

Trioworld Sustainability Report 2021



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Trioworld
Re-thinking plastic

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Readers guide

Similar to previous years, we publish our sustainability report separate from our Group Annual report. The aim of this sustainability report is to give a clear understanding of Trioworld's sustainability engagement and the result of our efforts in the past year. After a general introduction, three sections will give detailed information on how we work with sustainability governance, our environmental impact

and social sustainability for our employees and our community – all colour coordinated. The final section presents an in-depth walk-through of our Key Performance Indicators (KPIs) and our Global Reporting Initiative (GRI) Index. Further detailed information will be presented in the appendix of this report.



Statement on report content and topic boundaries

This report refers to Trioworld Industrier AB and its subsidiaries, as well as the group parent company Trioworld Holding AB, owned by Altor Fund IV. For more information on the legal structure of the group, please see the Group Annual Report of Trioworld Holding AB. During 2021, Trioworld acquired two new subsidiaries; Trioworld Harlingen B.V (previously Flexoplast) in the Netherlands and Reviva Plastics AB in Sweden. As these companies have not been part of Trioworld for a full reporting year, GRI data presented in this report excludes these two companies.

Statement on statutory sustainability reporting

This Sustainability Report fulfils the mandatory requirements of the Swedish Law on Sustainability Reporting (ÅRL ch.6 §12). A separate short version of this report has been submitted to the Swedish authorities in accordance with the law together with the Group Annual Report.

Statement on COP

Organisations that have endorsed the Global Compact must produce an annual COP (Communication On Progress), detailing how they meet the ten principles in the agreement. Trioworld provides this information through this Sustainability Report.

Statement on GRI

Trioworld follows the standards of the GRI (Global Reporting Initiative) Core Option. Our most relevant GRI KPIs will be presented throughout the Sustainability Report, with a full GRI Index being presented at the end of this report.

Trioworld in brief

Trioworld is a leading producer of packaging solutions based on polyethylene (PE) film, founded 1965 in Smålandstenar, Sweden. Within all our product categories we offer sustainable alternatives, such as film that is thinner and thus contains less material without compromising on performance, products with recycled content, or film with bio-based content.

Trioworld has production sites/sales offices in Sweden, Denmark, France and the Netherlands and additional sales offices in Norway, Finland, the United Kingdom and Germany. In 2021, two new companies

where acquired; Trioworld Harlingen B.V (previously Flexoplast) in the Netherlands and Reviva Plastics AB in Sweden. In the beginning of 2022, Trioworld continued its expansion by acquiring Eurofilms Extrusion LTD in the United Kingdom.

In 2021, Trioworld sold about 266,800 tons of film to customers all over the world. Almost 20% of the volume is delivered to customers in Sweden and over 70% to customers in the rest of Europe.

Locations Production sites/Sales offices: Sweden (head office), Denmark, the Netherlands, the United Kingdom and France.

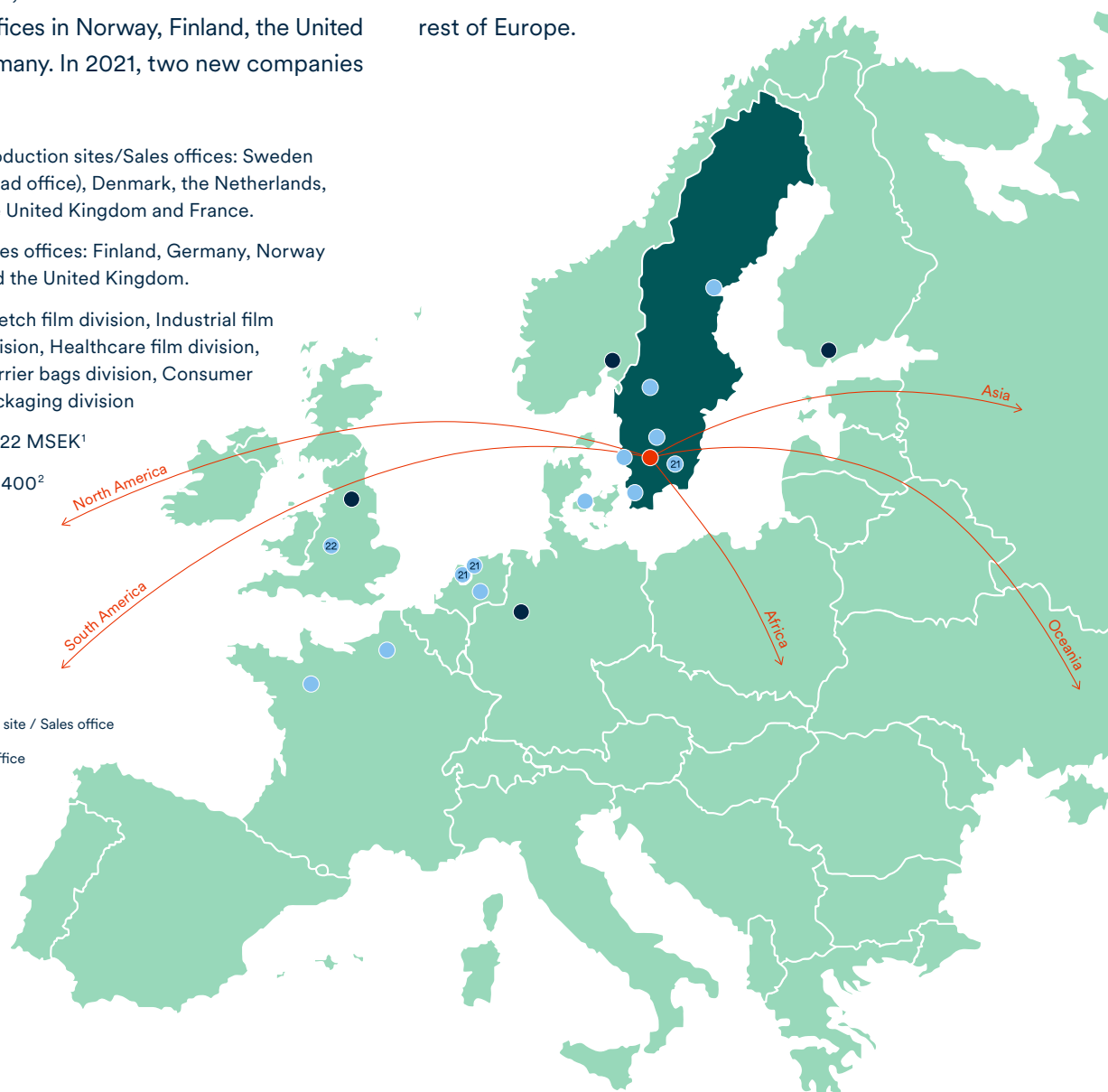
Sales offices: Finland, Germany, Norway and the United Kingdom.

Divisions Stretch film division, Industrial film division, Healthcare film division, Carrier bags division, Consumer packaging division

Turnover 2021 6 222 MSEK¹

Employees 2021 ≈ 1 400²

- Head office / Production site / Sales office
- Production site / Sales office
- 21 Acquired in 2021
- 22 Acquired in 2022
- Sales office



¹ Turnover for Trioworld Group, including Reviva Plastics AB and Trioworld Harlingen B.V.

² Number of employees (head count) for Trioworld Group, including Reviva Plastics AB and Trioworld Harlingen B.V.

Sustainability highlights 2021

Introduction of our new name – Trioworld – in support of our vision to re-think plastics and becoming number one in sustainability in our industry.



During 2021, Trioworld launched several new products containing a minimum of 25% PCR;

- A number of Agri stretch models (minimum 30% PCR),
- Net replacement films (minimum 30% PCR),
- A full assortment for waste baling (minimum 30% PCR),
- High performance blown machine stretch film in 17, 20 and 23µm containing 51% PCR,
- Top building film,
- Several stretch hood and FFS (Form Fill Seal) qualities.

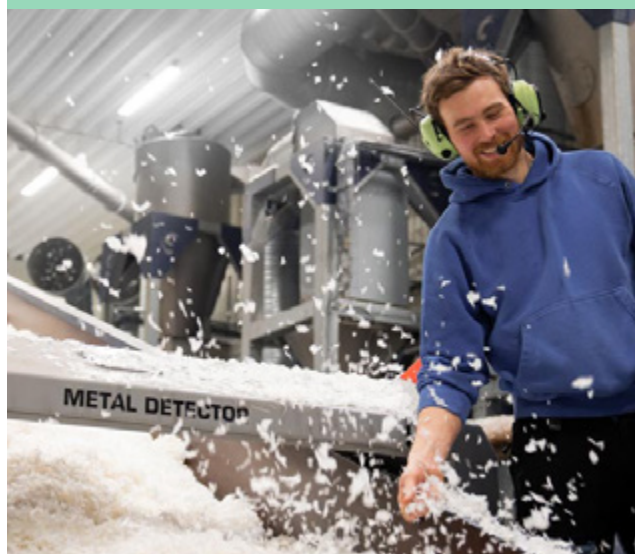


PCR content in our total production reaches an average of 13%, above the target for 2021.

Decrease of LTAR (Lost-Time Accident Rate) from 5.0 in December 2020 to 2.3 in December 2021.

Target for reduction of carbon dioxide equivalence (CO₂-eq.) per kilogram produced film for Scope 1 and 2 exceeded.

Acquisition of Reviva Plastics AB, a recycling facility for used agricultural films.



Certification scheme for recycled content introduced. Three sites were certified for selected products.

Trioworld is rewarded with EcoVadis Platinum for its sustainability work.

CEO STATEMENT

”From linear to circular – the legacy and future of Trioworld”

2021 has been a highly significant year in the history of Trioworld. In fact, we could say it was our first year, as we left the name Trioplast behind us. We upgraded our name, but we kept the innovative and forward-thinking spirit that has been with us since it all started in 1965. Trioworld is a company committed to re-think plastic and become number one in sustainability in our industry. We want to be a leader that actively pushes our industry forward, changing it for the better.

As I see it, the primary goal for our industry is to create a circular economy for plastic. It is the solution to many of the challenges in our business sector in connection to climate impact, waste generation, and plastic pollution. At Trioworld, we have been looping plastic waste since the year we were founded. With this legacy, we have the technical solutions and the knowledge to go circular and deliver products and solutions with a lower carbon footprint.

An industry shift does not come easy, but we are in a rush to take the leaps necessary to meet the goals of the Paris Agreement on Climate Change. From my perspective, we need to stop discussing and start acting right now, before it is too late. We all need to change the way we think of and utilise plastic and develop new and existing technologies and legislation to better produce, use and recycle it.

To meet this challenge, Trioworld is transforming its portfolio into a circular one as fast as possible. We need to make circular solutions available for all our products before our customers even know they need them. When developing products and solutions, we must present these circular alternatives before the market moves, and by 2025, we shall be able to offer a Loop alternative³ to our customers for 75% of our products and solutions.

This year, we have made numerous moves in this direction. By acquiring Reviva Plastics AB, we took a major step in integrating recycling of agricultural film into our own value chain. This has made it possible for us to create a local loop where we process and produce new agricultural film from old ones – turning waste into reusable resources.

For the forestry industry, we have developed a cover film for forestry products, a so-called timber wrap film, protecting the products from weather damage, made with a 30-50% PCR content. Many of Sweden's largest forestry companies are now ready to start utilizing more sustainable options, and we are already able to present this to them. This shows how important it is to be ready with the solutions when the customers are ready to adopt them.

Finally, we made major progress in our efforts to present a PE film containing PCR approved for use in food contact items. In collaboration with one of Europe's largest food retailers, our efforts finally paid off. In early 2022, we will be able to share the results with the rest of the industry.

These are only some of the examples of great progress made by Trioworld in 2021 in the area of circularity. And none of this would have been possible without all our employees. I know that every one of us working at Trioworld is dedicated to integrating sustainability in everything we do – from innovation to manufacturing. Whether you are an engineer, a production operator, work in sales or a human resource, good ideas and creative solutions from our employees make our business thrive.

I am proud to be CEO of a company that leads the shift within our industry with circular, resource efficient or bio-based alternatives. With a clear focus of becoming number one in sustainability in our industry we strive to make our own operations and our customers businesses a little more circular every day.

In 2022, Trioworld will continue its work to become number one in sustainability in our industry and lead the way in circular plastics. We are convinced that our industry has the solutions to make the world better, for our customers, the planet and the generations to come.



Andreas Malmberg, CEO, Trioworld

³ Trioworld label for a product with >25% PCR

This is Trioworld

Early in 2021, Trioplast changed its name to Trioworld. The name change signifies a transition to a company that takes a holistic view of its business, for its customers, employees, investors and the communities Trioworld serves. We are convinced that responsibly made plastic products are part of a sustainable society.

As a producer of PE film, Trioworld acknowledges its responsibility and aim to be the most sustainable business possible. In fact, we want to redefine what it means to be a responsible and sustainable buyer, supplier, innovator, partner, and employer in our industry.

Trioworld works in accordance with our tag-line – Re-thinking plastic. It signals a forward-looking commitment to sustainable and circular leadership, but also promotes and honours the innovative spirit that the company is built on.

Trioworld is committed to lead the change and become number one in sustainability in our industry.

Our vision

Driven by our customers' present and future needs, we constantly strive to be the first choice in sustainable polyethylene film solutions.

Our mission

- We focus on our selected core markets with our core products.
- We are a natural part of our customers' competitiveness.
- We offer sustainable premium products and solutions with the highest possible service level.
- We lead our industry's journey into circular plastics.

Our core values

The core values of Trioworld guide us in our daily operations and are the foundation of our business strategy. They describe the company culture and how we act and interact with colleagues, customers, and partners.

Responsible

- We lead our industry's journey into circular plastics – for the good of our customers, the industry, and the planet.
- We live up to our promises and are dedicated to getting things done.
- We take pride in supplying total solutions – premium sustainable products with unrivalled service and support, giving our customers peace of mind.

Leading

- In close cooperation with our customers, we are constantly innovating the industry's best packaging solutions based on circular plastics.
- We aim to use our strong position as a leader to make the world safer and healthier by acting courageously and boldly.
- We proactively develop innovative sustainable solutions, ahead of the needs of our customers and in anticipation of the market.
- We actively communicate and want to be seen as the authority and leader in the development of circular and recycled plastics.
- We motivate and inspire others to join us.

Together

- We drive our customers' sustainable performance by working closely with them. Our innovation is always customer-driven.
- True circularity in plastics will only be achieved by working with all stakeholders in the value chain.
- We build sustainable and long-term relationships – preferably lifelong.
- We are an attractive employer that seeks to future proof our employees by maintaining and improving their skills.
- We connect with the world around us.

Sustainability at Trioworld

The role of plastics in a sustainable society is widely debated, and we understand why. We acknowledge that irresponsible plastic use is both a waste and a major issue. At Trioworld, we are convinced that plastic can be, and is, an important part of our everyday life, today and in the future. But we are also aware that more responsible plastics use is key to ensure a sustainable society for all – something we work to achieve every day.

Sustainability is a key focus area for Trioworld. We work with a long-term perspective on innovation and product development to ensure that we can offer products and solutions with a lower carbon footprint – reducing resource use and emissions, minimizing waste and focusing on developing circular solutions. Remove, reduce and recycle are keywords that remind us of where we are headed, every day.

At Trioworld, we design circular plastics solutions for the future. Our aim is to be number one in sustainability in our industry.

Our commitments

Trioworld is determined to use its leading position in the industry to make a difference, but we can't do it alone. Working together with customers, other companies, environmental and political institutions (i.e. the EU) and standardisation organisations is an important tool for Trioworld in reaching our primary objective – becoming number one in sustainability in our industry.

Trioworld engages in several national and international sustainability and standardisation organisations to support its journey. The frameworks and guidelines set by these organisations give guidance and add transparency to the sustainability work that Trioworld, and other companies, carries out. They are also essential platforms for gathering information and sharing knowledge.

Since 2017, Trioworld has been committed to and aligned with the ten Principles of Sustainable Business set forth by the United Nations Global Compact (UN GC). We also actively work to deliver on the United Nations Sustainable Development Goals (UN SDGs).



FACTS

UN Global Compact



United Nations
Global Compact

The Ten Principles of the United Nations Global Compact are derived from the Universal Declaration of Human Rights, the International Labour Organizations Declaration of Fundamental Principles and Rights at Work, The Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption. By incorporating the ten principles of the UN Global Compact into strategies,

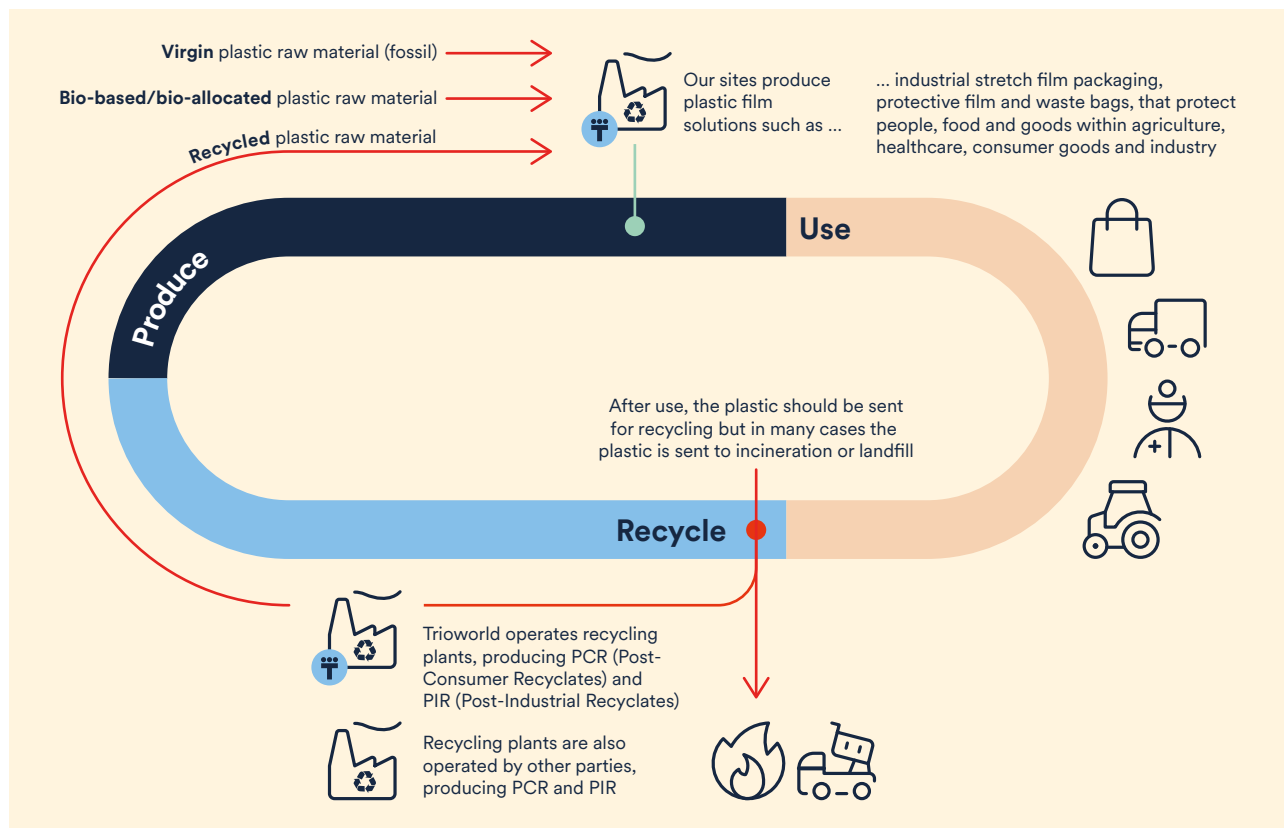
policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and planet, but also setting the stage for long-term success.

