

TREND TECHNOLOGIES

Annual ESG Sustainability Report

Environmental • Social • Governance

REPORTING
YEAR 2024





Driving Change
for Sustainability

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Trend Technologies, Your Local Source...Globally.

Headquartered in Chino, California, Trend Technologies is equipped with worldwide reach and extensive capabilities to meet our customers needs. We offer metal stamping, metal fabrication and injection molding capabilities.

At Trend Technologies our core values are aligned to our mission, culture and policies, which define who we are and provide a framework for the way we conduct business in a sustainable manner.

CORE VALUES

Trust
Respect
Excellence
iNnovation
Dependability

OUR MISSION is to be a global leader in the markets we serve, by assembling a team of the finest people, systems and equipment, in order to provide our customers with the best quality, value and service.

3,300
Employees

1.5 million ft²
of
Manufacturing
Space



8
Countries

9
Manufacturing Sites

SECTORS SERVED



Industrial



Automotive



Digital Home
& Office



Enterprise



Health Care
& Life Sciences



Driving Change for Sustainability



Brian Dickstein, President & CEO

"In an era of unprecedented change, it is essential that we focus our decision making on actions that are positive for the business and key stakeholders. Sustainability has become a core element of our strategic priorities. We see a greater focus on sustainability in the marketplace and believe that our robust ESG program acts as a differentiator in the supplier selection process."

Marie O Toole, Director of Corporate Sustainability

"Our sustainability program continues to grow, as we extend the scope of activities within the ESG framework. Objectives are being aligned with the SBTi methodology, as part of the pathway to decarbonization."



We continue to seek new and innovative means to reduce the impact of our operations on the environment, and to build resilience into our systems as we adapt to the challenges posed by climate change. Programs undertaken in the last four years, are demonstrating positive results as the momentum for change gathers pace.

The task for the coming years, will be to navigate the changing regulatory framework for sustainability."



Jurga Palubinske, Manager of Corporate Sustainability

"We see an increasing number of information requests from customers regarding sustainability. In 2024, we completed 66 ESG related surveys, and expect to see this number rise in the coming years. This is a clear indication, that sustainability is coming to the top of the agenda for many companies. We recognize that transparent and trustworthy ESG data is essential, therefore we are investing in systems and processes that enhance data quality, traceability, and audit readiness. Our efforts are now focused on options to automate and facilitate the ESG reporting process, to ensure reliable and accurate sustainability metrics."

Trend Technologies

This is Trend Technologies' third annual sustainability report and provides an executive summary of the activities and results of our sustainability program over the last 12 months. The report gives a clear statement of our ESG credentials, covering the three key pillars:

- **Environmental stewardship**
- **Social impact**
- **Governance** (including sustainable procurement)

The reporting period is FY 2024 and information is based on the consolidated figures for all 10 manufacturing sites worldwide.

Legislation regarding the mandatory publication of sustainability reports as part of the European Corporate Sustainability Reporting Directive (CSRD) is currently undergoing revision, which may result in a relaxing of the criteria for obligatory reporting. Trend Technologies may no longer fall within the scope of mandatory reporting, nonetheless, we aim for transparency in the stewardship of our operations and will continue the publication of annual reports, whether legally obliged to publish or not.

Global Reporting Initiative (GRI)

Trend Technologies has reported the information cited in the GRI content index for the period 1 January 2024 – 31 December 2024 with reference to the GRI Standards.

The base year used for comparative purposes is 2021 and metrics demonstrate progress against the six United Nations Sustainable Development Goals (SDG's) that have strategic relevance for Trend Technologies.

The GRI standards used are listed in the GRI Content Index as disclosed on pages 48-50 of this report.





蓝昊智能
LANHAO TECH



United Nations Global Compact

The United Nations Global Compact provides a framework for corporate sustainability and guidance on the development of policies and principles for business conduct.

Our policies are aligned with the UN Global Compact covering the four fundamental pillars of Human Rights, Labor, Environment and Anti-Corruption. The 10 principles are embedded in our codes of conduct, which act as a guide to our management team and employees in the responsible stewardship of our company.





Building Momentum

Sustainable Development Goals (SDG's)

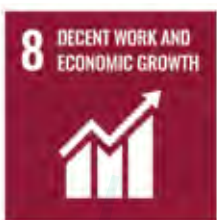
Trend Technologies' ESG strategy is aligned to the United Nations Sustainable Development Goals (SDG's). From the outset of the program, four SDGs were selected from the 17 recognized goals, which we believe we can support and impact positively. Over the last four years the systems have been built and expanded around these sustainability goals.



- Reduction in the number of accidents with time lost
- Monitoring of incidents and near misses in the workplace
- Health screening



- Provision of training and access to educational programs for employees and contractors
- Company sponsored scholarships
- Internship programs



- Internal promotional prospects for employees and contractors
- Equality of opportunity
- Non discrimination



- GHG emissions reduction – Scope 1 & 2
- Waste reduction
- Water management and monitoring

ESG scope definition should be an iterative rather than static process - based on system development, where objectives and initiatives are expanded in line with strategy evolution.

For this reason, we have included two additional SDGs – No. 7 “Affordable and Clean Energy”, and No. 12 “Responsible Consumption and Production” to the ESG program..

Sustainable Development Goals (SDG's)



SDG 7 seeks to ensure the provision of affordable and clean energy that is environmentally sustainable. This involves the use of energy generated from renewable sources, such as wind, solar and hydropower, which emit negligible GHG emissions.

Energy plays a critical role in our operations. As part of the commitment to sustainable development, programs to optimize energy consumption via process efficiencies are deployed at all manufacturing facilities. Where access to renewable energy sources is feasible, selected sites are switching to certified 100% renewable energy, such as solar power. Additionally, we promote energy conservation awareness programs:



- Implementation of energy-efficient technologies across operations
- Installation of renewable energy solar panels at selected sites
- Purchase of certified clean energy
- Employee awareness programs focused on energy conservation
- Monitoring and reduction of carbon emissions related to energy use



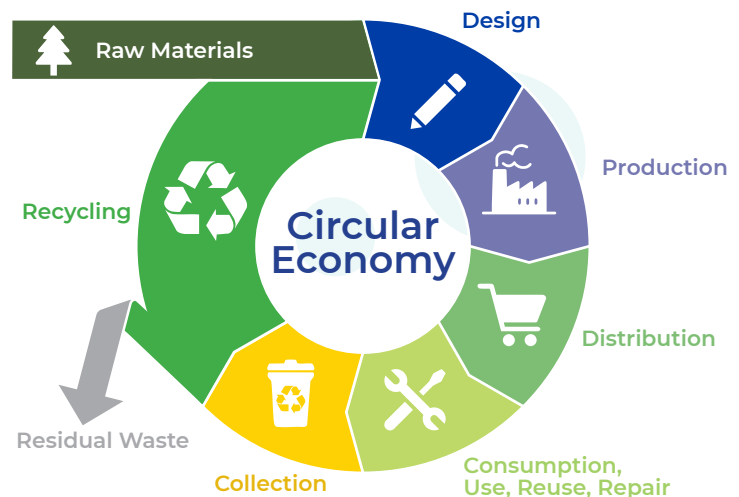
Sustainable Development Goals (SDG's)



SDG 12 aims to ensure sustainable consumption and production patterns. Manufacturers are encouraged to make efficient usage of resources, including responsible chemical management and disposal and to implement waste reduction programs supporting the circular economy.

We believe that our manufacturing processes can support sustainable consumption and production patterns, by the effective usage of resources and the management of waste streams - in particular metal waste, which is used as a raw material source for other industries, thus supporting the circular economy. Likewise, packaging is a key ingredient in our production operations - monitoring of packaging usage has commenced to establish reusage rates and opportunities to migrate to returnable packaging in conjunction with customer shipping patterns. Activities in support of SDG 12 include:

- Waste management programs
- Packaging – Reusage & use of recycled packaging materials
- Circular economy principles and practices



ESG Journey 2024 at a Glance

The last 12 months has seen significant progress in the development of the ESG program. Most notably, the signing up to Science Based Targets Initiative (SBTi) in Feb 2024. The adoption of the SBTi framework will ensure the alignment of our decarbonization objectives to the latest climate change science.

The collection of data continued at pace during 2024, with additional metrics added to internal ESG dashboards. Trend's website now includes a dedicated section on sustainability where annual reports are available for all interested parties to view.

Our sustainability program was re-evaluated by EcoVadis during 2024. The overall score increased from a ranking of 50% to 68% with the resultant awarding of a silver medal, placing Trend in the top 15% of companies assessed by the agency.

The RBA SAQ report ranked Trend as low risk with a score of 91.2%.

