efforts and progress, we build trust with stakeholders. Unclear or unreliable communication and claims could seriously risk our credibility. It could hamper future investments, risk customer relationships, and our potential to attract and retain competent employees. Trioworld aims to communicate honestly and distinctly to avoid false or misleading claims regarding the impact of our operations, products, and services. Therefore, we make use of third-party certificates, and conduct carbon footprint assessments amongst other processes, to verify our claims and in turn help our customers support their claims. Transparency and reliability are fundamental aspects as we continue to build our trusted brand.



Code of Conduct training



Anti-corruption

Trioworld recognises the negative impact that bribery and corruption can have on society, our reputation, and our business operations. As such, we are dedicated to maintaining a culture of ethical conduct and integrity and a zero tolerance for corruption. Trioworld's Ethics policy, Code of Conduct and Supplier Code of Conduct serve to outline our commitments to conducting business with integrity and in compliance with applicable laws and regulations in relation to anti-bribery and corruption and provide guidance to ensure compliance with our zero-tolerance policy. We expect that Trioworld employees, others acting on behalf of Trioworld, and our business partners, embody these principles. We have implemented training, specific approval procedures for sensitive transactions, and audits as control measures to prevent anti-corruption and bribery from occurring.

Competition compliance

It is Trioworld's policy to promote fair competition. Fair competition is the foundation for any progressive and innovative business. Trioworld's strength lies in its own competence and capacity, and we shall compete as strongly and constructively as possible, while always complying with the law in each of the countries where we operate. Compliance with competition rules is always ensured within Trioworld. The Trioworld Group Management supports competition rules, and all employees are strictly prohibited from engaging in any form of anti-competitive

behaviour. Responsibility for ensuring compliance with the competition rules for each company lies with the management of each company. Moreover, employees who are susceptible to increased compliance risks due to interactions with certain businesses and people outside of Trioworld, receive additional guidelines outlined in the Competition Compliance Procedure as part of our Ethics Policy.

Incidents of non-compliance

0
(Zero)

In 2025, there were zero confirmed non-compliance incidents – such as incidents concerning corruption, anti-competitive behaviour, anti-trust and monopoly legislation, product and service information and labelling, or marketing communications.



Whistleblowing

Despite having well-established policies and codes, management system, dedicated employees and partners, misconducts related to our agreed policies may occur. Therefore, we work to encourage an open culture where internal and external dialogue on improving our business is welcome. Through Trioworld's whistleblowing system, anyone who detects, or experiences serious (alleged) irregularities can speak up anonymously. The system is operated

by an external party to guarantee anonymity. Serious irregularities include, but are not limited to, unethical, or illegal behaviour, fraud, and serious violations of the Code of Conduct, such as corruption, bribery, anti-competitive practices, environmental crime, discrimination, or harassment. During 2025, we had three reports of suspected misbehaviour through our whistleblower system, but after a thorough investigation, it was clear that the claims were inaccurate, and the cases were closed.

Responsible supply chains



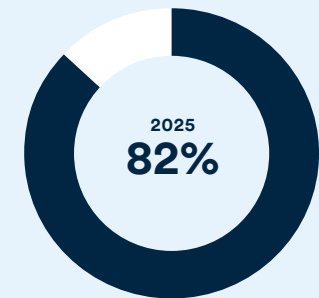
Trioworld's Group Sourcing, together with local operative purchasing departments in the divisions, work to supply the production sites with raw material, products, and services. Group Sourcing is responsible for direct raw material as well as category management of the larger indirect categories, such as energy, transport, additives, and machinery. Trioworld's suppliers for these categories are often multinational companies competing on the global market and can be characterised as raw material producers, manufacturers, and contractors.

As Trioworld relies on a global network of suppliers, there is a risk of potential and actual negative environmental and social impacts in the value chain. Our Group Sourcing Policy and Sourcing Guidelines outline a managerial structure and operational measures to ensure responsible supply chains. At Trioworld, we set the example and believe that our business ethics and sustainability engagement have to be taken beyond the boundaries of our own organisation. As such, Trioworld requests suppliers to comply with Trioworld's Supplier Code of Conduct to ensure that our sustainability requirements are also passed down the supplier's value chain. We envisage suppliers to be equally motivated in meeting our standards and are encouraged to go beyond these requirements to drive sustainable business practices, as we see it as our shared responsibility to do business in an ethical and sustainable manner. By requiring suppliers to comply with Trioworld's Supplier

Code of Conduct, we aim for them to implement measures that ensure their activities, products, and services do not adversely affect the environment, human health, and society.

Besides compliance to Trioworld's Supplier Code of Conduct, we have other measures in place to mitigate environmental and social impacts and risks in the supply chain, such as asking suppliers to conduct third-party onsite audits, and integrating ESG clauses into supplier contracts. Performance of suppliers regarding environmental and social impacts and risks is monitored through evaluation. If suppliers do not meet our requirements, it may result in demands for improvement measures or termination of the partnership. Moreover, we train our sourcing teams and have integrated sustainable procurement objectives into performance reviews.

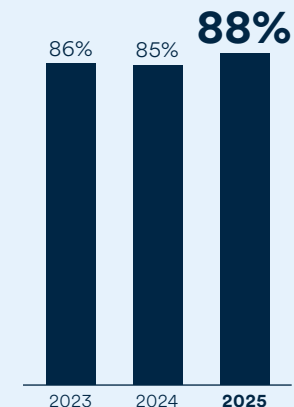
Training in Trioworld sourcing guidelines



Annually aim 95% of Trioworld's employees in sourcing teams to have completed the Sourcing Guidelines training.

Supplier's signing of Trioworld's supplier Code of Conduct

% of purchasing spend with suppliers with a spend of >10k€ yearly accepted our Supplier Code of Conduct, our previous Code of Conduct, or had their own equivalent approved by Trioworld.





Human rights due diligence in the supply chain

Human rights due diligence is a process for identifying, preventing, mitigating, and accounting for actual and potential adverse human rights impacts across the value chain. Trioworld focuses on the upstream value chain, as salient human rights challenges are mostly expected there. We have reviewed the first wave of A-suppliers¹ for inherent risk using Sedex, meaning risk based on country and industry. This

included the assessment of risks related to human rights factors such as freedom of association and collective bargaining, risks related to forced compulsory- and child labour, and environmental impact. Additionally, we reached out to suppliers to gather specific risk information, either via their Sedex supplier specific score or EcoVadis score, with a focus on polymer-, PCR-, waste-, additive-, masterbatch-, and freight suppliers. Moreover, we initiated first due diligence audits with a focus on freight suppliers, using Sedex's SMETA audit.

No contracts with suppliers were terminated in 2025 due to environmental, social, or ethical misconduct or unacceptable performance. However, we have identified negative environmental and social impacts with three of our suppliers through news reports. We engaged with the suppliers to gather further details, leveraging both internal and external sources to comprehensively understand the situation. The suppliers are clarifying their involvement, thus we continue to monitor the situations to identify

any further developments beyond what has been reported, and whether we need to follow-up with appropriate measures.

Trioworld's responsible sourcing and work with human rights due diligence will continue in 2026 and onward. While risks in Trioworld's upstream value chain are the current areas of focus, we remain alert to the potential for other human rights risks that may arise in the entire value chain.

¹Trioworld A-suppliers are: raw material and trade goods suppliers, suppliers with high sustainability risk, suppliers of critical deliveries, suppliers with an estimated annual spend of >MEUR1/MSEK10.

Standards and certifications

By applying internationally recognised standards and having our sustainability management system assessed by an external party, we gain an additional guarantee for our company and stakeholders of a secure sustainability foundation that supports our ambition of being a leader in our industry. Our aim is to create a shift in the industry, together with other like-minded companies, towards a circular plastics economy. We are proud of our engagement in developing our industry standards for the better.

We select our certificates with care and, when appropriate, get support from third parties to ensure we work with certifications that generate the most impact for us and our customers. Subsidiaries of Trioworld are, as applicable, certified in accordance with the following international and national standards and certifications. All valid certifications can be found on our [website](#).

Standards

Trioworld’s objective is to have all production sites ISO 14001 certified, other certifications are chosen by each site as applicable.



Certified production sites

Certification	Decription	% of certified sites by the end of 2025
ISO 9001	Quality Management	88
ISO 14001	Environmental Management System	88
ISO 45001	Occupational Health & Safety	18
ISO 50001	Energy Management System	12
ISO 22000	Management System for Food Safety	6
FSSC 22000	Food Safety Management System	6
British Retail Consortium (BRC)	Global Standard for Packaging Materials	38



Product certifications

RecyClass

RecyClass is a cross-industry initiative facilitating the transition toward a circular plastics future. It advances plastic packaging recyclability while promoting the traceability of plastic waste and recycled plastic content in Europe. RecyClass works on the development of scientific testing methods for innovative materials. The testing results are incorporated into the Design for Recycling Guidelines and the free RecyClass Online Tool. In parallel, RecyClass developed a system for reliable traceability of the origin of plastic waste, as well as for the calculation and verification of recycled content in plastic products. RecyClass has three different certification schemes:

Recyclability Certification

Trioworld currently does not have any products that have the RecyClass Recyclability Certification. We do, however, use RecyClass' Design for Recycling Guidelines and the RecyClass Online Tool to evaluate if our products meet the Design for Recycling criteria. An alternative for our North American operation is to use the Association of Plastics Recyclers (APR) Design® Guide to evaluate if our products are designed for recycling. RecyClass and APR are collaborating to drive worldwide harmonisation of recyclability for all plastic packaging types, through a shared vision of science-based design for recycling guidelines and protocols for recyclability assessments. To support this work, Trioworld is engaged in the technical committee developing design guidelines for plastic films.

