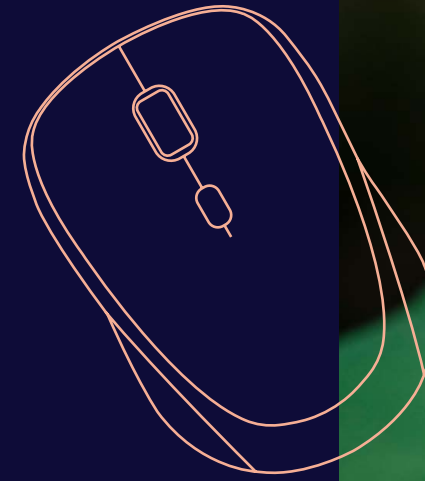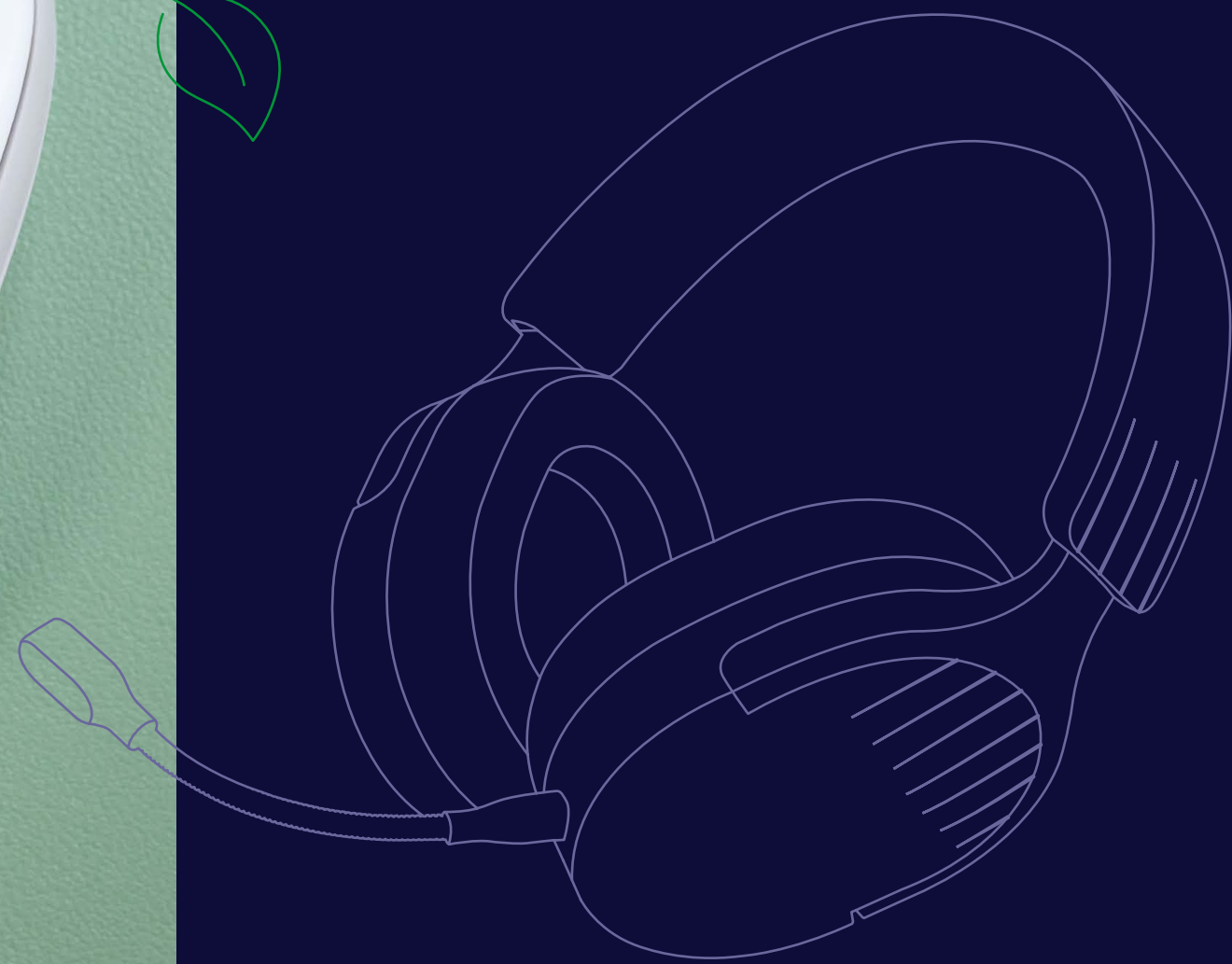# Impact report
2024 – 2025
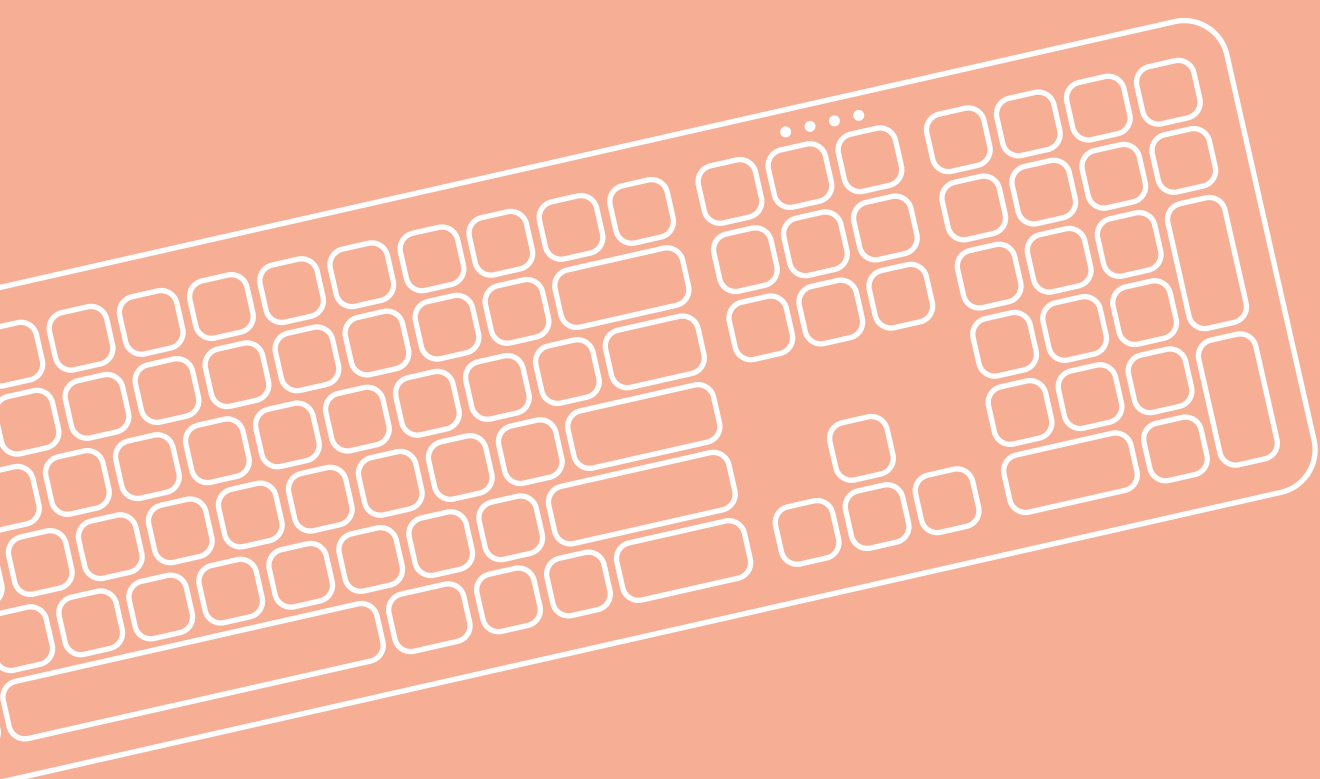
Moving forward with sustainability

Trust.

Table of contents

Welcome to this interactive Impact Report. You can click on the menu in the top right corner and in the table of contents.

Message from the
Management Team

Working towards our 2030 goal of zero emissions, we did a deep dive into our company emissions. This brought both interesting and surprising results, showing that the impact from operations was larger than expected. We now have a much better understanding of the composition of our company emissions, which has already helped us take meaningful steps to reduce our current footprint.

As part of our ESG strategy, Trust has the goal of becoming carbon neutral by 2030. Last year we did an extensive analysis of our company emissions to see where we stand and what we can still address. While Scope 1 and 2 are relatively straightforward, Scope 3 is where the complexity lies. By analysing the detailed impact data in our carbon reporting system, Climax, we were able to assign emissions to departments and general topics. This gave us valuable insights to start new improvement projects that will help us reach our strategic goal.

Looking back, a large part of the year was dominated by the implementation of and preparation for new rules and regulations. Having action plans in place to make the European economy more circular is clearly a positive step for everyone. We need to reduce our dependency on fossil fuels, lower our energy use and ensure that products can be repaired and recycled easily.

While Trust is already working on these topics, it is important to level the playing field so that all companies are pushed to step up their game. The Digital Product Passport will give consumers greater insight into the sustainability features, or lack thereof, of companies and products. We support clear and purpose driven sustainability regulations, but express our concerns in keeping these regulations proportional as well as with the ability to enforce them.

For the coming year, we will continue to focus on reducing energy use, as we've seen that while overall emissions were down, the share of energy-related emissions increased. Nowadays, consumers value products that are wireless or have RGB lighting, and while these are nice features to have, they do have a negative effect on the carbon footprint. As such, finding smart, efficient solutions to these challenges is an exciting opportunity for us.

We will also continue the progress we've made in improving product quality and longevity, with longer-lasting products helping to reduce waste and contribute towards a lower environmental impact. By extending the warranty on many of our products to 5 years this year, we have already reinforced our commitment to durability, reliability and sustainability; and will continue to do so in the future.

By taking these actions, Trust continues to strengthen its environmental performance, demonstrate leadership within the digital accessories industry and contribute to a more sustainable future. This year has brought meaningful progress for Trust, along with new challenges that motivate us to go even further, and that's the mindset that will drive the next chapter of our sustainability journey.
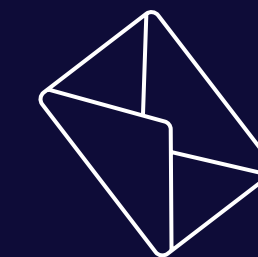
Management
summary

Company

By joining the United Nations Global Compact, Trust has further strengthened the foundation of our ESG strategy. The environmental pillar was already supported via the Science Based Targets initiative (SBTi). Now the social and governance pillars have strong support from the UNGC and its Ten Principles, covering human rights, labour, environment and anti-corruption. By joining these initiatives, we show our commitment to sustainable development and combatting climate change.

The Corporate Sustainable Reporting Directive (CSRD) posed new reporting challenges for Trust. However, with the release of the Omnibus package there was no longer a requirement for Trust to report. We did complete our Double Materiality Assessment (DMA), which offered us valuable new insights. The outcome of the DMA aligned with our existing ESG strategy, so no changes were needed.

In March 2025, we were pleased to announce that we have once again been awarded the EcoVadis Gold Medal for the third consecutive year. This recognition places us in the top 5% of companies assessed by EcoVadis in the past 12 months, and the top 2% of companies in the wholesale of computers, computer peripheral equipment and software industry – an astonishing achievement.

Environmental

Last year, we carried out a detailed analysis of the company operations part of our total carbon footprint. This led to improvements in the accuracy of our reporting by removing duplicate impacts. This year, we also added emissions reporting for our branch offices. An important realisation from the analysis was that the share of company-related carbon emissions in Scope 3 is larger than previously assumed. Doing this analysis has helped us better understand the impact of our company operations and identify areas for improvement, with the end result of the calculation for this year being a 22% decrease in the footprint of our company operations.

The impact of our products has slightly decreased by 3%. The main reason for this was lower product purchases, but there was also a significant increase in energy use for some product groups. More data and changes in the product mix drove the increase in energy use - for example, gaming desks and laptop stands with RGB illumination, and the trend in headsets towards wireless and USB models. It is clear that reducing energy use will need to be our main focus going forward. Manufacturing (60%), use (29%) and end-of-life treatment (9%) are still the main sources of impact.