Trioworld's Communication on Progress on the ten principles of UN Global Compact can be found on page 48.

Our value chain

Trioworld is one of the leading producers of polyethylene films in Europe. Below is a visual representation of Trioworld's value chain, from production to use and recycling.

By keeping close track of activities along the value chain, Trioworld can enhance our knowledge to develop improved products and solutions with a lower climate impact.



Products

Trioworld produces film products for several business segments, including agriculture, medical and hygiene, forestry, industry and consumer packaging and the food industry. Some of our products are surgical materials, feminine hygiene product components, baby care components, food packaging, carrier and waste bags, bale wrap and silage film, and protective hood film. We continuously work to develop more sustainable alternatives for our portfolio. Our aim is to offer products and solutions with a lower carbon footprint.



Loop is our label for PE film that contains a minimum of 25% PCR. By using PCR plastics, we reduce waste, lower the carbon footprint, close the material loop and drive circularity in plastics.



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



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

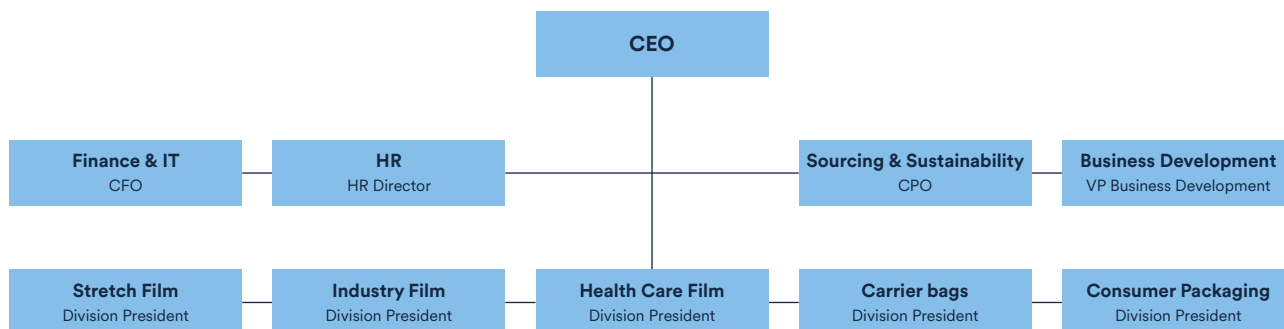
Organisation

Trioworld's Group Management Team (GMT) is responsible for the governance of the Trioworld group of companies. Division presidents are members of the GMT, together with the CEO, CFO, HR Director, VP Business Development and CPO.

Trioworld is a decentralised organisation where each division have complete management functions and full Profit & Loss and Balance Sheet responsibility. Governance synergies identified across the divisions are captured and exploited through

coordination work in councils, in which divisions are represented. Group functions coordinate activities for the group and support the division with cross divisional processes, structures and knowledge sharing.

The GMT is responsible for setting the Trioworld Vision, Mission, Core Values, strategy, targets and any other common policies. Each division thereafter incorporates them in their operations and align them with other divisional and local policies.



Employees and Divisions

In 2021, Trioworld operated through the following divisions: Carrier Bags Division, Consumer Packaging Division, Health Care Division, Industrial Film Division and Stretch Film Division. Each division has its own unique conditions and strategy to accomplish profitable and sustainable growth.



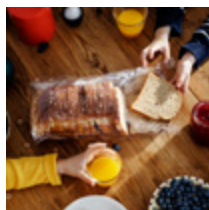
Carrier Bags Division

Trioworld Lundin AB, with its production site in Sweden, is a leading supplier of carrier bags and household bin bags to the Nordic market. The strong, sustainable, and climate-smart carrier bags, primarily produced for food retailers, are also supplied to companies that sell consumer durables. It employs approx. 80 people.



Industrial Film Division

The Industrial Film Division, with production sites in Denmark and Sweden, supplies products, solutions, and support for applications in industrial manufacturing and processing, the forest industry, construction and retailing of meat, fish, and other food products. It employs approx. 275 people across both countries.



Consumer Packaging Division

Consumer Packaging Division has production sites in Sweden and the Netherlands. The division delivers solutions to ensure that everyday products stay fresh and safe until unpacked; for example, frozen food, bread and cheese packaging, as well as tissue packaging and bags for hygiene/packaging material. The division employs approx. 190 people.



Stretch Film Division

The Stretch Film Division supplies products, solutions, and support for applications in agriculture, the transport of goods, construction, refuse bags and industrial marketing. Production sites are in Sweden, the Netherlands and France. The division employs a total of approx. 570 people.



Health Care Film Division

Health Care Film is a stand-alone division since the organisation review in January 2021. With one production site in France, the division develops and produces films and laminates for baby diapers, incontinence diapers, surgical drapes, and packaging materials for hygienic purposes. The division employs approx. 90 people.

Re-thinking plastic

A world without plastic is difficult to imagine. Its versatility makes it compatible for **endless applications** – from everyday utilities to technological innovations.

Plastics – a debated necessity

People and businesses have a long history of utilizing plastic. Today, packaging is the largest market for plastics⁴, due to its properties that help to extend the shelf-life of food and beverage items. It is also a key component in almost everything we encounter on a daily basis. Despite its importance, the sustainability of plastic has become a widespread debate, partly because we are bad at reusing and recycling it. This has led to an increase in plastic waste from the 1960's in middle- and high-income countries. Today, irresponsible plastic use is a global concern and by 2050, an expected 3.4 billion tons of plastic pollution will be in circulation⁴.

There is an ongoing debate regarding the impact of plastic on the environment and the climate. While being an issue if used irresponsibly, plastic is also part of many of the solutions needed to cope with current and future sustainability challenges, i.e. as a food and beverage preserver or as a vital part in the health care sector – to name a few.

The UN promoting responsible use and reduced waste

To deal with the issue, the United Nations Sustainable Development Goal 12 – “Responsible Production and Consumption” and Goal 14 – “Life below Water” aim to promote better and more efficient resource utilization and reduce the risk of negative impact on the environment and people. Today, an estimated 8 million tons of plastic is wastes⁵ every year, rather than being used as a resource, if properly handled. It is important that we create a future where the utilization of plastic as a resource takes place with greater responsibility. This includes designing, reusing, recycling – and re-thinking the way we see plastic as a resource.

In October 2021, the COP26 climate meeting took place in Glasgow. Countries all over the world met to discuss the progress towards reaching targets set in the Paris Agreement as well as the UN Convention on Climate Change. During the meeting,

countries agreed to create a stronger commitment to the climate issue, but also to encourage more sustainable behaviours. An important topic on the agenda was plastic use, and how to balance its issues with its necessity. Responsible use, systems for collecting and recycling, and legislation to encourage a circular economy was among the suggestions presented.

An EU Circular Economy Action Plan

It is estimated that as much as 86% of plastic waste in the European system is currently disposed of, exported or mismanaged⁶. Within the European Union (EU), there are new directives and legislation that promote a reduction of the use of plastics, but also presents a new responsible approach on recycling. EU has been working significantly on various initiatives and legislation the last years to reduce the use of plastic and shift the union towards a circular economy. The European Green Deal established year 2020 aims to make the EU climate neutral by 2050.

The European Green Deal includes the “Circular Economy Action Plan”. It presents numerous actions and proposals on how the EU aims to change the way economic players, consumers, and civil society use, reuse, and recycle plastic. The plan is a work in progress and will continue to identify potential sectors where the potential for circularity is high. Packaging and plastics are two of the currently identified focus areas.

With the European Green Deal and Circular Economy Action Plan, the EU also aims to set measures in the future that, among other things, address the presence of microplastics in the environment, single-use directives and emerging sustainability challenges. There is also an important issue on traceability of plastic products and through the plan, the EU wishes to establish systems that make it clear to consumers how plastic products are recycled correctly, enabling their reuse. This as a step to answer the increased demand for recycled content in plastic products, where the plastics industry currently struggles finding secondary resources that maintain sufficient quality.

⁴ https://datatopics.worldbank.org/what-a-waste/trends_in_solid_waste_management.html

⁵ <https://www.wwf.org.uk/fight-plastic-pollution>

⁶ <https://plasticseurope.org/wp-content/uploads/2022/04/SYSTEMIQ-ReShapingPlastics-April2022.pdf>

From linear to circular – the plastic industry in motion

Apart from legislative developments, the plastic industry itself is moving from linear to circular, developing new products and solutions that fit within a circular, sustainable plastics economy. In many sectors, such as healthcare (not least the recent years of living through a global pandemic) and food and beverage, plastic is a necessity to ensure safety and sustainability for both people and products. The demand for sustainable plastic solutions is very much present, and the way plastic is utilised as a resource is changing.

As the plastic industry continues to answer the plastics challenge – balancing demand and responsible use new opportunities are created. Companies are innovating new, more sustainable products and solutions that reduce use, including new types of polymers from non-fossil sources and recycling plastic through reuse and recycling systems and sometimes changing their entire business model. It all comes down to re-thinking plastics – how products are designed, used, collected, and recycled again and again. In accordance with a recent report from Plastics Europe, the Plastics system could achieve 78% circularity with 30% of waste avoided through reduction and substitution and 48% being recycled by 2050⁷.

Circular leadership

Being a leader means being at the forefront of development. It means being innovative and challenging the common way of doing things. And it means looking at the world and its needs in a different way than others - re-thinking a product, solution, or an entire business model.

We aim to be number one in sustainability in our industry. We are committed to re-thinking plastic and want to be a leader that actively drives our industry forward. We focus on the use of post-consumer recyclates (PCR) and by 2025, 75% of our total volume of products and solutions shall have a Loop alternative

available to offer to our customers – meaning that it shall contain 25% or more PCR.

But as the term suggests, in a circular economy, everything is connected. To close the loop, we need the right systems, technology, legislation, and standards in place. Trioworld works actively in, and even chairs national and international fora and committees on technical standards. This to ensure that the industry shift towards circularity happens as soon as possible and on the right terms where sustainable choices are rewarded. If recycled content quality and traceability cannot be secured, a circular system for plastics will be hard, if not impossible, to achieve.

In addition, innovating and designing products and solutions to fit the circular economy is a top priority for Trioworld's product development team. Our innovation strategy is to have a Loop alternative in place even before our customers request it. By delivering high-performing products with a lower carbon footprint, we can lead our customers into circularity. Currently we can offer a Loop alternative for 56% of our total product volume.

We work to continuously improve our entire portfolio, by for example, increasing the amount of PCR, reducing the amount of material used for an application, while still maintaining or even improving the performance, or improving the recyclability of a product. We also see possibilities in recycling and, in 2021, Reviva in Sweden was integrated into Trioworld. Reviva is a recycling site solely focusing on recycling of agricultural plastic waste.

Finally, we share knowledge with players within the industry and other stakeholders as well as with customers to educate them on issues in connection to design, use and recycling of plastic. By improving the way plastic is utilised, we contribute to ensuring that waste is circulated repeatedly and becomes a valuable resource. We all need to work together to ensure that we can reduce, reuse, and recycle as much plastic as possible. Now is the time to re-think plastics.

FACTS

Defining circularity

The core of a circular economy is to re-think the traditional, linear ways of production and consumption - "take-make-waste" - and aim at creating a material loop where ultimately "waste" is eliminated altogether with a mindset to design, reduce and reuse - and recycle as much as possible.

The EU defines a circular economy as a system where "the value of products, materials and resources is maintained in the economy for as long as possible"^{*}. This approach can lead to a drastic impact reduction on the environment and the climate.

Many businesses within the plastic industry are on the move from a linear to a circular economy, utilizing resources already circulating. By changing society's view on used plastic from "waste" to "valuable resource", new products, solutions and business models will appear and new values will be created.

^{*}<https://op.europa.eu/sv/publication-detail/-/publication/33251cf9-3b0b-11e9-8d04-01aa75ed71a1/language-en/format-PDF/source-87705298>



Based on EU definition
<https://www.europarl.europa.eu/news/en/headlines/economy/20151201S-TO05603/circulareconomy-definition-importance-and-benefits>

CASE

Developing PCR Food Contact material that meets EU Regulations



European regulations are unclear when it comes to using PCR in polyethylene film solutions in food packaging. Approximately 69%* of all packaging waste in Europe come from food and beverage packaging (82.5 million metric tons per year as reported in Eurostat, 2017*). What if we could turn these packages into new ones?

To tap into this unutilised resource, Trioworld have been working to develop a PCR Food Contact Material that will comply with EU regulations. After several positive results and chemical evaluations, Trioworld managed to achieve this in the autumn of 2021, with the first products being launched in early 2022. Among many challenges, the primary one is ensuring that the packaging containing PCR is safe for consumer usage.

To read more about how we worked with this challenge, a whitepaper on the topic can be found here: <https://www.trioworld.com/en/products-solutions/en-products-solutions-whitepaper-multilayer-trioloop/>

* <https://www.sciencedirect.com/science/article/pii/S0959652618313325#bib76>

“The success of a demanding project in finding a PE-only packaging concept that could remain fully recyclable and at the same time meet customer needs, is a proud moment for me and my colleagues at Trioworld.”

Charlotte Fröhberg, Development Engineer at Trioworld



Putting sustainability to action

Sustainability Strategy

Sustainability is an integral part of everything we do at Trioworld. We strive to be our customers first choice in sustainable film solutions and see sustainability as a major building block in maximising value for Trioworld, our stakeholders, people and the planet.

Trioworld aims to be number one in sustainability in our industry, and we work with three main strategic areas to make sure we get there.

- Trioworld shall be the preferred partner in sustainable film solutions.
- Trioworld offers sustainable products and solutions, driven by innovation in response to customer and societal needs.
- “We are sustainable” – Trioworld as a company must be sustainable, not only our products. Our efforts are assessed by an external party.

To fulfil our strategy, Trioworld take a holistic approach to sustainability and shall master every step of our value chain. We will take the lead and accelerate the sustainability transition in

areas where we are different from our competitors and continue to develop a sustainable offer in all product categories. Primarily we will focus on growing and leading the market with our product offering of recycled (PCR) film solutions.

Apart from being the industry leader, we will also ensure to be compliant with laws and regulations and deliver on the expectations set by stakeholders around us. This includes both Trioworld and its suppliers, and the company works to ensure that all suppliers live up to the same expectations. To add an additional layer of reliability, Trioworld will set clear KPIs, cascade them down to all divisions and work with third party standardisations and certificates as part of reaching our goals. As we extend our responsibility to our supply chain, we will also take a stance on aftermarket product management to systemise the recyclability of our products.

Trioworld strives to be clear and honest in its communications, not to make false claims about sustainability or of products and services. This will help us build a trusted brand with a reason to speak on sustainability in our industry.

Trioworld's goal is to be
#1 in sustainability.

Preferred partner

We will be the **preferred partner**.

Sustainable product offering

With our **sustainable product offering** we will offer products to our customers, using either less material, or raw materials with lower carbon footprint, and supporting our customers in their sustainable journey.

We are sustainable

Conditional is that **we are sustainable** – measured by external assessment of our sustainability.

Stakeholder and Materiality Analysis

Central tools for our sustainability work are the stakeholder- and materiality analyses. They help us map and identify the most important focus areas within sustainability for our business.

In an initial stakeholder analysis, our stakeholders and their respective expectations on Trioworld have been identified. In this way we get an overview on what sustainability topics governmental institutions, customers, employees, investors etc. demand that we must address. In 2021, a review of the stakeholder analysis led to an adjustment as we saw an increased interest in active work on sustainability issues related to circularity and recyclability.

The materiality analysis for Trioworld is performed by the GMT, based on stakeholder and divisional input. Out of 41 identified relevant sustainability topics, nine were deemed material for our organization and for our stakeholders. In the matrix below, our material sustainability topics are mapped out in accordance with the analysis performed by the GMT.

The materiality analysis forms the basis for our group sustainability targets and their respective needed KPIs. Our material sustainability topics are also the ones we choose to report on in accordance with the GRI. Section-specific GRIs are reported under each section. A full report of the selected GRIs can be seen on page 46–47.

After the analyses review in 2021, one adjustment was made to the Trioworld sustainability strategy and targets that were created for 2020. An increased focus on PCR was identified as an area where Trioworld can have a major impact. This as the two main sources for our emissions are raw material and end-of-life, i.e., use of recycled material to ensure material circulation as well as having recyclable products to enable a circularity and limiting incineration of the material after single use. Group targets and KPIs were adapted accordingly.