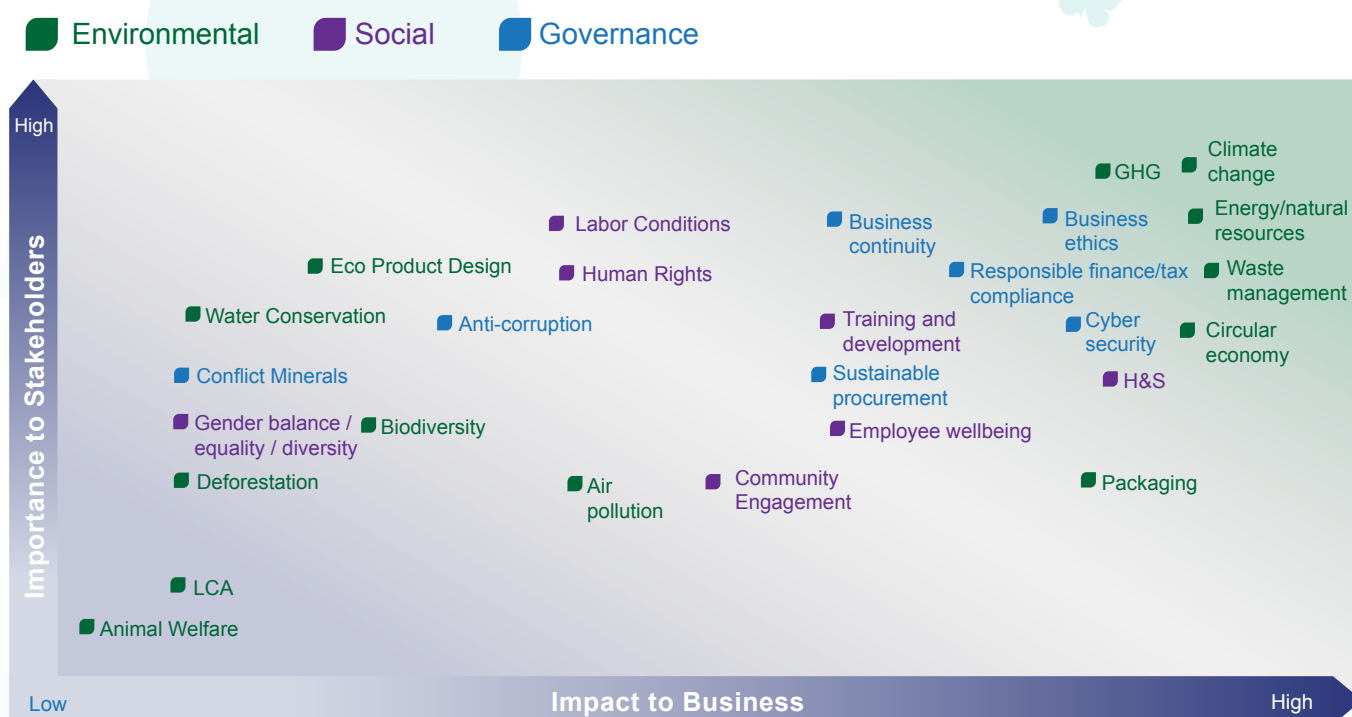


In September '24, we conducted a submission for the Carbon Disclosure Project (CDP) and were awarded a "C" rating for Climate change and Water security. Work continues in this area, to improve the transparency and accountability of the reporting data on environmental performance.

In an effort to support the growing migration from fossil based to biomass material sources in the polymer industry, Trend Ireland has partnered with a customer to commence the usage of newly formulated biomass resins. Certification to the ISCC Plus program was received in Dec 2024. This voluntary certification program is awarded to companies involved in the formulation or processing of blended biomass resins. The Ireland facility is the first Trend site to enter into this program and was awarded certification as a converter of these materials, thus reducing the dependence on fossil-based material stock.

Materiality Assessment

In 2024, we continued to use the materiality assessment framework established in the previous reporting cycle. While no formal updates were made this year, the assessment remains a relevant and important reference in guiding our ESG strategy. It continues to reflect the priorities of key stakeholders – customers, suppliers and employees – and supports the alignment of defined sustainability initiatives with the most important areas of impact and interest. The materiality assessment is subject to regular review to ensure it remains relevant to changing stakeholder expectations and business developments.



Strategic priorities selected from the top right-hand quadrant, formed the basis of the ESG objective setting exercise for Trend.

The 2025 materiality assessment will include consideration of financial implications, in order to ensure alignment with the required regulatory framework.



Effecting Change

Sustainability Objectives

Companies are not only expected to perform well financially but also to demonstrate their commitment to environmental stewardship, social responsibility, and ethical governance. Consequently, sustainability objectives must cover each of these pillars, to ensure the scope of the sustainability framework is comprehensive.

Trend's sustainability objectives were established, at the outset of the ESG program. The selection process ensured that these goals were aligned to the company's core values, were materially relevant to Trend, and provided an initial roadmap for process development. The year 2021 was chosen as a baseline as it was the year for which the most comprehensive information on ESG material topics was available.

The objectives cover each of the three ESG pillars and continue to be relevant and appropriate for the business. These objectives have been endorsed by Trend senior executives and site level management.



The objective setting process benefits from a dynamic rather than static approach. For this reason, the ESG objectives will undergo a comprehensive review in 2025.

Future Environmental objectives will be aligned with the Science Based Targets Initiative.

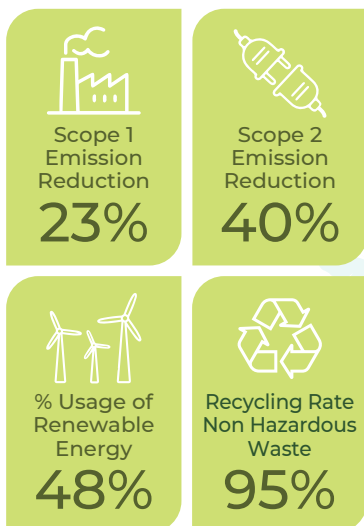
Sustainability Highlights 2024

Our ESG program continued to build momentum during 2024. The last 12 months has seen the consolidation of actions toward decarbonization. A major step on this journey was the signing of the commitment to SBTi's in Feb 24.

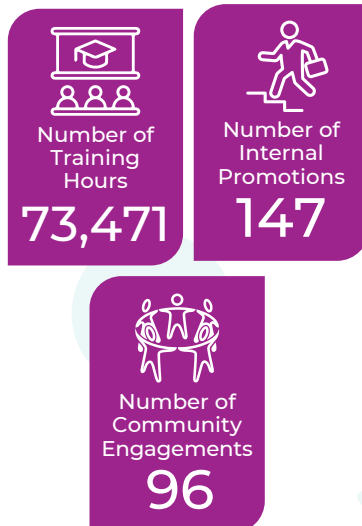
The positive year on year performance in each of the sustainability pillars, demonstrates the effectiveness of the actions taken to advance the ESG program within Trend Technologies.

The focus on ESG training and awareness to embed sustainability across our global operations, has yielded positive outcomes for both the company and our employees.

ENVIRONMENTAL



SOCIAL



GOVERNANCE



Trend Slovakia marked the completion of the new facility, with the official opening in June 2024, attended by the Payton family. A commemorative plaque in honor of Earl Payton, founder of Trend Technologies, was placed at the site entrance, to mark the occasion.





ESG Highlights

Environmental

The recent COP summit announced that climate change will not be achievable without dramatic reductions in the carbon emissions from the industrial sector. Global warming and the associated link with climate change is now indisputable.

As well as mitigation measures to try and minimize the potential threats of global warming, the focus is now firmly on adaptation strategies.

The London Declaration issued amendments, effective from February 2024, which require companies to consider the relevance and potential impact of climate change on quality, environmental and related management systems. At Trend we have developed a Climate Change risk and impact assessment methodology based on the ISO 14091:2021 standard - "Adaptation to climate change". The assessment is conducted at a site-by-site level - given the diverse nature of our geographic locations. The outcome of the assessment has determined that climate change is relevant to Trend Technologies and adaptation measures are under review for verification of effectiveness.

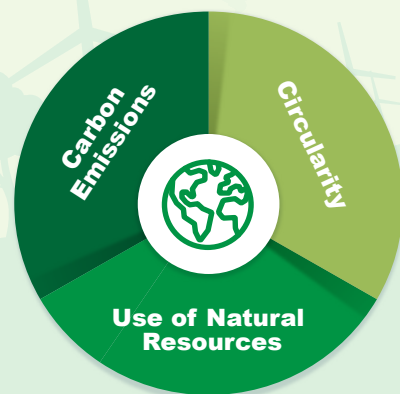
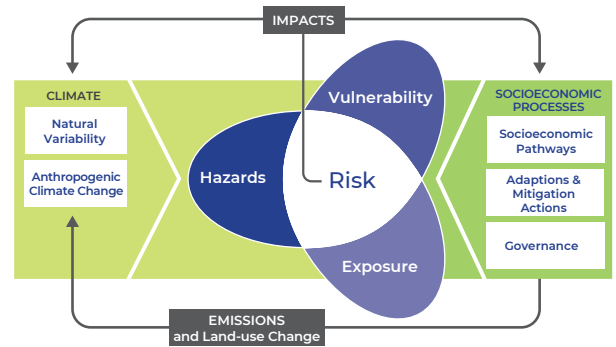
Notwithstanding the focus on adaptation measures, the efforts toward climate change mitigation must continue and at Trend we have identified 3 areas where we can have greatest impact:

- **Decarbonization: Carbon Emissions Reduction**
- **Circular Economy**
- **Efficient Use of Natural Resources**

Initiatives and programs over the last 12 months have yielded positive results in environmental performance.

