



 **TRICON**

# Sustainability Report 2025

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# About the Report

Tricon's 2025 Sustainability Report demonstrates our continued efforts to transparently share progress, results, and learnings across our sustainability journey. It builds on prior disclosures and reflects how our sustainability priorities, programs, and data continue to evolve alongside the business. Where appropriate, year-over-year comparisons are provided; however, readers should consider changes in scope, data availability, and methodology when interpreting trends.

Tricon has experienced continued organizational change over recent years, including acquisitions and the integration of additional operational activities. These changes influence the boundaries, maturity, and comparability of certain performance metrics. Where material, impacts of such changes are noted within the relevant sections of this report to provide context and clarity.

## Reporting Period & Boundaries

This report covers the period from **January 1, 2025 to December 31, 2025**, unless otherwise stated.

For purposes of consolidated group reporting, registrations, and regulatory disclosures, references to "Tricon" or the "Tricon Group" in this report refer to Tricon International Holdings, LLC and its subsidiaries, unless otherwise specified.

Sustainability data is reported across Tricon's global operations and value chain, including leased office locations, a limited number of operational facilities,<sup>1</sup> and, where available, material upstream and downstream activities. Data is reported against physical locations and specific activities, recognizing that Tricon operates primarily through leased assets and shared infrastructure. Physical locations with fewer than two employees may be excluded from certain data collection efforts where data availability is limited or does not provide meaningful insight.

Data limitations, assumptions, and areas of uncertainty are disclosed throughout the report. Tricon recognizes that certain metrics, particularly within scope 3 emissions and waste reporting, are subject to higher uncertainty and may not yet support precise year-over-year comparisons. Continuous improvement of data quality remains a priority.

## Reporting Scope

Tricon reports on sustainability topics that reflect significant environmental, social, and governance

<sup>1</sup> Operational facility: any site where manufacturing, warehousing, product handling, packaging, or similar activities occur.

impacts, as well as issues that are important to our stakeholders and relevant to our business model. Material topics are informed by our double materiality assessment process, which considers impacts across our own operations, value chain, and broader societal and environmental context.

The report is structured around three core areas:



### In Our Company:

Internal governance, people, and operational practices.



### In Our Value Chain:

Responsible sourcing, product stewardship, and engagement with customers and suppliers.



### In Our Communities:

Community partnerships and investments.



## Reporting Frameworks & Standards

While Tricon does not apply a single reporting framework, this report draws guidance from recognized international standards and initiatives, including:

- Global Reporting Initiative (GRI)
- United Nations Sustainable Development Goals (UN SDGs)
- GHG Protocol
- Together for Sustainability (TfS)
- Industry-specific guidance relevant to trading and logistics

A mapping to the GRI reporting standards is provided in the [Our 2025 Performance](#) table.

## Approach

Tricon's Sustainability Reporting Methodology defines data collection processes, calculation approaches, estimation hierarchies, and reporting principles. Where measured, invoiced, or similar data is not available - particularly for leased offices, shared facilities, and value chain activities - estimates are applied using consistent methods. These may include per-employee or per-area

intensity metrics, sample-based audits, and reputable secondary data sources.

Data included in this report is collected through internal reporting systems and subject to review and validation processes. The Sustainability Team coordinates data collection and quality checks in collaboration with regional and functional teams to promote consistency, accuracy, and completeness. Final review and approval of the report is the responsibility of relevant senior leaders and the Sustainability Committee.

## GHG Methodology

Tricon reports greenhouse gas (GHG) emissions in tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) for scope 1, scope 2, and scope 3 emissions, in line with the Greenhouse Gas Protocol with the financial control approach. The majority of reported emissions fall within scope 3 categories, particularly purchased goods and logistics. As a trading company, Tricon does not have traditional procurement for products. Traded products are included in scope 3, category 1, defined by sales volumes.<sup>2</sup>

Further details on emissions boundaries, sources, and calculation approaches are provided in the [GHG Emissions \(Scope 1 & 2\)](#) and [GHG Emissions \(Scope 3\)](#) sections.

<sup>2</sup> Product-related emissions are calculated based on volumes of products sold during the reporting period.



# Introduction

# 01

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# Leadership Message

Dear Stakeholders,

Tricon's sustainability journey reached an important milestone in 2025. Five years into implementing our sustainability program, our progress and achievements are evident in the strengthened systems, partnerships, and data that guide our operations.

Tricon operates at the center of complex global supply chains. In today's rapidly changing global environment, shaped by geopolitical shifts, evolving regulatory expectations, and increasing demand for transparency, our role has become more relevant, while also more challenging. Market volatility, changing trade flows, and the growing need for credible sustainability data require us to remain adaptable and build for what's next. At the same time, these challenges present opportunities to strengthen how sustainability is integrated into our business.

## Embedding Sustainability in Our Company

Our approach to sustainability continues to be grounded in our purpose: to efficiently and sustainably connect the world with essential goods. Our purpose is integrated into how we manage risk, make decisions, and continue to grow the business.

Governance and ethics remain foundational to our success. In 2025, we focused on strengthening the maturity of our sustainability program. This included updating policies and processes, refreshing our double materiality assessment, and improving the quality of our data.

Our people remain central to our success. Our workforce grew by approximately 15% in 2025, reflecting continued expansion across regions. We strengthened our health and safety performance with recordable incident rates decreasing significantly year over year, reflecting improved operational discipline and risk management across our sites. We continue to invest in capability building, while maintaining a strong focus on safety, inclusion, and employee engagement.

Environmental progress made in 2025 reflects both operational discipline and cultural alignment. We maintained carbon neutral scope 1 and 2 emissions through offsets and renewable energy credits,

while continuing to explore opportunities for future emissions reduction, and obtained third-party limited assurance. At our rotomolding plant, which is our most energy-intensive location, targeted efficiency measures contributed to an approximate 47% reduction in electricity consumption, demonstrating how operational improvements can deliver both environmental and cost benefits.

Through these achievements, we recognize the limits of our direct control. As a trading and distribution company, many of our environmental and social impacts sit within our value chain. This reality continues to shape how we define progress, set targets, and engage with our partners.

## Advancing Transparency and Collaboration in Our Value Chain

We continued to focus on improving transparency and building the foundations for long-term decarbonization. Our two-year Supplier Incentive Program, initiated in 2023, supported suppliers in calculating and disclosing product carbon footprint (PCF) data. Over the life of the program, approximately 7.2 million tonnes of CO<sub>2</sub>e were disclosed through supplier-provided PCFs. While the program formally closed in late 2025, we remain committed to advancing transparency across our value chain.

In 2025, over 98% of newly onboarded business partners supported our Responsible Sourcing and Product Stewardship (RSPS) Standard and more than 4,000 counterparties were engaged through the Know Your Counterparty (KYC) process. We also enhanced our due diligence framework by updating third-party due diligence questionnaires to better align forms with counterparty categories and evolving risk profiles.

While our leverage may be limited, through initiatives such as Together for Sustainability, we are working with peers to promote shared standards, improve data consistency, and support supplier capability-building across the sector.

## Investing in Our Communities

Beyond our organization, we continue to invest in the communities where we operate through social investment programs and employee engagement initiatives.

Through Project Zero, Tricon partnered with Y4D Foundation to launch Project LEAF (Learning for Environmental Action and Future) near our offices in India. This program is designed to integrate environmental education and sustainable practices in a school setting. We also continued our partnership with the Children's Environmental Literacy Foundation (CELFF) to advance environmental education initiatives across the greater Houston area.

We were also proud to once again sponsor the Genuine Cup, an international soccer tournament that brings together athletes with intellectual and developmental disabilities from around the world.

## Looking Ahead

We realize there will continue to be challenges ahead as we continue to shape our sustainability program. Data quality and comparability remain evolving areas, and regulatory requirements continue to shift across jurisdictions. As our business grows, maintaining consistency across regions, systems, and cultures requires ongoing effort. However, these challenges reinforce the importance of our approach. Sustainability at Tricon is not defined by static targets, it is reflected in our ability to adapt, collaborate, and continuously improve. By strengthening our partnerships and embedding sustainability into our core business, Tricon is better positioned to navigate uncertainty while creating long-term value.

We thank our employees, partners, and stakeholders for their continued collaboration and trust as we move forward together.



# 2025 Highlights

CLICK EACH STATISTIC TO NAVIGATE TO ITS CORRESPONDING REPORT SECTION

## Environment:

**0** environmental incidents in own operations

**67%** of waste diverted from landfill in our offices

**4.9**

million tCO<sub>2</sub>e disclosed through supplier-provided PCFs

**Carbon Neutral**

in scope 1 and 2 emissions maintained through offsets and IRECs, with third-party limited assurance

**72 tCO<sub>2</sub>e / t**

avoided through home and commute upgrades via our employee carbon savings account benefit

**47%**

approximate reduction in energy consumption at the Tlaxcala rotomolding plant

**1.4 tCO<sub>2</sub>e / t** product carbon intensity of traded portfolio

**9,451** hours of employee training

## Social:

**15%** growth in employee count

**74%** approximate reduction in TRIR at operational facilities

**0** fatalities

Supporting zero-waste school and environmental literacy initiatives in Houston and India

**\$63,189** raised through Tricon Cares initiatives

**495** hours volunteered

## Governance:

**98%** of business partners onboarded in the reporting year supported our RSPS Standard

**179** suppliers were assessed on environmental, social and governance criteria

**100%** of office employees have been trained in anti-corruption

**100%** of new business partners screened by due diligence onboarding

**0** cybersecurity incidents

**61.7** average score across suppliers included in Tricon's EcoVadis supplier pool

**14** concerns reported and addressed via the Tricon Listens Helpline and investigation process

The [Our 2025 Performance table](#) provides a consolidated overview of key indicators and reporting references for the reporting period. Detailed narrative and topic-specific data are presented throughout the report.

# About TRICON

Tricon is a global trading and distribution company active in chemicals, polymers, raw materials, and fertilizers. We connect producers and customers across regions by providing logistics coordination, financing solutions, risk management, market intelligence, and technical support services.

To learn more about our product lines, please click on the following links to be directed to Tricon's website:

- [Chemicals](#)
- [Plastics](#)
- [Raw Materials and Fertilizers](#)
- [Sustainable Products](#)

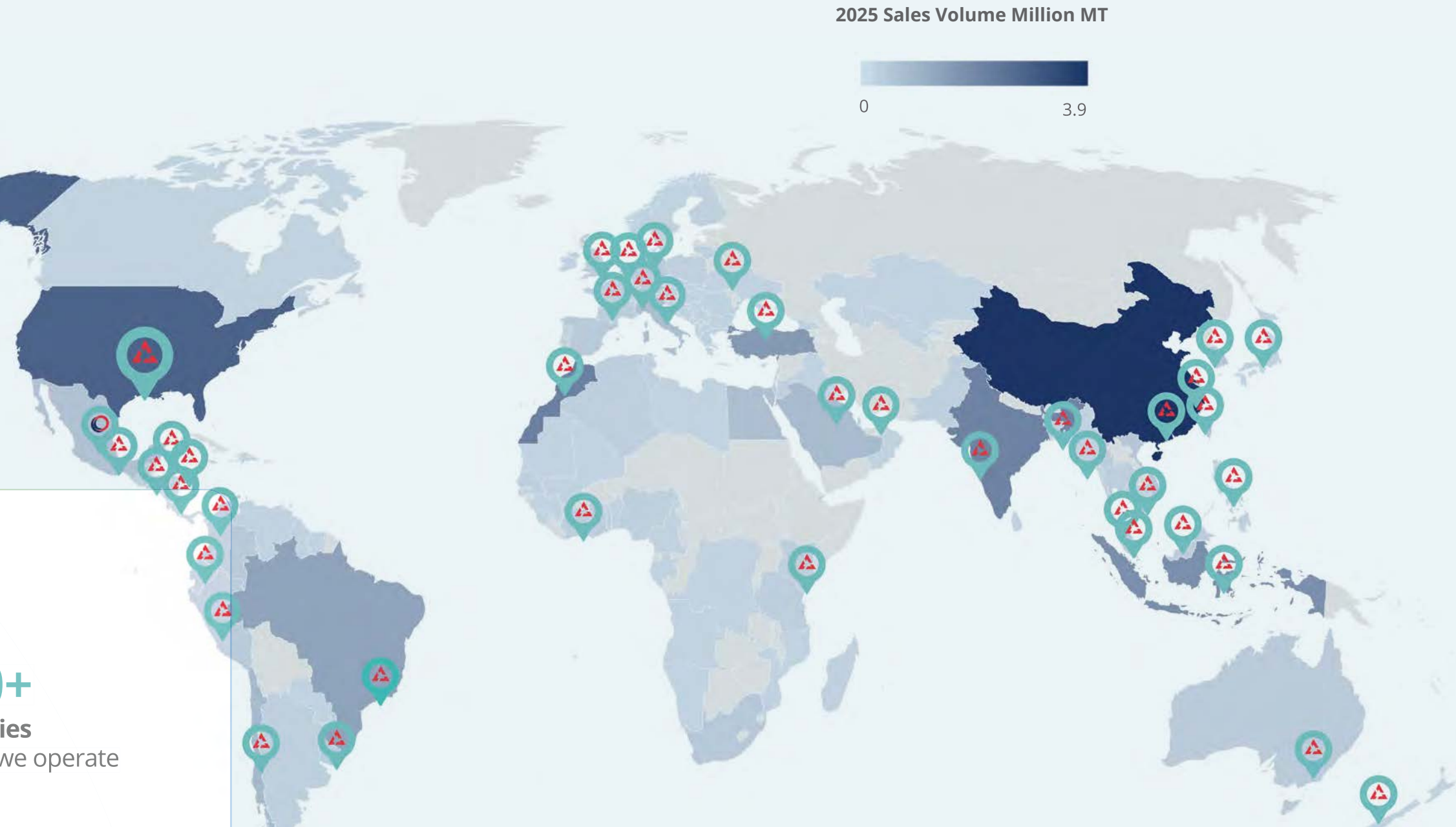
**970+** employees<sup>3</sup> in 40+ countries

**120+** countries where we operate

**23.3** million tonnes of product sold

**10,000+** business partners<sup>4</sup> worldwide

<sup>3</sup> Number reflects total employee count as of December 31, 2025.  
<sup>4</sup> We use "business partners" as a collective term for agents, service providers, independent contractors, customers, and suppliers, and not to designate a legal partnership arrangement.



