

SHAPING TOMORROW

SUSTAINABILITY REPORT 2024



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02.

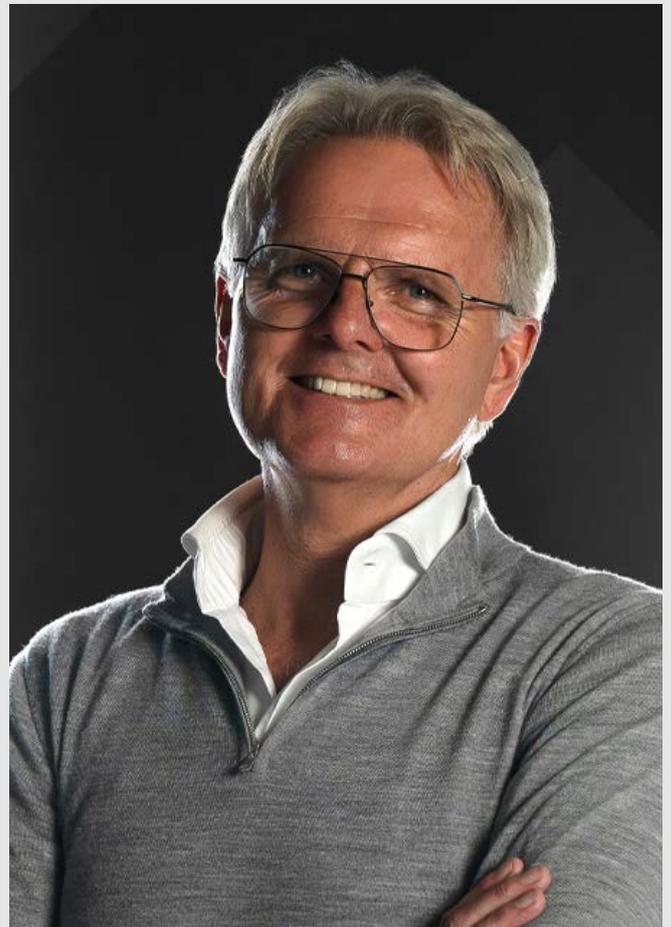
**LET'S SHAPE TOMORROW.
TOGETHER.**

"Shaping Tomorrow starts today. At Tricorp, we believe that workwear is more than just fabric and stitching. It's an extension of who you are and how you work. In 2024, we've made significant strides to embed sustainability not only into our products but into our entire mindset and way of working. We're proud of what we've accomplished – and even more motivated by what lies ahead. Together with our partners, customers, and colleagues, we're building a future where sustainable, fair, and innovative workwear is the standard"



