TRICON

2022 SUSTAINABILITY REPORT

CONTRIBUTING TO THE JOURNEY TOWARD A NET ZERO AND INCLUSIVE FUTURE

About The Report

In 2022, Tricon launched our first sustainability report covering the calendar year 2021. This second disclosure focuses on providing results achieved in the 2022 calendar year and updates on progress and challenges in advancing our sustainability goals. These results can be compared with our inaugural 2021 report. Key programs, systems, and controls that did not change in 2022 but continue to be a part of our sustainability efforts are hyperlinked. We encourage stakeholders and readers of this report to also browse the policies section on Tricon's sustainability website.

Report Boundaries

Reporting Period: January 1, 2022 – December 31, 2022

Geographic Boundaries: This report covers processes, actions, and results across Tricon's global operations. Data is reported against physical locations and specific activities. Physical locations with less than two (2) employees may be excluded from data collection.

Approach: Tricon reports material metrics to measure the impact and progress of our sustainability goals and communicate our contribution to broader local and global sustainable development. Tricon's ambition is to generate both results for the business and meaningful positive impacts for society and the environment. We are committed to promoting transparency on material impacts while respecting data privacy and protecting commercially sensitive and confidential information.

Reporting Framework: Tricon does not apply a specific reporting framework. We draw guidance on material issues, report content, and the principles of accuracy, balance, timeliness, clarity, comparability, and reliability from international frameworks, including the Global Reporting Initiative (GRI), United Nations Sustainable Development Goals (UN SDGs), World Economic Forum's Stakeholder Capitalism Metrics, Commodity Trading Sector Guidance on Implementing the UN Guiding Principles on Business and Human Rights, and GHG Protocol. See mapping to the Reporting Index for more information.

Greenhouse Gas Methodology: Tricon uses the financial control approach to greenhouse gas (GHG) emissions accounting based on the GHG Protocol. Accounting for joint ventures follows the financial accounting for the entity. For calculating emissions, Tricon uses the GHG Protocol and United Kingdom Department for Environment, Food & Rural Affairs (UK DEFRA) guidance, applying documented emission factors to known activity data from the organization.

Tricon reports GHG emissions in tonnes of carbon dioxide equivalent (tCO2e) for scope 1, 2, and 3 emissions. GHG emissions are reported as a gross figure in tonnes of CO2e and as net emissions where offsets and credits have been used.

Tricon uses emissions factors from reputable sources and assumes uncertainty in line with corporate reporting norms. Uncertainty arises from the lack of precise data and reliance on emissions factors, in addition to the potential error in data collection or calculations. Data challenges are noted throughout the report. Scope 3 emissions data is not yet considered comparable or sufficiently reliable.

More details on GHG emissions and scope 3 calculations can be found in the Climate section.

Report Review: Information and data included in Tricon's 2022 Sustainability Report was collected and verified internally for accuracy and transparency. Key data was uploaded into the PWC ESG Management Solution. A review of the report was conducted by relevant department leads and the Sustainability Committee. Additional information about Tricon can be found at www.triconenergy.com.

If you are interested in learning more about Tricon's sustainability initiatives or becoming a collaborating partner in efforts that align with our sustainability pillars, please contact sustainability@triconenergy.com

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ΔTRICON

OUR JOURNEY CONTINUES

Last year, we launched our first Sustainability Report to our stakeholders. As we continue our journey, our people are as committed as ever to advancing our sustainability priorities. We are constantly learning – and growing. In 2022, we set out to better define and communicate our company purpose – the reason why we exist **beyond profit** that should guide our decisions over the long-term to deliver sustainable value.

Therefore, we spent time further defining our purpose statement: **To efficiently and sustainably connect the world with essential goods**. We feel this statement reflects our ambition. With this change, we remain intentional in aligning our activities to enhance positive impacts to the environment and society for a more just, equal, and sustainable future.

OUR PROGRESS

We remain committed to improving our environmental footprint on our journey to a net zero, circular economy. Our foundational elements to sustainability include **promoting social and economic inclusion**, **protecting the environment for people**, **ecosystems**, and **climate**, and **enabling a more circular economy**. Our 2022 achievements are highlighted throughout this report. As we showcase our progress, we also wanted to identify the challenges we face, part of our commitment to transparency in achieving our short- and long-term objectives.

Our sustainability committee, chaired by the two of us, continues to lead our focus on the strategic direction and execution of our internal plans, advancing our initiatives and programs to strengthen our sustainability performance. In 2022, Tricon sold over 15 million tonnes through 4 distinct business units, with more than 4,000 business partners across approximately 120 countries – and we continue to expand our global reach. It's the strength in our foundational leadership principle **'to inspire others to engage'** that bridges our daily activities, actions, and progress – benefiting our globally diverse stakeholders.

OUR IMPACT - HIGHLIGHTS

GOVERNANCE

We started with a target to reach gold level status with EcoVadis, a leading sustainability ratings organization. We surpassed that target and achieved platinum status, placing Tricon in the top 1% of rated companies globally. In 2022, we also partnered with EcoVadis to improve our responsible sourcing program with inclusion of a supplier risk assessment. Internally, we have bolstered our communication efforts concerning our Tricon Listens Helpline. With culturally diverse employees across our operations, we seek to promote awareness and understanding around reporting issues or challenges our employees may face.

WE ARE RESPONSIBLE

- **Updated** our **company purpose** with a focus on integrating sustainability into our core culture
- Achieved **platinum status on EcoVadis** sustainability rating
- **Partnered with EcoVadis** to improve our responsible sourcing program with supplier risk assessment
- Launched the **digital Know Your Counterparty (KYC)** process to better track alignment with our Responsible Sourcing and Product Stewardship Standard
- **100%** of workforce **trained in anti-corruption**
- **506 businesses** engaged in the digital **KYC process**
- **0 complaints** received related to product health and safety

ENVIRONMENTAL

To advance our goal from 'net' zero emissions in scope 1 and 2 to 'near zero' absolute emissions in the coming years, we sought input from the Science Based Targets Initiative (SBTi). SBTi validated our net-zero target and recognized Tricon's commitment to reduce emissions in line with the Paris Agreement. We also joined Carbon Call to help mobilize action for carbon accounting to become more reliable and interoperable. By working collaboratively toward solutions, we can make significant strides in reducing our carbon footprint – and moving closer to zero emissions.

In addition to collaboration, market solutions are necessary to transition to more sustainable economic growth. Tricon launched the circular business line in 2022 with sales in Latin America, Asia, and the Middle East. To support our zero-waste goal, we also initiated new efforts to reduce office waste and supported zero-waste education programs in communities.

WE CARE

WE ACT

- Initiated improvements to track scope 3 emissions
- Launched **"Project Zero"** environmental education and inclusive recycling programs with partners in **Turkey, Ghana, the United States,** and **Colombia**
- **Net-zero target validated** by the Science Based Targets initiative (SBTi)
- Opened the **circular book** with sales to **Latin America, Asia**, and **the Middle East**
- **55 employees** completed the **sustainability incentive program** in 2022
- **Net zero** scope 1 and 2 emissions
- 1.4 tCO2e / t product carbon intensity of traded portfolio (cradle to gate)

SOCIAL

In 2022, Tricon was awarded the Great Place to Work Certification™ (GPTW) in 10 countries around the global. We are using the GPTW survey results to guide our social inclusion action plan on an annual basis. We conducted gender-equality and pay parity assessments and have been encouraged by the initial results. However, we recognize that there is always more work to do in monitoring and assessing compensation to promote equity and inclusion. We also advanced our commitments to inclusion in the community through our "Project Zero" investments and "Tricon Cares" initiatives.

WE ARE ONE!

- Expanded the **Great Place to Work®** survey to global employees and achieved certification in **10 countries**
- Started an **internal sustainability audit** and **certification** process
- Conducted **global diversity and inclusion training** for more than **250 employees**
- Integrated **human rights** further **into due diligence** processes
- **0** fatalities, high-consequence, or recordable **work-related injuries**
- **1,906 employee training** hours
- **$221,665 raised for Ukraine** crisis relief

LET'S CREATE GOOD TOGETHER

Through collaborative efforts, our team has made significant strides in creating a more sustainable future for both our business and the planet. We are proud of our Tricon team and their achievements thus far, and we're optimistic about what we can accomplish in 2023 and beyond. Our commitment to transparency is important to us, and we also recognize that learning from our challenges is just as important as sharing our progress. We invite you to explore this report and contact us with your feedback, as we continue the journey toward a net zero, circular, and inclusive future.

Elizabeth Carlson

Ignacio Torras

TRICON IN 2022

About Tricon

With over 27 years in business, Tricon is an industry leader in the global trade and distribution of chemicals. Our purpose is to efficiently and sustainably connect the world with essential goods. We do that by providing logistics, financing, risk management, market intelligence, distribution, and technical support to thousands of business partners in over 120 countries.

To learn more about our values or our product lines, please click on the following links:

Values   Raw Materials and Fertilizers

Chemicals   Sustainable Products

Plastics

2022 Sales Volume

2.5 million

0

Houston – Global HQ

Mexico City

Bogotá

Guayaquil

Lima

Sao Paulo

Santiago

Paris

Leichlingen

Geneva + Zurich

Madrid

Ravenna

Moscow

Kharkiv

Istanbul

Almaty

Dubai

Mumbai

Seoul

Shanghai

Hanoi

Ho Chi Min City
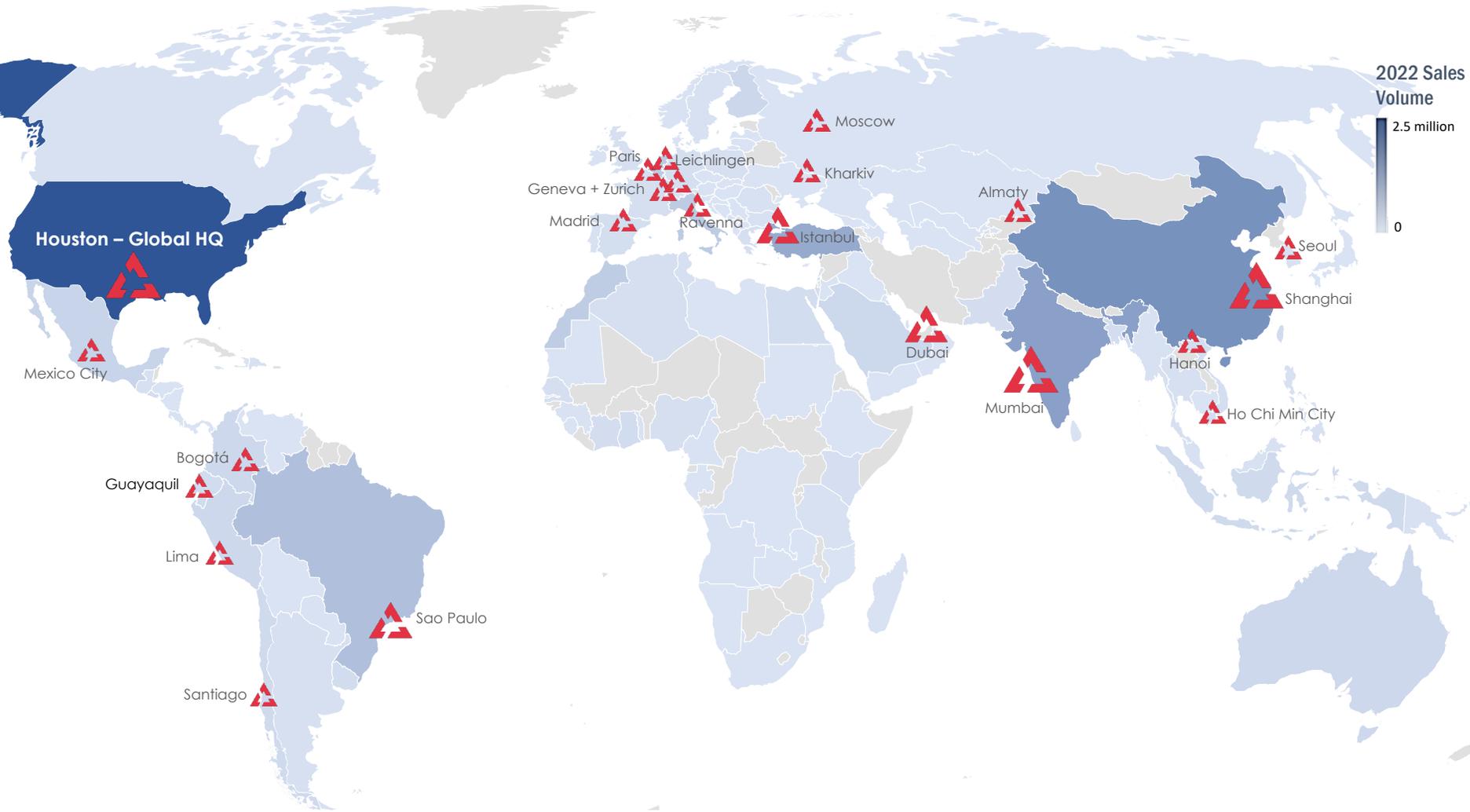
500+ Employees

23+ Offices

15.6 Million Tonnes of Product Traded

4,000+ Business Partners in **120+** Countries

STRATEGIC PILLARS

Based on the results of our 2021 Materiality and Risk Management Process, we developed three pillars to our Sustainability Program, with a governance foundation. These pillars continue to guide us towards Tricon's strategic goals and milestones. We continuously monitor issues that may impact our business and update our formal materiality assessment every three years.

OUR VISION

OUR ACTIVITIES CONTRIBUTE TO A MORE JUST, EQUAL, AND INCLUSIVE SOCIETY AND CONTINUOUSLY IMPROVE ENVIRONMENTAL IMPACT ON THE JOURNEY TO A NET ZERO, CIRCULAR ECONOMY.

PROMOTE SOCIAL AND ECONOMIC INCLUSION

WE ARE ONE!

