

# TREND TECHNOLOGIES

## ANNUAL ESG SUSTAINABILITY REPORT



REPORTING  
YEAR 2023





# Building Momentum for Sustainability



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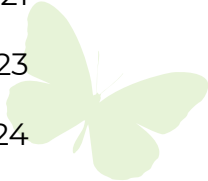
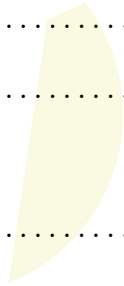
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# Trend Technologies, Your Local Source...Globally.

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.



## Markets Served:

- Automotive
- Digital Home & Office
- Enterprise
- Healthcare & Life Sciences
- Industrial



**3,200**  
employees



**50+**  
years in  
business

At Trend Technologies 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.

Our core values are aligned to our mission, culture and policies, which define who we are and provide a framework for the way we carry out our business in a sustainable manner.



### NORTH AMERICA

CALIFORNIA  
ILLINOIS  
MEXICO



### EUROPE

IRELAND  
SCOTLAND  
SLOVAKIA



### ASIA

CHINA  
INDIA  
MALAYSIA  
SINGAPORE

# Building Momentum for Sustainability



## Brian Dickstein, President & CEO

“At Trend Technologies, we have recognised that sustainability is a business imperative for our company – we see the intrinsic link between business performance and sustainability, with the evident connection between ESG credentials and supplier selection in the marketplace.

We now incorporate sustainability considerations into our decision-making process and can demonstrate this to our stakeholders – customers, suppliers and employees.

We have proven our commitment to carbon reduction by signing up to SBTi’s, and have established a dedicated team within Trend with responsibility for our sustainability activities.”

## Marie O Toole, Director of Corporate Sustainability

“The last 3 years of the ESG program has involved an enormous amount of research and study, to understand the fundamental principles of ESG, and to align our systems, policies and practices in accordance with current legislative and customer requirements.

The task was slow, and almost overwhelming at the start, but has gained great traction, as customers, suppliers and competitors alike, are moving in the same direction with a determined effort to assure the future for our planet and our businesses. In 2023, our ESG program was evaluated by the EcoVadis assessment platform, and we were awarded a Bronze medal in recognition of our efforts toward sustainability. We know, that sustainability is a journey and not a destination, and we now see that more and more people want to join us on this journey.”



## Jurga Palubinske, ESG Compliance Officer

“Our sustainability program will only be successful if it is based on verifiable facts. An essential pre-requisite was the quantitative approach to ESG and the collection of information on Trend’s ESG performance over the last 3 years. To ensure the accuracy and

consistency of the reported data, training was conducted with personnel in all 10 sites. We now have a clear picture of Trend’s overall key ESG metrics and are using this data to shape our sustainability strategy and improvement initiatives. “What gets measured, gets managed!”

# Trend Technologies

This is Trend Technologies' second annual report and aims to set out the company's current status on our ESG program in order to provide a clear picture to our stakeholders of our efforts toward sustainability. The document covers the 3 key areas:

- **Environmental stewardship**
- **Social impact**
- **Governance**

The report covers the period FY 2023, and captures the key activities, metrics, and focus areas of the ESG program within Trend. The metrics listed in tables throughout the report are the consolidated global metrics for all 10 sites, and emission factors used for calculation purposes are location-based factors for the listed time period.

The mandatory publication of sustainability reporting under the European Corporate Sustainability Reporting Directive (CSRD), comes into effect in 2025. Trend Technologies will fall within the reporting threshold, and consequently, in preparation for this mandatory reporting time period for 2024, will have already embarked on the publication of our company sustainability report.