2024 "E" Highpoints

- Signed commitment to **SBTi**
- **100%** of sites certified to ISO 14001:2015
- **22.7%** reduction in Scope 1 emissions
- **40.4%** reduction in Scope 2 emissions
- **48%** usage of renewable energy
- **95%** non-hazardous waste recycling
- **CDP ranking** from D to C score
- **40%** facilities with solar panels installed (India, Singapore, Malaysia, Mexico)
- Transition to **100% renewable** energy provider – Trend Elk Grove, Illinois
- **80%** facilities with certified renewable energy and/or solar produced on site
- Completion of **A rated** building Trend Slovakia
- **Supplier Assurance** rating B
- **ISCC Plus certification** – Trend Ireland
- **EcoVadis Silver** medal



Environmental: Decarbonization

Pathway to Decarbonization

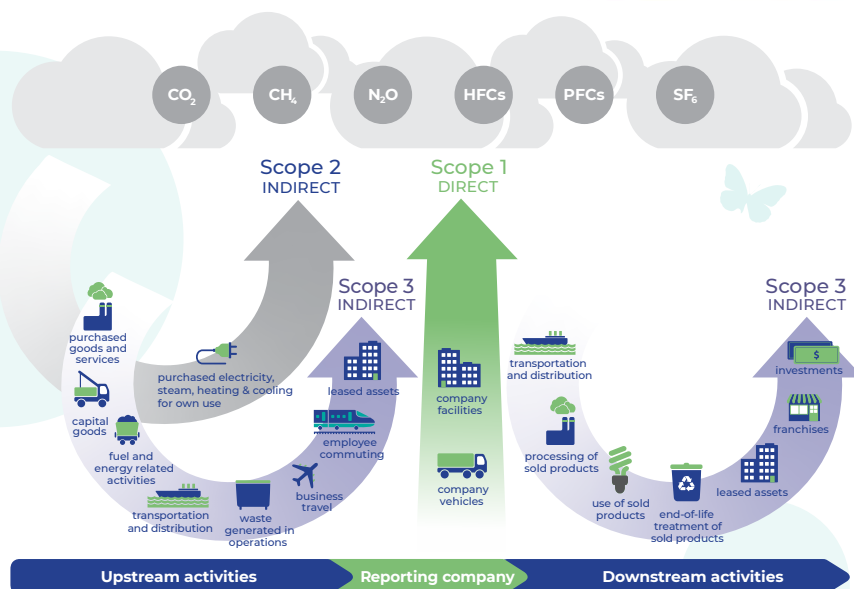
The first step in any decarbonization program is the estimation of the Corporate GHG inventory using reliable carbon reporting methodologies. Emissions are broken down into three categories, as defined by the GHG Protocol. Refer to schematic from GHG protocol methodology.



Scope 1: Direct emissions associated with companies manufacturing and transportation operations, i.e. usage of fuels, oils and refrigerants.

Scope 2: Indirect emissions from purchased electricity used to run the operation.

Scope 3: Any other indirect emissions outside the direct control of the operations.



Source: ghgprotocol.org

To date at Trend, we have confined the estimation of the Corporate GHG inventory to Scope 1 & 2 emissions, as these are the two categories over which we have greatest control. Calculation of Scope 3 emissions is more challenging, given the requirement for input from sectors outside our immediate control. Where necessary, we have conducted some estimates for scope 3 at the customer/product level using the monetary allocation methodology.

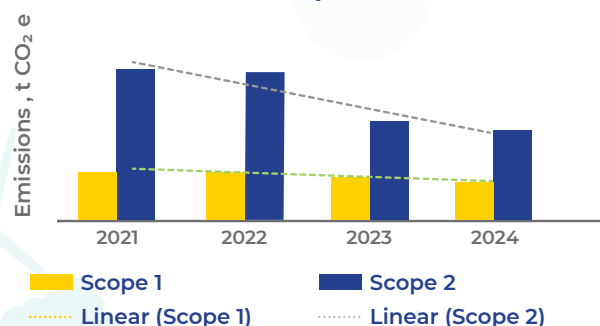
Currently we are investing in carbon accounting software to facilitate the compilation and calculation of all three emission categories. The 2025 Annual Sustainability Report will include data on Scope 3 emissions.

The pathway to decarbonization typically includes a range of measures such as

- Switch to Low-Carbon Fuels
- Energy Efficiency
- Electrification

The ESG program within Trend, has initiatives covering each of these measures, aligned to the corporate goals set for Scope 1 & 2 reductions.

**Trend Global Scope 1 and 2 Emissions
Y on Y Comparison**



Environmental: Decarbonization

Decarbonization: Scope 1

Scope 1 emissions associated with fuels used for heating and transportation purposes, has shown a year-on-year reduction in consumption of 22.7% since the baseline year 2021. Consequently, we have already achieved the Scope 1 target, one year ahead of the planned completion date.

This performance improvement was largely due to the

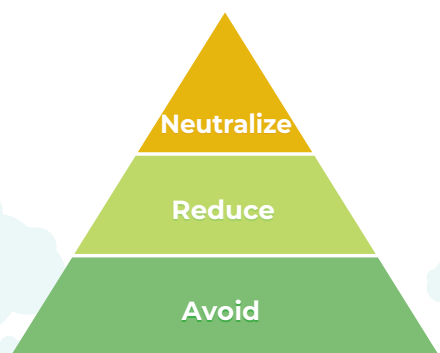
- Replacement of diesel fork trucks with electric models (68% electric)
- Migration from Liquefied petroleum gas (LPG) to Natural gas
- Use of heat recovery from compressors for office heating

Scope 1 emissions are mainly comprised of natural gas and LPG associated with the painting process, which accounts for 59% and 31% of consumption respectively.

Decarbonization: Scope 2

Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. Companies pay particular attention to this metric, due to its importance in the overall GHG emissions strategy and the financial costs associated with the purchase of electricity.

The GHG emission mitigation hierarchy sets out the approach that companies need to apply to reduce emissions, starting with the avoidance of energy consumption, followed by reduction and finally neutralization.

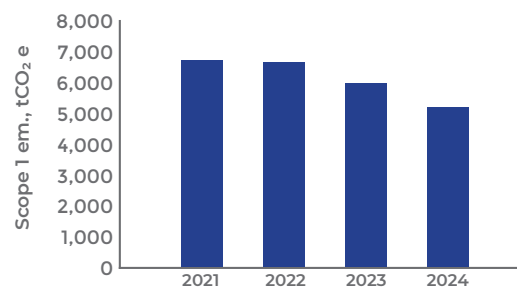


In Trend, we have applied this hierarchy for emissions reduction, by focusing on opportunities to move from fossil-based energy sources to renewables and by the efficient usage of electricity in our manufacturing operations.

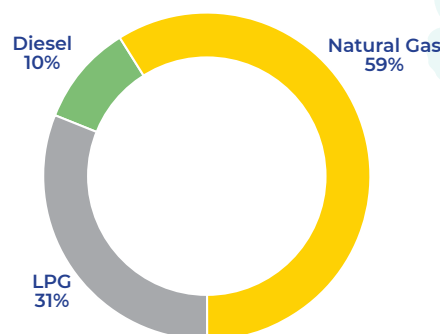
In the last 2 years, four of Trend's global facilities were fitted with solar panels

- Malaysia
- Singapore
- India
- Mexico.

Global Scope 1 Emissions, Y on Y comparison



Scope 1 Emissions Categories



Environmental: Decarbonization

These solar panels supply electricity to the facility or to the grid depending on the location.

Additionally, plants are identifying and engaging with energy suppliers who can provide certified renewable electricity. The Trend Elk Grove, Illinois is the latest facility to move to renewable energy, in June 2024.

48% of all electricity is now either generated on site from solar panels or purchased as certified green renewable energy.

The second element of Scope 2 decarbonization is efficient energy usage. Over the last four years, results show a 40.4% reduction in Scope 2 emissions, indicating that the objective of “50% reduction in Scope 2 emissions by 2030” is on target to being achieved.

Scope 2 emissions are calculated in accordance with the GHG protocol and ISO 14064-1: 2018 - “Greenhouse gases”, using location-based emission factors.