Recycling Process Certification

With this certification scheme, plastic recyclers can demonstrate the quality of their processes and transparently communicate the origin of waste. The Certification of the Recycling Process is the point of origin audit for the chain of custody of recycled plastics. RecyClass Recycling Process certification is equivalent to the previously used EuCertPlast. All three of Trioworld's recycling sites for external waste have this certification: Trioworld Ombrée d'Anjou, Trioworld Nyborg, and Trioworld Korsberga. In addition, Trioworld requires this certification for PCR suppliers, qualification orders excluded, to increase transparency in traceability and ensure quality.

Recycled Plastic Traceability Certification

Trioworld initiated the Recycled Plastic Traceability Certification through RecyClass for our products in 2021, with continued implementation in the group for selected sites and products. The certification scheme also includes control of the recycled material used, by demanding that the recycled material is certified with RecyClass Recycling Process Certification (or another recognised scheme by RecyClass).

Trioworld recycling sites with RecyClass Recycled Process Certification

3 (100%)



Sites with RecyClass Recycled Plastic Traceability Certification

8 (50%)

ISCC PLUS

International Sustainability and Carbon Certification (ISCC) is a solution provider for sustainable and deforestation-free supply chains. It is a leading global certification system covering the entire supply chain and all kinds of bio-based feedstocks and renewables. ISCC certification ensures compliance with high ecological and social sustainability requirements, greenhouse gas emissions savings and traceability throughout the supply chain. ISCC certification ensures: biomass is not produced on land with high biodiversity and high carbon stock; good agricultural practices protecting soil, water and air are applied; human rights, labour and land rights are respected; sustainable material is traceable throughout international supply chains; and greenhouse gas reduction targets are met. Trioworld has chosen ISCC PLUS certification for conversion of biomass with the scope of mass balance with bio-based materials.

ISCC PLUS certified sites

4 (25%)

Blue Angel

Blue Angel has been the ecolabel of the German Federal Government for more than 40 years. It is an independent and credible label that sets stringent standards for products and services. The requirement for Blue Angel varies for different applications. As an example, plastic films should contain at least 80% PCR.

Blue Angel certification

3 (19%)

for selected products.

Oeko-Tex Standard 100

Oeko-tex standard 100 is a label for textiles tested for harmful substances. It sets the benchmark safety, from yarn to finished product. Every item bearing the standard 100 label is certified as having passed safety tests for the presence of harmful substance.

Oeko-Tex Standard 100 certification

1 (6%)

for selected products.

Fifth consecutive year of top-tier recognition

Being committed to sustainability – and acting on our ambition to become a sustainability leader with strong focus on circularity – is part of Trioworld's DNA and a cornerstone of our long-term development. Thanks to the dedication and hard work across the organisation, we continue to perform at a very high sustainability level, assessed by EcoVadis. Trioworld remains among the top 5% of all companies assessed by EcoVadis, and our score of 83/100 places us in the top 2% globally.

The rating provides a point of entry for discussions with our customers and suppliers

and can potentially result in joint opportunities to secure a sustainable value chain, creating value for our customers. It also supports the alignment of the Trioworld sites with Group strategy in a structured way and ensures that deployment of this strategy is measurable.



Recognition page

EcoVadis Sustainability Rating
TRIOWORLD INDUSTRIER AB¹

¹EcoVadis group assessment available on EcoVadis platform under Trioworld Industrier AB (Group).



Sustainability engagement platforms

EcoVadis

Since its foundation in 2007, the organisation has grown to become one of the world's largest and most trusted providers of business sustainability ratings with a global network of more than 150 000+ rated companies. The EcoVadis sustainability assessment is an evaluation of how well a company has integrated the principles of sustainability into their business and management system through policies, actions, and results across four areas: environment, ethics, labour and human rights, and sustainable procurement. Companies are rated on these sustainability areas and attributed an overall score, which can result in a bronze, silver, gold, or platinum rating. The assessment methodology is built on international sustainability standards, such as International Labour Organization (ILO) conventions, GRI, UNGC, and ISO 26000. Trioworld has chosen EcoVadis as it is a leading provider of business sustainability ratings. Moreover, we use EcoVadis as part of our supplier human rights evaluation, to ensure suppliers fulfil their social and environmental responsibilities.

SEDEX

SEDEX is one of the world's leading ethical trade service providers, aiming to improve working conditions in global supply chains. SEDEX enables businesses to work together to better manage their social and environmental performance and improve working conditions throughout the supply chain. Over 75 000 member organisations from over 180 countries use the SEDEX platform to exchange data, manage business risk, meet compliance, and generate a positive impact on people. Trioworld has been using SEDEX since 2013 and majority of Trioworld sites submit site-specific information on this platform. Moreover, we use SEDEX as part of our supplier human rights evaluation, to ensure suppliers fulfil their social and environmental responsibilities.



External initiatives and memberships

Trioworld wants to lead our industry into circular plastics, for the good of our customers, the industry, and the planet. To achieve this, it is important to collaborate with all stakeholders in the value chain and to have a constructive dialogue with various decision makers. Therefore, we take an active role in several membership organisations within our industry.

Lobbying activities

Trioworld conducts lobbying activities with the aim to support product circularity through our engagement with industry organisations, supporting our ambition to lead our industry into circularity. In specific, EU's Packaging and Packaging Waste Regulation (PPWR) is important for Trioworld. For this regulation to truly contribute to increased circularity within the EU we believe it is essential to have a strong level playing field between packaging produced within EU and packaging imported to EU. The level playing field must be ensured in the coming secondary legislation following the PPWR on recycled content and recyclability. Besides the level playing field, it is also important that the coming assessment of recyclability as defined in the secondary legislation is not hindering packaging development and innovation. Moreover, we support a framework for the modulation of financial contributions based on recycled content. Another important topic for Trioworld in the PPWR is the re-use target for transport packaging. Here it's our position that plastic pallet wrappings should be exempted based on scientific and economic evidence. Activities carried out by Trioworld include participating in meetings, conferences, and events; contributing to public consultations; preparing position letters. Trioworld does not make any financial or in-kind political contributions

The following are some organisations within which Trioworld Group is an active member. In addition to this, production sites and sales offices are also members of sectoral organisations and national associations in the countries in which they operate.

Some examples of sectoral organisations Trioworld engages with:



Some examples of national organisations Trioworld engages with:



EuPC

The European Plastic Converters (EuPC) is a trade association representing 28 national associations and 19 sectoral organisations. EuPC's aim is to contribute to an open and fair-trading environment for plastics converters in Europe, focusing on market development, regulation, issue management, and trade. Trioworld is a member of the Senior Executive Forum (SEF) that is incorporating industrial participation at a senior management level into the EuPC agenda. We are engaged in several working groups and are a member of the newly established sector group European Plastic Films (EuPF).



PRE

Plastic Recyclers Europe (PRE) is an organisation representing European plastic recyclers that process plastic waste into high-quality material designated for the manufacture of new articles. The aim of PRE is to look for solutions that can help advance recycling and promote best practices while ultimately seeking to expand quality collection, sorting, recycling, and increased use of recycled plastic in Europe. PRE is among the key stakeholders involved in the process of formulating, monitoring, and evaluating EU policies that impact plastics recyclers. Trioworld is engaged in several groups within PRE, such as the working group for polyolefin films, the food contact group, and the newly launched Advocacy Action Group.



RecyClass

RecyClass is a non-profit, cross-industry initiative facilitating the transition toward a circular plastic future. It is a flagship initiative by PRE to advance plastic packaging recyclability while promoting the traceability of plastic waste and recycled plastic content in Europe. Trioworld is engaged in the RecyClass Advisory Board, the Technical Committee for polyolefin films (e.g., working with design for recycling) and the Task Force Decoration for flexible packaging.



Recycling Europe

Recycling Europe is the leading voice of the European recycling industry. The work is steered by its six branches that are responsible for their respective material streams. Trioworld is engaged in the European Plastics Recycling Branch (EPRB) whose objective is to represent the European plastic recycling industries in relation to European institutions and to liaise with other European and international stakeholders to scale up efforts to enhance plastic recycling in Europe.



CPA

The Circular Plastics Alliance (CPA) was launched by the European Commission in December 2018. The aim is to boost the EU market for recycled plastics, covering the entire plastics value chain. Trioworld joined the CPA in November 2019 and has actively participated in areas of discussion relevant to Trioworld, such as agriculture, packaging, and monitoring, with a focus on design for recycling and improving recycled content.



FPP4EU Collaboration Platform

The FluoroProducts and PFAS for Europe Sector Group (FPP4EU) was formed by Cefic (European Chemical Industry Council) to work together with all stakeholders on PFAS regulations. The aim is to jointly decide on a final regulatory measure which is science-informed, implementable, and enforceable, whilst still enabling the EU to meet its Green Deal objectives. Trioworld joined the 'Collaboration Platform' of FPP4EU to gain insights about forthcoming regulations and to provide knowledge for manufacturers and authorities regarding our use of fluorinated polymers, which is an obligation that downstream users have under REACH¹.



CPP

The Canada Plastics Pact (CPP) is a collaborative initiative aimed at addressing plastic waste and promoting a circular economy in Canada. It brings together businesses, non-profits, and governments to establish common targets for sustainable plastic use, including reducing plastic waste and increasing recycling rates. Membership in the CPP demonstrates our commitment to sustainability and positions us as a leader in the transition to a more circular economy, aligning our practices with national environmental goals.



U.S. Plastics Pact

The U.S. Plastics Pact is a collaborative initiative designed to create a circular economy for plastics in the United States. It unites businesses, government entities, and non-governmental organisations (NGOs) to establish clear goals for reducing plastic waste and improving recycling infrastructure. By being part of the U.S. Plastics Pact, we demonstrate our commitment to innovation and responsible production, enhancing our reputation in the market while contributing to national efforts to combat plastic pollution.