## Global Reporting Initiative (GRI)

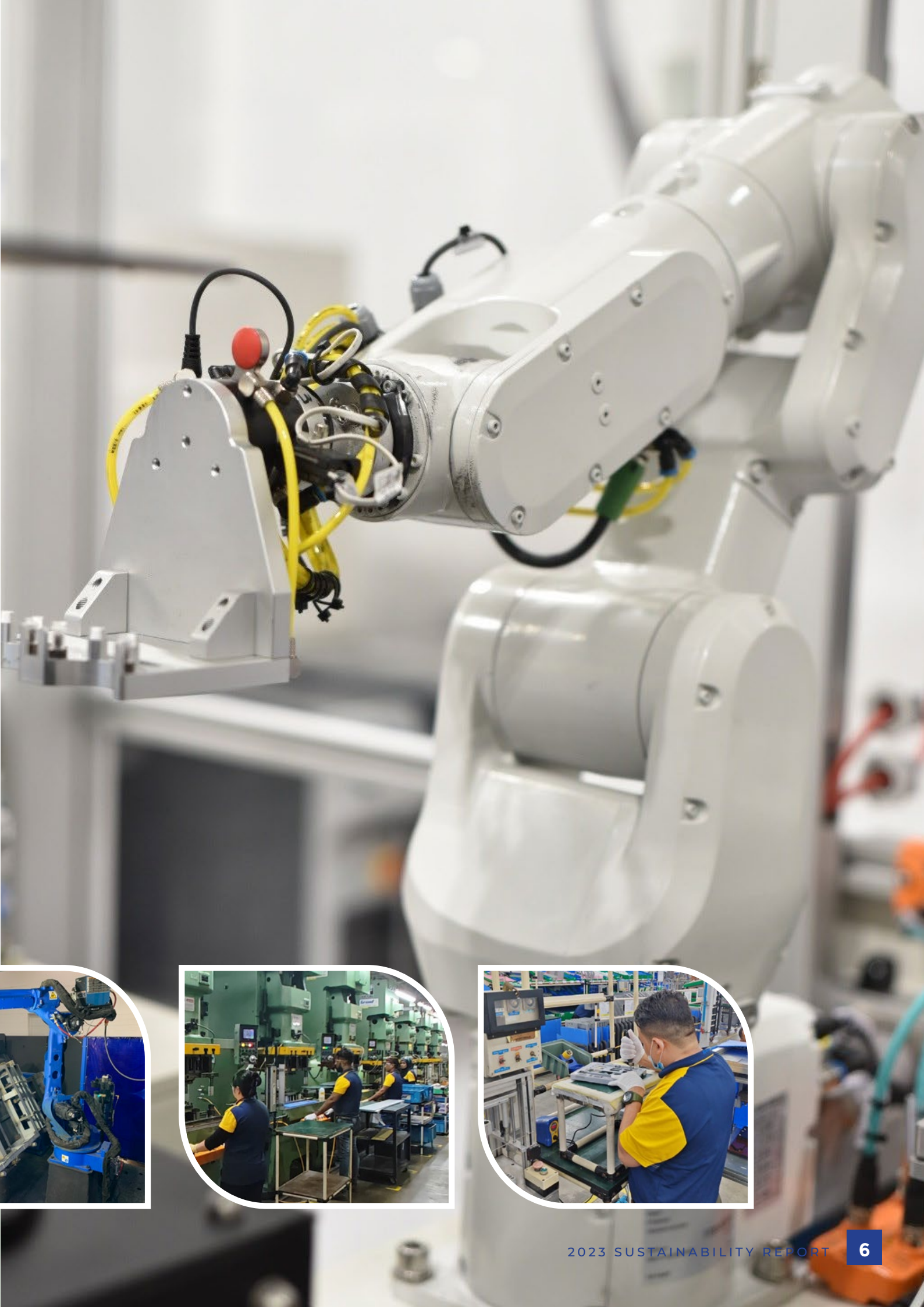
Trend Technologies has reported the information cited in the GRI content index for the period 1 January 2023 – 31 December 2023 with reference to the GRI Standards.

GRI is an international independent organization which helps businesses and organizations to understand and communicate the impacts on critical sustainability issues such as climate change, human rights and other CSR topics. The GRI Standards represent best practice for reporting sustainability performance.

This reporting framework was chosen as it is the most widely used framework and includes topics which are important to Trend Technologies as an organization. Our sustainability report follows GRI guidelines to ensure integrity and transparency of the published information.

The GRI standards used are listed in the GRI Content Index as disclosed in page 25 of this report. We intend to extend the quantitative data reporting to include other CSR topics.





# Our Journey to Sustainability

Our sustainability journey started over 3 years ago with the initial baseline assessment of our sustainability performance. This evaluation provided critical information on the required areas for improvement. A dedicated steering group was established, which undertook training on the principles and requirements for sustainability.