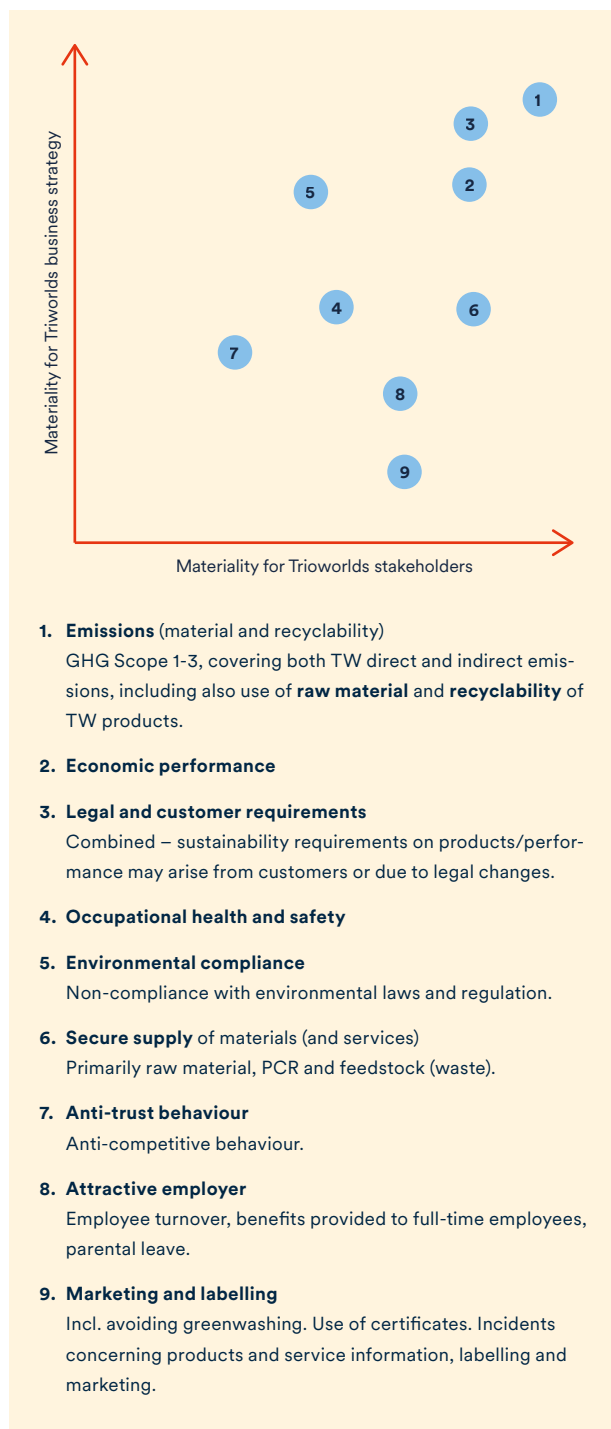
Risk analysis

Apart from the stakeholder- and materiality analysis, the GMT has also identified several sustainability risks to our operations. The sustainability risk analysis evaluates the possible impact and probability of risks occurring.

In 2021, the main sustainability risks to Trioworld's business and operations were the health and safety of our employees, development in regulatory demands on environmental performance of our products, increase in prices and supply limitation of raw materials (virgin and recycled) as well as risks in connection to unethical business behaviour (internal and supply chain-related).

Among actions taken, we have worked to further strengthen our supply chain to secure raw material to our production, taken action to ensure better health and safety routines at all our production sites and continued to integrate our Code of Conduct with all employees and suppliers.

A full list of risks and our actions to handle them can be found in the appendix on page 51–53.






UN Agenda 2030

The United Nations Sustainable Development Goals (UN SDGs) – also referred to as Agenda 2030 – is a global, common framework with the aim to end extreme poverty, fight inequality and injustice and protect our planet from harm. The 17 Goals are meant to act as guidance and inspiration for countries and companies to change their ways for the better.

At Trioworld, we are committed to doing our part in fulfilling the SDGs. Our prioritised goals are an integral part of our business and incorporated in our Code of Conduct.



Goal	Objective for Trioworld
	<p>Continuously work to optimise energy consumption, and transition to electricity from renewable sources*.</p> <p>* Electricity dedrived from wind- water- or solar power.</p>
	<p>Ensure that Trioworld is a responsible employer through close collaboration with trade unions and active work to promote health and safety at work.</p>
 	<p>Continue to establish equality in the workplace, regardless of gender, age, political options, background, ethnicity, etc.</p>
	<p>Work to reduce raw material consumption, increase use of recycled material and bio-based polymer.</p>
	<p>Improve the climate impact of our products by offering customers product alternatives with lower carbon footprint.</p>
	<p>Work to eliminate the loss of pellets during production and operation of the plastic industry.</p>
	<p>Have zero tolerance on corruption, bribery, or any kind of business-related misconduct.</p>

Targets and KPIs

To follow the progress of the work outlined in our sustainability strategy, in our stakeholder-, materiality- and risk analysis as well as our committed goals of Agenda 2030 and UN Global Compact, we have set a series of group targets and related key performance indicators (KPIs).

Our eight group targets with respective KPI's can be seen in the table below.

Sustainability	
Target	KPI
Obtain and maintain EcoVadis Gold by 2025	Status on EcoVadis

Governance	
Target	KPI
100% of suppliers shall sign the Trioworld Code of Conduct by 2025 ⁸	Share of spend with suppliers that have signed Trioworld's Code of Conduct
Zero non-compliances reported in our whistleblowing system annually	Number of reports related to whistleblowing system

Environmental	
Target	KPI
30% PCR content in our products (group average) by 2025 ⁹	Percentage PCR content
100% recyclability of our portfolio by 2022 ¹⁰	Percentage Recyclability
75% of product portfolio volume shall have a Loop alternative by 2025 ¹¹	Percentage Loop alternative
80% reduction in CO ₂ -eq. emissions for Scope 1 and 2 per kg film produced by 2024 ¹²	Scope 1 + 2 emissions of CO ₂ -eq. per kg film produced

Social	
Target	KPI
Zero Lost Time Accident Rate (LTAR)	Lost Time Accident Rate (LTAR)

⁸ A Trioworld approved supplier Code of Conduct is accepted.

⁹ PCR is plastic products recycled after it have been used for its intended purpose, in accordance with ISO14021:2016.

¹⁰ Trioworld's definition of recyclable products are products that Trioworld considers to be recyclable in PE- or PP-fraction upon delivery from Trioworld. Non-recyclable products according to Trioworld are for example-products with PET/PE or PET/PP lamination. Products with the purpose of use that will make the product contaminated in such way that mechanical recycling is not possible, i.e., medical applications and hygiene laminations are excluded from the definition and the target set.

¹¹ Loop alternative ≥ 25% PCR.

¹² Market-based reporting. Market based calculations are calculations based on information provided by Trioworld's suppliers on actual delivery.

Managing sustainability



A clear management approach is key



Managing sustainability

Group targets

Group targets related to our sustainability management and our current progress.

Target		Target 2021		Outcome 2021
 100% of suppliers shall have signed the Trioworld Code of Conduct by 2025	100%	75%	→	77%
 Zero non-compliances reported in our whistle-blowing system	0	0	→	0

UN Sustainable Development Goals



Target: Continuously work to optimise energy consumption and transition to electricity from renewable sources.

Certificates

Ensuring our business sustainability with the help of third-party evaluation and verification. More information can be found on page 23–25.

ecovadis

RecyClass

Sedex®



Managing sustainability

In our 2020 business strategy review, special attention was given to sustainability and Trioworld's sustainability strategy was updated and a new target was introduced – to be the number one in sustainability in our industry. This creates an added focus for our organisation but also demands a clear management approach to keep us on the right path going forward. Our management approach enables us measure, follow-up, and evaluate our performance and continue to develop Trioworld into an even more sustainable business. With this management approach, we develop and offer innovative products and solutions with a lower carbon footprint to our customers as we strive to be the number one in sustainability in our industry

Governance structure

Trioworld's mission, vision, core values, sustainability targets and organisational policies – including our Code of Conduct – are the foundation for the daily sustainability work carried out at Trioworld. During the autumn of 2021, GMT reviewed our stakeholder and risk analyses as well as the materiality analysis to ensure alignment with the most important sustainability related topics in our sustainability strategy. The yearly analyses are also used for updating the group sustainability policies, targets and KPIs, implemented as applicable in each division.

The Sustainability Development Director is responsible for running this process continuously, as well as for reporting on the sustainability KPI's to the GMT monthly. The Division Presidents are responsible for the implementation of the sustainability policies, targets, and actions in the divisions, respectively.

Policy framework

Effective sustainability management is based on responsibility, transparency, ethical behaviour, respect for the requirements and expectations of stakeholders, and compliance with legislation. Additionally, to make decisions that create business value for Trioworld without compromising the work on sustainable development, it is a requirement that:

- Economic, natural, and human resources are used efficiently and sustainably.
- The corporate culture encourages environmental responsibility, social responsibility, and sound business principles.
- The long-term business strategy is balanced against the expectations and views of society and stakeholders.
- We communicate with stakeholders about sustainable development, listen to their views and achieve constructive action together.
- Trioworld develops new generations of products that contribute to sustainable development.

By basing policy documents on our strategic management approach, our mission, vision, and core values, as well as legal requirements, Agenda 2030 and the UN Global Compact, our policy framework meets the expectations of them all. By including these perspectives in our policies, we adhere to international and well-known standards for sustainability as well as establish ways of working that all our stakeholders can recognise.

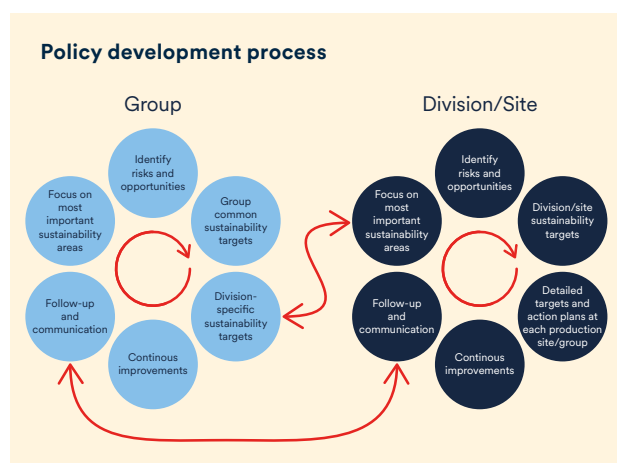
Our Code of Conduct is the main guidance in our management approach. In the next section, we describe it and its content briefly.



In addition, the GMT sets group policies, which are reviewed as needed. The sustainability policies, including sustainability targets, are reviewed at least every year. The sustainability policies are:

- **Ethics policy incl. Competition compliance policy:** Sets our expectations for the handling of bribery, corruption, and unethical business behaviour. This policy also covers data and information security.
- **Human and Labour Rights policy:** States our view on and work in support of the International Declaration of Human Rights and Labour Rights.
- **Environmental policy:** Describes our expectation on environmental engagement and work for all employees and divisions.
- **Sourcing policy:** Provides guidance for our purchase department and explains the demands we have on our suppliers and their compliance to environmental and social sustainability standards.

We regularly follow-up on the work on sustainable development in our divisions, and the policy development process applies as described in the model below. With a point of departure in our sustainability focus areas, we continuously improve our set of policies as new risks or opportunities for improvement appear. The progress is followed through a sustainability reporting tool.



We are Responsible – Trioworld's Code of Conduct

Trioworld's revised Code of Conduct was launched in August 2020. It is our most fundamental policy document and primary guide to running an ethically sound business. The purpose of the Code of Conduct is to show employees, suppliers, customers, and other interested parties how Trioworld contributes to sustainable development. It is also a guide for how we work to fulfil our sustainability strategy and targets. The code states Trioworld's approach to the environment, anti-corruption, labour, and human rights, rights to freedom of association and collective bargaining, elimination of forced, compulsory and child labour and discrimination, as well as emphasising the precautionary principle in the case of environmental and health risks.

All employees receive Code of Conduct training. By the end of 2021, 96% of all employees had completed the training. In addition, Trioworld suppliers are asked to comply with the Code of Conduct. By the end of 2021, suppliers corresponding to approximately 77% of Trioworld's supplier spend had signed

compliance to our Code of Conduct (alternatively Trioworld had approved the suppliers' own Code of Conduct or similar).

Below, some areas of Trioworld's Code of Conduct are described more in detail. The Code of Conduct can be found in its entirety [here:https://www.trioworld.com/en/about-trioworld/policies/](https://www.trioworld.com/en/about-trioworld/policies/)

Human Rights

Trioworld works in support of and in compliance with the International Declaration of Human Rights. Apart from being included in our Code of Conduct, a separate Human and Labour Rights policy as well as an Equal Opportunities policy are in place. The policies apply to all full-time and part-time employees and all Trioworld divisions and entities.

When we say we respect human and labour rights and the equal opportunity for all, we:

- Treat all employees fairly, with dignity and with respect, including applicants during recruitment processes.
- Do not discriminate against anyone based on religion, gender, age, disability, sexual orientation, nationality, political view, social background, or ethnic origin.
- Support and develop diversity.
- Do not harass, threaten, or discriminate.
- Respect the rights of all employees to organise themselves.
- Do not allow child labour, illegal labour or forced labour.

Sourcing guidelines

Trioworld's global sourcing organisation, together with a local operative purchasing department in the divisions, work to supply the production sites with raw material, products and services. In total, Trioworld has around 3,500 suppliers of materials and services. The global sourcing organisation is responsible for direct raw material as well as category management of the larger indirect categories, such as energy, transport, additives, and machinery. These suppliers are normally global suppliers. In addition, local operative purchasing departments in the divisions and at the production sites complete the sites' needs, primarily using local suppliers for office material, services, etc.

Securing supplies for production sites is the main task of sourcing, including finding alternative suppliers, qualifying, evaluating, and auditing suppliers. Changing suppliers is therefore not unusual. No contracts with suppliers were terminated in 2021 due to non-compliances with Trioworld's sustainability requirements.

Transparent communication

There has been an ongoing debate about the issue with sustainability communication, where companies exaggerate sustainability results or impacts in connection to their own businesses, products, or services to get ahead of competition. At Trioworld, we see this as an issue, and we want to be transparent about the impact our business has on the world around us.

Trioworld aims to be clear and honest in our communication and want to avoid false claims on the sustainability of our products and services. To ensure this, we use for example third-party certificates as well as carbon footprint assessments to verify our claims. This will help us build a trusted brand. In 2021, zero incidents of non-compliance concerning product information, labelling or marketing communication were reported.

Systems for compliance

Despite having a well-established policy and management system as well as dedicated employees and partners, misconducts related to our agreed policies might occur. Therefore, we work to encourage an open culture where dialogue on improving our business is welcome.

Sometimes, though, an irregularity may not feel comfortable to share with colleagues and managers. Through Trioworld's whistleblowing system, anyone who detects or experiences serious irregularities can speak up anonymously. The system is operated by an external party to guarantee anonymity. Serious irregularities include unethical or illegal behaviour, fraud, and serious violations of the Code of Conduct, such as bribery, environmental crime, discrimination or harassment against employees. The following rules apply:

- Whistleblowing must not be used for general dissatisfaction or anything that can be resolved through direct contact with the persons concerned. False accusations are not accepted.

- Anyone who has observed or suspects a serious irregularity – and who believes that this cannot be reported to the management or senior manager – can send a message to report this in our whistleblowing system. The same applies if irregularities have been complained about, but this has not elicited any response.

- Anonymity is guaranteed by the message not being linked to any sender. A designated group at Trioworld receives the message and initiates an investigation when applicable. Normally, in addition to the recipient of the information, representatives from Trioworld's management will also participate.

We have zero tolerance for deviations in our Code of Conduct regarding compliance with legal requirements, workplace safety, discrimination or harassment, the application of human rights and issues relating to bribery, corruption, and competition law. In 2021, zero misconducts or non-compliances to our policies were reported in our whistleblowing system.



Standards and Certifications

By applying internationally recognized standards and having our sustainability work validated by external parties, we get an additional guarantee for ourselves and our stakeholders that we are on the right track in becoming the number one company on sustainability in our industry.

Trioworld is active in several national and international fora for development of standards, especially regarding recycled plastic. Our aim is to create a shift in the industry, together with other, like-minded companies, towards a more sustainable way of working with plastic. We are proud of our engagement in developing our industry standards for the better.

We select our own certificates with care, and when applicable get support from external parties to ensure we work with the certifications that generate the most impact and set the highest bar for sustainability. When deciding on our certification scheme for recycled material, RecyClass was selected after Trioworld commissioned an investigation to the Swedish Environmental Research Institute (IVL). Subsidiaries of Trioworld are, as applicable, certified in accordance with the below international and national standards and certifications. All valid certifications can be found at our website: <https://www.trioworld.com/en/about-trioworld/certificates/>

Standards	
<p>ISO 9001 (Quality Management)</p> <p>ISO 14001 (Environmental Management System)</p> <p>ISO 22000 (Management System for Food Safety)</p> <p>ISO 26000 (Management of Social Responsibility)</p> <p>ISO 45001 (Occupational Health & Safety)</p> <p>ISO 50001 (Energy Management System)</p> <p>FSSC22000 (Food Safety Management System, based on existing standards for certification; ISO 9001, ISO 22000, ISO 220003 and technical specifications for sector Pre-Requisite Programs, PRPs)</p> <p>Global Standard for Packaging Materials, BRC (British Retail Consortium)</p>	<p>ISO is short for the International Organisation for Standards, an independent, non-governmental organisation with members from 167 national standards bodies. Through its members, it brings together experts to share knowledge and develop voluntary, consensus-based, market relevant international standards that support innovation and provide solutions to global challenges.</p> <p>Each Trioworld production site chooses to certify according to ISO as applicable. All sites are ISO 9001 and ISO 14001 certified. In addition, one site is certified according to ISO 45001, two according to ISO 50001 and one according to ISO 26000. Several sites are also certified for food safety – one site for ISO 22000, one for FSSC22000 and two for BRC.</p> <p>In 2021, Trioworld had 34 internal auditors trained in ISO 14001 and a total of 32 internal audits were performed during the year. In addition, 14 external audits for ISO 14001 were performed.</p>



Product certifications

RecyClass
recyclclass.eu

—
RecyClass

Applying reliable, transparent design-for-recycling principles, assessing recycling compatibilities of novel technologies, and boosting the uptake of the recycled material in a wide range of new articles, including high-end products, are a must to ensure a circular plastic future. RecyClass is a comprehensive cross-industry initiative that advances plastic packaging recyclability and ensures traceability and transparency of recycled plastic content in Europe.

