



SUSTAINABILITY REPORT 2024



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ABOUT US

Trillium Flow Technologies is a global partner in advanced flow control, delivering premier quality and a unique level of service for the life of a project. We serve customers in the power, water and wastewater, general industry, and oil and gas sectors with highly engineered valves, pumps, and actuators, complemented by comprehensive support in every phase of a project or operation.

Our portfolio of 18 legacy brands offers premier flow control solutions designed for specific industry applications. With a supply chain spanning the globe, our key manufacturing and service centers are in the United Kingdom (UK), the United States (USA), Italy, France, the Netherlands, China, South Korea, and Canada.

Trillium's global headquarters are in Glasgow, Scotland, UK, and Houston, Texas, USA. At year-end 2024, Trillium employed 2,168 people worldwide.



OUR BRANDS



LETTER FROM DOUG KITANI

CHIEF EXECUTIVE OFFICER

DOUG KITANI



Dear Stakeholders,

I am pleased to present Trillium Flow Technologies' fifth annual Sustainability Report and share the highlights of our achievements over the past year. In 2024, we achieved notable growth and strong margin performance. We advanced our Environmental, Social, and Governance (ESG) initiatives, reinforcing our commitment to environmental performance and workplace safety. Our customers and stakeholders continue to prioritize ESG, and we remain committed to these principles. This dedication sets us apart in the industry and builds on our substantial progress.

ADVANCEMENT, COLLABORATION, AND INNOVATION

Throughout 2024, our organization made significant strides on multiple fronts. We smoothly transitioned leadership and reorganized to ensure stability and continuity. Additionally, we introduced a leadership culture initiative to serve as the foundation for our performance-based culture in 2025. This initiative creates clear growth pathways and strengthens our competitive position by developing and retaining top talent, which builds upon our recent operational improvements and pushes us further.

We also implemented several process improvement initiatives across the company, yielding great benefits. When we support our people with the best technology, data, and insights, they perform their jobs more safely and efficiently. Often, these process improvements lead to better safety outcomes, which in turn enhance our operational and KPI performance.

THE SAFETY OF OUR PEOPLE IS OUR TOP PRIORITY

Our strong safety culture is a distinguished source of pride across the company, driven by dedicated leadership at each location. Safety is everyone's responsibility, and leaders must integrate safety into daily habits, regular reporting, and continuous process improvements across our teams and plants, making safety and ESG fundamental to our organizational rhythms.

We prioritize our people's well-being, ensuring they return home safely each day through disciplined reporting and daily consistency on the plant floor. Our leaders are fully committed to prioritizing and enhancing safety, ensuring continuous improvement across the organization.

MONITORING OUR ENVIRONMENTAL IMPACT

Environmental stewardship is core to our values. In 2024, our team consistently upheld this commitment. Annual ESG reporting provides valuable insights that guide these efforts. It is encouraging to see each of our locations develop ESG programs tailored to their unique culture and needs. While we have made great progress, we continuously strive to improve and protect our people and the environment. Notably, our emissions intensity was reduced by 19% compared to our base year (2020).

INCREASED IMPACT, IMPROVED PERFORMANCE

Our leaders drive product engineering advancements, improving safety and advancing flow control technology to benefit our customers. We take a practical, goal-driven approach that delivers tangible outcomes. We integrate ESG into our actions and decisions, driving meaningful change. Since our founding in 2019, we have made a lasting impact and look forward to even greater success in 2025 and beyond.

Sincerely,
Doug Kitani
CEO

OUR MISSION

To sustainably, efficiently, and passionately assist our customers by providing critical products and services to help them meet the needs of today’s ever-challenging world.

OUR VISION

We will become the most relied-upon flow control solutions company in the world.



REPORT OVERVIEW

2024 SUSTAINABILITY REPORT

Trillium Flow Technologies integrates sustainability into our business and aspires to be an industry leader in ESG performance. We are committed to setting ambitious but attainable ESG goals, measuring our progress, and reporting our results regularly, using universally recognized reporting framework standards as a guide.

ACHIEVING TANGIBLE PROGRESS

At the start of 2020, less than a year after Trillium Flow Technologies' founding, our Executive Leadership Team pledged to create the company's inaugural Sustainability Report. That marked the beginning of a continuing commitment to build a strong foundation of ESG programs. This fifth Sustainability Report includes updates on key areas where we have made progress on our ESG priorities. We have established formal processes and systems for gathering key data and metrics, tracked our progress annually, and successfully embedded sustainability into our culture and organization. These milestones reflect our progress, and we continue to build on our accomplishments.

This sustainability report includes information and select metrics for relevant disclosure topics in the Sustainability Accounting Standards Board (SASB) Industrial Machinery & Goods Sustainability Accounting Standard and the Global Reporting Initiative (GRI) Standards. This report covers policies, programs, and metrics for Trillium Flow Technologies' operated assets around the world from January 1, 2024, through December 31, 2024, unless otherwise noted.

BOARD-LEVEL REPORT REVIEW

As standards for ESG reporting continue to evolve, Trillium Flow Technologies strives to reflect the principles of completeness, truthfulness, and accuracy in our reporting. The information in this 2024 Sustainability Report was sourced from Trillium Flow Technologies' executives, managers, and subject matter experts. It was also approved by our Executive Leadership Team and CEO and reviewed by the Trillium Flow Technologies Board of Directors (Board).

ESG MATERIALITY ASSESSMENT

The basis for this report is the ESG Roadmap developed by Trillium Flow Technologies' global, cross-functional Sustainability Committee in 2020. The committee identified eight key topics through a series of meetings with internal stakeholders, including the Executive Leadership Team, and mapped the topics to Trillium Flow Technologies' values. A third-party sustainability consultant reviewed the ESG Roadmap, guided the selection of reporting frameworks, and provided feedback on the materiality assessment to ensure Trillium Flow Technologies tracks and reports meaningful information that will drive continued ESG progress.

DOUBLE MATERIALITY ASSESSMENT

In 2024, Trillium Flow Technologies initiated a Double Materiality Assessment to align with the upcoming Corporate Sustainability Reporting Directive (CSRD) regulations in the European Union. We comprehensively examined the European Sustainability Reporting Standards (ESRS) topics, subtopics, and sub-subtopics. Through a series of discussions and workshops with internal and external experts and stakeholders, we were able to identify the topics material to our organization.

A third-party sustainability consultant assisted our Double Materiality Assessment, ensuring a thorough and impartial approach. This assessment not only helps us comply with regulatory requirements but also provides a holistic view of our sustainability impacts and dependencies. By applying the double materiality principle, we can better understand and manage the ESG factors that are critical to our long-term success and stakeholder value. We will report on the results of the Double Materiality Assessment in alignment with CSRD regulations.

SHARE YOUR THOUGHTS

Trillium Flow Technologies strives to provide accurate, complete, up-to-date information that is relevant, transparent, and valuable to our stakeholders. We welcome your feedback to help us improve our efforts and our ESG reporting. Please contact us at sustainability@trilliumflow.com if you have questions or comments about this report.

DISCLAIMER

Although the information included in this report has been subjected to our policies surrounding the disclosure of financial and non-financial data, no regulatory body or government agency has prescribed the information included in this report nor the presentation of such information. The data included in this report was not subject to a third-party audit verification process. Certain information included in this sustainability report may constitute forward-looking statements within the meaning of applicable securities laws, including but not limited to statements regarding Trillium Flow Technologies' plans to move forward with identified environmental, social, or governance initiatives. Readers are cautioned not to place undue reliance on forward-looking statements as they are subject to assumptions and known and unknown risks and uncertainties that may cause our actual results, performance, or achievements to be materially different from any future results, performance, or achievements expressed or implied by such forward-looking statements. Such risks and uncertainties include, among others, technological innovations, climate-related conditions and weather events, legislative and regulatory changes, socio-demographic and economic trends, and other unforeseen events and conditions. The forward-looking statements contained herein are made as of the date of this document and Trillium Flow Technologies makes no commitment to update such forward-looking statements to reflect the impact of circumstances or events that arise after the date the forward-looking statements were made.



SUSTAINABLE DEVELOPMENT GOALS



GOAL 1: END POVERTY IN ALL ITS FORMS EVERYWHERE



GOAL 6: ENSURE ACCESS TO WATER AND SANITATION FOR ALL



GOAL 11: MAKE CITIES INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE



GOAL 15: SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION, HALT AND REVERSE LAND DEGRADATION, HALT BIODIVERSITY LOSS



GOAL 2: ZERO HUNGER



GOAL 7: ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY



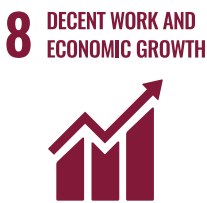
GOAL 12: ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS



GOAL 16: PROMOTE JUST, PEACEFUL AND INCLUSIVE SOCIETIES



GOAL 3: ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES



GOAL 8: PROMOTE INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, EMPLOYMENT AND DECENT WORK FOR ALL



GOAL 13: TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS



GOAL 17: REVITALIZE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT



GOAL 4: QUALITY EDUCATION



GOAL 9: BUILD RESILIENT INFRASTRUCTURE, PROMOTE SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION



GOAL 14: CONSERVE AND SUSTAINABLY USE THE OCEANS, SEAS AND MARINE RESOURCES



GOAL 5: ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS



GOAL 10: REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES

DISCLAIMER:
<https://www.un.org/sustainabledevelopment>
¹The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.

The United Nations (UN) Sustainable Development Goals, or SDGs, include 17 crucial goals that unite global stakeholders to end poverty, fight inequality and injustice, and protect our planet. Trillium Flow Technologies shares these values, and our sustainability efforts support many of the same goals¹.

TRILLIUM FLOW TECHNOLOGIES' 2024 SUSTAINABILITY HIGHLIGHTS INCLUDE:

ENVIRONMENTAL

- A recent process modification in the Test Lab at our pumps facility in Fresno, California, is projected to save approximately 800-900 gallons of water per test.
- We achieved a **19%** reduction in emissions intensity in 2024 compared to the base year (2020).
- We held our second annual Trillium Flow Technologies Global Green Day.

