



**CONTRIBUTING TO THE JOURNEY TOWARD
A NET ZERO AND INCLUSIVE FUTURE**

About The Report

Tricon is committed to being an industry leader in sustainability - the development and public disclosure of this inaugural Sustainability Report is demonstration of that commitment. This report focuses on our key sustainability commitments, contributions, and achievements to date. It also provides a road map of our initiatives moving into 2022 – all of which are guided by [Tricon's Sustainability Policy](#).

Report Boundaries

Reporting Period: January 1, 2021 – December 31, 2021

Geographic Boundaries: Tricon's global operations. Data are reported against physical locations and specific activities. Physical locations with fewer than two (2) employees may be excluded from data collection.

Approach: Tricon reports metrics to support materiality, 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 both generate results for the business and meaningfully impact society and the environment. We believe transparency is vital. In sharing our results, Tricon is committed to disclosing 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](#), and [GHG Protocol](#). See the [Sustainability Reporting Index](#) for a mapping to specific standards.

Greenhouse Gas Methodology: Tricon uses the financial control approach to greenhouse gas (GHG) emissions accounting in accordance with 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.

To remain consistent with the GHG Protocol, Tricon reports its energy use from operational leases in scope 3. However, where Tricon is contractually responsible for paying utilities directly, we also report purchased energy to better track opportunities to source renewable energy.

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.

More details on GHG emissions can be found in the [Climate section](#).

Report Review: Information and data included in Tricon's inaugural 2021 Sustainability Report was collected and verified internally for accuracy and transparency. Review of the Report was conducted by 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 carlsone@triconenergy.com.

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TO OUR STAKEHOLDERS



Ignacio TORRAS, CEO

Elizabeth CARLSON, CSO

OUR VISION

Ignacio Torras: When I started Tricon Energy in 1996, it was my dream to have the ownership of the company in the hands of management and employees – a company where everyone was empowered to push the limits and lead by example, all the while keeping reliability and competitiveness top of mind. Our people have played an instrumental role in Tricon's success the last 25+ years and will continue to do so, helping shape the company as we move forward.

Building on our commitment to responsible business, Tricon recognized the need to have a dedicated person responsible for developing and implementing a sustainability strategy that would guide us towards our goals. In 2021, we appointed our first Chief Sustainability Officer, Elizabeth Carlson. Working in alignment with leadership and across the business, we are excited to progress this journey together.

Elizabeth Carlson: For me, joining Tricon represented an opportunity to chart a path for sustainability in the trading industry and be part of a team focused on meaningful impact. Our objective in 2021 was to define our goals, plans, and commitments. In this discovery phase, we considered the concept of “double materiality,” or how our business impacts environment and society, as well as how environmental, social, and governance (ESG) issues influence business value. While our direct control over certain impacts is limited, we recognize part of our journey is to actively collaborate and engage our business partners around the world on sustainability. This formed the focus of our 2021 business theme: “On the Rise: Building Healthier, Richer Alliances.”

With our leadership team, we have created sustainability pillars that align with Tricon's mission to collaborate and create value for our stakeholders. Those four pillars are **WE ARE RESPONSIBLE**, integrating ESG into decision-making; **WE ARE ONE!**, promoting social and economic inclusion; **WE CARE**, protecting the environment for people, ecosystems, and the climate; and **WE ACT**, enabling a more circular economy.

OUR CORE VALUES

We live by our core values of leadership, innovation, perseverance, passion, strong work ethic, and teamwork. These values led us to ambitious plans. If anything, the pandemic has taught us over the past two years that complacency is not an option. We understand our key strengths are working with suppliers and customers to deliver products in the most cost-efficient way to satisfy the needs of a global economy. Now we have to ask how to leverage these strengths to deliver not just economic value, but sustainable value. To this end, we consider it a privilege – and a duty – to manage social, economic, and environmental impacts and operate responsibly in the communities we touch. It's not always easy. It's not always perfect. However, for all of us at Tricon, we strive to align our activities with an increasingly just, equal, and environmentally sustainable world.

OUR PEOPLE

We know our people are our greatest resource, and we employ a globally diverse workforce representing a range of perspectives, thought leadership, and skills. This makes us better at what we do – everyday. By embracing our diversity, we have created an entrepreneurial organizational culture that empowers our team members to find creative and innovative solutions to complex business problems – and opportunities.

We are proud of our achievements in offering culturally specific benefits, work-life balance programming, parental leave, and global worker welfare guidelines. We will continue our efforts to open dialogue across our business and harness opportunities for improving processes and systems to retain our talented workforce and recruit for the future.

We would be remiss if we did not acknowledge that the COVID-19 pandemic posed yet another year of challenges to our workforce. Despite weariness from ongoing global challenges in the supply chain, we are proud to say our employees remained engaged and worked collaboratively, providing guidance to each other and our business partners. As the world begins to emerge from the weight of the COVID-19 pandemic, we remain hopeful that the reliability of the global supply chain will return, and perhaps, provide a clearer vision of its vulnerabilities and opportunities.

BUSINESS RELATIONSHIPS

To reach a net zero, circular economy by 2050, efforts in our own operations must accelerate, and collaboration across the value chain must start now. Responsible sourcing and product stewardship are paramount to our business resiliency and foster the integration of ESG performance into decision-making. At Tricon, we believe that all businesses and stakeholders play a key role in developing a just society, and we will continue to advocate for and contribute to a more sustainable future for our business and our communities.

WILL YOU CONSIDER JOINING US?

We are committed to transparency in what we do and how we do it; that's why we are releasing this inaugural Sustainability Report. Throughout 2021, we built a strong foundation for sustainability and actively engaged with our banking partners to [tie that commitment to our financing](#). Our efforts were recognized by EcoVadis with a sustainability rating in the top 3% of our industry. And we are just getting started!

As we continue our forward momentum, we invite you to explore throughout this report our plans, performance results, and ambition. We believe Tricon can play a leading role in the commodity trading sector, enabling more sustainable markets, and working collaboratively to multiply positive social and environmental impact on the path toward a net zero, circular, and inclusive future. Our theme for 2022 is simple: "CREATE GOOD TOGETHER."



Ignacio Torras



Elizabeth Carlson



2021 HIGHLIGHTS

GOVERNANCE

- ✓ Appointed the Sustainability Committee to oversee sustainability governance
- ✓ Agreed our sustainability pillars and focus areas
- ✓ Developed an integrated sustainability management system
- ✓ Launched our Responsible Sourcing and Product Stewardship Standard
- ✓ Achieved silver status sustainability rating by EcoVadis

99% workforce trained in anti-corruption

2,214 businesses screened for ethics

0 complaints received related to product health and safety

SOCIAL

- ✓ Signed a letter of commitment to the [Women's Empowerment Principles](#)
- ✓ Published global worker welfare guidelines including a minimum for paid parental leave
- ✓ Received the **Great Place to Work** certification (global headquarters)
- ✓ Developed a social inclusion action plan for 2021-2024
- ✓ Conducted high level human rights assessment covering Tricon's global operations

0 fatalities, high-consequence, or recordable work-related injuries

75 employees trained in health and safety courses

\$530K raised for the Alzheimer's Association from 2019 to 2021

ENVIRONMENT

- ✓ Established global Environmental Management Guidelines
- ✓ Measured our environmental impact for the first time
- ✓ Created our carbon footprint methodology and GHG inventory
- ✓ Launched "Work Sustainably" Campaign for offices and a sustainability incentive program for employees to take actions at home
- ✓ Initiated a Sustainable Product business to help enable the market for circular, renewable, and low carbon products

23K t of sustainably certified material sold to customers

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

0 confirmed environmental incidents

Net Zero scope 1 and 2 emissions

TRICON IN 2021

About Tricon

Tricon is an industry leader in the global trade and distribution market. With our worldwide team of professionals, we have grown from a business that began with distribution of caustic soda, to a globally recognized company, trading hundreds of products. Our objective is to deliver complete customer satisfaction by addressing the main needs of the physical commodity industry and providing logistics, risk management, financing, and market intelligence services.

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

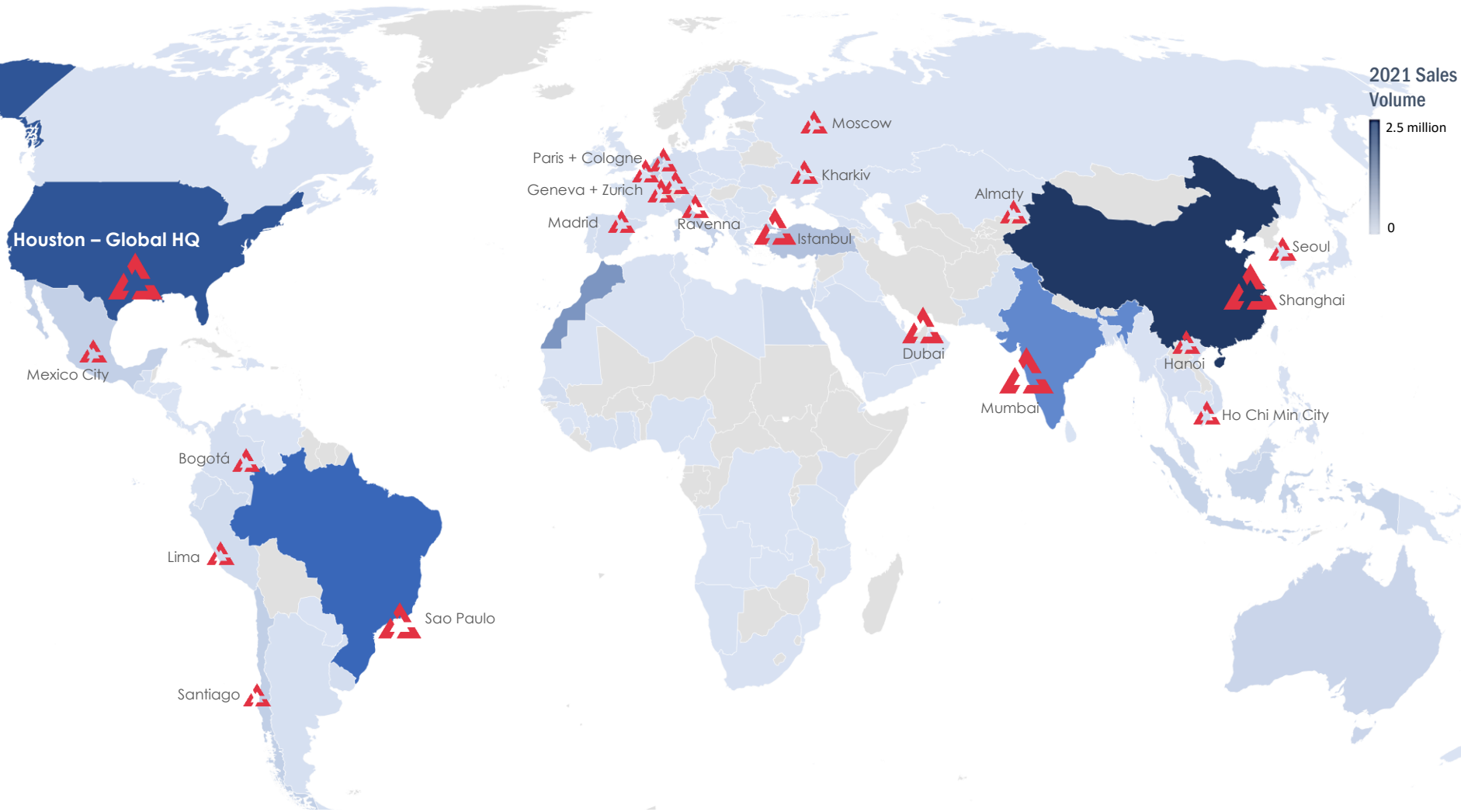
[Values](#)

[Chemicals](#)

[Plastics](#)

[Raw Materials and Fertilizers](#)

[Sustainable Products](#)



472
Employees

22
Offices

14.9 Million Tonnes
of Product Traded

10.2 Billion USD
Revenue

4,000+ Business Partners
in **135+** Countries

CORPORATE GOVERNANCE & LEADERSHIP

Corporate Governance

Tricon strives to include diversity of thought into everyday decision-making. As employees provide leadership for their specific business activities, our open-door policy provides for high levels of engagement, collaboration, and inclusive decision-making throughout the organization.