**LET'S SHAPE
TOMORROW.
TOGETHER.**

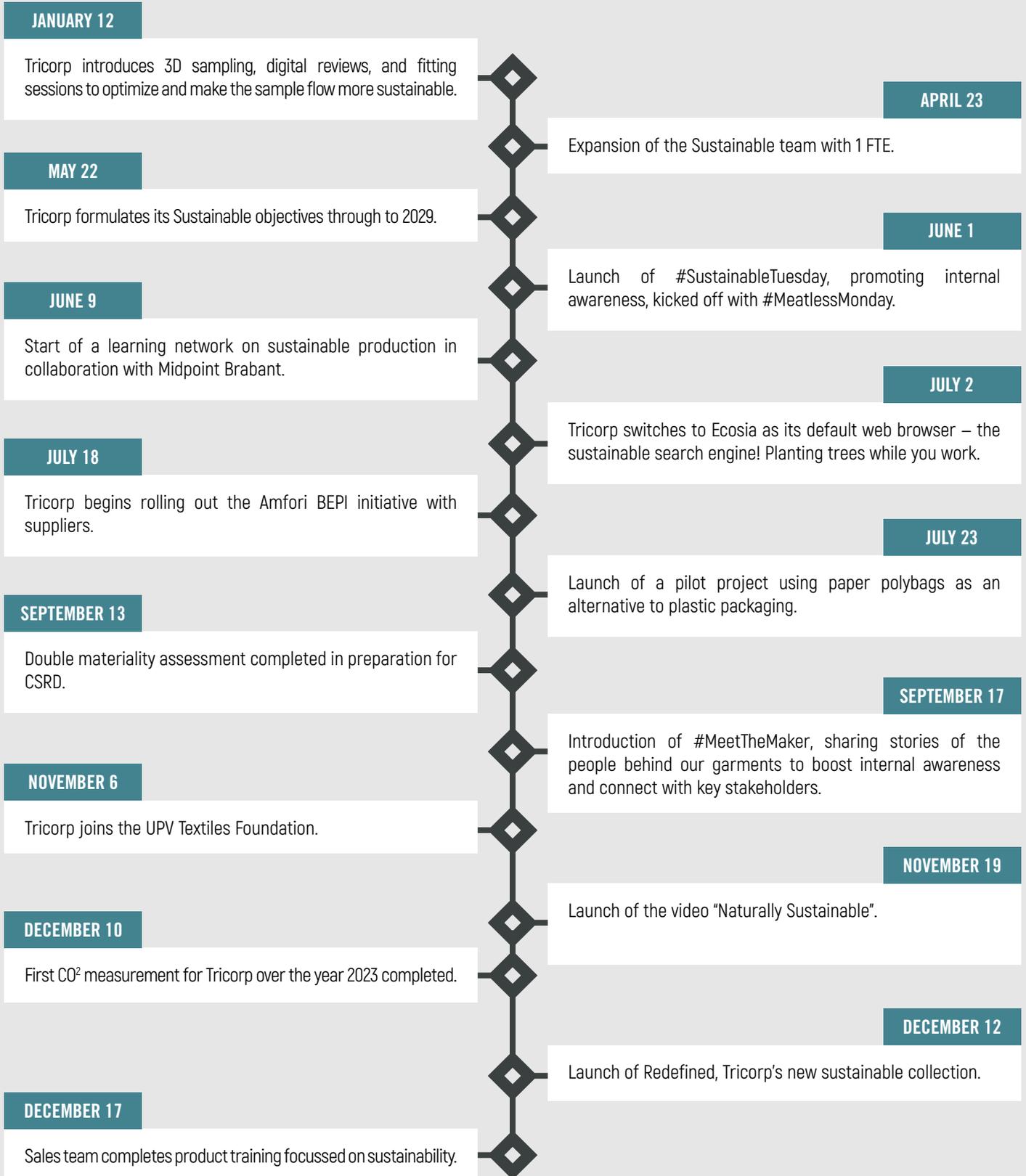
GERTJAN VAN ECK



03.

OUR 2024 JOURNEY

A year of impact, growth, insights, and making choices. We've gained a clearer understanding of our carbon footprint, started preparing for CSRD compliance, and continued to make our collections more sustainable. From switching to more responsible materials to strengthening relationships across our supply chain, every step brought us closer to our ambition: empowering professionals and companies worldwide with workwear that enhances their appearance, performance, and comfort.

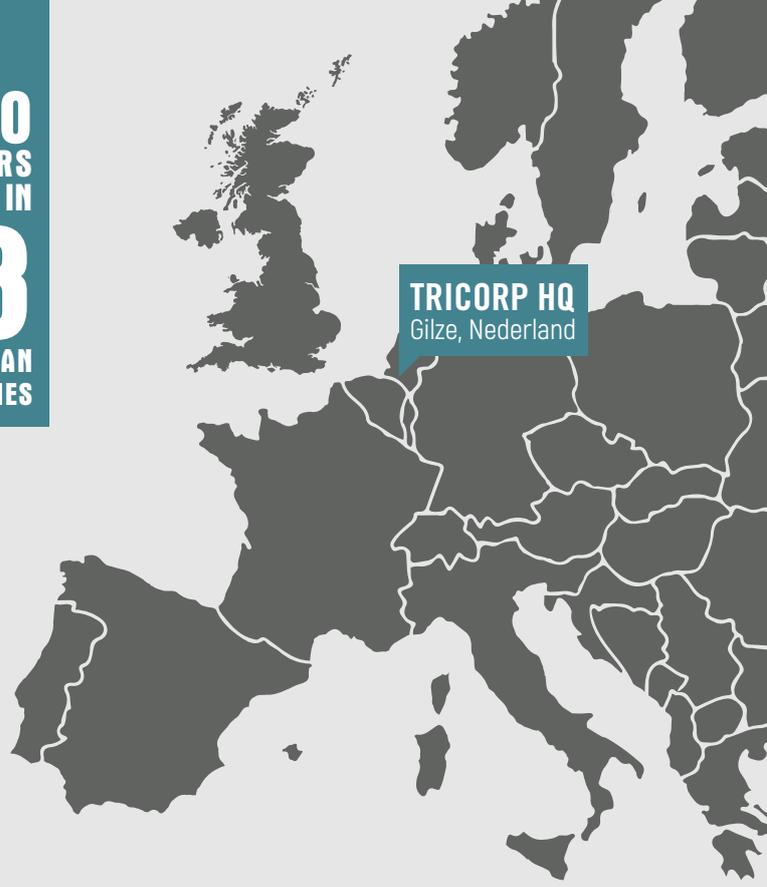


04.

OUR AMBITION FOR SHAPING THE FUTURE

1500
DEALERS
ACTIVE IN
18
EUROPEAN
COUNTRIES

TRICORP HQ
Gilze, Nederland



In 2024, Tricorp made the shift to position sustainability not just as a theme, but as the driving force behind its strategy. It's no longer solely about complying with legislation – it's about the intrinsic value we see in responsible business practices. Our ambition is to move beyond responding to external requirements and start proactively shaping a sustainable future.

Sustainability is becoming an integral part of how we operate as an organization and how we define our role as a workwear brand. This means looking beyond product innovation and certifications; we want to create a positive impact throughout the entire value chain. We're moving towards an even more sustainable way of doing business, with a clear vision and a solid foundation for the future.