PROTECT THE ENVIRONMENT FOR PEOPLE, ECOSYSTEMS, AND CLIMATE

WE CARE

ENABLE A MORE CIRCULAR ECONOMY

WE ACT

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

INTEGRATE ESG INTO DECISION-MAKING

WE ARE RESPONSIBLE

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

SUSTAINABILITY STRATEGY

TRICON

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

POLICIES

- Sustainability Policy
- Compliance Policies
- Global Privacy Policy
- Risk Management Policy

- Sustainability Due Diligence Process
- Worker Welfare Guidelines
- Social Investment Process

- Environmental Management Guidelines
- Sustainability Reporting Methodology

- Responsible Sourcing & Product Stewardship Standard (RSPS)

LONG-TERM GOALS

Cross-Cutting: Integrating ESG into Decision-Making

Promote Social and Economic Inclusion

Protect the Environment for People, Ecosystems, and Climate

Enable a More Circular Economy

MATERIAL ISSUES IN THE VALUE CHAIN

Corporate governance, risk management, data privacy, ethics and anti-corruption, transparency, responsible sourcing, product stewardship

Human rights, worker welfare, diversity and inclusion, training and development, health and safety, community engagement

Greenhouse gas emissions, energy, pollution and spills, office waste

Plastic waste, environmental awareness, sustainable business, climate risk

MAPPING TO SDGS

16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 17 PARTNERSHIPS FOR THE GOALS | 5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH | 10 REDUCED INEQUALITIES | 15 LIFE ON LAND | 13 CLIMATE ACTION | 14 LIFE BELOW WATER | 11 SUSTAINABLE CITIES AND COMMUNITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

KEY TARGETS

- 100% of suppliers, customers, and service providers sign on to supporting the RSPS
- 100% of workforce trained in ethics topics

- Great Place to Work Certified
- Equal pay for equal work
- 100% employees trained in human rights

- Net zero emissions
- Zero waste to landfill
- Reduce carbon intensity of products traded

- 100% reusable, recyclable, biodegradable, or compostable plastic packaging
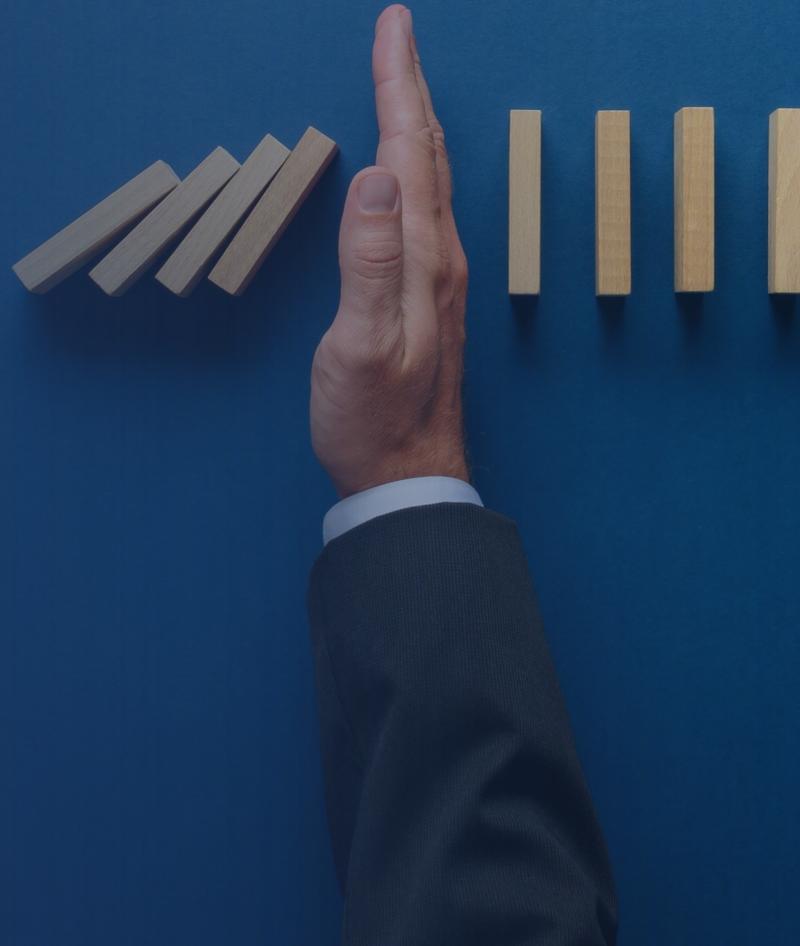- Increase volume of sustainable products portfolio

● Achieved / Ongoing Improvements

● In Progress

GOVERNANCE

GOVERNANCE

MATERIAL ISSUES

ETHICAL BUSINESS · **RESPONSIBLE SOURCING** · **RISK MANAGEMENT** · **PRODUCT STEWARDSHIP** · **TRANSPARENCY** · **DATA PRIVACY**

2022 HIGHLIGHTS

- **100%** of workforce trained in anti-corruption
- **506** businesses engaged in the digital KYC process
- **Partnered with EcoVadis** to improve our responsible sourcing program with supplier risk assessment
- Launched the **digital KYC** process to better track alignment with our Responsible Sourcing and Product Stewardship Standard
- Updated our **company purpose** with a focus on integrating sustainability into our core culture
- **0 complaints** received related to product health and safety
- Achieved **platinum status on EcoVadis** sustainability rating; a significant improvement from silver status in 2021
- **522 employees and agents** trained on data privacy and cybersecurity awareness

CORPORATE GOVERNANCE AND LEADERSHIP

TARGETS	RESULTS AND PROGRESS 2022 ✓	CHALLENGES AND CONSIDERATIONS	NEXT STEPS
EcoVadis Gold by 2022	• We surpassed this target by achieving a score of 75, resulting in Platinum status; placing Tricon in the top 1% of rated companies globally.		• Continue improvements to maintain EcoVadis Platinum status.
Review and improve governance structures	• Drafted a crisis management and business continuity plan. • Published internal investigation and grievance management process. • Reviewed board and committee structures, including board diversity matrix. • Continued to raise awareness on sustainability priorities through the Sustainability Committee.	• Improving documentation while continuing to remain agile and responsive to business needs.	• Review and update sustainability policies and processes. • Review formal quality system. • Evaluate board composition, risks, and safeguards in each jurisdiction to improve corporate governance.

For more information on our general corporate governance, including leadership and committees, see Corporate Governance and Leadership. Learn more about our public policies.

CORPORATE GOVERNANCE

DEFINING OUR PURPOSE

In 2022, we set out to better define and communicate our purpose as a company. By purpose, we mean the reason we exist beyond profit that should guide our decisions over the long-term. Our new purpose statement: **TO EFFICIENTLY AND SUSTAINABLY CONNECT THE WORLD WITH ESSENTIAL GOODS**

What this purpose means to us:

ESSENTIAL GOODS: the raw materials that help make our life the way it is today – or better.

CONNECT: Move the products from the producer, wherever competitive advantage locates them, to the consumer in any part of the world.

EFFICIENTLY: In cost, value, time, quality, or other relevant measures.

SUSTAINABLY: In a way that will be doable today – and 100 years from today.

The purpose statement reflects our ambition. When it comes to "efficiently," we are committed to providing quality products cost effectively and leveraging our global relationships with carriers to optimize freight and route for on-time delivery. When it comes to "sustainably," we recognize that few companies, individuals, or governments act in a truly sustainable manner; however, our intention with this purpose statement is that we work to continually improve impacts to environment and society on the journey to a more sustainable future.

Tricon Energy's sustainability program was recognized with platinum status by EcoVadis, one of the largest providers of sustainability ratings. EcoVadis independently assesses Tricon on criteria related to environment, labor and human rights, ethics, and sustainable procurement. Tricon received a score of 75, placing the company in the top 1% of all rated companies, and achieving the highest medal status.

Linked $1.9 billion in loans to KPIs that advance our responsible sourcing program and sustainable products business line. Learn more here.

RESPONSIBLE SOURCING & PRODUCT STEWARDSHIP

With the nature of Tricon's business, environmental and social risks extend across the value chain. Tricon aims to extend the intended impact of our sustainability pillars into the value chain through our responsible sourcing and product stewardship program.

TARGETS	RESULTS AND PROGRESS 2022 ✓	CHALLENGES AND CONSIDERATIONS	NEXT STEPS
Create an industry-leading responsible sourcing and product stewardship program	• Added additional language translations for our Responsible Sourcing and Product Stewardship Standard on our website. • Established EcoVadis partnership to improve our responsible sourcing program. • Conducted supplier risk assessment using EcoVadis IQ tool.	• Mapping relationships with and among supplier entities to understand potential risks. • Sustainability risk is difficult to quantify and even low risk entities can have significant social and environmental impacts.	• Continue to identify gaps, risks, and opportunities in supplier sustainability performance. • Review industry lessons learned and explore models for supplier sustainability improvements. • Evaluate potential partnership structures for an incentive program.
75% of suppliers, customers, and service providers sign on supporting the Standard by 2025; 100% by 2030	• Launched a digital Know Your Counterparty (KYC) process integrating the Responsible Sourcing Standard and enhanced screening questions related to human rights and the environment. • Added human rights and environmental screening questions to due diligence for third party representatives. • Included reference to Responsible Sourcing Standard in standard vendor payment form.	• Larger public companies often have their own code of conduct and prefer not to "sign on" to a third-party standard. We are investigating ways to track and account for these cases where an existing internal code aligns with our Responsible Sourcing Standard. • It is difficult to track whether low risk and low spend business partners, who may not necessitate additional due diligence, support the Standard.	• Investigate and collaborate on ways to promote the "spirit" of the Standard beyond "check the box" initiatives. • Consider modifying target to account for equivalent codes and standards, including how to track differing supplier forms.
Establish value chain partnerships on environmental and social initiatives	• Advocated for improved human rights due diligence in industry organization. • Established a collaboration on carbon footprint with a key customer.	• Modified target to include "value chain" instead of "supplier" to reflect importance of customer collaboration and other multi-stakeholder value chain initiatives.	• Continue to monitor value chain opportunities and to engage suppliers and customers on sustainability.

WE ARE RESPONSIBLE

RESPONSIBLE SOURCING & PRODUCT STEWARDSHIP

SUPPLIER RISK ASSESSMENT

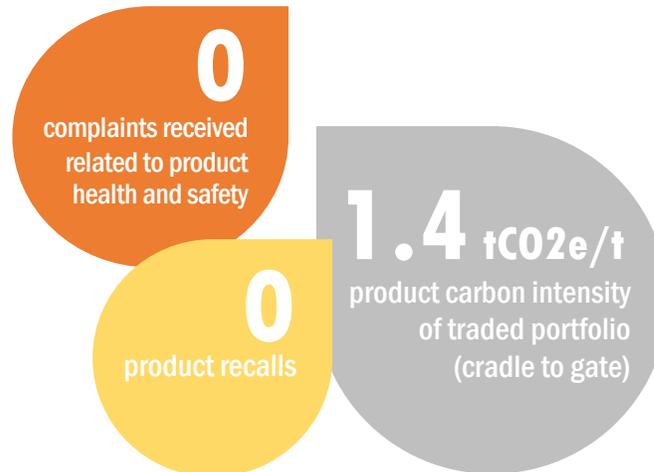We built on our value chain risk review by conducting a more specific supply chain risk assessment, based on:

- Spend risk: Suppliers were prioritized based on cumulative spend of more than $250,000 over the previous three years
- Sustainability risk: Prioritized suppliers were assessed for sustainability risk using the EcoVadis IQ methodology
- Overall risk: Suppliers identified as "high" and "very high" sustainability risk were further analyzed based on subsidiary-parent relationships and our future business plans with the supplier

As next steps in the responsible sourcing program, we plan to invite key suppliers to participate in an EcoVadis assessment.

RESPONSIBLE SOURCING

100% of high-risk suppliers and service providers underwent KYC, due diligence questionnaires, or met public company standards for ethics screening*

506 businesses engaged in the digital KYC process

70 employees participated in responsible sourcing training and awareness

PRODUCT STEWARDSHIP

0 complaints received related to product health and safety

0 product recalls

1.4 tCO2e/t product carbon intensity of traded portfolio (cradle to gate)

Read more about our ongoing commitments to responsible sourcing and product stewardship in the Responsible Sourcing Standard and our Risk Management Due Diligence processes.

*Includes totals of entities brought for review. We are continuously improving our systems to better track this data.
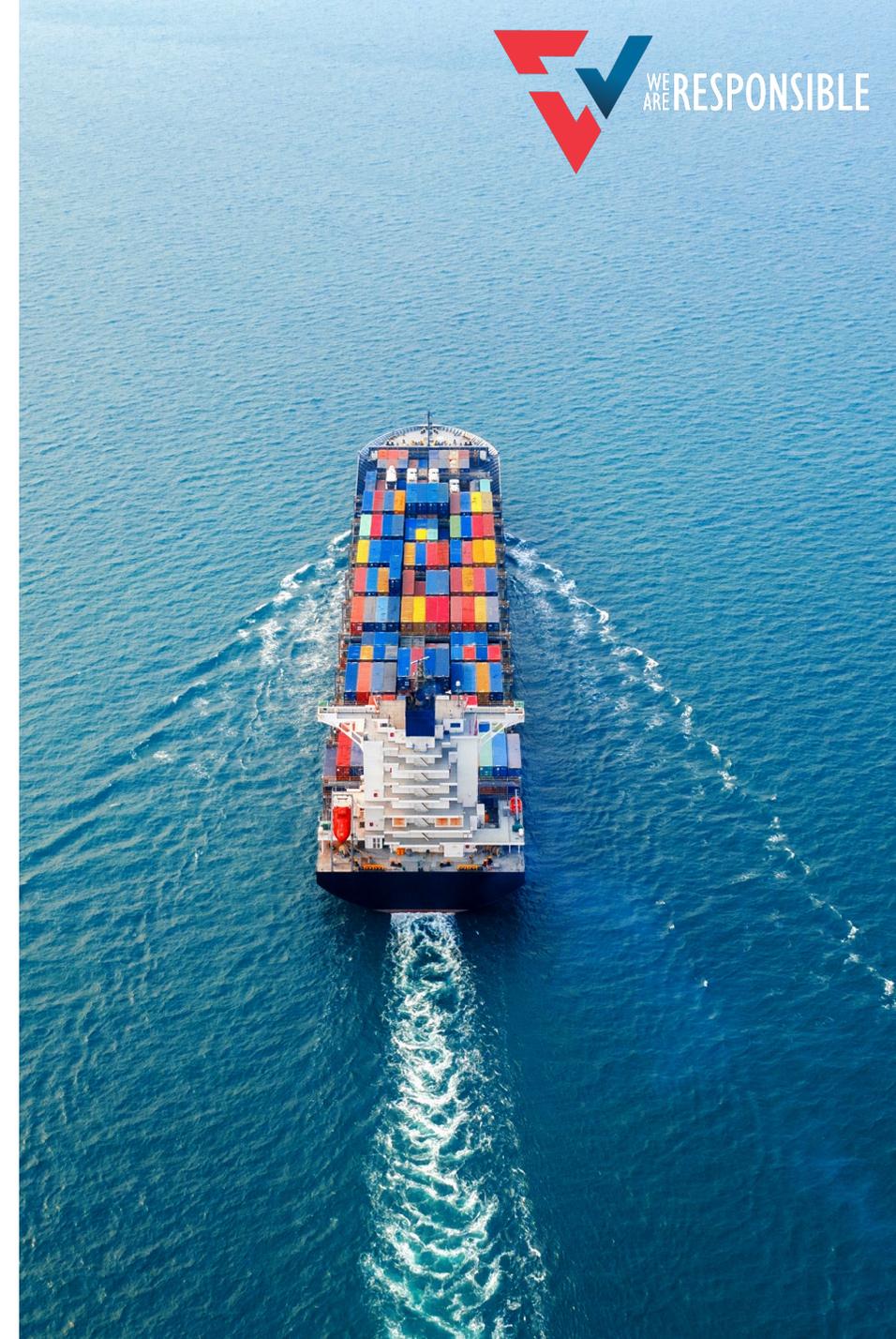
ETHICAL BUSINESS AND ANTI-CORRUPTION

At Tricon, our objective is to operate with fair, ethical business practices. Learn more about this commitment in our [Compliance Handbook](#).