Some of the measures taken to improve energy efficiency include

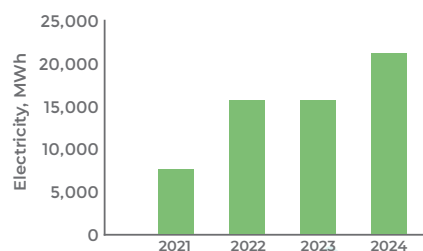
- Use of high specification electric molding machines
- Lagging of barrels to reduce heat loss in injection molding
- Variable speed drive installation
- LED lighting
- Motion sensors in offices and warehousing

Plans are in place to continue the proliferation of certified renewable energy usage within Trend in order to ensure that Scope 2 emissions targets are achieved, and the pledge to be 60% carbon neutral by 2035 is achieved.

Intensity Levels

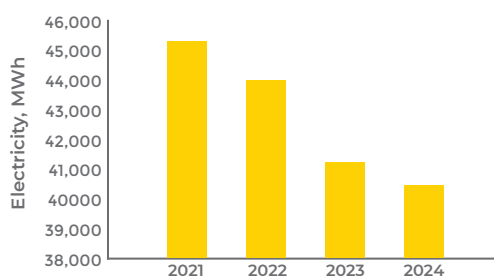
An analysis of intensity levels from 2022 to 2024 shows consistent progress in reducing greenhouse gas emissions intensity in Scope 1 and 2 categories. Compared to 2022, Scope 1 emissions intensity (kg CO₂ e per million USD of sales) decreased from 23.1 to 17.1 in 2024, representing a 26% reduction over three years. Similarly, Scope 2 emissions intensity decreased from 44.9 to 40.9 over the same period. These improvements reflect our ongoing efforts to optimize energy use, transition to lower-emission processes, and invest in energy efficiency initiatives.

Trend Global Renewable Electricity, MWh

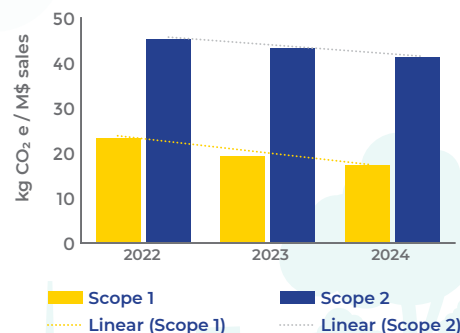


Renewable Energy			
	North America	Europe	Asia
2023	58%	68%	4%
2024	76%	74%	18%

Trend Global Purchased electricity, MWh



Intensity Levels



Environmental: Circular Economy

A circular economy aims to extend the practical lifespan of materials by keeping them in circulation as long as possible – thus reducing waste by moving away from the traditional “take-make-dispose” model to a “reuse and recycling” model. Apart from the environmental considerations of the circular economy there are financial benefits from reducing waste and increasing reuse and recycling rates.



In line with the waste hierarchy, measures to reduce waste start with **preventive** steps. As part of new product introduction, product and process design are optimized to prevent waste from the outset. In 2024, 65% of all new injection mold tools designed by Trend were configured with hot runner systems – which feed directly into the mold, thus eliminating

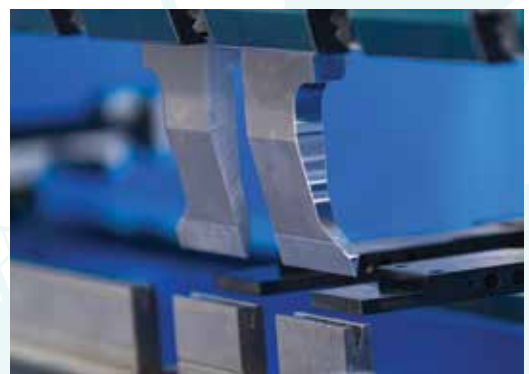
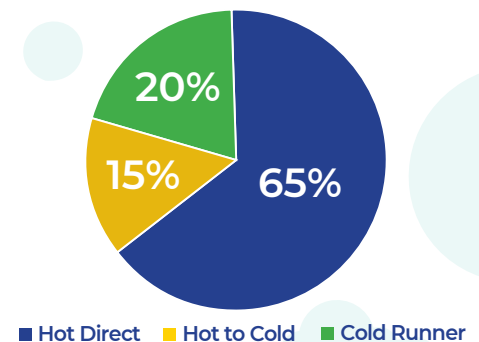
remnants associated with runners and sprues. This has long lasting positive implications for material usage over the lifespan of the product.

A follow-on step in the Waste Hierarchy, is recycling, including the use of **recycled input materials**. Materials, which heretofore were disposed of, are increasingly seen as an input source in the polymer industry.

In 2024, the plastics division increased the usage of recycled input materials by 275%, from 966 tonnes to 3,626 tonnes in the 12-month period. Thus supporting the circular economy principles.

In metal stamping, NX Die Wizard software facilitates optimization of raw material usage by adjusting stock width and multiples to minimize material consumption over the life-time of the project.

Trend has set a target for recycling of non-hazardous waste of 95% by 2030. This non-hazardous waste is made up of metal, plastic, wood, and packaging. Year-on-year analysis shows an improvement in this metric from 64% at the outset of the program to 95% recycling in 2024 – achieving the target ahead of time.



Environmental: Circular Economy

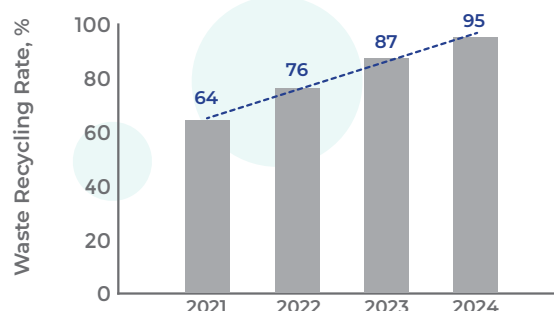
One of the main contributors to the success of the program was the ongoing awareness and training campaigns to ensure effective collection, segregation and identification of all waste from manufacturing processes.

The biggest proportion by weight of non-hazardous waste is metal waste: steel and aluminum. This waste material is segregated and stored in a clean and controlled manner for distribution to waste contractors who have ready markets for this valuable source material.

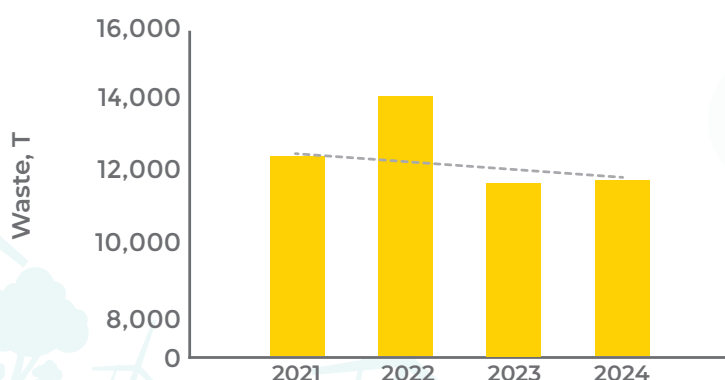
Non Haz Waste Recycling Rate 2024

North America	Europe	Asia
94%	95%	94%

Trend Global Non Haz Waste Recycling, % Y on Y



Trend Global Non Haz Waste Generation, T



Coupled with increased recycling of waste, are actions taken to prevent waste generation from production processes, through process optimization. This metric has shown steady improvement as a result of process efficiencies and the adoption of quality driven lean manufacturing principles, to improve yields from production processes.



Environmental: Use of Natural Resources



Water is a precious resource, essential for life and a natural resource, which must be treated as a scarce commodity, as no substitute is available. For this reason, we treat water with respect in Trend and take steps to ensure that water is not wasted, contaminated or mishandled. None of Trend's plants are located in regions, where water security is a threat, nonetheless we have measures in place to ensure the efficient usage of water.

Water withdrawal rates are monitored on a monthly basis. Actions taken to reduce water withdrawal rates include:

- Closed loop water cooling systems for all injection molding operations
- Rainwater harvesting, to improve water table in Trend India
- Chemical treatment systems used to extend the life cycle of water used in all paint lines
- Waste water management systems
- Steam cleaning water pretreatment systems
- Air assisted and auto sensing taps in selected plants

Trend Global Water withdrawal, m³



With the exception of 2024, when water withdrawal rates increased slightly due to the new plant start up in Slovakia, overall, the withdrawal rates are showing improvement.

Water Withdrawal by Region			
Region	2022	2023	2024
North America	30,391	28,452	28,342
Europe	4,237	2,938	4,411
Asia	66,651	59,329	59,347

Environmental: Use of Natural Resources

Another area of importance in consideration of the efficient **use of natural resources**, is the optimization of output from the raw materials used in manufacturing operations. **Painting** is a significant element in our manufacturing processes, which involves the usage of paints, solvents, water and various chemicals. How we plan, manage and control this process is critical to the efficient conversion of raw materials to finished product, and also to the financial performance of the operation. One example of how this process has been improved is the optimization of a paint recovery unit in the Trend Mexico facility.