We are committed to making each employee feel empowered to be a leader and make decisions that support Tricon's business strategy and align with our sustainability efforts.

Sustainability, ethics and integrity, and risk management are integrated into our processes and decisions across the business. We achieve this by:

- Acknowledging our ability to export is a privilege
- Committing to doing the right things
- Considering our contribution to meaningful environmental, economic, and social value for stakeholders

Learn more about our [policies](#).

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 meet twice a year to 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 | <p>CEO, CFO, CRO, CCO and General Counsel, Business Unit Directors lead overall priorities for the business</p> | <ul style="list-style-type: none"> • Review sensitive issues • Approve compensation • Evaluate mergers and acquisitions • Determine strategy around geographic and product expansion | <ul style="list-style-type: none"> • Partners • Board • Employees • Customers • Financial Institutions |
| Risk Committee | <p>CEO, CFO, CRO, CAO, CCO and General Counsel, and Business Unit Directors oversee strategic risk issues</p> <p>Meets at least monthly</p> | <ul style="list-style-type: none"> • Approve and monitor compliance with risk policies and limits • Define the risk appetite • Approve new products, strategies, and long-term agreements | <ul style="list-style-type: none"> • Board • Employees • Suppliers • Customers • Regulators • Financial Institutions |
| Sustainability Committee | <p>Chaired by CEO and CSO with CFO, CCO and General Counsel, and HR Director as Members</p> <p>Meets monthly and reports annually to Board</p> | <ul style="list-style-type: none"> • 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 | <ul style="list-style-type: none"> • Internal: Partners, Board, Employees • Business Partners: Customers, Suppliers, Financial Institutions • External: Community Organizations, Governments, Industry Associations, International Agencies |



SUSTAINABILITY GOVERNANCE

Purpose and Policies

Tricon's success and leadership has been achieved by remaining loyal to our purpose. We recognize our responsibility is not just to create economic value, but also to promote a more inclusive economy. This value contributes to environmental and social good where globally diverse stakeholders benefit.

Sustainable Development Mission

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.

We act on this mission by integrating environmental, social, and ethics criteria into our corporate governance, decision-making, and day-to-day operations.

Our sustainability progress in 2021 earned a silver rating by EcoVadis with a **score in the top 3% of the industry**.



SUSTAINABILITY STRATEGY



ENGAGING EMPLOYEES IN SUSTAINABILITY

In 2021, Tricon hosted a sustainability webinar with 190 employee participants from our locations around the world. The webinar introduced sustainability, climate action, and circular economy concepts, while providing employees opportunities to discuss our strategy and how they influence it every day through their actions. Smaller discussions were held with leadership, logistics teams, and product line leads to obtain feedback with regards to strategic direction and material issues affecting Tricon's business strategy.

"I am extremely proud to participate in Tricon Cares, our volunteer and community engagement program. I am excited to be part of a company that genuinely believes change in society starts with us."

Luciana Gomes, Administrative Director / Houston, TX



ITALY: Donated to a local hospital's COVID ward during the holiday season.

SWITZERLAND: Contributed to a local charity walk for breast cancer awareness.

TURKEY: Organized donations from both employees and the company for emergency firefighting supplies during the wildfires in Marmaris.

"Print on both sides when you must print. Bring your sustainable cup for coffee, tea, or water instead of using a plastic or paper cup. Turn off the lights and air-conditioning when you leave the room. Classify your waste into the right disposal bins. Although small things, they are easy to do and add up to protect our environment."

Yoyo Sun, HR Manager / Shanghai, China



"The employees in Mexico decided to take a first step towards sustainability by switching our office lease to a sustainability-certified building, giving us a 'casa limpia,' or 'clean home.' Our new space helps us contribute to a more sustainable environment, and even led to a cost savings."

Alberto Rodriguez, Global Head of Distribution / Mexico City, Mexico



"At Tricon Brazil, we are putting our sustainability commitment into action by eliminating single use kitchen items, increasing recycling, and encouraging our team to apply these measures at home. Every day we feel more encouraged to do our part in creating a sustainable future."

Antonio Luiz Dos Santos Filho, Brazil CFO / Sao Paulo, Brazil

"Creating awareness in communities is an important step to reducing waste. I believe as companies in my region gain a better understanding of sustainable products, Tricon will play a key role locally by introducing them to recyclable and recycled materials."

Siddharth Patni, Polymers Sales Manager / Dubai, UAE



INDIA: Used social investment funds to provide supplies to local students and to host a COVID vaccination drive in Mumbai.

"We have the opportunity to impact society by raising awareness and adopting 'green' initiatives where we can contribute to the circular economy. Tricon India employees are committed to helping the world become a healthier, happier, and more sustainable place."

Roshni Ranadive, HR Manager / Mumbai, India



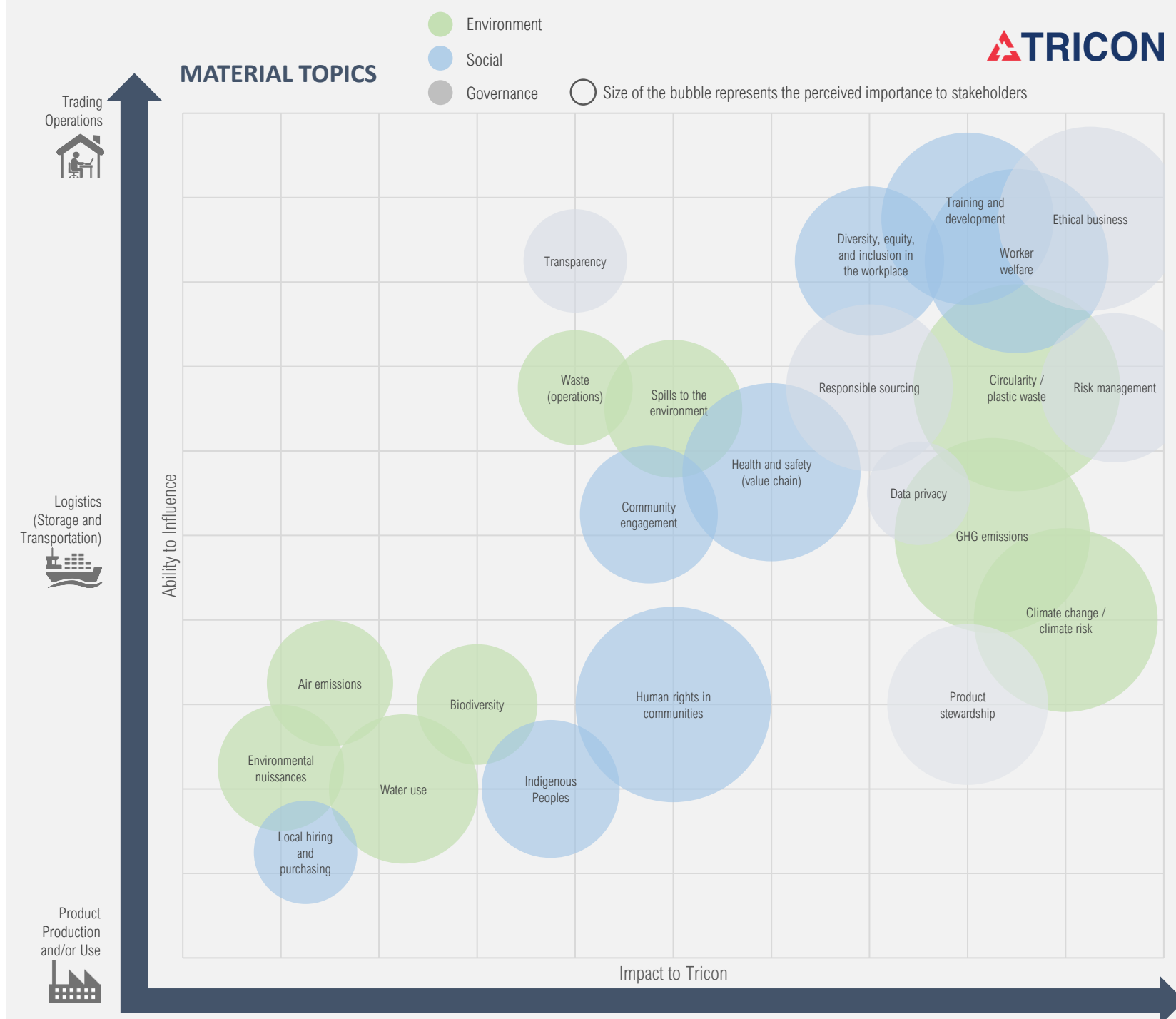
MATERIALITY & RISK MANAGEMENT

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

The materiality process included a robust mapping exercise to identify relevant stakeholders and ESG risks and opportunities across the value chain, with a primary focus on the trading industry. With our business activities spanning the globe, it was critical for Tricon to include a human rights assessment identifying key risks and potential impacts linked to our business. The accumulation of this process informs the continuous improvement of our sustainability management system.

The commodity trading industry faces particular challenges in sustainability. We drew from the human rights [mapping study and guidance](#) by the Institute for Human Rights and Business (IHRB) in our materiality analysis and management system development.



STRATEGIC PILLARS

Tricon established three pillars to our Sustainability Program based on the outcomes of the materiality and risk assessments. Throughout this report, Tricon's strategic goals and milestones under each pillar are highlighted with explanations for how Tricon employees and partners embrace these strategically for business success.

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



PROTECT THE ENVIRONMENT FOR PEOPLE, ECOSYSTEMS, AND CLIMATE



ENABLE A MORE CIRCULAR ECONOMY



GOVERNANCE

"In operations, we are working to integrate sustainability into our processes and engage business partners to understand the opportunities across responsible sourcing and product stewardship."

Ritesh Kothari, Director of Global Operations



RESPONSIBLE SOURCING & PRODUCT STEWARDSHIP

Responsible sourcing and product stewardship encapsulate Tricon's strategic pillars and are fundamental to our governance objectives for integrating ESG performance into decision-making.