TARGETS	RESULTS AND PROGRESS 2022	CHALLENGES AND CONSIDERATIONS	NEXT STEPS
100% of workforce trained in ethics topics each year	• 100% of workforce trained in anti-corruption.	• Addressing language and cultural differences in global operations.	• Continue to build awareness and training opportunities on responsible business practices.
0 ethics incidents each year	• 0 confirmed incidents related to business ethics.* • Monetary losses from unethical behavior: $0	• While "0" is always the goal, a key part of our due diligence system is ensuring any issue is identified and addressed effectively.	• Continue training and assessment processes. • Improve internal audit structures and controls.
Improve accessibility and awareness of Tricon's mechanism for internal and external stakeholders to report concerns, including ethical or other violations of Tricon's policies by 2023	• Improved communication on Tricon Listens Helpline and access to Helpline via company's intranet and public website. • Published an investigation process for concerns or incidents. • Held training on reporting misconduct.	• We encourage employees to utilize the helpline for any concerns or questions. • Testing for knowledge and understanding in diverse cultures.	• Diversify communication mechanisms for increased awareness, such as digital signage and in-person sessions.

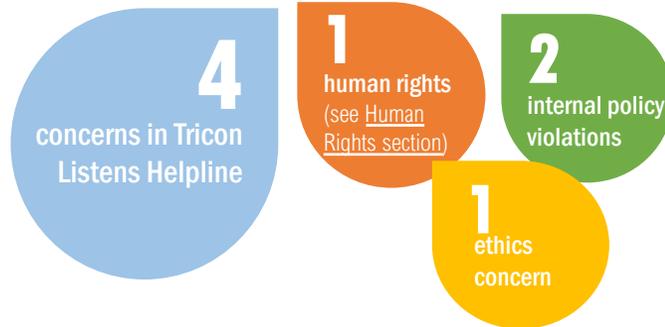*Incidents under review during the reporting year will be disclosed in the following year, once review is complete.

ETHICAL BUSINESS AND ANTI-CORRUPTION

DIGITAL KNOW YOUR COUNTERPARTY PROCESS

We continued to implement due diligence measures that extend to our product customers and suppliers. See Responsible Sourcing: Risk Management and Due Diligence processes for more details. As an improvement, Tricon introduced a digital KYC process using DocuSign. The process streamlines sending and receiving KYCs, prevents data input errors and duplicated data in Tricon's systems, and improves cybersecurity. It also supports compliance reviews and our responsible sourcing program by capturing data to generate metrics more easily.

CONCERNS IN TRICON LISTENS HELPLINE: 4

All concerns were investigated via Tricon's internal investigation and grievance management process.

4 concerns in Tricon Listens Helpline

1 human rights (see Human Rights section)

2 internal policy violations

1 ethics concern

ETHICS TRAINING

The 2022 training program primarily focused on:

- Reinforcing and introducing new employees to compliance with Tricon's ethics policies and contractual procedures, anti-bribery, and anti-corruption
- Applying anti-trust and anti-competition laws and principles
- Understanding sanctions and export controls, gifts and hospitality, and the Tricon Listens Helpline
- Whistleblowing and the importance of reporting misconduct

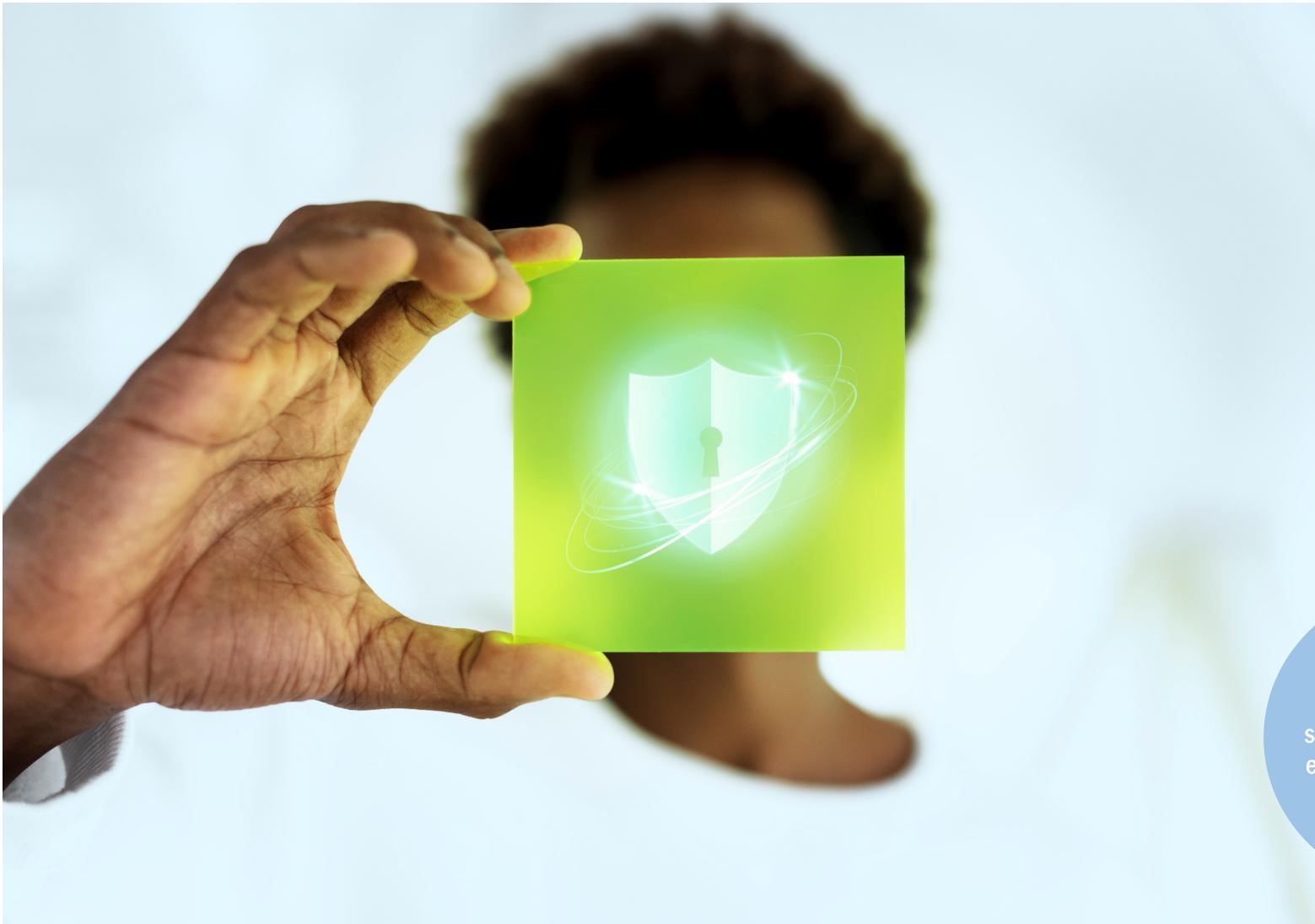**546** employees and agents trained in business ethics

DATA PRIVACY AND PROTECTION

Tricon has robust data privacy and cybersecurity processes to prepare for, prevent, and mitigate impacts of security breaches. Our Global Privacy Policy, Incident Response Plan, and compliance measures with the European Union's General Data Protection Regulation (GDPR) continue to guide our operations. Additional 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 GDPR requirements
- Coordinating efforts via Tricon's Privacy Committee
- Maturity of cybersecurity and protection measures, e.g., upgraded firewalls, threat management, email protection, and identity and access management
- Improving data management and security via SharePoint

858 simulated phish to raise employee awareness on cybersecurity

6 anti-phishing campaigns launched

522 employees and agents trained on cybersecurity awareness, data protection, and/or anti-phishing protocols

SOCIAL AND ECONOMIC INCLUSION

WE ARE ONE!

SOCIAL AND ECONOMIC INCLUSION

MATERIAL ISSUES

HUMAN RIGHTS IN COMMUNITIES

WORKER WELFARE

TRAINING AND DEVELOPMENT

HEALTH AND SAFETY IN THE VALUE CHAIN

DIVERSITY, EQUITY, AND INCLUSION

COMMUNITY ENGAGEMENT

2022 HIGHLIGHTS

- Integrated **human rights** further **into due diligence** processes
- Expanded the **Great Place to Work**® survey to global employees and achieved certification in **10 countries**
- Started an internal **sustainability audit** and **certification** process
- **0** fatalities, high-consequence, or recordable **work-related injuries**
- **1,906 employee training** hours
- Developed a value chain focused **health and safety training** module for employees
- Conducted **global diversity and inclusion training** for more than **250 employees**
- **$221,665** raised for Ukraine crisis relief
- Implemented **Project Zero** social investment programs

OUR PEOPLE

At Tricon, we recognize that our people are our greatest resource, and we strive to create a work environment and culture that promotes inclusivity, respect, belonging, and well-being. Our focus continues to be on improving workforce diversity and building an inclusive culture, empowering employees in their work and family lives, respecting human rights and worker welfare, and enhancing skills and livelihoods.

TARGETS	RESULTS AND PROGRESS 2022 ✓	CHALLENGES AND CONSIDERATIONS	NEXT STEPS
Great Place to Work Certified™ by 2022	• Received Great Place to Work Certification™ in 10 countries with the survey completed globally.	• Offices with less than 10 employees were included in the survey, however they are not eligible for certification based on the GPTW criteria.	• While the target is achieved, we are using the survey results to guide our social inclusion action plan and intend to utilize such surveys for continuous improvement.
Equal pay for equal work	• Conducted gender-equality and pay parity assessment and analyzed results.	• Our analysis was encouraging, and the results demonstrate our efforts towards equal pay for equal work. However, across methodologies, it can be challenging to define "equal pay" given differences in cost of living across locations, experience and skills, and role responsibilities.	• Continue to monitor and assess compensation to promote gender equity and inclusion.
Building a culture of inclusion	• Conducted a global training on inclusion. • Instituted a hybrid work environment to promote inclusion and flexibility for employees. • Expanded inclusive education partnerships.	• Understanding and prioritizing investments that create impact for our employees and future leaders.	• Roll out a dependent caregiver survey to better understand and address the family-related needs of our employees.

WE ARE ONE!

OUR PEOPLE

Tricon employs more than 500 people globally with diverse cultural, ethnic, and racial backgrounds. We aim to provide an inclusive culture where employees can engage with each other, deliver results for the company, and grow professionally.

GREAT PLACE TO WORK®

We are proud to be officially Great Place to Work Certified™ in 10 countries around the world. The certification is awarded to companies that create an exceptional employee experience, centered around five key dimensions on the Great Place to Work® Trust Model™: camaraderie, fairness, credibility, pride, and respect. Learn more about Tricon's certification in this video and on the GPTW website.

USA — Great Place To Work® Certified SEP 2022-SEP 2023 USA

MEXICO — Great Place To Work® Certificada OCT 2022 - OCT 2023 México

COLOMBIA — Great Place To Work® Certificada OCT 2022 - OCT 2023 COL

UK — Great Place To Work® Certified OCT 2022 - OCT 2023 UK

SWITZERLAND — Great Place To Work® Certified OCT 2022 - OCT 2023 CH

ITALY — Great Place To Work® Certified NOV 2022-NOV 2023 ITALIA

TURKEY — Great Place To Work® Certified OCT 2022-OCT 2023 TÜRKİYE

UAE — Great Place To Work® Certified OCT 2022-OCT 2023 UAE

INDIA — Great Place To Work® Certified NOV 2022 – NOV 2023 INDIA

CHINA — Great Place To Work® Certified OCT 2022 - OCT 2023 CHN

100% of global Tricon survey respondents agree that employees are:

- **TREATED FAIRLY,** regardless of their social and economic status
- **ALL IN THIS TOGETHER**
- Able to make the **BEST USE OF THEIR ABILITIES** at Tricon

10 countries are GPTW certified

100% agree that OPEN AND HONEST FEEDBACK is a natural part of their work

91% of employees globally say Tricon is a great place to work*

*Compared to an average of only 55% of employees at other workplaces.

WE ARE ONE!

WORKFORCE DIVERSITY

WE ARE ONE!