We made excellent progress in reducing the impact of our packaging. More plastic was replaced by cardboard, and where plastic was still needed, it was upgraded to recycled plastic. We expanded the number of Life Cycle Assessments to further increase the accuracy of our total carbon footprint calculation and to identify areas of improvement in our products.

In our assortment, we made steps in eco-design by improving battery life, the availability of spare parts and the recyclability of products by making batteries more easily removable. Using GaN technology, we reduced the energy use of our USB-C chargers, and designed more products using recycled plastic and with GRS and RCS certification as proof.

To show our commitment to quality and durability, we expanded the warranty for most of our products from 3 to 5 years, as products with a longer lifespan contribute significantly to lowering their carbon footprint.

Trust is proud to announce official ErgoCert certification for three of its leading ergonomic products. Ergonomic products support everyday health and wellbeing. By providing employees with tools that support their wellbeing, prevent injuries and enhance workplace inclusivity, they increase operational excellence for companies. With this recognition, Trust becomes the first PC accessories brand to receive ErgoCert certification, setting a new standard in the industry.
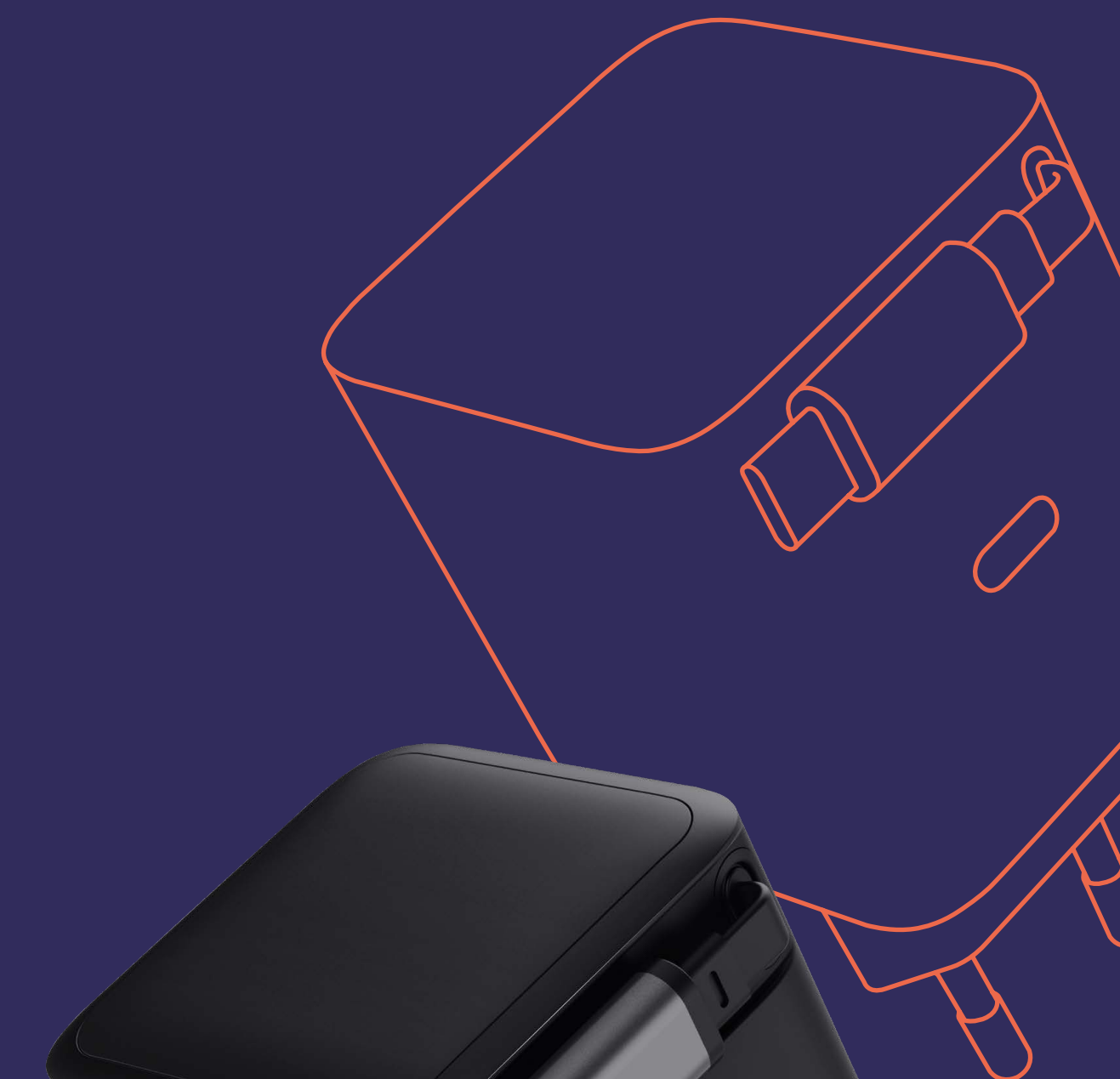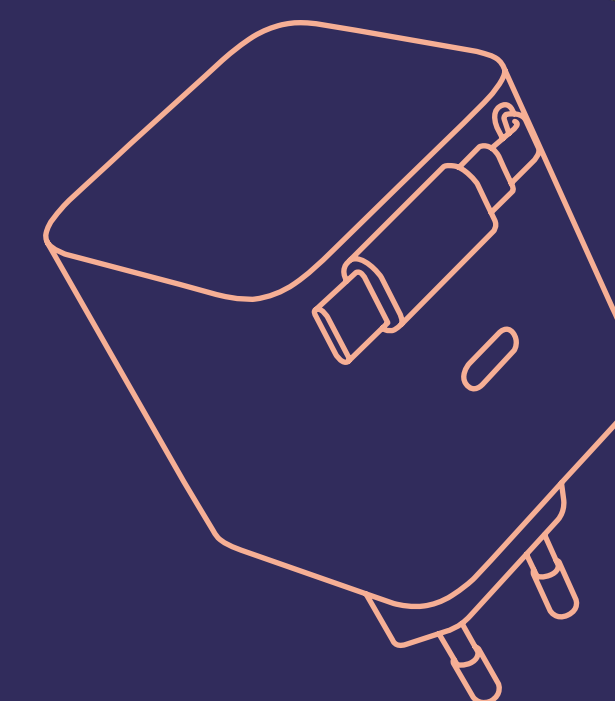
Social

For newcomers to the company, we have introduced a new onboarding system developed by members of our talent programme, helping employees get acquainted with all the people, tools and processes in the company. For managers, it also offers checklists to ensure that new employees get a flying start with the right tools, permissions and a full programme of training and introduction meetings.

In 2025 we saw our eNPS score rise from 15 to 25, reflecting increased employee satisfaction and loyalty. Compared to the previous year and the external benchmark, Trust scored higher across all survey themes. Employees report feeling connected to Trust, enjoying their work and valuing the inclusive and supportive culture we strive to maintain.

The share of our manufacturing partners covered by BSCI certification, ensuring the highest standards in labour rights, workplace safety and ethical business conduct, is still rising, going from 68% to 74% over the last year.

Trust is committed to making a positive impact beyond the workplace. Over the past year, we have supported several social initiatives including Stichting Jarige Job, Sofia Kinderziekenhuis and PC Voor Elk Kind.

We actively participated in two educational programmes this year, supporting students in addressing real-world sustainability challenges. One of these was Working Across Borders, a global virtual consultancy project involving over 500 students from nine universities across the globe. The second initiative, Doing Business with Impact, was organised by Rotterdam Business School (RUAS).

Governance

The Impact Report you are reading now is already our fifth edition of our report on progress in sustainability. For future reports, we plan to align our reporting with a sustainable reporting framework. In cooperation with our stakeholders, we will evaluate and select the framework that best fits Trust.

In 2024, we further strengthened our internal compliance framework by introducing a dedicated Integrity Policy that included anti-money laundering and Know Your Counterpart (KYC) policy and procedures. This policy helps us identify and assess potential risks in our business relationships and ensures that we only engage with partners who meet our ethical and legal standards.

Trust is continuously working towards staying ahead of upcoming and evolving regulations. This is quite a challenge, considering the large number of new legislations coming from the EU, such as EUDR, CBAM, ESPR, FLR, PPWR, EAA, EUBR and ESPR. By staying proactive, we can more easily adapt to new policies as they arise.

Highlights

Ecovadis Gold

In March 2025, we were pleased to announce that we have once again been awarded the EcoVadis Gold Medal for the third consecutive year. This recognition places us in the top 5% of companies assessed by EcoVadis in the past 12 months, and the top 2% of companies in the wholesale of computers, computer peripheral equipment and software industry – an astonishing achievement.

Ergonomics

Trust is proud to announce a major milestone in its mission to make healthy, comfortable working accessible to all: official ErgoCert certification for three of its leading ergonomic products. With this recognition, Trust becomes the first PC accessories brand to receive ErgoCert certification, setting a new standard in the industry.

UNGC

Trust is proud to partner with the UN Global Compact, aligning its ESG strategy with a bold commitment to embed responsible business practices at the heart of everything the company does. This is to make a clear, public commitment to the social and governance aspects of its sustainability efforts.
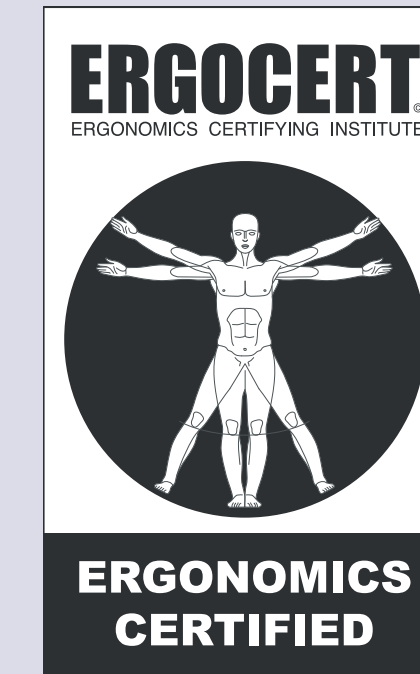
Increase in recycled plastic in packaging

Between Q2 FY24 and Q2 FY25, we achieved a 25% reduction in plastic and a 32% reduction in foam used in our product packaging. These results reflect a clear step forward in our mission of reducing our environmental impact in every way we can – not just through design improvements, but by embedding more sustainable thinking across every part of our packaging development.
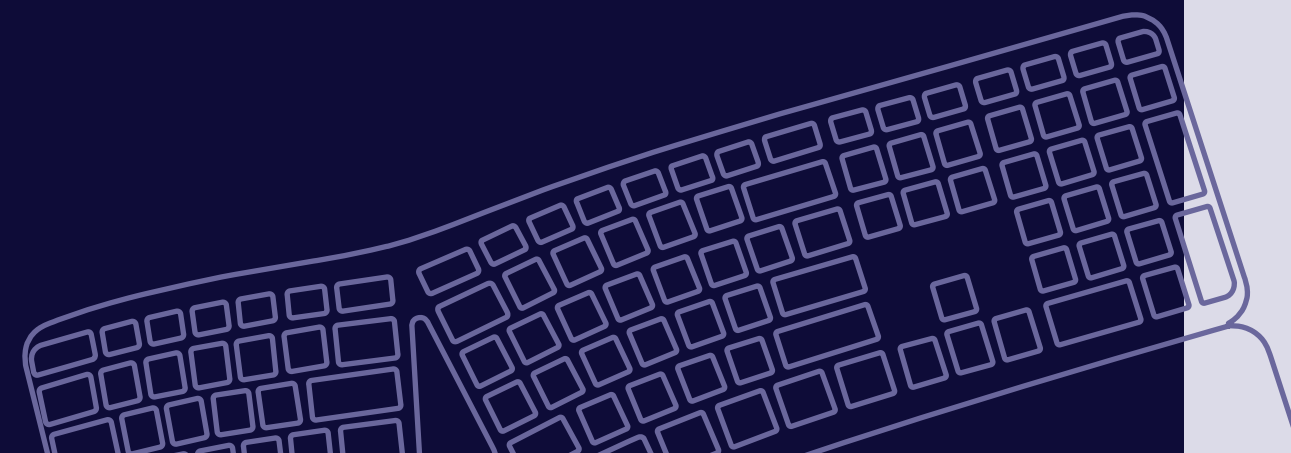
Our
story
—

Founded in 1983, Trust is the one-stop brand for digital lifestyle accessories. We are a European-based global company on a mission to simplify everyday life with **clever and increasingly sustainable solutions.**

Offering a range of affordable products for your laptop, gaming device, tablet, desktop, home, smartphone, and on-the-go; our products are available in 50+ countries, from local shops to larger electronics stores, department stores, hypermarkets, and online.