RecyClass works on the development of scientific testing methods for innovative materials. The testing results are incorporated into the Design for Recycling Guidelines and the free RecyClass Online Tool. In parallel, RecyClass developed a system for reliable calculation and verification of recycled content in plastic products based on the only existing standard regarding recycled content calculation: EN 15343 Plastics recycling traceability and assessment of conformity and recycled content. Trioworld chose RecyClass for certification of PCR (and Recycled Content) in selected products after a thorough investigation performed by IVL Svenska Miljöinstitutet AB on behalf of Trioworld in 2021. In the end of 2021, three Trioworld sites holds a RecyClass Recycled Content Certificate for selected products in their portfolio, and more sites are planning a certification audit in 2022.

RecyClass was created by PRE (Plastic Recyclers Europe), a business association in the plastics industry.

EuCertPlast
eucertplast.eu



EuCertPlast

The objective of EuCertPlast is to encourage an environmentally friendly plastics recycling process by standardising it. The scheme focuses on traceability of plastic materials (throughout the entire recycling process and supply chain), and on the quality of recycled content in the end-product.

The scheme addresses issues of varying standards across EU countries and the lack of transparency and traceability of plastic materials. It was created with the aim to recognise recyclers operating according to high standards and implementing best practices. The standard development was funded by the European Commission.

Being certified means that an entity is eligible to deliver plastic products containing recyclables compatible with the REACH health and safety requirements for items with food contact. Trioworld Ombreé d'Anjou is certified according to EuCertPlast and Trioworld Nyborg is preparing for a certification too. Trioworld demands EuCertPlast for all its PCR suppliers, qualification orders excluded.

EuCertPlast was created by PRE (Plastic Recyclers Europe), EPRO (European Association of Plastics Recycling and Recovery Organisations), EuPC (European Plastic Converters) and Recovynyl (part of European PVC Industry). In 2021, 87% of our supplier spend for PCR was certified in accordance with EuCertPlast.



Product certifications

ISCC PLUS
iscc-system.org



International Sustainability & Carbon Certification (ISCC) is a solution provider for sustainable and deforestation free supply chains. It is a globally leading certification system covering the entire supply chain and all kinds of bio-based feedstocks and renewables. ISCC certification ensures compliance with high ecological and social sustainability requirements, greenhouse gas emissions savings and traceability throughout the supply chain.

ISCC certification ensures that biomass is not produced on land with high biodiversity and high carbon stock, good agricultural practices protecting soil, water and air are applied, human rights, labour and land rights are respected, sustainable material is traceable throughout international supply chains and that greenhouse gas reduction targets are met.

Trioworld has chosen ISCC PLUS certification for conversion of biomass with the scope of mass balance with bio-based materials.

By end of 2021, two sites within Trioworld are certified for ISCC PLUS, and at least two more sites are preparing for a certification in 2022.

Blue Angel
blauer-engel.de



The Blue Angel has been the ecolabel of the German Federal Government for more than 40 years. It is an independent and credible label that sets stringent standards for environmentally friendly products and services.

The requirement for Blue Angel is different for different applications, which for plastic films contains at least 80% PCR. Trioworld has Blue Angel certification for selected products at two of the sites.

Sustainability engagement platforms

EcoVadis
ecovadis.com

ecovadis

EcoVadis performs assessments of a company's sustainability performance. By submitting information and documentation in general, EcoVadis makes an assessment in the areas of environment, ethics, labour and human rights and sustainable procurement. For each area, a score between 0-100 is given, 100 being the highest. Using the total score for the company (0-100), a medal is awarded, where the top 1% is rewarded a platinum medal, top 5% a gold medal, top 25% silver medal and top 50% bronze medal.

Trioworld (group of companies) received an EcoVadis Platinum rating in last assessment (2021), meaning we are the top 1% most sustainable companies assessed by EcoVadis, currently at 75 000 business entities.

SEDEX
sedex.com

Sedex

SEDEX is one of the world's leading ethical trade service providers, working to improve working conditions in global supply chains. SEDEX enables businesses to work together to better manage their social and environmental performance and improve working conditions throughout the supply chain.

Over 60,000 member organisations from over 180 countries use the SEDEX platform to exchange data, manage business risk, meet compliance, and generate a positive impact on people.

Trioworld has been using SEDEX since 2013 and four Trioworld sites submit site-specific information on this platform.

External initiatives and memberships

To take an active role in making our industry better and ensure plastic is utilized in a way that serve society for the better is a priority for Trioworld. We do this by engaging in several membership organisations within our industry. Through these organisations, we can make a bigger impact and contribute to change – both for our industry and society as a whole.

These are some of the organisations where Trioworld is an active member:

- **IKEM, Sweden:**

IKEM (Innovations- och Kemiindustrierna i Sverige, translated as Innovation and Chemical industries in Sweden) is the industry and employer's organisation in Sweden. IKEM provides support in specific areas of interest for our industry, such as facilitating discussions on plastic's contribution to a sustainable society, monitoring political proposals concerning plastics and promoting plastics and recycling research projects. The CEO of Trioworld is a board member of IKEM.

- **EuPC, Europe:**

EuPC (European Plastic Converters) represents plastic converters in Europe, covering 1.6 million employees working in around 50,000 companies in the converting sector. Trioworld is supported in its regulatory work by EuPC and receives regular updates on relevant areas of interests, e.g. eco modulation schemes, taxes, market statistics and chemicals. EuPC also develops tools for the industry to collect data and adapt to potential new requirements and demands. Trioworld is engaged in EuPC through the Raw Material Committee, but also locally in countries where Trioworld has production sites.

- **PCEP, Europe:**

PCEP (Polyolefin Circular Economy Platform) is a European joint industry value chain initiative to advance the circular economy by increasing reuse and recycling of polyolefin-based products and the use of recyclates as raw material. Trioworld works closely together with PCEP in many of the thematic groups within Circular Plastics Alliance (see page 27).

- **PRE, Europe:**

PRE (Plastic Recyclers Europe) is an organisation representing European plastic recyclers that process plastic waste into high-quality material designated for the manufacture of new articles. Plastic recycling in Europe is a rapidly growing sector, representing MEUR 3,000 turnover annually, with a recycling capacity of 8.5 million tons by 600 companies and over 20,000 employees.

PRE has developed the RecyClass and the EuCertPlast certification. RecyClass entails a methodology, guidelines and certification scheme for plastic packaging recyclability and recycled content regarding plastic products. Trioworld initiated the certification of recycled content through RecyClass for our products in 2021, with continued implementation in the group during 2022. All production sites can choose their applicable products and solutions for certification.

- **Edana, Global:**

Edana is the leading global association for non-woven and related industries. For Trioworld, this applies to the medical and hygiene segments. Trioworld is a member of the Regulatory & Chemical Management and Circular Economy working groups, to follow developments in the hygiene and medical sector.

Apart from the associations above, Trioworld is sometimes invited to organisations as experts with good knowledge and experience in the plastics industry, e.g. regulations and standardisation:

- **Reference Group on Public Procurement, Sweden:**

The Swedish authority for public procurement was commissioned to develop guidelines for plastic-related procurement for Swedish municipalities and health care. The three areas covered by the project were food packaging, health care packaging and construction packaging. Trioworld was invited to participate as an expert in the reference groups and provided essential input regarding definitions, standards and realistic demands for circular products. The work was successfully finalised during 2021 and is now published as guidelines on the home page of the Swedish National Agency for Public Procurement.

- **Reference Group on Sustainable Plastics, Sweden:**

The Swedish Environmental Protection Agency was asked by the government to coordinate the transformation into a circular plastic economy. Trioworld is involved in the activities related to this assignment, mainly as a member of the international regulatory group, in the reference group for developing plastics guidelines and as an expert in the standardisation of circular plastics.



CASE

Setting the standards for a Circular Economy in the European Union

In January 2018, the European Commission invited stakeholders to submit voluntary pledges to use or produce recycled plastics. Based on this pledge, the Circular Plastics Alliance (CPA) was created in 2019. CPA aims to boost the EU market for recycled plastics to 10 million tons by 2025 and covers the entire plastics value chain and includes 311 organisations representing the industry, member states, environmental groups, academia and public authorities.

Trioworld joined the CPA in November 2019 and actively participates in areas of discussion relevant to Trioworld, such as agriculture, packaging and monitoring, with a focus on designing for recycling and improving recycled content. Trioworld representatives in the CPA have a leading role in setting industry standards that can support the transition of the plastics industry into circularity.

Standardisation has been clearly identified as an important tool for achieving a circular economy for plastics within the CPA, as well as by the European Commission through the European Union Plastic Strategy, the European Green Deal and the Circular Economy Action Plan. When moving from a linear to a circular economy, standards are needed to create a common understanding and guidance for the industry moving forward.



Kristin Geidenmark Olofsson, Director Regulatory Affairs & Strategic Innovation

To set these standards, voluntary experts compile the sectorial needs in a list of prioritised products that have the largest potential to provide and/or adopt recycled plastics. The sectorial needs are divided into four standardisation scopes:

- Design for recycling
- Quality of plastic waste
- Quality of recyclates
- Integration of recycled plastics

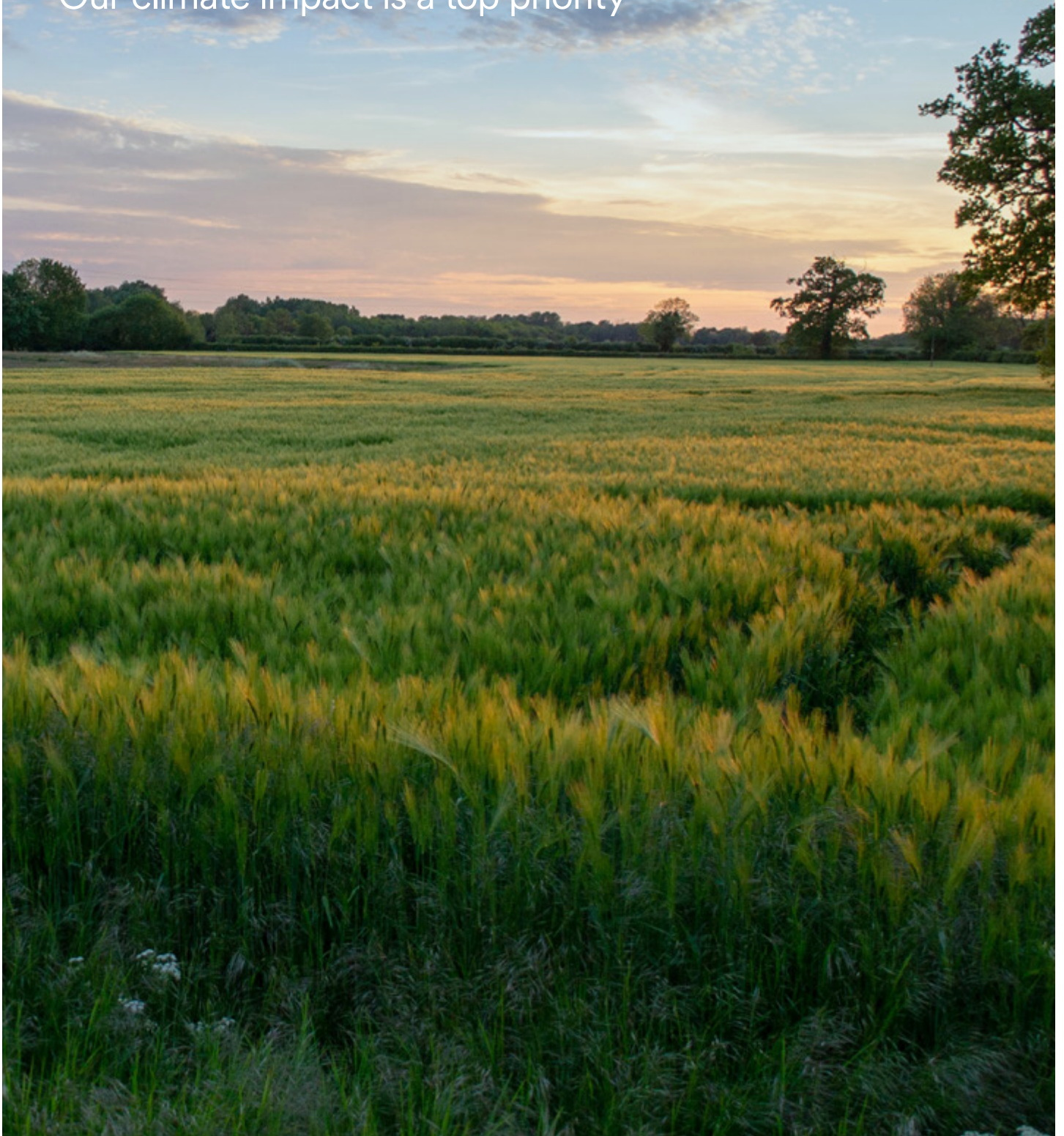
With a basis in these scopes, the development of standards related to plastic recycling in Europe will become a reality within a near future. Trioworld has been engaged in product-related standardisations for several years and is now taking a leading role in standardisation related to plastic recycling. We are committed to supporting the transition of our industry – and society as a whole – into a circular economy.

“In a circular economy, everything is connected. We can’t work on each part of this transition in isolation. Rather, we must work together to set standards for the whole circular economy and create a common ground for our industry.”

Kristin Geidenmark Olofsson, Director Regulatory Affairs & Strategic Innovation

Environmental responsibility

Our climate impact is a top priority



AT A GLANCE

Environmental responsibility

Group targets

Group targets related to our environmental responsibility and our current progress:

Target		Target 2021		Outcome 2021
 30% PCR content in our products (group average) by 2025	30%	12%	→	13,1%
 100% recyclability of our portfolio by 2022 ¹³	100%	100%	→	100%
 75% of product portfolio volume shall have a Loop alternative by 2025	75%	50%	→	56%
 80% reduction in CO ₂ -eq.-emissions for Scope 1 and 2 per kg film produced by 2024 ¹⁴	-80%	-20%	→	-27%

UN Sustainable Development Goals



Target: Continuously work to optimise energy consumption and transition to electricity from renewable sources¹⁵.



Target: Work to reduce raw material consumption, increase use of recycled material and bio-based polymer.



Target: Lower the climate impact of our products by offering customers product alternatives with lower carbon footprint.



Target: Work to eliminate the loss of pellets during production and operation of the plastics industry.

¹³ Trioworld's definition of recyclable products are products that Trioworld considers to be recyclable in PE-or PP-fraction upon delivery from Trioworld. Non-recyclable products according to Trioworld are for example-products with PET/PE or PET/PP lamination. Products with the purpose of use that will make the product contaminated in such way that mechanical recycling is not possible, i.e., medical applications and hygiene laminations are excluded from the definition and the target set.

¹⁴ Market-based reporting. Market based calculations are calculations based on information provided by Trioworld's suppliers on actual delivery.

¹⁵ Electricity dedrived from wind-, water-, or solar power.

Environmental responsibility

At Trioworld, working on our climate impact is a top priority, both in our operations and in supporting our customers through our products and solutions. We strongly believe that by rethinking plastic, Trioworld could utilise it in a better way, for both our customers and the planet. Our main impact on the climate stems from the use of virgin polymer, and our products' end of life. To tackle this, Trioworld focuses on increasing the use of recycled material and designing the products for recyclability, supporting circularity.

In addition, all Trioworld's production sites operate within the license permits and other environmental, health and safety legislation. To ensure this, our Environment Policy is reviewed at least once every year. No significant fines or non-monetary sanctions for non-compliance with environmental laws and regulations occurred during 2021.

Raw materials and sourcing

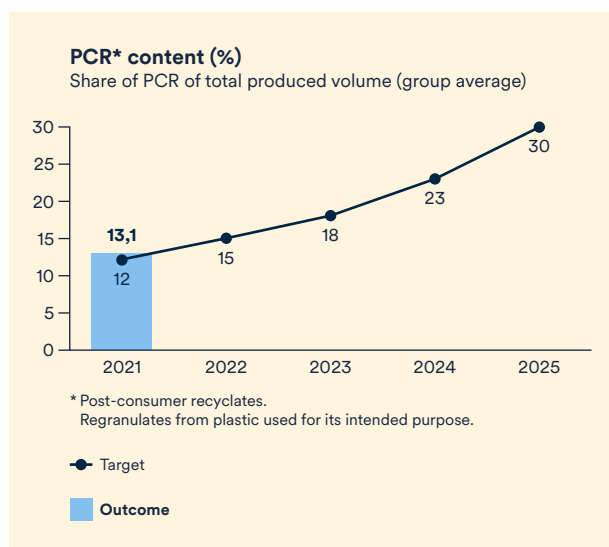
One of Trioworld's biggest impacts on sustainability is the use of raw materials, which can be either virgin (fossil), recycled or bio-based. Trioworld aim to lead the transition into more circular use of plastic by increasing the usage of recycled material in our products. In 2021, we raised our ambitions for our target on utilization of recycled material to focus only on PCR polymers, i.e., plastic that has been used for its intended purpose. By modifying our former goal which included both PCR and Post-Industrial Recycled (PIR) plastic, we focus the use and recycling of plastic that has reached its end-of-life, to ensure plastic circularity in society. PIR is still used as a resource at Trioworld, to avoid incineration etc., but is not focus for target follow-up. In 2021, the PCR content in our products reached 13,1%, exceeding the target for 2021.

Post-Consumer Recyclates (PCR) means plastic products recycled after they have been used for its intended purpose, in accordance with ISO14021:2016.