525 TOTAL EMPLOYMENT

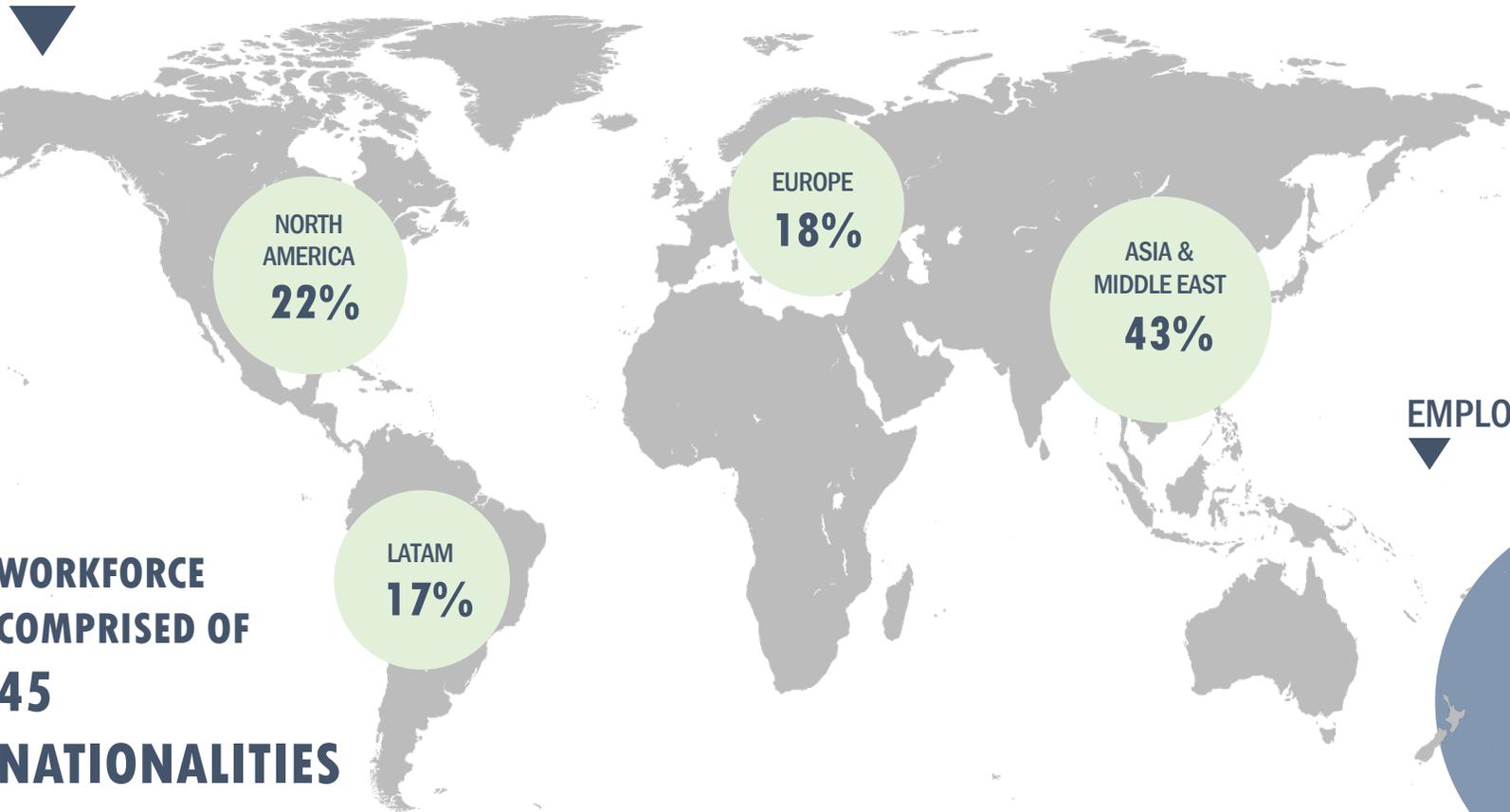**11%** YEAR-ON-YEAR GROWTH RATE

2 to 1 CEO PAY RATIO

CEO to median pay, HQ employees, using base compensation
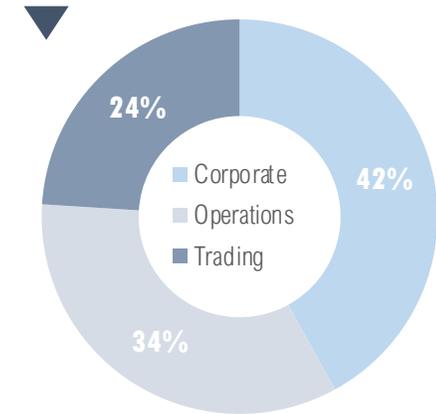
9% ANNUAL TURNOVER RATE

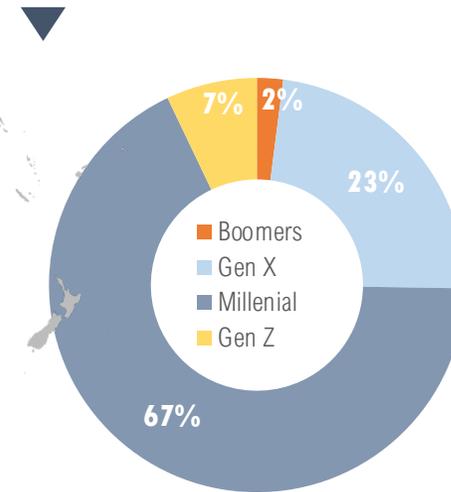**0** CONFIRMED DISCRIMINATION & HARASSMENT INCIDENTS

EMPLOYMENT BY REGION

NORTH AMERICA **22%**

EUROPE **18%**

ASIA & MIDDLE EAST **43%**

LATAM **17%**

WORKFORCE COMPRISED OF 45 NATIONALITIES

EMPLOYMENT BY ROLE TYPE

- 42%
- 34%
- 24%

Corporate
Operations
Trading

EMPLOYMENT BY GENERATIONS

- 2%
- 7%
- 23%
- 67%

Boomers
Gen X
Millenial
Gen Z

NEW HIRE RATE: 18%

NEW HIRES BY GENERATIONS

- 10%
- 24%
- 66%

Boomers
Gen X
Millenial
Gen Z
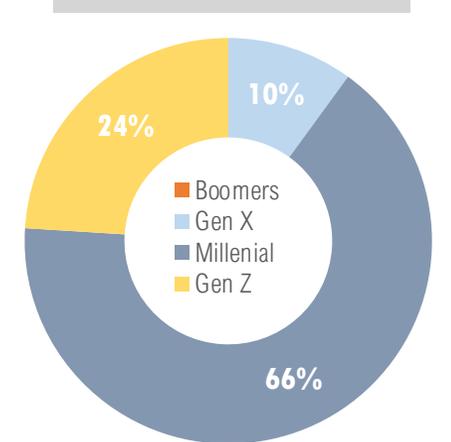
GENDER DIVERSITY

At Tricon, we're actively working towards advancing gender equality and empowering women in the workplace, marketplace, and community.
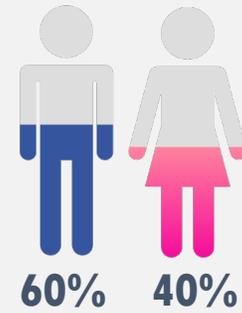
IN THE WORKPLACE

Women's representation for our corporate and trading roles slightly trended down in 2022, while it increased in operations roles. As we maintain our focus on identifying and upskilling female talent within our organization, we're pleased to see a positive trend in our overall female representation. This is especially evident in the hiring of professional and supervisory staff, as well as new female hires in trading and commercial positions, who are actively developing the skills necessary for future leadership roles.

IN THE MARKETPLACE

We're continuing to promote the Women's Empowerment Principles (WEPs) established by UN Women and the UN Global Compact.
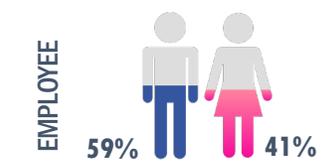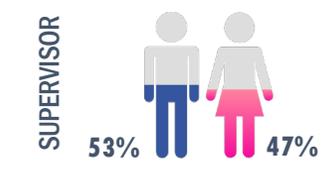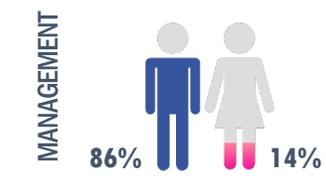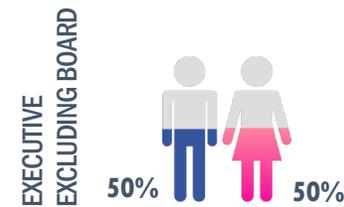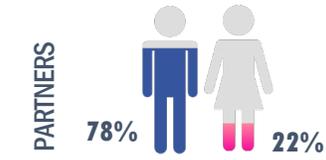
IN THE COMMUNITY

In Turkey, Tricon collaborated with Leaders of Change Association (DLD) to support career development for young women. The program participants are trained and coached weekly for eight months. Beyond developing their leadership skills, the students produce a sustainability project as part of their learning and instruction.

DEĞİŞİM LİDERLERİ DERNEĞİ

TOTAL EMPLOYMENT BY GENDER

60% **40%**

WE ARE ONE!

GENDER ACROSS LEADERSHIP*

PARTNERS 78% 22%

BOARD 100% 0%

EXECUTIVE EXCLUDING BOARD 50% 50%

MANAGEMENT 86% 14%

SUPERVISOR 53% 47%

EMPLOYEE 59% 41%

VOLUNTARY ATTRITION
51% 49%

NEW HIRES BY GENDER
62% 38%

GENDER ACROSS ROLES

CORPORATE 56% 44%

OPERATIONS 52% 48%

TRADING 80% 20%
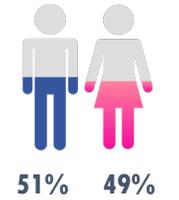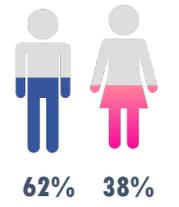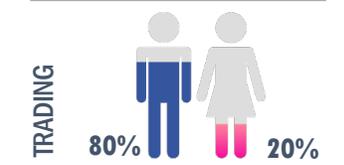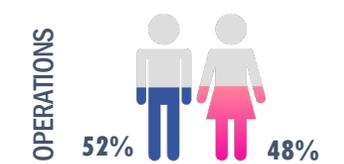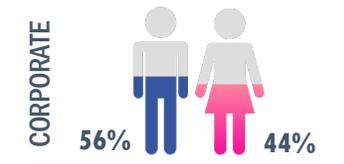
Management is defined as Book, Region, or Department Head. Supervisor is defined as those with the responsibility of managing other employees, typically individual contributors.

Tricon celebrates International Women's Day in recognition of the contributions of our team members.

Name: Iliana Silva
Position: Global Credit Director
Location: United States
Years of Experience: 20
Years with Tricon: 5

"At Tricon, the opportunities for professional growth are tangible. The entrepreneur philosophy and the inclusive environment combined with an open-door policy creates an organic, high-level of collaboration that motivates employees to be creative and empowers us to push the limits to be a leader. As a Global Credit Director, my skills and contributions have been recognized. But more importantly, I've had the opportunity to be part of a group that strives for a more equal and inclusive society."

Name: Ebru Canbeyli
Position: PVC Product Manager, EMEA & CIS
Location: Turkey
Years of Experience: 28
Years with Tricon: 18

"I joined Tricon as a trader and have gained experience in global trade flows, future markets, and developing new products and supplier relationships. I've also had the opportunity to interact with diverse cultures and take responsibility for different regions and products. My role provides me with the opportunity to take initiative, address challenges proactively, and work collaboratively with our team members and business partners. I am proud of what we have achieved together."

Name: Grace Guo
Position: Operation Manager
Location: China
Years of Experience: 33
Years with Tricon: 17

"Since joining Tricon in 2006, we've seen rapid development, growing our China operations team to 25 people and supporting our motivated trading teams with international cargos and domestic transactions. Our team upholds Tricon's culture of excellence in the thousands of deals in Asia annually, while also finding solutions to address challenges and ensure operations are carried out smoothly and effectively."

PROMOTING BALANCE AND FLEXIBILITY

We reinforced a culture of workplace flexibility with the learnings from the global pandemic. Where feasible, Tricon has instituted a hybrid work model enhancing our workplace environment. We continue to evaluate arrangements and benefits that support work-life balance and inclusionary practices.

FOSTERING AN INCLUSIVE CULTURE

In 2022, Tricon conducted a global training, "Connecting Cultures: Advancing Inclusion in the Workplace," facilitated by Diya Khanna, to build on and complement the global Worker Welfare Guidelines that we launched in 2021. The training covered:

- What is diversity, equity, inclusion, and why it matters in the workplace
- How to improve cultural intelligence as a global company through teamwork
- Why we need to move from talk to action through practice takeaways

250+ EMPLOYEES PARTICIPATED IN 2022

SUPPORTING FUTURE LEADERS

In Houston, Tricon partnered with the University of St. Thomas Rising Stars program, which supports students with limited access to educational opportunities, including low income or first-generation college students, to graduate debt-free. Tricon is a proud corporate sponsor of the program, whereby we employ students during the academic year, providing them with hands-on work experience and professional growth, in addition to financial sponsorship.

WE ARE ONE!

TRAINING, DEVELOPMENT, AND PERFORMANCE MANAGEMENT

Tricon's training, development, and performance management philosophy centers on engagement, continuous feedback, results-based rewards, and career mobility. See Training Performance Management for an overview of our performance management system.

NUMBER OF COURSES PER CATEGORY

SOCIAL & ENVIRONMENTAL 3

2

1

GOVERNANCE 5

4

6

BUSINESS 9

- ● Business/Commercial skills
- ● Worker Welfare
- ● Environment
- ● ESG Reporting
- ● Responsible Sourcing
- ● Ethics and Anti-Corruption
- ● Data Privacy and Cybersecurity

30+
Training courses offered across our global operations.

1,906
Total training hours

4 hrs
Average training per person

TRICON L&D
LEARNING & DEVELOPMENT

EXPANDING BUSINESS KNOWLEDGE

At the end of 2022, Tricon began organizing regular "Lunch & Learn" sessions for employees based at our Houston headquarters, as well as virtual Business Overviews for global employees. The sessions are fundamental to employee learning and development, providing our people with an opportunity to better understand the products we trade and the role of support functions. The in-person lunches also serve as an opportunity for colleagues to connect with one another outside the office, promoting strong working relationships and collaboration for our hybrid workforce.

HEALTH AND SAFETY

Tricon is committed to providing safe, secure, and healthy working conditions at its facilities in compliance with applicable laws and regulatory requirements. As a predominately office-based company, our health and safety risks are minor. However, all employees are encouraged to consider health and safety risks and plan before undertaking new tasks.

The Responsible Sourcing Standard, as a part of our management system, outlines our expectations for health and safety, particularly from higher risk service providers.

🎯 TARGETS	RESULTS AND PROGRESS 2022 ✓	CHALLENGES AND CONSIDERATIONS 🏃	NEXT STEPS →
0 health & safety incidents	• 0 fatalities, high-consequence, or recordable work-related injuries.	• While our offices are low risk for health and safety issues, it can be difficult to engage employees in promoting a culture of health and safety in the office.	• Reinforce awareness on health and safety in the office. • Evaluate opportunities to expand mental health awareness and support programs.
100% of employees trained in value chain health and safety awareness by 2023	• 10 employees trained (in-person) in specialized health and safety courses in 2022. • 42 new employees trained in worker welfare via sustainability onboarding.		• Ensure basic health and safety onboarding training is in place globally. • Improve global training systems to better track trainings in local offices.