Along with providing consumers with products they know, love, and Trust; we are also dedicated to reducing our environmental impact by producing more sustainable products through our **Clevergreen** program. We're making our way to a brighter, cleaner future – and we're excited to share our journey with you!

Our corporate identity
& values

Our identity

Our mission

Helping you to create your ideal personal work & gaming spaces, connect with others, and live-work-play in your way.

Our promise

Providing you with affordable, sustainable and quality digital accessories.

Our values

We are Entrepreneurial.
We are Empowering.
We are Trustworthy.

Our values

We are Entrepreneurial

We are eager to find and seize new opportunities, overcome challenges, and deliver results. We act with speed and we get things done.

We are Empowering

We support each other and are empowered to do what's best for the company, our customers and our planet.

We are Trustworthy

We always act with integrity regarding our colleagues, customers and other stakeholders. We keep our promises and do what we say.

Our products

Trust operates both in the consumer market and in the B2B market with a broad portfolio of over 1200 accessories for PC & laptop, mobile, and gaming. We operate in the following categories:

- **Home & Office** – Offering everything our customers need for improved home and office convenience, from ergonomic mice and wireless keyboards to high-quality webcams and comfortable headsets.

- **Gaming** – Providing gamers with all they need to build their skills, with products including high-precision mice and durable keyboards to super comfortable chairs and surround-sound headsets.

- **Mobile & Leisure** – Stay connected with our range of portable, compact accessories designed to help you enjoy life on-the-go, ranging from powerbanks and chargers to wireless earphones and solar panels.

- **Smart Home** – The Trust Smart Home and KlikAanKlikUit solutions from our Smart Home division enable consumers to control their homes remotely – ranging from smart WiFi lighting to opening curtains – using just a single app.

- **B2B** – Our B2B exclusive range consists of office essentials ideal for the office and at home. Designed with users and the planet in mind, all products have a 5-year warranty and come in easy-to-open FSC®-certified brown carton boxes.

Our brand positioning

At Trust, we pride ourselves on being a brand that stands for quality, authenticity, and sustainability. We are on a mission to help users create their ideal personal work & gaming spaces, connect with others, and live-work-play in your own way – all with a minimised impact on the planet.

Sustainability is at the core of everything we do – from using recycled and responsibly sourced materials in our products and packaging, to following eco-design principles that optimise each stage of the product lifecycle. Our aim is to design durable, reliable solutions that support both people and the planet.

We also take responsibility for the way we operate, upholding high standards of labour and human rights throughout our supply chain and working only with partners who share our values.

With a clear focus on long-lasting quality, user wellbeing, and sustainability, our positioning allows us to stand out as the digital accessories brand backed by transparency, certification, and real results.

Supply chain overview

Trust is actively involved across the value chain, and leverages the design expertise of ourselves and the market as well as consumer input and the production scale of our manufacturing partners in Asia.

The Product Management team develops a product programme together with R&D, Design, Category Management, Sales, and Marketing. The products are sourced and/or developed within a network of established manufacturing partners and, occasionally, a new partner.

Manufacturing partners source raw materials such as plastics, metals, components, and packaging based on Trust's

sustainability requirements. Most of the manufacturing partners use injection moulding, forming, PCB mounting, and assembly machines to produce products themselves.

Quality control and social and environmental audits are locally executed and managed by the Trust Shenzhen China office. Supply forecast is generated bottom-up and based on sell-through, stock level, and product pipeline. Purchasing orders are processed by the Trust Shenzhen China office.

Operations such as transportation and warehousing are outsourced to a third-party logistics service provider to effectively serve our business partners.

Branding and marketing are executed by Trust International and its country subsidiaries. Trust supports its resellers with (marketing) materials and content to build the Trust brand. Sales via online and offline channel partners occur in both Business-to-Consumer (B2C) and Business-to-Business (B2B).

Trust is strongly focused on reseller success (sellout) with the support of Category Management, Marketing, and promotional activities to meet demand planning.
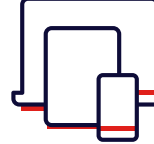
Home & Office
47%
PC/laptop users who seek high-quality product at a low-medium price range

Smart Home
6%
Homeowners making their houses more comfortable and secure

Gaming
43%
Beginner-to-intermediate gamers, streamers and content creators

Mobile
4%
Mobile users who want to stay connected

€125M gross sales

20.000+ number of POS listings

50+ countries served globally

~200 employees

~100 manufacturing partners

5 year* warranty

*for Home & Office and Mobile products

ESG
strategy

Double Materiality Assessment

The foundation of any ESG strategy begins with a materiality assessment, which determines which topics a company is making an impact on. When Trust started our sustainability journey, a materiality assessment was made in cooperation with the Impact Institute, and has since served us for many years.

CSRD

In the past year, as part of the requirements of the Corporate Sustainability Reporting Directive (CSRD), Trust has worked on a Double Materiality Assessment. This includes both the effects from Trust's activities on the outside world, and also the risks and opportunities from the outside world on Trust itself.

A project team was assembled, consisting of a core team and representatives from various departments in the organisation. We held several workshops where we discussed topics and results, and began by mapping our value chain and determining which stakeholders were relevant to include in this process. The next step was to engage with our stakeholders to see which topics they see as relevant for Trust, and how Trust scores regarding impacts, risks and opportunities.

We used various ways of engagement, including meetings, surveys, polls and desk research.

Engaging with our stakeholders turned out to be a very rewarding experience for both Trust and the stakeholders. We gained valuable new insights and ideas to further improve and strengthen our company and processes.

Finally, we used all the collected data to determine the scoring and created an overview with the results of the Double Materiality Assessment. This overview shows which topics are and are not material to Trust based on the scoring on impact materiality (vertical axis) and financial materiality (horizontal axis). See Table 2 for the overview (page 13). The outcome was discussed and approved by both the project team and the Management Team.

Omnibus

In February 2025, the EU introduced the Omnibus I package to simplify CSRD reporting requirements. This proposal changed the scope of the requirements so that 80% of companies no longer need to report, and only very large companies are still required to report.

For Trust, this means that we are now out of scope for CSRD and are no longer required to report. However, we decided – considering the valuable new insights that we already gained – to complete the Double Materiality Assessment. For future reporting, Trust will follow the updates on sustainability reporting requirements and will continue to engage with the stakeholders to select the best fitting sustainability framework and complement it with other relevant topics.

Value chain

We created the following map of our value chain.

Trust.

Raw Materials / Recycler

Material processing

Parts manufacturer

Product assembly

Transport

Warehouse

Distributor

Channel partner

Consumer

Waste facility
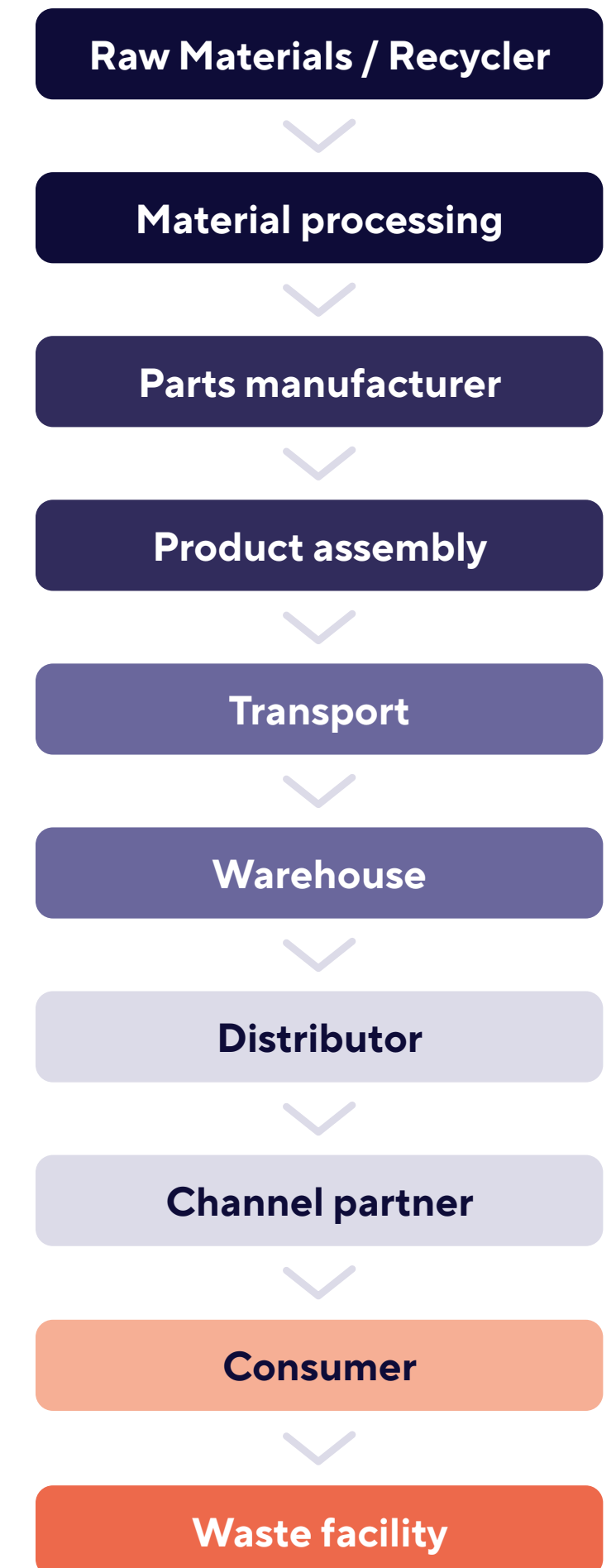
Stakeholders

We determined who the stakeholders in the Trust value chain are, and how to engage with them.

	Stakeholder	Method of engagement
1	Suppliers	Questionnaires
2	Factory workers	Documentation & reports; factory audits
3	Logistics providers	Interviews
4	Own employees	Focus groups
5	Customers	Questionnaires
6	End-users	Online polls
7	Competitors	Documentation & reports
8	Industry organisations and associations	Documentation & reports
9	Regulatory authorities	Documentation & reports; regulations
10	Shareholders, banks, insurance companies	Interviews

Table 1: Shareholder engagement

Material topics

Based on the stakeholder engagement, we determined which topics are and are not material to Trust.

'Climate change' and 'circular economy' are obviously material topics as we have a considerable environmental impact with our products, and address that by using more circular materials and reducing energy use. The subtopic 'climate change adaptation' was considered non-material due to the fact that our value chain is flexible and can be adjusted to new circumstances when needed, both on the upstream and downstream side.

'Pollution', 'water' and 'biodiversity' were considered non-material because we either have no or only very indirect impact on them. For electronic products, there is a clear waste stream for consumers – as defined by the WEEE directive (Waste of Electrical and Electronic Equipment) – to prevent pollution and promote reuse of materials. Electronic accessories are not typically found in polluted areas such as riverbeds, inner cities or nature

areas, and the topic of 'biodiversity loss' is properly covered by the EU Deforestation Regulation for the few products that have potential impact.

Employees working for Trust are of course a material topic. However, many subtopics herein are already covered by suitable EU legislation and don't require further attention beyond that. Generally, topics like 'child and slave labour' are not relevant for EU-based companies. The workforce of our manufacturing partners in China is also material, for as much that is possible. Many of the topics are either government regulated or not relevant to the people. The topic of 'affected communities' was considered out of scope, since there are no clearly defined communities around production facilities in China. 'Consumers and end-users' are considered material, since they are the main target audience for our products.