While Tricon has limited direct impacts, we understand the importance of promoting a culture of safety, climate action, and environmental and social responsibility in our value chain. In 2021, we set out to develop an industry-leading responsible sourcing standard that would address the following:

- Raising awareness on relevant ESG issues with our business partners around the world
- Outlining our values and key expectations
- Taking our first steps toward a net zero, circular economy by 2050

TARGETS



Create an industry-leading responsible sourcing and product stewardship program

75% of suppliers, customers, and service providers sign on supporting the Standard by 2025; 100% by 2030

Establish supplier partnerships on environmental/social initiatives

RESULTS AND PROGRESS 2021



Responsible Sourcing and Product Stewardship Standard launched in December 2021

Integrated the Standard into Sustainability Risk Management and Due Diligence Process

Hosted an initial roundtable to kickstart conversation on sustainability in the chemicals value chain

NEXT STEPS

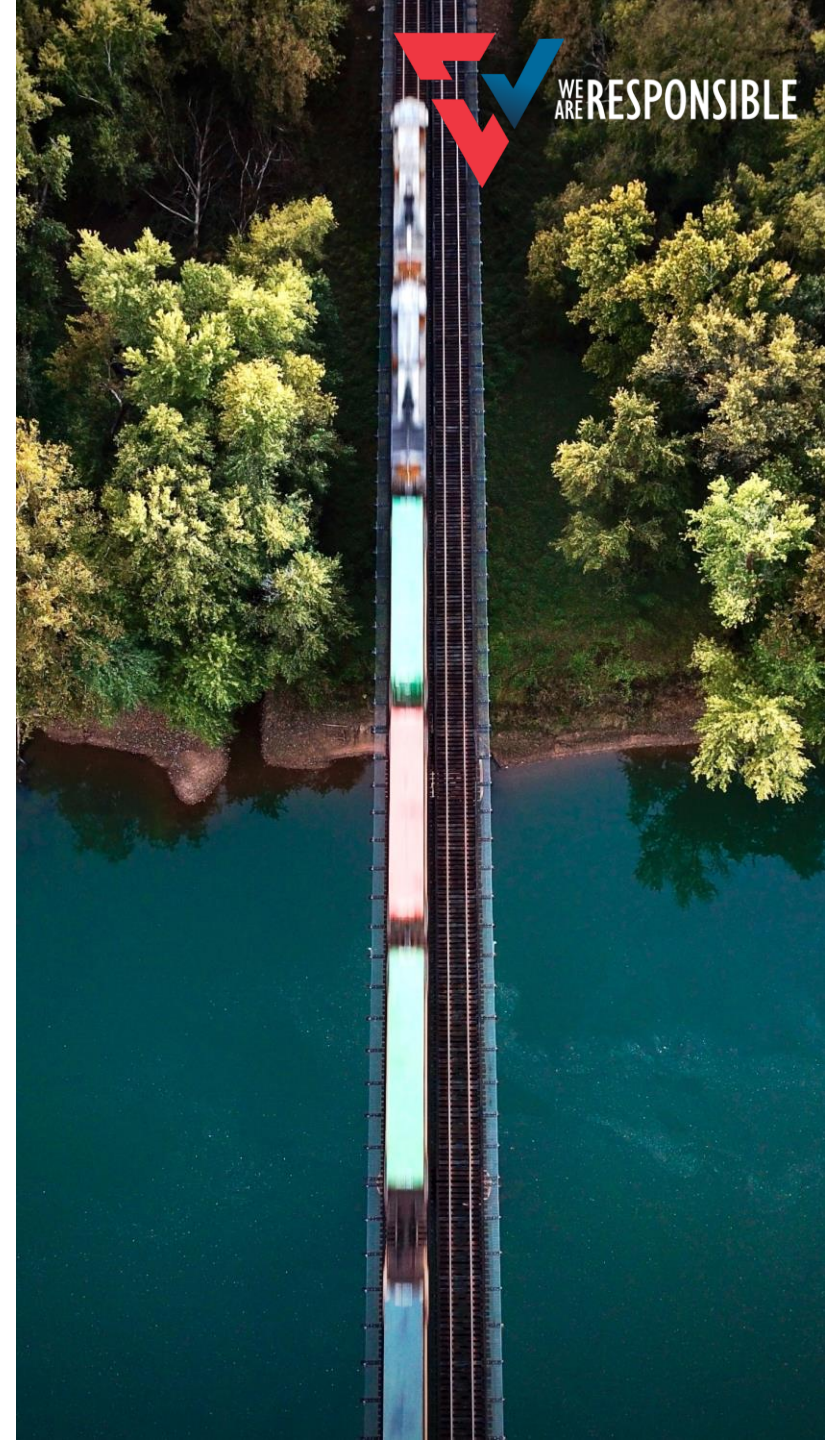


Increase awareness and training of employees and business partners on the standard

Identify gaps and opportunities in supplier performance and evaluate incentives for improvement

Roll out updated "Know Your Counterparty" (KYC) and due diligence forms to support the Standard

Continue to identify and evaluate partnership for multistakeholder collaboration



RESPONSIBLE SOURCING & PRODUCT STEWARDSHIP



Responsible Sourcing Due Diligence

- During onboarding, product customers and suppliers were requested to acknowledge compliance with Tricon's corporate social responsibility policy, and human rights are part of Tricon's standard purchase order terms.
- High risk service providers, defined as agents, freight forwarders, and others representing Tricon directly, are subject to due diligence questionnaires.

2,214 businesses underwent Know Your Counterparty (KYC), due diligence, or met public company standards for ethics screening

Learn more about these processes in the [Ethics](#) section.

Tricon's commitment to responsible sourcing extends to our investments. We are developing mechanisms to integrate these topics in our capital allocation framework, specifically beginning with ESG due diligence processes.

Read more about our commitments to responsible sourcing and product stewardship [here](#).

Promoting Responsible Purchasing

In 2021, we published a guide to promote sustainable purchasing of small items, such as gifts and promotional materials for events and employee incentives. Here are practical approaches for promoting responsible purchasing:

| | | | | |
|---|---|---|---|--|
|  <p>Purchase from companies with certified sustainable practices</p> |  <p>Buy local to reduce emissions from shipping as well as support local businesses and employment</p> |  <p>Purchase from diverse suppliers, small producers, or social enterprises, and other businesses based around products produced for social good and sustainable livelihoods</p> |  <p>Consider refurbished, prior owned, or reusable items</p> |  <p>Avoid or reduce packaging, or use only 100% recyclable, biodegradable, or compostable packaging</p> |
|---|---|---|---|--|

Product Stewardship

0 complaints received related to product health and safety.

0 product recalls

23K t of sustainably certified material sold to customers

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

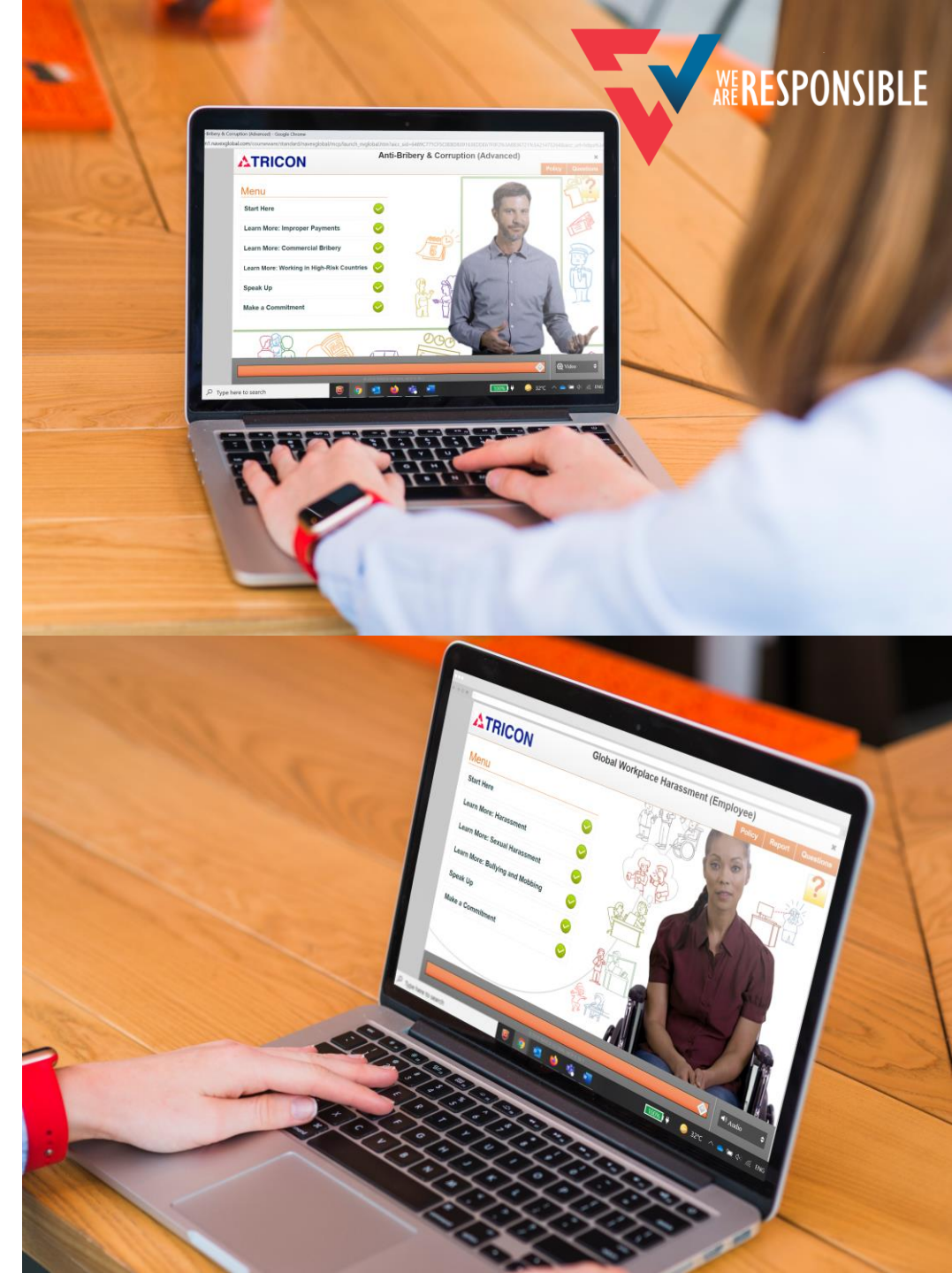
What is Product Stewardship?




Product stewardship is “the act of minimizing the health, safety, environmental, and social impacts of a product and its packaging throughout all lifecycle stages, while also maximizing economic benefits” ([Product Stewardship Institute](#)). Product stewardship recognizes everyone has a role to play in the social and environmental impacts of products and that real change requires value chain collaboration, where roles and solutions may be different along the way. As a trader, Tricon does not have the same ability to drive direct change as a producer or retailer; however, we can leverage and influence our network and capabilities to **make even small changes that contribute to the greater sustainability goal.**

ETHICAL BUSINESS AND ANTI-CORRUPTION

At Tricon, our objective is to operate with fair, ethical business practices. Our Compliance team provides guidance to the company about ethical behavior and organizational integrity, and Tricon has processes in place to prevent corruption, anti-competitive practices, conflicts of interests, and other compliance issues. This information is included in our [Compliance Handbook](#).