Over this period, a significant amount of data has been collected in the areas of energy usage, waste management, water consumption, health & safety, employee development and training, and many other ESG topics. This data has been utilised to drive change for the future sustainability of the company.



Internal dashboards are generated each month, for each site, setting out KPI metrics and progress against targets. These dashboards create a greater awareness and instill a mindset for change.

During this period, we have also partnered with certain customers, in the determination of their scope 3 emissions, and our contribution to the life cycle analysis of the products we produce.

Our sustainability program was re-evaluated by EcoVadis in 2023 and we were delighted to receive a Bronze medal, ranking us in the top 50% of assessed companies.

We recognise that we are still at the initial phase of this important journey, our teams are firmly committed to pursue this route, and working together we will be aligned toward this common objective.



# Materiality Assessment

In line with best practice, the initial materiality assessment has been revisited during 2023, before the setting of companywide ESG objectives. The materiality assessment has taken into account the impact to the business and the importance to the stakeholders in reaching a profile of the focus areas for Trend Technologies.

The stakeholder groups comprised of customers, suppliers and employees who were surveyed to rank the importance of various sustainability topics. The results of the completed surveys were compiled and ranked on the materiality assessment template, which indicated the priority areas for the ESG program.



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



# Making an Impact

# Sustainability Objectives

In 2015, the Paris Agreement was signed by member countries, pledging to reduce greenhouse gas emissions, in an effort to limit global warming to 1.5°C above preindustrial levels. This target can only be achieved by the collective efforts of governments, industry, companies and individuals working together, to reduce our impact on the planet.

At Trend, we recognise that we have a key part to play, from an industry perspective, in achieving these targets. In setting out our internal objectives, we identified climate change as a primary focus area and have set targets for scope 1 and scope 2 emission reduction as part of our environmental management and innovation programs. We believe that we can apply our knowledge and skills to develop creative solutions to improve efficiencies, and select cleaner sources of energy, thereby reducing our impact in support of Sustainable Development Goal 13 – Climate Change.

**E**

- 20% reduction in Scope 1 emissions by 2026 (base year 2021)
- 50% reduction in Scope 2 emissions by 2030
- 60% carbon neutral by 2035
- 95% of non-hazardous waste to be recycled by 2030

**S**

- 50% reduction in number of accidents with time lost by 2026 (base year 2021)
- Employees to receive minimum 10 hours training per year by 2026

**G**

- 98% of all focused suppliers to accept and approve Trend SCOC by 2025
- Cyber threat resolution 100% by 2025

Our sustainability objectives cover each pillar of the ESG framework and have been endorsed by Trend senior executives and site level management. The baseline year against which objectives have been set is 2021 and a monitoring schedule has been established to track progress.

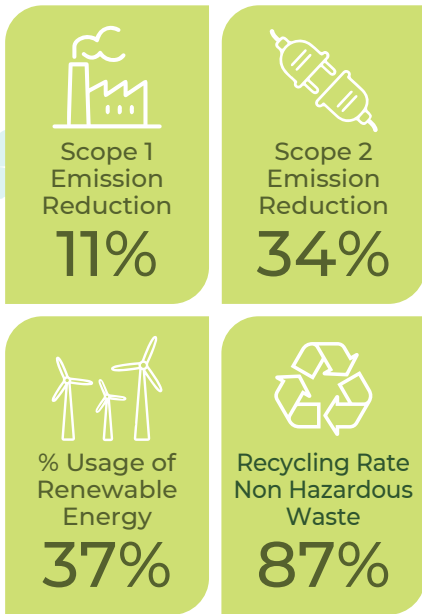
We believe that the targets set are challenging but will be achievable with the buy-in and support from all.

Our future intention is for objective setting to be aligned with the SBTi methodology.

# Sustainability Highlights 2023

Our sustainability program is still at the early stages of development, nonetheless we can already see improvements in the performance of several KPI's during 2023. We are proud of the achievements delivered by our teams and are committed to seek opportunities for further advancement.

## ENVIRONMENTAL



## SOCIAL



## GOVERNANCE



A night sky filled with stars, with a vibrant green aurora borealis (Northern Lights) visible in the lower half. The aurora is reflected in a dark lake at the bottom. Silhouettes of mountains are visible in the foreground and middle ground.