Post-Industrial Recyclates (PIR) are recycled plastics from e.g. industrial waste/production scrap.

Raw materials use

Trioworld's main raw material is polyethylene (PE) but polypropylene (PP) is also used for some applications. Additives, compounds and masterbatches, mainly consisting of polymers, are also used. Trioworld purchases raw material directly from producers world-wide, whereas PCR and waste are only sourced from within Europe. To further secure feedstock of recyclates we also use external waste as feedstock in our recycling plants in Trioworld Nyborg and Trioworld Ombrée d'Anjou. In 2021, Trioworld acquired Reviva Plastics AB, a site that will increase the recycling capacity of external plastic waste. In addition to the external waste being recycled, each site also recycles internal plastic waste either in-line or via a separate on-site regranulation process. In some cases, such material is used at another Trioworld production site.



A small share of utilised raw material is bio-based polymers, or bio-allocated polymers, meaning mass balanced ISCC PLUS compliant bio- or bio-circular material sold with an ISCC PLUS sustainability declaration as proof of bio-based feedstock in the beginning of the supply chain.

Managing risks related to raw material and sourcing

Trioworld has a group strategy for raw material sourcing and close cooperation with our suppliers to keep the supply chain stable. The origin, mix and handling of raw materials have an impact on the quality and performance of our products. Raw material suppliers are evaluated quarterly on safety, delivery, product quality and service, and annually on sustainability. It is mandatory for all suppliers to comply with Trioworld's Code of Conduct.

With an increasing demand for PCR expected in the industry, there is a risk of limited availability of PCR with the quality required. To ensure the supply of high-quality PCR, our own recycling plants

play an important role. Processing post-consumer waste at our sites enables us to take an innovative approach and secure high-quality PCR in addition to externally sourced PCR from our suppliers. By acquiring Reviva Plastics AB in 2021, Trioworld has further strengthened this position. Trioworld also strives to have long-term relationships with selected PCR suppliers, and new suppliers and materials are tested and evaluated continuously. PCR suppliers, qualification orders excluded, should have an EuCertPlast certificate, which ensures traceability of plastic materials and PCR content in the recyclates.

To provide proof of PCR content in Trioworld products, we engaged IVL Svenska Miljöinstitutet AB in 2021, to perform an assessment of certification schemes for PCR and recycled content in plastic products. Following their recommendations based on Trioworld's requirements, we have chosen RecyClass recycled plastics traceability certification. In 2021 three of our sites had certifications for selected products, and several more sites will be certified during 2022.

CUSTOMER STORY

Closing the loop for agricultural plastics

In July 2021, Trioworld acquired Reviva Plastics AB, a leading company within the recycling of agricultural plastic waste in Sweden. The company has been successful in recycling heavily soiled agricultural plastic for use in new plastic products, enabling a significant saving on emissions compared to using virgin raw material.

“Reviva fits perfectly into Trioworld’s value chain. Since the acquisition, a complete integration has been conducted and together, we share a unique competence. We are proud to have control over the entire closed-loop with on-par-recycling, and to offer high-quality regranulate made from recycled agricultural plastic,” says Erik Bondemark, CEO of Reviva.

Reviva's partner company, KRS, collects all plastic used by the Swedish agriculture sector for feed production and Reviva converts it into high-quality raw material for the plastics industry. With the closed loop collection scheme for agricultural plastics in Sweden, they can guarantee that the raw material only consists of linear low-density polyethylene (LLDPE) without other plastic fractions. Since the acquisition, Reviva has doubled the volume of produced granulates, and it continues to increase.



“Reviva fits perfectly into Trioworld’s value chain.”

Erik Bondemark, CEO of Reviva

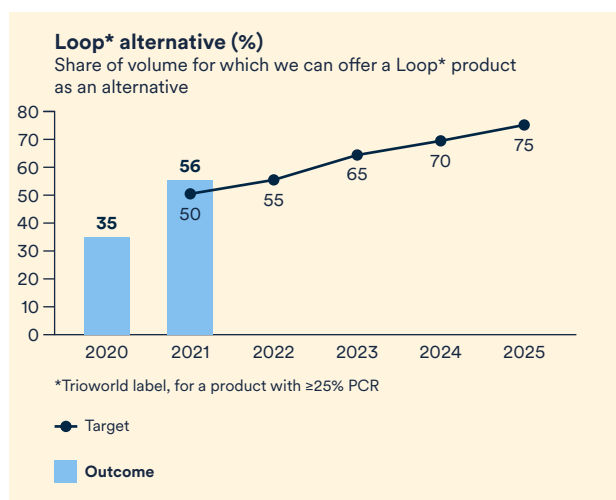


Sustainable product development and innovation

Through innovation and development of products and solutions with a lower climate impact, Trioworld wants to support customers on their sustainability journey. Trioworld has developed Trio Greenway, an umbrella for a variety of offerings, including support and training during product selection and use, to find solutions that meet customers' everyday production needs. For instance, we offer carbon footprint calculations for Trioworld's products (cradle to Trioworld gate), which helps customers gain a deeper understanding of their impact and how they can reduce it. We collaborate with customers to find the most suitable option for their needs and develop circular solutions where used material is collected from the customer to be used again as a resource.

Offering products and solutions with a lower climate impact means we can make our largest contribution to a circular economy.

The first step in supporting products and solutions with a lower climate impact is to develop our product portfolio. Therefore, in 2021, a new group target was set for sustainable product development: By 2025, 75% of our volume will have a Loop alternative available for our customers. This means that the product contains at least 25% PCR.



At the end of 2021, 56% of our portfolio volume had a Loop alternative that could be offered to our customers, for example carrier bags, refuse bags and sacks, bin bags, industrial applications, timber wrap, consumer packaging film, and silage film. This exceeded our target for 2021 (50%) and our product development will continue.

In 2021, several Loop alternatives were launched:

- Several agricultural stretch film models (minimum 30% PCR)
- Net replacement films (minimum 30% PCR)
- A full assortment for waste baling (minimum 30% PCR)
- High performance blown machine stretch film in 17, 20 and 23 μm containing 51% PCR
- Top building film
- Several stretch hood and Form Fill Seal (FFS) qualities

Risk management through innovation

In recent years, public awareness of the risk of climate change and global warming has increased. Hence, we see an increasing demand to find and use products and solutions with lower climate impact. In the future, regulatory requirements for plastics will likely increase. If Trioworld does not act on legislation and customer requirements, declining sales volumes must be expected.

Trioworld closely monitors changes in legislation at an early stage and responds accordingly. In addition, we have increased capacity on regulatory knowledge over the years, to stay well informed about upcoming changes and to participate in selected associations. Trioworld's ambition is to always be one step ahead of customers' and regulatory expectations.

By proactively adapting our production sites and our products and solutions, we want to lead the change in our industry. Being close to our markets and having long-term relationships with our customers is a competitive advantage. The R&D team within each division works with product development, new adaptations for recycled material and process development. This also applies to our recycling units, where we work for example with innovative process development to create high-quality PCR. Through cross functional knowledge sharing we create more value. Our innovation strategy is to have sustainable solutions in place even before our customers request them.



CUSTOMER STORY

Reduced carbon footprint with Loop

Södra is a forest industry group that processes timber delivered by its 53,000 owners into renewable, climate-smart wood products for international export. In the forest industry, Södra is paving the way towards a more sustainable way of using flexible packaging with Trioworld as its partner.

In September 2021, Södra started using Trioworld Loop film to protect their products. Trioworld Loop protection film consists of at least 30% PCR material. With its knowledge of the forest industry, Trioworld knows the importance of effective protection against contamination, moisture, and cover from felling residues. Compared to a virgin-based alternative, the Trioworld Loop packaging solution reduces the carbon footprint.

“With the new packaging, we ensure high quality to our customers and at the same time take a new step towards a more circular business with lower emissions. This is a development we will continue to drive forward. On the challenges with sustainability, there is no finish line to cross and we are constantly working to be the market leader and develop our processes. The Trioworld Loop packaging helps Södra and our customers to contribute to a sustainable climate transition,” says Andreas Jonasson, Sales & Marketing Director at Södra Wood.

“On the challenges with sustainability, there is no finish line to cross”

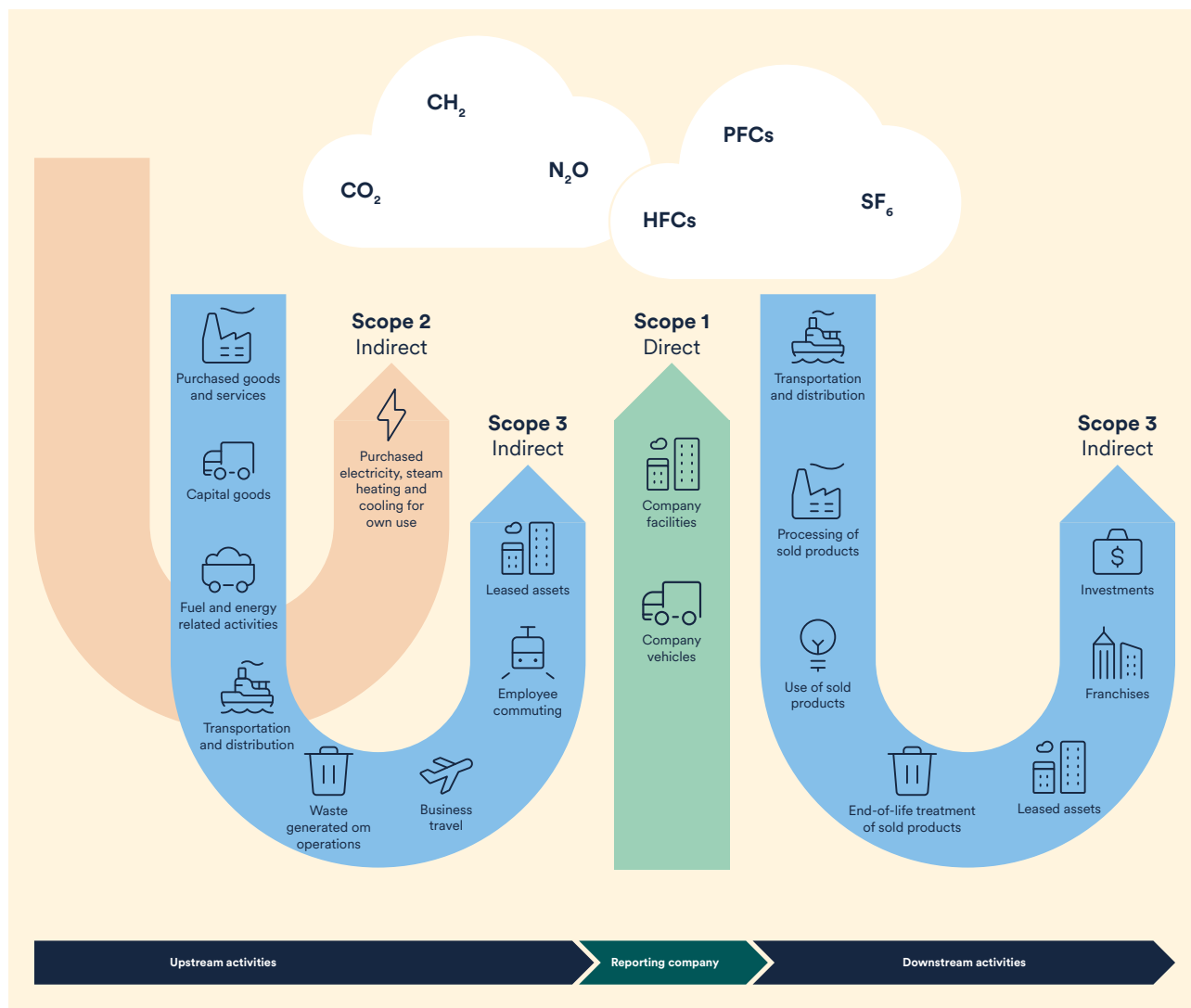
Andreas Jonasson, Sales & Marketing Director at Södra Wood



Emissions

As a producer of PE film products, Trioworld directly and indirectly contributes to the release of greenhouse gases. To track and improve our climate impact, Trioworld assesses its Scope 1, 2 and 3 GreenHouse Gas (GHG) emissions in accordance with the GHG Protocol, with 2020 as the baseline year. Results are

presented in carbon dioxide equivalents (CO₂-eq)¹⁶. In 2021, the Trioworld group decided on a new target – to reduce emissions from Scope 1+2 with 80% per kg produced film by 2024¹⁷ (market-based reporting). The scopes of the GHG Protocol are defined as:



Scope 1:

Accounts for direct emissions generated by the organisation, e.g. fuels combusted at production sites, emissions from company-controlled vehicles and emissions from ozone-depleting substances. Trioworld's largest contributor to Scope 1 is natural gas used at four of our production sites.

Scope 2:

Includes the indirect emissions from purchased energy, including electricity, steam and district heating. At Trioworld, 99% of Scope 2 CO₂-eq. comes from electricity and only a minor part is due to district heating used at two production sites.

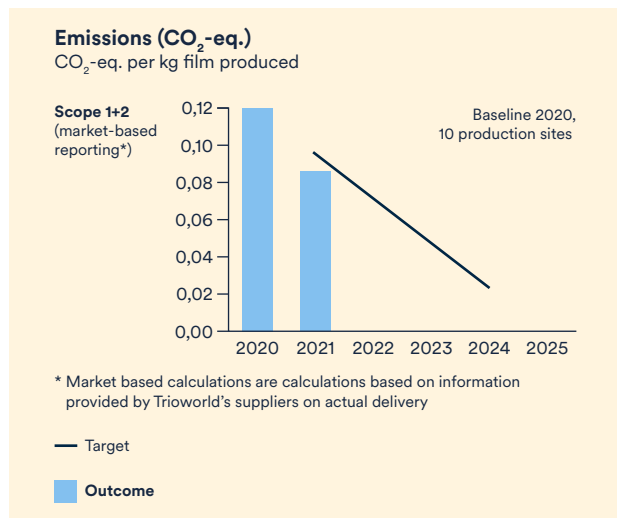
Scope 3:

Contains the result of activities from assets not owned or controlled by the reporting organisation, but that the organisation indirectly impacts in its value chain.

¹⁶ Carbon dioxide equivalents (CO₂-eq.) include all greenhouse gases, e.g. CO₂ (carbon dioxide), CH₄ (methane), N₂O (nitrous oxide) which are multiplied with their CO₂-eq. potential factor.

¹⁷ Market-based reporting. Market based calculations are calculations based on information provided by Trioworld's suppliers on actual delivery.

In 2021, Trioworld reduced absolute Scope 1 and 2 emissions per kg produced film¹⁸ by 27% compared to 2020, mainly by shifting to electricity from renewable sources, using Guarantee of Origin (GoO) at some of our sites.



Defining appropriate reporting categories is the first step to understanding where to focus our attention on reducing our climate impact. In 2021, Trioworld conducted its first assessment of Scope 3 GHG emissions based on 2020 data. The model created for making this assessment was developed in collaboration with IVL Svenska Miljöinstitutet AB and will be further developed in the coming years. We use the tool as we learn and work more with our Scope 3 emissions. Results indicate that our main impact is the use of raw materials and product end-of-life. Hence, our focus for minimising our climate impact from Scope 3 GHG emissions is to use less materials, use raw materials with lower carbon footprint, to make sure our products are recyclable and to support recycling schemes and material recyclability as far as possible.

Energy

The conversion process of plastic products is energy-intensive and the reduction of our Scope 2 GHG at Trioworld is closely linked to our use of electricity. 94% of Trioworld's energy consumption is purchased electricity. Some sites also use district heating and other fuels, such as fuel oil, gas oil, diesel, and natural gas.

In 2021, we started the transition to renewable sources for the electricity we purchase. Starting with Trioworld Apeldoorn, we ensured electricity from wind power using GoO and planned for the transitioning of more sites in the coming years to support our target for Scope 1+2 GHG emission reductions.

Trioworld's energy consumption is reviewed according to the European Energy Directive as applicable, and we work continuously to better our energy efficiency. Energy consumption should be optimised at each site and should be taken into consideration during investments and sourcing of new equipment. Moreover, multiple projects at our sites aim to improve our energy efficiency. Some examples realised in 2021:

- Trioworld Bottanryd installed LED lighting at its production site.

- Trioworld Nyborg installed light saving sensors and a new ventilation unit in the printing department.
- Trioworld Varberg installed new water-cooling equipment, making use of surrounding temperature, reducing the energy consumption for process cooling.

Waste and waste handling

Correct waste handling is an important aspect of a circular economy. Our recycling facilities for external plastic waste – Trioworld Nyborg and Trioworld Ombrée d' Anjou – contribute to closing the loop. By optimising production, Trioworld is striving to minimise the amount of plastic waste in our production process. To maximise value from materials, production plastic waste is preferably recycled in a closed loop in the respective production process. The second-best option is to make on-site recycles through a central on-site regranulation process. The recycles are used at the production site or as a last alternative, internally transferred to another Trioworld production site for use in alternative products.

Waste other than production plastic waste recycled by Trioworld is handled by external waste management companies. In 2021, our units generated a total of 5,799 tons of waste for external handling, of which 58% was solid waste recycled by external companies and 25% was incinerated with energy recovery.

Trioworld minimises the use of hazardous chemicals and ensures correct handling of such hazardous chemicals. In 2021, 419 tons of chemicals were externally treated as hazardous waste.

To further reduce negative impact on our immediate surroundings, Trioworld complies with Operation Clean Sweep ensuring pellets do not contaminate the soil and water entering the ocean. Pellet loss should always be avoided, and some production sites have taken additional action for this, such as filters in storm water drainage, emergency systems for incidents with pellets, vacuum cleaning and staff training. By 2023, 100% of Trioworld's production sites shall comply with Operation Clean Sweep (zero pellets loss). In 2021, five sites complied with this operation.