We believe our employees and business partners play a role daily in promoting ethical business and anti-corruption practices across our value chain. Tricon prohibits political contributions by the company and focuses advocacy efforts on multi-stakeholder engagement that promotes fair trade and progress on ESG issues.



| TARGETS  | RESULTS AND PROGRESS 2021  | NEXT STEPS  |
|---|---|--|
| 100% of workforce trained in ethics topics each year | 99% of workforce trained in anti-corruption | Continue to build awareness and training opportunities on responsible business |
| 0 ethics incidents each year | 2 business ethics incidents, identified and addressed via the compliance system* | Continue training and assessment processes, improve internal audit structures |
| 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 | Monetary losses from unethical behavior: \$0 | Improve accessibility to Tricon Listens Helpline and update grievance process |
| | Number of grievances received from ethics helpline: 0 | |
| | Integrated Helpline into sustainability management system | |

*Description of incident investigations and actions taken:
 - Tricon compliance systems flagged a high commission rate by an agent related to the jurisdictional structure of the deal and took action to end the arrangement.
 - Third party attempted to create fraudulent records around product origin. The attempt was identified, investigated, and did not go through.

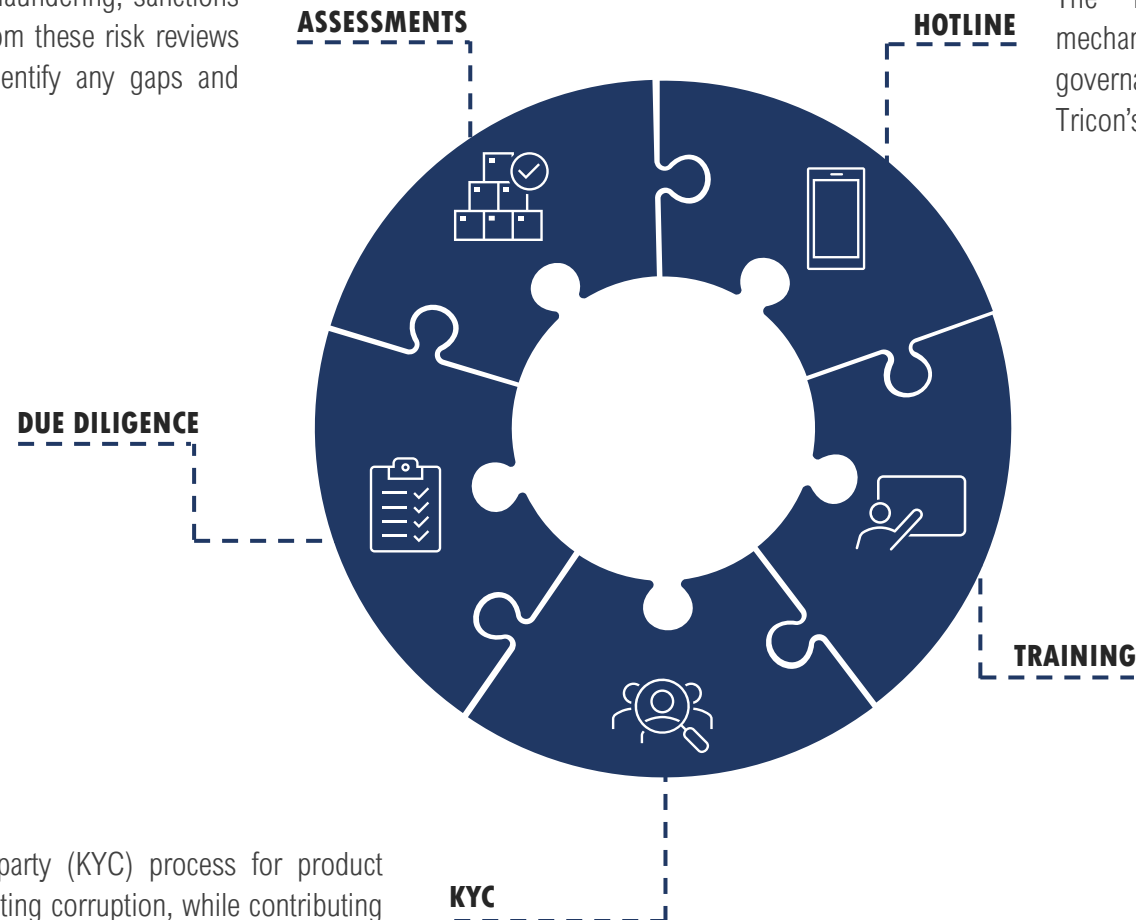
ETHICAL BUSINESS AND ANTI-CORRUPTION



We routinely assess operational risks related to corruption and other ethics challenges. In 2021, Tricon conducted a compliance assessment, supported by an outside firm, for each regional office covering issues such as anti-trust, anti-money laundering, sanctions compliance, and anti-corruption. The results from these risk reviews were analyzed by the Compliance team to identify any gaps and improve mitigation efforts.

We realize that promoting anti-corruption and ethical business can't stop with us. We developed due diligence questionnaires for high-risk service providers, including agents, freight forwarders, and others representing Tricon's interests.

We implement a robust Know Your Counterparty (KYC) process for product customers and suppliers. This assists in preventing corruption, while contributing to a desired culture of transparency in the industry.



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.

492 employees and agents trained in anti-corruption

Tricon conducted comprehensive training and awareness on anti-corruption and compliance. The 2021 training primarily focused on:

- Compliance with Tricon’s ethics policies and contractual procedures
- Anti-bribery and anti-corruption covering key policies, laws, and practical advice
- Applying anti-trust and anti-competition laws and principles
- Whistleblowing policy, including how to report concerns and protections from retaliation

DATA PRIVACY AND PROTECTION



Data privacy and cybersecurity have escalated as a top priority across industries. Tricon has proactively implemented processes to prepare for, prevent and mitigate impacts of security breaches. Our priority is protecting data and the privacy of our employees, suppliers, and customers, including our enhanced focus on the following:



- Instituting a Global Privacy Policy and related procedures outlining how Tricon processes personal information in compliance with the [European Union's General Data Protection Regulation \(GDPR\)](#)
- Applying information technology systems and processes governing security updates, personal devices, data storage, and other measures to protect against threats and vulnerabilities
- Monitoring compliance to prevent potential exposure or mishandling of protected information
- Developing an Incident Response Plan, which outlines how we prepare for potential incidents and the process for responding to a breach
- Incorporating due diligence efforts to include GDPR assessments with external counsel and requirements for certain technology service providers to submit audits on their system controls and security
- Providing mandatory training for employees

322 employee training hours on cybersecurity awareness, data privacy, and anti-phishing protocols



SOCIAL AND ECONOMIC INCLUSION

"At Tricon, the culture is very much rooted in an 'open-door' management philosophy. We genuinely want our people to feel comfortable speaking up and that their voices are not only heard but valued."

Robin Soltis, Global HR Director



OUR PEOPLE



Tricon believes all businesses and stakeholders play a role in creating a more just, equal, and inclusive society. **We are actively seeking partnerships and alliances that share this commitment to inclusion!**

2021 HIGHLIGHTS:

- ✓ Signed a letter of commitment to the [Women's Empowerment Principles](#)
- ✓ Launched worker welfare guidelines including a global minimum for paid parental leave
- ✓ Received the Great Place to Work certification (global headquarters)
- ✓ Developed a social inclusion action plan for 2021-2024

At Tricon, we recognize that our people are our greatest resource and strive to create a work environment and culture that promotes inclusivity, respect, belonging, and well-being. To do this, we aim to:

- Improve workforce diversity through recruiting under-represented groups, including increasing representation from our local communities
- Empower and provide employees a variety of benefits and autonomy to balance work and family commitments
- Encourage respect of human rights, worker welfare, community and employee health, safety, and physical and cyber security both in direct operations and through our leverage across product handling, storage, and logistics
- Retain, develop, and train employees, enhancing their skills for the global future



TARGETS



Great Place to Work Certified by 2022

Equal pay for equal work

RESULTS AND PROGRESS 2021



Received **Great Place to Work Certification™** at HQ – learn more [here](#)



Signed commitment to the Women's Empowerment Principles

NEXT STEPS



Review additional office certification and employee survey opportunities

Conduct gender-equality and pay parity assessments

WORKFORCE DIVERSITY

Tricon employees globally represent diverse cultures and ethnic and racial backgrounds. Through our entrepreneurial environment, employees are empowered to find creative solutions by engaging team members across the company, stimulating their personal and professional growth and development.

472 TOTAL EMPLOYMENT

At Tricon, we are committed to gender equity and improving opportunities for women across the business. Compared to available benchmarks, women's representation is just under the average of 47.8%* for corporate roles and well above the average of 39.3%* for our operations roles. It is difficult to benchmark gender diversity in trading, but research suggests an industry average of 5% to 11% female representation, compared to 23% at Tricon.

Gender representation in management is skewed primarily due to our trading book leads being male. This stems from a gender imbalance in the availability of experienced commercial labor. We are working to identify and upskill female talent internally for commercial roles to address this imbalance over time. The representation of women as supervisors (47%) and in our new hire rate (41%) gives us confidence that women will be better represented in our future leadership.

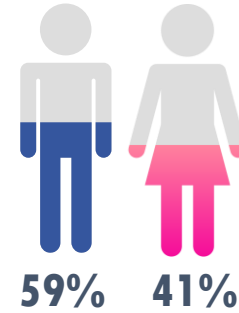
At the Board level, we have completed a diversity matrix to provide a baseline of the range of skills, characteristics, and backgrounds of members and will work to identify improvement opportunities as part of our sustainability governance action plan.

*Based on calculations using BLS data: <https://www.bls.gov/cps/cpsaat11.htm>

**Management is defined as a Book, Region, or Department Head, typically overseeing managers rather than individual contributors. Supervisor defined as those with the responsibility of managing other employees, typically individual contributors

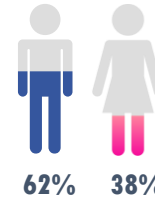
Data as of 12/31/2021 for direct employment (excludes contractors, agents, consultants)

TOTAL EMPLOYMENT BY GENDER

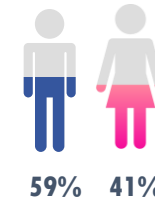


ANNUAL TURNOVER RATE: 9%

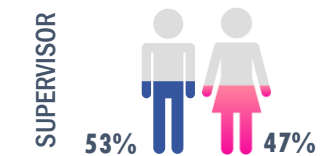
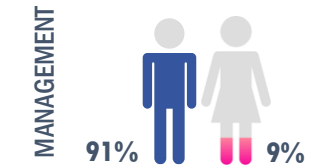
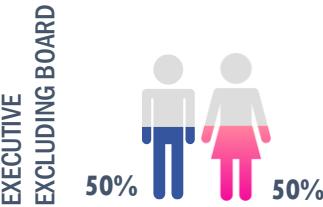
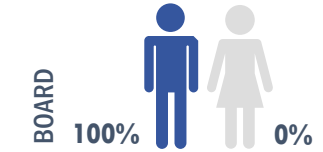
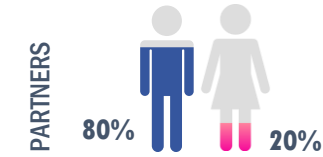
TOTAL ATTRITION BY GENDER



NEW HIRES BY GENDER

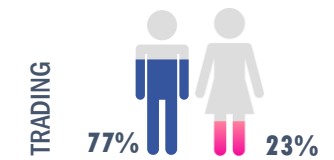
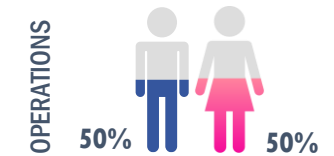
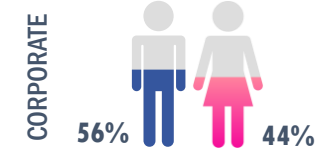


GENDER ACROSS LEADERSHIP**



NUMBER OF CONFIRMED DISCRIMINATION & HARASSMENT INCIDENTS: 0

GENDER ACROSS ROLES



Business has a vital role in the creation of a more just and equal society. We must bring gender equality and women's empowerment to the workplace and communities, a central element of our social sustainability mission.