The topic of 'business conduct' is in scope, as it should be for any company.
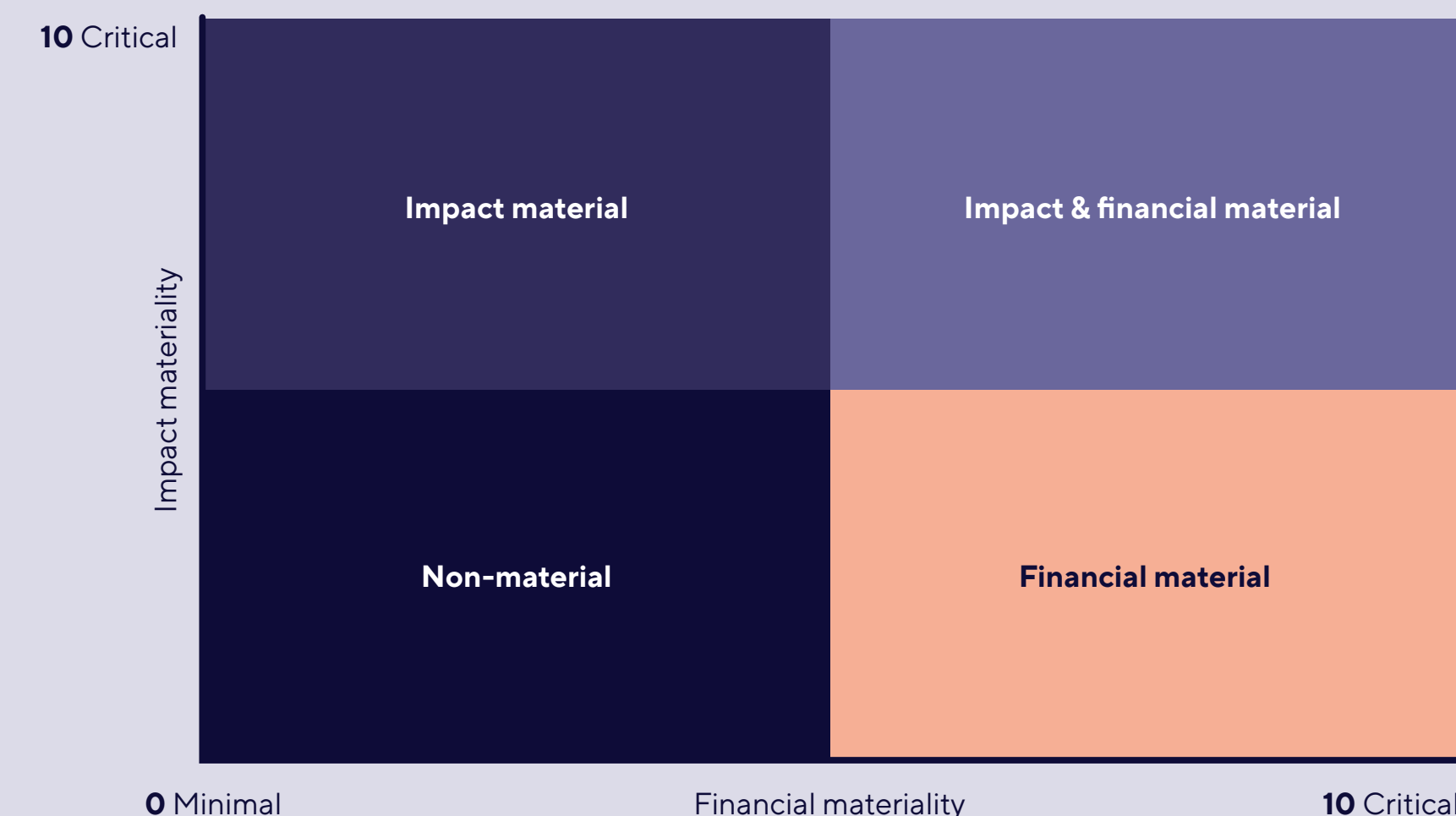
| Topic	In scope	Subtopic	Impact	Financial
E1 Climate change	Yes	Climate change adaption	–	–
		Climate change mitigation	Yes	Yes
		Energy	Yes	–
E2 Pollution	No	Pollution of air/water/soil	–	–
E3 Water and marine resources	No	Water consumption, withdrawals, discharges	–	–
E4 Biodiversity and ecosystems	No	Impacts on biodiversity, ecosystems	–	–
E5 Resource use and circular economy	Yes	Resource inflows	Yes	Yes
		Resource outflows	Yes	Yes
		Waste	Yes	Yes
S1 Own workforce	Yes	Working conditions	–	–
		Work-life balance	Yes	Yes
		Equal treatment and oppotunities for all	–	–
		Gender equality and equal pay	Yes	–
		Training and skills development	Yes	Yes
		Other rights (child/forced labour)	–	–
S2 Workers in the value chain	Yes	Working conditions	–	Yes
		Equal treatment and opportunities for all	–	–
		Other rights (child/forced labour)	–	Yes

Topic	In scope	Subtopic	Impact	Financial
S3 Affected communities	No	Communities' economic, social and cultural rights	–	–
		Communities' civil and political rights	–	–
		Rights of indigenous peoples	–	–
S4 Consumers and end-users	Yes	Privacy	Yes	Yes
		Freedom of expression	–	–
		Access to quality information	Yes	Yes
		Health and safety	–	Yes
		Security of person	–	–
		Protection of children	–	–
		Social inclusion	–	–
		Responsible marketing	–	Yes
G1 Business conduct	Yes	Corporate culture	Yes	Yes
		Protection of whistleblowers	Yes	–
		Animal welfare	–	–
		Political engagement and lobbying	–	–
		Supplier relations	Yes	–
		Corruption and bribery	–	Yes

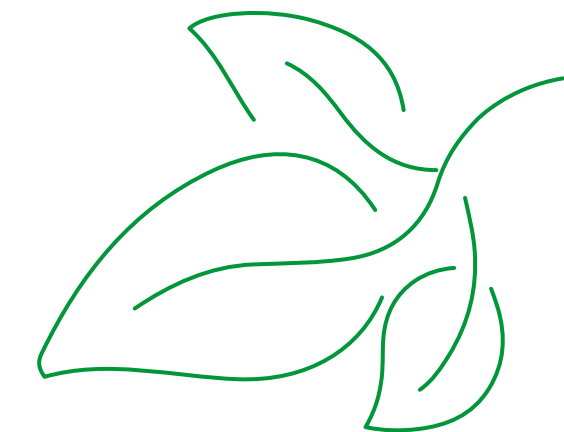*Table 2: Result of Double Materiality Analysis*
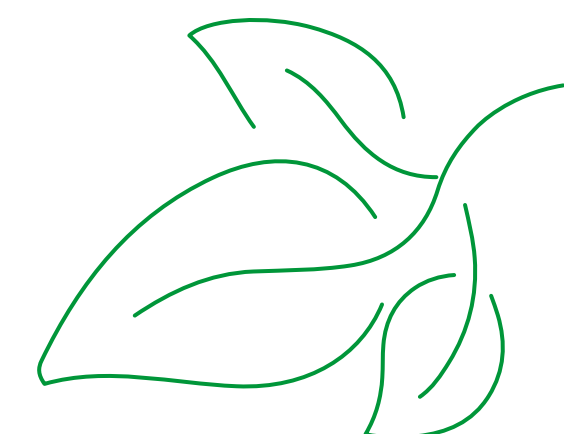
Material IROs

Within the topics that are material for Trust, we determined the impacts and financial risks and opportunities.

An overview of the main impacts and risks is listed in Table 3.

ESRS topics	IRO type	IRO type	IRO title	IRO description
E1 – Climate change mitigation	I	N	Scope 3 emissions	Impacts related to GHG emissions across our value chain and to our energy usage.
	R	-	Regulatory burden	Regulatory burden from evolving sustainability and climate policies.
E1 – Energy	I	N	Emissions from energy use (Scope 1, 2, and 3)	Emissions from energy use (Scope 1, 2, and 3) in our operations and our products.
	R	-	Vulnerability to supply disruptions	Vulnerability to supply disruptions.
E5 – Resource inflows	I	P	Use of renewable materials	Using sustainable materials for our products.
	R	-	Sustainable material scarcity and pricing	Sustainable material scarcity impacting production.
E5 – Resource outflows	I	P	Circular products	Products with smaller carbon footprint due to the use of sustainable materials.
E5 – Waste	I/R	N	Package waste and e-waste from products	Negative impact from package waste and e-waste from products. Regulatory risks from evolving policies around waste, recycling, and disposal.

ESRS topics	IRO type	IRO type	IRO title	IRO description
S1 – Working conditions: Work-life balance	R	-	Manage healthy work-life balance	Unable to provide sufficient resources to manage stress and prevent burnout.
S1 – Equal treatment and opportunities: Gender equality and equal pay	I	P	Equal treatment, opportunities and pay	Ensure equal treatment, career opportunities and pay for all employees.
	I	P	Gender diversity in leadership and decision-making roles	Promoting gender diversity in leadership and decision-making roles.
S1 – Equal treatment and opportunities: Training and skill development	I/R	P	Skill growth and career advancement or lack thereof	Employee training is important to ensure compliance & security awareness, and support a healthy working culture within the company. Development opportunities ensure long employment relations and help to attract new employees.
S1 – Equal treatment and opportunities: Diversity	I	P	Creating a more inclusive and supportive work environment.	Creating a more inclusive and supportive work environment.
	R	-	Balancing D&I efforts	Organisations need to balance D&I efforts with the need to maintain high performance and efficiency, as well as be in compliance with local and international laws.

Table 3: Impacts and risks
I=Impact | R=Risk | O=Opportunity | N = Negative impact | P = Positive impact

ESG Strategy

ESRS topics	IRO type	IRO type	IRO title	IRO description
S2 – Working conditions: Working time, Adequate wages, Collective bargaining, Health and safety	R	-	Inadequate protections of workers' rights, health and safety in the value chain	It is common for industries, such as manufacturing, logistics and e-waste, to be linked with negative impacts on health and safety. Supplier's non-compliance with laws and regulations might lead to reputational damage and supply change disruptions.
S2 – Other worker related rights: Child labour and forced labour, Adequate housing, Privacy	R	-	Child and forced labour in the value chain	It is common for industries, such as manufacturing, logistics and e-waste, to be linked with human rights infringements. Suppliers non-compliance with laws and regulations might lead to reputational damage.
S4 – Information related: Privacy and Cyber Security	I/R	N	Data breach risk, business disruption and loss of customer information	Inadequate handling and protection of (personal) data can result in unauthorised access to confidential data. Risks of business disruption, reputational damages and fines from non-compliance with regulations (e.g. GDPR)
S4 – Access to (quality) information and responsible marketing practices	R	-	Meeting (future) legal obligations for providing information	Meeting legal obligations for providing information. Ethical advertising: it is important for the reputation of the Trust brand to offer quality information that users can rely on.
S4 – Personal safety: Health & safety	R	-	Violation of health and safety standards	Failure to meet health and safety product standards can lead to increased risks of product recalls, reputational damage, and legal costs.

ESRS topics	IRO type	IRO type	IRO title	IRO description
G1 – Corporate culture	I	P	Perform fair, transparent, accountable, and responsible decision–making behavior	Corporate culture directly influences the company's ability to manage ESG risks, comply with regulatory standards, and build long-term value. Corporate culture shapes how decisions are made and how sustainability is integrated into strategy. Consequently, it affects financial performance and stakeholder trust.
G1 – Protection of whistleblowers	R	-	Failure to protect whistleblowers	Potential harm or discrimination against whistleblowers if protections are weak.
G1 – Corruption and bribery	R	-	Damages from corruption and bribery	Potential fines or legal penalties for failing to prevent or detect corruption and bribery. Non-compliance in anti-corruption and bribery can harm brand reputation and trust.

Table 3: Impacts and risks
I=Impact | R=Risk | O=Opportunity | N = Negative impact | P = Positive impact

United Nations
Sustainable Development Goals

The Sustainable Development Goals (SDGs) are a set of 17 global goals created by the United Nations to help make the world a better place by 2030. They aim to solve big problems like:

- Ending poverty
- Protecting the planet
- Ensuring peace and prosperity for all

Each goal focuses on a specific issue, such as clean water, quality education, gender equality, climate action, and decent work. Together, they form a roadmap for governments, businesses, and communities to work toward a more sustainable and fair future.

The Double Materiality Assessment confirmed that the three Sustainable Development Goals (SDGs) that we have already been prioritising for many years are indeed the ones where we can make the largest immediate impact – SDG 8 (Decent Work and Economic Growth), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action).

SDG 8: Decent Work and Economic Growth
We prioritise decent work and economic growth for all by creating a safe, inclusive environment for employees of all ages and backgrounds, ensuring their physical health, professional growth, and equal treatment.
We also commit to decent working conditions at our manufacturing partners, avoiding modern slavery, child labour, and ensuring the wellbeing of all involved in our supply chain.