Managing risks related to emissions, energy and waste

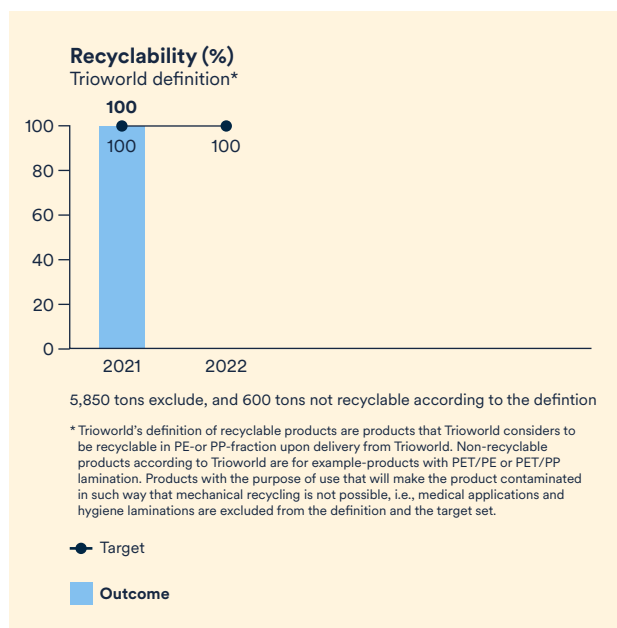
Through our production process, we use energy and resources, and emit greenhouse gases and create residual waste. All these processes contribute to climate change. Understanding how climate change affects Trioworld business is vital for us. Emissions is one of our main material topics and these risks are included in Trioworld's strategy and business decision making. If society is to meet the goals of the Paris Agreement, major changes are required. The EU is an ambitious contributor to the global efforts to fight climate change and reduce GHG emissions and is committed to being climate neutral by 2050. If the plastics industry does not comply with the Green Deal and legislation, we and other companies risk losing our licenses to operate as businesses.

To manage this risk and reduce our impact on the climate, we work strategically toward the reduction of our emissions of greenhouse gases from our value chain, starting with our own operations.

¹⁸ Market-based reporting. Market based calculations are calculations based on information provided by Trioworld's suppliers on actual delivery.

Recycling

In the last 20 years, Trioworld has been driving the development of recyclable products. To support the overall circularity of plastic films, our products should as far as possible be recyclable. Efforts include process development and design of plastic products that improve recyclability. Our group target of 100% recyclable products by 2022 has been a measure of this progress. Today, the majority of Trioworld's products can technically be recycled, according to our definition for recyclability¹⁹. However, our impact in end-of-life is limited as the actual recycling depends on the use of the product as well as waste collection and cleaning systems after use.



Risk management in relation to recycling

Procedures for waste collection are mainly set by national and local authorities and consequently the harmonisation of recycling regulation is limited. To increase the recycling rate, there is a need for efficient conditions to increase the uptake of used plastics and to create a predictable framework conducive to investments in circular plastics. In its Plastic Strategy, the EU Commission defined standardisation as one of the most important ways to achieve a circular economy. Trioworld takes an active role to achieve this. During 2021, the primary focus has been on revising standards and guidelines for the procedures of plastics recycling and quality, and traceability of recycled plastics. Trioworld participates in several waste collection schemes across the regions and markets where we operate. To support recyclability, we are actively engaged in several recycling initiatives such as Circular Plastics Alliance (CPA), PCEP (Polyolefin Circular Economy Platform) and PRE (Plastic Recyclers Europe). Read more on page 26.



¹⁹ Trioworld's definition of recyclable products are products that Trioworld considers to be recyclable in PE-or PP-fraction upon delivery from Trioworld. Non-recyclable products according to Trioworld are for example-products with PET/PE or PET/PP lamination. Products with the purpose of use that will make the product contaminated in such way that mechanical recycling is not possible, i.e., medical applications and hygiene laminations are excluded from the definition and the target set.

Social responsibility

We take responsibility for our employees and the community




AT A GLANCE

Social responsibility

Group targets

Group targets related to our social responsibility and our current progress.

Target	Target 2021	Outcome 2021
 Zero Lost Time Accident Rate (LTAR)	0	0 → 2.3 ²⁰

UN Sustainable Development Goals



Target: Continue to establish equality in the workplace, regardless of gender, age, political options, background, ethnicity, etc.



Target: Ensure that Trioworld is a responsible employer through close collaboration with trade unions and actively work to promote health and safety at work.

²⁰ Including companies acquired in 2021

Social responsibility

Trioworld is a responsible employer and part of the communities where we operate. Following applicable laws and legislation is a minimum requirement at all our sites, but in many cases Trioworld has a higher ambition for social responsibility.

By the end of 2021, Trioworld employed approximately 1,400 people²¹. In addition to new employee additions due to acquisitions in 2021, Trioworld has welcomed 154 new employees to the different Trioworld companies. A majority of these are in Sweden, but we also have new employees in Denmark, France and in the Netherlands. Around 75 percent of our employees are blue collars working in production. This chapter describes how we work to ensure the wellbeing of all our employees.

Responsible & attractive employer

Working at Trioworld means working for a responsible and attractive employer that invests in our employees by maintaining and improving their skills. Our colleagues' satisfaction, loyalty and engagement are crucial to Trioworld's development and success, as it leads to improved performance and better utilisation of our employees' skillset.

Trioworld operates in several European countries and is known for taking responsibility and being a good employer in the communities where we are present. Our corporate culture is characterised by curiosity, openness, and tolerance. To be a responsible employer and to work with sustainability in terms of the environment, social impact and good governance is key to be able to retain and attract employees.

Health and safety

A good work environment is a prerequisite for creating motivation and commitment. The Core Values of Trioworld guide us in our daily operations and are the foundation of our business strategy. They describe the company culture and how we act and interact with colleagues, customers, and partners.

The health and safety of our employees is crucial to Trioworld's efforts in being a responsible employer. This means making our employees feel good and safe in their work environment and with the culture in the workplace. This is described in our Code of Conduct, Ethics Policy, Policy on Equal Opportunities, and Labour and Human Rights Policy.

Employees at the production sites in Sweden, France and the Netherlands are covered by collective agreements. In Denmark, collective agreements apply to blue collars and white collars at assistant level. All other employees in Denmark have similar benefits and protection covered by Danish laws. Collective agreements are valid for full-time employees and all temporary or part-time employees. Employees in sales offices and executive management have similar benefits and protection in their employment contracts.



All our operations also have access to an external healthcare service. Healthcare benefits are provided at most of the companies and sites, and massage and recreational activities may be subsidised for the benefit and well-being of the employees.

During 2021, the COVID-19 pandemic has continued to affect our work with health and safety. We have followed national guidelines and local restrictions relating to, among other things, restricted travel, working from home and online meetings. A lot of time and resources have been spent on reducing the spread of infection among colleagues. Tests, disinfectant, and protective equipment have continued to be distributed during the year. We have followed up on sick leave daily and can state that we have succeeded in minimising the spread of COVID-19 at our production sites, thanks to responsible colleagues.

²¹ Number of employees (head count) for Trioworld Group, including Reviva Plastics AB and Trioworld Harlingen B.V.
Number of employees in 2021 excluding acquisitions was 1 207.

Risk management on occupational health and safety

Working with plastic conversion can be a risk for Trioworld's employees as there are dangers connected to the production process, in case instructions are not followed. The company works hard to avoid accidents and incidents, and the ambition is always to have zero accidents. Like for any employment, there is also a risk that employees' overall health can be impacted by their work. If employees experience stress or physical strains due to their employment at Trioworld, due actions will be taken to better their situation. Trioworld also works with preventive measures and training to keep its employees healthy and safe.

Steps to improve the work environment are continuously on-going at the production sites. All sites have a system in place to report health and safety risks, and regular inspection or audits of the equipment are conducted. In case of changes to operations, risk assessments are carried out on production sites, preferably jointly with the employees.

In all but one production site, there is a formal safety committee with site top management and an employee representative. The one site which does not have this is a small production site, where a safety officer is appointed to represent the employees. Reports on incidents and accidents are discussed in our World Class Manufacturing team, a cross-functional group, for knowledge sharing and precautionary measures where applicable.

Additionally, we work with improved health and safety through training at our production sites. As of 2021, 94% of all employees have received health and safety training, of which 44% received it during 2021. Additionally, an annual health and safety week is organised to raise awareness of health and safety for all employees.

Diversity and equality

Trioworld and its employees work together to keep the workplace safe and pleasant. Managers have a responsibility to ensure that issues related to the work environment are dealt with in the day-to-day operations and, as far as possible, in collaboration with employees.

To be a responsible actor in society and to make our employees feel safe in their workplace, Trioworld does not accept any unethical or illegal behaviour, fraud or serious violations of the Code of

Conduct, such as bribery, environmental crime or discrimination or harassment against employees. Further, Trioworld does not allow child labour, illegal labour, or any kind of forced labour.

This responsibility also includes securing a diverse and equal workplace. Trioworld strongly believes in and supports diversity and equality. It applies not only to gender, but also to ethnicity, age, and background. This is described in Trioworld's Equal Opportunities policy, available on our website. It applies also to persons during the recruitment phase, prior to taking up employment at Trioworld.

There is large variation in female representation at our different production sites. From as low as 5% to as high as 39%, the group average is about 19%. The ambition to increase female representation has been prevalent in production sites during the years, e.g. by actively seeking female candidates for vacancies and signing equality agreements. For example, at Trioworld Smålandsstenar AB, the focus on recruiting female employees resulted in a change of recruitment requirements to favour leadership skills and behaviour over technical skill and experience. This has led to 54% female leaders in production.

The diversity structure at Trioworld with respect to gender is shown below.

	Head count Dec 2021	Male/female representative (head counts)
Board of directors; Trioworld Industrier AB	7	86%/14%
GMT	10	90%/10%
Trioworld	1 207*	81%/19%

* Excluding companies acquired in 2021

Trioworld also aims for a good age distribution among its employees to support a good mix of experienced personnel with younger talents. In 2021, 45% of the employees are older than 50 and 11% are under 30.





Risk management in relation to diversity and equality

Trioworld actively works with diversity and equality to prevent current and future employees feeling unwelcome and disrespected. We believe different personalities with different backgrounds and experiences will bring different perspectives and knowledge to the company, building a more solid foundation for Trioworld. Respecting such differences creates a more inclusive company culture where people can grow to their full potential. Trioworld's continued development and success is dependent on making all employees feel welcome, respected and engaged.

As for any international company, our value chain has a wide reach meaning that there is a risk of unethical business behaviour. If Trioworld was to be part of any unethical business behaviour, this will seriously risk our credibility as a company on our path to becoming number one in sustainability in our industry. It will also hamper future investments, risk customer relationships and our possibility to attract and retain competent employees.

To reduce these risks, we use a whistleblowing system where anyone who detects or experiences serious irregularities in any of the above areas can speak up anonymously. We aim to have zero reports of misconduct reported in the whistleblowing system. Also, our ambition is that all our employees shall have participated in diversity, discrimination and harassment training by 2025. By the end of 2021, over half of all employees had undergone training, 53%.

During 2021, no sites reported any issues related to child labour, forced or compulsory labour themselves, nor via any of their suppliers. No non-compliance related to discrimination was reported in the group whistleblowing system in 2021, but two cases of discrimination were handled by Trioworld during 2021. Both were resolved at the production site locally, and in one case with support from Group HR. No penalties or fines were paid for breaches or non-compliance during 2021.

Employee development and satisfaction

We believe in development and satisfaction through participation. Trioworld is a decentralised organisation where each division is responsible for their own core business and for the performance and development of employees, supported by GMT and coordinating councils. Each division works with improvements based on results, efficiency, individual interviews, and different surveys.

An individual performance review should be performed annually with all employees. This includes planning for the coming years, such as training or education required and personal development targets. In 2021, only 63% of the employees had a performance review, due to COVID-19 and lack of managers in certain production units.

Among other things, the individual performance plans support those employees who wish to take on inhouse positions within Trioworld. To further facilitate employee development and support inhouse careers, we have inhouse leadership training; Trioworld Academy. In 2021 we started a new program with six participants. We also developed an e-learning system for all employees. This system will include on-boarding introductions as well as all kinds of training, such as data security, sustainability, and safety. The purpose is to increase competence but also build corporate culture and increase the understanding of our overall strategy.

Employee satisfaction survey

To improve employee satisfaction among Trioworld employees and identify areas of improvement in their work environment, we conduct an annual employee satisfaction survey. It measures engagement, the employer brand, and leadership and team efficiency.

The results are presented to the respective team, which plans activities on how to improve everyday life at Trioworld. Due

to the circumstances with the pandemic in 2021, it has been a challenge to work with the results and activities in different production teams, as physical meetings were avoided as far as possible.

In 2021 the survey was conducted at all production sites and 79% of the employees responded. In general, the results were positive, although there has been a slight decline since the previous year. We see a decrease in engagement and employee brand preference, which is linked to the way we have been working during the pandemic. Not being able to meet in person and arrange physical company meetings has clearly affected the possibility to maintain employee engagement and resulted in lower satisfaction among employees. Efficiency has increased primarily as a result of the implementation of a clearer focus in company objectives and what Trioworld wants to achieve.

A summary of the indicators:

- Engagement Index, which decreased from 76 in 2020 to 74 in 2021.
- Employee Net Promoter Score (eNPS) indicates the extent to which an employee would recommend Trioworld as an employer to a friend, on a scale from 0 to 10 (10 being the highest score). A 9-10 score indicates promoters, while detractors are employees who give a 0-6 score. The difference between the number of promoters and detractors gives the eNPS score. The eNPS score decreased from -4 in 2020 to -16 in 2021.
- Team Efficiency Index, measures cooperation within teams and work efficiency and profitability. Team Efficiency Index increased from 71 in 2019²² to 73 in 2021.
- Leadership Index, measures managers' leadership abilities. It remained at the same level as in 2019²², with an index of 72.

EMPLOYEE TESTIMONIAL

"At Trioworld, I can make a real difference"

Tomas Karlson is a recent addition to the Trioworld workforce. Since January 2022, he has been working as a category manager in Trioworld's sourcing department, specialising in sourcing recycled material.

"I have worked with recycled materials for many years and come from a similar role within the paper and board industry. Unlike the steady decline in volume for recycled newspaper and magazines, the interest in and need for recycled plastic is only getting stronger. Therefore I applied for this position at Trioworld."

Tomas describes Trioworld as an employer with a strong commitment to lead the transition of the industry towards a more circular use of plastic. In his role, he becomes a key person in ensuring a steady input of good quality recycled material and that it can be used again.

"I got on board because I feel that I can make a real difference at Trioworld. This is a company that walks the talk and I feel strong support in enabling the company on its journey towards circularity."

"On top of that, the company offers a good work-life balance and great flexibility, and even though I have my home office in Smålandsstenar, I am not tied to any geographical location. And with the increased focus of PCR at the company, I see great potential to grow in my role here. We have an exciting journey ahead of us!"



Tomas Karlsson, Category Manager, Recycled Material

²² In 2020, only a minor employee survey was performed due to COVID. Team Efficiency Index and Leadership Index was not included in the survey. Hence, the last comparable indexes are from 2019

Social Impact

Our Code of Conduct is called "We are Responsible". This applies to our own operations, but also signals our role in society. As an international plastic converter producing plastic film solutions, Trioworld is aware that our impact on society reaches beyond our own operations. It includes everything from how we supply our resources to how our products are utilised in society, by our customers and their stakeholders.

Our community engagement

At Trioworld, we know that our stakeholders expect that we contribute to national and global sustainable goals as well as support local community initiatives. Where possible, we engage in the communities where we operate and aim to always have a positive impact on the communities where we are present.

In our Code of Conduct, it is established how Trioworld shall engage with local communities. First, we strive to hire and develop local employees and managers. Second, we prioritise sponsor partnerships with organisations that share our values and

benefit the communities in which we are present. Trioworld also actively participates in partnerships and projects with schools, universities, research institutes and industrial networks. We want our suppliers to implement measures that ensure that their activities, products, and services do not adversely affect the environment, human health and society. Finally, we take a neutral stance on political issues. The Trioworld company name or Trioworld's financial resources may not be used for political purposes.

Decisions on supporting local community initiatives is taken at each production site. In 2021, we supported community initiatives with funding of approximately SEK 150,000 to everything from cancer research to local sports clubs in Sweden, France, and Spain. In addition, Trioworld as a group has donated SEK 25,000 to the Cancer Foundation in Sweden, instead of sending Christmas gifts and cards to customers. In 2021, the Trioworld group also signed a sponsorship agreement with Karolina Larsson, Swedish champion in Kitefoil and Trioworld employee, supporting her journey towards the Olympic Games in Paris 2024.

COMMUNITY ENGAGEMENT

Smålandsstenars Golf

keep the local community active

Smålandsstenar Golf was founded in 1927 and currently have 13 active teams, of which 11 are youth teams with a total of 250 active kids, mainly boys. Erik Modig, the soccer club's chair for youth activities, has a long history with the club – first as a player, and now as a coach and chairman.



"I have been a part of Smålandsstenars Golf for many years now. As with others in our community, I really care for the club and want it to continue to offer sport activities for kids and enable them to play soccer in their spare time. Smålandsstenar truly is a soccer community."

In a small town, such as Smålandsstenar, availability of activities for young people is dependent on local engagement. With their soccer teams, Smålandsstenars Golf offers one of few sport activities locally after school.

"As a sports club, we have a responsibility to foster kids to become team players. Our team practices and games played against other teams are appreciated social events where kids can spend time with friends and just have fun!"

Trioworld, being one of the largest companies in Smålandsstenar, is one of Smålandsstenar Golf's main sponsors, investing in the club's sport activities for kids. Through our and other companies' sponsorship we enable kids in our local community to play soccer.



"As soccer is a team sport, it is important that everyone who wants will be able to participate. The sponsorship we receive helps us keep our membership fees low. It also supports us in enabling all our active kids to join us when we travel to soccer camps, away games and so on. We have a responsibility to ensure that all kids can be part of our teams, no matter their background. We want to be a soccer club for everyone."

"We also work hard to engage more girls to start playing soccer with us. Part of the money we receive from sponsors is used in information campaigns to encourage young girls to join our soccer community. We hope to see an increase of active girls in 2022!"