Ignacio TORRAS, CEO

In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office

WORKFORCE DIVERSITY

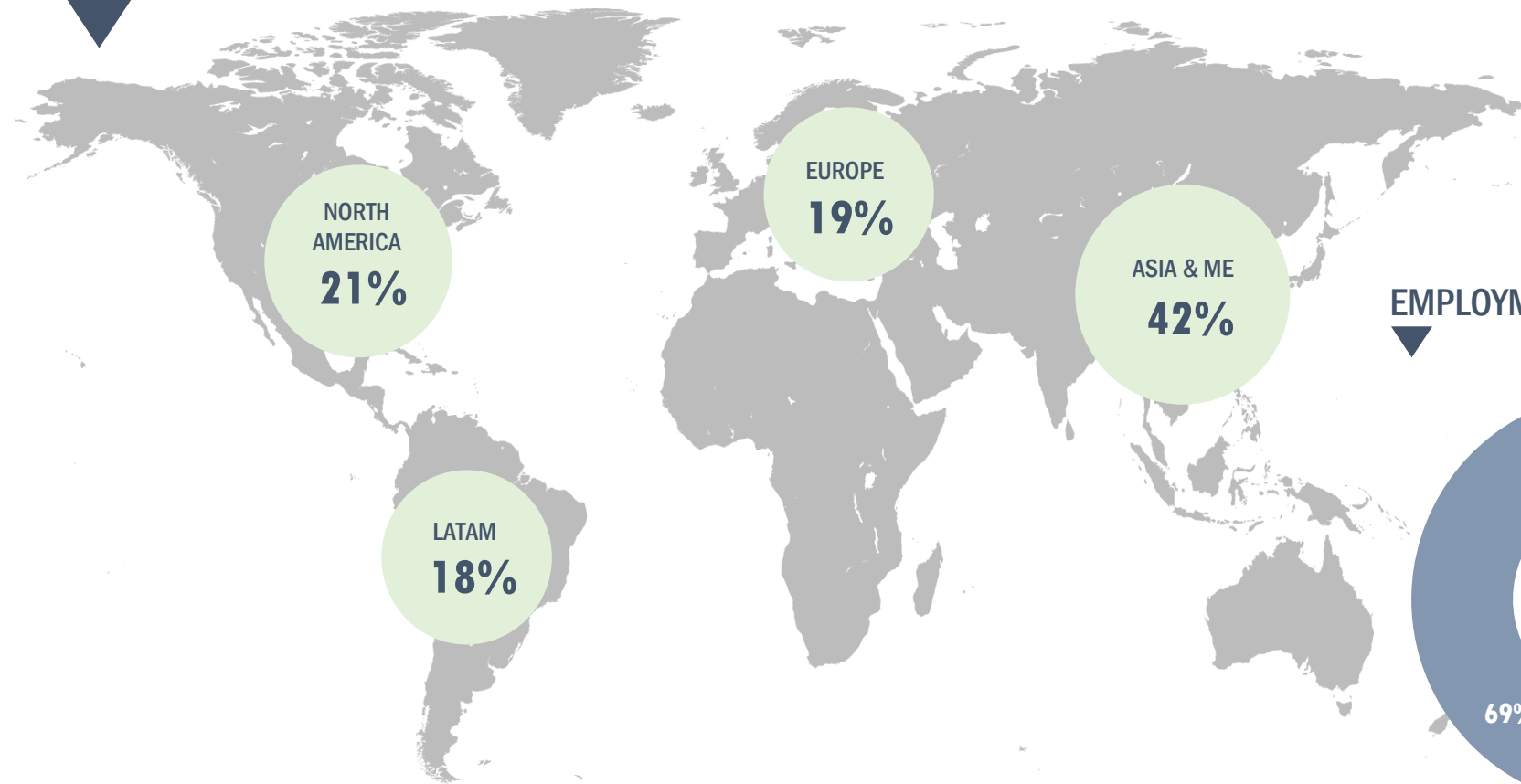


472 TOTAL EMPLOYMENT

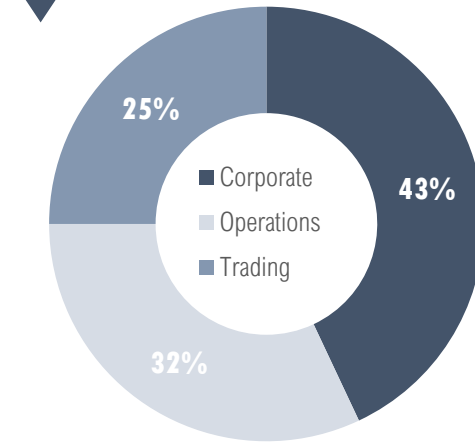
11% YEAR-ON-YEAR GROWTH RATE

3 to 1 CEO PAY RATIO
*CEO to median pay, HQ employees, using base compensation

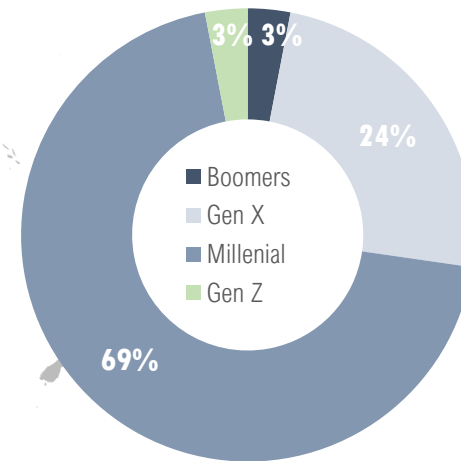
EMPLOYMENT BY REGION



EMPLOYMENT BY ROLE TYPE

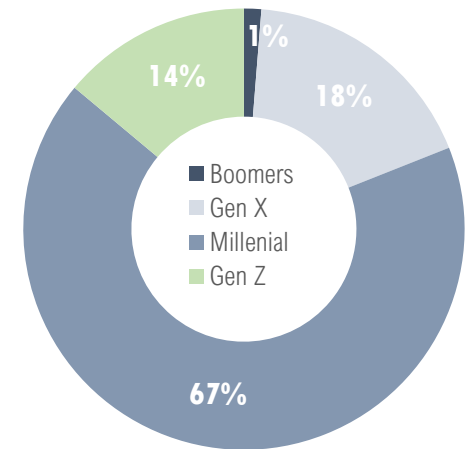


EMPLOYMENT BY GENERATIONS



NEW HIRE RATE: 17%

NEW HIRES BY GENERATIONS



WORKER WELFARE

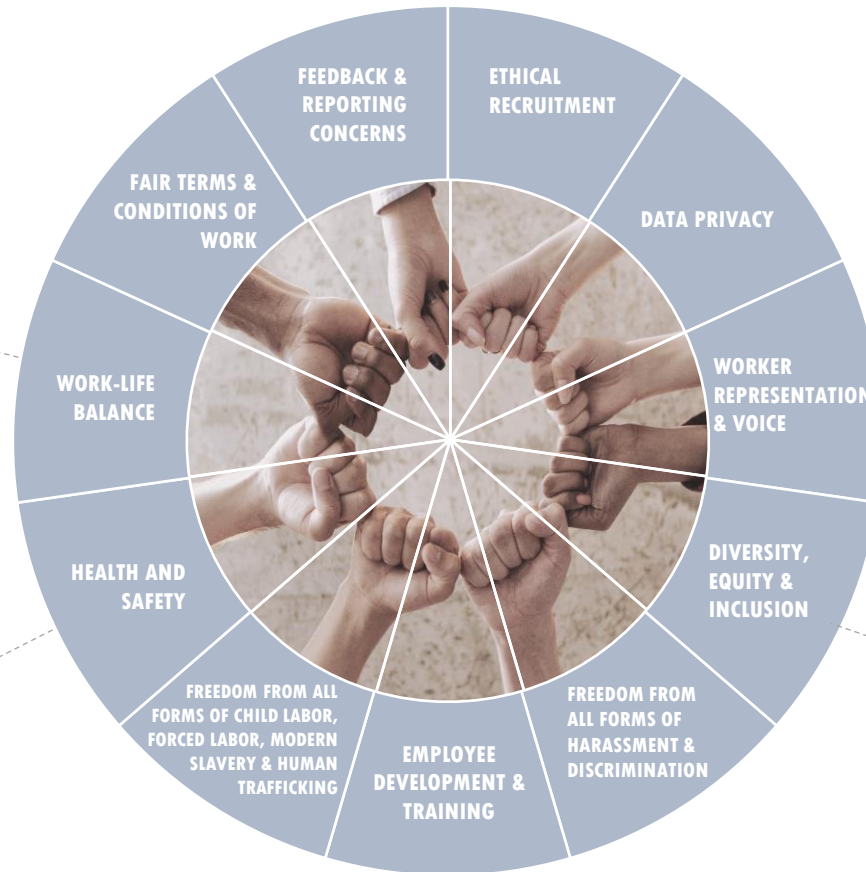


Tricon's open door policy and horizontal management structure, coupled with our expectations of managers to frequently engage with employees both formally and informally, provides for a culturally rich and engaging environment. Going forward, we intend to strengthen diverse recruiting practices, incorporate 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.

Read more about our employee stories [here](#).

GLOBAL WORKER WELFARE GUIDELINES

We launched global worker welfare guidelines that outline minimum standards covering:



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 maternity leave (12 weeks total) following the birth or adoption of a child.

TRAINING, DEVELOPMENT, AND PERFORMANCE MANAGEMENT



NEW TASKS AND RESPONSIBILITIES

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

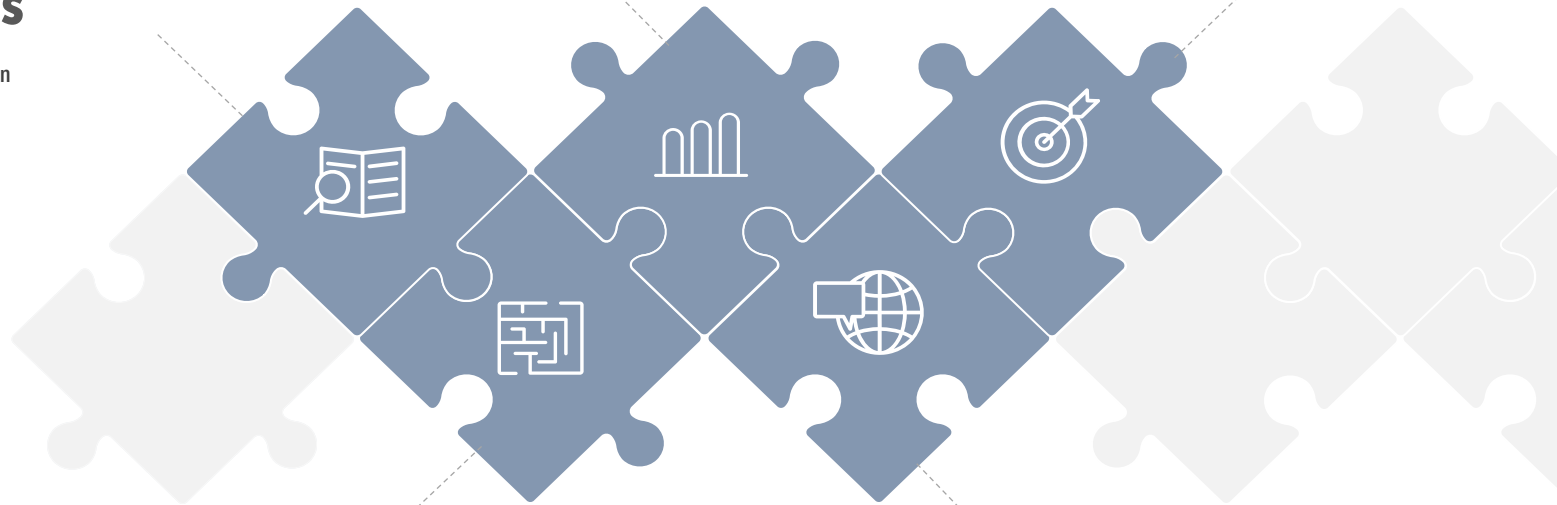
INCENTIVE PROGRAM

Tricon's performance management and bonus evaluation procedure encourage 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

5 hours

Average hours of training per person



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, whereby managers are expected to provide regular, constructive feedback to their teams. We believe this approach is more beneficial for both the employee and the organization than traditional annual appraisals. Through frequent, transparent discussions with managers, employees better understand 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.