Looking ahead CSRD Corporate Sustainability Reporting Directive

In 2024, we began preparing for the CSRD. A double materiality assessment was conducted, which further informed and sharpened Tricorp's sustainability strategy. Additionally, a dedicated working group was formed together with senior management, and this annual report serves as a key step in preparing for future CSRD-compliant reporting.

4 fully sustainable collections



Mission

Empowering professionals and businesses around the world with workwear that strengthens their presence, boosts performance, and maximizes comfort.

Vision

Tricorp is redefining the rules in workwear by staying one step ahead with smarter designs, more competitive pricing, and stronger dealer margins, all while keeping sustainability at the core.

Core values

Sustainability is at the heart of everything we do at Tricorp. We are committed to high-quality workwear products that contribute to circularity and foster long-term relationships with our partners. Our focus is always on using today's resources to produce for tomorrow. We take full responsibility for how our products are made: safely and fairly.

Safety is a top priority. We aim to make working comfortable, worry-free, and safe without compromise. Collaboration is key, grounded in mutual respect and appreciation for everyone's background. We reject racism and extremism, and we embrace all people, regardless of origin, religion, sexual orientation, or political beliefs. Transparent communication is essential so that expectations are clear and shared.

International cooperation is essential, because together we can achieve more than we ever could alone. We work as one team toward our brand ambition, always striving for the best possible outcome. This requires agility: we continuously adapt to changes in our environment and to the evolving needs of our customers and other stakeholders, including our suppliers.

Due diligence

The due diligence behind the development of our sustainability strategy is based on:

- UN guiding principles on business and human rights
- OESO Due diligence Guidance for Responsible Business Conduct
- OESO Due Diligence Guidance Supply Chains in the Garment & Footwear sector
- Universele verklaring van de rechten van de mensen
- Internationale Arbeidsorganisatie (ILO) arbeidsnormen
- Sustainable Development Goals



WITH TRICORP'S SOCIAL AND ENVIRONMENTAL POLICY WE WANT TO MAKE A POSITIVE CONTRIBUTION. ”

For Tricorp, the 17 sustainable development goals (SDGs) are an important guideline. With Tricorp's social and environmental policy, we want to make a positive contribution to these SDGs. We map the risks in our chain and internally and work on improvements where necessary. There are a number of SDGs that have our focus:

Sustainable development goal 5

GENDER EQUALITY

We stand for equal treatment for all and remain especially vigilant about gender-related issues, both within our organization and throughout our supply chain.

Sustainable development goal 8

DECENT WORK AND ECONOMIC GROWTH

We want our workwear to be produced under safe and fair working conditions. In our factories, we monitor overtime, the right to express concerns, living wages, and occupational safety. Together with our suppliers, we work on building a responsible sourcing process.

Sustainable development goal 12

RESPONSIBLE CONSUMPTION AND PRODUCTION

We work daily to reduce our environmental footprint, and we make our progress transparent through impact sheets.

Sustainable development goal 13

CLIMATE ACTION

Tricorp aims to gain deeper insight into product and process details to make conscious decisions together with our supply chain partners. To preserve resources, we focus on durability, reuse, and appropriate recycling of our garments.

Sustainable development goal 17

PARTNERSHIPS FOR THE GOALS

We prioritize collaboration with NGOs, trade unions, and other stakeholders to achieve our goals and engage in ongoing dialogue.

05.

SAFE AND DURABLE IMPACT FOR TOMORROW

Double materiality analysis

For Tricorp, conducting a double materiality assessment is a crucial step in further integrating sustainability into our overall strategy. This not only helps us comply with the new CSRD legislation, but also provides valuable insight into both financial risks and opportunities as well as the societal impact of our operations.

By actively involving both internal and external stakeholders, we strengthen our sustainable direction and reinforce trust in our brand values. This is not a one-time exercise, but an ongoing process – one that ensures Tricorp remains future-proof and continues to innovate in sustainable workwear.

The materiality assessment identified 20 ESG (Environmental, Social, and Governance) topics as material (i.e., high priority). Among these, 7 topics were identified as highly material:

- Use of raw materials
- Human rights in the supply chain
- Product quality
- IT security
- Circular economy
- Supply chain responsibility
- Employment conditions at Tricorp

Double materiality analysis within Tricorp

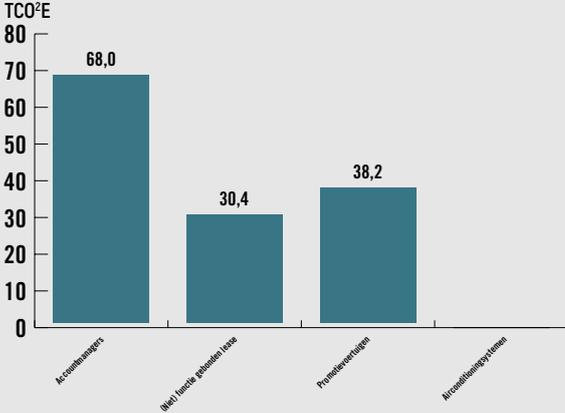


Climate Impact

To understand how much CO² emissions we generate, we look not only at what happens within our own walls, but especially beyond them. We do this according to the international Greenhouse Gas Protocol, which works with three levels of emissions:

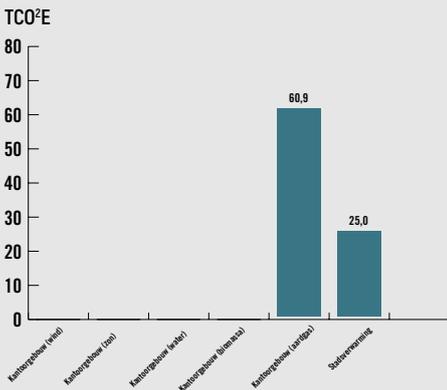
Scope 1 – Everything we emit ourselves at Tricorp

Think of gas consumption in our building and the exhaust fumes from our own vehicles. These are emissions we can directly influence.



Scope 2 – The emissions from our electricity

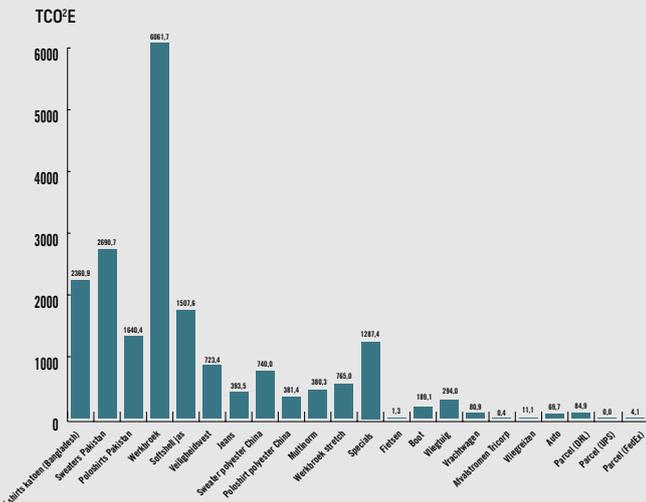
We use energy such as electricity, which we usually do not generate ourselves, but the CO² emissions from producing that energy do count.



Scope 3 – Everything that seems out of sight but still counts

From transporting our clothing, to business travel, waste, and production by our suppliers. Scope 3 is often the largest and most complex category because it falls outside our direct control – but this is exactly where we want to make a difference.

Calculating our CO² footprint helps Tricorp gain better insight into the impact of our activities and improve transparency in our supply chain.



Focus on the biggest impact: purchased goods

More than 90% of our total footprint comes from the production of purchased goods. Together with bAwear, we have mapped this impact. In 2024, total emissions amounted to 19,139 tons of CO², a 4% reduction compared to 2023.

What contributed to this decrease?

- **Greener electricity supplier (Scope 2):** Our energy supplier used more renewable energy sources such as wind and solar power last year, significantly reducing emissions from our electricity consumption.
- **New T-shirt supplier with more sustainable practices:** At the end of 2024, we switched to a supplier who, among other things, uses sustainably grown cotton, solar-powered production, efficient processes, and water reuse. This change resulted in a 0.7% reduction in CO² emissions, with greater impact expected in 2025.

What we learned

When compiling our CO² footprint, we encountered several challenges:

- **Limited data access:** In some cases, reliable information was missing, so we had to work with so-called worst-case data. We strive to improve this data annually to achieve an increasingly accurate picture.
- **Missing data:** Not all relevant data was available, meaning some emission sources were excluded.

Looking ahead: from insight to action

The insights from 2024 help us target sustainability efforts more effectively:

- We invest in materials with a lower environmental impact;
- Energy consumption by our suppliers is a key factor in our reduction strategy;
- For yarn, fabric, and dyeing processes, better cooperation and control are needed.

We recognize we cannot solve everything on our own. The willingness of our factories to become more sustainable is crucial. That's why we focus on long-term cooperation, transparency, and joint improvement.

What does 2025 bring?

In 2025, we will take concrete steps with a clear reduction plan. In addition, we will begin our journey toward full traceability in the supply chain (see chapter 8: Shaping Tomorrow and Beyond). Sustainability will also be an explicit factor when selecting new suppliers. With each step, we come closer to our goal: a lower CO² footprint and a supply chain ready for the future.

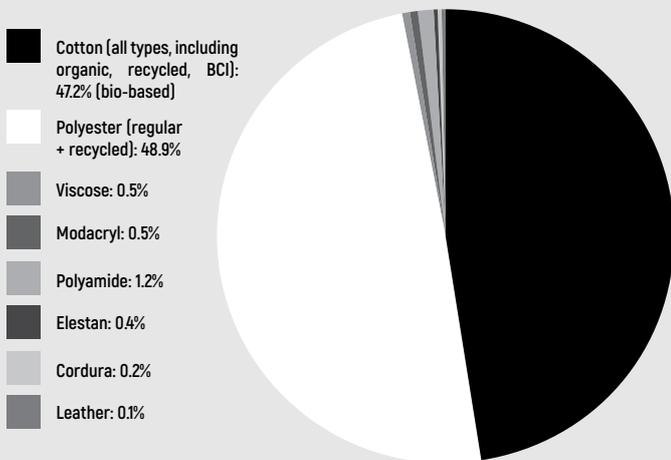
SUSTAINABLE CLOTHING STARTS WITH THE RIGHT RAW MATERIALS.