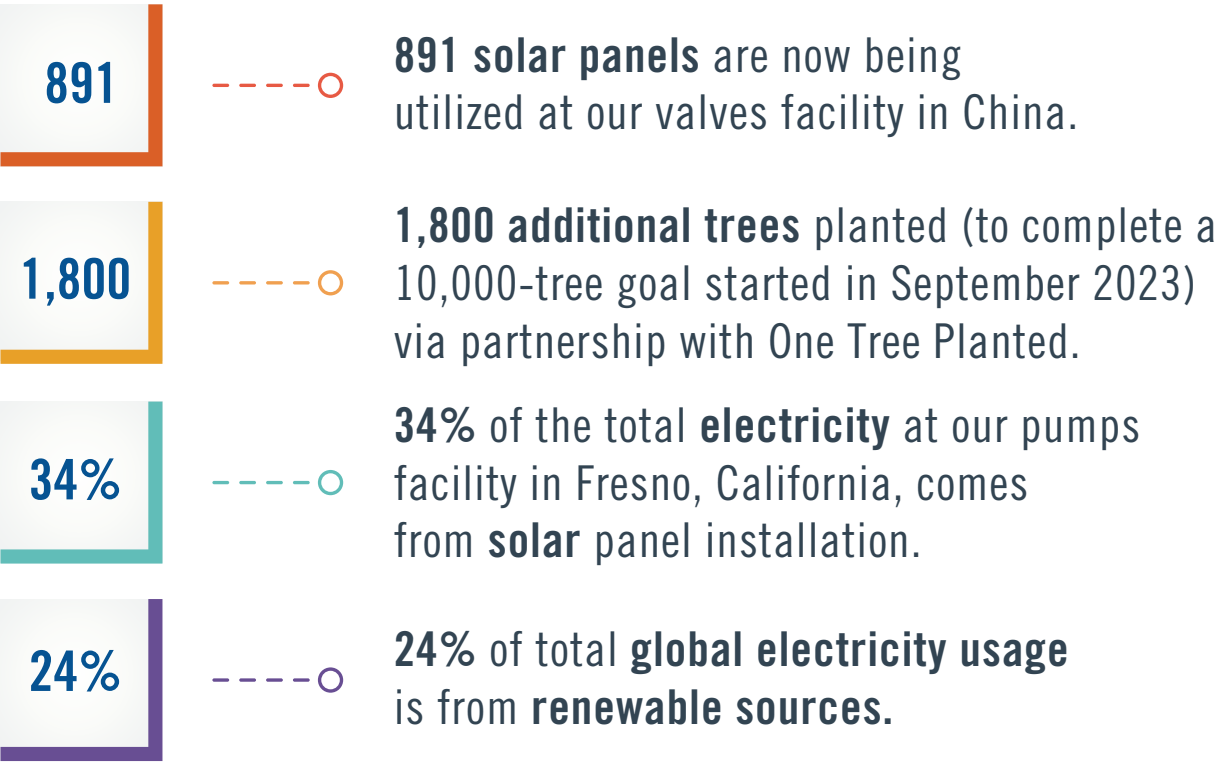
SOCIAL

- Our Green Team created an initiative designed to enhance awareness of various wellness topics, with locations participating in activities and training sessions throughout the year.
- We participated in **14** community STEM events helping to create pathways for students into engineering and manufacturing fields.
- We achieved **2,530** employee **volunteer** hours.

GOVERNANCE

- Supplier Code of Conduct: No reported violations since the company was established.
- Human Rights and Modern Slavery Policy: No reported violations in company history.
- Due diligence improvements: We engaged a new provider to deliver a more comprehensive due diligence process for our internal stakeholders and third parties.

2024 AT A GLANCE: GROWING GREENER BY THE NUMBERS



SOCIAL

Protecting the Health, Safety,
and Well-being of Our People



FOSTERING A POSITIVE, INCLUSIVE CULTURE



At Trillium Flow Technologies, protecting health and safety is embedded in our culture. It is part of our DNA. We invest in the health, safety, and well-being of our employees, and we are committed to being a responsible corporate citizen in the communities where we live and work. Treating our employees and communities with respect is both a core principle and our responsibility to society. We continue to explore new opportunities to enhance our social sustainability efforts, including expanding our culture of global corporate citizenship and supporting local communities through philanthropy.

Our Code of Conduct (Code) and comprehensive policies and charters for safety, diversity and inclusion (D&I), and sustainability provide detailed guidelines for operating in a socially responsible manner. Trillium Flow Technologies offers employees the training, development, and resources needed to put our values into action to become the most relied-upon flow control solutions company in the world.



OUR SAFETY OBJECTIVE: ZERO HARM, ZERO INCIDENTS

Our annual safety objective is to achieve zero harm and zero incidents. This is our top priority as a company, and we are guided by our Safety Charter, a global document endorsed by our CEO. It is a priority to make sure that proper safety protocols are followed, and the correct behaviors are set and modeled. Robust safety processes and protocols are the foundation of the organization. Safety standards provide a baseline and cascade across each role and every area of the business. All Trillium Flow Technologies employees have a part to play in maintaining a safe work environment, from the shop floor to the C-suite. In addition to consistent education, training, and reinforcement of safety protocols, the EHS team upholds a “no complacency” philosophy of constantly working to improve the safety culture and practices. This rigorous attention to safety protocols ensures that we adhere to proper safety standards, and it challenges our teams to be prepared for the unexpected.

The Safety Charter outlines our safety vision, principles, priorities, and actions to prevent injury, loss, or harm to our people. Our comprehensive safety and health program features a safety management system that includes standards, risk assessments, and protocols for identified high-risk activities, incident reporting and investigation, audits, and contractor safety and management. In addition to the Safety Charter, we have a suite of safety protocols designed to be used by everyone, regardless of geographic location. Employees can access safety protocols and other information via a Safety Hub on the company intranet site. We also have a Global Safety Forum made up of safety professionals from each of the manufacturing and service locations. All these important aspects of rigorous safety management and execution create a comprehensive framework that promotes our safety culture and provides a solid base for year-over-year improvement.

Our standards require Trillium Flow Technologies employees to have proper safety training, including general safety awareness.

Employees working in some high-risk areas must earn a training certificate from a third party and demonstrate proficiency, as needed. All new staff participate in Zero Harm training when they join the company so that employees understand the potential risks and hazards involved in manufacturing. We focus on basic human behaviors such as rushing, complacency, and fatigue. These behaviors can cause critical errors if someone is not focused on their task, and they can unintentionally put themselves or someone else in harm’s way. Helping our employees understand how to avoid these behaviors—for example, paying attention when hazards are present—is part of our safety commitment.

A monthly safety report is published for the organization, and monthly safety topics are communicated by the Environmental, Health, and Safety (EHS) team to every location. Safety is a priority whether we are working in our facilities or at a customer site. Before beginning work, employees must perform dynamic, point-of-work, and last-minute risk assessments to identify and address any hazards that might impact the job. As a manufacturing organization, hand and finger injuries and vehicle incidents are where we put the greatest focus.

In 2024, we strengthened our commitment to safety by revising our Life-Saving Behaviors training approach. Life-Saving Behaviors consists of 12 actions that address a variety of high-risk activities such as working near suspended loads or in confined spaces. We introduced a distinction between manufacturing and office employees, providing a more comprehensive, in-person training for manufacturing staff, while office employees, who face fewer of the same risks, received less detailed training through the Trillium Learning Portal (TLP).

SAFETY PERFORMANCE METRICS

	2020	2021	2022	2023	2024
Total Recordable Injury Rate (TRIR)	0.41	0.40	0.42	0.53	0.57
Fatalities	0	0	0	0	0
Near-Miss Frequency Rate (NMFR)	5.9	4.6	4.1	3.12	4.57
Identified Hazards	7,617	5,390	6,811	4,766	4,960
Safety Kaizens	-	157	217	336	177

Note: A safety kaizen is a tool that can be used to enhance the effectiveness of an organization’s safety program. They often are employee-focused events designed to solve a specific safety issue or achieve a specific goal.

In 2024, we adhered to our safety standards by following our safety roadmap and Zero Harm training, with a focus on continuous improvement. We continue to pay close attention to our total recordable injury rate (TRIR), which rose slightly along with our near-miss frequency rate (NMFR). Although there was an increase in the NMFR, we believe this positively reflects our safety culture, showing that employees feel empowered to report such incidents.

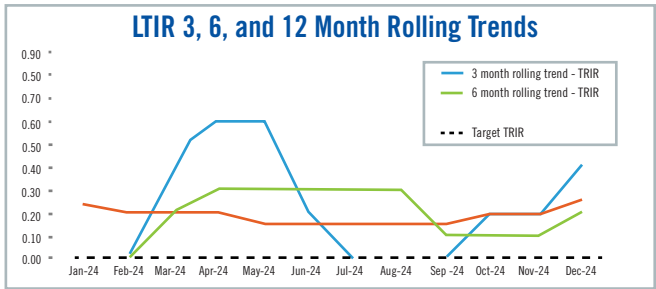
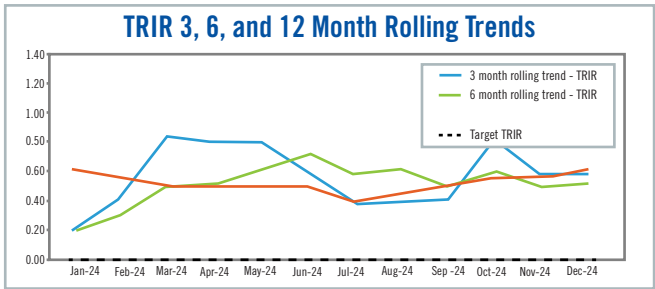
We saw a reduction in safety kaizens in 2024, stemming primarily from a cultural transformation in how continuous improvement is practiced across sites. Rather than being formally documented as kaizen events, many safety enhancements are now seamlessly integrated into daily operations. Initiatives such as the installation of shadow boards, improved signage, enhanced fire response protocols, better personal protective equipment (PPE) availability, and the adoption of EHS management systems are being implemented organically but are not consistently tracked under the kaizen framework.