COMMUNITY ENGAGEMENT

Pink Ribbon coloured bale initiative



What does the colour pink mean to you? For Pink Ribbon, the international organisation for breast cancer awareness, it symbolises empowering and supporting women with breast cancer. Thanks to a colourful collaboration campaign between Pink Ribbon and Trioworld, bales wrapped in pink silage film have been popping up in fields all over the world since 2014, spreading breast cancer awareness.

Christina Kempkes, Head of Communications at Pink Ribbon Germany, explains that breast cancer awareness is the foundation that may lead to discovering a cure, improving medical treatment, and informing women about early detection.

"Our main goal is to provide information, to avoid fear, and to emphasize the importance of early detection. We can't avoid getting the disease, but in most cases, we can increase the chances of survival by catching it at an early stage."

Pink bale wrap for awareness

Pink Ribbon and Trioworld have managed to create much awareness for breast cancer through our collaboration with the pink bale wrap campaign.

"Trioworld approached us eight years ago with their idea of having pink silage bales in the fields. We found it so sympathetic because the wrapped silage bales are in the field anyway. With a pink film you make people stop and reflect. As it is something unexpected, you will recall the colour and the purpose – breast cancer awareness. That's what makes it so valuable," says Christina Kempkes.

The campaign was first launched in New Zealand in 2014. Since then, the campaign has rolled out in Europe and other parts of the world to raise money for cancer research. In total, the coloured bale wrap campaign has helped raise EUR 993,930 worldwide.

Trioworld extended the campaign in 2015 to also raise money for prostate cancer awareness, with bales made of blue silage stretch film. Later on, also yellow film for children's cancer was added. For each reel of film sold, EUR 3 go straight to the foundation, split between Trioworld, the distributor and the farmer.

"This way, Trioworld donates about EUR 12,000 per year for breast and prostate cancer research," concludes Christina Kempkes.



Christina Kempkes, Head of Communications at Pink Ribbon Germany

About the Sustainability Report

This is Trioworld's sixth Sustainability Report, and the third which has been prepared in accordance with GRI Standards: Core option. Trioworld's Sustainability Reports are issued on a yearly basis. The Sustainability Report 2021 covers our operations and sustainability work for the calendar year 2021. The Sustainability Report 2020 summarising the calendar year 2020 was published in June 2021. The statutory Sustainability Report was filed separately to Swedish authorities in April 2022. There is no external assurance by third party for it's the sustainability reporting 2021. Omissions or incomplete data are commented on directly in the GRI index and in the Appendix.

During 2021, Trioworld acquired two new subsidiaries; Trioworld Harlingen B.V (previously Flexoplast) in the Netherlands and Reviva Plastics AB in Sweden. As these companies have not been part of Trioworld for a full reporting year, data presented in this report excludes these two companies.

Reporting principles

The report focuses on performance 2021, but some historical data may be included for the purpose of comparison. To ensure compliance with and reporting of GRI Standards: Core option, additional data not reported in the main text can be found in the appendix.

Production sites report monthly in Trioworld's financial reporting system, which also provides information on the number of employees, LTAR and working hours, etc. The rest of the information in this Sustainability Report is collected in an ESG platform where production sites report on a monthly, quarterly and yearly basis, depending on the information requested. Trioworld's Greenhouse Gas (GHG) emissions are reported in accordance with the Greenhouse Gas Protocol.

Changes in reporting

The business impact has been measured through a materiality analysis and the GRI Standards have been used as a framework for planning, structuring, and presenting the results. During 2021, the materiality analysis was reviewed and for

which material topics, targets and KPIs were adjusted accordingly. Trioworld has selected and reports on the disclosure(s) that most adequately reflect our impacts on the material topics and for which group targets have been made. The following disclosures have been removed but are still monitored with KPIs and are covered by existing laws and regulations:

- 207-1** Approach to tax
- 301-1** Materials used by weight or volume
- 302-1** Energy consumption within the organization
- 302-3** Energy intensity
- 306-5** Waste directed to disposal
- 402-1** Minimum notice periods regarding operational changes
- 404-3** Percentage of employees receiving regular performance and career development reviews
- 407-1** Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
- 408-1** Operations and suppliers at significant risk for incidents of child labor
- 409-1** Operations and suppliers at significant risk for incidents of forced or compulsory labor

In addition, three new disclosures have been added based on the materiality analysis. "417-2 Incidents of non-compliance concerning product and service information and labeling" and "417-3 Incidents of non-compliance concerning", which relates to Marketing and labelling. Trioworld has also included its own disclosure "Product management and innovation" to allow for reporting on our Group target to increase the amount of offered products with a lower climate impact.

Contact Person:

If you have any questions regarding this report, please contact Eva Hultén, Sustainability Development Director at Trioworld, eva.hulten@trioworld.com

GRI index

General Standard Disclosures

GRI 101: foundation 2016 | GRI 102: general disclosures 2016

	Disclosure	Page
GRI Standard	Organizational profile	
GRI 102-1 to 102-13	102-1 Name of the organization	3
	102-2 Activities, brands, products, and services	4
	102-3 Location of headquarters	4
	102-4 Location of operations	4
	102-5 Ownership and legal form	3
	102-6 Markets served	4
	102-7 Scale of the organization	4, 53
	102-8 Information on employees and other workers	52
	102-9 Supply chain	9, 21
	102-10 Significant changes to the organization and its supply chain	21
	102-11 Precautionary principle or approach	20–21
	102-12 External initiatives	3, 8, 16, 23, 26
	102-13 Membership of associations	26–27
GRI Standard	Strategy	
	102-14 Statement from senior decision-maker	6
GRI Standard	Ethics and integrity	
GRI 102-16	102-16 Values, principles, standards, code of conduct and code of ethics	7-8, 20-21
GRI Standard	Governance	
GRI 102-18 to 102-32	102-18 Governance structure	10, 20-27
GRI Standard	Stakeholder engagement	
GRI 102-40 to 102-44	102-40 List of stakeholder groups	15
	102-41 Collective bargaining agreements	39
	102-42 Identification and selecting stakeholders	15
	102-43 Approaches to stakeholder engagement	15
	102-44 Key topics and concerns raised by stakeholders	15
GRI Standard	Reporting practice	
GRI 102-40 to 102-44	102-45 Entities included in the financial statements	52
	102-46 Defining report content and topic boundaries	15, 52
	102-47 List of material topics	15
	102-48 Restatements of information	3, 53–56
	102-49 Changes in reporting	45
	102-50 Reporting period	45
	102-51 Date of most recent report	45
	102-52 Reporting cycle	45
	102-53 Contact point for questions regarding the report Back cover	45
	102-54 Claims of reporting in accordance with the GRI Standards	45
	102-55 GRI content index	46–47
	102-56 External assurance	45

Material Topic and Topic Specific Disclosures

	Topic-specific disclosures	Page	Omissions	Material topic
Economic standards				
GRI 201: Economic performance	103-1 to 103-3 Management approach	20–25		Economic performance
	201-1 Direct economic value generated and distributed	53		
GRI 205: Anticorruption	103-1 to 103-3 Management approach	20–25		Anti-trust behaviour
	205-3 Confirmed incidents of corruption and actions taken	25		
GRI 206: Anticompetitive behavior	103-1 to 103-3 Management approach	20–25		
	206–1 Legal actions for anti-competitive behaviour, anti-trust, or monopoly practices	25		
Environmental standards				
GRI 301: Materials 301	103-1 to 103-3 Management approach	20–25, 30–31		Emissions (material and recyclability) Secure supply of materials (and services)
	301-2 Recycled input materials used	54		
GRI 305: Emissions	103-1 to 103-3 Management approach	20–25, 34–35		Emissions (material, recyclability)
	305–1 Direct (Scope 1) GHG emissions	54		
	305–2 Energy indirect (Scope 2) GHG emissions	54		
	305-4 GHG emissions intensity	54		
GRI 307: Environmental compliance	103-1 to 103-3 Management approach	20–25, 30		Environmental compliance
	307-1 Non-compliance with environmental laws and regulations	30		
Social standards				
GRI 401: Employment 2016	103-1 to 103-3 Management approach	20–21, 39, 41–42		Attractive employer
	401-1 New employee hires and employee turnover	54	Information unavailable on hires and turnover by gender and turnover by age. Trioworld will investigate the possibilities to report this.	
GRI 403: Occupational Health and Safety	103-1 to 103-3 Management approach	20–21, 39–40		Health and safety
	403-2 Hazard identification, risk assessment, and incident investigation	40		
	403-4 Worker participation, consultation, and communication on occupational health and safety	40		
	403-5 Worker training on occupational health and safety	40		
	403-9 Work-related injuries	55	All work-related injuries includes Harlingen and Reviva since the date they were acquired, and Trioworld obtained control of the workplace. Incomplete separate data on contractors, since it is partly included in the total outcome. Trioworld will investigate the possibilities to report this separately.	
GRI 405: Diversity and Equal Opportunity	103-1 to 103-3 Management approach	20–21, 40–42		Attractive employer
	405-1 Diversity of governance bodies and employees	56	Information unavailable on employee category. Trioworld will investigate the possibilities to report this.	
GRI 406: Non-discrimination	103-1 to 103-3 Management approach	20–22, 41		
	406-1 Incidents of discrimination and corrective actions taken	41		
GRI 417: Marketing and Labeling 2016	103-1 to 103-3 Management approach	20–21, 51		Marketing and labeling
	417-2 Incidents of non-compliance concerning product and service information and labeling	21		
	417-3 Incidents of non-compliance concerning marketing communications	21		
Own disclosure				
Product management and innovation	103-1 to 103-3 Management approach	20–25, 32		Legal and customer requirements
	Product management and innovation	32		

UN Global Compact & Communication on Progress

Organisations that have endorsed the Global Compact must produce an annual COP (Communication On Progress), detailing how they meet the ten principles.

In the index below you find the page references to all relevant information.

	UN Global Compact principle	Page
Human Rights		
1	Businesses should support and respect the protection of internationally proclaimed human rights	21–22
2	Businesses should make sure that they are not complicit in human rights abuses.	21–22
Labour		
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	39
4	Businesses should work to eliminate of all forms of forced and compulsory labour.	24, 41
5	Businesses should work to abolish child labour.	24, 41
6	Businesses should work to eliminate discrimination in respect of employment and occupation.	40–41
Environment		
7	Businesses should support a precautionary approach to environmental challenges	30, 32, 35, 36
8	Businesses should undertake initiatives to promote greater environmental responsibility	21, 26, 27
9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	13, 31, 32, 33
Anti-corruption		
10	Businesses should work against corruption in all its forms, including extortion and bribery	21–22

Definitions

Circular economy

The core of a circular economy is to re-think the traditional, linear way of production-use-waste, so a drastic reduction on the environment and the climate can take place. The aim is to create a material loop where ultimately “waste” is eliminated with a mindset to design, reduce, reuse and recycle as much as possible.

Circularity

The practice of encouraging reuse and recycling to ensure that products and services contribute to a circular economy.

CO₂

Carbon dioxide, a gas formed during all carbon combustion processes, such as fossil fuel combustion.

CO₂-eq.

Carbon dioxide equivalent, a measure used to compare the emissions from various greenhouse gases on the basis of their global warming potential, by converting amounts of other gases to the equivalent amount of carbon dioxide with the same global warming potential. For example, methane is a greenhouse gas with 25 times the global warming potential than carbon dioxide. Hence, 1 kg methane has the same climate impact as 25 kg of CO₂, meaning 1 kg methane equals 25 kg CO₂-eq.

Carbon footprint

A carbon footprint is the total greenhouse gas emissions caused by an individual, event, organization, service, place or product, expressed as carbon dioxide equivalent (CO₂-eq.).

CPA

Circular Plastic Alliance, an initiative started by the EU through its European Commission, aiming to boost the EU market for recycled plastics to 10 million tonnes by 2025. The alliance covers the full plastics value chains and includes over 300 organisations representing industry, academia and public authorities.

EuPC

European Plastic Converters, an organization that represents plastic converters in Europe. They cover 1.6 million employees working in around 50,000 companies in the converting sector. EuPC develops tools for the industry to collect data and adapt to potential new requirements and demands.

EcoVadis

EcoVadis is an organization that performs assessments of a company's sustainability performance in the areas of environment, ethics, labour and human rights and sustainable procurement. Currently, over 75 000 companies are being assessed by EcoVadis, and the top 1% are rewarded with platinum status.

Edana

Edana is the leading global association for non-woven and related industries.

eNPS

Employee net promoter score. The score indicates the extent to which an employee would recommend their workplace to a friend.

Global Compact and CoP

A UN initiative in the area of corporate social responsibility. Participating organisations agree to adhere to ten principles in the areas of human rights, labor conditions, the environment and anti-corruption. Companies applying the Global Compact framework must report an annual Communication on Progress (CoP) on the ten principles. Trioworld's interpretation of the Global Compact is reflected in Code of Conduct. You can find Trioworld's CoP on page 48.

Greenhouse gas emissions (scope 1, 2 and 3)

Greenhouse gas emissions are all those emissions from human or natural activities that affect the greenhouse effect of the Earth's atmosphere. High levels of greenhouse gases present in our atmosphere is causing global warming. Greenhouse gas emissions from companies is divided into three scopes. Scope 1 accounts for direct emissions generated by the organization, e.g., fuels combusted at production sites, emissions from company-controlled vehicles and emissions from ozone-depleting substances. Scope 2 includes the indirect emissions from purchased energy, including electricity, steam and district heating. Scope 3 contains the results of activities from assets not owned or controlled by the reporting organisation, but that the organisation indirectly impacts in its value chain.

GRI

The Global Reporting Initiative's sustainability reporting standards (GRI Standards) are the first and most widely adopted global standards for sustainability reporting.

ISO

International Organization of Standardization, developing and publishing many international standards, e.g., quality management standard (ISO 9001) and environmental management standard (ISO 14001).

KPI

Key Performance Indicator, a term describing the measures taken to follow up on progress on company targets.

LTAR

Lost Time Accident Rate is a measure of the rate for Lost Time Accident (LTA) for the last 12 months using the formula $LTAR = (\text{number of LTA} \times 200\,000) / (\text{number of labour employee hours})$. LTA is defined as a work-related incident after which the employee was unable to return to work the following day.

Lean

Lean is Trioworld's label for film products that are made using less material.

Loop

Loop is Trioworld's label for film products that contains a minimum of 25% PCR.

Mass-balance

By applying the theory of mass-balance you can account for material entering and leaving a system. A specific input must also be part of the output(s) of the system.

N-LTA

Non-Lost Time Accident, incidents resulting in medical care but no sick leave for the employee.

PCR

Post-Consumer Recyclates, meaning recycled after it has been used for its intended purpose by the customer. When it has completed its purpose, these plastics are recycled through traditional curbside or collection recycling.

PE

Polyethylene, a polymer primarily used for packaging such as plastic bags, plastic films, and containers including bottles.

PIR

Post Industrial Recyclates, meaning plastic that never made it to the consumer, and has never been used for its intended purpose. This excess plastic is left over from the manufacturing process. Since this plastic never leaves the manufacturing setting, it can be easier to collect and recycle compared to PCR.

PRE

Plastic Recyclers Europe, an organization representing European plastics recyclers who reprocess plastic waste into high-quality material destined to produce new articles. Recyclers are important facilitators of the circularity of plastics and the transition towards circular economy.

SDG

Seventeen Sustainable Development Goals to abolish extreme poverty, fight inequality and injustice and protect our planet, adopted by UN in 2015 under the umbrella of Agenda 2030.