Paint Conservation in Trend Mexico

To increase efficiency and reduce material waste on the painting line, the paint recovery unit was modified. This system captures overspray – paint that does not adhere to metal parts – allowing it

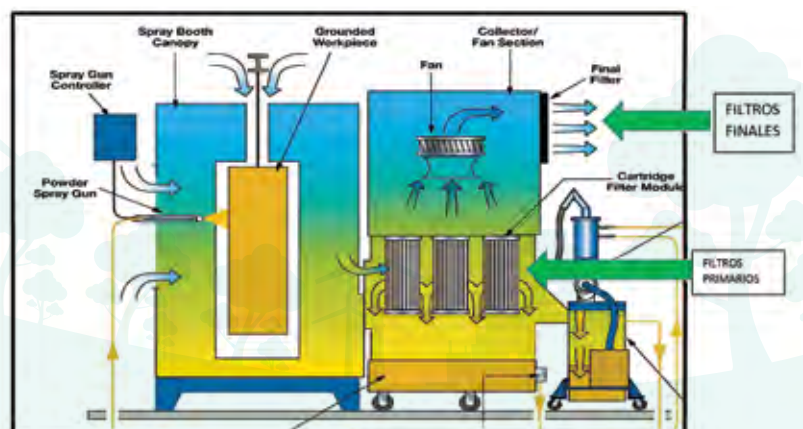
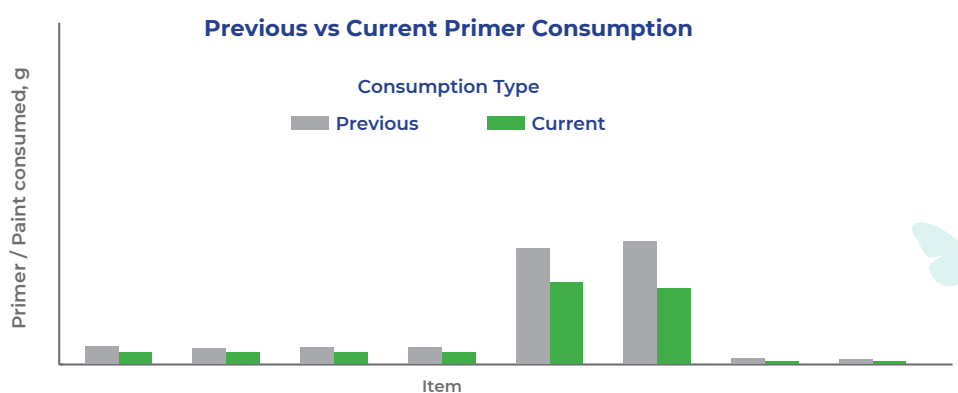
to be collected and reused. Previously, this overspray would have ended up as a waste deposit that had to be discarded, resulting in both material loss and additional hazardous waste disposal collections and fees.

While the core powder painting process remained unchanged, the integration of the recovery system was a significant operational improvement. Training and paint application method adaptation supported the transition.

The implementation resulted in measurable cost savings:

- 9.48% reduction in paint consumption
- 32.83% reduction in primer usage

These improvements positively impact efforts to reduce paint and primer consumption, waste generation, emissions intensity and improve overall sustainability.



Paint reclaim unit

Environmental: Use of Natural Resources

The International Sustainability and Carbon Certification (ISCC)

Bio-Based Resins

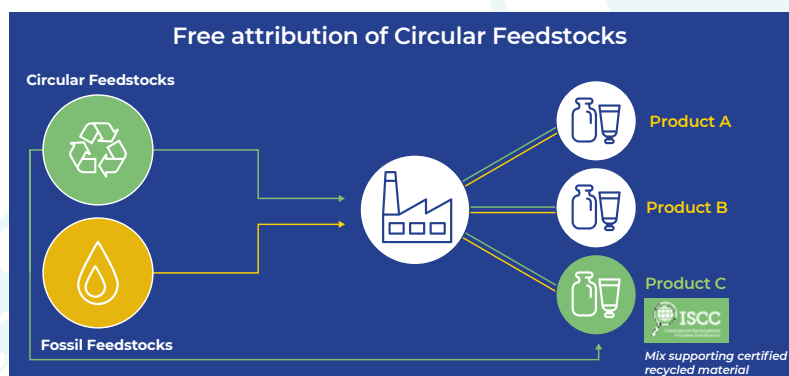
Mass balance polymer technology involving the usage of Bio based raw material, in combination with fossil derived material, is coming to the fore, in the move away from purely fossil based materials. These hybrid materials contain vegetable-based stock, which is a renewable source, therefore an overall more sustainable future for the polymer industry.

The (ISCC) is a global standard focused on sustainability and traceability emphasizing deforestation-free and climate-friendly practices within supply chains. It ensures responsible sourcing of biofuels and biomaterials, verifying emissions reductions and renewable resource use while supporting compliance with environmental regulations.

ISCC PLUS is a voluntary certification program that verifies the sustainability of alternative feedstocks, including waste and residues, renewable energy-based materials, and sustainably sourced biomass. It helps companies enhance transparency, reduce environmental impact, and support a low-carbon economy.

Alternative feedstocks fall into four categories:

- Circular materials
- Bio-circular materials
- Biomaterials
- Renewable energy derived materials



All such materials and products are eligible for ISCC PLUS certification.

In December 2024, Trend Technologies Ireland was awarded the ISCC Plus certificate as a converter of these new generation resins under the scope of Mass Balance.



ISCC supports SDG 12 – Responsible consumption and production aiming to ensure the sustainable management and efficient use of natural resources, while reducing waste and environmental impacts.

It promotes sustainable practices throughout production, consumption, and supply chains promoting resource efficiency, reducing waste and minimizing release of pollutants.



Social

The three pillars of sustainability are often referred to as the “3 Ps - People, Planet and Profit” – the Triple Bottom Line. Sustainability seeks to ensure a balance between the social, environmental and economic interests of the ecosystem. At the apex of this triangle is People, which must be considered from an organizational and societal perspective.



TRIPLE BOTTOM LINE



At Trend, we are committed to

ensuring that the rights of all employees and relevant stakeholders are guaranteed, and that the working environment is conducive to employee wellbeing and development.

Our values and policies are aligned to the 10 principles set out in the UN Global compact. These corporate policies encompass the 4 main pillars of the compact: human rights, labor, environment and anti-corruption.

We observe international conventions aimed at protecting human rights included in the Universal Declaration of Human Rights.



We adhere to the OECD Guidelines for Multinational Enterprises, particularly in areas such as recruitment, training and employee development practices. These guidelines serve as a benchmark for responsible business conduct, and we align

our human resources practices with their recommendations to ensure ethical, inclusive, and forward-looking workforce policies.



Social

We emphasize fairness, transparency, and equal opportunities, actively working to prevent discrimination and support diversity across all roles and levels. Our training programs are designed to promote continuous professional development, equipping employees with the skills they need to thrive in a rapidly evolving industrial environment. We also invest through structured learning paths, mentorship opportunities, and feedback processes that support long-term career growth.

By adhering to the OECD Guidelines, we aim to not only enhance operational excellence, but also contribute positively to the social and economic development of the communities in which we operate.

2024 “S” Highpoints

- **91.2%** RBA corporate assessment (Low risk)
- **Zero** breaches of HR legislation
- **90%** employees covered by healthcare
- **50%** reduction in the number of reported accidents since 2021
- **52%** reduction in time lost due to accidents
- **2,437** employees underwent structured training programs
- **73,471** total number of training hours
- **147** internal promotional opportunities
- **96** community engagement programs
- **20%** of plants certified to ISO 45001 (Slovakia & India)



The Social Pillar focuses on creating a supportive, inclusive, and development-oriented environment for all employees. This year’s report highlights Trend’s progress across three key areas:

- Employee well-being
- Equality and inclusion
- Learning and development

By ensuring a safe workplace and promoting fair, respectful practices, we contribute to progress on SDG 3 - Good Health and Well-being. Our focus on continuous learning and equal access to growth opportunities aligns with SDG 4 - Quality Education, reinforcing our dedication to building an inclusive and future-ready workforce.

Social: Well-being

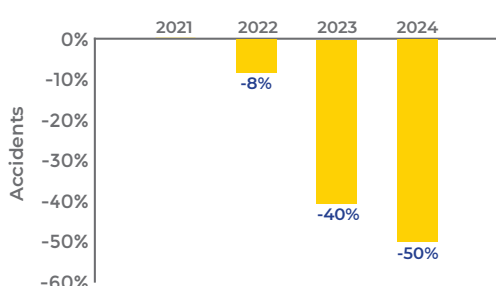
SDG 3 – Good Health and Well Being



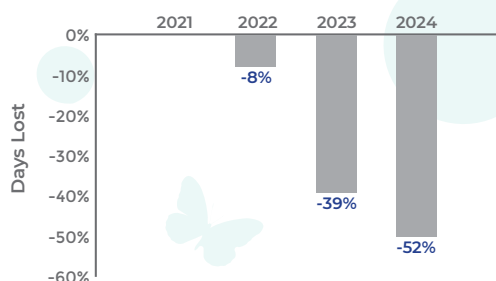
Safety in the workplace is one of the fundamental responsibilities of all employers toward their employees and individuals using the facilities.