In addition, several sites have revised their definitions of what qualifies as a kaizen, choosing to exclude routine activities—such as regular safety meetings—that were previously counted. Some sites have shifted their focus toward cultivating a proactive safety culture and investing in training, rather than emphasizing formal kaizen event tracking.

This evolving approach is reflected in other proactive safety indicators, including increased monitoring of training hours (e.g., through the Bird Pyramid), frequent Standard Operating Procedure updates, improved waste management aligned with regulatory changes, and ongoing site upgrades and equipment optimization efforts aimed at enhancing both safety and operational efficiency.

GLOBAL SAFETY DATA, YEAR OVER YEAR

SAFETY KPI	2024	2023
LTI	5	5
MTI	7	6
First Aid	42	23
Near Miss	96	65
Cat 4/5 Near Miss	4	4
LTIR	0.24	0.24
TRIR	0.57	0.53
Reported Hazards	4960	4766
Safety Kaizens	177	336

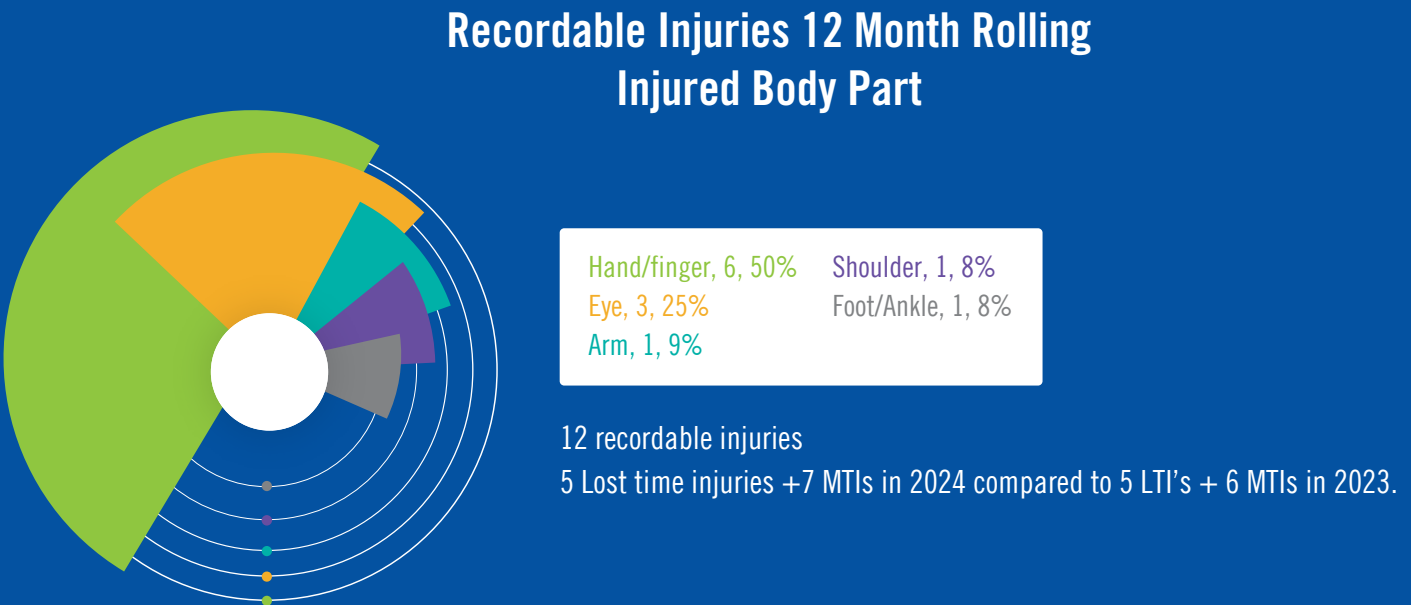
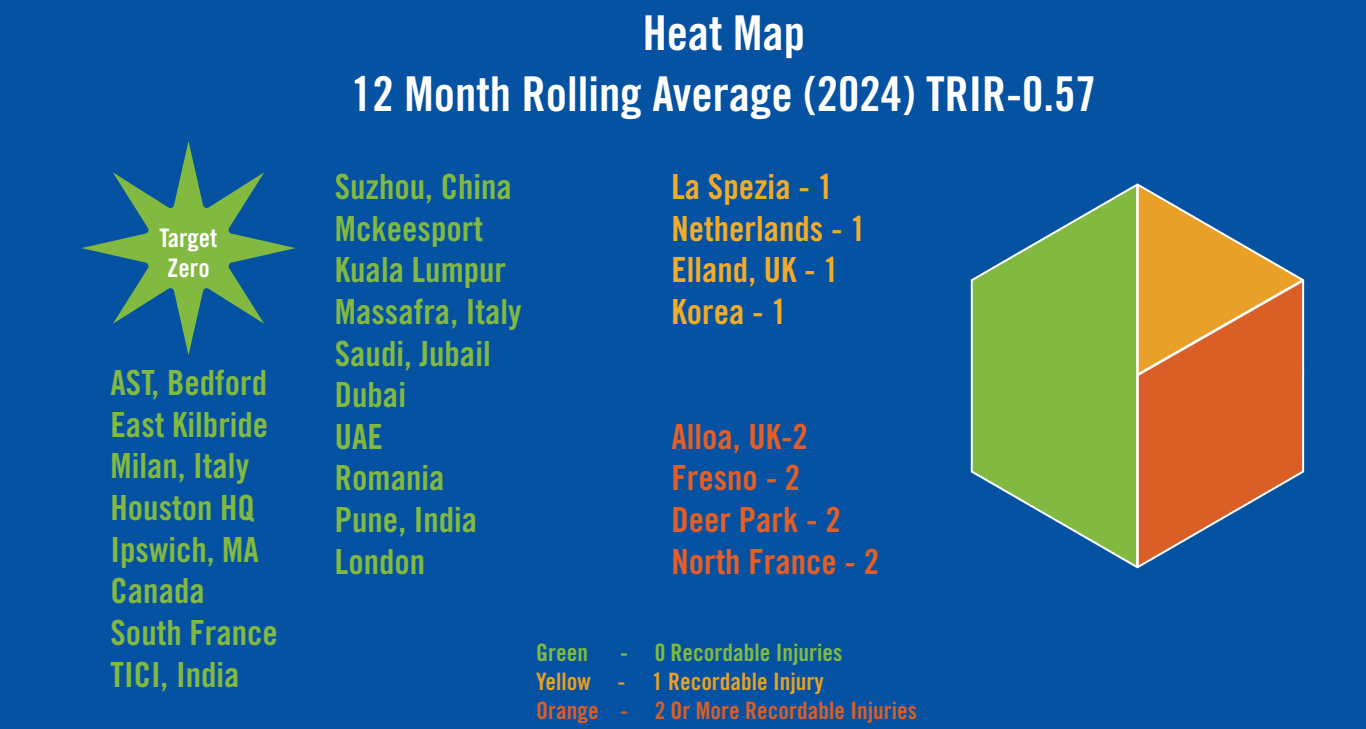


12 recordable injuries in 2024 YTD v. 11 recordables total in 2023.
4 Category 4/5 near misses in 2024 v. 4 total in 2023.
Total Hours Worked in 2024 = 4,204,858 compared to 4,172,186 YTD in 2023.

GLOBAL SAFETY FORUM

Trillium Flow Technologies’ Global Safety Forum was organized in 2019 and continues to emphasize global safety measures. The group of safety professionals across global manufacturing and service locations meets monthly to develop and share best practices across all Trillium Flow Technologies’ geographic boundaries, focusing on incidents, safety statistics, and lessons learned. Each year, a different leader heads the team, supported by sub-teams that contribute to a comprehensive approach.

TRENDS & FOCUS AREAS



GLOBAL SAFETY DAY

Trillium Flow Technologies' Global Safety Day took place again in 2024 to reinforce our unifying goal of Zero Harm, emphasize our Life-Saving Behaviors, and engage and educate Trillium Flow Technologies' employees on the importance of being vigilant and focusing on our top priority of keeping people safe.

2024 GLOBAL SAFETY DAY TOPICS INCLUDED:

- Personal Protective Equipment
- Ergonomics
- Stress Management
- Fire Safety

3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



PEOPLE - OUR GREATEST ASSET

Creating and operating a sustainable business, now and for years to come, begins with our most important asset – our people. Our success depends on attracting and developing a team focused on our mission, with a passion for pursuing continuous improvement, achieving excellent results, and creating value. Our policies and programs enable us to recruit, hire, train, develop, engage, and compensate the team we need. We strive to offer comprehensive benefits based on market best practices in all our locations.

To foster a respectful and inclusive workplace, we communicate well-defined principles, priorities, and actions. Our Equal Opportunity & Harassment Policy, Global D&I Policy, and Code state unequivocally that Trillium Flow Technologies does not tolerate harassment, bullying, or any related behaviors based on any protected trait. We are committed to providing equal employment opportunities to all potential and existing employees throughout their recruitment and tenure with the company. These policies work in concert with our D&I Charter, Safety Charter, and Sustainability Charter to demonstrate our commitment to our employees' well-being.

In addition, the Code articulates our respect for the human rights of all those working for or with us, and of the people in the communities where we operate. We respect the human rights of our workforce by prioritizing their health and safety, and complying with national laws on wages and working conditions in the countries where we operate.

Employee health and wellness are critical to running a successful enterprise, and we offer a variety of programs, tailored to each location, to encourage our teams to maintain their mental and physical well-being. For example, the TLP offers courses on mental health and stress management. The courses are designed to empower individuals by proactively addressing their mental health and equipping them with the tools they need to cope with the stresses of navigating home life and work life. We also have many site-based resources available to team members and their families.

SUPPORTING EMPLOYEE WELLNESS

Employee wellness, encompassing both mental and physical well-being, is crucial for fostering a productive and positive work environment. When employees feel supported and healthy, they are more engaged, motivated, and capable of performing at their best. One of our focus areas in 2024 was investing time and resources into a wide variety of health and wellness activities and resources. Local Green Teams, often teaming up with HR, were tasked with hosting wellness events or activities at their locations, and many sites hosted more than one. Here are a few examples:

Trillium Flow Technologies, Ipswich, Massachusetts:

Our valves facility in Ipswich, Massachusetts, welcomed two therapy dogs onsite to visit with employees. Interacting with these animals can reduce stress and anxiety while also promoting a sense of calm and comfort.