WELLNESS SPOTLIGHT

In October, nearly 50 Tricon employees and their friends and families joined over 170 businesses participating in the Hess Houston Corporate 5k to promote fitness and wellbeing. The event also raises funds for the Memorial Park Conservancy.

HUMAN RIGHTS

Respecting human rights is a key expectation and priority for Tricon in our direct activities and value chain engagements. In 2022, our human rights efforts focused on building social inclusion internally and enhancing due diligence systems . Our human rights commitments are outlined in our Sustainability Policy, Worker Welfare Guidelines, Responsible Sourcing Standard, and Modern Slavery Statement.

TARGETS	RESULTS AND PROGRESS 2022 ✓	CHALLENGES AND CONSIDERATIONS	NEXT STEPS
100% of new employees trained in human rights by 2023	• Basic human rights information included in standard employee onboarding and in responsible sourcing training.	• Language and cultural differences may require adapting the standard global training locally.	• Complete rollout of onboarding globally and consider translation needs.
100% of high-risk providers screened on human rights criteria	• Added human rights questions to our high-risk due diligence processes, including third party representative screening and KYC processes.	• Confirming updated forms are used globally.	• Continue to collaborate with stakeholders on how to move beyond "check the box" activities toward focused impact and improvements.
Promote respect for human rights through our leverage across product handling, storage, and logistics	• 1 grievance reported with associated impacts related to a salient human rights issue (discrimination and harassment); the claim was investigated and determined not to be credible.	• In higher risk countries, health and safety issues continue to be a challenge in the value chain.	• Continue to review supplier incentive program options. • Roll out EcoVadis invitations for high-risk suppliers and review audit options.
100% of operations subject to human rights reviews with continuous improvement in scope	• Expanded high level assessment through the EcoVadis risk assessment. • Advocated for more collaboration in the chemical industry and trading industry. • Reviewed high risk human rights situations in Russia, Ukraine, and China.	• We have not yet been successful in convening stakeholders in the industry to further advance earlier human rights work. • While much guidance exists on human rights due diligence, it is less clear how to use limited leverage to create positive impact or best respond in complex operating environments.	• Continue to promote collaboration with industry to better identify and respond to human rights risks. • Invite high risk suppliers to complete EcoVadis assessment, including human rights components.

WE ARE ONE!

PROJECT ZERO

Tricon's "Project Zero" social investment strategy focuses on investing in actions that contribute to the global journey toward:

ZERO INEQUALITY: Promoting inclusivity in education, employment, and value chains

ZERO EMISSIONS: Supporting renewable energy, nature-based solutions, or carbon offsetting

ZERO WASTE: Strengthening waste management and recycling infrastructure or providing environmental education that promotes circularity and behavioral change

IN 2022, PROJECT ZERO ACTIVITIES INCLUDED:

PROJECT ZERO
waste
emissions
inequality

USA

ZERO WASTE
Zero waste pathway civic science with the Children's Environmental Literacy Foundation

Zero waste and recycling program in the Houston Independent School District

COLOMBIA

ZERO WASTE
ZERO INEQUALITY
Inclusive recycling with CEMPRE

GHANA

ZERO WASTE
Zero waste pathway civic science with the Children's Environmental Literacy Foundation

TURKEY

ZERO INEQUALITY
Women's empowerment toward zero inequality

ZERO EMISSIONS
Environmental education and school insulation project

INDIA

ZERO EMISSIONS
Solar installation at a school

WE ARE ONE!

EDUCATION: PROJECT ZERO

EDUCATING CIVIC SCIENTISTS FOR A ZERO WASTE FUTURE

Tricon and the Children's Environmental Literacy Foundation (CELF) collaborated to improve environmental education and equip students with skills to build a zero-waste future. These programs support educators and student civic scientists using evidence to promote zero waste strategies in their schools and communities in the United States (Houston) and Ghana.

The collaboration aims to build on CELF's existing work to:

- Create a new civic science pathway on waste and circular economy that engages students in inquiry-based methods to explore the root causes, impacts, and solutions to mismanaged waste
- Promote whole-school change toward zero waste strategies and implementation
- Enable cross-cultural student collaboration leveraging CELF's digital toolkit to engage students in both Houston and Ghana
- Build awareness on green career pathways for students

Learn more at CELF's website here.

ADVANCING EQUITABLE ACCESS TO RECYCLING IN HOUSTON

Tricon worked closely with the Houston Independent School District (HISD) to develop a program that would expand recycling access and education in schools. Tricon contributed $100,000 to the HISD Foundation and supported the initial program development, alongside partners in the Alliance to End Plastic Waste and Houston Recycling Collaboration.

The participating HISD schools will collect cardboard, paper, and a variety of plastics, including difficult-to-recycle plastics, from chip bags to takeout containers. The initiative will also support recycling training, education, and awareness for HISD staff and students.

Learn more on HISD's website here.

TRICON CARES

Our employees also "give back" locally through our volunteer and fundraising program, "Tricon Cares."

TRICON Cares
OUR JOY TO GIVE BACK

Learn more about clean up programs in the
Circular Economy section.

110
Number of volunteers

425
Volunteering hours

TRICON TEAM SUPPORTS RELIEF EFFORTS IN UKRAINE

The war in Ukraine has displaced millions of people and created a large-scale humanitarian crisis. Tricon launched a giving campaign to support GlobalGiving's Ukraine Crisis Relief Fund.

- **$221,665** raised, includes employee donations and 2:1 matches from both Tricon and our CEO
- **133 employees donated**

WE ARE ONE!

China
Volunteers in Shanghai

CLIMATE AND ENVIRONMENTAL RESPONSIBILITY

WE CARE

THERE IS NO PLANET B

CLIMATE AND ENVIRONMENTAL RESPONSIBILITY

MATERIAL ISSUES

GHG EMISSIONS

CLIMATE CHANGE / CLIMATE RISK

SPILLS TO THE ENVIRONMENT

2022 HIGHLIGHTS

Net zero target validated by the Science Based Targets initiative (SBTi)

Net zero **scope 1** and **2** emissions

Implemented the **employee sustainability incentive** program

1.4 tCO2e / t product carbon intensity of traded portfolio (cradle to gate)

0 confirmed environmental incidents of non-compliance

1 spill in the supply chain reported to Tricon

ENVIRONMENTAL MANAGEMENT

Our Environmental Guidelines, published in 2021, provide the minimum parameters for our direct operations, while our Responsible Sourcing Standard outlines expectations for third parties. We recognize the need to continue our focus on environmental due diligence and supporting our service providers to improve their environmental risk and impact management. This includes inviting high risk suppliers to complete EcoVadis assessments and using the results to identify common gaps, risks, or opportunities for improvement.

TARGETS	RESULTS AND PROGRESS 2022	CHALLENGES AND CONSIDERATIONS	NEXT STEPS
0 confirmed incidents of non-compliance with environmental laws and regulations	• 0 confirmed environmental incidents. • 0 sites / hectares owned, leased, or managed in or adjacent to protected areas and/or key biodiversity areas.	• These results represent our direct impact. Most environmental risk connected to our activities is associated with the value chain.	• Consider options for tracking new or emerging environmental regulations.
Partner with suppliers to reduce pollution, emissions, and spills to the environment in transport and storage supply chains	• 1 reported product spill to land (contained on vessel and dock) in the supply chain. Material was reported as recovered and onward transported or disposed appropriately. • Our expectation is for all logistics suppliers to report any environmental incidents related to our products.	• Lack of leverage, control, or visibility into third party operations. • See the Responsible Sourcing section.	• Review processes for storage and transportation to reduce the risk of environmental incidents. • Continue to evaluate supplier incentive program options. • Invite high-risk suppliers to complete an EcoVadis assessment. • See energy and climate.
Increase the number of office leases procured with LEED certification or equivalent sustainability characteristics in lease	• An additional office was certified for a total of three offices (Turkey, Mexico, and China). • New leases and lease renewals in 2022 included sustainability review.	• Lease timing and availability of suitable building options.	• Consider formalizing sustainability due diligence for buildings.

ENERGY AND CLIMATE

WE CARE

TARGETS	RESULTS AND PROGRESS 2022 ✓	CHALLENGES AND CONSIDERATIONS	NEXT STEPS
Net zero scope 1 and 2 emissions by 2022 (including offsets)	• Set Science-based Target. • Purchased offsets to be net zero again in 2022, while we evaluate long-term "near zero" emissions opportunities.	• Our scope 1 emissions are primarily from Tricon-leased cars and vans in a few countries, where infrastructure for electric or low emissions vehicles is still under development. • Tricon's current scope 1 and 2 emissions are relatively small. This could change in the future if Tricon's business activities change.	• Continue operational improvements to limit reliance on offsets and plan for company vehicle replacements by 2030. • Evaluate any future business changes for climate impact.
Reduce scope 3 emissions	• After reviewing our scope 3 emissions sources in 2021, we decided to focus our efforts on the largest scope 3 areas: marine transportation and product carbon footprint (PCF). Efforts in 2022 included engagement on product carbon footprint methodologies and capturing more accurate vessel emissions data. • Implemented a sustainability software to better track emissions overall.	• Difficulty in making credible scope 3 reduction claims given the high uncertainty in data. Improvements in data, e.g., a switch from secondary to primary data or more accurate emissions factors, could increase or decrease the numbers without a change in actual emissions. • Looking for ways to both improve data reliability and show actions that genuinely reduce emissions.	• Utilize logistics software for primary emissions data and more accurate estimates in marine transport.
Reduce carbon intensity of products traded (tCO2e/t product) by 2030	• Launched an initiative to create product carbon footprint scorecards to be piloted in 2023. • Joined the Carbon Call initiative to advance interoperability. • Established a customer collaboration on PCF.	• Improving accuracy in PCF data includes challenges in obtaining data, supplier capacity, leverage, lack of regulatory requirements or market incentives, inconsistency of data, and interoperability issues. Many initiatives are underway to address these challenges. We are actively advocating for improvements in industry and multistakeholder forums.	• Increase collaborations with suppliers and customers on carbon footprint. • Improve accuracy of PCF calculations. • Continue industry collaboration toward solutions to PCF data.
Invest in carbon offsetting programs with social and environmental benefits	• Purchased carbon offsets for a solar power project in India. • Implemented small social investment projects focused on emissions reduction in schools. • Continued the employee incentive program.	• Given the small number of offset credits purchased, we have not yet established a more strategic approach to offsetting projects.	• Further evaluate long-term offsetting programs.

ENERGY AND CLIMATE
GHG Emissions

In 2021, we focused on mapping our high-level carbon footprint across scope 1, 2, and 3 emissions. In 2022, we looked for ways to improve the data and identify strategic actions and collaborations to advance decarbonization in the short and long-term.

Scope 1 and 2

At Tricon, our goal is to move from "net" zero emissions in scope 1 and 2 to "near zero" absolute emissions in the coming years. In 2022, the Science Based Targets Initiative (SBTi) recognized Tricon's commitment to reduce emissions in line with the Paris Agreement.

WE'VE HAD OUR SCIENCE-BASED TARGET APPROVED

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SCOPE 1: 58 gross tCO2e / 0 net tCO2e

Scope 1 emissions from vehicles increased compared to 2021, primarily due to increased work at the office. Vehicles in India, for example, are used to transport employees home from the night shift. Until we can avoid or reduce these emissions more effectively, we purchased equivalent carbon offsets.

58 verified carbon units (for 58 tCO2e) purchased and retired via the Verra Registry.

2,551 kg CNG

15,420 lt Petrol

6,988 lt Diesel
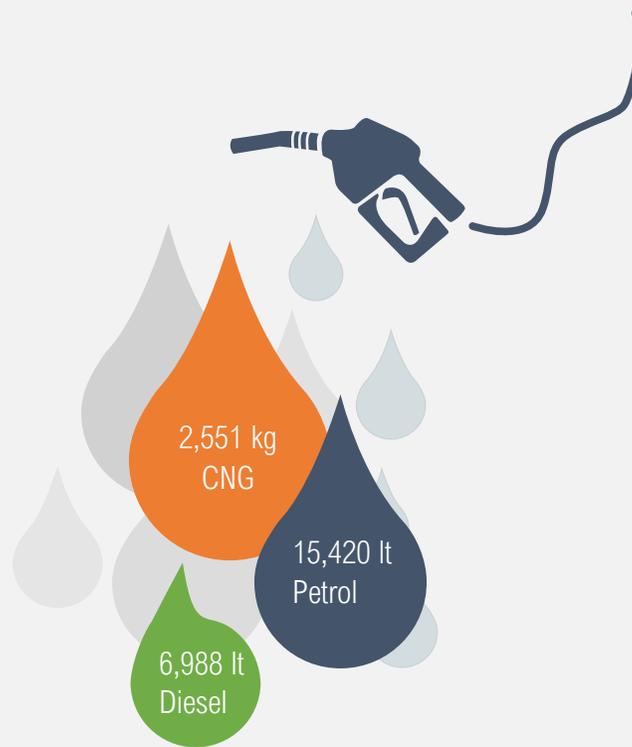
SCOPE 2: 0 gross tCO2e / 0 net tCO2e

Due to the organizational boundary (financial control) chosen for quantifying and reporting GHG emissions and the lease type (operational leases) for Tricon offices, purchased and provided electricity falls under scope 3 in accordance with the GHG Protocol. Nonetheless, we estimate energy consumption to identify improvements and offsetting opportunities. This estimated consumption increased, likely due to both improved data availability and return to hybrid and in-person office work.

Energy Consumption

Heating & Cooling 157 MWh	Electricity 799 MWh

Total Consumed Energy: 956 MWh

WE CARE

ENERGY AND CLIMATE
GHG Emissions: Scope 3

SCOPE 3: 25,941,528 tCO2e

Our scope 3 methodology is evolving over time as our ability to capture data matures. Scope 3 data is not yet reliable enough to allow for comparisons between years.

The majority of emissions associated with Tricon's activities are from marine transport and product carbon footprint. We took steps to improve the quality of this data and are continuing our collaboration to better track and reduce scope 3 impacts. Tricon joined the Carbon Call to help mobilize action for carbon accounting that is increasingly reliable and interoperable.