Trend has established a strong culture of health and safety in the global operations and believe that a safe work environment is beneficial to the well being of employees and the overall company. We comply with all relevant health and safety legislation and routinely audit the manufacturing operations to ensure compliance with agreed practices in the workplace.

Reduction in Accidents, Y on Y Data



Reduction in Days lost, Y on Y Data



An objective of “50% reduction in the number of accidents with time lost by 2026” was set at the outset of the program. This objective has been achieved already in 2024, with a 50% reduction in accidents since the baseline year 2021. In addition, there was a 52% reduction in the number of days lost, over the period.

The main steps taken to achieve this result were

- H & S risk assessments
- 5 S practices
- Training
- Layered process audits

Health Screening

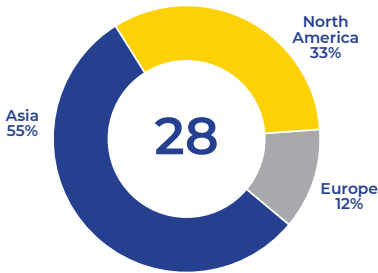
Routine health screening for employees continues to be a key component of our Good Health & Wellbeing initiatives at all Trend locations. These screenings are tailored to meet the specific needs and risk profiles of each site. Two of our facilities have achieved ISO 45001 certification, further strengthening our commitment to occupational health and safety. This year, Trend Ireland facility is on track to achieve ISO 45001 certification, reinforcing our global efforts to maintain safe and healthy work environments.



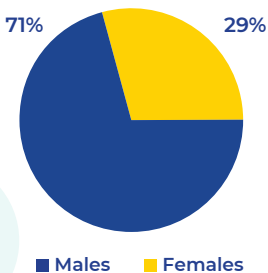
Social: Equality and Inclusion

Trend is proud of the diversity that defines our global workforce. With employees representing 28 nationalities across 10 locations around the world we embrace a culture of inclusion that reflects a broad range of backgrounds, perspectives and experiences. This diversity not only enriches work environment, but enhances the ability to innovate, collaborate and meet the unique needs of our global customers. We believe that collective strength lies in the diversity of voices and talents, which drive success in operations.

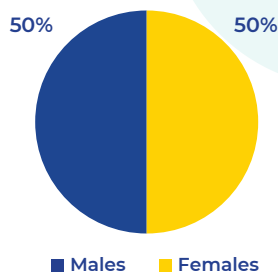
Employees by Region, 2024



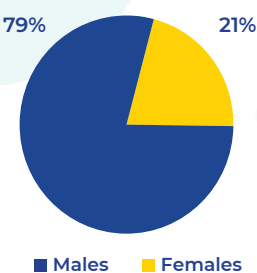
ALL EMPLOYEES



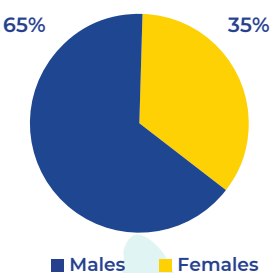
BOARD OF DIRECTORS



SENIOR MANAGEMENT



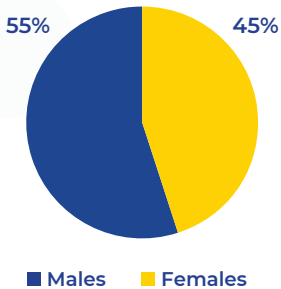
INDIRECT LABOR



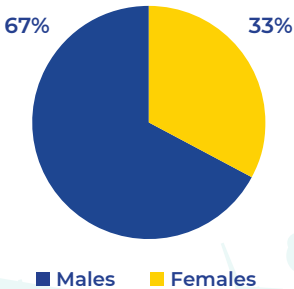
At Trend, we are committed to providing an inclusive, diverse, fair, and equitable workplace. All employees are treated fairly and equally, regardless of difference. This year, we have seen a positive shift in gender balance, particularly in indirect labor, where the percentage of female employees has increased from 23% to 35% (from 2023 to 2024). The male/female profile of the company is monitored across various levels throughout the company.

MALE FEMALE BALANCE 2024

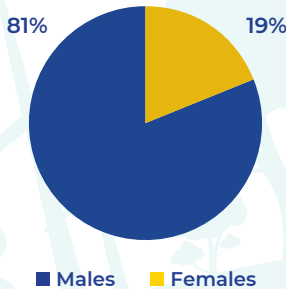
North America



Europe



Asia



Social: Equality and Inclusion



Community Engagement

Building connections with neighbors and collaborating with local communities is an essential aspect of long term sustainability. Over several decades in business, we have developed good relationships with neighboring companies and local communities.

As part of the ESG program, a wide variety of initiatives have been undertaken, in support of local sporting, charitable and educational institutions. Our efforts cover a wide range of activities including charitable donations, volunteering for various causes, sponsorship of sporting clubs and provision of blood donation clinics at selected sites.

Community Engagement Events 2024		
North America	Europe	Asia
16	45	35

96 community engagement events were carried out by Trend during 2024, and this is set to continue into the future.

Some of our plants, arranged a book donation program. This easy to manage activity, provided an array of books that were donated to local schools and charities.

Trend India is partnered with the Ajit Foundation which offers humanitarian aid to underprivileged children in the locality. The children are provided with support to meet their immediate needs along with access to education, which contributes to their long-term wellbeing and future prospects.





People. Planet. Profit.

Social: Equality and Inclusion



Trend India is partnered with the Ajit Foundation which provides humanitarian aid to underprivileged children in the locality.



Environmental protection day in Trend China



Group of mentored students in Trend Mexico



Women in Leadership – Ireland Event



Food Truck Outreach by Elk Grove Plant



Tree plantation in a new Trend Slovakia plant



Tool Donation – Trend India Training School

Social: Equality and Inclusion



The Annual Women's Day celebration at Trend India is a significant and valued event for the women's community in India.



Trend Ireland organizes an annual donation and volunteering initiatives to support the Irish Cancer Society, contributing to the Pink Ribbon and Daffodil Days.



Funding of a sensory garden in local school for children with autism



Annual blood donation drives are organized at several Trend facilities.

Social: Employee Development

SDG 4 – Quality Education

Having a properly educated workforce is fundamental to the success of any company. Education and training equip the individual with the skills needed to contribute positively to company performance while at the same time, leading to increased job satisfaction and greater engagement of the workforce.

In Trend, we have always recognized the importance of quality education and the need to develop the skills, knowledge and experience of our employees. Education is a powerful tool which helps to foster innovation and creativity in developing technical solutions for the business.



Earl Payton Memorial Scholarship

In 2023, the company established the **Earl Payton Memorial Scholarship** to honor Earl Payton, the founder and CEO of Trend Technologies, who passed away in 2022. The scholarship was extended in 2024 with a total of 43 Trend employees or their children receiving the Earl Payton Memorial Scholarship to support their educational pursuits. In the second year of this award, we were once again impressed by the applicants' continued commitment to education and personal development. These values were respected by Earl, and his legacy lives on through those who use these scholarships to pursue their educational goals. This scholarship program will continue in 2025.



Social: Employee Development



Modern Apprenticeships at Trend Technologies

Apprenticeships play a crucial role in addressing youth employment and developing a skilled workforce for the industrial sector. Trend Technologies Scotland, in partnership with Fife College and Skills Development Scotland, offer Modern Apprenticeships as an effective way to help young people gain practical experience, earn while they learn, and achieve qualifications that will serve them throughout their careers.



The aim of the program is to build a younger workforce and provide hands-on training. Two apprentices started apprenticeships in 2021 and will be completing their four-year training in the company's engineering department. The training program was structured to rotate through multiple departments such as CNC manufacturing, welding fabrication, assembly, and customer service, allowing the apprentices to gain a comprehensive understanding of the company's operations. Their apprenticeships have made them valuable members of the team, and their work ethic and adaptability have earned them full-time job offers upon completion. The apprenticeship program is a win-win, benefiting both the apprentices and the company.