Trillium Flow Technologies, UK:

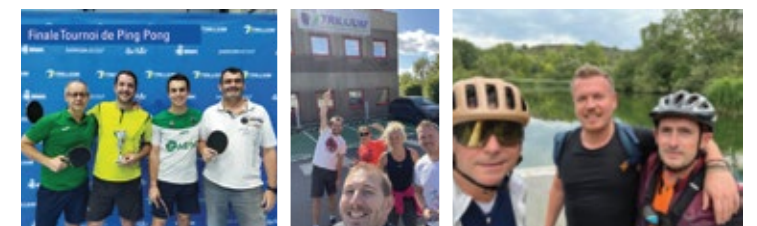
Our UK facilities in Elland and Alloa supported Mental Health Awareness Week. During the week, communication around mental health awareness was themed around movement, providing tips and resources. All department managers were asked to complete a movement task with their teams, such as a quick walk in the fresh air or stretching exercises at desks, to promote well-being. Teams also received books on mental health and gratitude as part of this initiative.

Trillium Flow Technologies, Netherlands:

At our valves facility in the Netherlands, employees can request a Sustainable Recovery Package. The aim of this package is to help employees who are tackling stress or burnout, dealing with loss, or a multitude of other issues. By partnering with a third party, we can better identify these issues, help prevent long-term absences, and support employees in the recovery process.

Trillium Flow Technologies, France:

Employees in our valves facilities in France have been prioritizing wellness by starting a running club and organizing their first inter-departmental ping pong tournament. In 2024, a group of employees celebrated their third year of committing to biking to and from work once per week for eight months of the year.



Trillium Flow Technologies, China, and Trillium Flow Technologies, Korea:

The teams at our valves facilities in China and Korea organized hiking activities to promote physical health among employees. Additionally, the Trillium Flow Technologies China team launched a "Looking for the Best Smile" campaign, encouraging employees to take photos of themselves smiling with everyday items or experiences that bring them joy. The goal of this campaign was to help employees recognize and appreciate the small, positive aspects of their surroundings to boost their overall well-being.



SETTING EVERYONE UP FOR SUCCESS

Investing in our people includes training and development to deliver mission-critical equipment and services, highly engineered solutions, passionate and comprehensive customer service, and global support. We offer a mix of group-wide and regional training resources and processes.

The groupwide Trillium Learning Portal (TLP), an online learning management e-portal for leadership and compliance training, has been a positive addition to our training program. In 2024, we enhanced the TLP by introducing several new courses, including those focused on mental health.

Altogether, the TLP offers more than 6,000 development courses and 35,000 books aimed at providing opportunities for employees to pursue self-development. These courses include lessons on functional and technical development, overall well-being, and general business competencies.

TRAINING AND DEVELOPMENT AT TRILLIUM FLOW TECHNOLOGIES IN 2024



36,347 TOTAL HOURS OF TRAINING AND DEVELOPMENT INCLUDING MANDATORY COMPLIANCE AND SAFETY TRAINING, AND ADDITIONAL SELF-DIRECTED LEARNING OPPORTUNITIES



26,063 OF THOSE HOURS WERE COMPLETED WITHIN THE TLP



LEVERAGING TECHNOLOGY TO ENHANCE OUR COMMITMENT TO EMPLOYEES

Every year, we conduct our annual employee survey to gather valuable insights and feedback. However, in 2024, we paused this survey to focus on creating a better experience for our workforce. In 2024, Trillium Flow Technologies introduced Future Flow, a comprehensive initiative aimed at enhancing how we evaluate, support, and develop our team members.

As part of Future Flow, we implemented a third-party platform to improve our Performance Management process and enhance our ability to collect employee feedback. By migrating our employee survey to this platform, we enable employees to provide anonymous feedback that can be analyzed, benchmarked, and communicated to leadership. This feedback is then used to develop targeted action plans to address employee concerns. Additionally, this platform allows us to conduct pulse surveys throughout the year, ensuring continuous improvement and engagement.

FLEXIBLE OR “SMART” SCHEDULE PROGRAM

We continue to support employee flexibility by upholding the flexible work schedule program we launched in 2022. It should be noted that many manufacturing roles necessitate on-site presence. For positions within Trillium Flow Technologies that permit flexibility regarding responsibilities, we continue to offer hybrid or remote work schedules and have expanded such flexibility wherever possible.

TRILLIUM FLOW TECHNOLOGIES, FRANCE: PAID LEAVE FOR PARENTAL AND END OF LIFE CARE

Our valve facilities in France have implemented a new policy that permits parents, irrespective of gender, to take five days off per year when their child is unwell. Furthermore, employees are entitled to five days off to care for parents who are nearing the end of their lives. While this requirement is stipulated by French law, the company has chosen to enhance this provision by maintaining employees’ salaries during these absences. This decision highlights our dedication to supporting our employees during difficult times and ensuring they can prioritize their families without financial stress.

EMPOWERING EACH OTHER, GROWING TOGETHER



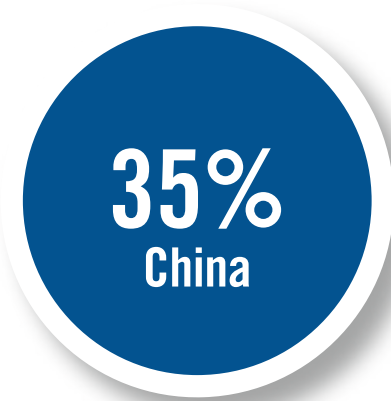
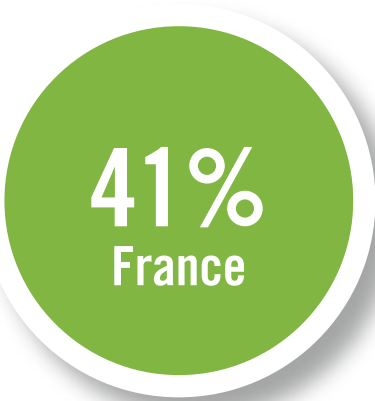
We value and respect the culture, identity, and background of every individual at Trillium Flow Technologies, and we believe our global D&I programs make Trillium Flow Technologies a better place to work. In addition to the personal and organizational benefits of a workplace where individuals are valued for their differences, this is good for business and our long-term success. A diverse and inclusive work environment enables Trillium Flow Technologies to provide better service to our increasingly diverse customer base, strengthen local business relationships, and employ the most talented people.

On the hiring front, we ensure that we have a diverse applicant pool externally, and a diverse interview panel internally, to reinforce this important aspect of our company and culture. We use candidate scorecards to measure capabilities and competencies and to ensure D&I representation.



40% of new hires in 2024 at our valves facility in China were women

Achieving these goals can be challenging in our industry, (according to the U.S. Bureau of Labor Statistics, women made up 28% of the manufacturing workforce in April 2025), but our commitment to diversity, equity, and inclusion is reflected in our management teams across the globe. Women make up 41% of our management team in our valve facilities in France, showcasing our dedication to gender diversity and empowering female leaders. Similarly, 35% of our management team at our valves facility in China are women, further demonstrating our efforts to create an inclusive environment where everyone has the opportunity to thrive and contribute to our success.



Women in Management

CELEBRATING DIVERSITY AND SHARING CUSTOMS

We recognize and celebrate the diversity of our global workforce. While many countries celebrate the New Year on January 1, others observe it at different times. For Sri Lankan employees at our valves facility in Korea, they celebrate the New Year according to the traditional lunisolar calendar on April 13th and 14th.

During a Town Hall meeting on April 15th , 2024, one of our employees who celebrates during this time introduced Sri Lankan New Year, sharing their holiday customs and culture with colleagues to foster mutual understanding. Employees also enjoyed traditional Sri Lankan New Year desserts, such as Koki, allowing everyone a chance to experience the festive celebrations. We believe that a diverse and inclusive environment fosters a sense of belonging among employees, making them feel more connected. Inclusive workplaces also contribute to better physical and mental health.

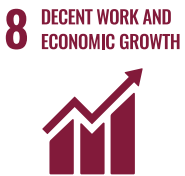
2024 GENDER EQUALITY PROGRESS



D&I Metrics-Global	2020	2021	2022	2023	2024
Total Male Employees	86%	82%	85%	81%	84%
Total Female Employees	14%	18%	15%	19%	16%
% Of Females Recruited in STEM Roles	29%	36%	44%	50%	35%
% Of Females in Management Staff Among the Total Management Staff	22%	19%	16%	13%	14%

Retention Rate: 83.44%
Voluntary Turnover Rate: 9.61%

FOCUS ON APPRENTICESHIP



Trillium Flow Technologies, France, welcomed 14 new apprentices between August and October 2024 representing several professions including R&D, lean management and supply chain engineering, quality control, CNC machine operation, technical maintenance, credit management, and human resources.

Our pumps facility in La Spezia, Italy, offered a professional training course for seven students aiming to become Assembly or Mechanical Maintenance Technicians. The course included 600 hours of classroom training and 200 hours of practical experience onsite, equipping participants with both professional and business culture skills. The course concluded with a certification exam, ensuring that participants are well-prepared for their careers.

Our UK service center in Alloa celebrated the graduation of Multi-skilled Engineering Apprentices who completed a four-year apprenticeship. These apprentices gained valuable experience in various departments, including High Integrity Pumps, Hydro Turbines, Submersible Pumps, Quality Inspection/Control, APS Reverse Engineering, Valves, Actuators, and Controls. They also led a Health and Safety Project, demonstrating their leadership and practical skills.


50% Our facilities in the UK have increased the number of apprentices by 50% compared to 2023.


Overall, these apprenticeship programs provide participants with comprehensive training, hands-on experience, and essential professional skills, preparing them for successful careers in their respective fields. The apprenticeship programs in Alloa are a great example of how effective these initiatives can be. Our UK service center hired all five graduating apprentices, demonstrating their commitment to nurturing young talent and providing career opportunities.