SDG 12: Responsible Consumption and Production
To address the rapid growth of electronic waste and its associated hazards, we support a circular economy where discarded products are recycled into raw materials for new products. Aiming for circularity by 2040, we strive to make a minimum of 80% of our core products with recycled materials.

SDG 13: Climate Action
It is clear that mitigating global warming and enhancing climate resilience is humanity's biggest challenge now and in the future. As such, Trust aims to be climate neutral for Scope 1 & 2 by 2030 and significantly reduce Scope 3 emissions. Our environmental responsibility covers the entire product lifecycle, focusing on durable, long-lasting designs and collaborating with partners to reduce our environmental footprint.

SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

United Nations
Global Compact

In addition to our commitment to the SDGs, we have further strengthened our foundation in sustainability by becoming a member of the United Nations Global Compact (UNGC), the world's largest corporate sustainability initiative. The United Nations Global Compact is a voluntary initiative where companies commit to doing business responsibly by aligning their business with ten universal principles in the areas of human rights, labour, environment, and anti-corruption.

Human Rights
- **Principle 1:** businesses should support and respect the protection of internationally proclaimed human rights; and
- **Principle 2:** make sure that they are not complicit in human rights abuses.

Labour
- **Principle 3:** businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- **Principle 4:** the elimination of all forms of forced and compulsory labour;
- **Principle 5:** the effective abolition of child labour; and
- **Principle 6:** the elimination of discrimination in respect of employment and occupation.

Environment
- **Principle 7:** businesses should support a precautionary approach to environmental challenges;
- **Principle 8:** undertake initiatives to promote greater environmental responsibility; and
- **Principle 9:** encourage the development and diffusion of environmentally-friendly technologies.

Anti-Corruption
- **Principle 10:** businesses should work against corruption in all its forms, including extortion and bribery.

The goal is to encourage businesses to act in ways that are ethical and sustainable, while also helping achieve the Sustainable Development Goals (SDGs). This step aligns with our commitment to doing business in a way that's responsible, ethical, and future-focused.

UN GLOBAL COMPACT
United Nations
Global Compact

ESG
strategy

Our purpose

Our ESG approach has a big focus on the "E" of ESG and on reducing the footprint of our products. The "S" and "G" are supportive to that goal. We are a challenger brand in building more sustainable products, and we maximise our efforts to decrease our footprint while keeping our competitive edge.

We do this by:

- understanding what we need to do to decrease our footprint,
- challenging the costs involved to do so,
- finding solutions that are commercially viable, and
- measuring our impact.

We don't take no for an answer and keep looking for ways to improve the durability and circularity of our products.
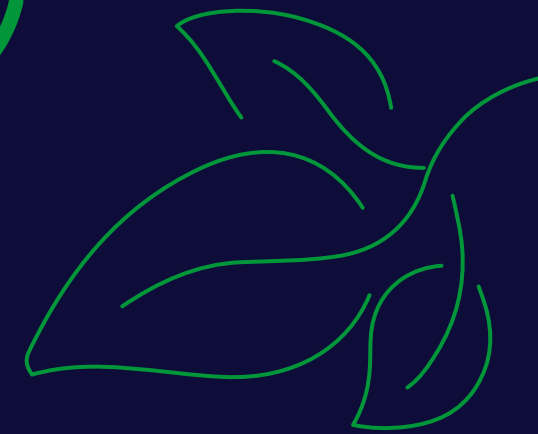
Our strategy

Based on our purpose and public commitments, we have defined the following main goals for our ESG strategy:

- Net zero target for company operations by 2030
- Minimise climate impact of products by 2040
- Social responsibility throughout the supply chain

Our purpose	Public commitment	Our goals	Alignment with UN SDGs	Alignment with DMA		Our initiatives
Making sustainable consumer electronics products both affordable and commercially viable	SCIENCE BASED TARGETS DRIVING AMBITIOUS CORPORATE CLIMATE ACTION	Net zero target for company operations by 2030	13 CLIMATE ACTION	E1 - Climate change	E	Minimise the total GHG footprint from operations and compensate remaining carbon emissions
		Minimise climate impact of products by 2040	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	E1 - Climate change		Minimise the total GHG footprint of products
			13 CLIMATE ACTION	E5 - Circular economy		Maximise product circularity
	UN GLOBAL COMPACT	Social responsibility throughout the supply chain	8 DECENT WORK AND ECONOMIC GROWTH	S2 - Workers in the value chain	S	Enforce responsible behaviour by manufacturers
				S1 - Own workforce		Create a safe, inclusive and enjoyable place to work
				S4 - End-users	G	Implement good governance
				G1 - Business conduct		

Clevergreen
advantage

The Clevergreen Program is Trust's sustainability program, aimed at internal improvements and communicating our sustainable practices to our customers. This program includes projects that are designed to promote environmental responsibility, innovation, and stakeholder engagement.

Real impact
We focus not just on our company's sustainability goals, but also on delivering real carbon footprint improvements through our products. Our improvements lead to higher end-user satisfaction by improving product quality, ensuring a long lifespan and a smaller carbon footprint.

Affordable sustainability
Clevergreen products are designed with both the environment and the customer in mind. We believe that sustainability should be accessible to everyone, which is why our products are competitively priced without compromising on quality or reliability.

Reliable & certified
Each product undergoes careful testing to ensure it performs effectively and meets the high standards our customers expect. Our products with recycled and renewable materials are certified by independent third-party organisations, validating that our products follow strict environmental standards and providing peace of mind to our customers. By earning these certifications, we show we are transparent and authentic in our sustainability efforts.

Eco-design principles
Many new products are designed with eco-design principles in mind and, where possible, use sustainable materials, minimise energy use, reduce waste and have a reduced carbon footprint.
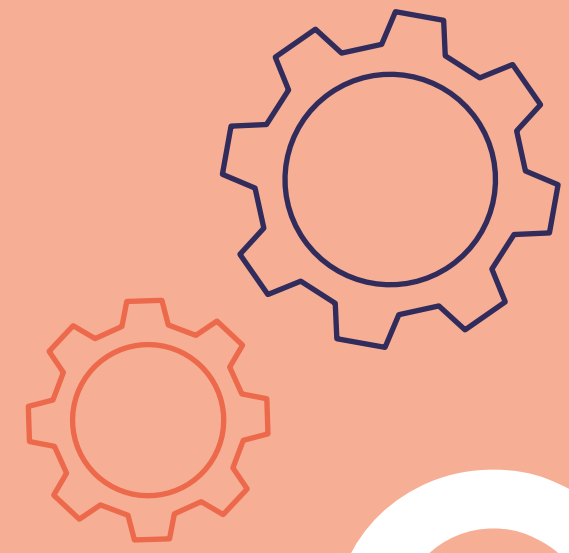
Future-ready
Our strategy is built on staying up to date with EU regulations and ensuring our supply chain is flexible and reliable.
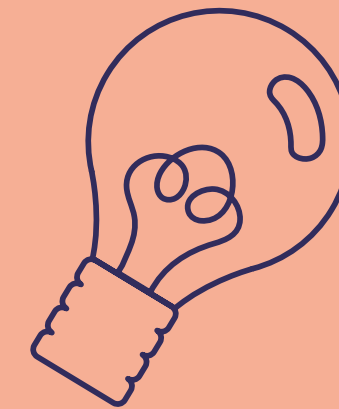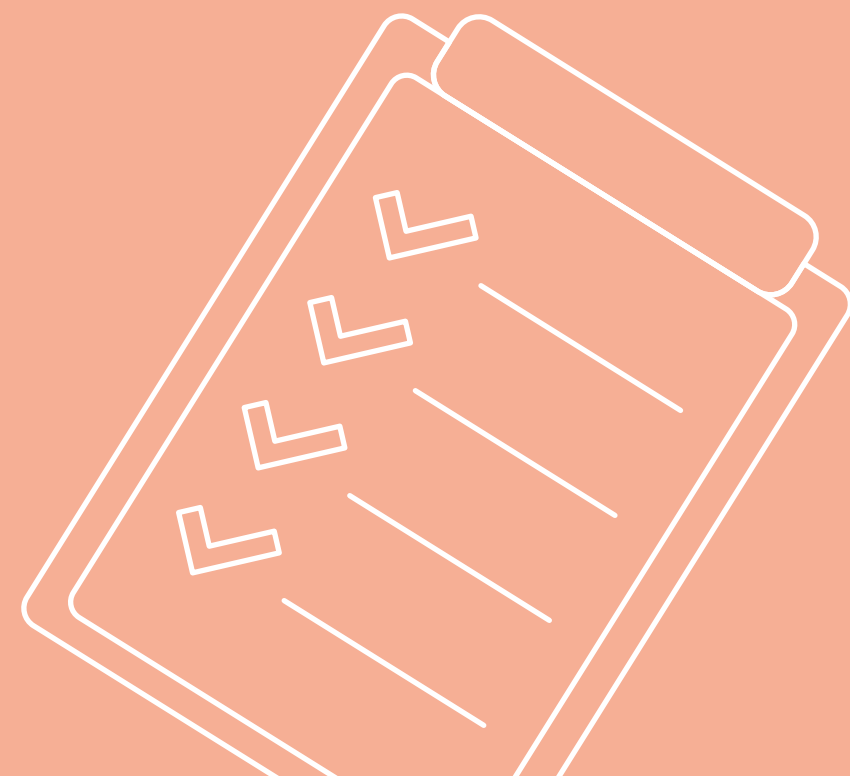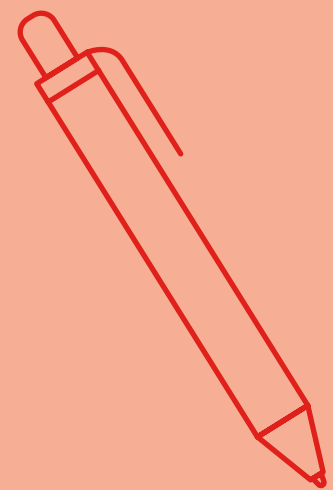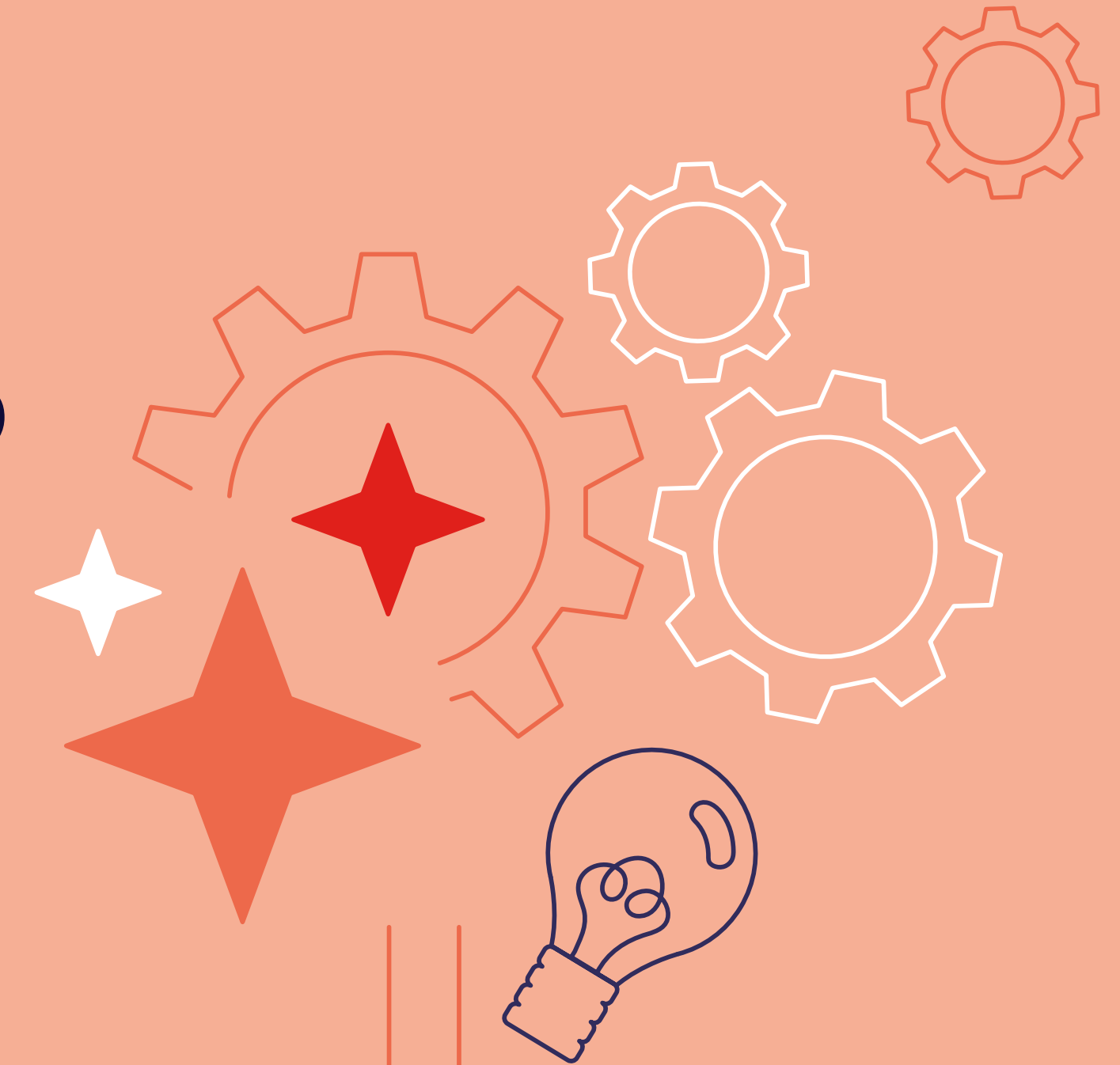
Reporting on progress
Every year, we release information about our progress in sustainability and the latest initiatives that were deployed in our annual Impact Report.