CIAC

The Chemistry Industry Association of Canada (CIAC) represents the interests of Canada's chemical manufacturers, advocating for responsible production and sustainable development. It focuses on promoting innovation, regulatory improvement, and industry best practices. By aligning with CIAC, we demonstrate our commitment to responsible manufacturing and environmental stewardship, reinforcing our position as a proactive player in the chemical industry and enhancing our credibility with customers and stakeholders.

PAC Global

PAC Global is an international organization dedicated to promoting sustainable packaging solutions across various sectors. It brings together stakeholders from different regions to share best practices, innovations, and strategies for reducing the environmental impact of packaging. Membership in PAC Global not only enables us to collaborate with industry leaders and gain insights into emerging trends but also strengthens our commitment to sustainability. It enhances our global presence and positions us as a responsible manufacturer dedicated to advancing packaging solutions that minimise waste and promote a circular plastics economy.

APR

The Association of Plastic Recyclers (APR) is the leading international trade association representing the plastics recycling industry. APR works to advance plastics recycling by improving recyclability through design guidance, supporting end-market development, and advocating for policies that strengthen a circular economy. Best known for its APR Design® for Recyclability Guidelines, the association plays a critical role in ensuring plastic packaging can be effectively collected, sorted, and recycled at scale.

¹REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) is an EU regulation aimed at ensuring the safe use of chemicals throughout their lifecycle. It requires companies that manufacture or import chemicals in the EU to register them with the European Chemicals Agency (ECHA), assess risks, and provide safety information.

About the Sustainability Report

This is Trioworld's 10th Sustainability Report, and the 6th prepared in accordance with the GRI Standards. Trioworld's Sustainability Reports are issued on an annual basis. This report covers our operations and sustainability work for the period from 1 January 2025 to 31 December 2025 and was published in April 2026.

This Sustainability Report fulfils the mandatory requirements of the Swedish Law on Sustainability Reporting (ÅRL ch.6 §12). In April of 2026, a separate short version of this report was submitted to the Swedish authorities within the Annual Report of Trioworld Group AB in accordance with the law. The Sustainability Report and the Annual Report hold the same reporting period. The information in the Sustainability Report 2025 represents Trioworld Industrier AB and its subsidiaries, as well as the group parent company Trioworld Group AB. In 2025 Trioworld acquired Filmtec, in India,

which is included in the ESG data unless noted otherwise. In 2026 we started production in our new site in the United States in Brownsburg, Indiana. Since this site did not have operations in 2025 they are not included in the ESG data.

There is no external third-party assurance for the Sustainability Report 2025.

Reporting principles

Most of the information in this Sustainability Report is collected via Position Green, a data-driven reporting system with reporting from subsidiaries and group functions on a monthly, quarterly, and yearly basis. Trioworld's GHG emissions are reported in accordance with the GHG Protocol. In addition, all Trioworld subsidiaries report monthly in Trioworld's financial reporting system, from which some information for this Sustainability Report is retrieved. The approach used for consolidating information

is in line with the GRI Standards. The report focuses on performance in 2025, but some historical data may be included for the purpose of comparison and monitoring progress.

Restatements of information

Restatement of our material topics according to the European Sustainability Reporting Standards. The reason for restating our material topics is that in 2025 Trioworld conducted our first double materiality assessment according to the CSRD. The effect of the restatement is that we changed from 9 to 22 material topics, and updated our reporting according to GRI US accordingly in this report. It does not however affect previously reported performance data.

Restatement of our 2024 GHG emissions scope 1-3 due to acquisitions from 2024 being incorporated in the data, which were excluded in last year's report due to timing constraints. The

effect is that it allows for better comparability with 2025 data.

Restatement of our 2024 result on the metric: share of women (%) based on headcount for women in management positions. In previous reports there was no clear definition used, since 2025 we have implemented a clear definition of 'management positions meaning having 1 or more direct reports'. This clearer definition of the metric caused us to recalculate previously reported data for 2024 from 21% to 17%. We were not able to recalculate prior to 2024 due to missing data availability.

Report contact

If you have any questions, comments, or feedback regarding the report, please contact: Margot de Lorijn, Group Sustainability Controller at Trioworld. margot.delorijn@trioworld.com



GRI content index table

Statement of use Trioworld Industrier AB has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025.

GRI 1 used GRI 1: Foundation 2021

Applicable GRI Sector Standard(s) From the Sector Standards available, none apply.

GRI standard/other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organisational details	a-b. Readers' guide (p. 5) c-d. Where we work (p. 18)			
	2-2 Entities included in the organisation's sustainability reporting	a. GRI Appendix - Trioworld subsidiaries (p. 106) b. Readers guide (p. 5); About the Sustainability Report (p. 88) c. About the Sustainability Report (p. 88) ci. The approach does not involve adjustments to information for minority interests, as this is n/a for Trioworld cii. Readers guide (p. 5) ciii. Readers guide (p. 5)			
	2-3 Reporting period, frequency and contact point	a-d. About the Sustainability Report (p. 88)			
	2-4 Restatements of information	a-aii. About the Sustainability Report (p. 88)			
	2-5 External assurance	a. Readers guide (p. 5) b. About the Sustainability Report (p. 88)			
	2-6 Activities, value chain and other business relationships	a. Where we work (p. 18) b. Our value chain (p. 20) bi. Where we work (p. 18); Our value chain (p. 20); Our products & solutions (p. 21) bii. Responsible supply chains (p. 80-81) biii. Our products and solutions (p. 21) c. External initiatives and memberships (p. 86-87)	d.	Not applicable	No significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.
	2-7 Employees	a-d. GRI Appendix - Trioworld subsidiaries (p. 106) e. Responsible and attractive employer (p. 66)	biii-bv.	Information unavailable /incomplete	Information not available, not yet reported by the subsidiaries in such a way.
	2-8 Workers who are not employees	a-bii. GRI Appendix - Trioworld subsidiaries (p. 106)	c.	Information unavailable /incomplete	Information not available, not yet reported by the subsidiaries in such a way.

GRI standard/other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	a-b. Our organisation (p. 19) ci. GMT are all executive members. cv. Diversity, equality and non-discrimination (p. 69)	cii-civ, cvi, cviii. cvii.	Not applicable Confidentiality constraints	Highest governance body is Group Management Team, therefore these requirements are not applicable. Trioworld considers the requirement confidential information and cannot report on it publicly.
	2-10 Nomination and selection of the highest governance body	biv. GMT members are selected based on their competencies relevant to the impacts of the organisation commonly associated with sector, location, role, etc.	a-biii.	Confidentiality constraints	Trioworld considers the requirements confidential information and cannot report on it publicly.
	2-11 Chair of the highest governance body	a. Chair of the highest governance body is also senior executive in the organisation. b. CEO			
	2-12 Role of the highest governance body in overseeing the management of impacts	a. Corporate governance (p. 76) bi-c. Double Materiality Assessment (p. 30-31); Appendix - Stakeholder engagement (p. 102-103)			
	2-13 Delegation of responsibility for managing impacts	ai-b. Group Annual Report of Trioworld Group AB, accessible via bolagsverket.se			
	2-14 Role of the highest governance body in sustainability reporting	a. Readers' guide (p. 5)			
	2-15 Conflicts of interest	-	a-biv.	Confidentiality constraints	Trioworld considers the requirements confidential information and cannot report on it publicly.
	2-16 Communication of critical concerns	a-b. Whistleblowing (p. 79)			
	2-17 Collective knowledge of the highest governance body	-	a.	Confidentiality constraints	Trioworld considers the requirement confidential and cannot report on it publicly.
	2-18 Evaluation of the performance of the highest governance body		a-c.	Confidentiality constraints	Trioworld considers the requirements confidential information and cannot report on it publicly.
	2-19 Remuneration policies		a-b.	Confidentiality constraints	Trioworld considers the requirements confidential information and cannot report on it publicly.
	2-20 Process to determine remuneration		a-b.	Confidentiality constraints	Trioworld considers the requirements confidential information and cannot report on it publicly.
	2-21 Annual total compensation ratio		a-c.	Confidentiality constraints	Trioworld considers the requirements confidential information and cannot report on it publicly.
	2-22 Statement on sustainable development strategy	a. CEO Statement (p. 6-7)			
	2-23 Policy commitments	ai, bi-bii. Human rights (p. 66); Corporate governance (p. 76) aii, aiv. Human rights (p. 66); Human rights due diligence (p. 81) aiii. Ethical business conduct (p. 78) c. Group sustainability policy commitments are publicly available. d-f. Corporate governance (p. 76)			
	2-24 Embedding policy commitments	ai-aiii. Corporate governance (p. 76); Group Annual Report of Trioworld Group AB, accessible via bolagsverket.se	aiv.	Information unavailable /incomplete	Information unavailable, no such training provided yet for the Group.
	2-25 Processes to remediate negative impacts	a. Diversity, equality, and non-discrimination (p. 69); Responsible and attractive employer (p. 66) b. Ethical business conduct (p. 78) c. Diversity, equality, and non-discrimination (p. 69)	d-e.	Information unavailable /incomplete	Information unavailable, due to decentralised organisation these processes are run differently in each country compliant to local and national laws, therefore unable to describe a Group approach.