Raw materials strategy

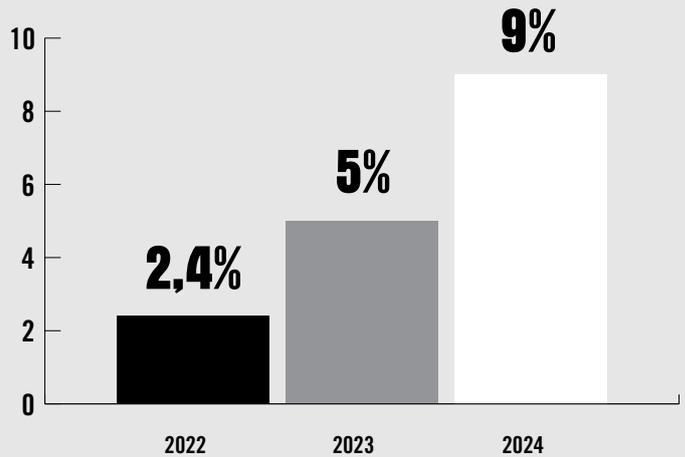
Sustainable clothing starts with the right raw materials. But what qualifies as 'low impact' depends on many factors, from cultivation and origin to production and chemical use. That's why Tricorp uses the Modint Fiber Matrix, combined with bAwear data, as a guideline for responsible material choices. We are replacing conventional cotton with organic cotton and switching to recycled raw materials. This reduces our CO² emissions and significantly lowers water consumption as 76% of our water usage occurs during the raw material phase.

Additionally, we are digitizing our design process with 3D patterns and virtual fittings, drastically reducing the number of physical samples.

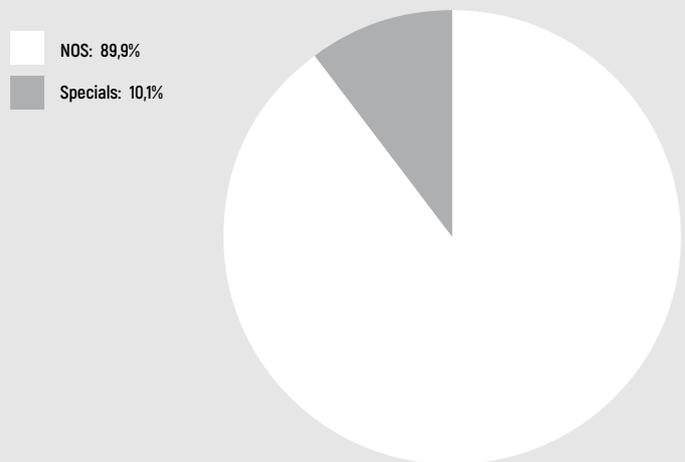
Material usage:



Percentage of organic / recycled raw materials



Productiecycle 2024



Less than **89.9% of our sold items** come from our Never-Out-of-Stock (NOS) collection: a fixed assortment available year-round. This ensures constant availability, minimizes leftover stock, and prevents waste. Moreover, it makes our production more efficient and our supply chain more stable and sustainable.

The remaining **10.1% consists of specials**: customized items that we develop specifically for the end customer. Flexible, customer-focused, and with a strong emphasis on quality.

7% RECYCLED MATERIAL.

Certifications and Labels



OEKOTEX-100

- Standard for tested and certified textiles free from harmful substances;
- REACH-compliant;
- Promotes the use of environmentally friendly production methods and minimizes the ecological impact of textile manufacturing.

Items with certificate



Fabric suppliers



Dye & Finishing Suppliers



Suppliers with certificate



GRS – Global Recycling Standard

- Standard for recycled materials and responsible supply chains;
- Facilities from the recycling company to the final supplier comply with social, environmental, and chemical standards;
- Requires all stages of the textile supply chain to be certified, from the recycling company to the finished product;
- Includes traceability and has strict rules for chemicals and dyes;
- Recycled Content Standard (RCS) verifies and tracks the recycled material in a product throughout the entire chain, from source to final product.

Products GRS



Products RCS



Direct suppliers GRS



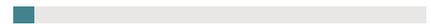
Direct suppliers RCS



OCS - Organic Cotton Standard

- Standard for organic cotton;
- Facilities from the farm to the final supplier must meet traceability requirements;
- Requires certification of all stages in the supply chain, from the organic raw material to the finished product;
- Maintains organic integrity;
- **Better Cotton Initiative (BCI)** makes cotton production more sustainable by training farmers in environmentally friendly cultivation and improved working conditions.