CATEGORY	2022 TCO2E	CALCULATION METHODS AND TOOLS	CHALLENGES AND CONSIDERATIONS
CATEGORY 1: Purchased Goods & Services			
Office Goods and Services (non-product)	4,692	Spend-based method, using the Quantis Scope 3 Evaluator.	This covers basic office supplies and services, which are lower priority for data improvements.
Product carbon footprint (PCF)	20,581,724	Data from Carbon Minds was used to calculate PCF. For products not covered, we consulted UK (DEFRA) and other publicly available databases.	Product carbon footprint includes upstream emissions (cradle to gate) from the products we trade. Volumes are based on product sales in 2022. We took steps to improve the quality of this data, incorporating origin country and higher quality datasets. This result covers an estimated 97% of our portfolio.
CATEGORY 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	135	Based on Category 8 data, calculated using PWC's ESG Management Solution.	
CATEGORY 4: Upstream Transport	This category includes emissions from transport of purchased products on rail, truck, barges, containers, and vessels that Tricon does not own or operate. We are still working to better define the boundaries for calculation and how to balance data completeness goals with data reliability and comparability goals. The level of uncertainty remains high.		
Storage	11,871	Spend-based using the Quantis Scope 3 Evaluator	Storage is an opportunity for future improvement.
Rail	1,218	Flexport.org Carbon Calculator	Data reliability, accuracy, and completeness are challenges.
Trucks	68,838		
Vessels	1,529,171	Chemical tankers: Sea (remaining voyages estimated by percentage) Containers, barges, and other vessels: Flexport.org Carbon Calculator	We improved estimated emissions for the majority of tanker vessel voyages using Sea (www.sea.live). These estimates are produced by a data model that utilizes vessel speed, activity, and vessel profile information to calculate consumption. Remaining voyages were estimated by percentage. The emission calculations were based on guidance from the IMO and Sea Cargo Charter and do not account for lifecycle emissions. We are investigating how to bridge these different approaches and improve the data to be more complete next year.
CATEGORY 6: Business Travel	1,444	Distance-based using the PWC ESG Management Solution and spend-based using the Quantis Scope 3 Evaluator.	This data was improved with distance-based estimates from many offices and supplemented with spend-based calculations.
CATEGORY 7: Employee Commuting	1,020	Based on range of employee numbers, using Quantis Scope 3 Evaluator.	This is not considered a high priority category, but we are taking actions to reduce emissions via the Sustainability Incentive Program for employees and hybrid work.
CATEGORY 8: Upstream Leased Assets	309	Based on consumption using the PWC ESG Management Solution for calculations.	Electricity, cooling, and heating consumption data was collected from offices. Where not available, it was estimated based on other offices or building data.
CATEGORY 11: Use of Sold Products	3,741,106	Calculated using factors from UK DEFRA.	This figure includes the combustion emissions from fuels sold, which in 2022 included diesel, naphtha, fuel oil, and petroleum coke.

ENERGY AND CLIMATE

WE CARE

INCENTIVIZING EMPLOYEE CLIMATE ACTIONS

In 2021, we launched our sustainability incentive program globally to assist employees in lowering their personal carbon footprint. This program provides a financial incentive to employees, as a percentage of expense up to a maximum dollar value, to help offset the cost of adopting specific sustainable practices at home. In 2022, we expanded program categories, now including:

- Contracting a 100% renewable home energy plan
- Installing solar panels or adding energy efficiency measures at home, e.g., smart thermostats or solar water heaters
- Purchasing a battery-electric, plug-in hybrid, or hydrogen fuel cell vehicle, electric bicycle or scooter, or a regular bicycle

104
employees applied for pre-approval to the program in 2022

53%
Completed the incentive program

ESTIMATED IMPACT*
173tCO2e
avoided annually
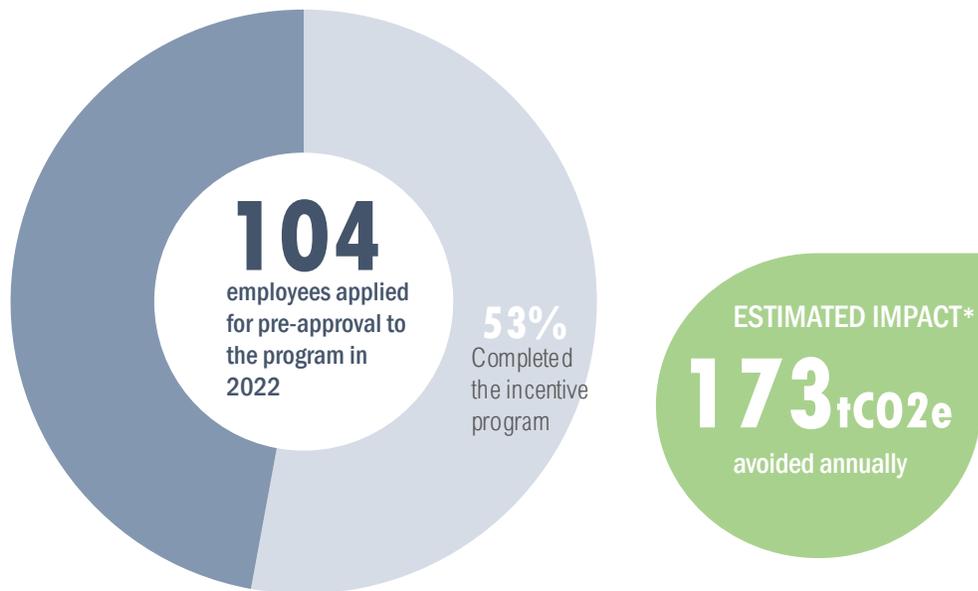
*Impact is estimated based on assumption of mileage switched from gasoline vehicle to electric or bicycle, on annual energy consumption as reported by employees, and using EPA calculation tools. The actual impact could be more or less, depending on specific employee actions, locations, or available alternatives (like public transport).

ENERGY AND CLIMATE

TOWARD LOWER EMISSIONS IN SCHOOLS

Tricon launched a [Project Zero](#) social investment initiative in Turkey to improve school infrastructure and environmental education. The program improved insulation in two rural schools to reduce coal dependency and collaborated with a local organization, Değişim Liderleri Derneği (Leaders of Change Association), to train students, teachers, and families on environmental awareness.

For Earth Day 2022, the Turkey office sponsored an online training for 80 students at a local high school. The training module covered the oceans, recycling, and waste management.

In India, Tricon funded solar panel installation at a local public school with 2,069 students. This program helps reduce the school's energy costs and emissions.

CIRCULAR ECONOMY

WE ACT

CIRCULAR ECONOMY

MATERIAL ISSUES

CIRCULARITY / PLASTIC WASTE

WASTE (OPERATIONS)

At Tricon, contributing to a circular economy means:

- Taking actions internally to reduce material waste, e.g., office waste efforts and working with service providers
- Growing our sustainable products business line
- Collaborating with industry and other stakeholders to address value chain enablers
- Investing in circular infrastructure and capabilities in the community, including zero waste education and inclusive recycling under our Project Zero efforts
- Participating in local cleanup efforts via Tricon Cares program

2022 HIGHLIGHTS

Launched "**Project Zero**" environmental education and inclusive recycling programs with partners in **Turkey**, **Ghana**, the **United States**, and **Colombia**

Opened **circular book** with sales **to Latin America, Asia**, and the **Middle East**

Estimated non-hazardous waste diverted from landfill: **43%**

Joined **CEVKO** in Turkey and continued collaboration with the **Alliance to End Plastic Waste**

CIRCULAR ECONOMY

OFFICE WASTE MANAGEMENT

16t
Estimated non-hazardous waste generated

0.1t
Estimated hazardous (electronic) waste prepared for reuse

43%
Estimated non-hazardous waste diverted from landfill

25
used laptops donated to Texas Children's Hospital

Tricon's waste disposal is generally administered by building management, where we have limited leverage given our relatively small footprint of employees per office location and shared or common areas. We estimate our data using methods like spot checks on weight, bin size, and/or per person or square footage percentages where total building waste is available. Estimated waste generation increased in 2022 compared to 2021, likely due to return to hybrid work environment from remote operations in many locations and better data availability in some locations.

TARGETS	RESULTS AND PROGRESS 2022 ✓	CHALLENGES AND CONSIDERATIONS	NEXT STEPS
Zero waste to landfill in offices by 2025	• Estimated percentage non-hazardous waste diverted from landfill: 43%. • In Houston, we replaced many single-use items with reusable alternatives and launched a composting program for organic waste with Moonshot Compost.	• Lack of visibility into the actual treatment and disposal method of waste once it leaves our office and reliance on third party reports and general regulatory information. • Where waste treatment is unknown, we generally assume it is not diverted from landfill. • Limitations in leased buildings from approvals required with building management, lack of available options locally, and low leverage as a small occupant of larger buildings.	• Continue to improve measurement of waste via partnerships with building providers and green leasing standards. • Focus resources on reducing waste sources and building collaborations to divert waste from landfill (over resources to measure more specifically).
Increase number of buildings leased with zero waste certificates	• 2 offices in Turkey continued to maintain zero waste certificates.	• Lack of leverage with building management.	• Continue pushing for green office leasing standards, especially when renewals or new office opportunities arise.

WE ACT

COLLABORATING ON PACKAGING AND PLASTIC WASTE

In 2022, Tricon's Turkey office joined **ÇEVKO**, a non-profit foundation working together with industry toward a sustainable recycling system for packaging waste in Turkey. We continued our engagement with the **Alliance to End Plastic Waste** with a particular focus on collaboration in the Americas. We also continued direct engagement with our suppliers regarding packaging reuse and recyclability and reviewed extended producer responsibility (EPR) and plastic tax regulations.

🎯 TARGETS	RESULTS AND PROGRESS 2022 ✓	CHALLENGES AND CONSIDERATIONS	NEXT STEPS →
100% reusable, recyclable, biodegradable, or compostable plastic packaging by 2023	• Surveyed our packaging suppliers to gain details on packaging specifications and recyclability. Surveys confirmed reusability or recyclability of packaging purchased. • Continued informal conversations with customers to understand how packaging is disposed. Conversations suggested packaging is largely reused or recycled. • Created a plastic packaging calculator to support compliance with packaging regulations.	• Based on available information and given the nature of our customer base, we believe packaging is largely reused or recycled. However, actual results may differ, and it is not yet feasible for us to track the end life of all packaging.	• Continue to evaluate opportunities for recycled content, bio-attributed, and other sustainable packaging options for the long-term. • Continue to gather feedback from customers about packaging disposal and/or offer take-back options for packaging. • Improve end use instructions on packaging.
Develop circular infrastructure and capabilities in communities (social or business initiatives)	• See our Project Zero programs.	• Achieving impact depends on many stakeholders and collective commitments. We are investing in programs in collaboration with various partners to build success and promote sustainable results over time.	• Expand collaborations and continue to evaluate new projects.

INCLUSIVE RECYCLING IN COLOMBIA

Tricon's Project Zero social investment in Colombia seeks to improve worker welfare in recycling collaboratives and support economic impact with formalized employment and recycling incentives for hard to recycle items. Tricon contributed toward CEMPRE's efforts to reach 275,000 coastal residents in five municipalities.

CLEAN FOR CHANGE

WE ACT

USA

Tricon employees and their families cleaned trash and weeded green areas at the historic Emancipation Park, in partnership with the Houston Parks & Recreation Department.

ITALY

Employees collected 10 kg of rubbish along the beach.

INDIA

The Tricon team held its first volunteer event at the Sanjay Gandhi National Park with the Afroz Shah Foundation and gathered 185 kg of waste from the forest area and local households.

COLOMBIA

The team collected over 500 kg of trash and recyclable materials along a nature reserve corridor. Proceeds from recyclable/reusable materials benefit programs for children with cancer.

CLEAN4 CHANGE

Powered by the Alliance to End Plastic Waste

SUSTAINABLE PRODUCTS

Chemicals that we trade and distribute are the basis of many materials that enable our economy and way of life. However, these products also have impacts on the environment and society across their lifecycle. We are committed to the journey toward more sustainably sourced materials and are building a small but growing portfolio in what we call the "sustainable products" business line. We define the sustainable business line according to three characteristics:

CIRCULAR
Products made via processing of post-use materials

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

LOW CARBON
Products that provide evidence of carbon neutrality or reductions in GHG emissions compared to baseline or industry averages

Circular and renewable products

3% of Tricon sales volume

EXPANDING BIO-BASED PRODUCT OFFERINGS

Tricon is diligently working with our customers and suppliers to introduce more sustainable product solutions in different parts of the world. As one example, we connected a European producer to a plastic processor with plants in Ecuador and the Caribbean for the development of bio-based, biodegradable bags. The processor appreciated that the novel material originated from a renewable source, whereas their existing product was petroleum-based. The Tricon technical and commercial team collaborated with the processor in trials of the material at the customer's plant to optimize performance. The new product was approved, and commercial business initiated. This solution was attractive to the customer not only because it is renewably sourced and biodegradable but also because waste from their manufacturing process can be re-incorporated, and the bags can also be made thinner while still fulfilling the performance requirements.