"As Tricon evolves the Market Intelligence function, we are keen to foster diversity of thought and decision-making within the team. Tricon's 26 years of success is evidence that people from different backgrounds and cultures can come together to create extraordinary outcomes. In understanding market fundamentals, our multicultural backgrounds and interdisciplinary approach are creating a strong tailwind for our success story."

Aashray Puri, Market Intelligence & Analytics Manager

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 predominately an office-based company, our health and safety risks are minimal. However, we train and elevate the need for employees to consider health and safety risks before undertaking new tasks.

As employees return to work in a post-COVID-19 era, our “Work Sustainably” campaign focused on providing basic health and safety measures. These included the following:

- ✓ Checking that emergency information is posted locally, in relevant languages, and culturally appropriate
- ✓ Verifying first aid kits, defibrillator devices, and fire extinguishers are available and in proper working order
- ✓ Working with local leased building management on fire drills, fire safety, exits and evacuation routes, as appropriate to each location and its typical severe weather events
- ✓ Reinforcing employee sharing and good-catch awareness activities keeping health and safety risks at the forefront, as well as reporting even minor incidents
- ✓ **Health and safety protocols to address the ongoing COVID-19 pandemic remain in effect to address local risk and protect worker health**



TARGETS 

0 incidents

100% of employees trained in value chain health and safety awareness by 2023

RESULTS AND PROGRESS 2021 

0 fatalities, high-consequence, or recordable work-related injuries

See [Responsible Sourcing & Product Stewardship section](#).

75 employees trained in health and safety courses in 2021

NEXT STEPS 

Continue implementing our policies and training to encourage and protect the health and safety of our team

Extend our health and safety training to situational learning as employees engage with business partners in the value chain



COVID Safety Awareness Poster in Turkey, where the office building also received a “COVID-19 Safe Service” certificate.



HEALTH AND SAFETY TRAINING



In addition to new employee onboarding, Tricon offices conducted specific health and safety trainings in 2021, including:

Chemical products' handling and storage in China ✓

Fire preparedness in multiple offices ✓

First aid training in Turkey ✓

Control of hazardous substances in the United Kingdom ✓

The [Responsible Sourcing Standard](#), as a part of our management system, outlines our expectations for health and safety, particularly from higher risk service providers like ship charters and product storage facilities.

Promotion of Health and Well-being

Beyond complying with local requirements, we take pride in providing competitive benefits packages for employees for healthcare, including preventative care and wellness programs.

Measures to promote worker health include:

- Launching an Ergonomics guide for the home office environment
- Continuing Employee Assistance Programs (EAP) and private or public health insurance that helps employees and their families manage physical and mental health
- Adding compliance with the [Neptune Declaration](#) on Seafarer Wellbeing and Crew Change including appropriate repatriation and crew relief to our health and safety expectations for ship charters

HUMAN RIGHTS

Respecting human rights is a key expectation and priority for Tricon. In 2021, we conducted business transactions in nearly 140 countries, with 13% of the value of all transactions (sales, purchases, and spend) in countries rated “Category A High Risk for Human Rights” by the [United Nations Environment Programme Finance Initiative](#). We recognize that all “developed” and “developing” countries have social and human rights risks. To mitigate these risks, we conduct assessments and incorporate these considerations into due diligence processes.

While we consider human rights risks within our direct control to be low, we do recognize that identified human rights risks can be material to the production and movement of commodities we may trade. Tricon is taking the first steps on the journey to encourage and provide for a more inclusive global economy that respects human rights everywhere.

These initial steps focused on integrating human rights into the sustainability management system:

- Updated **Sustainability Policy** to address human rights
- Launched a new **ESG Risk Management and Due Diligence Process** focused on human rights
- Incorporated human rights expectations for service providers in our **Responsible Sourcing and Product Stewardship Standard**

Our next steps are to improve risk management processes and roll out these expectations to business partners.



TARGETS



100% of new employees **trained in human rights** by 2023

100% of high-risk providers screened on human rights criteria

0 human rights incidents, promoting respect for human rights through our leverage across product handling, storage, and logistics

100% of operations subject to human rights reviews

RESULTS AND PROGRESS 2021



Created expectations on human rights and alignment with international standards internally (see [Responsible Sourcing](#) and [Worker Welfare](#))

Included specific human rights language in our product contracts – See [Responsible Sourcing](#) section
Set up human rights questions for high-risk screening

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

Conducted high level human rights assessment covering Tricon’s global operations

NEXT STEPS



Add basic human rights training to employee onboarding

Integrate human rights questions and compliance certification to our KYC and third-party due diligence, rolling out in 2022

Work with stakeholders to understand and improve response to high-risk contexts

Promote collaboration with industry to better identify and respond to human rights risks

COMMUNITY ENGAGEMENT

We believe that excellence in sustainability includes building and maintaining strong community relationships in the areas where we live and work. Our community impact and engagement strategy extends our sustainability initiatives to the community by investing in social programs and building partnerships that support our commitments to inclusion, environmental protection, and circular economy.

Due to our business structure, Tricon's direct impacts on communities may seem limited; however, we are committed to reducing and mitigating negative impacts on local communities. And we expect our business partners to do the same. Our [Responsible Sourcing](#) guidelines set out our key expectations for partners.

We established our social investment strategy in 2021 with the aim of 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



INEQUALITY
EMISSIONS
WASTE

TRICON CARES



Our employees also “give back” locally through our volunteer and fundraising program, “Tricon Cares.” We periodically organize collective company-sponsored volunteer opportunities for employees to participate.

In 2019, Tricon Cares established a multiyear partnership with the Alzheimer’s Association to raise \$500,000 across six marathons. During the first three marathons in Zurich, Istanbul, and Mumbai, Tricon raised 68% of the collective goal. After a pause during the COVID-19 pandemic, we continued our participation and were able to exceed our initial goal. In January 2022, during the Chevron Houston Marathon, **we brought our total fundraised to more than \$530,000.**

131 runners and
volunteers to date

470 donations
leveraged



CLIMATE AND ENVIRONMENTAL RESPONSIBILITY

“Sustainability has become a significant subject in the global market with many industrial and legislative activities underway. As an analyst, understanding sustainability and climate has given me the opportunity to see multiple avenues towards shaping a better future for generations to come. And I am thrilled that Tricon is at full speed with collaborative engagement on sustainability.”

Hyejin Kim, Market Intelligence Analyst - PE & Sustainability



ENVIRONMENTAL RESPONSIBILITY



In 2021, we reviewed environmental risks and potential impacts as part of our ESG risk assessment and issued a new set of environmental management guidelines for our global operations. We also conducted a survey of all our facilities to better understand environmental impacts and invited suppliers to participate in a survey focused on climate and circularity.

We rolled out two initiatives to support office sustainability in 2021:

“Work Sustainably” Campaign

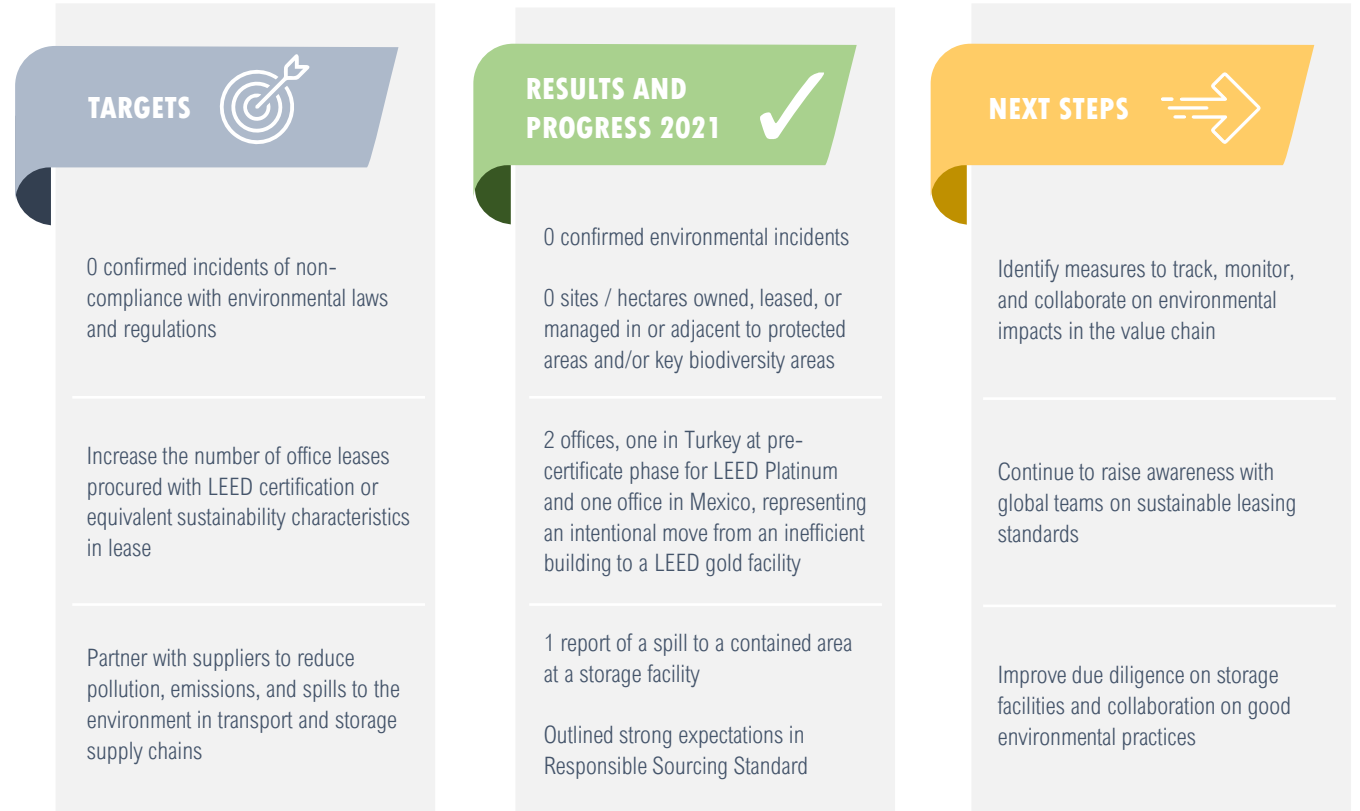
Aims to reduce waste generation, increase recycling, and achieve carbon neutrality in our scope 1 and 2 GHG emissions.