Products OCS



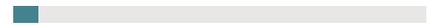
Products BCI



Direct suppliers OCS



Direct suppliers BCI



Chemical management

With our policy on harmful substances, we actively limit their use in our chain. We apply our own **RSL** (Restricted Substances List) and **MRSLS** (Manufacturing Restricted Substances List), based on leading guidelines such as **ZDHC** (Zero Discharge of Hazardous Chemicals) and Modint, and rely on strict certifications like **OEKO-TEX® 100** and **GRS**.

In 2024, we equipped the last items with a **PFAS-free finish**. This means the entire assortment is PFAS-free, except for a few multi-standard items where this is technically not yet possible.

Amfori BEPI

Tricorp is affiliated with Amfori's **BEPI** initiative, which helps us better map the environmental impact of our factories. Focusing on energy consumption, CO² emissions, water, waste, and nuisance, BEPI offers us a structured approach to gradually improve sustainability together with our partners, step by step, factory by factory.

In 2024, we fully assessed the environmental impact at 8 factories. The goal for 2025 is to extend this approach to the remaining suppliers.



WITH OUR CHEMICAL POLICY, WE ACTIVELY LIMIT THE USE OF HARMFUL SUBSTANCES IN OUR SUPPLY CHAIN.



Waste Stream Reduction and Recycling Rates

Since 2023, Tricorp is responsible under the UPV legislation for the entire product lifecycle, from production to disposal. This law encourages the reuse and recycling of textiles.

The objectives are clear:

2025

50% target reuse and recycling, of which:

- At least 20% reuse
- At least 10% reuse in the Netherlands
- At least 25% fiber-to-fiber recycling

2030

75% target reuse and recycling, of which:

- At least 25% reuse
- At least 15% reuse in the Netherlands
- At least 33% fiber-to-fiber recycling

To comply with these goals, Tricorp is affiliated with Stichting UPV Textiel and works together with partners in the chain on collection, processing, and innovation. We are also active in the learning network of Midpoint Brabant, where Avans University will conduct research into return logistics in 2025.

Additionally, we collaborate with Gaia Circulair: customers can return worn workwear via a 'resource box'. This clothing is sustainably sorted, with social impact, by people with a distance to the labor market. Afterwards, the clothing is either fiberized or processed into a Pour-bag.



ISO 14001 and Internal Environmental Management

In 2024, Tricorp took further steps in the implementation and optimization of ISO 14001, the international standard for environmental management. This certification helps us continuously improve our environmental performance and comply with laws and regulations.

This year, we implemented specific measures to reduce our environmental impact and engage all colleagues in this effort:

1. ENHANCED INTERNAL AWARENESS

Through newsletters and presentations, we informed employees about how they can contribute to sustainable business practices.

2. OPTIMIZED WASTE SEPARATION



Through newsletters and presentations, we informed employees about how they can contribute to sustainable business practices.

98% of cardboard and paper waste is recycled
98% of plastic waste is recycled
4% of residual waste is recycled by our waste processor

3. CONTINUOUS MONITORING

Through periodic internal audits, we evaluate our progress and identify new areas for improvement.

4. A SECOND EXPANDABLE TRAILER

This mobile showroom enables us to present and fit complete workwear packages on-site, so wearers don't have to travel to a dealer and no wrong sizes need to be returned.

5. FLEET



Eco-profile vehicles (hybrid or electric):
27%, an increase of 19% compared to 2023.

6. AIR FREIGHT



Reduction of air freight in 2024 compared to 2023.

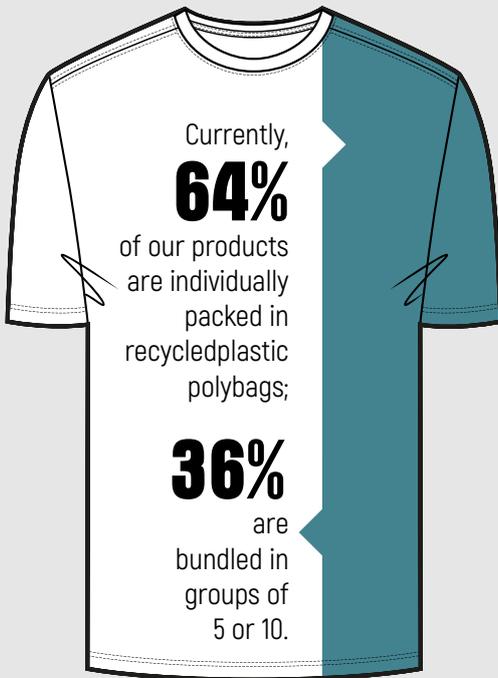


A CONVERSATION BETWEEN FAYA, VIC, ESTHER AND FRANS ABOUT SUSTAINABILITY. AN INSPIRING STORY BETWEEN 4 GENERATIONS!”



Packaging

At Tricorp, we are aware of the impact of packaging waste.



These packages protect our clothing during transport and ensure an efficient logistics process but are discarded immediately after use. The polybags are 100% recyclable and made from recycled content.

Sustainable can always be more sustainable.

So we have been searching for greener alternatives.

- Shipping without packaging = vulnerable;
- Multibags;
- Paper polybags = less durable and more costly.