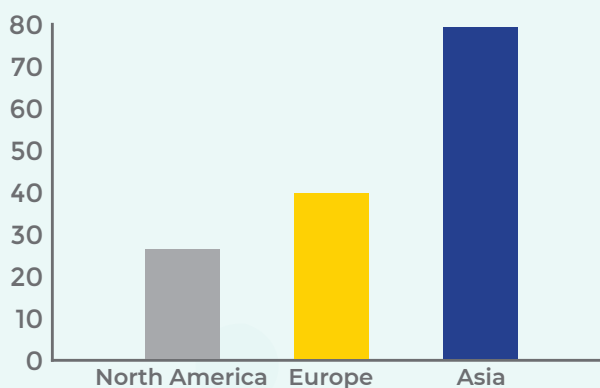
Trend Scotland is already planning for future apprenticeships in collaboration with Fife College. This ongoing commitment highlights the success of the program in providing skilled workers while offering valuable career opportunities for young people.

Career Development

Providing a pathway for career development within the company is critically linked to staff retention and organizational knowledge preservation.

In 2024, we continued to invest in employee training and development, and to provide opportunities for career advancement within the company. To this end, promotional opportunities are tracked on a monthly basis.

Internal Promotions 2024



We are proud to report that 147 internal promotions took place during the year - a doubling of the 2023 figure. This in turn, has a positive impact on staff retention.

- 28 promotions in North America
- 40 promotions in Europe
- 79 promotions in Asia

These numbers highlight our global approach to employee development and the strong talent progression within Trend teams.

We also continue to recognize and appreciate the contributions of our staff who take on additional responsibilities beyond their core roles - especially those who support the onboarding and integration of new team members.



Governance

Trend Technologies observe the OECD Guidelines for Multinational Enterprises, in relation to corporate governance, ensuring the rights of all stakeholders are protected and the economic wellbeing of the company is assured.



Our code of conduct policies are based on the Responsible Business Alliance (RBA) guidance documentation setting out expectations and requirements on Anti-Bribery, Anti-Corruption, Fair Competition, Business Ethics, Conflict of Interest, Whistleblowing, Information security and Data retention.

Corporate policy documents are approved by the President and CEO of Trend Technologies, and site level general managers are responsible for implementing the policies and associated controls. Five internal auditors are certified as RBA assessors, who conduct scheduled audits to ensure compliance with the requirements of these codes.



In 2024, a formal whistleblowers policy and reporting system was introduced. All employees are now made aware of the mechanism for reporting any activities or behaviors in breach of the company code of conduct as part of induction training. No whistleblowing cases were recorded during the reporting year.

2024 “G” Highpoints

- **A rated** (Low Risk) Financial risk assessment (Rapid Ratings)
- **91.2%** RBA corporate assessment (Low risk)
- **99.7%** Acceptance of Trend supplier code of conduct
- **100%** Cyber security threat resolution
- **87%** Reduction in number of Cyber Threats
- **Zero** Whistleblowing reports
- **100%** plants Tax and audit compliant
- **Green Awards** ESG Finalists (Trend Ireland)
- **EcoVadis** Silver medal



GOVERNANCE POLICY DOCUMENTS

Corporate Policies • Supplier Code of Conduct • Codes of Business Practice
Information Security Policy • Business Continuity Plan
Data Retention Policy • Non Disclosure Agreements (NDA)

A key element of Governance is the financial stewardship and security of the organization. Trend applies prudent financial controls over the strategic and day to day operations of the company to reduce risk and ensure financial stability. Trend has been assessed by the Rapid Ratings assessment platform and is deemed to have a low risk profile.

Core Health and Default Risk Quadrant Analysis

■ TTL Holdings, LLC and Subsidiaries

CORE HEALTH	Very High Risk (0-19)	High Risk (20-39)	Medium Risk (40-59)	Low Risk (60-79)	Very Low Risk (80-100)	
Very Strong Health (80-100)	D		A			
Strong Health (60-79)						
Medium Health (40-59)						
Poor Health (20-39)	C		B			
Very Poor Health (0-19)						

During 2024, the Corporate Business Continuity Plan (BCP) underwent a significant revision to align the risk assessment methodology to the relevant ISO standards:

- ISO 22301: 2019 Business Continuity management systems
- ISO 31000: 2018 Risk management

The BCP sets out the commitment to ensure that processes and systems employed within our global facilities are planned and conducted in a manner to minimize risk to the company's operation. These processes are designed to be robust, with the ability to meet the challenges of unforeseen events and guarantee continuity of supply of essential components and services to our customers.

In Feb 2024, the International Standards Organization (ISO) technical committees concluded its deliberation on the need to incorporate climate change considerations in the development of new standards – The London Declaration. In turn, companies are required to assess the risk and impact of climate change to the various ISO systems managed by the organization. In Trend, we have developed an assessment template to assist sites in conducting this risk analysis.



Sustainable Procurement

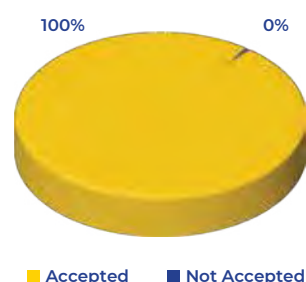
At Trend, we recognize that long-term strategic partnerships with suppliers are essential to the resilience and success of the manufacturing ecosystem. Supplier assessments now include consideration of sustainability along with the traditional performance pillars of delivery, service, cost, and quality.

We are also committed to building a responsible value chain by exercising robust supply chain due diligence. This means taking proactive steps to identify, assess, and manage potential risks related to human rights, labor practices, environmental impact, and business ethics throughout the supply chain.

Trend's Supplier Code of Conduct (SCOC) is aligned with the Responsible Business Alliance principles, and is issued to all new and existing relevant suppliers as well as being publicly available. This document sets out expectations of the supply chain, including responsible sourcing, human rights, environmental stewardship, and ethical business conduct. 99.7% of key suppliers have acknowledged and accepted Trend SCOC in 2024.

Responsible sourcing of minerals forms part of our supply chain procurement process. Trend is committed to purchasing material only from suppliers, who share our values including the regulations regarding the restrictions on the use of Conflict Minerals (3TG). Suppliers are expected to provide the required declarations as part of the due diligence process for the purchase of such materials.

**Acceptance of Trend
Supplier Code of Conduct
by Targeted Suppliers, 2024**

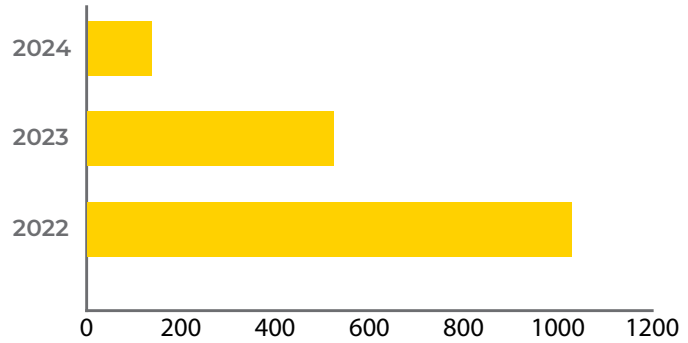


Cybersecurity

As part of Trend's governance framework, one of the key performance indicators (KPIs) monitored is the number of cyber threats identified and their resolution status. Cybersecurity is the practice of protecting systems, networks, and data from digital attacks, unauthorized access, and damage.

Trend's approach to cybersecurity is proactive and forward thinking, aimed not only at safeguarding sensitive information and maintaining customer trust, but also at ensuring business continuity and meeting regulatory compliance in an increasingly connected world.

of Cyber Threats, Y on Y data



Between 2022 and 2024, a significant 87% reduction in the number of cyber threats was observed, reflecting a successful shift in cybersecurity strategy.



Cybersecurity

This steady decrease can be attributed to a combination of strengthened cybersecurity measures including:

- Enhanced firewall protections and advanced threat detection systems, proactively identifying and blocking suspicious activity.
- Implementation of Multifactor authentication for remote access and Server Administration
- Increased physical and network restricted access controls, ensuring that only authorized personnel have access to sensitive systems.
- Controlled network access for all devices.
- Enhanced Security protection for remote users using DNS layer security.
- An updated least privilege policy, limiting user permissions to the essential access appropriate for the roles along with strengthened password management policy.
- Device and data encryption, protecting information at rest and in transit.
- Comprehensive employee cybersecurity awareness training, fostering a security-first culture and minimizing human related risks.
- Automated scanning of email attachments identifying potentially malicious or suspicious content
- Managed Detection and Response 24/7
- Managed Network Operation center 24/7
- Scheduled Firmware and OS upgrades and critical patches
- Scheduled Patch Management

These and other measures have created a more resilient digital environment, reducing the number of cyber incidents over the last three years.





Recognitions & Awards

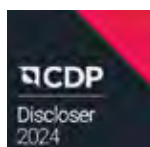
Recognitions & Awards

Several internationally recognized assessment platforms are utilized by Trend to assess the performance of our ESG program. The results of these assessments are regularly used in the supplier selection process, as they provide independent verification of the sustainability credentials of the assessed company. The 2024 ratings showed continued ongoing improvement in performance.