During the year, Tricon continued to expand its global footprint, incorporating new entities and investing in operations in South Africa.

## Our purpose is to efficiently and sustainably connect the world with essential goods.

## Challenges:

Tricon operates in a complex global environment where sustainability performance is shaped by factors both within and beyond our direct control, influencing how we set targets, collect data, collaborate, and drive action across material topics.



### Continued Growth

Growth can affect comparability of results over time and requires ongoing alignment of systems, processes, and expectations across regions and teams.



### Data & Standards

Methodologies, tools, data availability, and quality of data continue to mature. During 2025, reporting requirements shifted across jurisdictions. These dynamics influence how metrics are defined, particularly where external factors, evolving standards, and long-term uncertainty affect outcomes. Targets are viewed as tools for focus, momentum, and learning rather than guaranteed endpoints. We will continue to evolve language around goals and targets to better reflect ambition or commitment.



### Market Changes

Market dynamics, including shifting trade routes and geopolitical developments, further influence how and where Tricon operates, shaping both operational realities and value chain impacts.



### Cultural & Geographic

Tricon continues to operate across diverse cultural, regulatory, and geographic contexts. Differences in local systems, energy markets, labor practices, and reporting norms influence how sustainability initiatives are implemented and measured. Maintaining global consistency while adapting to regional realities remains an ongoing challenge.



### Leverage

As a trading and distribution company, Tricon often has limited direct control over many sustainability outcomes across its value chain. This dynamic is particularly relevant for areas such as scope 3 emissions, supplier data transparency, and product-related impacts, where progress requires alignment across multiple stakeholders.



### Capacity

Sustainability progress depends on sufficient internal and external capacity, including resources, expertise, and time across functions and regions. Capacity constraints can influence the pace at which initiatives are implemented and systems are enhanced.

## Opportunities:

While Tricon faces structural challenges related to data availability, regulatory change, and indirect leverage across global value chains, these dynamics also create opportunities to strengthen how sustainability is embedded into decision-making, collaboration, and long-term resilience.

### Strengthening data and transparency through collaboration

Collaboration and engagement with suppliers, customers, and service providers to improve transparency across complex value chains.

### Embedding sustainability into business decision-making

Sustainability data and feedback provide critical insights into risk management, product portfolio decisions, due diligence, and long-term planning.

### Leveraging industry engagement and shared standards

Participation in industry initiatives and multi-stakeholder forums can help advance consistent standards and responsible data practices, as well as more efficient due diligence and improved environmental practices.

### Engaging people and partners to drive practical action

Employee-led initiatives and partner collaboration are a way to translate sustainability priorities into tangible action, using campaigns, pilots, and local initiatives to test solutions, build capability, and strengthen shared ownership across regions and functions.

# Sustainability Strategy

Tricon's sustainability vision is to contribute to a more just, equal, and inclusive society while continuously improving our environmental impact on the journey toward a net zero, circular economy. This ambition reflects the role we play as a global trader and distributor, while recognizing that long-term business resilience depends on responsible operations, trusted partnerships, and credible progress towards environmental and social priorities.

## SUSTAINABILITY GOVERNANCE

Cross-functional sustainability oversight sits with the Sustainability Committee, which sets strategic direction, reviews performance, and approves external sustainability disclosures. Day-to-day coordination is led by the Chief Sustainability Officer, supported by the Sustainability team and relevant functions across the organization.

### Key governance mechanisms include:

**Risk and opportunity mapping:** Assessment of potential social and environmental risks and impacts

**Double materiality assessment:** Prioritization of environmental, social, and governance topics based on identified risks, opportunities, and impacts

**Data and metrics:** Definition and periodic review of data points, metrics, and KPIs/targets to monitor and measure progress, informed by evolving regulatory requirements, stakeholder expectations, and international standards

**Training and awareness:** Employee engagement and communications to help integrate sustainability into operations and foster alignment

**Implementation across regions:** Day-to-day activities reflecting both functional responsibilities and local operating contexts









**Monitoring, reporting, and continuous improvement:** Review, disclosure, and refinement of priorities based on learnings, context, and feedback

Through these processes, sustainability efforts can support risk identification and management, strengthen relationships with business partners, promote workforce engagement and safety, and help Tricon adapt to evolving regulatory and market expectations.

Tricon's business model means many sustainability outcomes must be achieved through collaboration and influence, rather than direct control. Our sustainability strategy is implemented accordingly, directing action across the areas where we can affect change in different ways: In our operations, our value chain, and our community.



# Summary of Sustainability Strategy

VISION	Our activities contribute to a more just, equal, and inclusive society, where we continuously improve our environmental impact on the journey to a net zero, circular economy			
LONG-TERM GOALS	Cross-cutting: Integrate ESG into Decision-Making	Promote Social and Economic Inclusion	Protect the Environment for People, Ecosystems, and Climate	Enable a More Circular Economy
SDGS	 	  	  	 
MATERIAL ISSUES	<ul style="list-style-type: none"> <li>Corporate Governance, Risk Management, Ethics and Anti-Corruption, Transparency, Data Privacy, Responsible Sourcing, Product Stewardship</li> </ul>	<ul style="list-style-type: none"> <li>Human Rights, Worker Welfare, Diversity and Inclusion, Training and Development, Health and Safety, Community Engagement</li> </ul>	<ul style="list-style-type: none"> <li>Climate and Energy, Pollution and Spills, Waste Management</li> </ul>	<ul style="list-style-type: none"> <li>Plastic Waste, Climate Risk, Sustainable Business, Environmental Awareness</li> </ul>
POLICIES	Sustainability Policy, Sustainability Due Diligence Process, Responsible Sourcing and Product Stewardship Standard (RSPS), Environmental Management Guidelines, Health & Safety Management System, Worker Welfare Guidelines, Compliance Policies, Risk Management Policy, Global Privacy Policy, Social Investment Process, Sustainability Reporting Methodology			
PRACTICES AND PRINCIPLES	<ul style="list-style-type: none"> <li>Employees trained in anti-corruption</li> <li>Due diligence program</li> <li>Accessibility and awareness of Tricon Listens Helpline</li> </ul>	<ul style="list-style-type: none"> <li>Employee feedback</li> <li>Equal pay for equal work</li> <li>Human rights training</li> <li>Health &amp; safety management system</li> </ul>	<ul style="list-style-type: none"> <li>Carbon neutral scope 1 and 2 (including offsets)</li> </ul>	<ul style="list-style-type: none"> <li>Reusable, recyclable, biodegradable, or compostable packaging<sup>5</sup></li> </ul>
TARGETS	<ul style="list-style-type: none"> <li>75% of suppliers, customers, and service providers sign on supporting the Responsible Sourcing &amp; Product Stewardship Standard (or equivalent) by 2025; 100% by 2030</li> </ul>	<ul style="list-style-type: none"> <li>Improve health and safety culture and performance</li> </ul>	<ul style="list-style-type: none"> <li>Near zero emissions 2030 (scope 1 &amp; 2)</li> <li>Reduce carbon intensity of traded products over time</li> <li>Provide PCF data to customers by 2025</li> </ul>	<ul style="list-style-type: none"> <li>Increase volume of sustainable products portfolio by 2030</li> <li>Near zero waste to landfill in offices by 2025<sup>6</sup></li> </ul>

<sup>5</sup> Markets may differ in access to recycling. Based on feedback and value chain engagement and not yet able to be tracked/verified through the value chain.

<sup>6</sup> Near zero waste to landfill: ≥90% of total waste generated is diverted from landfill through recycling, composting, waste to energy, or other recovery methods.

### MATERIALITY AND RISK MANAGEMENT

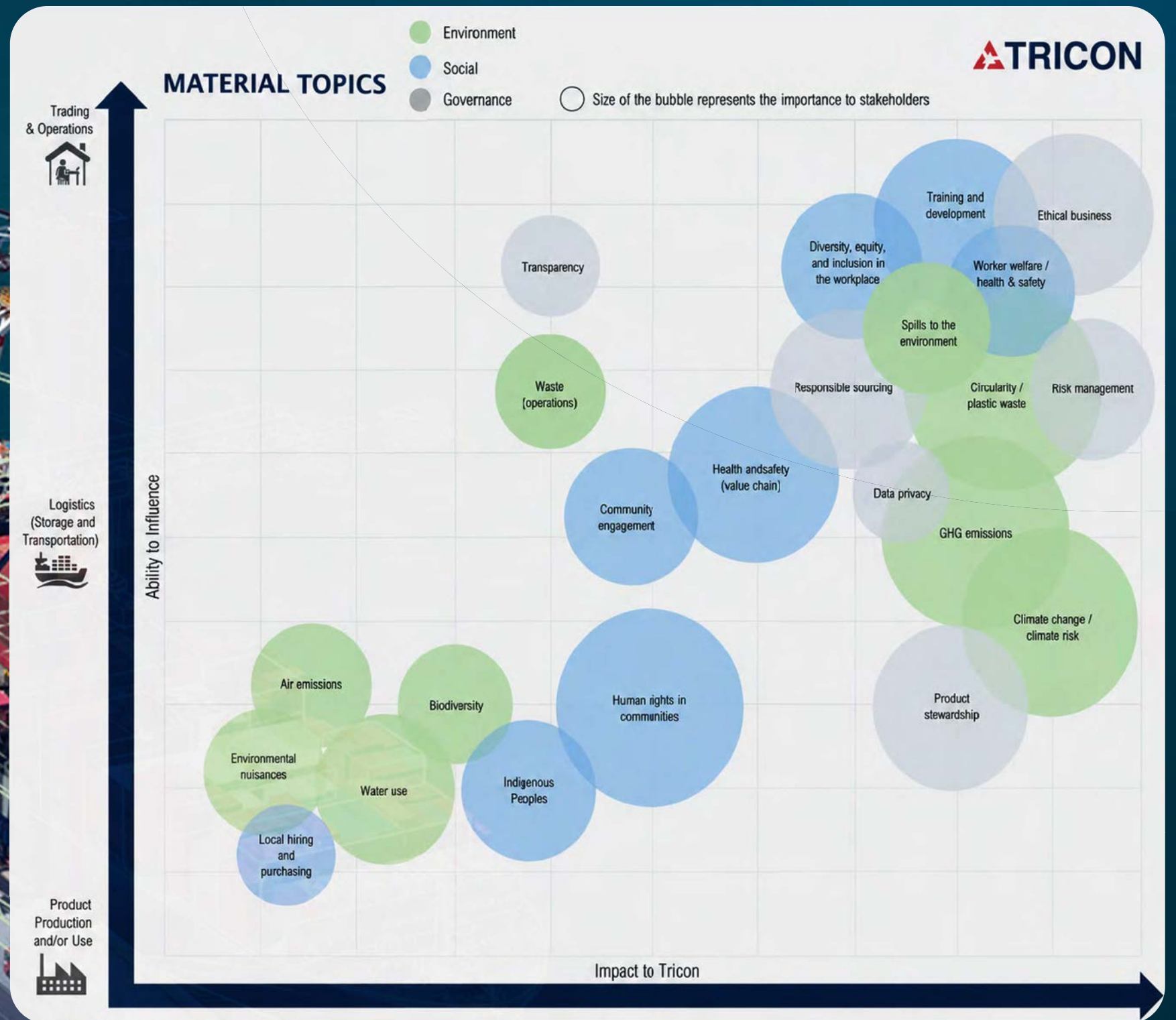
In 2024–2025, we updated our double materiality assessment with the support of PwC to evaluate environmental, social, and governance topics. The assessment was designed to align with evolving regulatory expectations, including the European Union’s Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS).