Although we haven't found the perfect solution yet, we continue to innovate. Our goal: packaging that is both environmentally friendly and practical within our supply chain.



SHAPING TOMORROW, STARTS TODAY.”

Tier 1 / Countries where we produce

06.

SOCIAL AND SUPPLY CHAIN IMPACT FOR TOMORROW

41%

CHINA

12%

PAKISTAN

12%

VIETNAM

6%

INDIA

12%

TURKIJE

18%

BANGLADESH

Supply chain management

- Tier 0 = Tricorp as a workwear brand (design)
- Tier 1 = garment assembly
- Tier 2 = fabric production and dyeing
- Tier 3 = raw material production
- Tier 4 = raw material extraction

We have been working with 71% of our suppliers for more than 5 years.

47%

SUPPLIERS VISITED IN 2024

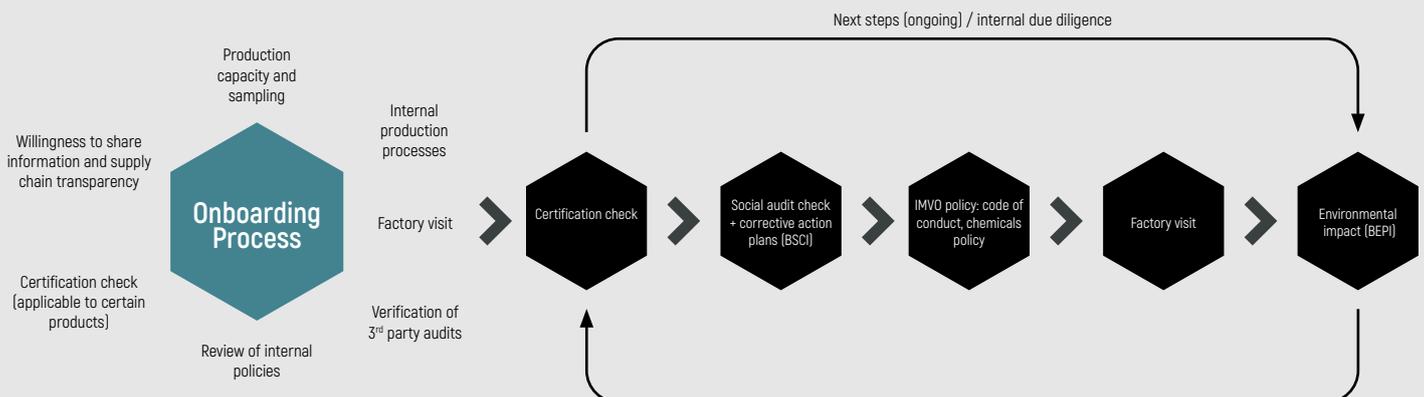
0%

ZERO TOLERANCE CASES IN 2024

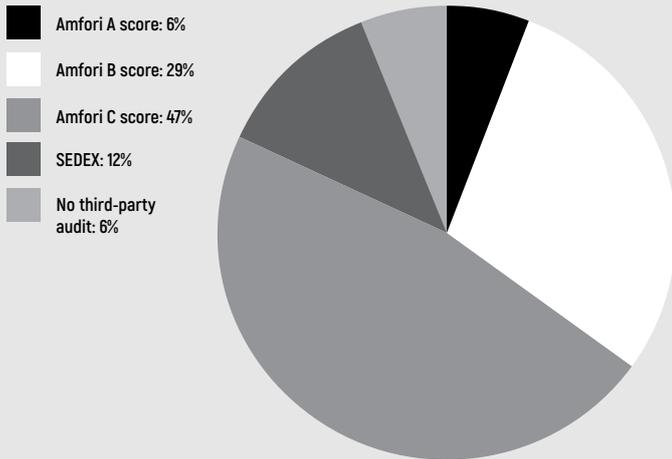
27

COMPLETED AMFORI COURSES BY SUPPLIERS IN 2024

How Tricorp onboards new suppliers:



2024 compliance in figures:



TOPICS INCLUDE FAIR WAGES, NO CHILD LABOR, SAFE WORKING CONDITIONS, AND EQUAL TREATMENT. ”