Green Leasing Standards for Future Office Leases

Outlines requirements for buildings to include robust sustainability measures, such as energy efficiency, renewable energy, water conservation, and options for recycling and reducing waste to landfill.

2021 HIGHLIGHTS :

- ✓ Established Global Environmental Management Guidelines and integrated environmental considerations into the [Responsible Sourcing Standard](#)
- ✓ Measured our environmental impact for the first time
- ✓ Created our carbon footprint methodology and GHG inventory
- ✓ Launched “Work Sustainably” Campaign for offices



Beyond our offices, Tricon’s logistics expertise covers packaging, storage, and multiple modes of transport, including railcars, barges, and both dry bulk and liquids vessels. We created Lighthouse, a freight brokerage joint venture, which continues to strengthen our capabilities in this critical area. Our environmental expectations for logistics providers are outlined in our [Responsible Sourcing Standard](#). We expect all logistics suppliers to report any environmental incidents related to our products.

ENERGY AND CLIMATE

We developed a protocol to measure our carbon footprint in 2021. Our goal is to reduce both carbon emissions in our operations and carbon content in our portfolio of traded products over time. This will require collaboration with industry and key stakeholders, including producers, regulators, universities, industry associations, and other stakeholders to improve transparency across the value chain.

TARGETS



Net zero scope 1 and 2 emissions by 2022 (including offsets)

Reduce carbon intensity of products traded (tCO₂e/t product) by 2030

Invest in carbon offsetting programs with social and environmental benefits

RESULTS AND PROGRESS 2021



Established our carbon footprint methodology, tracked emissions, and purchased renewable energy credits and carbon offsets to help mitigate our carbon footprint

Measured the carbon content of our trading portfolio using general emissions factors to establish a baseline

Developed carbon offsetting methodology

Purchased carbon offsets in accordance with the Gold Standard for a solar power project in India

NEXT STEPS



Continue operational improvements to limit reliance on offsets

Define reduction levels based on company strategy and alignment with Paris Agreement

Expand analysis to lifecycle carbon footprint

Integrate carbon reduction objectives into social investment programs

Further evaluate long-term offsetting programs

ENCOURAGING LOW CARBON ACTIONS AT HOME

Beyond our own offices, we launched a new sustainability incentive program globally in 2021 to assist employees in lowering their personal carbon footprint. This program will provide a financial incentive to employees, as a percentage of expense up to a maximum dollar value, to help offset the cost of adopting specific home sustainable practices, including:

- Contracting a 100% renewable home energy plan
- Installing solar panels
- Purchasing a battery-electric, plug-in hybrid, or hydrogen fuel cell vehicle

TOWARD A LOWER CARBON TRADING PORTFOLIO

We also took the first steps to measure the carbon content (cradle to gate) emissions of the products we trade, using general emissions factors from public databases, such as [Plastics Europe](#).

Absolute carbon content: 14,945,520 tCO₂e

Carbon intensity of trading portfolio: 1 tCO₂e / t product

We will continue to advocate for carbon footprint data transparency. Read more in our [Sustainable Product](#) section.



ENERGY AND CLIMATE



GHG Emissions Scopes

Tricon's operations generate GHG emissions across the value chain.

SCOPE 1: 43 gross tCO2e / 0 net tCO2e

We lease vehicles in Turkey, Italy, and India. Our vehicles in India are dual fuel, taking both gasoline and compressed natural gas (CNG). CNG is considered a lower carbon option, emitting approximately 6-11% lower levels of GHG emissions across the lifecycle according to the U.S. Alternative Fuels Data Center. Until we can avoid or reduce these emissions more effectively, we purchased equivalent carbon offsets to compensate for our scope 1 emissions.



8,995 L
Gasoline

7,524 L
Diesel

636 kg
CNG

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, all of our purchased and provided electricity falls under scope 3 in accordance with the GHG Protocol. Nonetheless, we choose to track our purchased energy and compensate for the associated emissions through the purchase of Renewable Energy Credits (RECs).

Given our relatively small footprint, we were not able to compensate for specific emissions in each market. We have purchased offsets, RECs, and I-RECS across our three largest locations: India, the United States, and Turkey.

| | | |
|----------------------------------|---------------------------------------|-------------------------|
| Purchased Electricity 192 MWh | Purchased Heating & Cooling 70 MWh | TOTAL 262 MWh |
|----------------------------------|---------------------------------------|-------------------------|

Renewable Energy Certificates
262 MWh



SCOPE 3: 5,272,042 gross tCO2e / 5,271,598 net tCO2e

Excluding the lifecycle impacts of products traded, logistics contributes the majority of our scope 3 emissions. Therefore, we took steps to improve the quality of this data using mass-distance estimates. We also began requesting emissions data from our logistics suppliers, where possible. We expect this to take time. However, we hope to see further industry and regulatory action to support this transparency.

For products traded, we separately measured the cradle to gate product carbon footprint to establish carbon intensity (see previous page) and estimated the combustion emissions from traded fuels (gasoline, diesel, biodiesel, and petroleum coke) under category 11.

| | |
|--|---------------------------------------|
| Category 11: Use of Sold Products | 3,551,804 tCO2e |
| Category 4: Upstream Transport | 1,708,893 tCO2e |
| | 1,675,401 23,950 7,660 1,882 |
| Category 1: Purchased Goods & Services | 9,258 tCO2e |
| Category 7: Employee Commuting | 1,020 tCO2e |
| Category 8: Upstream Leased Assets | 444 tCO2e |
| Category 6: Business Travel | 405 tCO2e |
| Category 2: Capital Goods | 209 tCO2e |
| Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 | 11 tCO2e |

Note: Categories not listed are considered not applicable at this time.

WASTE MANAGEMENT

Due to the relatively small footprint of employees per office location and shared or common areas in buildings, our detailed waste data was limited. Therefore, we asked each office to estimate the weight and size of their waste and recycling bins, as a way to estimate waste generation. We also assumed all general trash was disposed via landfill. Most estimated waste-to-landfill came from our US and India offices, providing us an opportunity to focus on reduction and improve recycling rates.

Estimated waste directed to landfill: 10 tonnes

Estimated waste directed to recycling: 0.1 tonnes

TARGETS



Zero waste to landfill in offices by 2025

Increase number of buildings leased with zero waste certificates

RESULTS AND PROGRESS 2021



Issued a new directive to offices with recycling and waste reduction instructions and revamped recycling stations at our headquarters

2 offices in Turkey presented zero waste certificates

NEXT STEPS



Improve measurement of waste via partnerships with building providers and green leasing standards

Implement green office leasing standards when renewals come due

With a goal of zero waste to landfill in our offices, we are focusing our efforts on eliminating common waste sources. In concert with this goal, we are providing awareness and participation opportunities for recycling through the **Work Sustainably Campaign**, focusing on:

- Setting up recycling stations at all offices
- Eliminating common single use plastics and consumables across Tricon facilities
- Reducing printing and paper use with default double sided settings

REDUCING WASTE IN OUR LARGEST OFFICES

Tricon's India offices led the way in the Work Sustainably Campaign, making key changes for 2022, including removing all personal waste bins, instituting centralized recycling stations, and eliminating paper cups in favor of providing employees with reusable coffee mugs.

The US office also ramped up recycling stations and replaced single use kitchen items with reusable dishes and cutlery.

Our offices in Turkey are located in zero waste facilities and provide options for recycling packaging in addition to standard recycling bins.



"Sustainability began more symbolically to change the culture of consumerism and environmental protection, but now, it is more than a push back to the looming global crisis. It is indeed a shift from 'waste' to 're-use' mindset, which is the future, both economically and socially."

**Cem Doganca, Plastics Director for Middle East and Central Asia
Istanbul, Turkey**

CIRCULAR ECONOMY

"Tricon has a long history of enabling growth for our suppliers, customers, and society throughout our core portfolio. We are developing a robust Sustainable Products business that not only meets, but also accelerates the increasing market demands around the world for circular, renewable, and low carbon offerings. Through Tricon's global reach and expertise, we are uniquely positioned to 'Create Good Together' with our partners."

Michael Lacey, Sustainable Products Manager



CIRCULAR ECONOMY

A key pillar of our Sustainability Strategy is to “Enable a More Circular Economy.” To Tricon, contributing to a more circular economy means both increasing stakeholder awareness and education on key elements of the environment and “circularity” and leveraging our business position to help develop the market for circular products. Our objectives under this pillar focus on:

- Reducing single use material waste in operations
- Developing circular infrastructure and capabilities in communities (social or business initiatives)
- Participating in local clean-up events through Tricon Cares
- Building a portfolio of circular, renewable, and low-carbon products

HIGHLIGHTS IN 2021:

- Raising awareness and engagement around waste in our offices ([see here](#))
- Integrating circular economy into our Responsible Sourcing & Product Stewardship Standard ([see here](#))
- Initiating a Sustainable Product business that helps enable the market for recycled, renewable, and other products

COLLABORATING TO END PLASTIC WASTE

With our growing polymers trading business, we see the elimination of plastic waste in the environment as a priority area. We were the first polymer distributor to join the Alliance to End Plastic Waste and strengthened our participation in 2021. We also began more direct engagement with our suppliers on reducing waste and improving sustainability in packaging and warehousing.

TARGETS



100% reusable, recyclable, biodegradable, or compostable plastic packaging by 2023

Develop circular infrastructure and capabilities in communities (social or business initiatives)

RESULTS AND PROGRESS 2021



Initiated recycling discussions with our largest plastic packaging suppliers for Tricon branded polymers

Defined social investment strategy (see [Community Engagement](#))

NEXT STEPS



Verify recyclability across Tricon product packaging in 2022

Identify opportunities for recycled content, bio-attributed, and other sustainable packaging options for the long-term

Implement first “journey to zero waste” programs

ELIMINATING WASTE AND POLLUTION



REGENERATING NATURE

CIRCULATING PRODUCTS AND MATERIALS



Learn more at the [Ellen MacArthur Foundation](#)



We are members of the Alliance to End Plastic Waste and invite our counterparties to join us in contributing to global and local solutions to end plastic waste in the environment.

PARTNERING WITH WAREHOUSE PROVIDERS TO REDUCE WASTE

In 2021, we visited several warehouses to discuss sustainability and observe key practices, such as recycling efforts for packaging scrap, pallets, boxes, and other waste related to storage of our products. In November 2021, we partnered with our warehouse provider in India to implement Operation Clean Sweep® and reduce waste through collecting, recycling, or reselling film packaging, cardboard, pallets, and polymer materials.



| Category Resold or Recycled | November | December |
|-----------------------------|-------------|-------------|
| Wooden Pallets | 2,289 units | 1,816 units |
| Shrink Film | 457.8 kg | 363.2 kg |
| Warehouse Sweep | 0 kg | 7.5 kg |

Clean4Change

As part of the Tricon Cares program, we participated in the Clean4Change campaign with the Alliance to End Plastic Waste. The campaign launched for World Clean-Up Day in September 2021 and continued through the end of the year.