# ESG Highlights

# ESG Highlights: Environmental

**We only have one planet.** The world is at a pivotal point — the effects of climate change are evident for all to see. Collectively and individually we must take responsibility for the impact of our actions on the environment, because there is no plan B. For Trend we have identified areas where we can have the greatest impact, our focus is directed on these 3 initiatives:

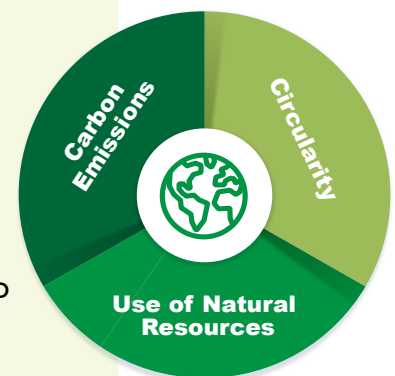


- Reduction in carbon emissions
- Efficient use of Natural resources
- Circular Economy

Over the last 3 years, we gathered data on our environmental footprint in the areas of energy consumption, fuel usage, waste management and water utilisation, in order to understand current performance. This data was verified and has been used for the objective setting process. In the future, Trend is moving toward Science Based Target initiative (SBTi) for setting of Greenhouse Gas (GHG) emission reduction.

## 2023 Highpoints

- ▶ ISO 14001 certification at all plants
- ▶ 11% reduction in Scope 1 emissions
- ▶ 34 % reduction in Scope 2 emissions
- ▶ 37% usage of renewable energy
- ▶ 2 facilities with solar panels installed
- ▶ A energy rated building commenced at Trend Slovakia
- ▶ Transition from LPG to natural gas usage at Trend Mexico
- ▶ 87% Non-hazardous waste recovery
- ▶ 14% Reduction in water consumption
- ▶ Pledge to Operation Clean Sweep
- ▶ EcoVadis Bronze medal for sustainability ranking



Collect and verify  
baseline data



Set objectives



Develop plans to  
reduce impact



Report



# ESG Highlights: Environmental

## Carbon Emission Reduction

Climate change considerations are taken into account in our decision-making process. A dual approach is applied to reduce overall emissions:

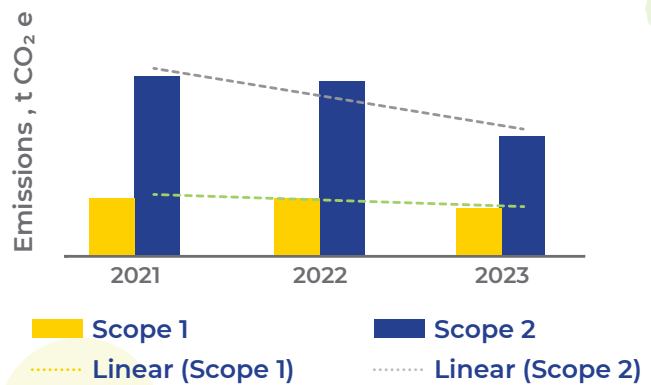
### Energy reduction / efficiency

Emission rates are calculated using resource consumption and the relative location-based emission factors for each site, in accordance with the GHG Protocol. The impact of these programs over the last 3 years has demonstrated positive tendencies in the scope 1 and scope 2 emissions.

Energy efficiency forms part of the selection process when new technologies are being explored and implemented. For example, the expansion of the cleanrooms in Trend Ireland in 2023, involved the installation of variable speed high efficiency air handling units, zoning of temperature control by quadrant, servo controlled electric molding machines, bespoke insulated panels to maintain pressure and atmosphere within the area, smart variable speed pumps, and optimised installation of utility ducts – all selected to optimise energy conservation of the cleanroom operation.