TARGETS	RESULTS AND PROGRESS 2022 ✓	CHALLENGES AND CONSIDERATIONS	NEXT STEPS
Increase volume of sustainable products portfolio by 2030	• Launched sustainable product line in January 2022 with dedicated product manager and business accountability. • Opened circular book with sales in the Americas, Asia, and the Middle East. • Renewed our ISCC PLUS certification. • Identified new suppliers of sustainable products.	• Volumes of circular and renewable products remain small as a percentage of total volume sold. • In many cases, data reliability and transparency are not yet mature enough to designate products as low carbon; although, most circular and renewable products sold should be lower carbon than traditional alternatives. • Market or regulatory enablers for pricing remain largely immature.	• Support existing suppliers to understand opportunities for sustainable products in their business lines. • Improve product carbon footprint data to enable low carbon product option comparability.
Reduce carbon content intensity of products traded (tCO2e/t product) by 2030	• See the carbon footprint section for details.		• Integrate carbon footprint data into our low carbon offering as data improves

SUSTAINABILITY REPORTING INDEX
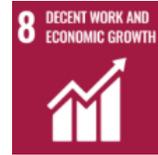
TRICON

INDEX TO UN SUSTAINABLE DEVELOPMENT GOALS

TRICON

1 NO POVERTY — Tricon Cares, Responsible Sourcing, Worker Welfare

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING — Responsible Sourcing, Worker Welfare, Health & Safety, Tricon Cares

4 QUALITY EDUCATION — Project Zero

5 GENDER EQUALITY — Our People, Gender Diversity, Human Rights, Project Zero

6 CLEAN WATER AND SANITATION — Responsible Sourcing & Product Stewardship, Circular Economy

7 AFFORDABLE AND CLEAN ENERGY — Energy & Climate, Project Zero

8 DECENT WORK AND ECONOMIC GROWTH — Responsible Sourcing, Our People, Workforce Diversity, Worker Welfare, Training, Human Rights, Energy & Climate

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE — Project Zero, Circular Economy, Sustainable Products

10 REDUCED INEQUALITIES — About Tricon, Workforce Diversity, Gender Diversity

11 SUSTAINABLE CITIES AND COMMUNITIES — Project Zero, Energy & Climate, Circular Economy

12 RESPONSIBLE CONSUMPTION AND PRODUCTION — Environmental Management, Energy & Climate, Circular Economy, Sustainable Products

13 CLIMATE ACTION — Energy & Climate, Sustainable Products

14 LIFE BELOW WATER — Responsible Sourcing & Product Stewardship, Environmental Management, Circular Economy

15 LIFE ON LAND — Responsible Sourcing & Product Stewardship, Environmental Management, Energy & Climate

16 PEACE, JUSTICE AND STRONG INSTITUTIONS — Introduction Letter from CEO and CSO, Corporate Governance, Ethical Business, Workforce Diversity, Human Rights

17 PARTNERSHIPS FOR THE GOALS — Introduction Letter from CEO and CSO, About Tricon, Responsible Sourcing & Product Stewardship, Project Zero, Circular Economy

INDEX TO GRI STANDARDS

GRI STANDARDS			RELEVANT SECTIONS
2-1	General Disclosures	Organizational details	About Tricon Energy
2-2	General Disclosures	Entities included in the organization's sustainability reporting	About the Report; About Tricon Energy
2-3	General Disclosures	Reporting period, frequency and contact point	About the Report
2-4	General Disclosures	Restatements of information	N/A
2-5	General Disclosures	External assurance	N/A
2-6	General Disclosures	Activities, value chain and other business relationships	About Tricon Energy
2-7	General Disclosures	Employees	About Tricon Energy
2-8	General Disclosures	Workers who are not employees	Not disclosed
2-9	General Disclosures	Governance structure and composition	Corporate Governance and Leadership
2-10	General Disclosures	Nomination and selection of the highest governance body	Corporate Governance and Leadership
2-11	General Disclosures	Chair of the highest governance body	Corporate Governance and Leadership
2-12	General Disclosures	Role of the highest governance body in overseeing the management of impacts	Corporate Governance and Leadership
2-13	General Disclosures	Delegation of responsibility for managing impacts	Corporate Governance and Leadership
2-14	General Disclosures	Role of the highest governance body in sustainability reporting	Corporate Governance and Leadership
2-15	General Disclosures	Conflicts of interest	Not disclosed
2-16	General Disclosures	Communication of critical concerns	Corporate Governance and Leadership
2-17	General Disclosures	Collective knowledge of the highest governance body	Corporate Governance and Leadership
2-18	General Disclosures	Evaluation of the performance of the highest governance body	Not disclosed
2-19	General Disclosures	Remuneration policies	Our People
2-20	General Disclosures	Process to determine remuneration	Our People
2-21	General Disclosures	Annual total compensation ratio	Our People. Limited ratio disclosed
2-22	General Disclosures	Statement on sustainable development strategy	Sustainability Strategy
2-23	General Disclosures	Policy commitments	Sustainability Strategy
2-24	General Disclosures	Embedding policy commitments	Sustainability Strategy
2-25	General Disclosures	Processes to remediate negative impacts	Materiality and Risk Management; Sustainability Strategy; Responsible Sourcing: Risk Management and Due Diligence
2-26	General Disclosures	Mechanisms for seeking advice and raising concerns	Corporate Governance; Ethical Business & Anti-Corruption; Responsible Sourcing: Risk Management and Due Diligence (appendix section)
2-27	General Disclosures	Compliance with laws and regulations	Ethical Business & Anti-Corruption; Health & Safety
2-28	General Disclosures	Membership associations	Not disclosed. We have referenced key collaborations on sustainability in the Circular Economy section.
2-29	General Disclosures	Approach to stakeholder engagement	Corporate Governance & Leadership; Materiality and Risk Management
2-30	General Disclosures	Collective bargaining agreements	Worker Welfare Guidelines
3-1	Material Topics	Process to determine material topics	Sustainability Strategy; Materiality and Risk Management Process
3-2	Material Topics	List of material topics	Materiality and Risk Management Process
3-3	Material Topics	Management of material topics	Sustainability Strategy; Materiality and Risk Management Process
201-01	Economic Performance	Direct economic value generated and distributed	Data not available at this time
201-02	Economic Performance	Financial implications and other risks and opportunities due to climate change	Energy and Climate
201-03	Economic Performance	Defined benefit plan obligations and other retirement plans	We provide legally required and competitive benefits across our operations.
201-04	Economic Performance	Financial assistance received from government	Not disclosed
202-01	Market Presence	Ratios of standard entry level wage by gender compared to local minimum wage	Data not available at this time
202-02	Market Presence	Proportion of senior management hired from the local community	Not considered material at this time given global nature of company.
203-01	Indirect Economic Impacts	Infrastructure investments and services supported	Project Zero

GRI STANDARDS			RELEVANT SECTIONS
203-02	Indirect Economic Impacts	Significant indirect economic impacts	Not disclosed
204-01	Procurement Practices	Proportion of spending on local suppliers	Not considered material
205-01	Anti-Corruption	Operations assessed for risks related to corruption	Ethical Business & Anti-Corruption; Responsible Sourcing: Risk Management and Due Diligence (appendix section)
205-02	Anti-Corruption	Communication and training about anti-corruption policies and procedures	Ethical Business & Anti-Corruption
205-03	Anti-Corruption	Confirmed incidents of corruption and actions taken	Ethical Business & Anti-Corruption
206-01	Anti-Competitive Behavior	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethical Business & Anti-Corruption
207-01	Tax	Approach to tax	See UK Tax Strategy
207-02	Tax	Tax governance, control, and risk management	Not disclosed
207-03	Tax	Stakeholder engagement and management of concerns related to tax	Not disclosed
207-04	Tax	Country-by-country reporting	Not disclosed
301-01	Materials	Materials used by weight or volume	Not considered material
301-02	Materials	Recycled input materials used	Not considered material at this time. See Circular Economy for our trading and collaboration activities on plastic waste.
301-03	Materials	Reclaimed products and their packaging materials	Not considered material at this time. See Circular Economy for our trading and collaboration activities on plastic waste.
302-01	Energy	Energy consumption within the organization	Energy and Climate
302-02	Energy	Energy consumption outside of the organization	Data not available at this time
302-03	Energy	Energy intensity	Not considered material
302-04	Energy	Reduction of energy consumption	Data not available at this time
302-05	Energy	Reductions in energy requirements of products and services	Not considered material
303-01	Water and Effluents	Interactions with water as a shared resource	Not considered material
303-02	Water and Effluents	Management of water discharge-related impacts	Not considered material
303-03	Water and Effluents	Water withdrawal	Not considered material
303-04	Water and Effluents	Water discharge	Not considered material
303-05	Water and Effluents	Water consumption	Not considered material
304-01	Biodiversity	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental Management
304-02	Biodiversity	Significant impacts of activities, products, and services on biodiversity	Environmental Management
304-03	Biodiversity	Habitats protected or restored	Not considered material
304-04	Biodiversity	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environmental Management
305-01	Emissions	Direct (Scope 1) GHG emissions	Energy and Climate
305-02	Emissions	Energy indirect (Scope 2) GHG emissions	Energy and Climate
305-03	Emissions	Other indirect (Scope 3) GHG emissions	Energy and Climate
305-04	Emissions	GHG emissions intensity	Energy and Climate
305-05	Emissions	Reduction of GHG emissions	Energy and Climate
305-06	Emissions	Emissions of ozone-depleting substances (ODS)	Not considered material
305-07	Emissions	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Not considered material
306-01	Waste	Waste generation and significant waste-related impacts	Project Zero; Circular Economy
306-02	Waste	Management of significant waste-related impacts	Not considered material
306-03	Waste	Waste generated	Circular Economy
306-04	Waste	Waste diverted from disposal	Circular Economy
306-05	Waste	Waste directed to disposal	Circular Economy
308-01	Supplier Environmental Assessment	New suppliers that were screened using environmental criteria	Responsible Sourcing & Product Stewardship

GRI STANDARDS			RELEVANT SECTIONS
308-02	Supplier Environmental Assessment	Negative environmental impacts in the supply chain and actions taken	Responsible Sourcing & Product Stewardship
401-01	Employment	New employee hires and employee turnover	Our People
401-02	Employment	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not disclosed
401-03	Employment	Parental leave	Worker Welfare Guidelines
402-01	Labor/Management Relations	Minimum notice periods regarding operational changes	Not disclosed
403-01	Occupational Health and Safety	Occupational health and safety management system	Health & Safety; Responsible Sourcing Standard
403-02	Occupational Health and Safety	Hazard identification, risk assessment, and incident investigation	Health & Safety
403-03	Occupational Health and Safety	Occupational health services	Health & Safety
403-04	Occupational Health and Safety	Worker participation, consultation, and communication on occupational health and safety	Health & Safety
403-05	Occupational Health and Safety	Worker training on occupational health and safety	Health & Safety
403-06	Occupational Health and Safety	Promotion of worker health	Health & Safety; Worker Welfare Guidelines
403-07	Occupational Health and Safety	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Responsible Sourcing & Product Stewardship
403-08	Occupational Health and Safety	Workers covered by an occupational health and safety management system	Health & Safety
403-09	Occupational Health and Safety	Work-related injuries	Health & Safety
403-10	Occupational Health and Safety	Work-related ill health	Health & Safety
404-01	Training and Education	Average hours of training per year per employee	Training, Development, and Performance Management
404-02	Training and Education	Programs for upgrading employee skills and transition assistance programs	Training, Development, and Performance Management
404-03	Training and Education	Percentage of employees receiving regular performance and career development reviews	See Performance Management for details on our process.
405-01	Diversity and Equal Opportunity	Diversity of governance bodies and employees	Workforce Diversity
405-02	Diversity and Equal Opportunity	Ratio of basic salary and remuneration of women to men	Not disclosed. Our People speaks to pay parity assessment
406-01	Non-Discrimination	Incidents of discrimination and corrective actions taken	Human Rights
407-01	Freedom of Association and Collective Bargaining	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Materiality and Risk Management Process incorporates human rights risks, and our Worker Welfare guidelines and Responsible Sourcing Standard address respect for this right. However, Tricon operates in countries where this right may be at risk in the value chain.
408-01	Child Labor	Operations and suppliers at significant risk for incidents of child labor	Responsible Sourcing & Product Stewardship; Human Rights
409-01	Forced or Compulsory Labor	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Responsible Sourcing & Product Stewardship; Human Rights
410-01	Security Practices	Security personnel trained in human rights policies or procedures	N/A
411-01	Rights of Indigenous Peoples	Incidents of violations involving rights of Indigenous peoples	Human Rights (incidents involving rights of Indigenous Peoples would be included under human rights incidents where applicable)
412-01	Human Rights Assessment	Operations that have been subject to human rights reviews or impact assessments	Human Rights
412-02	Human Rights Assessment	Employee training on human rights policies or procedures	Human Rights
412-03	Human Rights Assessment	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Responsible Sourcing & Product Stewardship; Human Rights
413-01	Local Communities	Operations with local community engagement, impact assessments, and development programs	Project Zero
413-02	Local Communities	Operations with significant actual and potential negative impacts on local communities	Materiality and Risk Management Process incorporates community impact risks. The majority of potential negative community impacts are in the value chain, which we address via the Due Diligence Process
414-01	Supplier Social Assessment	New suppliers that were screened using social criteria	Responsible Sourcing & Product Stewardship; Human Rights
414-02	Supplier Social Assessment	Negative social impacts in the supply chain and actions taken	Responsible Sourcing & Product Stewardship; Human Rights
415-01	Public Policy	Political contributions	Tricon does not make political contributions.
416-01	Customer Health and Safety	Assessment of the health and safety impacts of product and service categories	Responsible Sourcing & Product Stewardship
416-02	Customer Health and Safety	Incidents of non-compliance concerning the health and safety impacts of products and services	Responsible Sourcing & Product Stewardship
417-01	Marketing and Labeling	Requirements for product and service information and labeling	Responsible Sourcing & Product Stewardship
417-02	Marketing and Labeling	Incidents of non-compliance concerning product and service information and labeling	Responsible Sourcing & Product Stewardship
417-03	Marketing and Labeling	Incidents of non-compliance concerning marketing communications	Responsible Sourcing & Product Stewardship
418-01	Customer Privacy	Substantiated complaints concerning breaches of customer privacy and loss of customer data	Not disclosed

INDEX TO WORLD ECONOMIC FORUM CORE METRICS

WORLD ECONOMIC FORUM CORE METRICS			RELEVANT SECTIONS
Governance	Governing purpose	Setting purpose	Corporate Governance
Governance	Quality of governing body	Governance body composition	Corporate Governance
Governance	Stakeholder Engagement	Material issues impacting stakeholders	Materiality and Risk Management Process; Sustainability Strategy
Governance	Ethical behavior	Anti-corruption	Ethical Business
Governance	Ethical behavior	Protected ethics advice and reporting mechanisms	Ethical Business
Governance	Risk and opportunity oversight	Integrating risk and opportunity into business process	Appendices, Sustainability Strategy
Planet	Climate Change	Greenhouse gas (GHG) emissions	Climate & Environmental Responsibility
Planet	Climate Change	TCFD implementation	Not disclosed.
Planet	Nature Loss	Land use and ecological sensitivity	Climate & Environmental Responsibility
Planet	Freshwater Availability	Water consumption and withdrawal in water-stressed areas	Not considered material at this time.
People	Dignity and Equality	Diversity and inclusion (%)	Workforce Diversity
People	Dignity and Equality	Pay equality (%)	Workforce Diversity . Limited ratio disclosed.
People	Dignity and Equality	Wage level (%)	Data not available at this time.
People	Dignity and Equality	Risk for incidents of child, forced or compulsory labor	Human Rights, Responsible Sourcing
People	Health & Wellbeing	Health and safety (%)	Health & Safety
People	Skills for the Future	Training provided (#, $)	Training & Development
Prosperity	Employment and Wealth Generation	Absolute number and rate of employment	Workforce Diversity
Prosperity	Employment and Wealth Generation	Economic contribution	Data not available at this time
Prosperity	Employment and Wealth Generation	Financial investment contribution	Not disclosed
Prosperity	Innovation of Better Products and Services	R&D	Not disclosed
Prosperity	Community and Social Vitality	Total tax paid	Not disclosed

REFERENCE INFORMATION

TRICON

CORPORATE GOVERNANCE AND LEADERSHIP

Our foundational leadership principle is to inspire others to engage. This extends to the Partnership nature of the company. Partners are employees or former employees who purchased an interest or were granted an interest in the company as part of an economic incentive program. The Partners review financial, legal, commercial, and other business matters.