GRI standard/other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	a. Whistleblowing (p. 79)			
	2-27 Compliance with laws and regulations	ai-bi. Ethical business conduct (p. 78)	bii-d.	Not applicable	Not applicable as no significant instances occurred in current and previous reporting periods.
	2-28 Membership associations	a. External initiatives and memberships (p. 86)			
	2-29 Approach to stakeholder engagement	ai. Double Materiality Assessment (p. 30-31); Appendix - Stakeholder engagement (p. 102-103) aii-aiii. Corporate governance (p. 76)			
	2-30 Collective bargaining agreements	a-b. Responsible and attractive employer (p. 66)			
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	ai-b. Double Materiality Assessment (p. 30-31)			
	3-2 List of material topics	ai-b. Double Materiality Assessment (p. 30-31)			
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethical business conduct (p. 78-79)			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	a. Code of Conduct (included under all employees) (p. 78-79) c. Responsible supply chains (p. 80-81); Ethical business conduct (p. 78-79) d. Code of Conduct, % (included under all employees, not reported separately) (p. 78) e. Ethical business conduct (p. 78-79)	b.	Information unavailable /incomplete	Information unavailable, we report on % of training instead
	205-3 Confirmed incidents of corruption and actions taken	a-d. At a glance (p. 75, 79) 0 confirmed incidents of corruption occurred in 2025.			
Anti-competitive behaviour					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethical business conduct (p. 78-79)			
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	a-b. At a glance (p. 75, 79) 0 legal actions for anti-competitive behaviour, anti-trust, monopoly practices occurred in 2025.			
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	a-f. Post-consumer recycled content (p. 44-45)	eiv.	Information unavailable /incomplete	Requirement not yet reported upon.
GRI 301: Materials 2016	301-2 Recycled input materials used	GRI Appendix - Materials used (p. 107)	ai. & aii.	Information unavailable /incomplete	Omitted for the current reporting year because complete and reliable data regarding total input material is not yet available across the Group. Reporting will be introduced once data quality and methodological consistency allow meaningful year-on-year comparison.

GRI standard/other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	a-c, f. Climate (p. 39-40) d. Environmental responsibility (p. 37-55) e. Product development and innovation (p. 48-49)	eiv.	Information unavailable /incomplete	Requirement not yet reported upon.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	a-b, dii. GRI Appendix, GHG emissions data - SBTi reporting (p. 107) di. GRI Appendix, GHG emissions data - SBTi reporting (p. 107), Climate (p. 39-40) e. as an example: https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting f. Average-data method for calculating GHG emissions. Mix between spend-based and activity- based g. In accordance with GHG protocol	c	Not applicable	c. Not applicable for Trioworld’s operations to report.
	305-2 Energy indirect (Scope 2) GHG emissions	a-c, dii, e-f. GRI Appendix, GHG emissions data - SBTi reporting (p. 107) di. GRI Appendix, GHG emissions data - SBTi reporting (p. 107), Climate (p. 39-40) g. In accordance with GHG protocol			
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	a-f. Waste (p. 57)			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	ai-aii. Waste (p. 57)			
	306-2 Management of significant waste-related impacts	a. Design for recycling (p. 52, 53), Post-consumer recycled content (p. 44-47) c-b. Waste (p. 57)			
	306-3 Waste generated	a-b. Waste (p. 57)			
	306-4 Waste diverted from disposal	a-e. Waste (p. 57)			
	306-5 Waste directed to disposal	a-e. Waste (p. 57)			
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	a-f. Responsible supply chains, Human rights due diligence (p. 80-81)			
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	a-e. Responsible supply chains, Human rights due diligence (p. 80-81)			
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	a-f. Responsible and attractive employer (p. 66)			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	a-b. Responsible and attractive employer (p. 66); Diversity, equality and non-discrimination (p. 69); GRI Appendix, New employee hires and employee turnover (p. 108)			
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	a-f. Occupational health and safety (p. 62-63)			

GRI standard/other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	aii-b. Occupational health and safety (p. 62-63)	ai.	Not applicable	Not applicable for Trioworld
	403-4 Worker participation, consultation, and communication on occupational health and safety	b. Occupational health and safety (p. 62-63)			
	403-5 Worker training on occupational health and safety	a. Occupational health and safety (p. 62-63)			
	403-9 Work-related injuries	ai-f. GRI appendix - Work related accidents and injuries (p. 109)	bv.	Information unavailable /incomplete	Information unavailable, not yet reported/monitored
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	a-f. Employee development and engagement (p. 70)			
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	a. Employee development and engagement (p. 70)			
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	a-f. Diversity, equality, and non-discrimination (p. 69)			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	ai-bii. Diversity,equality and non-discrimination (p. 69)	aiii, biii	Not applicable	Not applicable, as Trioworld reports the other indicators
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	a-f. Diversity, equality, and non-discrimination (p. 69)			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	a-b. Diversity, equality, and non-discrimination (p. 69)			
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	a-f. Responsible supply chains, Human rights due diligence (p. 80-81)			
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	a-e. Responsible supply chains, Human rights due diligence (p. 80-81)			
Public policy					
GRI 3: Material Topics 2021	3-3 Management of material topics	a-f. External initiatives and memberships (p. 86)			
GRI 415: Public Policy 2016	415-1 Political contributions	a. Lobbying activities (p. 86): Trioworld does not make any financial or in-kind political contributions	b.	Not applicable	Trioworld does not make any financial or in-kind political contributions
Marketing and labeling					
GRI 3: Material Topics 2021	3-3 Management of material topics	a-f. Responsible marketing practices (p. 78)			
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	b. Ethical business conduct (p. 79)			
	417-3 Incidents of non-compliance concerning marketing communications	b. Ethical business conduct (p. 79)			

Definitions

Definition	Description	Source
Bio-based	<i>Bio-based</i> plastics are fully or partially made from biological resources, rather than fossil raw materials. They are not necessarily biodegradable or compostable.	European Commission – Biobased, Biodegradable and Compostable Plastics
Carbon footprint	A carbon footprint is a certain amount of gaseous emissions that are relevant to climate change and associated with human production or consumption activities. In some cases, the carbon footprint is expressed as the carbon dioxide equivalent (CO ₂ -eq.) which is meant to sum up the total greenhouse gas (GHG) emissions caused by an individual, event, organisation, service, place, or product.	
Circular economy	Moving away from the linear “produce-use-dispose” model and transitioning to a regenerative growth model is essential to keep resource consumption within planetary boundaries. In a circular economy, the value of products, materials and resources is maintained in the economy for as long as possible, and the generation of waste is minimized. The current linear economy continually increases its demands of scarce natural resources. By using and consuming in a circular way, we can substantially reduce the impacts of human economic activities on the environment, including on biodiversity.	European Commission – A Circular Economy For Plastics
Circularity	The practice of encouraging reuse and recycling to ensure that products and services contribute to a circular economy.	
Corporate Sustainability Reporting Directive (CSRD)	EU law requires companies above a certain size to disclose information on what they see as the risks and opportunities arising from social and environmental issues, and on the impact of their activities on people and the environment. This helps investors, civil society organisations, consumers and other stakeholders to evaluate the sustainability performance of companies, as part of the European green deal.	European Commission – Corporate Sustainability Reporting
CO₂-eq.	Carbon dioxide equivalent, a measure used to compare the emissions from various greenhouse gases on the basis of their global warming potential, by converting amounts of other gases to the equivalent amount of carbon dioxide with the same global warming potential.	
Double Materiality Assessment (DMA)	Double materiality has two dimensions: impact materiality and financial materiality. A sustainability matter meets the criterion of double materiality if it is material from the impact perspective, the financial perspective, or both.	EFRA European sustainability reporting standards
(Employee) Engagement Index	An (Employee) Engagement Index is a measure of engagement levels relative to employees and their day-to-day jobs.	
European Green Deal	Climate change and environmental degradation are an existential threat to Europe and the world. To overcome these challenges, the European Green Deal will transform the EU into a modern, resource-efficient, and competitive economy, ensuring: no net emissions of greenhouse gases by 2050; economic growth decoupled from resource use; no person and no place left behind.	European Commission – A European Green Deal
Global Reporting Initiative Universal Standards (GRI US)	The GRI Standards enable any organization – large or small, private, or public – to understand and report on their impacts on the economy, environment, and people in a comparable and credible way, thereby increasing transparency on their contribution to sustainable development.	GRI – The Global Standards for Sustainability Impacts
Greenhouse gas emissions (Scope 1, 2 and 3)	Greenhouse gas (GHG) emissions are all those emissions from human or natural activities that affect the greenhouse effect of the Earth’s atmosphere. High levels of GHG present in our atmosphere is causing global warming. GHG emissions from companies is divided into three Scopes. Scope 1 accounts for direct emissions generated by the organisation, e.g., fuels combusted at production sites, emissions from company-controlled vehicles and emissions from ozone-depleting substances. Scope 2 includes the indirect emissions from purchased energy, including electricity, steam, and district heating. Scope 3 contains the results of activities from assets not owned or controlled by the reporting organisation, but that the organisation indirectly impacts in its value chain.	
GHG Protocol	GHG Protocol establishes comprehensive global standardised frameworks to measure and manage greenhouse gas (GHG) emissions from private and public sector operations, value chains and mitigation actions.	GHG Protocol