Consistent with our previous approach, we considered key environmental and social impacts associated with our activities, as well as risks and opportunities that may affect Tricon’s performance or long-term resilience. The assessment incorporated:

- ✓ Our company values, resources, and business strategy
- ✓ Relevant laws, regulations, and evolving disclosure standards
- ✓ Industry developments, and incident reviews
- ✓ Sustainability topics relevant to our customers, suppliers, peers, employees, banks, and other stakeholders
- ✓ International guidance on responsible trading and human rights, including guidance from the Institute for Human Rights and Business (IHRB)

Given Tricon’s role as a global trader and distributor of chemicals, many material topics arise primarily within our upstream and downstream value chain. As a result, our material topics include value chain environmental and social risks where limited leverage is available. As chemicals are part of nearly every value chain, it is important for us to focus where we can affect change and balance time invested in value chain data collection with actions in our own company.

The results of the assessment confirmed that Tricon’s previously identified material topics remain broadly unchanged. While the assessment introduced additional granularity and alignment with ESRS topic definitions, no fundamental shifts in Tricon’s core sustainability priorities were identified.



Tricon’s approach to climate-related risk and resilience is further detailed in the [Climate Risk Report](#).

# In Our Company



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# In Our Company

We aim to maintain and strengthen our sustainability program across our global operations through strong governance, employee engagement, and responsible business practices.

## Corporate Governance

### CORPORATE STRUCTURE

Tricon International Holdings, LLC (TIH) serves as the holding company of Tricon International Ltd. (TIL), with TIH owning 99% of TIL and Tricon Energy, Inc. continuing as the General Partner. The Board of Directors of Tricon Energy, Inc. provides oversight and accountability over business affairs. Board members are primarily executives. The executive team, appointed by the Board, manages the company's daily operations while fostering engagement with employees across geographies through various communication channels, including townhall sessions, roundtable discussions, and informal meetings.

### RISK MANAGEMENT

Risk assessment is integrated into core business workflows, including transaction review, counterparty screening, and operational oversight processes. Risk is overseen by both the Risk Committee, which reviews transactional and operational risks, and the Sustainability Committee, which focuses on environmental, social, and governance risks including at the enterprise level. This structure is designed to support review and appropriate escalation of commercial, compliance, and sustainability-related risks.

Sustainability oversight and governance structures are described in the [Sustainability Strategy](#) section.

### CULTURE & LEADERSHIP ALIGNMENT

As Tricon continues to grow and integrate new activities, leadership development and cultural alignment remain critical components of effective governance. Tricon organized a pilot leadership session focused on culture, emphasizing shared values and the attributes that have contributed to the company's success. These sessions focused on strengthening accountability, cross-functional understanding, and alignment across teams.

### SUSTAINABILITY-LINKED FINANCING

With the support of our banking partners, Tricon completed the 2024-2025 sustainability-linked loan facilities. Key performance indicators included advancing supplier product carbon footprint (PCF) disclosure and increasing sales of circular and renewable products. Progress against these objectives is described in the [Supplier Incentive Program](#) and [Sustainable Products](#) sections of this report.

### ECOVADIS PLATINUM

As previously reported, in December 2024, Tricon achieved EcoVadis Platinum recognition, placing Tricon in the top 1% of all rated companies, reflecting continued performance across environmental, labor and human rights, ethics, and sustainable procurement criteria. We plan to update this assessment in 2026.



# Business Ethics

Operating with fair, ethical business practices remains a foundational expectation at Tricon. Our policies, training programs, and internal controls regulate how we do business. In addition to following applicable laws and regulations, all employees, contractors, and those acting on behalf of Tricon are expected to understand and adhere to anti-corruption, anti-bribery, sanctions compliance, anti-trust, avoidance of conflicts of interest, and other requirements in the compliance policies.

Compliance screening is integrated into core business workflows through Know Your Counterparty (KYC) procedures, due diligence questionnaires, sanctions and compliance checks, and internal review mechanisms. Identified risks are escalated through established governance channels and monitored through internal controls. See the [Responsible Sourcing & Product Stewardship](#) section for more details



## Tricon Listens Helpline

The Tricon Listens Helpline provides a confidential reporting mechanism for employees and external stakeholders to raise concerns related to business ethics, human rights, labor practices, or other potential violations of company policies. All concerns are reviewed in accordance with established investigation procedures.

As part of Tricon's ongoing efforts to improve accessibility and awareness of the Tricon Listens Helpline, increased utilization of the mechanism may contribute to a higher number of concerns being reported.



**14** concerns  
6 related to business ethics,  
8 related to general employment  
and worker welfare issues

Of the **6 concerns** related to business ethics, four were substantiated business ethics incidents<sup>7</sup> related to policy violations, for which corrective actions were implemented.

**No monetary losses resulted from confirmed unethical conduct in 2025.**

<sup>7</sup> Defined as substantiated concerns or cases involving violations of Tricon's business ethics policies (including corruption, fraud, conflicts of interest, sanctions, or other compliance policy violations), identified through the company's compliance processes and requiring investigation and follow-up action, including, where applicable, disciplinary measures or external reporting to regulatory authorities.

### Compliance Ambassador Program

Compliance oversight is supported by regional compliance personnel and cross-functional coordination to enable consistent implementation across locations. The Compliance Ambassador Program continued in 2025 as a mechanism to strengthen local ownership of compliance across global offices.

Compliance Ambassadors serve as local points of contact, supporting awareness of ethics policies, promoting use of reporting mechanisms, and reinforcing best practices in day-to-day operations.

During 2025, Ambassadors convened on a quarterly basis, with each session featuring guest speakers from different departments, such as Legal and Sustainability, to strengthen cross-functional understanding of emerging compliance and risk topics. These sessions helped reinforce alignment across regions while maintaining practical, locally relevant engagement.

### Compliance Training

To address Tricon's global footprint, training programs are delivered through a combination of in-person and virtual formats. Training topics include anti-corruption, antitrust, data protection, export controls, financial integrity, reporting misconduct, conflicts of interest, and use of the Tricon Listens Helpline.

Training programs are periodically reviewed and updated to reflect regulatory developments, evolving risk areas, and organizational growth.

All employees are required to complete annual Code of Conduct training, which included modules on anti-corruption, antitrust, data protection, reporting misconduct and workplace conduct, including the prevention of harassment, discrimination, and bullying.

In 2025, Tricon ran the "Compliance Cup," an internal campaign to drive completion of compliance training across global offices. Completion reached 100% for office employees within the four-week campaign period, driven by visible support from senior leadership, regional and functional managers, and local compliance ambassadors.

### Data Privacy

Tricon is committed to handling personal data relating to employees, business partners, and other stakeholders responsibly and in accordance with applicable data protection laws and regulations.

We maintain policies and procedures governing data privacy and information security, including access controls, data handling standards, and incident response protocols designed to safeguard confidential and

sensitive information. Oversight of data privacy and cybersecurity is coordinated through relevant internal functions, including Legal, Compliance, and IT.

Employees receive training on data protection and cybersecurity practices quarterly, including secure handling of information and awareness of potential cyber risks. Monitoring mechanisms, including alert systems and randomized testing, are in place to identify and address potential vulnerabilities.

Additional data privacy and protection controls in place include:

An intracompany agreement to safeguard private information exchange between entities

Maintaining an up-to-date record of processing activities in line with General Data Protection Regulation (GDPR) requirements

Continued enhancement of cybersecurity and protection measures, including firewalls, threat management, email protection, and identity and access management

Ongoing improvement of data management and security



Cybersecurity monitoring activities continued to focus on identifying and mitigating potential threats through enhanced detection capabilities. These activities include proactive identification and takedown of look-alike domains, monitoring of phishing and social engineering attempts, and broader detection of targeted external threats before impact to systems or users.

Tricon continues to review and strengthen our data protection and cybersecurity practices in response to evolving regulatory requirements and emerging digital risks.

100%

of office employees have been trained in anti-corruption<sup>8</sup>

767

employees completed training on various compliance laws and regulations



Conducted **32 anti-phishing campaigns** and simulated phish to raise employee awareness



Reported **zero** cybersecurity<sup>9</sup> incidents

<sup>8</sup>The annual Code of Conduct training at our operational sites was completed in Q1 2026.

<sup>9</sup>Cybersecurity metrics are not directly comparable to prior reporting periods due to enhancements in monitoring tools and detection capabilities, resulting in increased visibility into potential security events.

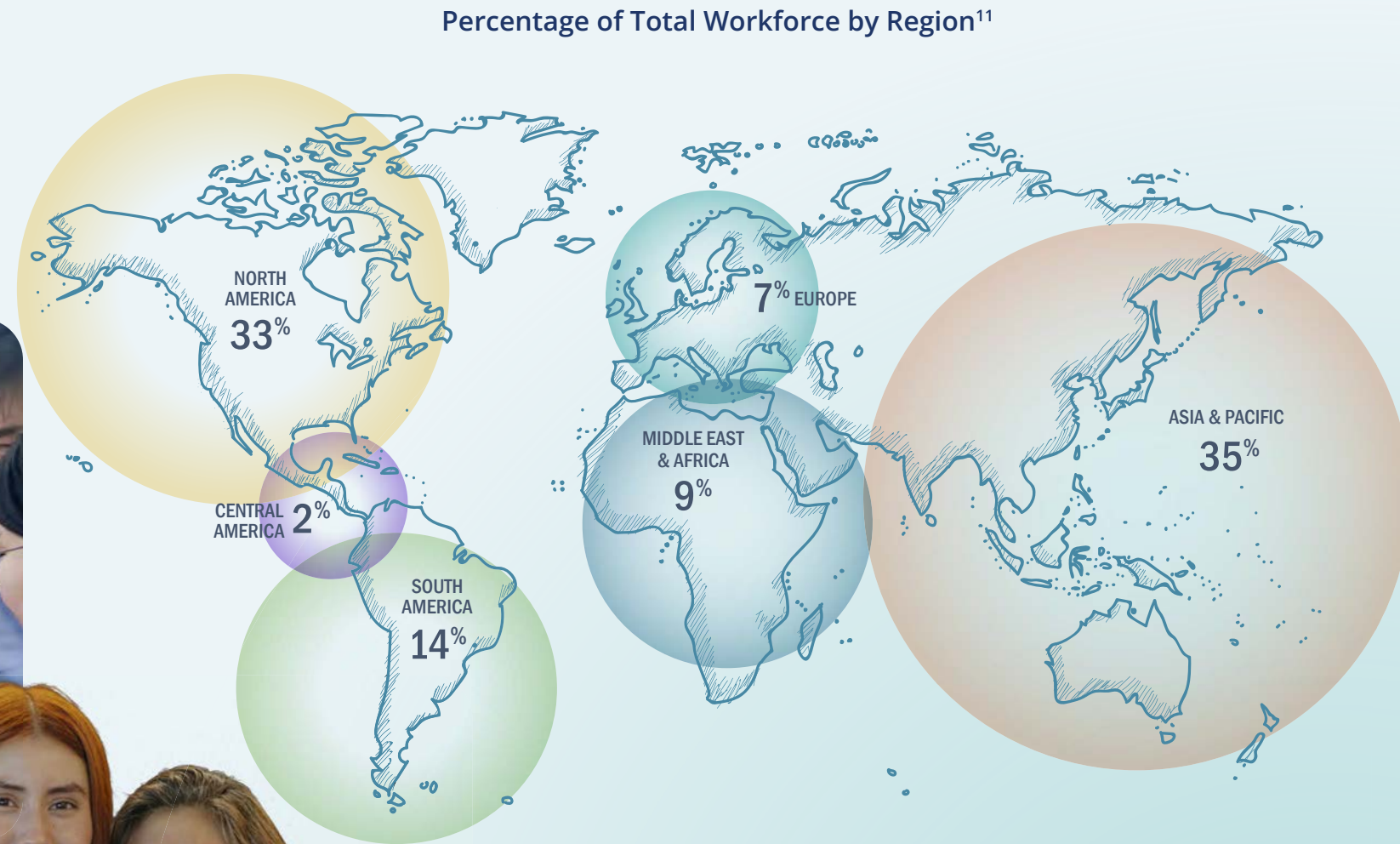
# People & Culture

Tricon's people are central to how we deliver value across global markets. As a trading and distribution company, our performance depends on engaged employees, strong collaboration across regions, and a culture grounded in integrity and accountability.

## Workforce and Gender Diversity

In 2025, Tricon employed 971 employees globally, representing a 15% year-over-year change in total employee count. Changes in workforce size reflect ongoing business developments across regions and functions, bringing continued evolution in capabilities, geographic representation, and team composition.

As in prior years, shifts in workforce scale and structure influenced several social metrics reported for 2025, including training participation, gender diversity, health and safety indicators, and other employee-focused measures. Tricon continues to monitor workforce trends to support growth and organizational change with appropriate cultural integration, talent development, and inclusive practices.



