



Sustainability Policy

Date Issued: November 30, 2021¹

Date Last Revised: December 31, 2025

PURPOSE

The Sustainability Policy outlines our commitments related to environmental, social, and governance issues. Tricon's sustainability program aims to:

- 1) Reduce, mitigate, and manage sustainability risks and impacts.
- 2) Create meaningful environmental, economic, and social value for stakeholders.

We focus our efforts on:

- Conducting our business responsibly via our governance processes
- Contributing to a more just, equal, and inclusive society
- Protecting the environment for people, ecosystems, and climate
- Enabling a more circular economy
- Developing strategic alliances, partnerships, and business opportunities

This policy and our sustainability goals and targets are reviewed annually.

SCOPE

This policy applies to all Tricon entities and Tricon-operated ventures. Joint ventures not operated by Tricon are expected to apply equally stringent sustainability standards and principles.

We use the term corporate "sustainability" to refer to our company's delivery of long-term value in financial, environmental, social and ethical terms (see UN Global Compact). This policy also addresses social responsibility (based on ISO 26000) and environmental, social, and governance (ESG) frameworks.

RESPONSIBILITIES

The Chief Sustainability Officer, reporting to the CEO, is responsible for the sustainability strategy and execution, with direction from the Sustainability Committee and executive and board accountability. The Sustainability Committee is responsible for agreeing the vision and strategic direction, providing leadership and accountability, and reviewing key decisions, risks, and impacts.

¹ Note: This Policy supersedes the previous CSR Policy.



The Sustainability team is responsible for overseeing the implementation of this policy.

All employees are responsible for abiding by this policy and helping Tricon become a more sustainable company, contributing to a more circular, net zero, and inclusive economy.

MEASURING PROGRESS

We measure improvement in sustainability by tracking indicators across our goals and objectives and based on international standards and frameworks, as outlined in the Sustainability Reporting Methodology. Key results are published in the annual sustainability report.

SUSTAINABILITY COMMITMENT

Governance

Sustainability Governance

Sustainability at Tricon is governed by an integrated management system, for which this policy creates the foundation. It is supported by various guidelines and processes available on Tricon's intranet.

Tricon is committed to:

- Maintaining the highest standards of integrity and corporate governance practices.
- Measuring and reporting our sustainability performance.
- Assessing and mitigating environmental, social, and governance (ESG) risks and impacts in our operations.
- Integrating sustainability considerations into financial and non-financial decision making.

Stakeholder Engagement

Tricon operates across a diverse range of cultures and international markets and is committed to engaging stakeholders responsibly. We participate in various industry and external organizations to collaborate on sustainability and other issues relevant to our business. Our commitment to sustainability includes considering environmental, social, and governance factors into our evaluation of these relationships.

Ethics and Compliance

Our strength lies in working effectively with others to source and deliver products in ways that create value. We believe in conducting our business ethically, in compliance with applicable laws, and with consideration for social, environmental, and economic value. Our compliance program lays out our commitments to good governance, including data privacy, anti-corruption and transparency, regulatory compliance, and risk management.

Social

Human Rights

Tricon is committed to protecting the health and safety of individuals affected by our activities and to respecting human rights in our operations and relationships with third parties. This



includes conducting our business in a manner consistent with applicable laws and international standards, including:

- United Nations Guiding Principles on Business and Human Rights
- United Nations Global Compact
- Universal Declaration of Human Rights
- International Labour Organization’s core conventions and Declaration on Fundamental Principles and Rights at Work
- Voluntary Principles on Security and Human Rights

Worker Welfare

We believe every person should be treated with dignity, respect, and fairness and provided with quality work conditions, including:

- Non-discrimination and freedom from all forms of harassment
- Prohibition of child labor, forced labor, human trafficking, and modern slavery
- Freedom of association
- Promotion of health and welfare, including both physical and mental health
- Safe and secure work environment and facilities
- Opportunities for training and career development

Respect for Indigenous Peoples

Tricon respects the rights of Indigenous Peoples and, where potential impacts exist, expects employees and business partners to engage in consultation and meaningful engagement, cultural awareness and cultural heritage protection, and opportunities for economic and social benefits.

Community Engagement

Tricon believes healthy, safe, and inclusive communities create a better environment for our business and our people. Tricon supports social investment projects with meaningful local impacts, in partnership with non-governmental, governmental, and other organizations. We also encourage employees to contribute their time and energy to local communities through the “Tricon Cares” program.

Environment

We value the natural environment and its significance to people, the role of ecosystems in our society, and the importance of climate action for our future. For Tricon, we seek to avoid, reduce, and mitigate our impacts but also to invest strategically in environmental protection, ecosystem restoration, and/or climate solutions in ways that support people and communities.

Environmental Risk and Impact

Tricon is committed to complying with applicable environmental laws and regulations, identifying and addressing environmental impacts from our operations, promptly reporting spills or other environmental incidents related to our work, and promoting resource efficiency.



We expect all employees to consider ways to reduce their waste, water, and energy footprint and take steps to promote more sustainable work environments.

We also recognize and seek to reduce, where feasible, value chain environmental impacts, including GHG emissions, waste, air pollution, biodiversity loss, and spills, that may be linked to our business relationships.

Climate Action

We are committed to measuring and reducing the carbon content of our trading portfolio and to achieving net zero emissions in scope 1 and 2. We aim to collaborate across the value chain to innovate, enable, and promote climate action and a just transition.

Circular Economy

We aim to help develop the circular economy by:

- Applying our knowledge, expertise, and logistical capabilities to play our part in a circular value chain.
- Supporting producers to market circular products and enabling users to source the circular products they need.
- Creating a financially profitable trading and distribution portfolio of more sustainable products, such as recycled, renewable, and/or bio-based products.
- Helping to accelerate solutions by investing in circular infrastructure and capabilities in communities.
- Building awareness around circularity both with our customers and suppliers as well as with our communities and families.

SIGNED BY

A handwritten signature in blue ink, appearing to read 'Ignacio Torras'.

Ignacio Torras
CEO