Appendix

Risk analysis

Risk	Risk management
Extreme weather conditions NEW <p>None of Trioworld's operations have been identified to be in the risk of extreme weather conditions, e.g., flooding. There is however a risk that suppliers operate in areas with risk of extreme weather conditions, or that such conditions will affect the transportation of goods and materials to a Trioworld production site or delivery of Trioworld products to a customer.</p> <p>Another risk for Trioworld regarding extreme weather conditions is the change of need and use of Trioworld products. In case of extreme drought for example, the need for agricultural film will decrease.</p>	<p>To limit the effect of risk for weather conditions for suppliers, Trioworld is working on dual sourcing as far as possible, limiting the dependency on a single supplier. Dual sourcing is a KPI for Global sourcing.</p> <p>The risk of extreme weather conditions affecting the need and use of Trioworld's products can to some extent be prevented by broadening the customers in geographic area.</p>
Competing materials NEW <p>In society there is sometimes a public opinion against plastics, the so -called "war on plastics", where plastics is seen as an environmental loser against other competing materials such as glass and carbon board. In some case such opinions are not based on facts, but on emotions. This can also in worst case affect authorities to make decisions that is unfavourable to plastics, compared to other competing materials. An example is tax on carrier bags implemented in Sweden during 2020.</p>	<p>Trioworld works with facts, to create better understanding on plastics as well as on competing materials. Communicating openly and frequently about plastics must be prioritized by Trioworld, and examples of this is webinars provided by Trioworld, or by Trioworld carbon footprint assessment on the products. Trioworld also participates in several association and cooperation, to align within the industry and support decision makers with facts.</p>
Greenwashing NEW <p>In the field of sustainability there is a risk of greenwashing (=exaggerating sustainability results or impact) to convince partners of better performance and results. This can be hard to see through for customers and partners.</p> <p>As Trioworld is working hard to be honest and give facts, there is a risk of losing business to competitors with lower ethical standards in the field of sustainability.</p>	<p>Trioworld works hard to use facts in sustainability, and as far as possible to be able to prove the facts given. Therefore, Trioworld often use certificates to prove raw material origin, or to use third party review of carbon footprint assessment models of Trioworld products.</p> <p>Trioworld supports training of customers/partners in the field of sustainability, so they will be able to compare in a correct manner the sustainability performance of Trioworld.</p>
Injured/sick employees <p>The production process can be dangerous for production employees if instructions and procedures are not complied with.</p> <p>Also, work-related risks exist for all employees, for example related to travel, well-being, etc.</p>	<p>Health and safety are top priority for Trioworld.</p> <p>Action to improve the working environment is ongoing at the production sites and knowledge is shared within Trioworld WCM (World Class Manufacturing)-group.</p> <p>Annual health and safety week is performed to raise awareness of health and safety for all employees.</p> <p>Trioworld's concern for its employees to improve their well-being is described in this Sustainability Report, page 39–42.</p>
Increasing environmental/regulatory demands <p>Due to the on-going discussions in society about plastics and chemicals, there is a risk that regulatory requirements will increase in the future.</p> <p>Changes in regulatory and/or legal demands in different countries may cause an unfavourable market situation for Trioworld compared with competitors and/or competing products.</p>	<p>Trioworld closely monitors changes and updates in legislation at an early stage and responds accordingly.</p> <p>In addition, Trioworld has increased capacity on regulatory knowledge over the years, to stay well informed about upcoming changes and to participate in selected associations.</p> <p>Trioworld also proactively adapts its production and products, for example increasing the use of PCR in the products, as described in this Sustainability Report, page 30–31.</p>
Limitations in production NEW <p>Limitations in production may occur for many reasons, namely</p> <ul style="list-style-type: none"> • Lack of resources, due to illness of employees • Lack of resources, raw material • Lack of knowledge (employees) • Inefficient operations of machines, due to for example increased maintenance need • Accidents, namely fires, explosions etc. causing machinery breakdown 	<p>To ensure employees health, Trioworld follows sick absence to see potential trends in the production sites. Trioworld supports employees' health and safety, and works hard to secure a safe working environment for the employees, see risk "Injured/sick employees". In pandemic situation, Trioworld took special measures to avoid virus spreading amongst its employees.</p> <p>To avoid lack of resources of raw material, Trioworld avoids dependency on one supplier and works as far as possible with dual sourcing for critical components.</p> <p>Operations run best with well-trained employees, and Trioworld strives to avoid high employee turnover. Employee satisfaction survey is carried out annually to find improvements in working environment.</p> <p>Trioworld strives to have high OEE (Overall Equipment Efficiency), by avoiding unexpected failures of the machines. This is coordinated by Trioworld's WCM-group (World Class Manufacturing), that also collaborates over the divisions on safety, delivery accuracy, scrap and claims. TPM (Total Productive Maintenance) is a tool that is currently being implemented across Trioworld, with the purpose of minimizing disruptions in the production machines. WCM also performs investigations to eliminate production bottlenecks.</p> <p>In order to minimise risk for accidents, Trioworld has initiated risk audits to be carried out at each production site. This work will start during 2022.</p>
Pandemic NEW <p>A world-wide pandemic will influence a company in many ways; employee health, delivery of (raw) materials, lack of transportation, meetings and close cooperation with the customers to mention a few.</p>	<p>Lesson learned from 2019-2021 (COVID-19) is that the organisation was not very well prepared for a world-wide pandemic, but that the flexibility and the will of the organization overcame the challenges arising.</p> <p>Human Resources organized regular information to employees as needed, and updated instructions depending on location.</p>

Risk	Risk management
Price increase – electricity, transport and commodity materials NEW Trioworld uses and is dependent on electricity, transport and commodity materials. An increase of price for such categories will directly influence the profitability of the products produced by Trioworld.	Trioworld's group sourcing are responsible for sourcing of these categories. Sourcing strategies are created for each category, which is anchored with business responsible to ensure wide understanding, risk taking and alignment. The sourcing strategies includes a risk assessment for price increases, balancing the price vs. risk of for example long-term fixed prices or spot prices.
Price increase – raw material Increasing prices of the raw material has a huge impact on Trioworld's profitability. The price of the raw material depends on world market prices, which can vary greatly.	Trioworld has created a sourcing and business model that is neutral to raw material market price variations.
Price increase PCR NEW Trioworld strives to use more PCR in the future and will hence be more sensitive to the effect of an increased price of PCR. This directly affects the profitability of PCR containing products.	Trioworld strives to have long-term relationships with selected PCR suppliers. With the increase focus on PCR and waste, a global category manager will have the responsibility to further develop the relationships with these suppliers.
Raw material supply Trioworld depends on timely and correct delivery of raw material. Delays in delivery of material, or lack of material, causes production limitations.	Group sourcing has a group-wide strategy for raw material sourcing and close cooperation with the supplier has kept the supply chain stable. Material planners at the production sites continuously monitor the supply chain to avoid and/or limit any effect of delayed (and/or missing) material in time. Trioworld works with dual sourcing, limiting the dependency of a single supplier.
Unethical business behaviour In business, there is a risk of unethical, unfair or even corrupt situations arising. This would harm the reputation of Trioworld and have a major financial impact.	The Core Values, Code of Conduct and the Ethics policy (incl. the Competition Compliance Policy) all work to avoid any unethical behaviour in Trioworld's business. A Whistleblowing function was implemented in 2020 to enable anonymous reporting of unethical behaviour.

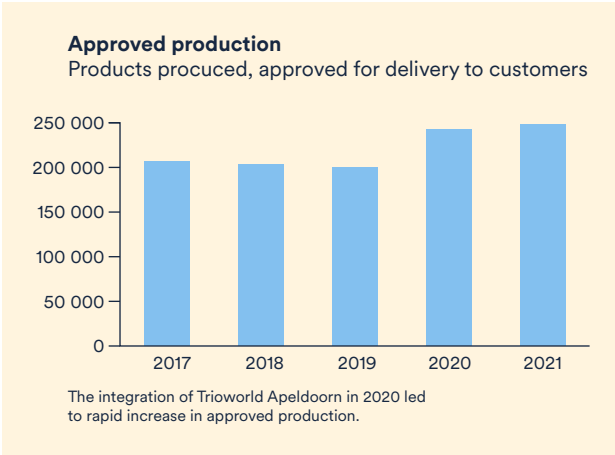
Production sites/Offices

	Division	Region	Employee full time equivalent. (December 2021)	Male/female representation (head counts)	Included in this Sustainability Report
Reviva Plastics AB	Stretch Division	Sweden	15	94% / 6%	No Acquired during 2021
Trioworld Apeldoorn B.V including Trioworld Holding B.V	Consumer Packaging Division and Stretch Division	The Netherlands	219	88% / 12%	Yes
Trioworld Bottnaryd AB	Industrial Film Division	Sweden	30	71% / 29%	Yes
Trioworld Harlingen B.V	Consumer Packaging Division	The Netherlands	185	90% / 10%	No Acquired during 2021
Trioworld Industrier AB	Parent company, Head quarter	Sweden	4	75% / 25%	Yes
Trioworld Landskrona AB	Consumer Packaging Division	Sweden	129	80% / 20%	Yes
Trioworld Lundin AB including Trioworld Lundin AS	Carrier Bags Division	Sweden	72	61% / 39%	Yes
Trioworld Nyborg A/S including Trioworld AS	Industrial Film Division	Denmark	171	81% / 19%	Yes
Trioworld Ombrée d'Anjou SAS	Stretch Division	France	94	84% / 16%	Yes
Trioworld Saint-Ouen SAS	Health Care Division	France	71	84% / 16%	Yes
Trioworld Smålandsstenar AB Including:	Stretch Division	Sweden	279	78% / 22%	Yes
– Trioworld Ltd	Sales office	UK	2		
– Trioworld Oy	Sales office	Finland	4		
– Trioworld GmbH	Sales office	Germany	8		
Trioworld Sundsvall AB	Industrial Film Division	Sweden	40	95% / 5%	Yes
Trioworld Varberg AB	Industrial Film Division	Sweden	27	83% / 17%	Yes
Trioworld Group			1350	82% / 18%	

Most of the work performed at Trioworld is performed by employed employees. During holidays and/or when vacancies arise, its employees normally stand in for the missing employee. In addition, production adjustments may be planned and executed. Consequently, temporary workers are not normally employed.

GRI Appendix

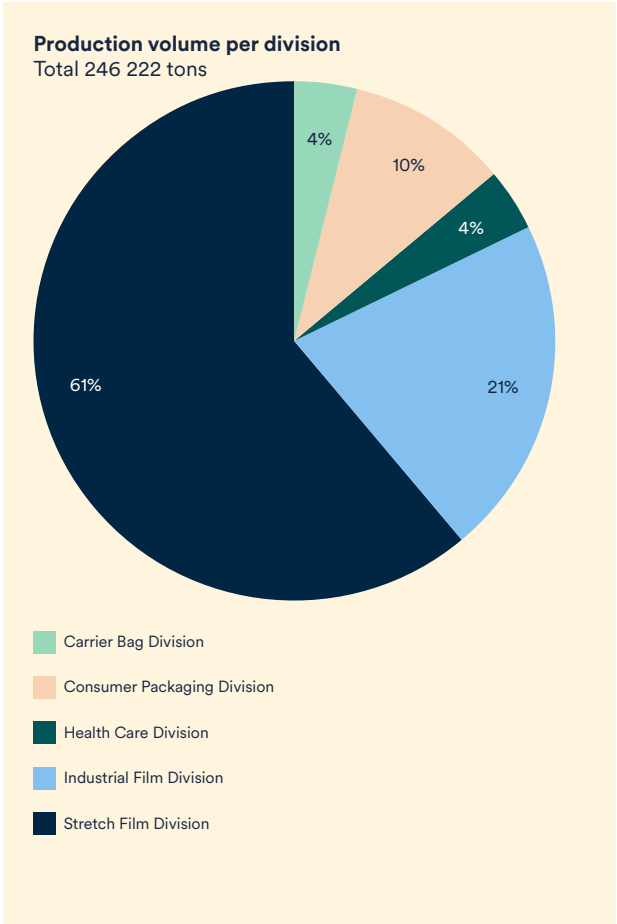
102-7 Scale of the organization



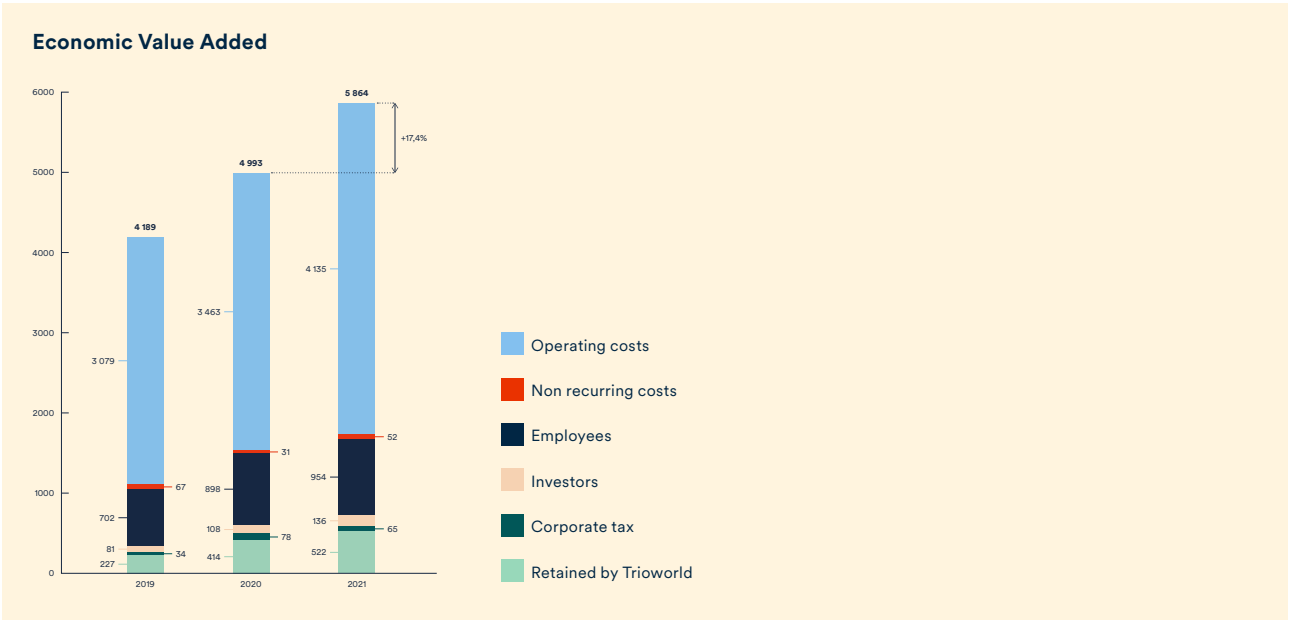
Results 2021 excludes approved production from companies acquired during the year.

Total capitalization broken down in terms of debt and equity.

Debt (KSEK)			
Credit		2 505 324	
	>1 yr	554 715	
Cash		-616 681	
		2 443 358	73.1%
Equity (KSEK)			
Share Capital		50	
Equity		855 394	
Minority		41 414	
		896 858	26.9%
Total (KSEK)		3 340 216	



201-1 Direct economic value generated and distributed



301-2 Recycled input materials used

	2019	2020 ¹	2021 ²
PCR	Not available	Not available	13,1%
PIR	Not available	Not available	11,4%
Total Recycled Content	26,1%	25,2%	24,5%

¹ Excluding Trioworld Apeldoorn.

² Excluding companies acquired during 2021.

305–1 Direct (Scope 1) GHG emissions, 305–2 Energy indirect (Scope 2) GHG emissions

	2020	2021
Scope 1	1 603	2 140
Scope 2 – market based	27 251	19 027
Scope 2 – location based	23 469	20 483
Scope 3	1 130 874	To be assessed Q3 2022

GHG emissions calculated using carbon dioxide equivalents (CO₂-eq.) as a metric, including all greenhouse gases, e.g., CO₂ (carbon dioxide), CH₄ (methane), N₂O (nitrous oxide).

Market based calculations are calculations based on information provided by Trioworld's suppliers on actual delivery.

Location based calculations are calculations based on average grid mix in the respective country of operation.

305-4 GHG emissions intensity

	2020	2021
Scope 1	0,002	0,009
Scope 2 - market based	0,112	0,077
Scope 2 - location based	0,097	0,083
Scope 3	4,66	To be assessed Q3 2022

Market based calculations are calculations based on information provided by Trioworld's suppliers on actual delivery.

Location based calculations are calculations based on average grid mix in the respective country of operation.

401-1 New employee hires and employee turnover

	2020		2021	
Employee hires by age	Hired	%	Hired	%
<30y	59	40%	59	38%
30-50y	76	52%	70	46%
>50y	11	8%	25	16%
Total	146	100%	154	100%
	2020		2021	
Employee hires by region	Hired	%	Hired	%
Sweden	85	58%	80	52%
Denmark	18	12%	31	20%
France	13	9%	31	20%
Netherlands	30	21%	12	8%
Total	146	100%	154	100%
	2020		2021	
Employee turnover by region	Left	%	Left	%
Sweden	Not available	Not available	63	10%
Denmark	Not available	Not available	27	16%
France	Not available	Not available	28	15%
Netherlands	Not available	Not available	20	9%
Total	Not available	Not available	138	11%¹

¹ Including Reviva och Flexoplast, Total Turnover Rate 2021 is 10%.

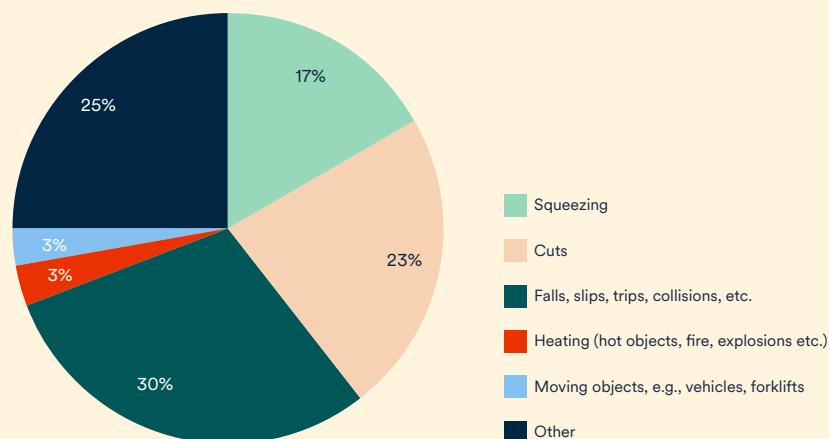
403-9 Work-related injuries

All work-related injuries includes Harlingen and Reviva since the date they were acquired, and Trioworld obtained control of the workplace.

	2017	2018	2019	2020	2021
Number of worked hours (employees) ¹	1 647 259	1 661 306	1 636 707	2 045 705	2 345 857

¹ Information unavailable on number of worked hours, contractors. Trioworld will investigate the possibilities to report this.

Main types of work-related injuries



LTA ^s	2017	2018	2019	2020	2021
LTA ¹	46	45	43	51	27
LTAR ²	5,6	5,4	5,3	5,0	2,3

¹ Includes both employees and contractors.

² Calculation based on 200,000 hours worked.

Occurrences	2020	2021
High-consequence work-related injuries, own employees	Not available	1
High-consequence work-related injuries (excl. fatalities), contractors	Not available	0
Fatalities, own employees	0	0
Fatalities, contractors	0	0
Recordable work-related injuries ¹	81	77
First aid injuries ¹	151	147
Incidents (near misses) ¹	733	643

¹ Includes both Employees and Contractors.

Trioworld regards all incidents and accidents (LTA, N-LTA, First aid injuries and Near misses) as potential work-related hazard of high consequence, if occurring under the worst conditions. These are monitored and reported separately, and the actions taken vary depending on the event, need, severity, and occurrence. This approach reduces the risk of conducting an incorrect risk assessment.

During 2021, one high consequence work-related injury occurred at Trioworld Lundin AB, caused by a tool that fell onto the head of an employee, who at the time was not wearing a helmet. To avoid future incidents, the safety guidelines for this particular area at site for this kind of work have been updated and do now require employees wearing a helmet.

Definitions:

High-consequence work related injuries (excluding fatalities) = work-related injury that results in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months

Recordable work-related injuries = Lost Time Accidents (LTA) and No Lost Time Accidents (N-LTA)

405-1 Diversity of governance bodies and employees

	Head counts (Dec 2021)	Male/female representative (head count)	
Board of directors	7	86%	14%
GMT	10	90%	10%
Trioworld	1 207 ¹	81%	19%

¹ Excluding companies acquired in 2021