**971**  
total employment<sup>10</sup>

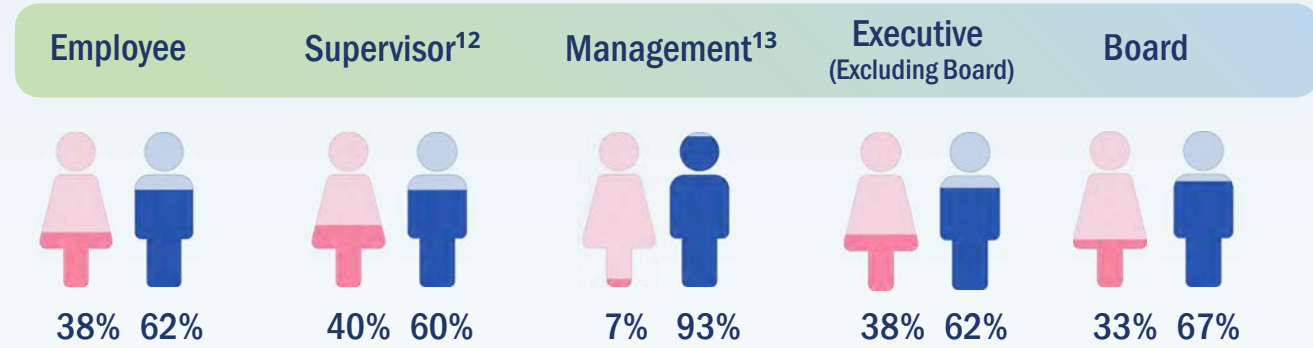
**15%**  
year-over-year growth

**59**  
nationalities represented

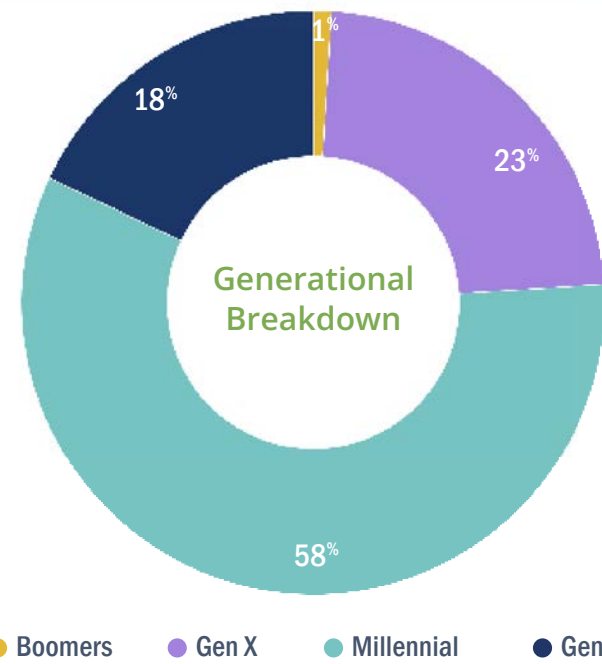
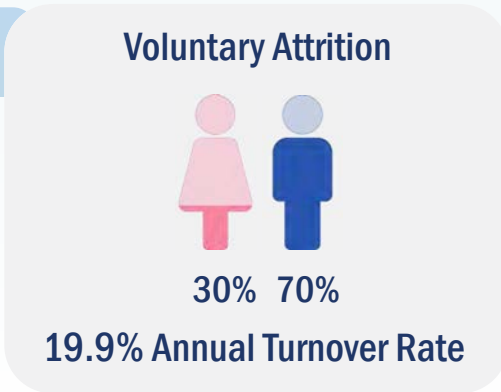
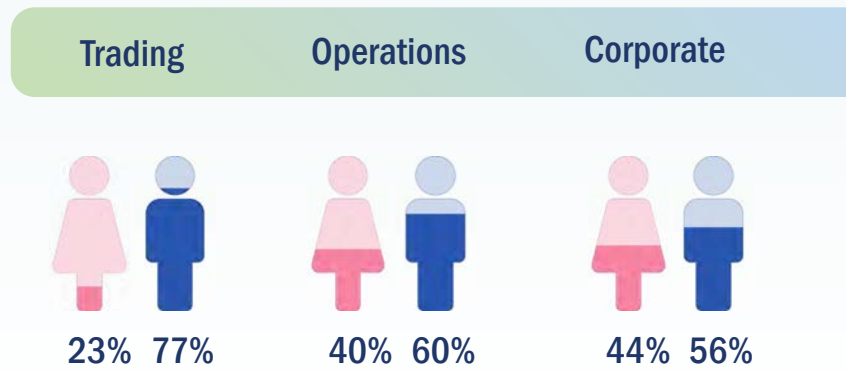
<sup>10</sup> Total employment defined as of Dec. 31 of the reporting year.

<sup>11</sup> Regional groupings were redefined in 2025; prior-year figures may not be directly comparable.

### Gender Breakdown Per Job Level



### Gender Breakdown Per Job Function



<sup>12</sup> Supervisor is defined as those with the responsibility of managing other employees, typically individual contributors.

<sup>13</sup> Management is defined as Book, Region, or Department Head.

## Training, Development, and Performance Management

Tricon's approach to training and performance management is intended to support capability development, internal mobility, and accountability across regions and functions. As the company continues to grow and integrate new activities, structured learning and performance processes promote alignment, skill development, and long-term organizational resilience.

During 2025, performance discussions and planning were managed at the departmental and managerial level to reflect and promote local needs and business priorities. Tricon continues to apply a continuous feedback model, where managers should provide regular, constructive feedback to support employee development, clarify expectations, and maintain alignment with evolving business needs.

Throughout 2025, we offered training courses across our global operations to support knowledge-sharing and capability development across regions and functions. Topics covered included:

- Business and Commercial Skills
- Marketing and Communication
- New Employee Onboarding
- Ethics and Compliance
- Data Privacy and Cybersecurity
- Health and Safety
- Waste Management and Circular Economy



Additional training metrics are presented in the relevant sections of this report according to topic.



# Health & Safety in the Workforce

Safe, secure, and healthy working conditions across Tricon's operations remain a core priority. Tricon aims to not only comply with applicable health and safety regulations but to promote proactive risk management and continuous improvement in workplace health and safety performance.

## Health & Safety Management System

Tricon's Health & Safety Management System (HSMS) provides a structured framework through which health and safety risks are identified, assessed, managed, and monitored across our operations. The system is designed to promote safe working conditions, clear accountability, and continuous improvement, while aligning with applicable regulatory requirements and good practice.

The HSMS applies to Tricon employees and any contractors or third-party operators on our sites. It defines roles and responsibilities across leadership, site management, and operational teams, and integrates:

Risk identification and hazard assessment

Incident reporting, investigation, and corrective action

Preventive and protective controls

Performance monitoring and leadership review

Ongoing communication and engagement on safety expectations

The system includes Tricon's health and safety policies, guidelines, annual health and safety assessments, risk control matrices, internal audits, and structured incident investigation procedures.

**100%** of the workforce covered by HSMS

### HEALTH & SAFETY INCIDENTS

Our goal is always zero incidents. When an incident occurs, we follow incident reporting protocols to classify, investigate, and address root causes and corrective actions within defined timelines.

**0.2** Total Recordable Injury Rate (TRIR)<sup>14</sup>

**2** recordable work-related injuries, of which 1 was a high-consequence injury<sup>15</sup>

**0** fatalities

All cases were addressed through established health and safety procedures, including issuance of Safety Alerts and investigations to identify root causes and define corrective actions.

In 2025, Tricon continued safety management practices across operational facilities in Mexico and efforts to improve our safety performance, including:

- ✓ Strengthened field supervision across operational sites
- ✓ Reinforced operational safety discipline and oversight
- ✓ Enhanced monitoring and follow-up on identified risk controls

As a result, the TRIR, calculated for these locations, decreased from 4.3 in 2024 to 1.1 in 2025, **a 74% reduction in recordable incident frequency year over year.**

This improvement reflects strengthened safety practices, including reinforced operational discipline, enhanced field supervision, and closer monitoring of risk controls across our operational sites.



<sup>14</sup> Total hours worked are partially estimated, especially for office employees.

<sup>15</sup> A work-related injury that results in a fatality or 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.



## Health & Safety Training and Awareness

Health and safety training forms a core component of HSMS implementation and reinforces a culture of shared responsibility across the organization.

All employees are required to adhere to health and safety standards, report incidents immediately upon awareness, take preventive action when identifying unsafe conditions, and participate in mandatory training sessions.

Across the organization (offices & operational facilities), health and safety training is delivered to employees based on role and risk exposure.

preparedness, and consistent safety communication across locations. The session covered incident classification and reporting timelines, roles in the HSE Incident Notification Flowchart, training tracking requirements, psychosocial risk awareness, and HR's role in promoting a speak-up and prevention-focused culture.

Safety training sessions at operational facilities covered topics such as:

- Safety-oriented decision making and role-based risk assessments
- Proper handling techniques
- Safe operation of forklifts

**1,433** total hours trained in health & safety related subjects

In 2025, Tricon delivered a targeted Health & Safety Awareness session to Human Resources (HR) teams to reinforce their responsibilities in incident escalation, alignment with policies and guidelines, emergency

Safety requirements were strengthened in recruitment, onboarding, leadership development, disciplinary processes, and ongoing employee engagement.



## Preventative Health Incentive

To support employee well-being and preventive care, Tricon offers a yearly Health Check-Up Benefit. Employees who complete an annual medical checkup and submit confirmation to their regional HR manager receive an additional paid day off. This initiative encourages proactive health management, helps reduce long-term health risks, and reinforces Tricon's commitment to fostering a healthy and thriving workforce across our operations.

# Human Rights & Worker Welfare

Tricon remains committed to respecting human rights across its operations and to providing safe, fair, and dignified working conditions for all employees.

Tricon's Worker Welfare Guidelines establish minimum global standards covering health and safety, non-discrimination, fair treatment, freedom of association, and access to reporting mechanisms. These standards apply across all offices and operational facilities and are designed to support consistency while respecting local legal and cultural contexts.

These topics are also reinforced through mandatory Code of Conduct training for all employees. See our [Ethical Business](#) section for more details.

Our open-door policy and horizontal management structure, coupled with our expectations of managers to frequently engage with employees both formally and informally, provides for a culturally engaging environment. Tricon's aim is to build an inclusive company culture that respects the diversity of our employees and provides a sense of belonging for every individual.

In addition to regular monitoring on worker welfare, human rights impact assessments are conducted on a three-year cycle, with the next formal review scheduled for 2026.

Worker welfare and employment concerns can escalate to human rights issues if not addressed. Tricon's Worker Welfare Guidelines and employee feedback processes aim to proactively address concerns that arise in the workplace.



0 human rights concerns received via the Tricon Listens Helpline

8 general employment and worker welfare related concerns received

0 human rights incidents<sup>16</sup> reported

Our Worker Welfare Guidelines outline minimum standards for Tricon operations globally:



Schedule flexibility including work from home policy, coordinated with supervisors and human resources identifying the best solution for both employee and company. Recognition of culturally specific family events like weddings, births, and elderly care, adapting to the local traditions and needs of employees.

Emergency preparedness locally. See more in the Health & Safety section

We respect employees' rights to freedom of association and to join labor unions. In certain countries, Tricon employees are covered by collective bargaining. Beyond these locations, Tricon did not have any employees or office locations who elected to join a trade union or requested to be represented by outside organizations.

At minimum, two weeks paid leave for parent(s) after adoption or birth in family and 10 weeks paid parental leave for primary caregivers (12 weeks total) following the birth or adoption of a child.

<sup>16</sup> Human rights incidents are pervasive in many value chains globally. This metric reflects only what is reported into Tricon's systems.

# Employee Engagement

## Employee Feedback

The Great Place to Work® survey is conducted on a biannual basis across Tricon’s global operations. In 2024, Tricon achieved certification in 13 countries following employee participation. In 2025, Tricon continued to analyze employee feedback, the next survey is scheduled to be conducted in 2026.



Based on these findings, targeted actions were initiated across several locations, including but not limited to:

Themes included:

- Internal communication and transparency around business updates, decisions, and organizational changes
- Visibility and access to career development
- Recognition and appreciation practices to better acknowledge employee contributions and achievements
- Ensuring compensation and benefits remain competitive and aligned with local market conditions

- Continued improvements in internal communications across channels like town halls and business highlights via SharePoint, digital message boards, and social media
- Training and development initiatives aligned with employee feedback and identified learning needs
- Employee recognition initiatives to celebrate individual and team contributions
- Compensation reviews and benchmarking exercises, both internally and against external market data, to support fair and competitive compensation frameworks

While implementation approaches varied across locations to reflect local needs, these initiatives demonstrate our continued commitment to listening to employee feedback and translating insights into meaningful action.

## Employee Recognition

Tricon encourages management recognition of employee tenure and professional milestones through its employee recognition platform. In 2025, employees across multiple regions marked significant long-service anniversaries, reflecting the depth of experience and continuity within the organization.

## Incentivizing Employee Climate Actions

In late 2024, Tricon transitioned its internal sustainability incentive program to the [Scope Zero Carbon Savings Account](#) (CSA), a third-party financial wellness benefit available to eligible employees. The program supports employees in making home efficiency and personal transportation upgrades that reduce energy, water, and fuel consumption while generating long-term cost savings.