Definition	Description	Source
Lost Time Accident (LTA)	Accident leading to lost time (time away from work) where the employee is not able to return to work the following working day/shift incurred in the period.	
Lost Time Accident Rate (LTAR)	Lost Time Accident Rate is a measure of the rate for Lost Time Accident (LTA) for the last 12 months using the formula $LTAR = (\text{number of LTA} \times 200\,000) / (\text{number of labour employee hours})$.	
Mass-balance	The mass-balance approach is designed to trace the flow of materials through a complex value chain. Since chemically recycled or bio-based feedstocks are typically blended in the manufacturing complex, physical segregation of recycled content is often practically and economically infeasible. The mass balance approach makes it possible to track the amount and sustainability characteristics of circular and/or bio-based material in the value chain and attribute it based on verifiable bookkeeping.	ISCC – The Mass Balance Approach
Operation Clean Sweep (OCS)	Operation Clean Sweep is an international programme designed to prevent the loss of plastic granules (pellets, flakes, and powders) during handling by the various entities in the plastics' value chain and their release into the environment.	Operation Clean Sweep EU
Packaging and Packaging Waste Regulation (PPWR)	EU rules on packaging and packaging waste cover both packaging design and packaging waste management. They aim to deal with the increasing quantities of packaging waste, which cause environmental problems. They also aim to remove barriers in the internal market – caused by EU countries adopting different rules on packaging design.	European Commission – Packaging Waste
Post-Consumer Recyclate (PCR)	Recycled plastic from post-consumer plastic waste (waste material generated by the end users of products, that has fulfilled its intended purpose or can no longer be used – including material returned from within the distribution chain).	
Polyethylene (PE)	Polyethylene, a polymer primarily used in packaging such as plastic bags, plastic films, and containers including bottles.	
Polypropylene (PP)	Polypropylene, a polymer used in manufacturing: for example, packaging for consumer products.	
REACH	Regulation for Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) is a regulation of the EU, adopted to improve the protection of human health and the environment from risks that can be posed by chemicals.	
Science Based Targets initiative (SBTi)	The Science Based Targets initiative is a partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). The SBTi defines and promotes best practice in emissions reductions and net-zero targets in line with climate science. Setting science-based targets supports an ambitious decarbonization roadmap, clarifying the alignment with the Paris Agreement, and promotes a global net-zero energy system.	Science Based Targets
Sustainable Development Goals (SDG)	Sustainable Development Goals are a call for action by all countries – poor, rich, and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.	UN SDGs

Material impacts, risks and opportunities

An overview of the material impacts, risks and opportunities (IROs) identified during the double materiality assessment, where in the value chain they occur, whether they are actual or potential, and their effects on Trioworld's business model and strategy. Within each ESRS topic, we specify which sub-topics the IROs relate to. More information on each IRO, including how we manage them, is included in the topical sections under Environment, Social, and Governance, reported upon according to GRI US.

ESRS Topic	Sustainability matter	IRO description	Value chain	Actual /potential	Interaction with business model and strategy
E1 – Climate change	Climate change mitigation	The GHG emissions from Trioworld's own operations (Scope 1 and 2) have a negative impact on the climate	Own operations	Actual negative impact	The main emissions in Scope 1 and 2 are from electricity used in our operations and from stationary combustion and transportation of owned vehicles. Electricity consumption stands for 90% of our total Scope 1 and 2 emissions in the base year (market-based calculations). Effective energy management is therefore one of our priorities to minimise the impact of our direct operations on the climate. We look at continual improvement in energy efficiency to reduce our overall energy dependence and explore opportunities to increase the amount of renewable energy we purchase, lowering the climate impact of energy that is vital to our business.
		The GHG emissions from Trioworld's value chain (Scope 3) represent more than 98% of our total GHG emissions and have a negative impact on the climate	Upstream and downstream value chain	Actual negative impact	The main emissions in Scope 3 stem from Purchased Goods & Services, and End-of-life Treatment of Sold Products. To minimise our Scope 3 emissions, we use less materials in a product (i.e., downgauging), use more raw material with a lower carbon footprint (i.e., materials containing mechanical Post Consumer Recyclates (PCR)), optimise our products so they are designed for recycling, and support recycling schemes with material recycling.
		Packaging and Packaging Waste Regulation (PPWR) PCR content requirements creates a regulatory risk for certain products defined as packaging that to date haven't been able to be produced with the required PCR%	Own operations	Potential risk	PPWR PCR content requirements for products defined as packaging to contain 35% PCR, and 10% PCR for food contact material, will be applicable from 01/01/2030 onwards. At Trioworld, certain products defined as packaging haven't been able to be produced with the required % PCR, which could risk market access in the EU from applicable date of implementation of the PPWR. For the years 2026-2030 we therefore, focus our R&D on product innovation related to increase the % of PCR content in products defined as packaging up to the requirements of the PPWR, or even higher if feasible. We don't foresee any major limitations, as we are confident to roll-out a fully compliant product portfolio that will meet both the customer and regulatory needs. However, to date this risk has to be acknowledged.
		PPWR recyclability requirement creates a regulatory risk for certain products defined as packaging that to date haven't been able to be produced up to the design-for-recycling standards	Own operations	Potential risk	PPWR requirement of all packaging placed on the EU market shall be recyclable by 2030, meaning that from 01/01/2030 all packaging is designed for recycling (DfR), and from 01/01/2035 it can be recycled at scale. At Trioworld, certain products defined as packaging haven't been able to be produced with the DfR criteria, which could risk market access in the EU from applicable date of implementation of the PPWR. Trioworld has set specific targets to focus R&D on product innovation related to ensuring products defined as packaging are DfR. We don't foresee any major limitations, as we are confident to roll-out a fully compliant product portfolio that will meet both the customer and regulatory needs. However, to date this risk has to be acknowledged.
	Energy	Continued use of non-renewable electricity	Upstream value chain	Actual risk	Electricity and energy prices (mostly prices for non-renewable) are volatile to global disruption such as trade/political wars. Trioworld is dependent on energy/electricity to run production, and risks increased costs for having to purchase electricity/energy at an increase price rate. Under our verified Science-Based Targets we target to purchase 100% renewable by 2030, aiming to mitigate the price risk that is volatile due to trade/political wars.

ESRS Topic	Sustainability matter	IRO description	Value chain	Actual /potential	Interaction with business model and strategy
E2 - Pollution	Pollution of air	Air pollution impacts from virgin raw material suppliers	Upstream value chain	Actual negative impact	Virgin raw material suppliers (i.e., suppliers of polymer) during the extraction of oil and gas resources for plastic production, emit to air greenhouse gases (GHG) and multiple pollutants. Trioworld depends on these suppliers for raw materials, and therefore indirectly contributes to the negative impact. The impacts of GHG is included under climate change mitigation Scope 3 GHG emissions.
		Air pollution impacts from own operations	Own operations	Actual negative impact	6 Trioworld sites are obligated to report levels of non-methane volatile organic compounds (NMVOC) as a requirement of the operating permits. Zero non-compliance with permits have been reported therefore we don't anticipate any regulatory risk. However, there is emission of this substance, and therefore impacting environmental quality.
	Microplastics	Microplastic pollution originating from the abandoned, discarded or improper disposal of larger plastic products and their degradation into smaller plastic pieces in the environment	Downstream value chain	Potential negative impact	Trioworld's products at end-of-life have a risk of being abandoned, discarded, or improperly disposed of and degrade into smaller plastic pieces in the environment, through potential improper waste management of customers and/or end-users. Trioworld mitigates this risk through producing products that are designed for recycling, supporting our products being able to be recycled at end-of-life.
	Substances of concern and substances of very high concern	Mismanagement of chemical substances and its impact on own workforce	Own operations	Potential negative impact	Trioworld is dependent on the use of substances of concern, and substances of very high concern (in a concentration below 0,1%) in our operations (during maintenance/production, or end up in our products). Compliance to chemical related legislation is therefore of significant importance to properly manage and handle these chemicals. Mismanagement of these chemicals at a site could have a potential negative impact on certain employees who are exposed to such substances. No accidents or injuries have been reported in relation to the use/handling of chemical substance, and due to proper procedures and training we deem it rare that such an incident would occur. But, since a potential incident could have significant impact it's still a material topic.
		Mismanagement of chemical substances and its impact on end-users	Downstream value chain	Potential negative impact	Trioworld is dependent on the use of substances of concern, and substances of very high concern (in a concentration below 0,1%) in our operations (during maintenance/production, or end up in our products). Compliance to chemical related legislation is therefore of significant importance to properly manage and handle these chemicals, and prevent incidents in relation to end-user exposure to such materials. No incidents have been reported, and due to REACH compliance we deem it rare that such an incident would occur. But, since a potential incident could have significant impact it's still a material topic.
E3 – Water and marine resources	Water	Negative impact of water withdrawal and water discharge in the upstream value chain	Upstream value chain	Actual negative impact	Especially polymer suppliers (both virgin and recycled), and suppliers of additives and masterbatches are dependent on significant water withdrawal and waste water discharge in their operations. In specific high-risk countries they are significantly impacting water scarcity and quality in the areas surrounding their operations having implications for both the environment and affected communities. Trioworld depends on these suppliers for raw and secondary materials, and therefore indirectly contributes to the negative impact. We aim to mitigate this impact through compliance to our Supplier Code of Conduct, which details requirements for efficient use of water, and to work efficiently and systematically towards better performance.
E4 – Biodiversity and ecosystems	Direct impact drivers of biodiversity loss	Negative biodiversity impact in the upstream value chain	Upstream value chain	Potential negative impact	The operations of especially polymer suppliers (both virgin and recycled) in specific high-risk countries have a potential negative impact on biodiversity loss, measured through inherent risk scores. Trioworld will conduct a more detailed biodiversity risk assessment across the value chain, and engage with stakeholders to better understand the scope of the potential impact on the environment and affected communities, as well as our indirect impact, and what we specifically can do to mitigate impact if identified as actual.