SPONSORING AND SUPPORTING STEM EDUCATION

Trillium Flow Technologies is dedicated to supporting aspiring professionals of tomorrow and invests in STEM-related initiatives around the globe. Here are a few highlights of employees volunteering at some of the 14 STEM-related events we participated in during 2024:

Trillium Flow Technologies, UK, supported the Batley Girls’ High School during a workplace visit to help raise awareness of careers within STEM industries. During the visit, 13 female year 10 students and two teachers toured the facility, engaged in hands-on STEM activities, and listened to presentations about the benefits of pursuing a career in engineering and the opportunities available in the industry. Women are still highly underrepresented in STEM roles, and these initiatives allow us to contribute to tackling the disparity.





Trillium Flow Technologies, China visited a local school to help students understand the roles and working principles of various valves, such as controlling water flow and regulating pressure. This visit also enhanced the children's understanding of everyday facilities and sparked their curiosity in the field of engineering.

Trillium Flow Technologies, Fresno, California had two employees honored by Duncan Polytech High School as 2024 Career Technical Champions for their ongoing support of the students and programs at Duncan. Over the years, they have participated in numerous events, engaging with students through mock interviews and offering coaching and mentoring. These sessions help build their confidence and provide them with the essential soft skills to pursue a career in any field.



COMMUNITY ENGAGEMENT AND SUPPORT

Trillium Flow Technologies believes in giving back to communities, and we support employees in their volunteer efforts. We proudly engaged in various philanthropic activities in 2024, including the following initiatives:

RAISING FUNDS AND AWARENESS FOR CANCER RESEARCH

- Trillium Flow Technologies, France, organized a "Wear It Pink" day for Pink October and a "Wear It Blue" day for Movember in November, raising funds for both breast cancer and prostate cancer research.
- The social and well-being team at our UK service center held activities and a prize raffle to raise money for the Prostate and Macmillan Cancer Charities. Three employees also participated in The Big Golf Race challenge, playing 72 holes in one day to fundraise for Prostate Cancer UK, raising a collective amount over £6,100.
- "Wear It Pink" day was a success at the East Kilbride office, with employees baking delicious treats and making generous donations. The sales team also participated by wearing pink at their conference.



2,530 hours

2024

As a company, we performed 2,530 hours of voluntary community service in 2024.

FOCUS ON FOOD INSECURITY

Trillium Flow Technologies Ipswich, Massachusetts, and Mississauga, Canada

Employees from our US Valves facility in Ipswich, Massachusetts, and our service center in Canada participated in food drives to support local food banks, donating over 1,000 pounds of food, personal hygiene products, and cleaning products. Employees at our US Valves facility in Ipswich, Massachusetts, also volunteered at the Open Door Food Pantry in a nearby city to sort and pack donations, ensuring that every package of food met pantry standards. They also fulfilled orders at the pantry market by carefully packing each item to ensure everyone received their food with dignity and respect.

Trillium Flow Technologies, Fresno, California

The leadership team at our pumps facility in Fresno, California, Food Bank, broke the food bank's record by packing an average of 4.77 apples per minute during the 87-minute shift.



COLLECTING COMMUNITY DONATIONS

Trillium Flow Technologies, McKeesport, Pennsylvania

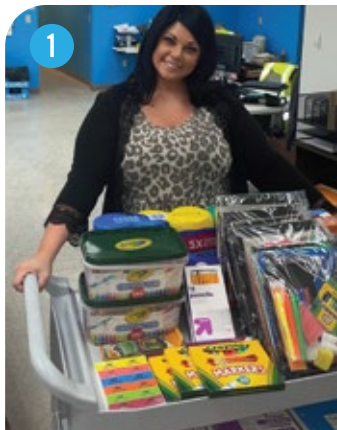
The team partnered with the superintendent of the McKeesport School District to provide supplies for children in need. The donation directly helps students and teachers who often pay out of pocket for basic supplies to support children in their learning journey.

Trillium Flow Technologies, Fresno, California, and Trillium Flow Technologies, Korea

Both sites continued to host annual blood drives. Our pumps facility in Fresno, California, marked its third year of participation, with the Central California Blood Center able to save up to 39 lives using the team's donations. Meanwhile, our valves facility in Korea's second annual drive saw over 20 dedicated volunteers stepping up to contribute. Their collective efforts highlight the profound impact of coming together for a noble cause.

Trillium Flow Technologies, Italy

Employees learned of a secondary school in Nigeria which is a community-centered educational institution, committed to providing affordable and inclusive learning opportunities for students from diverse backgrounds. However, the school faces significant infrastructure challenges, including the absence of basic amenities such as functional writing boards, desks, and chairs. As a result, students are often compelled to sit on the floor or use improvised furniture, which adversely impacts their posture, focus, and overall educational experience. Our locations in Nova Milanese, La Spezia, and Massafra, Italy, came together to support the school through a fundraising campaign to purchase school desks and chairs.



SUPPORTING OUR COMMUNITIES DURING THE HOLIDAY SEASON

Trillium Flow Technologies, Ipswich, Massachusetts

Employees from our US Valves facility in Ipswich, Massachusetts, collected donations for local children and families in need by “adopting” two families through Beverly Bootstraps’ Winter Wishes Program and fulfilling their holiday wish lists.

Trillium Flow Technologies, Fresno, California

In partnership with a local elementary school, employees initiated a Giving Tree Project aimed at supporting local students in need, including those in foster care. The team received touching letters to Santa, with wishes ranging from bikes and slime to more profound requests like a dining table with chairs, allowing one child and their family to share meals together. Employees eagerly participated, ultimately donating much more than was originally requested.

Trillium Flow Technologies, France

A toy collection was organized for the Restos du Couer association, a charity dedicated to supporting people in precarious situations across the country. Employees came together to donate a variety of toys to bring joy to those in need.

Trillium Flow Technologies, China

Volunteers dressed as Santa Claus visited a local nursing home to deliver holiday presents to elderly residents in the community. Bringing joy and festive cheer to the residents, they helped to create a memorable and touching moment of community and kindness.



REGIONAL VOLUNTEER EVENTS

Trillium Flow Technologies, China

During the scorching summer months in China, temperatures soared above 96°F from July 15th to July 20th. Despite the intense heat, dedicated city cleaners continued their vital work to maintain the community’s environmental health. On July 19th, volunteers from our valves facility in China showed their heartfelt appreciation by distributing summertime supplies and drinks to these hardworking individuals.

Additionally, volunteers organized a visit to a local nursing home, where they spent quality time with elderly residents. This initiative provided volunteers with a meaningful opportunity to give back to the community, offering companionship to those who may feel isolated and brightening their day.

Trillium Flow Technologies, Canada

Our service center in Canada supported the Saugeen Ojibway Nation’s trip to the Toronto Zoo by sponsoring lunch and snacks for the day campers. The trip to the zoo provided a great opportunity for the children to learn about different animals and how they interact.



GOVERNANCE

Adhering to the Highest Levels
of Governance



RIGOROUS GOVERNANCE IN EVERY AREA

At Trillium Flow Technologies, we believe it is our responsibility to conduct business with the highest level of ethics and integrity and to communicate openly with all stakeholders. Since our company's founding in 2019, we have established the governance principles needed for sustainability and global corporate stewardship. We set high standards for compliance, professionalism, and environmental and social responsibility, and we expect our suppliers to adhere to the same high standards.

Our Code applies to all employees, officers, directors, and third parties we work with, and it clearly lays out the guidelines and expectations for applying our values and for reporting or asking questions about suspected unethical behavior or compliance violations. Additionally, we have import and export manuals, trade compliance guidelines, and other policies to ensure proper operations. Diligent, attentive business practices, combined with oversight from our Board, serve the best interests of our company, employees, customers, investors, and communities.

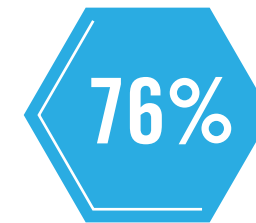
BOARD OF DIRECTORS OVERSIGHT

The Board oversees our ESG progress and receives quarterly updates from our Senior Vice President, General Counsel, and Chief Compliance Officer, who is responsible for Trillium Flow Technologies' governance and overall sustainability program.

Our directors hold Trillium Flow Technologies' management accountable for setting targets, achieving results, and continuously improving performance in governance and all aspects of sustainability, as well as financial and operational performance. We consider our ESG achievements to hold the same importance as our financial and operational results.

OUR FOUNDATION AND OUR EXPECTATIONS

We expect every Trillium Flow Technologies employee to follow applicable policies according to our Code, as well as to follow applicable policies, laws, rules, and regulations in the countries where we operate. Available on our website in 10 languages, the Code incorporates best practices in ethics and compliance from the USA, UK, and other countries where Trillium Flow Technologies operates. It includes important details on policies regarding gifts and hospitality, conflicts of interest, use of company property and resources, and other areas of our business. Under our Code, Trillium Flow Technologies does not make any political donations or contributions or participate in political activities at a corporate level.



OF EMPLOYEES COMPLETED COMPLIANCE TRAINING IN 2024.





CODE OF CONDUCT

2024

THE CODE INCLUDES BEHAVIORS WE EXPECT AND GUIDELINES FOR APPLYING OUR VALUES, RAISING CONCERNS, AND ASKING COMPLIANCE QUESTIONS.

- Applies to all employees, officers, directors, and third parties.
- Covers people, customers, technology, and performance.
- Training includes onboarding, an annual refresher, and periodic risk-specific topics.
- Policy training includes anti-bribery, anti-corruption, and corporate criminal offense annually for designated employees.
- Reporting unethical behavior is a responsibility, and Trillium Flow Technologies does not tolerate retaliation for good faith reporting.
- Reporting options include managers, supervisors, human resources representatives, senior leaders, the legal and compliance department, and an Ethics Hotline.