Eligible employees may receive reimbursement for approved purchases that lower environmental impact, including energy-efficient appliances, renewable energy installations, and low-carbon transportation options. Funds may roll over for up to three years, enabling employees to plan for larger upgrades.

In the second year of the program, participation increased as the benefit was available for a full year. Since launch, 60% of eligible employees have created a CSA account.

**26%** of eligible employees received a reimbursement

**202** employees completed at least one qualifying sustainability action



Estimated impact from employee actions includes:

**72 tCO<sub>2</sub>e** avoided through home and commute upgrades

**33,650 kWh** of electricity saved

While these emissions reductions occur outside Tricon’s operational footprint, the CSA program reflects the company’s commitment to supporting employee engagement in climate-conscious decision-making.



# Our Environmental Performance

Tricon’s environmental footprint primarily consists of leased office spaces across multiple regions, in addition to a limited number of operational facilities in Mexico. Within this context, Tricon focuses its sustainability efforts on areas where we can influence environmental performance through internal practices, employee engagement, and collaboration in the value chain. Tricon’s internal efforts include improving waste separation and diversion in offices, monitoring and reducing energy-related emissions associated with scope 1 and scope 2 activities, and managing environmental risks linked to limited operational assets.

This section is focused on Tricon’s internal approaches to environmental management across our internal operations. For information on how we find opportunities to drive environmental improvement through influence and collaboration with external parties, please see the [Environmental Management in the Value Chain section](#).

**0** environmental incidents<sup>17</sup> in own operations

Spill volume of materials spilled in the environment in own operations: **0**



## Improving Environmental Management Practices in Mexico

Due to the nature of our business, Tricon’s operational facilities are the main source of environmental risks that require hands-on management. Following the 2024 post-acquisition environmental review, integration efforts continued during 2025 to align site-level environmental practices with Tricon’s internal standards and applicable regulatory requirements.

Actions during the reporting year focused on continued compliance activities and improving implementation of operational procedures to manage environmental risks associated with material handling and pellet loss prevention in line with industry initiatives such as [Operation Clean Sweep](#).

## Waste Management

Tricon’s waste management reporting reflects waste generated across leased office locations and operational facilities. In most locations, itemized waste data is not consistently available, particularly in shared office buildings where waste collection and reporting are managed by third parties. As a result, reported waste information is based on estimations that draw on a combination of site-specific data, internal waste audits, standardized estimation approaches and publicly available waste generation benchmarks (e.g., per person).

Waste volumes and diversion outcomes vary by location depending on waste composition, local disposal systems, and data availability.

**79.1 t** estimated waste generated

- 77.5 t of non-hazardous waste
- 1.6 t of hazardous waste

**35.2%** estimated waste diverted from landfill

- 35.2% for non-hazardous waste
- 34.2% of hazardous waste

<sup>17</sup> Incidents involving releases, discharges, or other events resulting in actual or potential adverse impacts on the environment, including spills, unauthorized emissions or discharges, environmental permit exceedances, or violations of environmental laws and regulations.

**6** Number of offices with LEED certification or equivalent sustainability characteristics in lease

Geneva, Houston, Rotterdam, Shanghai and both Istanbul offices

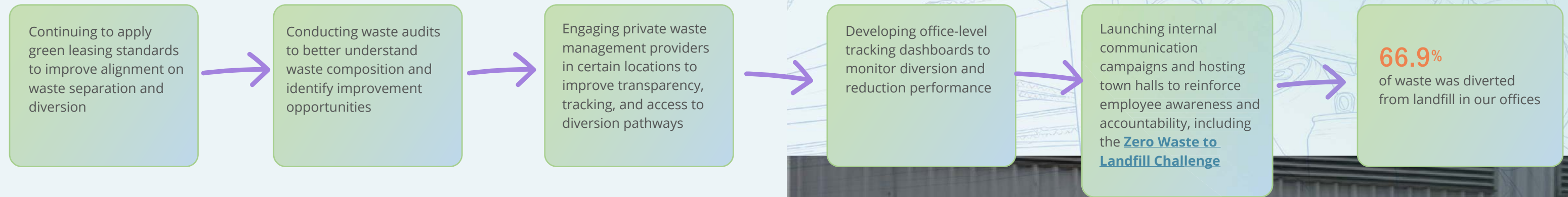
**0** Number of sites owned, leased, or managed adjacent to protected areas



### Zero Waste to Landfill Target

Tricon set a target to achieve **near zero waste to landfill<sup>18</sup> in offices by 2025.**

Over the past year, Tricon implemented a combination of structural and engagement-based actions to support progress toward this target, including:



#### Result:

Offices achieving ≥90% diversion: Geneva, Houston, London, Shanghai and Zurich

Tricon’s five largest office locations (Houston, Istanbul, Mumbai, Sao Paolo, and Shanghai) achieved a combined landfill diversion rate of approximately 80%.

Several locations also significantly improved diversion performance

**Despite these focused efforts, investments, and incentives, the near zero waste to landfill target across all offices was not achieved in 2025.** Challenges in achieving near zero waste included building-specific waste management guidelines and locally available disposal options, among others.

While the target was not achieved in 2025, the ambition and focus allowed us to improve our waste management practices and awareness across our global offices. Even when waste quantities fluctuate, prioritizing waste separation and non-landfill pathways remain a critical focus. We will continue to work with building management, explore local solutions, and advocate within the industry for improved waste diversion opportunities.

#### WASTE MANAGEMENT AT OPERATIONAL SITES

Tricon’s current operational facilities also made progress in 2025, including:

- Implementation of formal procedures at the rotomolding plant governing waste generation, handling, and disposal
- Installation of segregated waste containers and designated warehouse areas to separate higher-volume waste streams such as cardboard and wood
- Strengthening waste management controls through additional spill containment infrastructure and defined timelines for waste removal and disposal through authorized providers

Tricon continued adhering to Operation Clean Sweep practices at relevant operational facilities in 2025, including strengthening pellet handling procedures, reinforcing employee training, and maintaining site-level controls aimed at minimizing pellet loss.

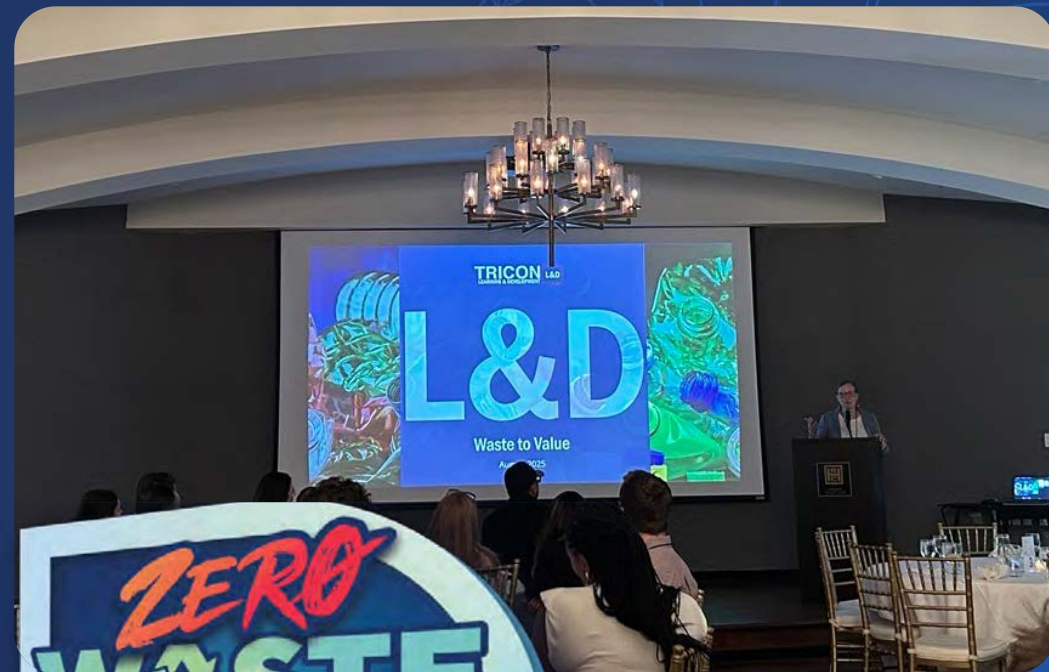


<sup>18</sup> Near Zero Waste to Landfill: ≥90% of total waste generated is diverted from landfill through recycling, composting, waste to energy, or other recovery methods.

### Zero Waste to Landfill Challenge

In 2025, we launched a **Zero Waste to Landfill Challenge**, designed to increase awareness, improve waste sorting practices, and accelerate office-level progress toward our diversion objective.

The campaign included targeted communication, monthly waste audits, and office-level dashboards, focusing both on reductions in total waste generated and on improvements in diversion from landfill relative to the reference month.



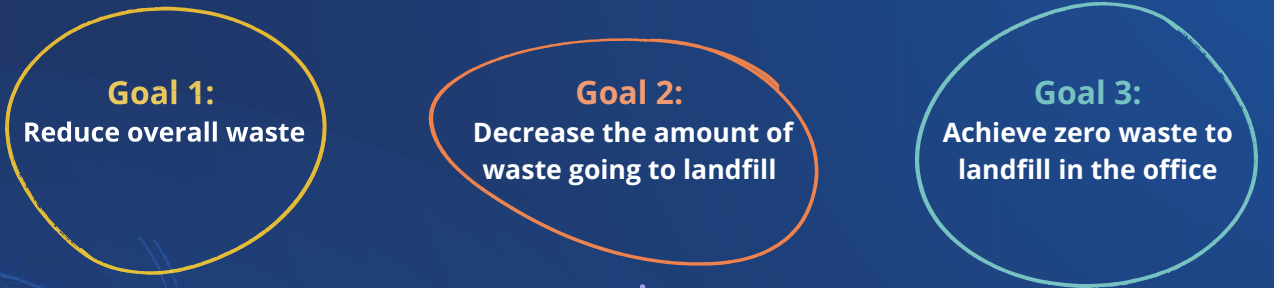
**TRICON**

**Smart people sort their waste**

Good thing you're smart ;)



#### Goals



#### Results<sup>19</sup>

During the three-month campaign, participating offices delivered strong results globally :

**1,010 kg** of waste reduced compared to reference periods

**77.9%** of reported waste diverted from landfill through recycling and other disposal methods

#### Winning Offices:



- Goal 1** - Largest overall waste reduction: Mumbai
- Goal 2** - Highest increase in diversion rate: Istanbul
- Goal 3** - Zero waste to landfill achieved: Houston, Geneva, London, Zurich and Shanghai offices

<sup>19</sup> These results reflect performance during the defined campaign period and participating locations and do not represent consolidated full-year office diversion performance.

## GHG Emissions (Scope 1 & 2)

Tricon reports scope 1 and scope 2 greenhouse gas (GHG) emissions in tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e), in line with the GHG Protocol and the financial control approach. Scope 1 and 2 emissions represent a limited portion of the company's total footprint and are primarily associated with fuel use and electricity consumption at operational facilities.<sup>20</sup>

For the 2025 reporting year, Tricon's scope 1 and scope 2 GHG emissions were subject to independent third-party verification with **limited assurance** by Intertek, in accordance with ISO 14064-3:2019 and the GHG Protocol.

For details on scope 3 emissions, see the [GHG Emissions \(Scope 3\)](#) section.

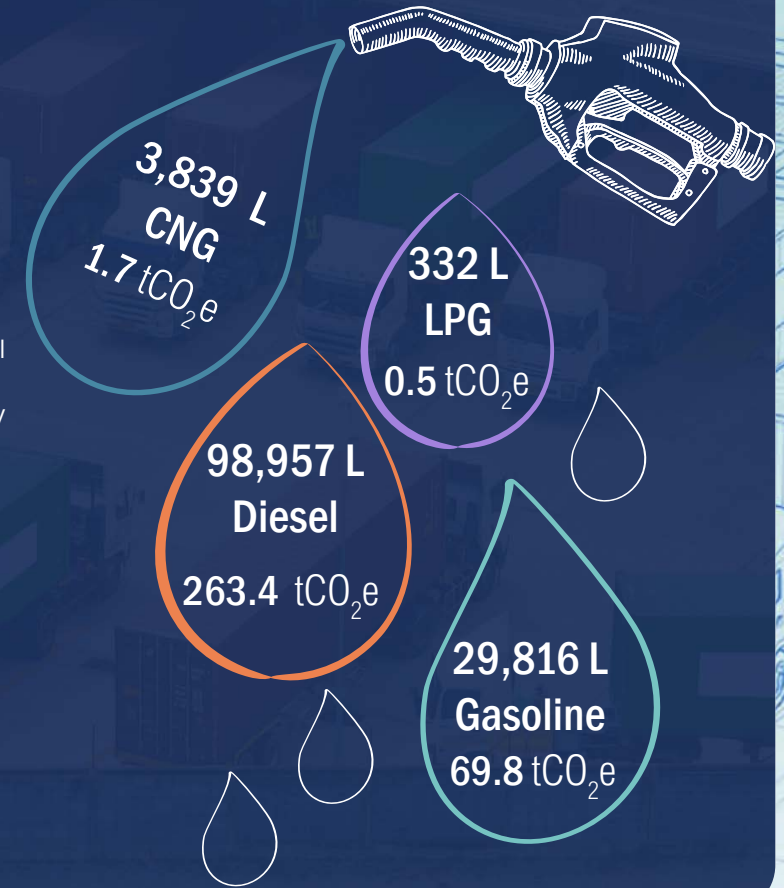
### Scope 1

**335.4 gross tCO<sub>2</sub>e / 0 net tCO<sub>2</sub>e with offsets**

Tricon's main scope 1 emissions reflect direct emissions from fuel consumption in company-owned and leased vehicles, primarily passenger cars, as well as a limited number of forklifts used at operational facilities.