ESRS Topic	Sustainability matter	IRO description	Value chain	Actual /potential	Interaction with business model and strategy
E5 – Resource use and circular economy	Resource inflows	Contributing to a circular plastics economy through increased PCR consumption	Own operations and upstream value chain	Actual positive impact and opportunity	One way in which we aim to lead the transition into a circular use of plastic, is by increasing the usage of PCR in our products. We prioritise the use of PCR as this is our perception of how true circularity is created, whilst at the same time offering a lower carbon footprint. In addition, we foresee that EU legislation and regulation will centre PCR at the heart of a circular plastics economy (e.g., PPWR). We annually increase the absolute amount of consumed mechanical PCR, and we continuously increase our product portfolio with PCR content alternatives and higher PCR content. With our new Recycling Division we heavily invest in scaling up our recycling capacity of Post Consumer Waste, to meet the growing customer needs for products containing high-performance PCR. To verify and prove our claims on PCR content in our products we certify our recycling sites with RecyClass Recycling Process certification, and applicable products with RecyClass Recycled Plastic Traceability Certification.
		Trioworld Recycling Division producing high-quality PCR	Own operations	Actual opportunity	Trioworld Recycling Division recycles post consumer plastic waste into high-quality PCR, and with our new-opening in Korsberga we have increased our recycling capacity. This gives us increased opportunities to use high-quality PCR to ensure continuous production of high-quality products with recycled content, as well as supporting our ambition of increasing PCR consumption. At the same time it lowers risk of limited availability of PCR that we foresee in the future due to upcoming regulation (e.g., PPWR), and lowers risk of exposure to price volatility of PCR as we can produce in-house.
		Continued consumption of virgin raw material not contributing to a circular plastics economy	Own operations and upstream value chain	Actual negative impact	Trioworld has a negative impact on a circular plastics economy through the continued consumption of virgin raw material, as we maintain dependent on primary fossil-based resources limiting circularity. We aim to reduce the dependency over time through increasing the use of PCR.
	Waste	Industrial waste from own operations negatively impacting circular economy through incineration and landfill	Own operations	Actual negative impact	Trioworld produces industrial waste through operations (including minor 5% hazardous waste). Around 1/3 of our total industrial waste goes to incineration and landfill, therefore not contributing to circularity. Additionally, this impacts the climate through GHG emissions and is included under Scope 3 impact.
	Resource outflows	Contributing to a circular plastics economy through design for recycling	Own operations and downstream value chain	Actual positive impact	One of the most important regulations for Trioworld is EU's PPWR, setting rules on managing packaging and packaging waste to reduce related impact on the environment. The PPWR contains measures designed to prevent the production of packaging waste and promote amongst others the recycling of packaging waste instead of its final disposal, thus contributing to the transition towards a circular economy. One important requirement in the regulation is that all packaging placed on EU market shall be recyclable by 2030. Trioworld set targets inspired by the PPWR, as the regulation focuses on packaging material. Due to the importance of recyclability of plastic products in general, we set a higher ambition by also including non-packaging plastic in our target. Trioworld's R&D continuously works with innovating our products, so they are designed for recycling, supporting the recyclability of our products at their end-of-life. Trioworld participates in EPR schemes across the regions and markets where we are a producer of packaging. We also collaborate with collection schemes for agriculture plastic waste, and we work with selected customers to take back used material to be recycled at our own recycling facilities.

ESRS Topic	Sustainability matter	IRO description	Value chain	Actual /potential	Interaction with business model and strategy
S1 – Own workforce	Working conditions	Health and safety incidents of own workforce	Own operations	Actual negative impact	Working with plastic conversion can be a risk for Trioworld's own workforce, as there are impacts connected to the production process if instructions and procedures are not followed. Trioworld annually has reported accidents, incidents, and injuries meaning having physical harm from these incidents. Incidents can lead to negative outcomes for those affected -including pain, reduced well-being, and life altering disability. We work according to the 'Trioworld Safety Culture' in which we underline the shared responsibility for our company and employees regarding a safe work environment. This guideline leads our safety-first policy and defines how occupational health and safety are handled within the Group.
		Provision of living wages	Own operations	Actual positive impact	The provision of living wages has a positive impact on our workforce as it reduces financial stress, increases job satisfaction, and have employees meet their basic needs more securely. Trioworld has made it a policy commitment to ensure all employment contracts includes wages that are set at least at a living wage.
		Promotion of social dialogue, freedom of association, collective bargaining, and worker representation	Own operations	Actual positive impact	Trioworld promotes social dialogue, freedom of association, collective bargaining and worker representation which all strengthen the employees' voice in workplace decisions, improve fairness and trust, and support better working conditions and wellbeing.
		Provision of secure employment	Own operations	Actual positive impact	Trioworld provides secure employment through a high share of permanent contracts supporting employees' long-term wellbeing and sense of security.
	Equal treatment and opportunities for all	Incidents of discrimination including harassment in the workplace	Own operations	Actual negative impact	Despite preventative measures, Trioworld had reported incidents of discrimination, including harassment in previous years. Without ongoing vigilance and strengthening of preventative measures such incidents could reoccur causing outcomes including reduced well-being for those affected individuals.
		Talent development	Own operations	Actual positive impact	Benefits from ongoing professional development through personal development and training, leading to a positive impact on our workforce.
		Unequal gender distribution	Own operations	Actual negative impact	Trioworld has an unequal gender distribution across the organisation, as well as in management positions (meaning managing one or more direct reports). Unequal gender distribution can negatively impact our workforce through the potential of limiting equal opportunities, reducing diversity of perspective, and contributing to perceptions of unfairness and exclusion in the workplace.

ESRS Topic	Sustainability matter	IRO description	Value chain	Actual /potential	Interaction with business model and strategy
S2 - Workers in the value chain	Working conditions	Work related health and safety accidents, incidents, injuries, fatalities	Upstream value chain	Actual negative impact	Trioworld suppliers report accidents, incidents, injuries and fatalities. Supply chain workers experience physical harm from these incidents. Incidents can lead to negative outcomes for those affected -including pain, reduced well-being, and life altering disability, and fatalities. Trioworld depends on these suppliers for raw and secondary materials, and therefore indirectly contributes to the negative impact. We aim to mitigate this impact through compliance to our Supplier Code of Conduct, which details requirements for occupational health and safety.
		Risk of excessive overtime and insufficient rest periods	Upstream value chain	Potential impact	Potential excessive overtime and insufficient rest periods for supply chain workers. Trioworld depends on these suppliers for raw and secondary materials, and therefore indirectly contributes to the negative impact. We aim to mitigate this potential impact through compliance to our Supplier Code of Conduct, which details requirements for working hours.
		Risk of not providing living wages	Upstream value chain	Potential impact	Potential of not providing living wages for supply chain workers. Trioworld depends on these suppliers for raw and secondary materials, and therefore indirectly contributes to the negative impact. We aim to mitigate this potential impact through compliance to our Supplier Code of Conduct, which details requirements for living wages.
		Risk of freedom of association	Upstream value chain	Potential impact	Potential of not providing the right of freedom of association for supply chain workers. Trioworld depends on these suppliers for raw and secondary materials, and therefore indirectly contributes to the negative impact. We aim to mitigate this potential impact through compliance to our Supplier Code of Conduct, which details requirements for freedom of association.
		Other work-related rights	Upstream value chain	Potential impact	Potential of child and/or forced labour in the supply chain. Trioworld depends on these suppliers for raw and secondary materials, and therefore indirectly contributes to the negative impact. We aim to mitigate this potential impact through compliance to our Supplier Code of Conduct, which details no tolerance for child or forced labour.
	Local communities	Local communities' resistance and concerns with expansion plans of raw material supplier	Upstream value chain	Actual negative impact	Local community surrounding a raw material supplier is negatively impacted by the supplier operations, and has significant concerns with the suppliers' expansion plans. Trioworld depends on the supplier for raw material, and therefore indirectly contributes to the negative impact. We aim to mitigate this potential impact through compliance to our Supplier Code of Conduct, which details requirements for minimising negative environmental impacts affecting communities.
S4 - Consumers and end users	Responsible Marketing Practices	Greenwashing risk within the industry regarding environmental product claims on products containing PCR material	Downstream value chain	Actual risk	Within the industry there is occurrence of greenwashing by others, claiming their products contain recycled material while there is a high probability it doesn't. These irresponsible marketing practices in the industry risk sales of Trioworld products that do contain certified PCR content proving origin of the sourced material.

ESRS Topic	Sustainability matter	IRO description	Value chain	Actual /potential	Interaction with business model and strategy
G1 - Business conduct	Corporate culture	Corporate culture driving the organisation towards shared ESG goals and practices	Own operations	Actual positive impact	Trioworld's corporate culture embeds shared ESG values across decision-making, leadership and daily operations creating a positive actual impact by promoting responsible behaviour, strengthening employee engagement, and supporting consistent implementation of environmental, social, and governance practices throughout the organisation.
	Corruption and bribery	Strong policies and codes positively impacting the prevention of corruption and bribery incidents	Own operations	Actual positive impact	Trioworld's anti-corruption policy and code reduce misconduct risks, strengthen ethical behaviour, enhance transparency, and build trust by preventing corruption and bribery incidents and promoting responsible business conduct.
	Management of relationships with suppliers	Dependence on suppliers with weak ESG performance	Own operations, upstream value chain	Potential risk	Trioworld's dependence on suppliers with weak ESG performance (e.g., significant actual environmental impact, potential breaches of human rights) may create supply chain disruption and reputational risk.
	Political engagement and lobbying activities	Lobbying activities supporting a circular plastics economy	Own operations, downstream value chain	Actual positive impact and opportunity	Trioworld conducts lobbying activities in support of a circular plastics economy. Actively advocating for policies that promote recycled content, improved waste-management infrastructure and harmonised circular-economy standards helps accelerate the transition towards more resource-efficient plastics value chains in a level playing field. This engagement strengthens our strategic position, supports future-proof business models, while contributing to long-term reduction of environmental impacts across our product lifecycle.
	Protection of whistleblowers	Protection of whistleblowers through secure whistleblowing procedures strengthening governance culture and supporting early detection of misconduct	Own operations	Actual positive impact	Trioworld ensures that employees and stakeholders can safely report concerns without fear of retaliation, we enhance our organisational integrity, reduce risk of legal or ethical breaches, promote a transparent, accountable business environment. This protection fosters trust, and contributes to long-term resilience and ethical business conduct.
Entity-specific sustainability matter	Anticompetitive practices	Strong policies and codes positively impacting the prevention of anticompetitive practice incidents	Own operations	Actual positive impact	Trioworld's competition compliance policy and code help minimise risks of anticompetitive behaviour by promoting fair market practices, fostering transparency and a culture of integrity and responsible business conduct.