IMPORTANCE OF ETHICAL AND LEGAL RESPONSIBILITIES

Trillium Flow Technologies conducts comprehensive training to ensure our employees understand our ethical and legal obligations. New employees receive Code and initial ethics training during onboarding, and all employees take annual refresher training on the Code and our policies for gifts and hospitality, anti-bribery, and anti-corruption. Code training may be delivered live in a group setting, online, or individually, depending on employee needs. We track completion of compliance training in the TLP.

Employees whose role involves working with third parties take anti-bribery and anti-corruption training as new hires and annually as a refresher. We expect our distributors and representatives to uphold our standards for ethical conduct and require them to complete anti-bribery and anti-corruption training through our third-party due diligence platform. Our Corporate Criminal Offense Policy requires specialized annual training on the UK Criminal Finances Act of 2017 for employees who have responsibility for contracts. In addition to training, we reinforce the importance of ethical behavior and compliance through town hall meetings, intranet posts, and other internal communications.

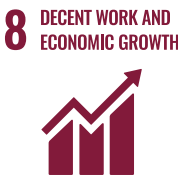


OPTIONS AVAILABLE TO SPEAK UP

Every employee has a responsibility to report unethical behavior they experience or witness. Reports can be made via internal channels outlined in the Code, through our confidential, anonymous (where allowed by law) Ethics Hotline, or by contacting the CEO directly. Detailed information for the hotline, which is administered by third-party provider NAVEX Global, is available to employees and third parties in our Code. The hotline is accessible 24 hours a day and from every global location where we operate. Trillium Flow Technologies reviews and investigates all reports, taking action as needed. Through our global Speak Up campaign, we encourage reporting so we can strengthen our ethics program and, in turn, our entire organization.



RESPECTING HUMAN RIGHTS THROUGHOUT THE BUSINESS AND SUPPLY CHAIN






As stated clearly in our Code, we respect the human rights of all people: those working for us, with us, and those living in the communities where we operate. The Code outlines our human rights principles, while our Human Rights and Modern Slavery Policy, which complies with the UK Modern Slavery Act of 2015, describes our responsibilities for combating forced labor in our business and our supply chain. The Board is responsible for ensuring this policy aligns with our legal and ethical duties.

CODE OF CONDUCT FOR SUPPLIERS

HOLDING SUPPLIERS TO OUR OWN HIGH STANDARD

As part of our zero-tolerance approach to human rights risks, we take comprehensive steps to prevent, evaluate, and address risks of forced labor in our supply chain. To that end, the company:

-  Established a Supplier Code of Conduct and expects compliance by all our suppliers. We may also impose and require compliance with contractual obligations.
-  Periodically reviews our supply chains to evaluate forced labor risks and, if a risk is identified, we take appropriate steps to address it.
-  Evaluates the conduct of each supplier against the Supplier Code when awarding and/or renewing business with the supplier.

To further reduce the risks of forced labor in our supply chain, Trillium Flow Technologies educates employees working with our supply chain on forced labor and the Supplier Code. In addition to human rights and labor, the Supplier Code covers legal compliance, fair treatment and non-discrimination, material compliance, conflict minerals, EHS, and sustainability.

We require our suppliers, agents, and distributors to sign and adhere to the Code. For dealing with third parties, the Code sets out the company’s policies and commitments, including a significant section focused on diversity and inclusion.

We expect suppliers to adhere to our principles at a minimum, exceed the minimum requirements where possible, and take reasonable steps to ensure their suppliers and subcontractors also comply.

IN 2024, FOR THE FIFTH YEAR IN A ROW, TRILLIUM FLOW TECHNOLOGIES EXPERIENCED:

- ZERO REPORTED VIOLATIONS OF OUR SUPPLIER CODE OF CONDUCT
- ZERO REPORTED VIOLATIONS OF OUR HUMAN RIGHTS AND MODERN SLAVERY POLICY

INFORMATION TECHNOLOGY SECURITY IS A TOP PRIORITY

Safeguarding data and our information technology (IT) systems and equipment is a critical business and governance issue at Trillium Flow Technologies — a responsibility that includes IT, Legal, Compliance, Finance, Human Resources, and other areas of our enterprise. The Global IT Director is accountable for protecting our IT infrastructure and information assets and for updating Trillium Flow Technologies’ executive leadership and the Board on IT risks and initiatives. In addition, under our Code and our Acceptable Use Policy, each employee, contractor, consultant, temporary, or other worker at Trillium Flow Technologies is responsible for using equipment and information properly to prevent a security risks.

Specific areas of attention for our IT program include our networks, mobile and other devices, data, cloud computing, remote access, and other aspects of our digital infrastructure, as well as incident management. We have internal and external monitoring of our IT systems and use a variety of tools to detect and prevent viruses, malware, and other cybersecurity threats.

STRENGTHENING DATA PRIVACY AND CYBERSECURITY THROUGH TRAINING AND COMPLIANCE

Our employees conduct regular tests to enhance employee awareness of the potential for email fraud. Any loss of equipment or data, as well as any suspected security breaches, must be reported immediately.

We seek to comply with applicable national laws and regulations and customer requirements for information use and data privacy, including obtaining any certifications needed to bid for government contracts. In addition, IT is represented on the Trillium Idea Portal, a portal that allows employees to submit ideas that can help advance the sustainability of the business.

ENVIRONMENT

Good Stewardship,
Positive Global Impact



FOSTERING A GREENER CULTURE

13 CLIMATE ACTION



At Trillium Flow Technologies, we are growing a greener, more sustainable culture every day. We conserve resources, recycle and reuse materials, utilize clean energy through solar panels at some facilities, support local communities and causes, and more.

We continue to look for inventive, forward-looking ways to make an even greater societal impact, both as individuals and as an organization. An important mechanism for accomplishing these goals is our local Green Teams, which we established at each Trillium Flow Technologies site in 2022 to support sustainability initiatives. Each local team of volunteers holds its own meetings, and a participant from each team shares ideas and progress at the corporate level.

Our CEO, along with the Executive Leadership Team, sets environmental policy and promotes compliance with applicable laws, regulations, and industry standards wherever we operate, as described in our Corporate Responsibility for EHS guidelines. The team reviews our environmental performance regularly to manage risks and promote continuous improvement, and shares information with the Board as needed. To drive improvements throughout our organization, our EHS management team helps support the implementation of our environmental programs at the local level.

Some of the ways we promoted our environmental stewardship in 2024 included:

Second Annual Global Green Day

Our second annual Global Green Day was a success across the company. The day was filled with interactive activities and learning opportunities, with local sites customizing and tailoring their own events. The day featured a variety of events, including community clean-ups, site-rewilding and planting activities, games, and presentations from local speakers. This collective effort highlighted our commitment to environmental stewardship and brought our global community closer together.



Escape From Climate Change Game:

At some sites, teams participated in a game called “Escape from Climate Change” in which they had to work together to solve sustainability-themed puzzles. This interactive activity fostered teamwork and collaboration, while providing a fun and educational experience allowing participants to learn more about sustainability in a fun atmosphere.



UPCYCLING CONTEST

Employees were challenged to demonstrate their creativity and skills by repurposing pieces of discarded waste and building a usable item, leading up to Global Green Day. A group of Executive Leadership Team members judged the submissions and selected three winners:

- First place – Trillium Flow Technologies, China, for making a treadle-type recycling bin from wooden packing waste materials.
- Second place – Trillium Flow Technologies, France, for making reusable bags from used company event banners and decommissioned slings.
- Third place – Trillium Flow Technologies, Fresno, California, for making planter boxes from scrap wood.



Six Community Cleanup Events in 2024
Employees at five of our facilities demonstrated their commitment to their local community cleanliness and ecosystem preservation by participating in six clean-up activities. These efforts highlighted their dedication to environmental stewardship and teamwork.



PLANTING SEEDS FOR A GREENER TOMORROW

Tree Planting with Trillium Flow Technologies, China
Employees banded together to enhance their local community by planting loquat trees. This initiative not only beautified the area but also provides environmental benefits. Trees are natural carbon sinks, absorbing carbon dioxide and producing oxygen in the process of photosynthesis.



PARTNERSHIP WITH ONE TREE PLANTED

In 2023, in conjunction with the company’s first Global Green Day, we partnered with One Tree Planted, a non-profit organization focused on global reforestation. Our goal was to support the planting of 10,000 trees. The company donated more than half the funds, and an employee fundraiser helped Trillium Flow Technologies reach 82% of the goal by the end of December 2023. This initiative was aimed at supporting biodiversity and ensuring that trees are planted where they are needed most. Our goal was to raise \$10,000 to fund the planting of these trees, and thanks to the generous donations from the company and employees, we achieved this milestone in 2024.

Our Green Teams played a crucial role in this success. Teams at our valves facility in Ipswich, Massachusetts, and our pumps facility in Fresno, California, organized bake sales and raffles, raising a combined total of over \$1,900. The team at our valves facility in Korea held a charity bazaar during Global Green Day, finding new homes for used items and contributing all proceeds to the fundraiser. Additionally, the team at our Netherlands valves facility selected the Tree Planting fundraiser as a recipient of their charity account. Individual donations from other Trillium Flow Technologies locations bolstered the fundraising drive and showed our collective support for an important ecological cause.

This collective effort demonstrates our commitment to environmental sustainability and the power of community action. We are incredibly proud of everyone who contributed to this cause and look forward to continuing our efforts to make a positive impact on the planet.

Below are images from a project that this fundraiser supported, courtesy of One Tree Planted"



NATURE TAKES ROOT IN WORKPLACE GARDENS

Our new gardens are flourishing across multiple Trillium Flow Technologies facilities, bringing a touch of nature to the workplace. Our locations in Ipswich, Massachusetts; McKeesport, Pennsylvania; and Fresno, California are the latest to add raised garden beds onsite, creating vibrant green spaces for employees to enjoy. Tending to these gardens has become a valued activity, with employees nurturing a variety of plants and vegetables. Their collective efforts have yielded impressive results, transforming these areas into lush, productive gardens that brighten up the sites and foster a sense of community and mental well-being.