RECOGNITIONS



Silver medal from EcoVadis received in 2024, placing Trend in the top 15% of all companies assessed by the platform



Trend received a C score for the first global disclosure report in 2024



B ranking from Supplier Assurance sustainability rating agency



RBA Annual Corporate Assessment Rating				
SAQ Version	Last Modification Date	% of Completion	Score	Risk Rating
Corporate SAQ-2024	03/13/2024	100	91.2	Low
Corporate SAQ-2023	03/13/2023	100	86.7	Low

Ranked as low risk on RBA SAQ assessment

CERTIFICATES



All sites are certified to the ISO 14001: 2015 Environmental Management Systems.



20% of our sites are certified to ISO 45001:2018, Occupational Health and Safety (OH&S) Management Systems.



Trend Ireland is the first Trend site to achieve certification to the ISCC Plus during 2024



Selected sites within Trend servicing the Automotive sector are certified to TISAX Level 2 for Information security management

Recognitions & Awards

AWARDS



Trend Ireland were Finalists in the Green Awards Program, in the Category “The ESG Best Performer of the Year” based on 2024 metrics and performance



Trend India received a Certificate of Appreciation from the Ministry of Statistics and Programme Implementation for their participation and support of sustainability metrics reporting in India



Trend Malaysia has been recognized through an invitation by the Ministry of Human Resources to participate in the 2024 Industrial Harmony Index (IHI) survey, reflecting the commitment to maintaining positive industrial relations and workplace harmony



Trend Mexico received a recognition through participation in the ELSSA program (Entornos Laborales Seguros y Saludables), granted by the Mexican Social Security Institute (IMSS), highlighting the commitment to providing a safe and healthy work environment.

Looking Forward

The last 12 months have seen significant progress along the ESG journey, with key milestones achieved and a consolidation of the sustainability program. Positive results in all three pillars indicate that the measures taken are effective and consistent with agreed goals.

The near-term focus of Trend's ESG program will be the development of a more accurate and effective carbon accounting methodology, as part of the pathway to decarbonization.

Key focus areas for 2025 will include:

- Deployment of carbon accounting software
- Scope 3 emissions calculation
- Climate change risk assessment at site level
- Preparation for SBTi Targets validation
- Resetting of ESG objectives
- Materiality assessment re-evaluation
- Identification of additional clean energy provider: Trend Slovakia
- TISAX certification for ALL Trend automotive sites
- ISO 45001 certification – Trend Ireland
- CSRD & CBAM reporting criteria compliance

Longer term actions toward building resilience in the management system to adapt to climate change challenges will continue to be a focus of the ESG program, coupled with enhancement of sustainability reporting in line with changing regulatory requirements.

We look forward to continuing our efforts and ambition, toward a sustainable future.



GRI Content Index

Trend Technologies sustainability report was prepared with reference to the GRI Standards 2021 for the period 1 January 2024 - 31 December 2024

GRI 2: General Disclosures 2021

GRI standard GRI Disclosure

GRI 2-1 Organizational details

- a. Legal name - Trend Technologies
- b. Nature of ownership and legal form - Privately owned company
- c. Locations of Headquarters - Chino, CA
- d. Countries of operation

North America	Europe	Asia
USA	Ireland	Singapore
Mexico	Scotland	Malaysia
	Slovakia	China
		India

GRI 2-2 Entities included in the organization's sustainability reporting

- a.

North America	Europe	Asia
Chino, CA	Mullingar, Ireland	Singapore
Elk Grove, IL	Glenrothes, Scotland	Johor Bahru, Malaysia
Guadalajara, Mexico	Martin, Slovakia	Suzhou, China
		Pune, India

GRI 2-3 Reporting period, frequency and contact point

- a. Reporting period 01.01.2024 to 31.12.2024 and frequency - annual
- c. Publication date May 2025
- d. Contact point for questions about the report or reported information - Trend Technologies

GRI 2-6 Sustainability department Activities, value chain and other business relationships

- a. Sectors: private sector, manufacturing sector. Metal stamping & fabrication, injection molding
- b. i. Markets: Automotive, Digital Home & Office, Enterprise, Healthcare & Life Sciences, Industrial

GRI 2-7 Employees

- a. 3,282 - total number of employees (966 females, 2,316 males)
1,090 North America (495 females, 595 males), 403 Europe (133 females, 270 males), 1,789 Asia (338 females, 1,451 males)
- b. i. 2,454 permanent employees
- b. ii. 828 - temporary employees

GRI 2-9 Governance structure and composition

- a. Structure - Board of directors - CEO & president, COO, Business owners
- c. Composition - 2 females, 2 males

GRI 2-22 Statement on sustainable development

- a. pg. 4

GRI 2-23 Policy commitments

- a. pg. 39,40

GRI 2-26 Mechanisms for seeking advice and raising concerns

- a. Whistleblowing mechanism pg. 39

GRI 2-30 Collective bargaining agreements

- a. 25% of total employees covered by collective bargaining agreements

GRI Content Index

GRI 3: Material Topics 2021

GRI standard	GRI Disclosure	2021	2023	2024
GRI 301-2	Recycled input materials used			
a.	Percentage of recycled input materials used to manufacture the organization's primary products and services			pg. 22
GRI 302-1	Energy consumption within the organisation			
a.	Electrical energy consumed (non renewable) kWh	45,270,740	26,415,265	22,575,029
b.	Electrical energy consumed (renewable)			
	Solar energy consumed kWh	325,003	789,318	3,675,552
	Purchased renewable kWh	0	14,808,739	17,376,807
c.	Total electricity consumed kWh	45,595,743	42,013,323	43,627,388
	Total natural gas consumed, m ³	1,680,930	1,818,756	1,591,745
	Total LPG consumed, l	1,667,363	977,529	109,223
	Total Diesel consumed, l	176,830	172,630	182,206
	Total Gasoline consumed, l	6,354	6,408	8,185
GRI 303-1	Interactions with water as a shared resource			
a.	Description of how the organization interacts with water			pg. 24
GRI 303-3	Water Withdrawal			
a.	Total water withdrawal, m ³	105,181	90,718	92,100
GRI 305-1	Direct (Scope 1) GHG emissions			
a.	Scope 1, t CO ₂ e (nat. gas, diesel, gasoline, LPG)	6,691	5,959	5,172
d.	Base year			pg. 15
e.	Source of the emission factors			pg. 19
g.	Standards, methodologies, assumptions, and/or calculation tools used			pg. 19, 20, 21
GRI 305-2	Energy indirect (Scope 2) GHG emissions			
a.	Location based indirect Scope 2, t CO ₂ e (purchased electricity)	20,701	13,579	12,340
d.	Base year			pg. 15
e.	Source of the emission factors			pg. 19
g.	Standards, methodologies, assumptions, and/or calculation tools used			pg. 19, 20, 21
	Total CO ₂ emissions (t CO ₂ e)	27,392	19,538	17,512
GRI 305-4	GHG emissions intensity			
a.	GHG emissions intensity ratio for the organization			pg. 21
b.	Organization-specific metric (the denominator) chosen to calculate the ratio			pg. 21
c.	Types of GHG emissions included in the intensity ratio: (Scope 1), (Scope 2), and/or (Scope 3).			pg. 19, 20, 21
d.	Gases included in the calculation			CO ₂

GRI Content Index

GRI 3: Material Topics 2021

GRI standard	GRI Disclosure	2021	2023	2024
GRI 306-3	Waste Generated			
a.	Total weight of non-hazardous waste generated in metric tons	12,263	11,122	11,188
	Total weight of hazardous waste generated in metric tons	not published	2,484	2,750
b.	Contextual information necessary to understand the data and how the data has been compiled.			pg. 22, 23
GRI 306-4	Waste Diverted from Disposal			
a.	Total weight of waste diverted from disposal in metric tons	7,814	11,742	12,566
b.	Total weight of hazardous waste diverted from disposal in metric tons	not published	2,013	1,945
c.	Total weight of non-hazardous waste diverted from disposal in metric tons	7,814	9,729	10,621
GRI 403-9	Work related injuries			
a. i.	The number of fatalities as a result of work-related injury	0	0	0
a. iii.	The number of recordable work-related injuries*	84	50	42
a. v.	The number of hours worked	not published	8,337,991	8,831,864
GRI 404-1	Average hours of training per year per employee			
a.	Average hours of training per year per employee	not published	17.5	22.4
GRI 404-3	Employees receiving regular performance and career development reviews			
a.	Number of employee promotions	not published	64	147
GRI 405-1	Diversity of governance bodies and employees			
a.i.	Percentage of individuals within the organization's governance bodies by gender (BOD)	not published	60% females	50% females
b.i.	Percentage of employees per employee category by gender (all employees)	not published	31% females	29% females
GRI 413-1	Operations with local community engagement, impacts assessments, and development programs			
a.	Operations with implemented local community engagement			pg. 31, 32, 33

* Number of injuries with days lost



trend 
TECHNOLOGIES