### Sourcing of Renewable energy

Trend Global Scope 1 and 2 Emissions Y on Y Analysis



# ESG Highlights: Environmental

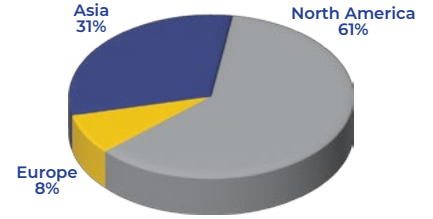
## Efficient Use of Natural Resources

### Scope 1

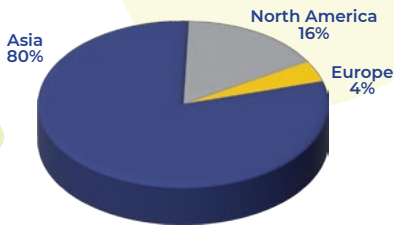
Scope 1 emissions related to usage of fuel for heating and transportation purposes showed a 11% reduction in consumption based on 2021 baseline. This improvement resulted from various initiatives such as:

- Migration from LPG to natural gas
- Replacement of diesel / LPG forklifts with electric models
- Use of heat recovery from compressors

SCOPE 1 BY REGION 2023, T CO<sub>2</sub>E



SCOPE 2 BY REGION 2023, T CO<sub>2</sub>E



Renewable Energy Consumption 2023		
North America	Europe	Asia
58%	68%	4%

### Scope 2

In 2023, 37% of all energy consumed by Trend plants was procured from renewable sources, a further 8% from non fossil based factors.

Comparative data from 2021 to 2023, demonstrates an overall 34% reduction in scope 2 emissions over this period. This improvement has been driven primarily by the sourcing of renewable energy and installation of solar panels.

### Circular Economy

Moving to the circular economy is essential for the effective and efficient management of the finite resources at our disposal. We must manage carefully natural resources such as fuel, water, and the raw material used in our operations. Moreover, we need to understand what is happening to our waste and determine if it can be put to further use.

Trend has set a target of 95% recovery of Non-hazardous waste by 2030. Currently 87% of all non-hazardous waste is recycled and fed back into the circular economy. This waste is comprised of metal, plastic, wood, paint and packaging. We are well on the way toward achieving this goal, as a result of the systematic approach to segregation, identification, labelling, control and disposition of all non-hazardous waste.



Non Haz Waste Recovery Rate 2023		
North America	Europe	Asia
94%	93%	82%



# ESG Highlights: Social



We are committed to making Trend a place, where people want to work and which recognises the contribution, that each one of us makes to the success of our business. We foster a collaborative culture,

which respects the diversity of our workforce and underpins the fundamental principles of equality and inclusion.

Our aim is to provide a safe working environment for employees and others, who may be impacted by our activities, with the

**Our goal is to create and sustain a safe and healthy work environment for all**

**Objective: 50% reduction in workplace accidents by 2026**

### OUR GOALS AND OBJECTIVES

ultimate goal of Zero accidents in the workplace.

As well as looking after the welfare and development opportunities for our employees, we also understand the importance of community engagement in the global locations in which we operate. In 2022, we began monitoring the number and format of community engagements and sharing ideas between sites, on how we could become better corporate citizens.

### ALREADY MAKING AN IMPACT

**90%** employees covered with Healthcare

**40%** reduction in accidents in workplace with days lost

## 2023 Highpoints

- ▶ **86.7%** RBA corporate assessment (Low risk)
- ▶ **Zero** breaches of HR legislation
- ▶ **90%** employees covered by Healthcare
- ▶ **40%** reduction in the number of reported accidents since 2021
- ▶ **2,248** employees underwent structured training programs
- ▶ **55,136** total number of training hours
- ▶ **64** internal promotional opportunities
- ▶ **124** community engagement programs
- ▶ **20%** of plants certified to ISO 45001 (Slovakia & India)



# ESG Highlights: Social

## SDG 4 - Quality Education

Education is a universal enabler, providing dual benefits for both the employee and the company, thereby allowing us to be innovative and creative with technical solutions for the business. At Trend, we recognise the importance of quality education to employee development and in 2023 the company set up the Earl Payton Memorial scholarship, in memory of Earl Payton, our founder and CEO who passed away in 2022.

A total of 32 Trend employees or their children were awarded Earl Payton Memorial scholarships in 2023, to pursue their educational endeavours. This much coveted scholarship scheme will continue in 2024.



# ESG Highlights: Social

## Health Screening

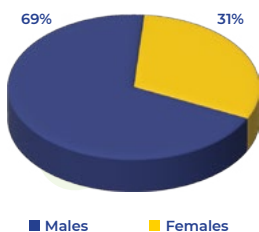
Routine health screening of employees takes place in all Trend sites, as part of our Good health & wellbeing initiatives. These screening measures are tailored to the needs of specific locations and risk profiles. During 2023, our Trend India facility was certified to ISO 45001 standard, and currently our Trend Ireland facility is working toward certification in 2024.