Appointed by the Partners, the Board of Directors of Tricon Energy, Inc. (the sole General Partner of Tricon International Ltd.) provide oversight and accountability to business affairs, corporate strategy, and risk management. Board members are employees, the majority of whom serve as executives and Partners, from different backgrounds with extensive experience across finance, legal, trading, and operations. The Board appoints the officers of the company, who manage the day-to-day operations of the business. The executive team regularly seeks input and communicates with diverse employees across geographies in a variety of events, including townhall sessions, roundtable discussions, and informal meetings.

The Board has established committees of knowledgeable and skilled team members and delegated key responsibilities as outlined here.
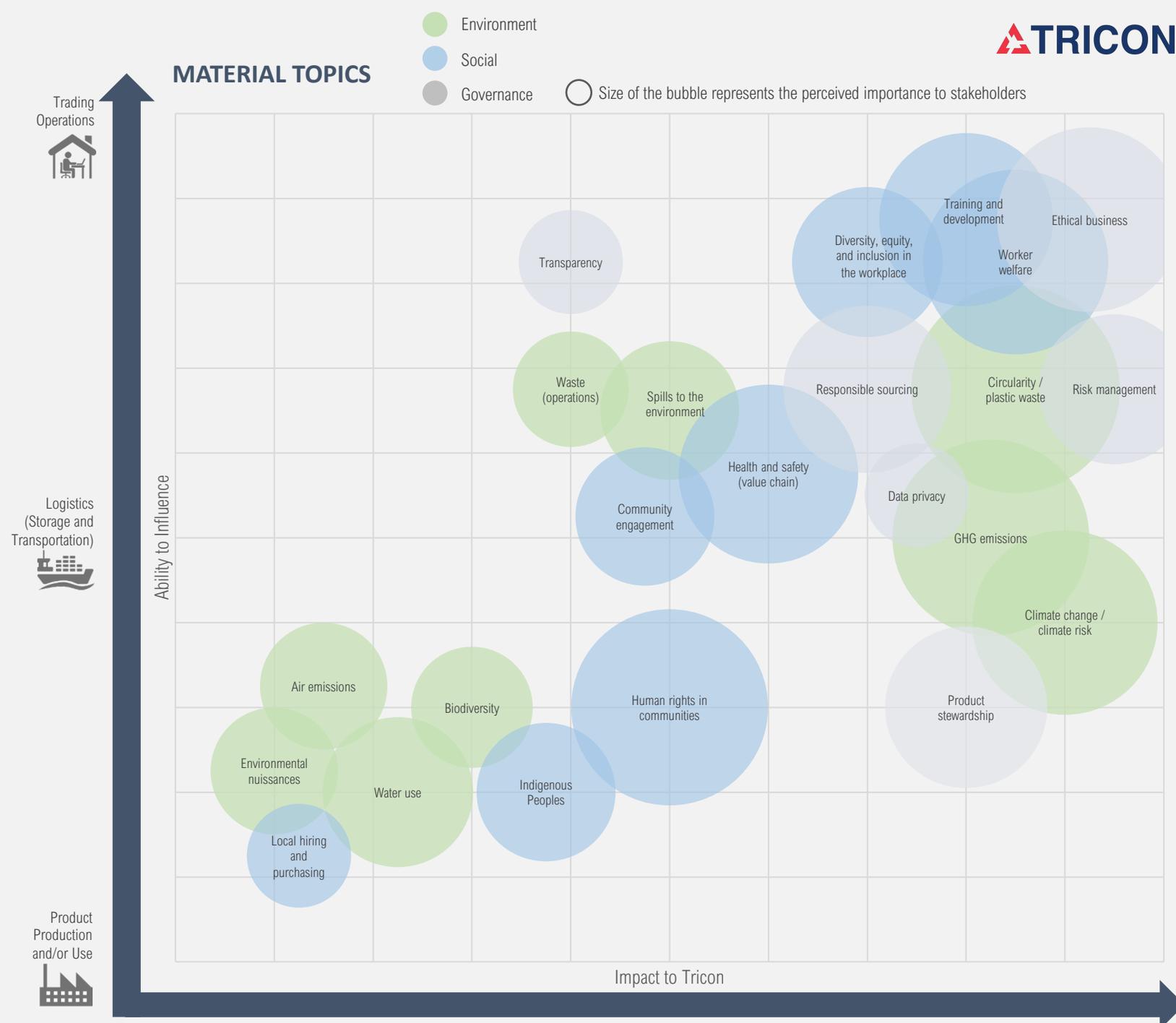
	Composition	Decisions	Stakeholders
Executive Committee	CEO, CFO, CRO, CCO and General Counsel, Business Unit Directors lead overall priorities for the business	• Review sensitive issues • Approve compensation • Evaluate mergers and acquisitions • Determine strategy around geographic and product expansion	• Partners • Board • Employees • Customers • Financial Institutions
Risk Committee	CEO, CFO, CRO, CAO, CCO and General Counsel, and Business Unit Directors oversee strategic risk issues Meets at least monthly	• Approve and monitor compliance with risk policies and limits • Define the risk appetite • Approve new products, strategies, and long- term agreements	• Board • Employees • Suppliers • Customers • Regulators • Financial Institutions
Sustainability Committee	Chaired by CEO and CSO with CFO, CCO and General Counsel, and HR Director as Members Meets monthly and reports annually to Board	• Set vision and strategic direction for long term environmental, social, ethical, and financial terms • Integrate ESG considerations and provide accountability for sustainability results • Develop corporate sustainability budget and annual report	• Internal: Partners, Board, Employees • Business Partners: Customers, Suppliers, Financial Institutions • External: Community Organizations, Governments, Industry Associations, International Agencies

MATERIALITY AND RISK MANAGEMENT

In determining materiality, we consider key environmental, social, economic, and governance impacts, topics of importance to our stakeholders, and balance our ability to influence or leverage material issues. Through our assessment process, we consider:

• Our company values, resources, and business strategy

• Relevant laws, regulations, and standards

• Stakeholder feedback, incident reports, and concerns in the industry

• Sustainability issues important to our peers, customers, and suppliers

• Human rights guidance for the trading industry (see, for example, resources from the Institute for Human Rights and Business (IHRB) and Swiss government)

The following visual demonstrates the results from our last formal materiality and risk assessment conducted in 2021. While we review materiality and risk annually, at a minimum, our next formal materiality and risk assessment will be conducted in 2024.

MATERIAL TOPICS

- Environment
- Social
- Governance
- Size of the bubble represents the perceived importance to stakeholders

Trading Operations

Logistics (Storage and Transportation)

Product Production and/or Use

Ability to Influence

Impact to Tricon

Transparency

Training and development
Ethical business
Diversity, equity, and inclusion in the workplace
Worker welfare

Waste (operations)
Spills to the environment
Responsible sourcing
Circularity / plastic waste
Risk management

Health and safety (value chain)
Data privacy

Community engagement
GHG emissions

Climate change / climate risk

Air emissions
Biodiversity
Human rights in communities

Environmental nuissances
Water use
Indigenous Peoples
Product stewardship

Local hiring and purchasing

RESPONSIBLE SOURCING: RISK MANAGEMENT AND DUE DILIGENCE

We realize that promoting anti-corruption and responsible business can't stop with us. Therefore, we've developed measures that extend to our product customers and suppliers and implemented a robust due diligence process to allow for regular review intervals and continuous improvement. This includes our internal Sustainability Risk Management and Due Diligence Process and our public Responsible Sourcing Standard and Compliance Handbook.

Commodity trading companies like Tricon face numerous challenges in ESG and human rights due diligence, including:

- Trading across commodities and countries without uniform supply chains
- Value chains have many levels across traditional suppliers like shipping and logistics, suppliers of credit (banks), and the products traded, both providers and purchasers of products
- Lack of transparency in various transactions along the value chain
- Lack of influence and leverage with third parties, particularly those producing and buying commodities*

Trading and distribution also create benefits for local and emerging economies, supply and demand markets, transparency, optimized logistics, and access to financing. For example, trading provides a needed service to help small and diverse organizations access commodities; however, these groups may be less likely to have robust sustainability processes and lack the resources and capacity of large corporations.

Due diligence aims to identify, prevent, mitigate, and account for how a company addresses adverse environmental, social, governance, and human rights impacts. Tricon's process applies a risk-based approach to due diligence, given the complexity of Tricon's operations and its position in the value chain. When evaluating risk of a business relationship, Tricon considers:

- Geography
- Activity in the Value Chain
- Third Party Characteristics
- Value of Transaction

Due diligence measures are defined in our internal processes and include the components below:

- We incorporate human rights and compliance language into our standard purchase order terms and define our third-party expectations in the Responsible Sourcing Standard.
- We implement a robust Know Your Counterparty (KYC) process and due diligence questionnaires for high-risk business partners.
- We routinely assess operational risks related to corruption and other ethics challenges.
- The Tricon Listens Helpline offers an internal and external mechanism for reporting concerns about environmental, social, or governance issues, including potential ethical or other violations of Tricon's policies.
- Tricon conducts comprehensive training and awareness on its policies and processes for anti-corruption and compliance.

Tricon drew from these resources provided by IHRB and the Swiss government to help identify industry challenges.

WORKER WELFARE GUIDELINES

Tricon's 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 rich and engaging environment. Going forward, we intend to strengthen diverse recruiting practices, incorporate anti-racism training, and identify further opportunities to close gaps in wellbeing and engagement in specific locations. Our aim is to build an inclusive company culture that respects the diversity of our employees and provides a sense of belonging for every individual.

GLOBAL WORKER WELFARE GUIDELINES

Our Worker Welfare Guidelines outline minimum standards for Tricon operations globally:
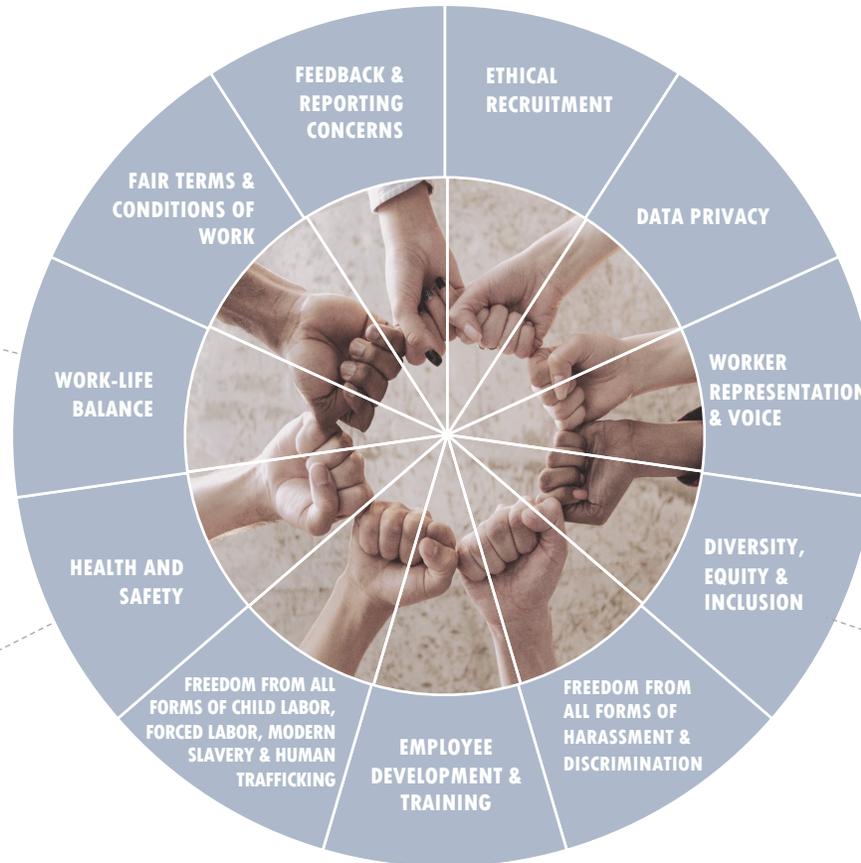
Schedule flexibility including work from home policy, coordinated with supervisors and human resources identifying the best solution for both employee and company. Recognition of culturally specific family events like weddings, births, and elderly care, adapting to the local traditions and needs of employees.

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.

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

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

Wheel segments:
FEEDBACK & REPORTING CONCERNS
ETHICAL RECRUITMENT
DATA PRIVACY
WORKER REPRESENTATION & VOICE
DIVERSITY, EQUITY & INCLUSION
FREEDOM FROM ALL FORMS OF HARASSMENT & DISCRIMINATION
EMPLOYEE DEVELOPMENT & TRAINING
FREEDOM FROM ALL FORMS OF CHILD LABOR, FORCED LABOR, MODERN SLAVERY & HUMAN TRAFFICKING
HEALTH AND SAFETY
WORK-LIFE BALANCE
FAIR TERMS & CONDITIONS OF WORK

TRICON

TRAINING PERFORMANCE MANAGEMENT

NEW TASKS AND RESPONSIBILITIES

By increasing access for employees to guide their development and encourage their career mobility, we have **sourced roughly a quarter of our trading staff from internal promotions.**

INCENTIVE PROGRAM

Tricon's performance management and bonus evaluation procedure encourages employees' growth and development, seeking to reward employees based upon their performance of related goals and key performance indicators. The program has allowed Tricon to both attract and retain talent.

FORMAL TRAINING MODULES

Global, local, and role-based training as well as business overviews.

ON-THE-JOB DEVELOPMENT AND MENTORING

TRICON ACADEMIA is our in-house training and development for trading and operations. The programming features an array of informal and formal training modules, foundational principles, and incentive programs

CONTINUOUS FEEDBACK

In measuring employee performance, we use a continuous feedback model. Managers are expected to provide regular, constructive feedback to their teams and individuals. We believe this approach is more beneficial for both the employee and the organization than traditional annual appraisal processes. Through frequent, transparent discussions with managers, employees understand more fully key expectations of their role and priorities for the business. This approach enables Tricon to remain agile in an ever-changing world, allowing us to swiftly pivot to meet evolving business needs and upskilling our employees.

JOIN US
ON THE JOURNEY TO CREATE GOOD
TOGETHER!

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