Stakeholder engagement

Stakeholder engagement plays an important role in Trioworld’s ability to create value and support long-term business success. Understanding stakeholder perspectives helps inform strategic priorities and business development across several areas, such as advancing lower carbon footprint solutions that support customers in reducing supply chain emissions, fostering a strong workplace culture that contributes to growth, and ensuring responsible business conduct in the markets where we operate.

Stakeholder engagement on material sustainability topics typically involves Group functions as Sustainability, Human Resources, Finance, Executive Management, Sales, and Operations. At present, Trioworld does not anticipate major changes in our approach to stakeholder engagement. However, with regards to the DMA a potential revision under consideration is whether to incorporate more direct stakeholder perspectives rather than relying for the majority on input from internal subject matter experts. The following table discloses how we conduct our stakeholder engagement.



Stakeholders	Expectation and requirements	Value created by Trioworld
Authorities and regulators	Trioworld engages with regulators and authorities (e.g., policymakers) indirectly through our membership with industry organisations, on a European, national or sectoral level. Such engagement contributes to constructive dialogue with various decision makers, shaping regulations through industry collaboration as it broadens the regulators understanding. It also ensures we directly follow updates on applicable regulation, giving Trioworld a better understanding of the priorities and how to work accordingly.	- Ensuring that Trioworld acts in compliance with regulations in the markets where we operate. - Supporting applicable authorities and regulators by providing expertise to guide upcoming regulations that focus on building a circular plastics economy.
Customers and distributors	Trioworld actively engages with customers through a supportive sales organisation with input from cross-functional teams, such as product management, R&D, sustainability specialists, and marketing ensuring a comprehensive response that meet our customer requests and understand their needs and expectations to continuously improve products. Moreover, we have regular customer meetings and a dedicated customer support. Additionally, Trioworld hosts external webinars on important ESG related topics including updates on regulations that also impact our customers (e.g., PPWR). These types of engagement help foster collaboration and innovation in achieving solutions that support a circular plastics economy.	- Enhanced customer satisfaction by delivering high-quality tailored solutions that meet expectations, e.g., solutions that lower their supply chain emissions. - Driving continuous improvement and innovation by integrating customer insights and requirements into product development. - Lowering Trioworld's Scope 3 emissions through purchasing products/solutions with (increased) recycled content, that are also designed for recycling through active dialogue with customers, providing a solution that fits their needs. - Share knowledge and support regarding upcoming applicable product legislation, how Trioworld ensures our solutions align with evolving security, sustainability, and regulatory requirements.
Employees	Engagement with employees is vital to identify the organisation's strengths and areas for development in relation to own work, work culture, and the work environment. Trioworld is committed to ensuring wellbeing and safety, because our employees and their competence are vital to our business. Engagement is organised through annual employee engagement survey, performance evaluations including career and personal development, and other HR initiatives supporting motivation and wellbeing. Additionally, Trioworld conducts close cooperation with trade unions ensuring that employee perspective is considered in workplace decisions that affect their daily work and long-term development.	Foster a safe, collaborative, inclusive, and meaningful workplace, with satisfied and engaged employees. Ensuring equal opportunities for development and career growth.
Financial institutions and banks	We engage with our financial stakeholders via frequent briefings, meetings, reports (e.g., annual and sustainability reports). These interactions ensure transparency, build trust, and secure financial support for long-term objectives.	- Meeting the information needs of financial stakeholders for sustainability data, e.g., through showing financial stable performance with a well anchored long-term sustainable strategy and business model, and ESG ratings. - Secure financing.
Industry and standardisation organisations	Trioworld supports, participates and in some cases leads several industry and standardisation associations where Trioworld's knowledge, expertise, and experience has been requested and is needed to lead our industry into circular plastics. A comprehensive list of our engagement with these organisations is outlined under <u>External initiatives and memberships.</u>	Provide experience and expertise, have constructive dialogue with various decision makers to support a circular plastics economy.
Owner	We regularly engage with our owner through board meetings, participation and engagement in functional and cross-functional strategic groups with the aim to enhance transparency and build trust, as well as inform strategic decision making.	- Engagement informs long-term value creating decision making that is aligned with business strategy. - Increased transparency and trust through regular reporting on financial performance, risk management, and sustainability performance and governance practices.
Suppliers	Trioworld engages with our suppliers through ongoing dialogue with procurement and sourcing teams, through our supplier management processes including as an example, compliance to our Supplier Code of Conduct, and through an industry organisation focusing on human rights due diligence. If needed, we initiate constructive dialogue with suppliers on identified potential/actual ESG impacts, risks and opportunities to understand how suppliers mitigate impacts and risks ensuring they are operating a responsible business. This creates long-term supplier relationships to enhance business continuity and resilience, while mitigating ESG risks in the supply chain.	- Adherence to Trioworld's Supplier Code of Conduct. - Improved supply chain transparency and ESG compliance. - Drive innovation and sustainability improvements in materials, production processes, and logistics.

UN SDGs alignment

The Member States of the United Nations adopted the Sustainable Development Goals (SDGs) by General Assembly resolution A/RES/70/1 of 25 September 2015. The aim of this resolution is to achieve these 17 goals by 2030 with a view towards ending all forms of poverty, fighting inequalities, and tackling climate change while ensuring that no one is left behind.

At Trioworld, we have aligned with and are committed to contribute to the UN SDGs and selected eight SDGs most relevant to our business and stakeholders. These eight goals have been selected by GMT and are incorporated in our Code of Conduct.

UN SDG	SDG sub-targets related to Trioworld's operations	Trioworld's linked objective and alignment
5 Gender equality 	5.1 End all forms of discrimination against all women and girls everywhere.	Objective: Continue to establish equality in the workplace, regardless of gender, age, political options, background, ethnicity, etc. Target(s): • Increase the percentage of woman in management positions to 25% by 2028. • Conduct diversity, discrimination, and harassment training to 100% of our employees by 2025. Actions: Zero-tolerance towards discrimination, of any kind, as stated in the Code of Conduct; Policy for equal opportunities; WhistleB (Trioworld whistleblowing system), etc.
7 Affordable and clean energy 	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.	Objective: Continuously work to optimise energy consumption, and transition to electricity from renewable sources. Target(s): Verified science-based targets (SBTi) for overall Net-Zero Target, Near-Term Targets and Long-term Targets. Actions: Conducting energy reviews according to the European Energy Directive; transition to renewable purchased electricity; reporting on Scope 1, 2, and 3 GHG emissions according to GHG Protocol; local car policies should include options for hybrid and/or electric vehicles, etc.
8 Decent work and economic growth 	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	Objective: Ensure that Trioworld is a responsible employer through close collaboration with trade unions and active work to promote health and safety at work. Target(s): Trioworld ambition is that there are no accidents or occupational diseases, "a vision of zero" on an annual basis. To measure improvements, our target is that LTAR for Trioworld Group shall decrease with 30% annually. Actions: Annually reviewing the Labour & Human Rights policy; established Code of Conduct; employees are covered by collective agreements or have similar conditions covered by national legislation or have similar conditions in employment contract or stated in employee handbook (and those conditions are same or better than national legislation); cooperation with trade unions/work councils; conducting annual engagement survey, etc.
10 Reduced inequalities 	10.2 By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	See SDG 5.

UN SDG	SDG sub-targets related to Trioworld's operations	Trioworld's linked objective and alignment
12 Responsible consumption and production 	12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment. 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.	Objective: Work to reduce raw material consumption, increase use of recycled material and increase design for recycling. Target(s): 40% PCR content in our products by 2030; 85% of product portfolio volume to have a Loop alternative by 2030; 100% design for recycling alternative of our products ¹ from 2025 and onwards. Actions: Product and process development to enable increasing PCR content in our products, increasing in-house capacity of production of high-quality PCR through our programme 'Backward Integration' with major investments in our recycling operations; using certificates for supporting claim of material used; supporting customers with product carbon footprint calculations (cradle to Trioworld gate), product development to enable Trioworld to offer products that are designed for recycling, etc
13 Climate action 	13.2 Integrate climate change measures into national policies, strategies, and planning.	Objective: Improve the climate impact of our products by offering customers product alternatives with lower carbon footprint. Target(s): see targets SDG 7 & 12 Actions: Annually reviewing the Environment policy, helping customers to select feedstock and product alternatives with lower carbon footprint; supporting customers with carbon footprint assessments; reporting Scope 1, 2, 3 GHG emissions, roadmap for SBTi commitment, etc.
14 Life below water 	14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, from land-based activities, including marine debris and nutrient pollution.	Objective: Work to eliminate the loss of pellets during production and operation of the plastic industry. Target(s): 100% of Trioworld production sites should comply with Operation Clean Sweep (OCS) (zero pellets loss to prevent soil and water contamination). Actions: Since 2017, Trioworld decided to participate in OCS. The purpose of OCS is to prevent the loss of plastic granules (pellets, flakes, and powders) during handling by the various entities in the plastics value chain and their release into the environment, i.e., making sure they are not in the wastewater of the production sites and hence do not reach the oceans.
16 Peace, justice, and strong institutions 	16.5 Substantially reduce corruption and bribery in all their forms.	Objective: Have zero tolerance on corruption, bribery, or any kind of business-related misconduct. Target(s): Zero confirmed non-compliances through whistleblowing system annually; train 100% of employees on ethical behaviour by 2025. Actions: Annually reviewing the Ethics policy; ensuring all employees act according to our Code of Conduct; Code of Conduct training; conducting due diligence; audits, etc.

Note: Included but not limited to are the Trioworld targets and actions described to commit to the related SDG target(s) and goal.