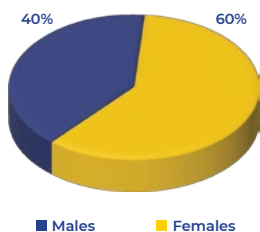
## Equality

At Trend we are committed to the provision of an inclusive, diverse, fair, and equitable workplace. We treat all employees fairly and equally, irrespective of differences. We are particularly aware of the importance of gender balance in the work place and carry out regular surveys of the Male / Female balance at various levels throughout the company.

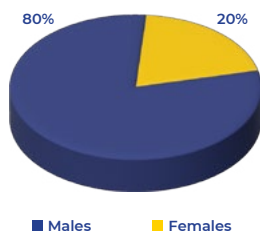
ALL EMPLOYEES



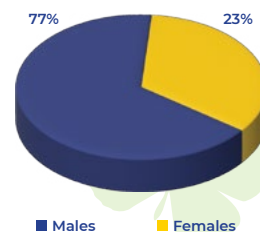
BOARD OF DIRECTORS



SENIOR MANAGEMENT



NON DIRECT LABOR



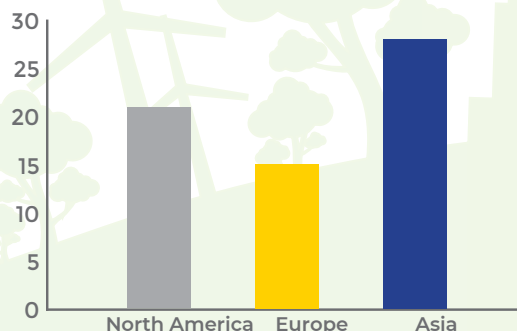
## Developing and Recognizing Our Workforce

We offer training and development opportunities to our employees so that they can reach their potential and build meaningful careers within the company. As part of our ESG program, we began to monitor the number of internal promotional opportunities for employees at a global and regional level. Last year there were a total of 64 internal promotions.

We also recognise the contribution of our staff, who undertake roles additional to their day to day jobs, in particular those who help integrate new employees to become part of the Trend community.



Internal Promotions by Region 2023



# ESG Highlights: Social

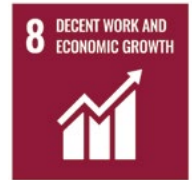
## Community Engagement

We seek to be good “neighbors” in the communities where we conduct our business operations. This partnership covers a wide variety of community-based projects, from support of educational institutions to charitable donations, facilitation of blood donations and volunteering for charity. A total of 124 community engagements were undertaken by Trend during 2023, and this is set to continue into the future.

Community Engagement Events 2023		
North America	Europe	Asia
20	52	52

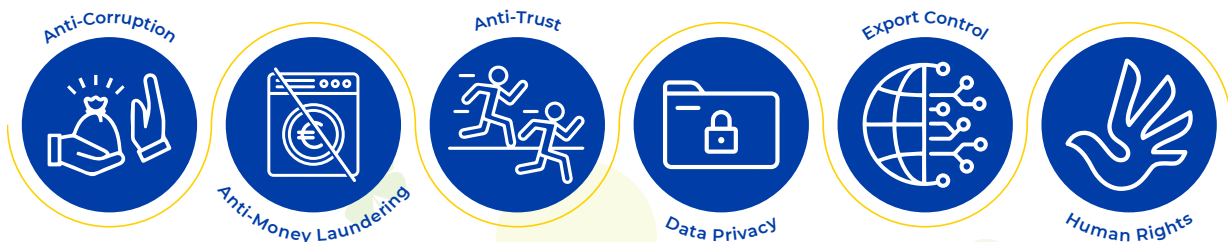


# ESG Highlights: Governance



At Trend Technologies, we uphold high standards of ethics and integrity in the conduct of our business and have built our reputation on the trust that our customers, suppliers and employees have in us.

Our company code of conduct sets out the requirements for Anti-Bribery, Anti-Corruption, Fair Competition, Business Ethics, Conflict of Interest, Whistleblowing, Information Security and Data Retention, based on the RBA principles. All employees are made aware of their obligations to follow the company code of business practice.