CERTIFICATION DRIVES IMPROVEMENT

ISO 14001 is an internationally recognized standard that helps organizations improve their environmental performance through efficient resource use and waste reduction. Trillium Flow Technologies' commitment is to have all our facilities around the world ISO 14001 certified to improve environmental performance and management practices. All newly acquired companies are brought in line with our best practices as soon as practicable. Currently, all Trillium Flow Technologies manufacturing facilities worldwide are ISO 14001 certified.



PATH TO RESPONSIBLE OPERATIONS

We care about our impact on the environment and are committed to minimizing our most significant impacts, including energy use, water use, and waste production. In 2020, we began collecting data across our global operations for electricity, natural gas, propane, diesel, and water consumption. In 2024, we continued using a cloud-based software platform to help improve our ESG performance metrics and reporting.

Our pumps location in Fresno, California, is working towards transitioning to a 100% electric fleet as part of our commitment to sustainability and reducing our carbon footprint. However, due to the hazardous environments near the blast and coating areas of the shop floor, we may need to retain one non-electric vehicle. This vehicle is essential for ensuring the safety and efficiency of operations in these specific areas, where electric vehicles may not yet meet the stringent safety requirements.



GHG EMISSIONS

We collect and monitor our Scope 1 and Scope 2 greenhouse gas (GHG) emissions. We have reduced our emissions on a revenue-based intensity basis since we began tracking this data in 2020.

GHG EMISSIONS & ENERGY USE METRICS	2020	2021	2022	2023	2024
Scope 1 GHG Emissions (Metric Tons CO2e)	3,178	2,843	3,144	2,878	2,811
Scope 2 GHG Emissions (location-based approach) (Metric Tons CO2e)	3,004	2,478	3,600	4,057	3,765
Scope 2 GHG Emissions (market-based approach) (Metric Tons CO2e)	4,639	4,484	4,405	4,789	4,546
GHG Emissions Intensity (Metric Tons CO2e/Revenue in USD)	0.0134	0.0121	0.0143	0.0133	0.0109
Total GHG Emissions(Scope 1&2)* (Metric Tons CO2e)	6,182	5,321	6,744	6,935	6,576
% Change from Base Year for Total GHG Emissions (Scope 1&2)	-	-14%	9%	12%	6%
Total Energy Consumed Gigajoules	107,670	97,841	112,326	108,649	108,715
% Change from Base Year for Total Energy Consumed	-	-9%	4%	0.9%	0.9%

- These metrics have been calculated using the best available data at the time of publication. Historical metrics are subject to change as we continuously seek to improve our data management practices, data sources, and calculation methodologies. We report environment metrics on an operated basis, unless otherwise noted.
- We define GHG intensity as Scope 1 and 2 GHG emissions in MT of CO2e divided by annual revenue in USD.
- In line with our efforts to ensure that our data is as complete and accurate as possible, we corrected previous calculations of 2023 Scope 1 and 2 emissions.
- The restatements in 2023 are due to an inclusion of an additional natural gas account and an additional electric account that were missing from the 2023 calculations, along with rebills that were received in 2024 from the electric company from our pumps location in Fresno, California, and our location in McKeesport, Pennsylvania, which led to an increase in Scope 2 GHG emissions in 2023. The restatements of Scope 1 GHG emissions and total energy consumed were due to a correction in our sustainability data platform.

Any spill or permit exceedance, no matter how small, is reported internally so we can learn from it and prevent future occurrences. We report incidents externally to the appropriate reporting sources as required by local regulations.

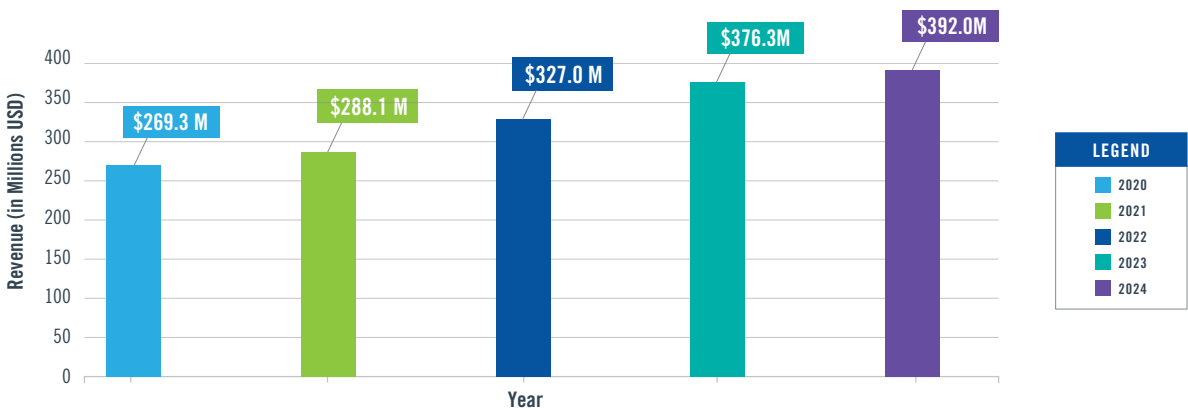


REFURBISHING AND REUSING FOR RESOURCE OPTIMIZATION



Part of Trillium Flow Technologies’ engineering strategy is to reuse existing or universal patterns and adapt them to new products, reducing the amount of conceptualizing, casting, and production.

REVENUE FROM REMANUFACTURING AND AFTERMARKET SERVICES



ESG BENEFITS OF PUMP ENGINEERING

We have conducted an extensive R&D initiative to enhance our bearing housing designs for our Between Bearing API pumps. One of the project’s key objectives was to enable the assembly—and consequently the oil—to operate at significantly lower temperatures than current designs available in the market can achieve. The achieved temperature reduction almost doubles the oil’s useful lifespan, thereby decreasing the need for consumables and saving on downtime, servicing labor, and costs.

Although the exact figures can vary by application, approximately two-thirds of the total pump lifecycle cost is attributed to energy consumption so maximizing efficiency is critical.

In 2024, at our US and Italy sites, we launched several initiatives to enhance efficiency across our pump ranges. The first initiative is a global tool designed to optimize our hydraulic designs for maximum efficiency. We expect this tool will evolve in 2025 into an AI-driven solution capable of generating industry-leading impeller designs. The second initiative involved designing, manufacturing, and testing a series of pumps with industry-leading efficiency.

Trillium Business Improvement teams work within our plants and collaborate globally to find best practices to drive manufacturing efficiency—a concept we call the One Trillium approach to conducting business. As part of our One Trillium philosophy, we work to ensure that our products are more than the sum of their parts, offering world-class quality, efficiency, and durability.

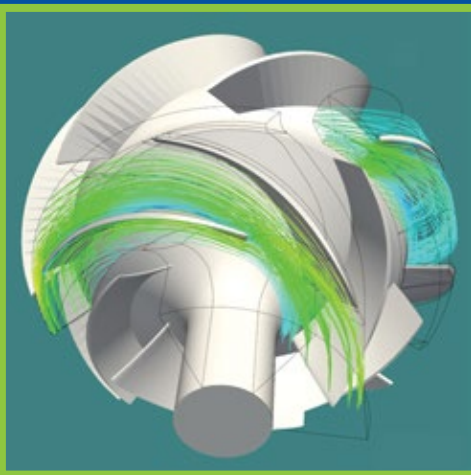
SUPPORTING SUSTAINABILITY FOR CUSTOMERS

We recognize the importance of supporting customers who want innovative, sustainable product offerings. In 2024, we helped customers around the globe with product solutions and expertise in diverse industries.

In 2024, Trillium Flow Technologies was awarded its first Small Modular Reactor (SMR) contract in Canada.

Re-rating for Enhanced Performance and Efficiency

Re-rating involves re-evaluating and adjusting the performance of installed equipment. This process is typically focused on improving uptime, efficiency, or both. Customers typically require re-rating due to process changes as our products typically have an operating life of over 20 years. In addition, our customers are focused on reducing greenhouse gas emissions, minimizing energy waste through increased efficiency, and reducing losses.



Reducing Energy Costs and Emissions

A customer needed to re-rate a main oil line pump to meet new duty requirements. Trillium Flow Technologies designed new hydraulics and utilized Computational Fluid Dynamics to confirm performance and optimize designs. Following a mechanical design check and performance testing, the customer experienced substantial benefits, including an estimated reduction in energy costs of 10.5 GWh per year¹ and a decrease in carbon dioxide emissions by 4,400 tonnes per year². The efficiency of the system increased by 23%.

(1) Estimated using standard energy unit costs
(2) Estimated based on standard drivetrain arrangement and US EPA average data

Increasing Product Service Life

A customer’s multistage pumps were experiencing rapid wear due to the presence of sand and particles in the produced water. Trillium Flow Technologies upgraded the seals and impellers and coated the balance drum bush to reduce the wear rate. As a result, the service life of the pumps increased from six to eight months to four years between overhauls.



INNOVATING IN MANUFACTURING

Trillium Flow Technologies manufactures highly engineered products that, in turn, are used in complex systems, all requiring energy to operate. As part of our lifecycle approach to product stewardship, we work to increase the efficiency, safety, and reliability of our products. To make our own manufacturing processes more efficient, and to meet customers' requirements, Trillium Flow Technologies' Business Improvement teams work within our plants and collaborate globally to find and implement effective best practices. This ensures that efficiencies are shared from one facility to another and supports our One Trillium approach. Our lead engineers continue to achieve innovative new product developments that drive flow control technology forward, delivering safer, more efficient products to our customers.

Our dedication to innovation is an integral part of our culture. Our global teams have redesigned and enhanced our technology and new product development processes to align with the speed of customer needs. We focus on developing and evaluating new technologies that feed into new products or product enhancements to serve new and existing customers. As the global population's energy demands change and the need for clean, safe drinking water expands, our global innovation teams are prepared to help customers find viable, productive solutions.

SUSTAINABLE SOLUTIONS TO POWER PRODUCTS AND PROCESSES

In 2024, we focused on a variety of key sustainability solutions for energy and water management.

ENERGY MANAGEMENT

Energy consumption, storage, and reuse continue to be a focus. We are engaged in developing solutions for several sources, including:

Hydrogen

Our teams track the global hydrogen market as a potential fuel for the future.

Nuclear

As the world looks to decarbonize and diversify the power grid, we are well positioned to broadly support the nuclear arena.