¹ Exemptions applies, see [Group KPIs](#).

GRI appendix

Trioworld subsidiaries

Legal entity	Division	Region	Workforce in headcount (employees / non-employees)	Female representation (% based on headcount employees)	Permanent/ temporary employees (% based on headcount)	Represented in the information in this report
Trioworld Ajax including: Trioworld Corp.	North America Division	Canada USA	337 (145/192)	32%	100%/0%	Yes
Trioworld Apeldoorn including: Trioworld Apeldoorn Food & Other, Trioworld Holding	Consumer Packaging Division, Stretch Film Division,	The Netherlands	211 (206/5)	16%	98%/2%	Yes
Trioworld Bottnaryd	Industrial Film Division	Sweden	26 (26/0)	27%	100%/0%	Yes
Trioworld Brive	Consumer Packaging Division	France	53 (49/4)	14%	100%/0%	Yes
Trioworld Cholet	Consumer Packaging Division	France	195 (162/33)	32%	100%/0%	Yes
FilmTec	Stretch Film Division	India	157 (149/8)	5%	100%/0%	Yes, unless explicitly mentioned otherwise
Trioworld Harlingen	Consumer Packaging Division	The Netherlands	198 (194/4)	12%	85%/15%	Yes
Trioworld Hörter	Consumer Packaging Division	Germany	276 (270/6)	10%	94%/6%	Yes
Trioworld Industrier and Trioworld Group	Parent company, Head office	Sweden	29 (29/0)	24%	97%/3%	Yes
Trioworld Korsberga	Recycling Division	Sweden	72 (67/5)	15%	100%/0%	Yes
Trioworld Lundin	Retail Division	Sweden	71 (67/4)	34%	100%/0%	Yes
Trioworld Nyborg	Industrial Film Division	Denmark	188 (181/7)	28%	94%/6%	Yes
Trioworld Ombrée d'Anjou	Stretch Film Division	France	134 (104/30)	21%	100%/0%	Yes
Trioworld Saint-Ouen	Health Care Film Division	France	71 (71/0)	13%	99%/1%	Yes
Trioworld Smålandsstenar including: Trioworld Oy, Trioworld GmbH	Stretch Film Division	Sweden Finland Germany	315 (297/18)	22%	97%/3%	Yes
Trioworld Sundsvall	Industrial Film Division	Sweden	36 (36/0)	14%	97%/3%	Yes
Trioworld UK	Stretch Film Division	UK	88 (81/7)	20%	95%/5%	Yes
Trioworld Varberg	Industrial Film Division	Sweden	23 (23/0)	17%	96%/4%	Yes



Materials used

GRI 301-2 Recycled input materials used

	2025 ¹	2024 ⁵	2023 ⁵
PCR (% of approved production)	11,8%	16,1% (EU/UK) 0,3% (NA)	15,5% (EU/UK)
PIR (% of approved production)	12,3%	11,5% (EU/UK) 1,5% (NA)	10,8% (EU/UK)
Total recycled content (% of approved production)	24,1%	27,7% (EU/UK) 1,8% (NA)	26,4% (EU/UK)
Total recycled content (kg)	84 911 794	67 907 876	59 739 689
Total input material used (kg)	n/a ⁶	359 906 321	267 446 229
% of recycled input materials used (% of total input material used)	n/a ⁶	18,9%	22,4%

GHG emissions¹ data in CO₂-eq.³ (tonnes) – SBTi reporting

GRI 305-1 Direct (Scope 1) GHG emissions
GRI 305-2 Energy indirect (Scope 2) GHG emissions

	2025	2024 ²	2021 - baseline
Scope 1	6 359,0	5 881,1	5929,9
Scope 2 – market based ⁴	16 530,2	13 115,2	64 164,0
Scope 3	1 912 079,3	1 803 152,0	1 947 714,4
Total	1 934 968,5	1 822 148,3	2 011 878,4

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¹Excluding companies acquired during 2025, i.e., Filmtec.
²Restatement of our 2024 GHG emissions scope 1-3 due to acquisitions from 2024 being incorporated in the data, which were excluded in last year's report due to timing constraints. The effect is that it allows for better comparability with 2025 data.
³GHG emissions calculated using carbon dioxide equivalents (CO₂-eq.) as a metric, including all greenhouse gases, e.g., CO₂ (carbon dioxide), CH₄ (methane), N₂O (nitrous oxide).
⁴Market based calculations are calculations based on information provided by Trioworld's suppliers on actual delivery.
⁵Excluding companies acquired during the reporting year.
⁶GRI 301-2 is omitted for the current reporting year because complete and reliable data regarding total input material is not yet available across the Group. Reporting will be introduced once data quality and methodological consistency allow meaningful year-on-year comparison.

New employee hires and employee turnover

GRI 401-1

	2025		2024 ²		2023 ¹	
Employee hires by age	Headcount	% of total	Headcount	% of total	Headcount	% of total
<30y	192	50%	129	43%	98	44%
30-50y	160	42%	142	47%	94	42%
>50y	31	8%	31	10%	31	14%
Total	383	100%	302	100%	223	100%
Employee hires by region	Headcount	% of total	Headcount	% of total	Headcount	% of total
Sweden	64	17%	67	22%	58	26%
Denmark	33	9%	46	15%	20	9%
France	48	13%	23	8%	17	7%
The Netherlands	45	12%	87	29%	71	32%
United Kingdom	18	5%	18	6%	26	12%
Germany	40	10%	27	9%	n/a	n/a
Canada	28	7%	31	10%	31	14%
Group/Industrier	7	2%	3	1%	n/a	n/a
India	100	25%	n/a	n/a	n/a	n/a
Total	383	100%	302	100%	223	100%
Employee turnover by region	Headcount	Turnover rate %	Headcount	Turnover rate %	Headcount	Turnover rate %
Sweden	61	12%	20	19%	48	8%
Denmark	33	18%	9	6%	38	26%
France	49	13%	6	11%	21	11%
The Netherlands	40	10%	8	4%	72	18%
United Kingdom	32	40%	15	13%	13	10%
Germany	27	10%	8	3%	n/a	n/a
Canada	20	14%	15	5%	n/a	n/a
Group/Industrier	1	3%	1	5%	n/a	n/a
India	28	19%	n/a	n/a	n/a	n/a
Total	291	13%	82	12%	192	13%

¹Excluding acquisitions during the respective reporting year.²Excluding acquisitions in France during 2024; Cholet and Brive

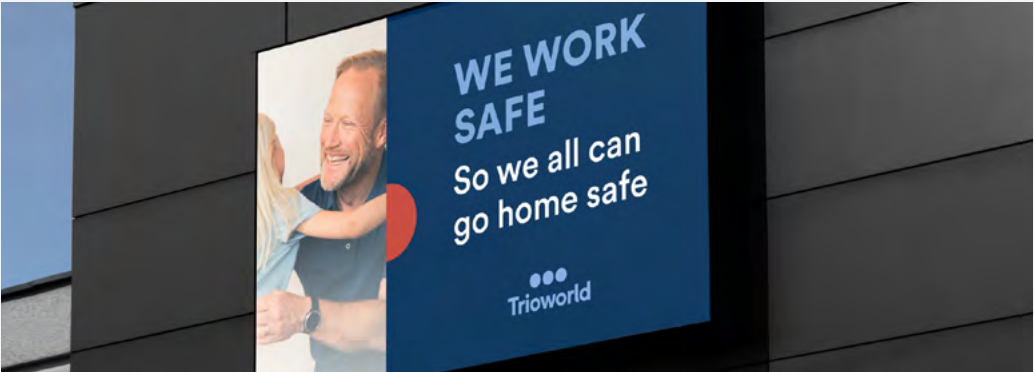
Work-related accidents and injuries

GRI 403-9

	2025	2024	2023
Number of worked hours¹	3 858 438	3 428 410	2 970 641
LTA – own workforce (employees + non-employees)	67	73	44
LTA – contractors	3	2	1
LTAR – own workforce	3.5	4.3	3.0
Recordable work-related injuries²	96	123	90
High-consequence work-related injuries³ – own workforce	1⁶	0	1⁵
High-consequence work-related injuries³ - contractors	1⁷	1⁴	0
Fatalities – own workforce	0	0	0
Fatalities – contractors	0	0	0
First aid injuries	228	235	191
Near miss incidents	311	412	424

Trioworld regards all incidents and accidents (LTA, NLTA, First Aid, Near Miss) as potential work-related hazards that pose a risk of high consequence injury, if occurring under the worst conditions. These are monitored and reported separately, and the actions taken vary depending on the event, need, severity, and occurrence.

¹Includes worked hours for entire workforce (employees and non-employees).
²Recordable work-related injuries = LTA+NLTA (own workforce and contractors).
³High-consequence work related injury is a work-related injury that results in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.
⁴One high-consequence incident (categorised under falls, slips, trips, collisions, etc.) with a contractor working on the dismantling of our site in Landskrona.
⁵Caused by an employee slipping on ice outside our building premises, preventative measures have been taken.
⁶ At our site in Smålandsstenar, an operator put his hand on a rotating shaft and was entangled into the machine. The operator had no work to perform were the rotating shaft was, and there was no protection on the shaft. The line were the accident occurred has been put out of service since then. We are looking into measures of how to improve safety on the line to make sure this cannot happen again. Until such solutions are available the line will be put out of service.
⁷At our site in Ombree d'Anjou, a project manager from a contractor got his hand into a line when it was in operation. The line was in a takeover phase, were the machine supplier validates the functionality of the line. During this takeover a maintenance hatch was removed. Why this hatch was removed is unclear, during normal running conditions the hatch shall always be in place. At the site we have strengthened our subcontractor procedure with focus on safety. Additionally, we have reminded everyone across the Group that no actions should be carried out on running lines.





Re-thinking plastic