Company
improvements

ENVIRONMENTAL

Company
emissions

Our emission reduction strategy

To reach our emission reduction goals, we must go beyond our own operations and consider the full life cycle of our products. Since most of our environmental impact comes from the products we sell, our strategy focuses on measuring, reducing and compensating for those emissions.

Measuring energy & emissions

Trust is conducting Life Cycle Assessments (LCAs) to identify where we can reduce the carbon footprint of our products across sourcing, production, use and end-of-life. We follow the Greenhouse Gas (GHG) Protocol, which defines Scope 1, 2 and 3 emissions. To support this, we partner with Hedgehog Company, which helps us measure both direct and indirect emissions across our supply chain using the operational control approach, focusing on the emissions we can influence.

For emissions from our company operations, we use Climax for carbon accounting. All our financial data is processed by the Climax team and the impact is determined either activity-based (preferred) or spend-based. Through their online platform, we get deep insights into our company footprint. The outcome of the analysis of our company operations is used by Hedgehog to complete the full GHG report.

Key findings

Our full GHG report can be found at the end of this Impact Report. The total emissions are more or less stable compared to last year.

In the past year, we conducted a detailed analysis of our company-related emissions (those not linked to sold products) in FY2023/2024. Previously, we assumed they accounted for about 1% of our footprint, but the assessment revealed they actually represent about 4.5% of total emissions. The category 'purchased goods and services' actually includes both product-related and miscellaneous company-related emissions. Within this category, we identified opportunities to reduce our company-related emissions by 45%. This benefit was partially offset by adding data from our branch offices, which was not included before. In addition, the previous year included significant expenses due to a reconstruction project at HQ, contributing to higher impact in the purchased goods and services category for that year.

The net result of all this is a reduction of 22% for our company operations, representing a 2% share in our total emissions.

When we look at emissions related to our products, we see clearly that most impact (60%) is caused by the manufacturing of the products, followed by the use (28%) and the end-of-life treatment (9%) of the sold products.

Emission sources for product impact in FY24/25

- ● Manufacturing 60%
- ● Use 28%
- ● Transport 3%
- ● End-of-life 9%

Trust sales are predominantly determined by mice, headsets and keyboards; however, most of the environmental impact comes from speakers, furniture and keyboards. On a component level, steel frames (for furniture), PCB (Printed Circuit Board) and casing contribute most to the environmental impact.

This year, we saw a slight decrease of 3% in our product-related emissions. The main reason for the decline was a lower quantity of products being purchased in the last financial year. We did see increased energy use in several product groups, such as furniture, keyboards, headsets, laptop stands and Smart Home. Without this increase in energy use, we would have seen a decline of an estimated 13%.

There are several reasons for the increase in energy use. New LCAs were available for some product groups, changing the averages for the whole group. Changes in the product mix also played an important role. For example, the desks in the furniture product group were based on the LCA for a model with RGB illumination; and in headsets, there is a clear trend towards wireless and USB models which use energy, compared to wired models that do not.

This year, the bundles product group was calculated more accurately, using the footprint data of the actual products in the bundles instead of using the footprint of the general accessories product group. The webcams product group also saw a big increase in sales. These developments led to an increase in the footprint.

The calculation of our total product footprint was based on 144 Life Cycle Assessments, compared to 77 last year.

Going forward, it is clear that the reduction of energy use will be our main focus area.

Company improvements

Impact-reducing measures

Impact analysis

Using data from our carbon accounting system (Climax), we made a detailed analysis of our company footprint. Many companies simply focus on Scope 1 & 2 for their carbon emissions reduction, but overlook that their biggest impact is actually in Scope 3 (even without counting the impact of goods sold). The purchased goods and services category is especially important as all IT equipment, furniture, facilities and services used by the company are in that category. Remember: everything with an invoice has impact! We therefore use our detailed impact analysis for further awareness and improvement in our operations.

Office energy use

We continue to improve the energy efficiency of our offices. Throughout 2024-2025, we used 100% renewable electricity and ensured that low energy consumption is a standard requirement when purchasing electronic equipment such as printers, computers and copiers.

Regarding our HQ office, all office lighting that is being replaced must be LED lighting, and automatic movement detectors have been installed in all less-used rooms.

Lease car fleet

To reduce carbon emissions from employee commuting and customer visit transport, we encourage the use of electric vehicles with favourable lease budgets and, as of July 2022, only offer hybrid and electric lease options. Our HQ office is also equipped with on-site charging to allow employees to charge their cars during the day.

Employee travel

The largest impact from employee-related travel comes from daily commuting to the office. For travel to and from the office, we have a policy to stimulate hybrid working, encouraging flexible working and reducing the amount of travel needed. For business travel, we try to minimise emissions by prioritising train travel over flights wherever possible, especially for shorter distances.

Sustainable Point-of-Sale (POS) and promotional materials

We apply the same sustainability mindset to our POS materials and promotional items as we do to our products. Most of the items we order, such as t-shirts, hoodies, and notebooks, are made from organic cotton, recycled paper, or other sustainable materials. Plastic is avoided wherever possible, and alternative materials are only used when they ensure longer durability and reduce waste over time.

To minimise excess, we carefully track previous orders to avoid overproduction. While managing inventory for POS materials remains a challenge, improving this process is a key focus for the year ahead. We also encourage our suppliers to use minimal, sustainable packaging and bundle shipments to reduce the carbon footprint of deliveries.

Distribution network

We are continuously working on making our transport operations more sustainable by implementing measures that reduce our environmental impact and improve efficiency.

As airfreight is one of the most costly and impactful methods of transport, we aim to reduce our use of it, and so it is used only when there is a very urgent need.

In addition, we have made progress by using inland barge transport to move our goods from the Port of Rotterdam to the Mainfreight warehouse in 's-Heerenberg. This method is far more sustainable than traditional road transport, helping to cut down on fuel consumption and associated CO_2 emissions. By using the inland waterways, we can transport large volumes of goods more efficiently and with a lower environmental footprint. Furthermore, goods for intra-Europe shipments are

transported from our warehouse in the Netherlands to our warehouse in Italy by train – another more efficient solution.

To further optimise our logistics, we have focused on increasing the number of full truckloads delivered directly to customers. This approach reduces the number of trips required, minimising fuel usage and emissions while improving overall delivery efficiency.

These efforts are part of our ongoing strategy to improve logistics and reduce our carbon footprint, helping us move toward more sustainable transport solutions.
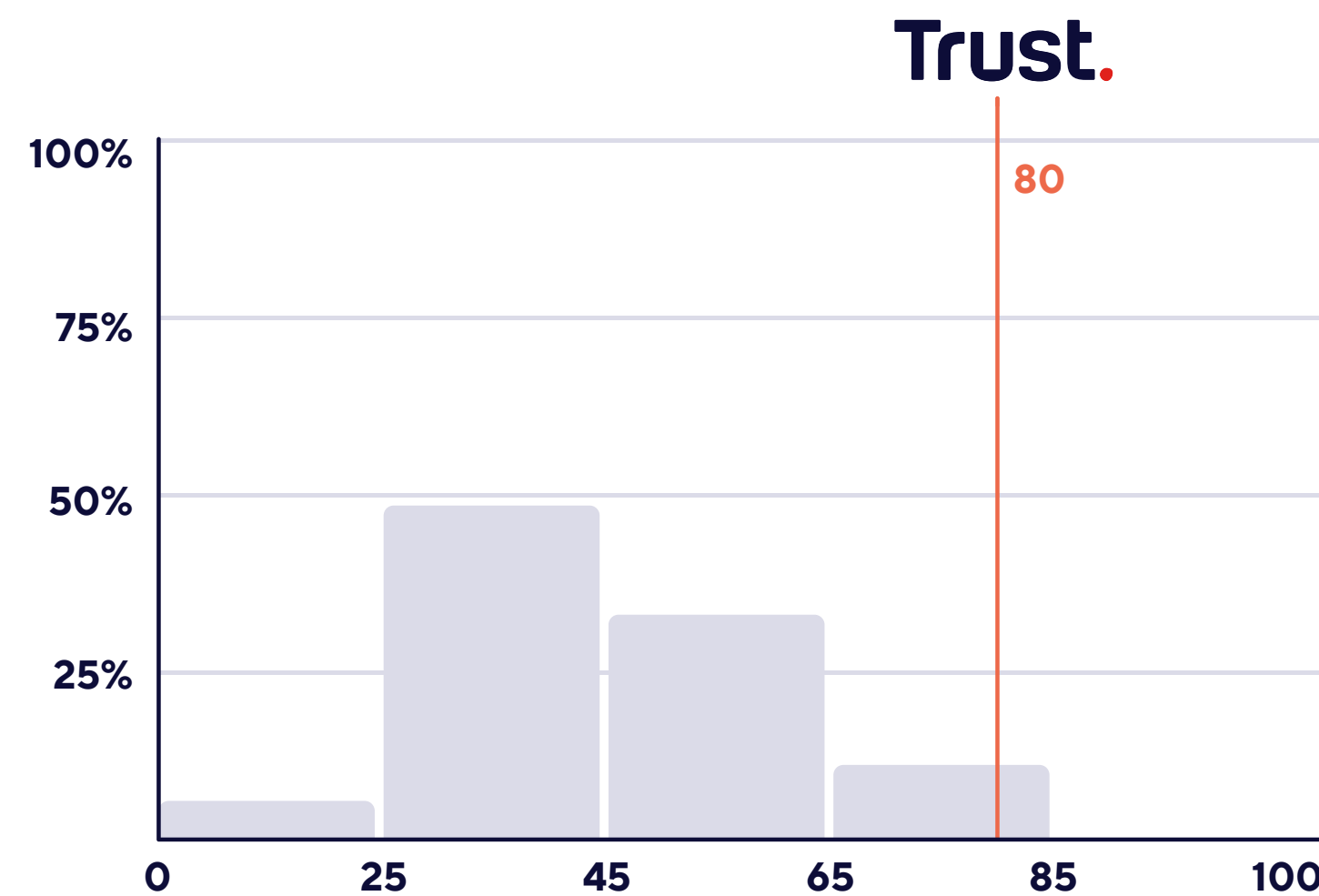
Awards &
certifications

We are proud to have once again been awarded the EcoVadis Gold Medal for the third consecutive year. This places Trust among the top 5% of all companies assessed by EcoVadis and the top 2% within our industry: **wholesale of computers, computer peripheral equipment, and software.**

EcoVadis is a trusted provider of business sustainability ratings, evaluating companies across four key areas: **Environment, Labour & Human Rights, Ethics, and Sustainable Procurement.** To achieve a high score, companies must demonstrate strong environmental management, responsible labour practices, high ethical standards, and effective sustainable procurement. With stricter criteria introduced this year, maintaining our **Gold status** holds even greater significance.

