

ZERO-TOLERANCE STATEMENT FOR ALL FORMS OF SEXUAL HARASSMENT

ISSUE DATE: FEBRUARY 25, 2025

Trivium Packaging (Trivium) offers customers around the world innovative and sustainable packaging solutions supported by scalable production and outstanding customer service. We operate 61 locations across 19 countries worldwide, employ approximately 7,300 employees and have a group revenue of \$3.098 billion as of December 31, 2023.

Trivium recognizes that it has a responsibility to create a safe working environment for our employees. Therefore, Trivium is committed to maintaining a safe environment, free from sexual harassment. Our strict zero-tolerance policy applies to all forms of sexual harassment, whether committed by our staff or by third parties, including suppliers, contractors and any visitors to our premises.

This statement is made by Trivium Packaging B.V. and its subsidiaries pursuant to the UK Equality Act 2010.

Digitally signed on behalf of Trivium Packaging B.V., by its duly authorized officers and directors on February 25, 2025: Michael Mapes, Chief Executive Officer and Stefan Siebert, Chief Financial Officer.

Signed by:	Signiert von:
	
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Incorporated and approved on behalf of Trivium's UK subsidiary, Trivium Packaging UK Holdings Limited, also on behalf of its subsidiaries.