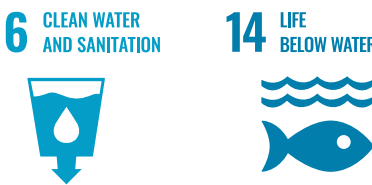
(SMR)
Small Modular
Reactors

With our extensive nuclear experience, Trillium Flow Technologies is well positioned to support the SMR market as the world focuses on cleaner, scalable fuel resources around the world.

Biofuels

Trillium Flow Technologies has extensive experience in the refinery and petrochemical markets and is poised to support evolution in biofuels.

WATER MANAGEMENT



Trillium Flow Technologies supports the water sector with pumps, valves, service, and support that:

- Facilitate wastewater treatment and management;
- Transport water to high population areas; and
- Desalinize ocean water for human consumption.

WATER USAGE & DISCHARGE METRICS	2022	2023	2024
Total Water Withdrawal Megaliter	89.3	75.6	116.8
Total Water Discharge Megaliter	1.7	1.5	1.6
Total Water Consumption Megaliter	87.6	74.1	115.2

We restated 2022 and 2023's water usage and discharge metrics as we discovered an error in the data

PROCESS IMPROVEMENT AT TRILLIUM FLOW TECHNOLOGIES, FRESNO, CALIFORNIA

In late 2024, the team at our pumps facility in Fresno, California, discovered a simple process improvement that could add up to large water savings. Previously, after completing performance tests of each pump, water in the piping system was drained manually through the pump and piping drain ports. Approximately 800-1,000 gallons of water were released into the drainage system. The team slightly modified the process, which not only helps them save water but also improves test stand efficiency.

Instead of manually draining the water, the tank is placed under a vacuum for several minutes after testing the pump with the suction valve open. This allows most of the water from the piping system to flow back into the source tank. Any residual water is then drained, reducing the overall draining time to less than eight minutes. An estimated 800 to 900 gallons of water are saved per test. The team saved approximately 2,500 gallons of water on the test line in one week, with minimal water drained to the sewer system.



IMPROVING WASTE MANAGEMENT IN GLOBAL OPERATIONS



Reducing waste in our offices and operations is good for the environment and our bottom line, and it also aligns with our product stewardship approach. Members of the Green Team developed a groupwide environmental program to cut our carbon footprint and costs by reducing single-use plastics across the organization. All company locations have initiatives in place to reduce plastics. As of 2024, many locations also have rechargeable batteries and/or battery recycling stations and have reduced their reliance on paper.

REDUCING SINGLE-USE PLASTICS:

2021

In 2021, we launched an initiative led by our Green Team to reduce single-use plastics such as cutlery and bottles by 25% at each of our global facilities.

2024

As of 2024, eight out of fourteen Trillium Flow Technologies locations have reached the goal. The project also prompted us to consider alternative shipping materials for our products. Throughout 2025, we will continue to help employees identify and pursue more sustainable practices throughout our business, continuing progress towards our goal of global single-use plastics reduction.

3R SELF-ASSESSMENT SCORECARD

Our 3R Scorecard, launched in 2022, was a self-assessment for Green Team members to help them think more proactively at work about the 3Rs: Reduce, Reuse, and Recycle. The scorecard was updated with additional best practices in 2024 based on employee feedback. Most notably, we made progress on:

Increasing

- Amount of renewable energy used
- Amount of recycled content paper used
- Number of plants in our facilities

Reducing

- Use of paper
- Use of plastic bottles (all our locations are committed to eliminating the use of plastic bottles)
- Use of non-eco-friendly cups (all locations have eliminated non-eco-friendly cups like Styrofoam and plastic)



APPENDIX

INDEX

This table contains and refers to information related to the Sustainability Accounting Standards Board (SASB) Industrial Machinery & Goods Sustainability Accounting Standard and Global Reporting Initiative (GRI) Standards.

TOPIC	METRIC	CODE	LOCATION IN THE REPORT
General Disclosures: Organization & its reporting practices	Organizational details	GRI 2-1	Report Overview, pages 10-11
	Entities included in the organization's sustainability reporting	GRI 2-2	Report Overview, pages 10-11
	Reporting period, frequency and contact point	GRI 2-3	Report Overview, pages 10-11
	Restatements of information	GRI 2-4	GHG emissions data, page 53, Water Usage and discharge metrics, page 57
	External Assurance	GRI 2-5	The report is not externally assured.
General Disclosures: Activities & workers	Activities, value chain and other business relationships	GRI 2-6	Report Overview, pages 10-11
	Employees	SASB RT-IG000.B GRI 2-7	About Us, page 4 Total Employees as of Dec. 31, 2024: 2,168 Full Time: 2,052; Part Time: 116; Temporary: 94
General Disclosures: Governance	Governance structure and composition	GRI 2-9	Rigorous Governance in Every Area, page 36
	Role of the highest governance body in sustainability reporting	GRI 2-14	Rigorous Governance in Every Area, page 36
General Disclosures: Strategy, policies & practices	Statement on sustainable development strategy	GRI 2-22	Letter from the CEO, pages 6-7
	Policy commitments	GRI 2-23	People – Our Greatest Asset, page 22 and Governance, pages 34-43
	Embedding policy commitments	GRI 2-24	Governance, pages 34-43
	Mechanisms for seeking advice and raising concerns	GRI 2-26	Our Foundation and Our Expectations, page 36
	Compliance with laws and regulations	GRI 2-27	Our Foundation and Our Expectations, page 36
General Disclosures: Stakeholder engagement	Approach to stakeholder engagement	GRI 2-29	Report Overview, pages 10-11

TOPIC	METRIC	CODE	LOCATION IN THE REPORT
Anti-Corruption	Communication and training about anti-corruption policies and procedures	GRI 205-2	Our Foundation and Our Expectations, page 36
Anti-competitive behavior	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI 206-1	Our Foundation and Our Expectations, page 36
Energy Management	(1) Total energy consumed (GJ) (2) Percentage Grid Electricity: 76% (3) Percentage renewable: 24%	SASB RT-IG130a.1 GRI 302-1	Path to Responsible Operations, page 53 Total energy consumed (GJ) 2020: 107,670 2021: 97,841 2022: 112,326 2023: 108,649 2024: 108,715 Percentage Grid Electricity: 76% Percentage Renewable Electricity: 24%
Water and Effluents	Water Withdrawal	GRI 303-3	Water Management, page 57; Total water withdrawal (ML): 116.8
	Water Discharge	GRI 303-4	Water Management, page 57; Total water discharge (ML): 1.6
	Water Consumption	GRI 303-5	Water Management, page 57; Total water consumption (ML): 115.2
Emissions	Direct (Scope 1) GHG emissions	GRI 305-1	Path to Responsible Operations, page 53 Scope 1 Emissions (MTCO2e): 2020: 3,178 2021: 2,843 2022: 3,144 2023: 2,878 2024: 2,811
	Energy indirect (Scope 2) GHG emissions	GRI 305-2	Path to Responsible Operations, page 53 Scope 2 Emissions (MTCO2e): 2020: 3,004 2021: 2,478 2022: 3,600 2023: 4,057 2024: 3,765
	GHG emissions intensity	GRI 305-4	Path to Responsible Operations, page 53 GHG Emissions Intensity ratio: 2020: 0.013 2021: 0.012 2022: 0.014 2023: 0.013 2024: 0.011 Organization-specific metric: Metric Tons Co ₂ e/Revenue in USD Types of GHG emissions: Scope 1 and 2

TOPIC	METRIC	CODE	LOCATION IN THE REPORT
Waste	Management of significant waste-related impacts	GRI 306-2	Improving Waste Management in Global Operations, page 58
Employment	Employees and employee turnover	GRI 401-1	Employees, page 27: Male: 84% Female: 16%; Retention rate, page 27: 2024: 83.44% Voluntary employee turnover rate page 27: 2021: 12% 2022: 10.35% 2023: 12.79% 2024: 9.61%
	Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI 401-2	People - Our Greatest Asset, page 22
Workforce Health & Safety	(1) Total Recordable Incident Rate (TRIR) (2) Fatality Rate (3) Near Miss Frequency Rate (NMFR)	SASB RT-IG320a.1 GRI 403-9 GRI 403-10	Safety Performance Metrics, page 19 TRIR: 2020: 0.41 2021: 0.40 2022: 0.42 2023: 0.53 2024: 0.57 Fatality: 2020-2024: 0; Near Miss Frequency Rate: 2020: 5.9 2021: 4.6 2022: 4.1 2023: 3.12 2024: 4.57
	Occupational health and safety management system	GRI 403-1	Setting a High Standard for Safety, pages 7-8
	Hazard identification, risk assessment, and incident investigation	GRI 403-2	Our Safety Objective, pages 18-22 Identified hazards 2020: 7,617 2021: 5,390 2022: 6,811 2023: 4,766 2024: 4,960
	Worker training on occupational health and safety	GRI 403-5	Setting Everyone Up for Success, pages 24-25
	Promotion of worker health	GRI 403-6	People – Our Greatest Asset, page 22
	Workers covered by an occupational health and safety management system	GRI 403-8	Setting Everyone Up for Success, pages 24-25

TOPIC	METRIC	CODE	LOCATION IN THE REPORT
	Programs for upgrading employee skills and transition assistance programs	GRI 404-2	Setting Everyone Up for Success, pages 24-25
Diversity and Equal Opportunity	Diversity of governance bodies and employees	GRI 405-1	Celebrating Diversity and Sharing Customs, page 24
Forced or Compulsory Labor	Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI 409-1	Respecting Human Rights Throughout the Business and Supply Chain, page 42
Local Communities	Operations with local community engagement, impact assessments, and development programs	GRI 413-1	Letter from the CEO, pages 6-7; Community Engagement and Support, page 29; Community Cleanups, Donations, Page 48 and Volunteering, pages 28-33
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	SASB RT-IG440b.1	Refurbishing and Reusing for Resource Optimization, page 54 2020: \$269.3 M 2021: \$288.1 M 2022: \$327.0 M 2023: \$376.3 M 2024: \$392.0 M