Scope 1 emissions are calculated using activity-based fuel consumption data and relevant emission factors.

We remain committed to replacing traditional vehicles with electric or other low carbon fuel options by 2030. This target depends partially on the availability of charging infrastructure and vehicles in key markets. We are monitoring developments in these areas and exploring risks and opportunities. Until we can avoid or reduce these emissions more effectively, we purchased quality carbon removal credits to help mitigate our scope 1 emissions.



<sup>20</sup> Updated location-based electricity emission factors were applied for Mexico using the best available internationally recognized dataset, in line with Tricon's reporting methodology. National government emission factors were not publicly available. As a result, year-over-year scope 2 emissions reflect both changes in electricity consumption and updated emission factor inputs.

## Scope 2

**697.3 gross tCO<sub>2</sub>e / 0 net tCO<sub>2</sub>e with International Renewable Energy Certificates (IREC)**

Scope 2 emissions reflect indirect emissions from purchased electricity consumed at operational facilities under Tricon’s financial control. Unlike office leases, where energy use is managed by building operators, Tricon directs the use of these facilities, is the sole occupant, and shares the associated energy-related risks and rewards.

Emissions from energy consumption from leased office locations are reported under scope 3, see the [GHG Emissions \(Scope 3\)](#) section.

**1,445 IRECs Purchased**

### ENERGY CONSUMPTION (MWh)

ENERGY TYPE	OFFICES*	OPERATIONAL FACILITIES	TOTAL
ELECTRICITY	791	1,443	2,234
COOLING	39	0	39
HEATING	92	0	92
<b>TOTAL ENERGY</b>	<b>922</b>	<b>1,443</b>	<b>2365</b>

### ENERGY EFFICIENCY MEASURES

In 2025, targeted energy efficiency measures were implemented at Tricon’s Rotomolding Plant in Mexico. This location represented approximately 86% of total electricity consumed at Tricon’s operational facilities during the reporting year and 53% of total energy consumed across all Tricon locations. Improvements implemented in 2025 included:

- ✓ Replacement of large interior and exterior lamps with energy-efficient LED lighting
- ✓ Time-based lighting controls in production areas
- ✓ Daylight-based operating practices in warehouse areas to minimize artificial lighting use
- ✓ Optimization of rotomolding machine start-up schedules to reduce peak energy demand
- ✓ Adjustments to daily machine operations to limit simultaneous use of energy-intensive equipment

Analysis of 2025 electricity consumption data at this location indicates that these measures contributed to an approximate 47% reduction in electricity consumption compared to 2024 levels. Scope 2 emissions at the facility decreased by approximately 27% compared to 2024, reflecting the combined effect of reduced electricity consumption and updated location-based emission factors applied in 2025.

Tricon will continue to monitor site-level energy performance and assess additional efficiency opportunities as part of its ongoing operational improvement efforts.



# In Our Value Chain



## In This Section

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# In our Value Chain

As a global trading and distribution company operating in complex supply chains, Tricon’s sustainability impact and exposure extend well beyond our own direct operations and control. Many environmental and social risks occur upstream or downstream in the value chain, where our leverage or operational influence is limited.

## Industry Collaboration

In this context, industry collaboration helps companies align on shared standards, tools, and expectations, enabling more consistent and credible approaches to sustainability across complex value chains. Tricon participates in industry initiatives that support harmonized standards, interoperable data, shared assessment tools, and improvements in environmental and social performance across the chemical and logistics value chains. These collaborations complement Tricon’s internal due diligence, supplier engagement, and risk management processes by helping reduce duplication and accelerate progress on shared sustainability challenges.

### Tricon participates in:



#### Together for Sustainability

[Together for Sustainability](#) (TfS) is a global, industry-led collaboration of chemical sector companies focused on improving sustainability performance in supply chains. Within TfS, Tricon engages in several efforts, including:

- Supply chain assessments (EcoVadis)
- Supply chain audits (on-site verification aligned with the TfS audit protocol)
- Corrective action plan (CAP) tracking and follow-up
- [Product Carbon Footprint \(PCF\) Guideline](#) and [PCF Exchange Solution](#)
- [Guidance on Responsible PCF Data Use](#)
- TfS Academy and supplier capability-building resources

Through shared assessments, audits, and capability-building initiatives, these tools support responsible sourcing implementation, supplier improvement, and scope 3 transparency across the chemical value chain.



#### Smart Freight Centre

[Smart Freight Centre](#) is a global non-profit organization advancing standardized methodologies for freight emissions accounting and logistics decarbonization. Through this collaboration and engagement with our logistics providers, Tricon encourages improved scope 3 data quality and transparency.

#### Vinyl Sustainability Council

Tricon continued its engagement with the [Vinyl Sustainability Council](#), supporting responsible sourcing and sustainability initiatives within the vinyl value chain.



#### Houston Regional Air Quality Summit

Tricon participated in the 2025 Houston Regional Air Quality Summit, a multi-stakeholder forum bringing together community members, public sector stakeholders, researchers, and private sector representatives to explore collaborative approaches to improving regional air quality.

#### Vinyl Council Australia

In 2025, Tricon Australia and New Zealand engaged with the [Vinyl Council Australia](#) (VCA) and supported the Best Environmental Practice certification process for PVC resin producers. Participation in the VCA PVC Stewardship Program reflects alignment with Tricon’s responsible sourcing principles and reinforces stewardship expectations within the Australian market.

# Responsible Sourcing & Product Stewardship

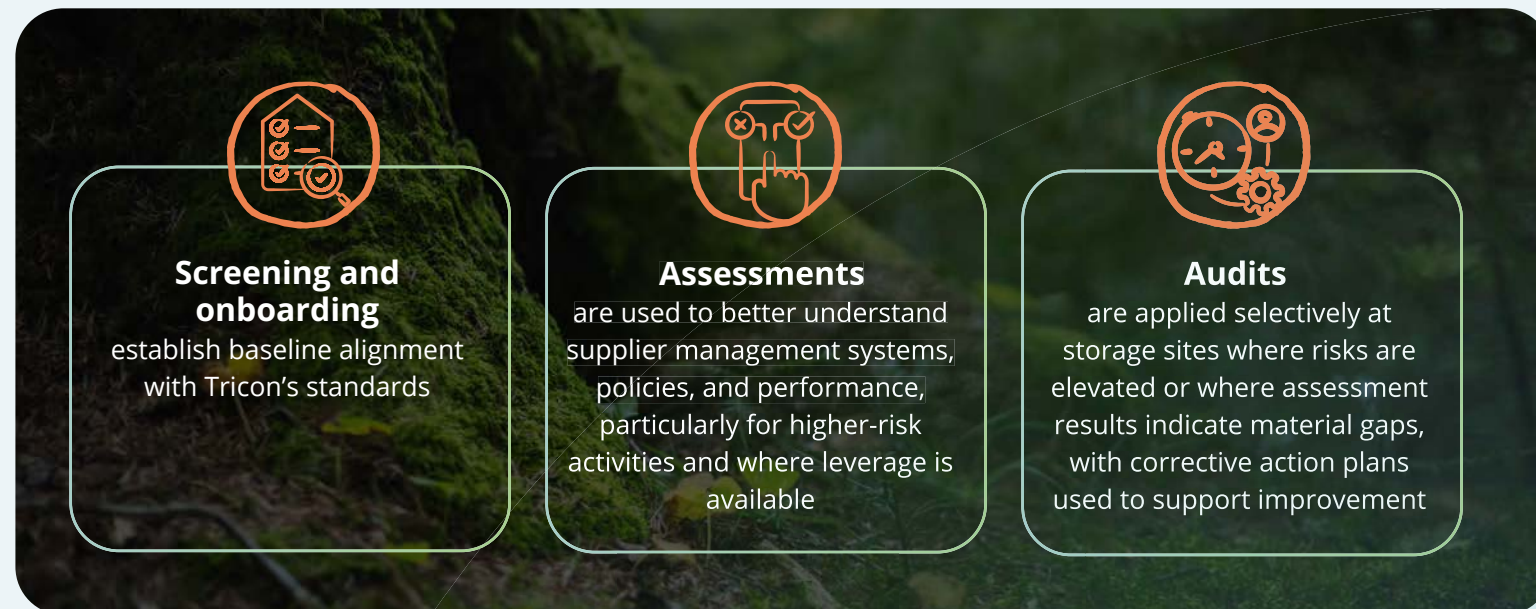
## Tricon's approach

Tricon establishes clear responsible business conduct expectations through our [Responsible Sourcing & Product Stewardship Standard](#) (RSPS Standard), which applies to suppliers, customers, logistics providers, service providers, and other business partners.

The Standard sets minimum requirements related to ethics, human rights, environmental management, and product stewardship. Tricon's Risk Management and Due Diligence Process provides the foundation for how sustainability risks are identified, prioritized, and addressed in sourcing and trading activities.

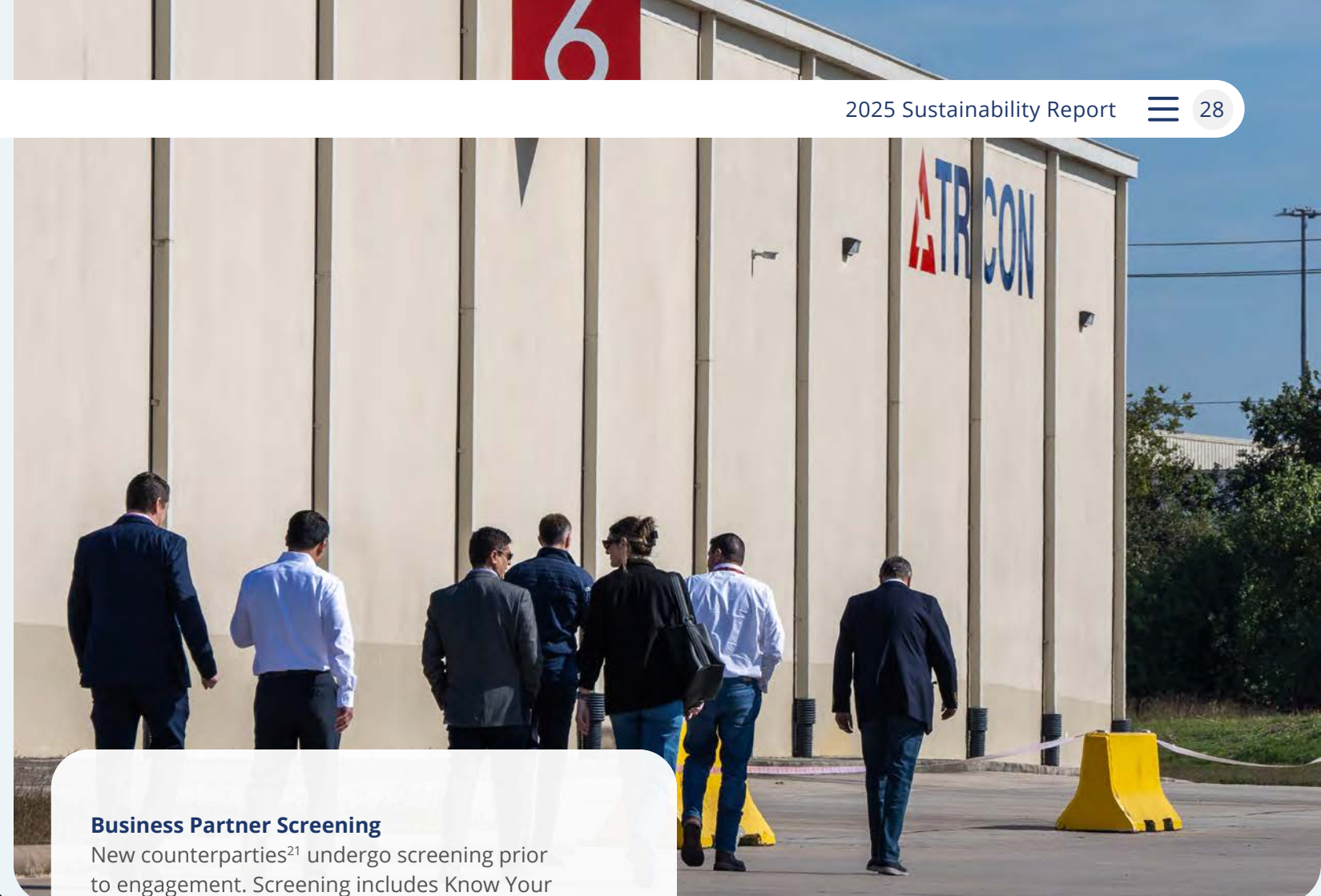
## Due Diligence

Responsible sourcing is implemented through a structured risk assessment and due diligence framework that includes elements such as screening and onboarding, assessments, and audits, with the level of due diligence based on risk profile, operating context, available leverage, and other factors.