This recognition reflects our ongoing commitment to fair and ethical business practices and the development of more sustainable products. Over the past year, we have continued to improve product and packaging sustainability, expand the use of certified materials, and strengthen supply chain responsibility. Internally, we also refined our strategy and policies, expanded ESG training, and introduced new KPIs to guide our progress.

GOLD | Top 5%

ecovadis

Sustainability Rating

MAR 2025

Overall score distribution

Trust.

80

100%

75%

50%

25%

0   25   45   65   85   100

○ *All companies rated by EcoVadis in this industry*

Theme score comparison

Environment

Labour & Human rights

Sustainable Procurement

Ethics

100
80
60
40
20
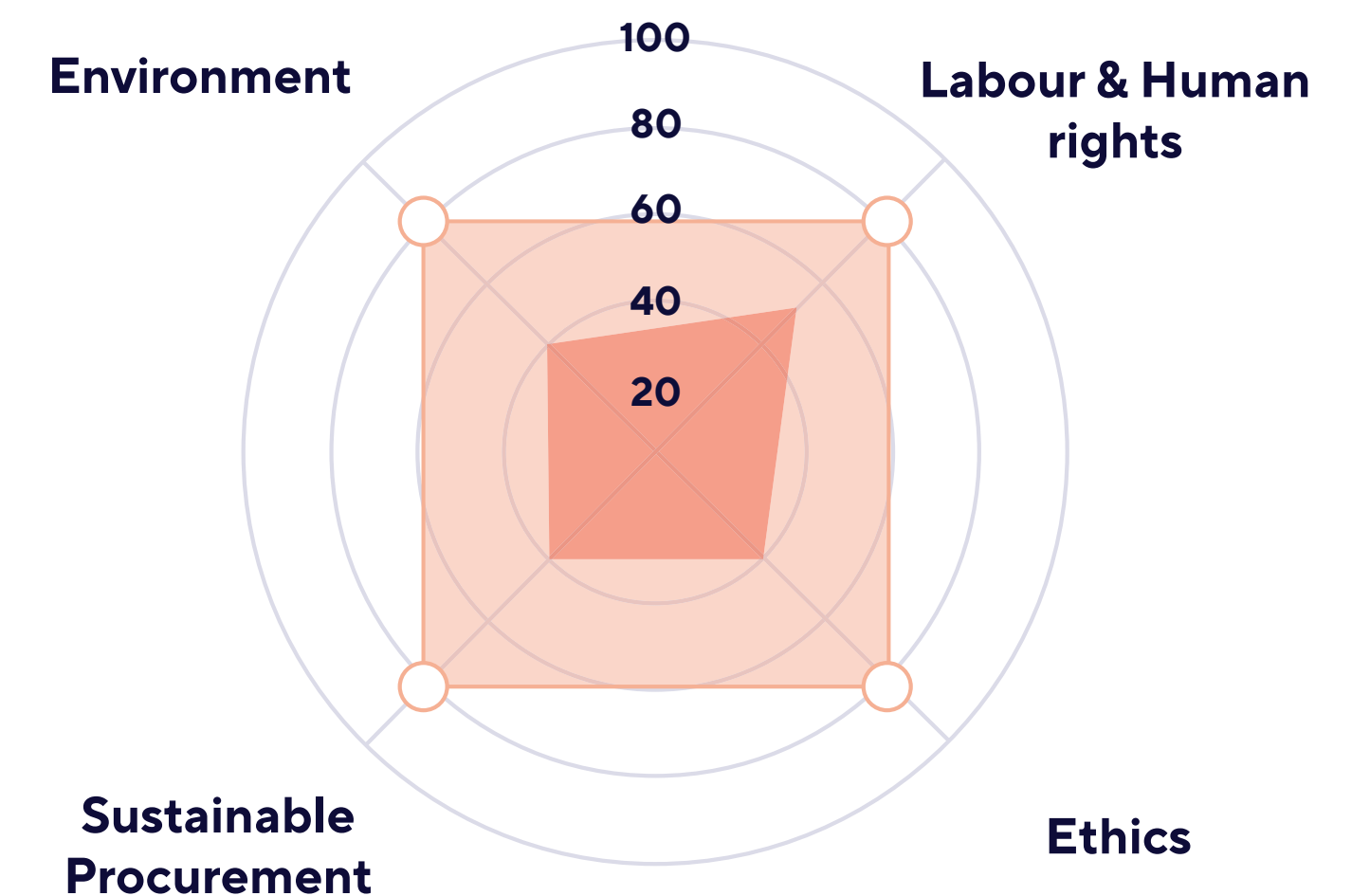
○ *Trust International B.V. score*   ● *All companies rated by EcoVadis in this industry*

Product
improvements

ENVIRONMENTAL
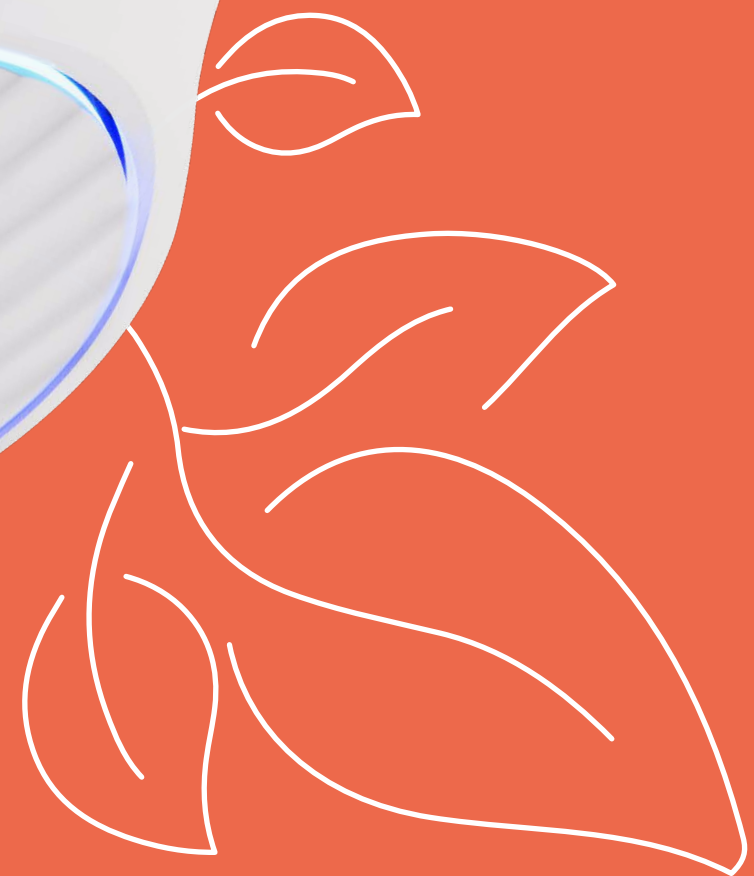
Lifecycle approach

Product improvement starts with knowing what the impact is and what is causing it. By performing lifecycle analyses, we look at all the aspects that contribute to the impact of a product, from raw materials and the production process to the transport and use of the product, and how it is disposed of at end of life.

The results of the analysis are used to determine what aspects of the product to focus on for improvement.

For example, from analyses that we have done, we see that across all our products, the uninterruptible power supply (UPS) category has by far the highest energy use. Consequently, we are now investigating how we can reduce this by changing the electronic design of the products.

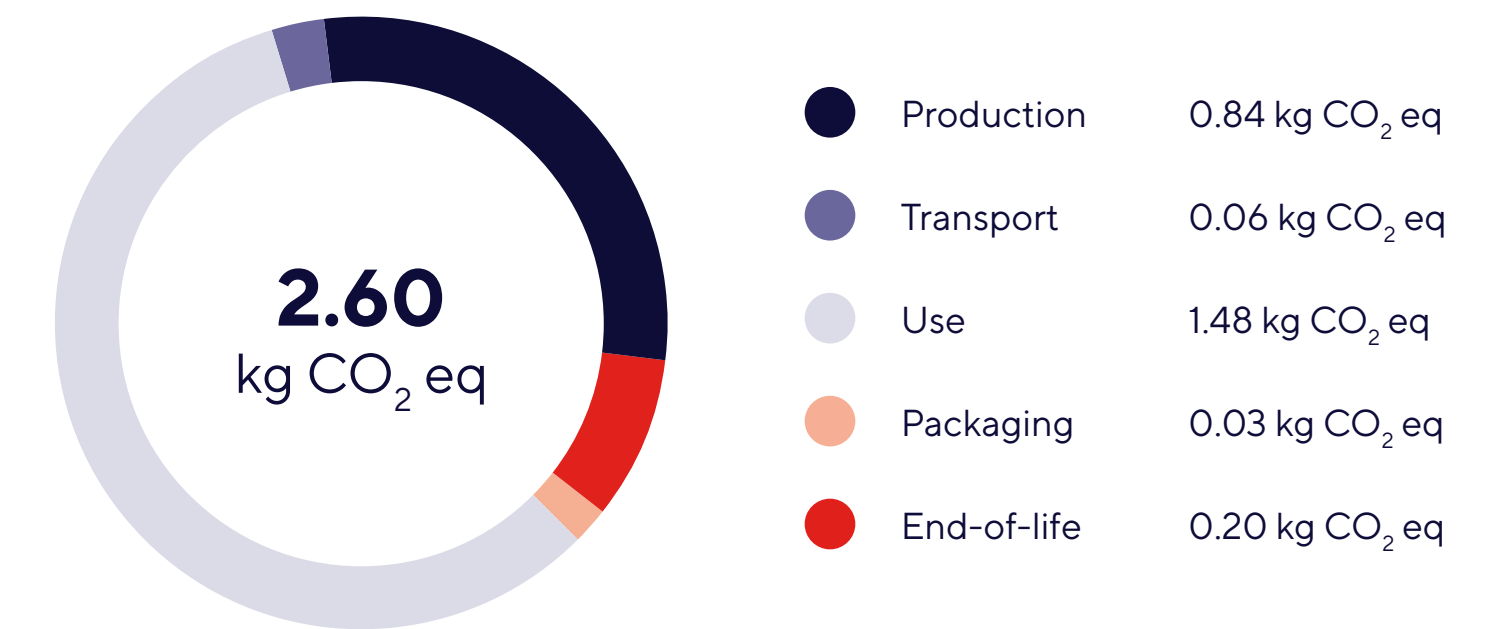Lifecycle analysis is a powerful tool to get insights. However, due to the lack of industry standards, the carbon footprint of products cannot easily be compared between brands as each brand uses a different approach in doing lifecycle analysis, especially with regards to the product lifespan and how to calculate the energy use over the lifespan.

Impact per item in kg CO_2 eq

2.60 kg CO_2 eq

●	Production	0.84 kg CO_2 eq
●	Transport	0.06 kg CO_2 eq
●	Use	1.48 kg CO_2 eq
●	Packaging	0.03 kg CO_2 eq
●	End-of-life	0.20 kg CO_2 eq

Lifecycle assessment of the Trust Mydo Wireless Mouse

3.26 kg CO_2 eq

●	Production	1.99 kg CO_2 eq
●	Transport	0.12 kg CO_2 eq
●	Use	0.78 kg CO_2 eq
●	Packaging	0.11 kg CO_2 eq
●	End-of-life	0.26 kg CO_2 eq

Lifecycle assessment of the Roha II Headset

Packaging
improvements

Volume reduction

We are continually looking for ways to reduce our waste and emissions, and one of the most effective ways to do this is by reducing our packaging size. By making our packaging smaller, more items can be shipped per pallet and container, resulting in less materials used and less overall transport emissions. While an update of our assortment regarding volume reduction is completed, we are still working on further optimisations for gaming chairs.

Plastic reduction

Another area we are looking to make an impact in is reducing the amount of plastic used in our packaging. Several years ago, we began this journey by replacing plastic with recyclable cardboard, especially for large, heavy products like gaming desks and chairs. In comparison to the past, when many products were packaged in full PVC blister packaging, we have since switched to more sustainable packaging made of carton, and only use (recycled) plastic materials when needed. For new product developments, we try to use protective paper bags as much as possible instead of plastic.

In addition, we have also developed more sustainable solutions for our gaming chairs and desks. These include using honeycomb cardboard strips for reinforcement instead of hard plastic, fully FSC®-certified cardboard pulp paper trays instead of plastic bags, and protective bags made from recycled plastics.