SUSTAINABLE PRODUCTS

At Tricon, we want to help enable the future of sustainable raw materials and chemicals, building on our expertise in logistics, risk management, and financing and leveraging our global network of suppliers and customers. We see our role as supporting the development and efficiencies of these emerging markets, on the pathway to a net zero and circular economy by 2050.



In addition to identifying ESG risks linked to our business activities, we examined climate risk and longer-term trends. Through this process, we identified key action areas to mitigate climate risks and increase our business resiliency long-term:

- Measuring and reducing the carbon content of our portfolio of traded products
- Launching a sustainable product line with initial focus on recycled polymers

These actions are also part of our [product stewardship](#) commitment. We recognize that the products we trade may generate impacts through production, processing, use, and disposal. We are working with our suppliers and customers to identify, source, and market more sustainable alternatives to existing products, while developing new business opportunities to advance the circular economy.



For Tricon, sustainable products include:

| CIRCULAR | RENEWABLE | LOW CARBON |
|--|--|--|
| Products made via processing of post-use materials | Products derived wholly or partially from renewable feedstock, including biomass, industrial bio-waste, or municipal bio-waste | Products that provide evidence of carbon neutrality or reductions in GHG emissions compared to baseline or industry averages |

We advanced this commitment in 2021 by:

- Creating a dedicated profit center for sustainable products
- Trading renewable products, including [ISCC PLUS](#) certified material
- Partnering with suppliers and customers to simplify film structures to be 100% recyclable

BIO-BASED PRODUCTS AND SUSTAINABILITY CERTIFICATION

Tricon is ISCC PLUS and ISCC EU certified as a Trader. Our ethanol team adopted sustainability certification in 2014 and in **2021 traded approximately 600,000 metric tonnes of bioethanol**, including approximately **23,000 metric tonnes of ISCC PLUS** material. We plan to expand our portfolio of sustainable and ISCC PLUS certified products traded in the future.

"Sustainability is essential to our business. At Tricon, we can play a key role in promoting circular economy principles by collaborating with customers to convert waste into new material or working with them to switch from multilayer films to more easily recyclable materials."

Preeti Bisht, Sales Executive / Mumbai, India

SUSTAINABILITY REPORTING INDEX



INDEX TO UN SUSTAINABLE DEVELOPMENT GOALS



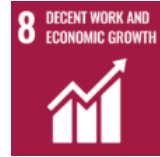
[Community Engagement](#), [Responsible Sourcing](#), [Worker Welfare](#)



[Energy & Climate](#), [Community Engagement](#)



[Energy & Climate](#), [Sustainable Products](#)



[Responsible Sourcing](#), [Our People](#), [Workforce Diversity](#), [Worker Welfare](#), [Training](#), [Human Rights](#), [Energy & Climate](#)



[Responsible Sourcing & Product Stewardship](#), [Environmental Responsibility](#), [Circular Economy](#)



[Responsible Sourcing](#), [Worker Welfare](#), [Health & Safety](#), [Tricon Cares](#)



[Community Engagement](#), [Circular Economy](#), [Sustainable Products](#)



[Responsible Sourcing & Product Stewardship](#), [Environmental Responsibility](#), [Energy & Climate](#)



[Community Engagement](#)



[About Tricon](#), [Social & Economic Inclusion](#)



[Letter to Our Stakeholders](#), [Corporate Governance](#), [Ethical Business](#), [Workforce Diversity](#), [Human Rights](#)



[Our People](#), [Workforce Diversity](#), [Human Rights](#), [Community Engagement](#)



[Community Engagement](#), [Energy & Climate](#), [Circular Economy](#)



[Letter to Our Stakeholders](#), [About Tricon](#), [Responsible Sourcing & Product Stewardship](#), [Community Engagement](#), [Circular Economy](#)



[Responsible Sourcing & Product Stewardship](#), [Environmental Responsibility](#), [Circular Economy](#)



[Environmental Responsibility](#), [Energy & Climate](#), [Waste Management](#), [Circular Economy](#), [Sustainable Products](#)

INDEX TO GRI STANDARDS

| GRI STANDARDS | | | RELEVANT SECTIONS |
|---------------|---------------------------|--|---|
| 2-1 | General Disclosures | Organizational details | About Tricon |
| 2-2 | General Disclosures | Entities included in the organization's sustainability reporting | About the Report , About Tricon |
| 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 |
| 2-7 | General Disclosures | Employees | About Tricon |
| 2-8 | General Disclosures | Workers who are not employees | Not disclosed |
| 2-9 | General Disclosures | Governance structure and composition | Corporate Governance |
| 2-10 | General Disclosures | Nomination and selection of the highest governance body | Corporate Governance |
| 2-11 | General Disclosures | Chair of the highest governance body | Corporate Governance |
| 2-12 | General Disclosures | Role of the highest governance body in overseeing the management of impacts | Corporate Governance |
| 2-13 | General Disclosures | Delegation of responsibility for managing impacts | Corporate Governance |
| 2-14 | General Disclosures | Role of the highest governance body in sustainability reporting | Corporate Governance , About the Report |
| 2-15 | General Disclosures | Conflicts of interest | Ethics |
| 2-16 | General Disclosures | Communication of critical concerns | Corporate Governance |
| 2-17 | General Disclosures | Collective knowledge of the highest governance body | Corporate Governance |
| 2-18 | General Disclosures | Evaluation of the performance of the highest governance body | Not disclosed |
| 2-19 | General Disclosures | Remuneration policies | Our People , Workforce Diversity |
| 2-20 | General Disclosures | Process to determine remuneration | Training & Development |
| 2-21 | General Disclosures | Annual total compensation ratio | Workforce Diversity . Limited ratio disclosed, for future improvement. |
| 2-22 | General Disclosures | Statement on sustainable development strategy | Sustainability Governance , Sustainability Strategy , Sustainability Pillars |
| 2-23 | General Disclosures | Policy commitments | Sustainability Strategy |
| 2-24 | General Disclosures | Embedding policy commitments | Sustainability Governance , Sustainability Strategy , Sustainability Pillars |
| 2-25 | General Disclosures | Processes to remediate negative impacts | Sustainability Strategy |
| 2-26 | General Disclosures | Mechanisms for seeking advice and raising concerns | Ethics , Responsible Sourcing , Human Rights |
| 2-27 | General Disclosures | Compliance with laws and regulations | Ethics , Environmental Responsibility , Responsible Sourcing |
| 2-28 | General Disclosures | Membership associations | Not disclosed. We are evaluating our memberships for sustainability. |
| 2-29 | General Disclosures | Approach to stakeholder engagement | Materiality & Risk Management , Corporate Governance |
| 2-30 | General Disclosures | Collective bargaining agreements | Worker Welfare |
| 3-1 | Material Topics | Process to determine material topics | Sustainability Strategy , Materiality |
| 3-2 | Material Topics | List of material topics | Sustainability Strategy , Materiality |
| 3-3 | Material Topics | Management of material topics | Materiality & Risk Management , Corporate Governance , Sustainability Pillars |
| 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 | Climate & Environmental Responsibility , Circular Economy , Sustainability Strategy |
| 201-03 | Economic Performance | Defined benefit plan obligations and other retirement plans | Health & Safety |
| 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 | Community Engagement |

INDEX TO GRI STANDARDS - continued

| 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 | Ethics |
| 205-02 | Anti-Corruption | Communication and training about anti-corruption policies and procedures | Ethics |
| 205-03 | Anti-Corruption | Confirmed incidents of corruption and actions taken | Ethics |
| 206-01 | Anti-Competitive Behavior | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Ethics |
| 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 See Circular Economy for our recycled trading activities. |
| 301-03 | Materials | Reclaimed products and their packaging materials | Not considered material See Circular Economy for our recycled trading activities. |
| 302-01 | Energy | Energy consumption within the organization | Climate & Environmental Responsibility |
| 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 | Climate & Environmental Responsibility |
| 304-02 | Biodiversity | Significant impacts of activities, products, and services on biodiversity | Not considered material |
| 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 | Not considered material |
| 305-01 | Emissions | Direct (Scope 1) GHG emissions | Climate & Environmental Responsibility |
| 305-02 | Emissions | Energy indirect (Scope 2) GHG emissions | Climate & Environmental Responsibility |
| 305-03 | Emissions | Other indirect (Scope 3) GHG emissions | Climate & Environmental Responsibility |
| 305-04 | Emissions | GHG emissions intensity | Climate & Environmental Responsibility |
| 305-05 | Emissions | Reduction of GHG emissions | Data not available at this time |
| 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 | Climate & Environmental Responsibility , Circular Economy |
| 306-02 | Waste | Management of significant waste-related impacts | Not considered material |
| 306-03 | Waste | Waste generated | Climate & Environmental Responsibility , Circular Economy |
| 306-04 | Waste | Waste diverted from disposal | Climate & Environmental Responsibility , Circular Economy |
| 306-05 | Waste | Waste directed to disposal | Climate & Environmental Responsibility , Circular Economy |
| 308-01 | Supplier Environmental Assessment | New suppliers that were screened using environmental criteria | Responsible Sourcing |

INDEX TO GRI STANDARDS - continued

| GRI STANDARDS | | | RELEVANT SECTIONS |
|---------------|--|--|--|
| 308-02 | Supplier Environmental Assessment | Negative environmental impacts in the supply chain and actions taken | Responsible Sourcing |
| 401-01 | Employment | New employee hires and employee turnover | Workforce Diversity |
| 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 |
| 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 |
| 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 |
| 403-07 | Occupational Health and Safety | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Responsible Sourcing |
| 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 |
| 404-02 | Training and Education | Programs for upgrading employee skills and transition assistance programs | Training & Development |
| 404-03 | Training and Education | Percentage of employees receiving regular performance and career development reviews | Training & Development |
| 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 |
| 406-01 | Non-Discrimination | Incidents of discrimination and corrective actions taken | Workforce Diversity |
| 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 | Human Rights , Responsible Sourcing , Worker Welfare |
| 408-01 | Child Labor | Operations and suppliers at significant risk for incidents of child labor | Human Rights , Responsible Sourcing |
| 409-01 | Forced or Compulsory Labor | Operations and suppliers at significant risk for incidents of forced or compulsory labor | Human Rights , Responsible Sourcing |
| 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 |
| 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 | Human Rights , Responsible Sourcing |
| 413-01 | Local Communities | Operations with local community engagement, impact assessments, and development programs | Community Engagement |
| 413-02 | Local Communities | Operations with significant actual and potential negative impacts on local communities | Community Engagement |
| 414-01 | Supplier Social Assessment | New suppliers that were screened using social criteria | Responsible Sourcing |
| 414-02 | Supplier Social Assessment | Negative social impacts in the supply chain and actions taken | Responsible Sourcing |
| 415-01 | Public Policy | Political contributions | Ethics |
| 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 & Risk Management, Sustainability Strategy |
| Governance | Ethical behavior | Anti-corruption | Ethics |
| Governance | Ethical behavior | Protected ethics advice and reporting mechanisms | Ethics |
| Governance | Risk and opportunity oversight | Integrating risk and opportunity into business process | Materiality & Risk Management, 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, for future improvement. |
| 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 |

JOIN US ON THE JOURNEY TO CREATE GOOD TOGETHER!

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