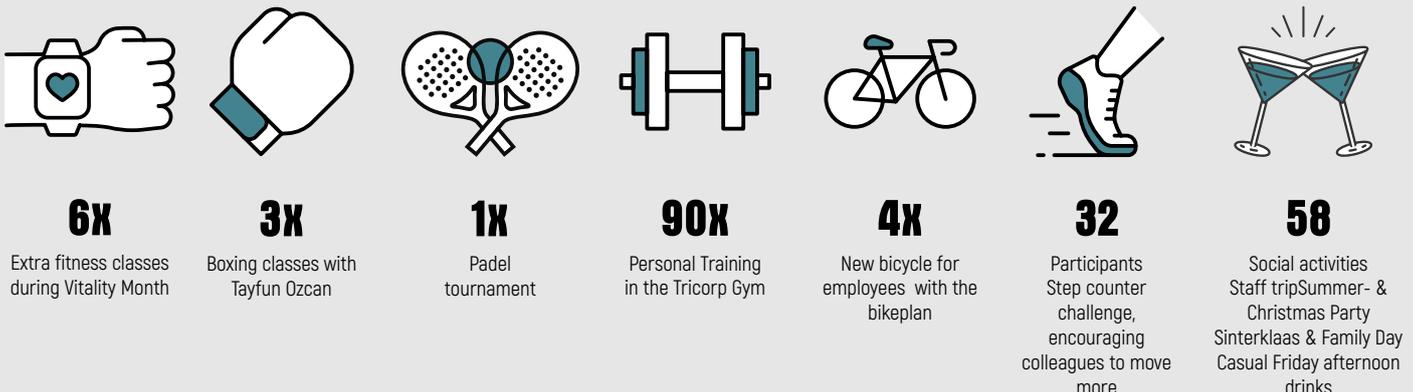


Amfori BSCI - Due diligence

For Tricorp, the BSCI initiative is an important tool to monitor and improve social working conditions at our suppliers. The BSCI Code of Conduct aligns seamlessly with Tricorp's own code and is based on international conventions. Topics include fair wages, no child labor, safe working conditions, and equal treatment.

After each audit, we discuss the results with our suppliers and work together on improvements. Through the Amfori platform, we also encourage suppliers to participate in training on social and environmental topics. For example, one of our Chinese partners took part in a BEPI pilot, a great example of joint growth.

Social and supply chain impact for tomorrow



07.

A YEAR OF IMPACT

Naturally sustainable

We have taken a significant first step to measure the environmental impact of our organization. This creates greater insight into where Tricorp makes an impact and allows us to reduce our impact more effectively.

Sustainable materials

Growth of +4%.

Internal awareness

Launch of #sustainableuesday & #meetthemaker to raise awareness among colleagues through various initiatives such as Meatless Monday, Ecosia, staying vital through the summer, and donating bottle deposits.

BSCI audits

100% score of C or higher.

2nd Expandable

This mobile showroom enables us to present and fit complete workwear packages on location, so wearers don't have to travel to a dealer themselves and no wrong sizes need to be returned.

3D sampling

For all new Tricorp collections, we collaborate with digital 3D pattern makers and conduct digital review and fitting sessions to reduce our sample flow.

08.

SHAPING TOMORROW AND BEYOND

In 2025, together with Retraced, we will enhance insight into our supply chain. We will introduce a structured supplier evaluation, assessing suppliers on sustainability, innovation, and transparency. We will also start a brand evaluation, where suppliers assess us, fostering mutual trust and growth.

We will convert our core collection to more sustainable materials. The aim is to renew all T-shirts, polo shirts and sweaters with a focus on eco-design and circularity. Additionally, we will initiate a program to promote living wages within our supply chain.

09.

SHAPING EVERY DAY



At Tricorp we want to contribute to a better world. Because good can always be better. That is why we support these social initiatives.

Prinses Máxima Centrum

Tricorp Workwear is proud to be a Business Partner of the Princess Máxima Center, a center where the best healthcare professionals and scientists come together in the field of pediatric oncology to collaborate on a unique mission: curing every child with cancer, with optimal quality of life. We share the ideals of the center, where excellent care and groundbreaking research combine to offer children with cancer a hopeful future. As a Business Partner, we contribute with determination to this mission and fight together for the well-being of these brave young fighters.



Special Olympics
Nationale Spelen
Breda & Tilburg 2024



Special Olympics

Tricorp outfits everyone, and inclusivity is the norm. That's why Tricorp sponsored the clothing for the 1,500 volunteers dedicated to giving all heroes with intellectual disabilities a great experience during the Special Olympics National Games. The largest multi-sport event in the Netherlands. Participants could compete in 20 sports organized at local sports clubs in Breda and Tilburg. The event took place from June 14 to June 16, 2024.

Orange Babies

Tricorp collaborates with Orange Babies, a foundation fighting the effects of HIV on pregnant women and their babies in Africa. We share the ideals of Orange Babies and commit ourselves to their mission. Specifically, we support the Orange Babies Champions project, which focuses on raising awareness around HIV and fundraising to support this crucial mission. Together, we strive for a future where every child can have a healthy start.

ORANGE BABIES CREATIVE IN BEATING HIV



Stichting Groothart

The GrootHart Foundation gives seriously ill children an unforgettable racing experience on the track in a real race car. Thanks to the cooperation of famous drivers, professional racing teams, and circuits in and around the Netherlands, these seriously ill children can have an unforgettable day. They can forget all their troubles for a moment and enjoy a carefree day together with their family. Tricorp Workwear supports this wonderful initiative from the GrootHart Foundation to give these children the day of their lives.

10.

ABOUT THIS REPORT

About this report

This report covers the period from January 1, 2024, up to and including December 31, 2024. All information is based on purchase data within the mentioned reporting period.

Contact

For questions about sustainability or this report, you can contact Tricorp Workwear.

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“
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TRICORP

WORKWEAR