This tiered approach allows Tricon to balance risk and available leverage, while supporting continuous improvement across the value chain.

In 2025, Tricon enhanced its due diligence framework by updating third-party due diligence questionnaires to better align forms with counterparty categories and evolving risk profiles. In addition to onboarding controls, risks were assessed throughout the year.



### Business Partner Screening

New counterparties<sup>21</sup> undergo screening prior to engagement. Screening includes Know Your Counterparty (KYC) procedures, sanctions and compliance checks, anti-money laundering review, and completion of due diligence questionnaires where applicable.

Tricon exceeded its 2025 target of 75% of suppliers, customers, and service providers sign on supporting the RSPS Standard, as reflected in the results below.

<sup>21</sup>Counterparty: any entity engaged in a product trade with Tricon, either supplying to or purchasing from the company. Includes: entities engaged in buying or selling traded goods or financial swaps/hedges. Excludes: agent

<sup>22</sup>The process of evaluating potential business partners before onboarding and existing ones during periodic due diligence reviews against Tricon's compliance, sustainability, and risk criteria. Screening determines whether a business partner meets Tricon's minimum requirements related to legal compliance, ethics, sanctions, human rights, environmental responsibility, and other applicable due diligence standards.

**4,149**  
counterparties engaged in the KYC process

**98%** of business partners onboarded in the reporting year supported our RSPS Standard

**100%** of new business partners screened<sup>22</sup> by due diligence onboarding

## Supplier Assessments

As part of the due diligence framework, Tricon conducts assessments using third-party platforms, such as EcoVadis, and internally developed tools, such as our storage and transportation checklists, depending on supplier type and activity. These assessments are used to obtain structured visibility into environmental, labor, and governance practices.

# 179

suppliers were assessed on environmental, social and governance criteria, of which **176** suppliers completed an EcoVadis assessment or shared their annual scorecard and 3 suppliers were assessed on internal checklists

# 61.7

**average score across suppliers included in Tricon's EcoVadis supplier pool**



Assessment results are reviewed to identify areas for improvement. Where material gaps are identified, Tricon engages counterparties to clarify expectations and agree on corrective actions.

In prioritizing follow-up actions, Tricon applies a risk-based approach, focusing first on issues with potential to impact worker health and safety, environmental protection, or legal compliance. While documentation and disclosure enhancements support transparency and system maturity, priority is given to corrective measures that address tangible operational risks or strengthen protections for people and the environment.

Key themes identified include:



**Worker health & safety controls:** Need to strengthen H&S management practices and oversight in higher-risk operations



**Worker welfare fundamentals:** Related to working conditions controls, including requirements linked to minimum wage, overtime and rest time expectations



**Environmental protection and pollution prevention:** Need for stronger controls and practices related to hazardous materials handling, water management, and prevention of pollution



**Compliance and ethics risk:** Related to anti-corruption controls and third-party due diligence

## Supply Chain Audits

Supply chain audits are initiated selectively in higher-risk storage contexts or where assessment findings indicate potential material gaps. Audits may include site inspections, document reviews, and management interviews. Where findings are identified, corrective action plans are agreed and monitored.

**2** audits were initiated and both were completed during the reporting period

Audits focused on storage facilities in higher-risk geographies



Key findings included:

- ✓ Opportunities to strengthen occupational health and safety controls
- ✓ Improvements required in working time compliance and rest period monitoring for certain roles
- ✓ Minor procedural enhancements related to documentation and training consistency

Corrective actions implemented in 2025 related to audits initiated in 2024 included:

- ✓ Strengthening of working hours controls and overtime compliance monitoring
- ✓ Reinforcement of wage documentation and minimum wage verification procedures
- ✓ Rollout of employee training programs on HSE, labor standards, and business ethics
- ✓ Implementation of environmental monitoring processes, including emissions tracking and energy management oversight
- ✓ Establishment of supplier monitoring and compliance tracking mechanisms
- ✓ Formalization and communication of management policies covering health & safety, labor standards, anti-corruption, and grievance mechanisms

Read more about Tricon's ongoing commitments in the [Responsible Sourcing and Product Stewardship Standard](#).

### Human Rights in the Value Chain

Human rights risks within Tricon’s value chain are addressed through the Responsible Sourcing & Product Stewardship Standard, supplier due diligence processes, and targeted risk-based engagement, as described in the previous section.

As a trading and distribution company operating across diverse geographies, Tricon recognizes that heightened human rights risks may arise in areas such as:

Labor standards and working conditions

Freedom of association and non-discrimination

Occupational health and safety

Modern slavery and forced labor risks

Recruitment practices and wage compliance



### Environmental Management in the Value Chain

Tricon continues to engage logistics providers to reduce pollution, emissions, and spill risks in transport and storage, consistent with its Responsible Sourcing & Product Stewardship Standard.

**1** environmental incident was reported in the value chain, involving a transport-related spill of low-density polyethylene (LDPE)

As the material was solid plastic and cleaned up and collected by the contracted transport company, no measurable release to the environment was reported

Human rights considerations are integrated into screening, assessments, and audit protocols, with enhanced scrutiny applied in higher-risk geographies or activities. Where gaps are identified, corrective action plans and supplier engagements are used to drive measurable improvements. However, systemic issues in the value chain and geopolitical context are often beyond one company’s ability to change.

Tricon acknowledges that leverage in multi-tier supply chains may be limited. Accordingly, the company complements its internal controls with industry collaboration, including participation in Together for Sustainability (TfS), to promote shared standards and supplier capability-building across the sector.

Tricon’s approach to addressing modern slavery risks is further outlined in our [Modern Slavery Statement](#).

### PRODUCT HEALTH & SAFETY

Tricon maintains compliance with applicable chemical safety regulations, including EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) and the US Toxic Substances Control Act (TSCA), as well as comparable international frameworks, and monitors the presence of substances of concern across its traded portfolio.

Suppliers and product counterparties are expected to provide appropriate regulatory documentation and up-to-date Safety Data Sheets (SDS) in line with the requirements set out in Tricon’s Responsible Sourcing & Product Stewardship Standard.

Product quality and safety are supported by Tricon’s internal quality management systems and operational procedures, as described in the [Quality Management](#) section.

No product recalls or regulatory notifications were required during the reporting year.

**0** product stewardship incidents<sup>23</sup> were recorded

**0** product recalls

### PACKAGING AND PLASTIC WASTE

During 2025, Tricon progressed our approach to estimating and measuring packaging materials purchased and used directly for products packaged by Tricon. The estimated total weight of such packaging materials during the reporting period was 4,000 tonnes.

Tricon continues to evaluate opportunities to incorporate recycled content into packaging materials where operationally viable and consistent with product integrity and safety requirements.



<sup>23</sup> Incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services. Excludes reported incidents where the organization was not found to be responsible.



## Quality Management

Product quality and safety are managed through operational quality assurance procedures implemented at Tricon's operational facilities. These processes support the consistent identification, investigation, and resolution of product quality issues.

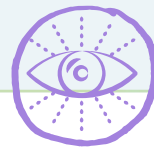
At Tricon's operational facilities, quality management practices include:



Implementation of a formal customer complaints and returns policy to manage notification, investigation, and resolution of product issues



Use of root cause analysis (RCA) and quality management tools to investigate non-conformities and define corrective and preventive actions



Tracking and monitoring of corrective actions through internal reporting and follow-up procedures



Site visits to storage terminals and logistics partners to review material handling practices and strengthen quality controls



Preparation for second-party customer audits, including documentation reviews and alignment with customer requirements

These processes also help facilitate the resolution of customer claims related to product quality or performance, in line with standard commercial procedures.

In 2025, Tricon's Rotterdam operations achieved ISO 9001:2015 certification. The certification formalizes quality management processes and helps strengthen efficiency, transparency, and reliability across distribution activities.



## Climate Transparency GHG Emissions (Scope 3)

Tricon's scope 3 greenhouse gas emissions account for the majority of our overall emissions footprint, reflecting the nature of trading and distribution activities and associated upstream and downstream value chain impacts. Scope 3 emissions are primarily driven by traded products and associated transportation, with additional contributions from fuel-and energy-related activities, waste, business travel, and other categories. Scope 3 emissions are calculated using a combination of supplier-provided data where available, industry databases, third-party tools, and estimations.

To help address these challenges, Tricon continued to strengthen our approach to product carbon footprint reporting in 2025.

Volume of total emissions disclosed through supplier-provided PCFs in 2025:

**4.9 million tCO<sub>2</sub>e**

### Key Challenges & Data Limitations:

- ✓ Limited availability of primary, supplier-specific data across large parts of the value chain
- ✓ Reliance on secondary data sources and estimations for several scope 3 categories
- ✓ Voluntary nature of supplier participation in product carbon footprint disclosure

As a result, year-over-year comparability of scope 3 emissions remains limited. These challenges are consistent with the broader data and methodological limitations discussed in the [Challenges & Opportunities](#) section of this report.



This table provides an overview of Tricon's scope 3 emissions by category for the reporting year.<sup>24</sup>

<sup>24</sup> Figures may differ from regulatory disclosures or financial disclosures due to differences in methodology. Given the balance in resources to collect data and the need to focus on decarbonization solutions, specific figures are not disclosed for categories that, based on our analysis, constitute less than 0.01% of total emissions, unless that data is more readily available or part of our responsible sourcing program.

Category	2025 tCO <sub>2</sub> e	Challenges and Improvements
<b>1: Purchased Goods &amp; Services</b>	<b>31,325,100</b>	<ul style="list-style-type: none"> <li>For products sold, cradle-to-gate product emissions were calculated in line with Tricon's PCF methodology.</li> <li>This figure represents 99% of our physical product sales volume in 2025. We are working to incorporate the remaining physical product volume into our carbon emissions systems.</li> <li>The increase from 2024 is in line with the volume of product sold.</li> </ul>
<b>3: Fuel - and Energy-related Activities Not Included in Scope 1 or Scope 2</b>	<b>152</b>	<ul style="list-style-type: none"> <li>Based on calculations of upstream lifecycle emissions associated with fuel and electricity consumption, derived from scope 1 and scope 2 activity data and combined with upstream DEFRA emission factors.</li> </ul>
<b>4: Upstream Transport</b>	<b>2,109,588</b>	<ul style="list-style-type: none"> <li>This includes analysis from CarbonChain covering 99% of product volume movements, with hierarchy for primary logistics data, including Sea Cargo Charter voyage data or carrier-specific / trade-lane specific factors, where available, followed by estimates.</li> </ul>
<b>5: Waste from Operations</b>	<b>&lt;0.01%</b>	<ul style="list-style-type: none"> <li>Waste data remains partially estimated due to limited availability of itemized waste data across our leased locations, as further described in the <a href="#">Waste Management</a> section.</li> </ul>
<b>6: Business Travel</b>	<b>&lt;0.01%</b>	<ul style="list-style-type: none"> <li>In 2025, the transition to the new travel platform continued, but was not completed. As a result, reported emissions reflect a combination of primary data and estimates.</li> </ul>
<b>7: Employee Commuting</b>	<b>&lt;0.01%</b>	<ul style="list-style-type: none"> <li>We focus efforts on actions like the sustainability employee incentive program and hybrid work.</li> </ul>
<b>8: Upstream Leased Assets</b>	<b>271</b>	<ul style="list-style-type: none"> <li>Electricity, cooling, and heating data are collected from offices and operational facilities. Where measured data is not available, consumption is estimated using standardized approaches and representative public datasets</li> </ul>
<b>9: Downstream Transport</b>	<b>Included with upstream</b>	
<b>10: Processing of Sold Products</b>	<b>N/A</b>	<ul style="list-style-type: none"> <li>The use of chemicals is too varied to reasonably calculate. This may be a long-term area for exploration.</li> </ul>
<b>11: Use of Sold Products</b>	<b>141,106</b>	<ul style="list-style-type: none"> <li>We estimate the combustion emissions from fuels sold, which in 2025 included naphtha and fuel oil. For the calculation, we used the latest DEFRA emission factors. The volume of these products can vary year to year, which affects the resulting emissions.</li> </ul>
<b>12: End of Life Treatment of Sold Products</b>	<b>N/A</b>	<ul style="list-style-type: none"> <li>The end life of base chemicals is too varied to reasonably calculate. This may be a long-term area for exploration.</li> </ul>
<b>TOTAL SCOPE 3 EMISSIONS</b>	<b>33.6 million</b>	<ul style="list-style-type: none"> <li>Note level of uncertainty is estimated to be at least +/- 20% given lack of primary data availability and estimations.</li> </ul>

## Supplier Incentive Program

Tricon’s value chain emissions are predominantly associated with the products we trade, and the transportation required to move them. As a distributor with limited direct leverage over manufacturing emissions, we focus on engagement and collaboration. In 2023, Tricon initiated a two-year Supplier Incentive Program (concluded October 2025) to encourage and support suppliers in calculating and disclosing PCF data.