All companies today are reliant on information technology to manage our business; how we treat and protect this information can have major repercussions if handled incorrectly. For this reason, we are strengthening the controls that we apply to the management of critical data, be that customer, supplier and employee information. Our policies are based on the ISO 27001 principles. During 2023, our Trend Slovakia site successfully passed the TISAX audit (Trusted Information Security Assessment).

All senior management received refresher training on our codes of business conduct during last year and all global procurement/purchasing managers received training on the supplier code of conduct.

## 2023 Highpoints

- ▶ **86.7%** RBA corporate assessment (Low risk)
- ▶ **100%** Training with all senior management on codes of conduct
- ▶ **97%** acceptance of Trend Supplier Code of Conduct
- ▶ Sustainable procurement
  - > Conflict mineral compliant
  - > RoHS and Reach compliant
- ▶ **100 %** cyber threat resolution
- ▶ **51%** reduction in cyber threats from 2022
- ▶ **'A' rating** (low risk) financial risk assessment
- ▶ **All plants** tax and audit compliant
- ▶ Implementation of structured whistleblowing system



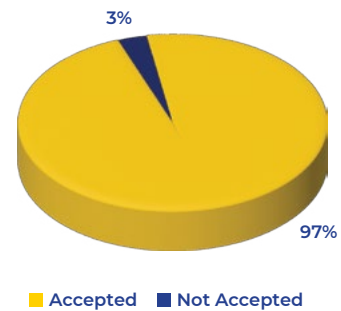
# Sustainable Procurement

Building long term strategic customer-supplier partnerships is key to the stability and success of the manufacturing Ecosystem. This approach offsets supply risks and ensures continuity of supply at all stages. At Trend we now consider sustainability as part of this long-term customer-supplier partnership.

We are committed to conducting our operations in an ethical and sustainable manner and to ensure compliance with relevant laws and regulations in all aspects of our business. Similarly, we expect our supply chain partners to have due regard for the manner in which they carry out their operations. We believe that the rights of workers must be respected throughout the supply chain and adherence to codes of business practice are taken into account in the supplier selection process.

We issue our Supplier Code of Conduct (based on the Responsible Business Alliance principles) to all new suppliers and key existing suppliers for full transparency of supply chain expectations. In this way, we actively seek to build sustainable relationships with key suppliers to partner with us on our sustainability journey.

**ACCEPTANCE OF TREND SUPPLIER CODE OF CONDUCT BY TARGETED SUPPLIERS**



The image shows a dense, lush forest of evergreen trees, likely spruce or fir, filling the entire frame. The foliage is a vibrant green, with some darker shadows visible between the branches. A semi-transparent, dark green horizontal band runs across the middle of the image, serving as a background for the text. The word "Reporting" is centered within this band in a clean, white, sans-serif font.

# Reporting

# Reporting and Recognitions

In addition to our own assessment of performance against internal goals, Trend uses several internationally recognised platforms for the assessment of our ESG ranking. These scores are shared with customers and interested parties.

## RAPIDRATINGS® Core Health and Default Risk Quadrant Analysis

■ TTL Holdings, LLC 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				
Strong Health (60-79)					
Medium Health (40-59)	C		A ■		
Poor Health (20-39)					
Very Poor (0-19)			B		



## Responsible Business Alliance RBA Annual Corporate Assessment Rating

SAQ Version	Last Modification Date	% of Completion	Score	Risk Rating
Corporate SAQ-2023	03/13/2023	100	86.7	Low
Corporate SAQ-2022	02/24/2022	100	85.1	Low
Corporate SAQ-2021	06/03/2021	100	82.2	Medium
Corporate SAQ-2020	11/04/2020	100	82.8	Medium



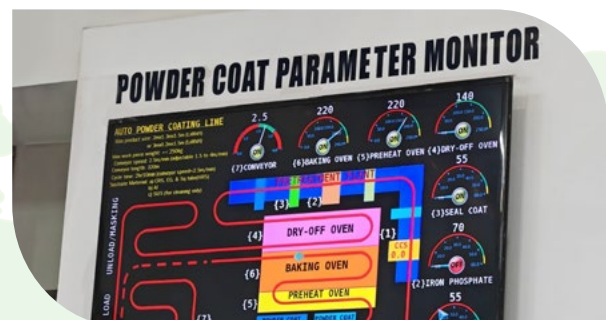
In 2023 we received a number of awards in recognition of our endeavours on sustainability.