### Program Overview

The initiative was intentionally structured as a practical pilot to assess whether targeted incentives and technical support could meaningfully increase supplier PCF disclosure in a voluntary participation environment.

Recognizing varying levels of data maturity and internal capacity, the program combined financial incentives with access to third-party technical expertise to lower barriers to calculation and disclosure.

### What the Program Offered

Delivered in partnership with third-party experts (including ClimeCo, Schneider Electric, Net Zero Solutions, and Emitwise), the program offered resources and incentives to suppliers to support PCF calculation, verification, and disclosure. These included:

**PCF calculation resources**, including consultancy and software services

**Certification and verification support** to strengthen credibility

**Targeted financial incentives**, including rebates and preferential access to decarbonization services

**Education and training**, delivered through webinars and third-party partners

Resources were delivered through partnerships with third-party sustainability service providers. Suppliers could select support options aligned with their starting point, internal priorities, and data readiness.

Supplier engagement under the program included regular outreach across multiple channels, such as direct engagement by commercial and sustainability teams, webinars, and participation in industry forums.

The program was supported through Tricon’s sustainability-linked loan framework, which aligns financing with measurable progress on supplier PCF disclosure and circular and renewable product sales. See the [Corporate Governance](#) and [Sustainable Products](#) sections for additional details.

### Cumulative Results

Data presented below reflects the cumulative 24-month period of the program.



These disclosures relate to specific products for which PCFs were calculated and shared and represent increased transparency in Tricon’s traded value chain emissions.

Tricon contributed a [case study](#) to [The Climate Drive](#) platform summarizing the results from the program’s first year of implementation.

### Challenges

These challenges reflect broader structural and market dynamics associated with voluntary PCF disclosure in complex chemical supply chains:

- Supplier capacity and readiness
- Data quality and methodological differences
- Confidentiality and perceived commercial risk
- Limited regulatory and market drivers
- Internal approval processes within supplier organizations
- Risk of misinterpretation of PCF data

### Key Learnings

The program highlighted several factors critical to the success of supplier engagement and PCF disclosure initiatives:

- Targeted multi-channel supplier engagement
- Flexibility in incentive design aligned with supplier maturity
- Sustained, relationship-based engagement aligned with supplier timelines
- Standardization and clear guidance to support data confidence and broader adoption

To support responsible use of disclosed PCF data, Tricon contributed to the development of the [TFS Guidance on Responsible PCF Data Use](#). This industry guidance addresses key areas of learning from the program, particularly around governance, confidentiality, and limitations in “comparability” given the nature of PCF data and life cycle assessment (LCA) methodologies.

### Looking Ahead

While the Supplier Incentive Program has formally closed, Tricon remains committed to advancing climate transparency across its value chain. The insights, partnerships, and data generated through the program continue to inform Tricon’s approach to scope 3 emissions transparency and industry collaboration.

<sup>25</sup> Designated Supplier: suppliers identified by Tricon based on product purchase volume and purchase order activity, assessed at both the entity and group level in accordance with internal criteria.

<sup>26</sup> Benefitted in this context means suppliers enrolled in the Support Program or received a resource or incentive related to PCF. It does not include suppliers who provided PCF data but declined the incentive.

# PCF Reporting for Customers

**2025 target achieved:**  
Provide PCF data to customers by 2025

Based on our commitment to increasing transparency in PCF data, Tricon continued strengthening our internal capabilities to calculate, manage, and communicate product carbon footprint data to customers. Efforts included:

- ✓ Expanded collection and integration of supplier-provided primary PCF data to improve data accuracy and increase primary data share in customer PCF reports
- ✓ Continued refining modelled PCFs where primary data is not yet available, utilizing secondary databases such as Carbon Minds
- ✓ Development of a structured, customer-facing PCF report format to improve transparency and usability
- ✓ Launch of an internal tool enabling Operations teams to retrieve transaction-level as well as aggregated PCFs and proactively share data with customers
- ✓ Targeted trainings throughout the year to support commercial and operations teams in understanding and communicating PCF data

**90+** operators trained in PCF reporting

The PCF reporting tool allows operators to generate both transaction-level and aggregated PCF reports, enabling tailored responses to customer data requests

In addition to efforts to share proactively, any customer can request a PCF report from Tricon. Looking ahead, Tricon is exploring opportunities to further integrate PCF data into existing transaction processes and assessing approaches to streamline how product-level carbon information can be shared more systematically with customers as part of regular commercial documentation and data exchanges.

These steps support more consistent communication of product-level emissions and respond to increasing customer demand for credible data.

## CARBON INTENSITY OF PRODUCT PORTFOLIO

Improved primary data coverage also supports tracking of the average carbon intensity of Tricon's traded portfolio. This metric provides a directional view of portfolio-level emissions performance.


Carbon intensity of product portfolio<sup>27</sup>  
**1.4 tCO<sub>2</sub>e / t**

<sup>27</sup>Intensity is calculated based on production (scope 3, category 1) emissions over volume sold.




# Sustainable Products


As part of our sustainability strategy, Tricon continues to develop its Sustainable Products portfolio. We define Sustainable Products as those meeting at least one of the following criteria:



**CIRCULAR:**  
Products made through processing of post-use materials



**RENEWABLE:**  
Products derived entirely or partially from renewable feedstock, including biomass, industrial bio-waste, or municipal bio-waste



**LOW-CARBON:**  
Products that provide evidence of carbon neutrality or GHG reductions compared to baseline or industry averages

Throughout 2025, Tricon executed certified bio-circular transactions, including spot sales of bio-circular propylene glycol (PGP) under recognized mass balance frameworks. These transactions reflect ongoing efforts to commercialize circular and renewable alternatives in line with customer specifications and regulatory expectations.

Development of the Sustainable Products portfolio remains dependent on feedstock availability and market demand. Tricon continues to assess opportunities to expand circular and renewable volumes where commercially and operationally viable.

As part of our sustainability-linked financing KPIs, Tricon expanded our sustainable product portfolio volume during the two-year program. **At the close in October 2025, the portfolio volume grew by 65% year over year.**

Sales growth was supported by certified supply availability and customer engagement across key regions.

Tricon maintained **ISCC PLUS certification** at its Houston and Australia entities in 2025, supporting traceability for bio-based and circular materials.

Volume of ISCC PLUS certified products traded:

**117,017 tonnes**



# In Our Communities

# 04



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# In Our Communities

Through structured social investment programs and employee-led initiatives, we support projects that respond to local needs and material impacts aligned with our sustainability priorities. Our community activities are organized under two primary programs:



**Project Zero,** which focuses on strategic social investments aligned with Tricon's sustainability pillars



**Tricon Cares,** our employee-driven volunteerism and fundraising program that supports local initiatives across the regions where we operate

Together, these programs provide a framework for how Tricon contributes to communities, promotes responsible environmental practices, and encourages employee engagement beyond core business activities.



## Project Zero

Project Zero supports initiatives that contribute to:



**Zero Waste:** Strengthening waste management, recycling infrastructure, and environmental education that promotes circularity and responsible resource use



**Zero Emissions:** Supporting renewable energy, nature-based solutions, and other initiatives that contribute to climate awareness and environmental protection



**Zero Inequality:** Promoting inclusion in education, employment, and community development

Projects under this framework are selected based on defined criteria, including alignment with Tricon's sustainability objectives, responsiveness to identified community needs, and compliance with internal governance standards.

### DEVELOPING A SUSTAINABLE SCHOOL IN INDIA

In 2025, Tricon partnered with [Y4D Foundation](#) to launch **Project LEAF** (Learning for Environmental Action and Future) near our offices in India. The program is designed to integrate environmental education, waste management practices, and renewable energy awareness into a school setting.

As a first step, our partner conducted a baseline assessment at the selected school to evaluate existing infrastructure, environmental practices, waste management systems, and student awareness levels. The findings informed the design of a phased intervention plan aligned with local needs and feasibility.





During 2025, implementation focused primarily on curriculum development and foundational capacity-building activities, including:

- ✓ Development and introduction of structured environmental learning modules, aligned with the LEAF framework
- ✓ Teacher orientation sessions and student engagement workshops to embed environmental concepts into classroom practice and co-curricular activities

By December 2025, environmental education modules had been fully delivered, while implementation of supporting infrastructure, such as waste management systems and campus improvements, remained ongoing, with completion planned for 2026.

These actions laid the groundwork for transitioning from awareness-building to tangible sustainable infrastructure upgrades in 2026.

### ADVANCING SUSTAINABLE SCHOOLS IN HOUSTON







Tricon continued its partnership with the [Children’s Environmental Literacy Foundation \(CELF\)](#) in 2025 to advance environmental education initiatives across Greater Houston, including zero-waste programming, campus resilience projects, and student-led engagement on local environmental challenges.

Tricon supports the partnership through financial sponsorship, strategic collaboration, and participation in selected education and engagement activities.

Since launching the collaboration in 2022, the partnership has supported more than 25 schools, trained over 300 teachers, and reached more than 20,000 students with sustainability-focused learning opportunities

In 2025, the partnership entered into a multi-year agreement to pursue longer-term resilience initiatives.

#### Key activities during the year included:

-  **Professional Development**
  - Professional development sessions delivered as part of campus resilience and zero-waste programming
-  **Composting**
  - A school-wide composting pilot engaged **776** students and faculty in food waste segregation training
  - By January 2026, nearly **6,000 pounds** of cafeteria food waste had been diverted from landfill
-  **Zero Waste Action Planning**
  - Implementation of zero-waste action planning across nine schools
  - District-level coordination efforts to support long-term resilience initiatives
-  **Experiential Learning**
  - Landfill and ecosystem field experiences for students
  - Green Careers events: **16** sessions reaching more than **2,600** students
-  **Student Engagement & Workforce Exposure**
  - **Three** Student Symposium events featuring **141** students from **12** schools presenting sustainability projects
  - **Three** high school internships in sustainable food systems
-  **Community & Stakeholder Engagement**
  - Youth Air Quality Summit held at Port Houston, bringing together student researchers and **56** community stakeholders, including educators, public institutions, community members and regional representatives



# Tricon Cares

Tricon Cares is the company's employee volunteer and fundraising initiative. It enables employees to contribute time, resources, and expertise to causes that are meaningful within their local communities.

Through Tricon Cares, employees participate in volunteer activities, community outreach, and fundraising efforts that support social and environmental initiatives.



**\$63,189**

Total charitable amount raised through Tricon Cares initiatives

**90** Total number of volunteers

**495** Total hours volunteered



## SUPPORTING CANCER RESEARCH IN ITALY

In 2025, Tricon Italy made a \$4,655 donation to IRCCS Istituto Romagnolo per lo Studio dei Tumori "Dino Amadori" (IRST) in Meldola, Italy. The contribution supports the institute's oncology research and diagnostic activities, including the purchase of equipment used in cancer treatment and scientific research.



## TREE DONATIONS IN COLOMBIA

In 2025, Tricon's Colombia team supported a local reforestation initiative in partnership with Fundación Arbólea, contributing to and participating in the planting of 30 native trees in the Guatavita region (Cundinamarca), near the Tominé Reservoir.





5 continents

22 countries

38 teams

245+ km travelled

597 goals scored

In 2025, Tricon was proud to once again sponsor the Genuine Cup, an international soccer tournament that brings together athletes with intellectual and developmental disabilities from around the world. More than a sporting event, the Genuine Cup celebrates inclusion, friendship, and the power of sport to unite communities across cultures and borders.

Throughout the week, Tricon employees volunteered on the sidelines and behind the scenes, supporting athletes, cheering on teams, and contributing to an atmosphere of encouragement and community. The tournament provided opportunities for employees to engage directly, demonstrate Tricon's commitment to inclusion, and support an event centered on dignity, participation, and shared experience.



11 languages

754 players & coaches

114 matches played



Held alongside the tournament, Genuine Connect 2025 convened leaders, advocates, and organizations at Rice University in Houston for a purpose-driven forum focused on advancing inclusion for the neurodivergent community.

The program featured keynote speakers, expert panels, and cross-sector dialogue addressing inclusive employment, data-driven insights on neurodivergence, and the role of sport in promoting social inclusion and confidence-building. With participation from academia, corporations, nonprofits, government representatives, and self-advocates, Genuine Connect fostered meaningful exchange and collaboration aimed at building more equitable systems and opportunities.





**JOIN US ON A  
JOURNEY TO CREATE  
GOOD TOGETHER!**

**CONTACT:**  
Elizabeth Carlson,  
Chief Sustainability Officer  
[sustainability@triconenergy.com](mailto:sustainability@triconenergy.com)

**TRICON ENERGY HQ**  
1500 Post Oak Blvd. 18th Floor, Houston, TX 77056, USA  
+1 713-963-0066  
[www.triconenergy.com](http://www.triconenergy.com)