Indian ESG Network – Award of Excellence



Customer ESG Excellence Award Trend India





## Next Steps

Sustainability is now an integral part of our corporate business strategy. This annual report serves as a clear signal to all our stakeholders of the importance that Trend places on reducing the impact of our operations for a sustainable future.

Our sustainability program follows a systematic management methodology for process improvement. We believe that by applying the talents and know-how of our people to this sustainability challenge, we will not only see improvements in environmental impacts, but we will deliver process efficiencies, which can ultimately improve overall company operational performance.

### The next steps in this journey for 2024

- ▶ Commitment to SBTi's
- ▶ Identify additional clean energy providers
- ▶ Extend pledge to Operation Clean Sweep in Trend Slovakia
- ▶ Complete construction and relocation to A rated building in Trend Slovakia
- ▶ Installation of Solar Panels in Trend Malaysia
- ▶ Improved segregation of non hazardous waste
- ▶ Certification to ISO 45001 for Trend Ireland
- ▶ Continuation of Earl Payton Scholarship
- ▶ Accelerate supplier code of conduct deployment
- ▶ Increased measures to secure the integrity of the IT infrastructure and networks
- ▶ Improved ESG data reporting verification
- ▶ Enhanced Business Continuity Planning



By following these clearly laid out plans, we can build on the momentum already established and work together for a sustainable future.



# GRI INDEX

Trend Technologies sustainability report was prepared with reference to the GRI Standards 2021 for the period 1 January 2023 - 31 December 2023

GRI indicator	GRI Description	2021 *	2023
<b>GRI 302-1</b>	<b>Energy consumption within the organisation</b>		
a.	Electrical energy consumed (non renewable) kWh	45,270,740	26,415,265
b.	Electrical energy consumed (renewable)		
	Solar energy consumed kWh	325,003	789,318
	Purchased renewable kWh	0	14,808,739
c.	Total electricity consumed kWh	45,595,743	42,013,323
	Total natural gas consumed, m <sup>3</sup>	1,680,930	1,818,756
	Total LPG consumed, l	1,667,363	977,529
	Total Diesel consumed, l	176,830	172,630
	Total Gasoline consumed, l	6,354	6,408
<b>GRI 303-3</b>	<b>Water Withdrawal</b>		
a.	Total water withdrawal, m <sup>3</sup>	105,181	90,718
<b>GRI 305-1</b>	<b>Direct (Scope 1) GHG emissions</b>		
a.	Scope 1, t CO <sub>2</sub> e (nat. gas, diesel, gasoline, LPG)	6,691	5,959
<b>GRI 305-2</b>	<b>Energy indirect (Scope 2) GHG emissions</b>		
a.	Location based indirect Scope 2, t CO <sub>2</sub> e (purchased electricity)	20,701	13,579
	Total CO <sub>2</sub> emissions (t CO <sub>2</sub> e)	27,392	19,538
<b>GRI 306-3</b>	<b>Waste Generated</b>		
a.	Total weight of non hazardous waste generated, metric tons	12,263	11,122
<b>GRI 306-4</b>	<b>Waste Diverted from Disposal</b>		
a.	Total weight of non-hazardous waste diverted from disposal (recycled), metric tons	7,814	9,729
<b>GRI 403-9</b>	<b>Work related injuries</b>		
a. i.	The number of fatalities as a result of work-related injury	0	0
a. iii.	The number of recordable work-related injuries **	84	50
<b>GRI 404-1</b>	<b>Average hours of training per year per employee</b>		
a.	Average hours of training per year per employee	Not published	17.5

\* 2021 Base year.

\*\* Number of injuries with days lost

An aerial photograph of a vast, dense evergreen forest, likely a coniferous forest, covering a hillside. The trees are a mix of vibrant green and darker, more mature shades. A semi-transparent dark green horizontal band is overlaid across the middle of the image, containing the main title text in white. The overall scene is peaceful and emphasizes the natural environment.

# Ensuring a future for the next generation