We continuously search for recycled and recyclable alternatives, replacing packaging with moulded pulp buffers and using cartons containing 50-97% recycled materials. Over the past five years, our efforts to replace plastic inner buffers with FSC®-certified carton buffers and substitute protective plastic bags for mice with FSC®-certified paper have led to a huge reduction in CO_2 in the packaging phase of the product lifecycle.
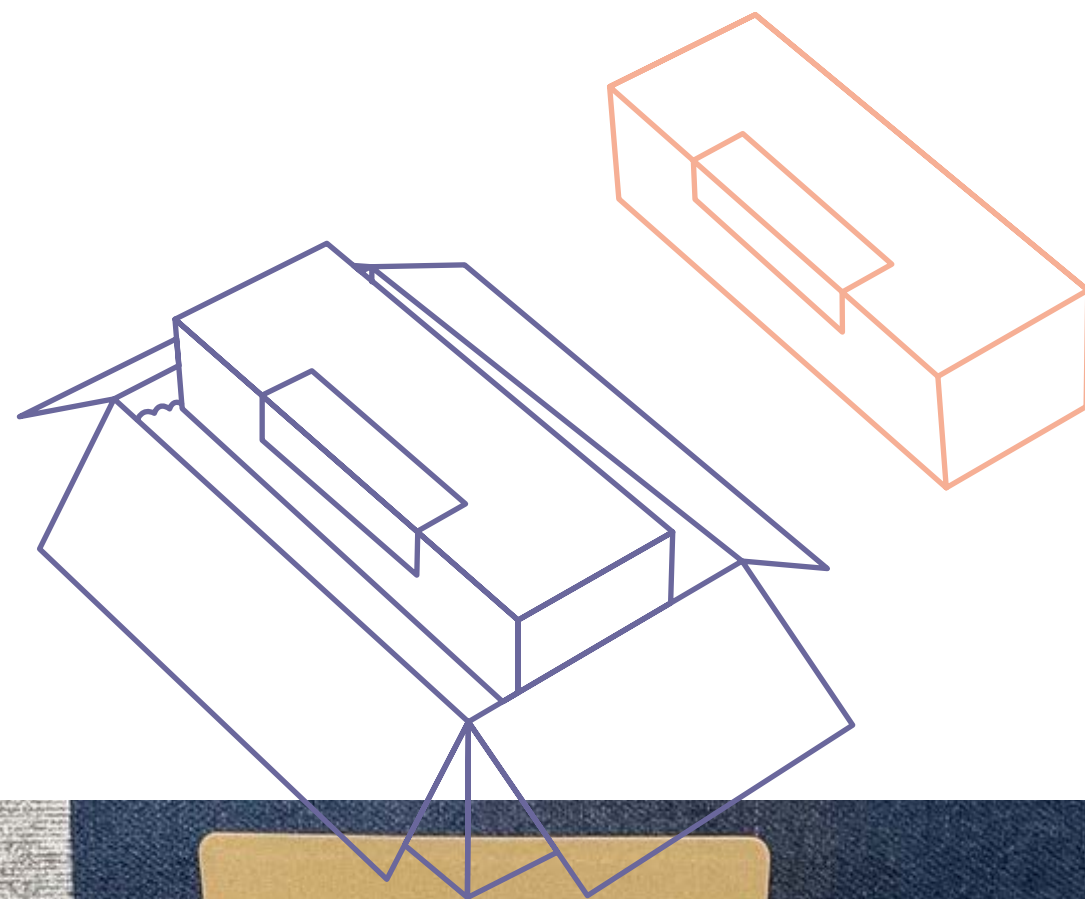
Sustainable packaging materials

Another way we aim to reduce our environmental impact is through sustainable packaging, using material that is either recycled or can be recycled, with hard-to-recycle materials such as PVC already banned several years ago. We use as much recycled carton as possible, and a large part of the assortment now has packaging made from FSC®-certified carton. This refers to carton made from recycled carton or wood coming from forests that are managed in a responsible and sustainable way. In the past year, 70 products were added in our assortment with FSC-certified carton. This brings the total share of FSC-certified packaging to 63% (up from 57%).

An important effort we have made in the past year is increasing the amount of recycled plastics. When we cannot avoid the use of plastics in a package, we try to use recycled plastics as much as possible. By switching to protective bags made from recycled plastics for the chair and keyboard categories, the share of recycled materials in our plastic use has increased considerably.

Increasing the amount of recycled plastics is not only better for the environment, but it also makes sense from a business perspective. Several countries have already introduced, or are planning to introduce, taxes for plastics in single-use packaging. With the Package and Package Waste Regulation, the number of countries doing this is expected to grow.

Packaging plastic trend - plastic taxation and levies

- ● Regulation already exists
- ● No plans yet
- ● No introduction planned
- ● Introduction in planning
- ● Introduction in discussion

Source: WTS Global report - Plastic Taxation in Europe: Update 2025

Product improvements
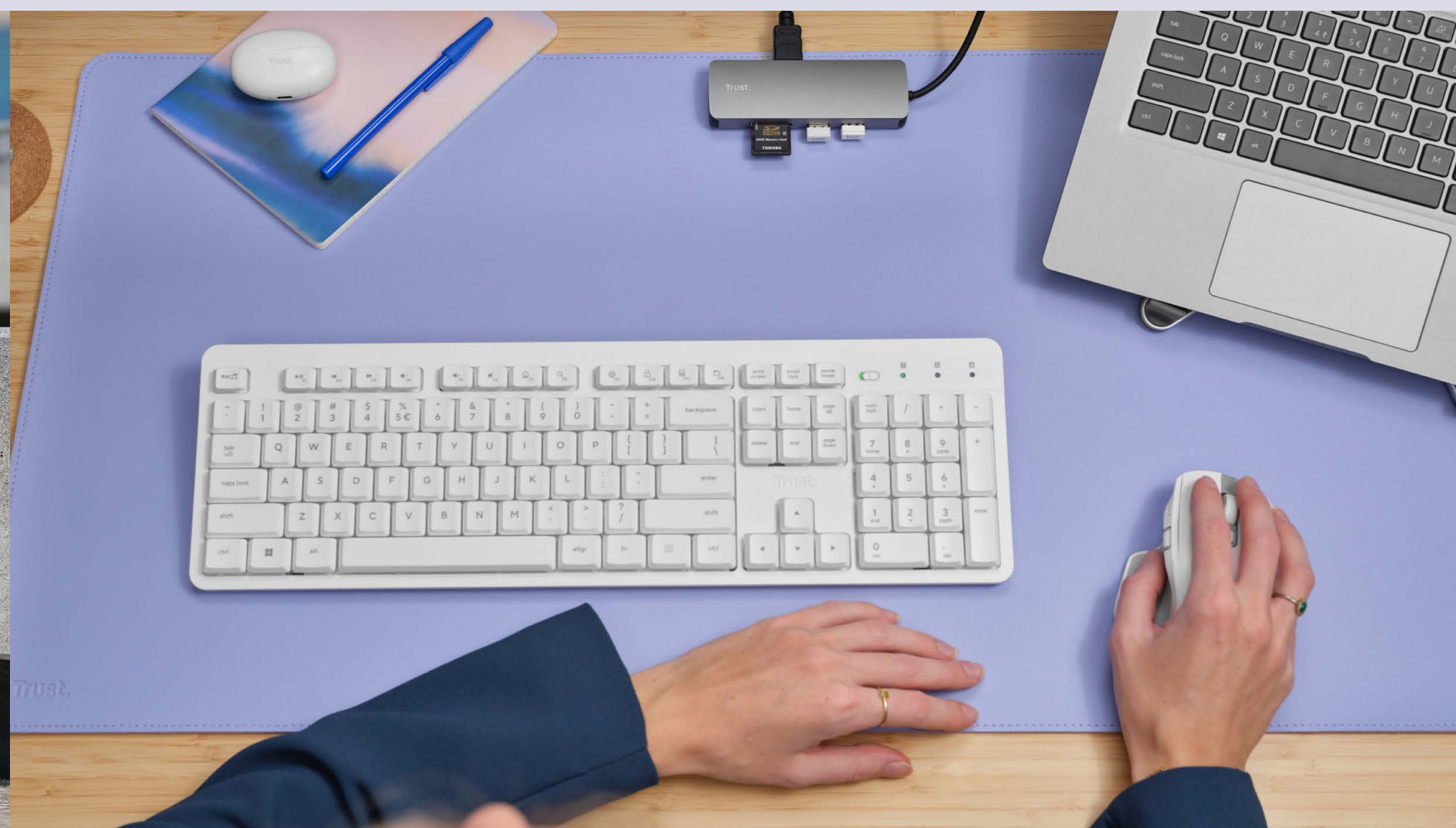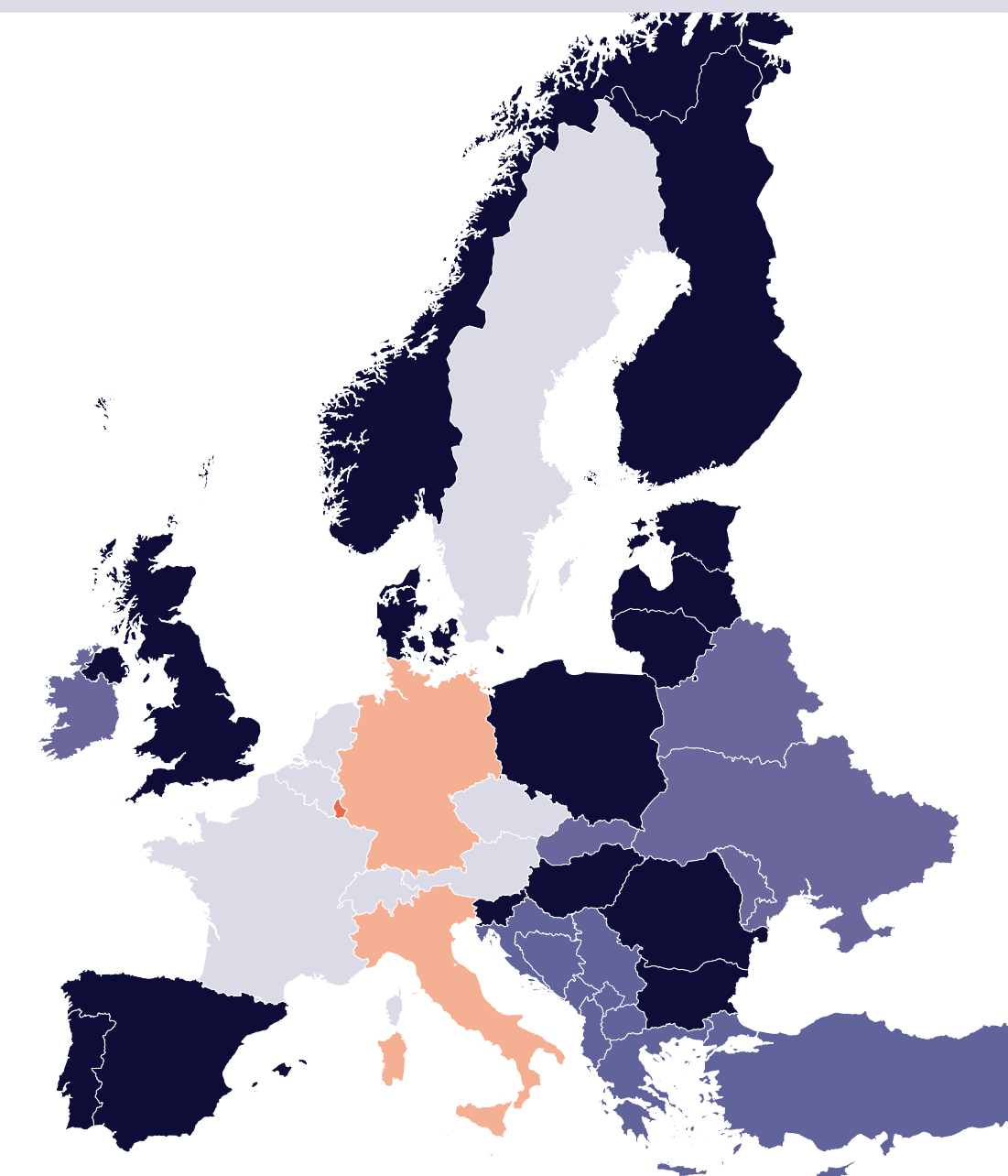
SIPP & mailbox-proof

As well as optimising our own packaging, we can reduce the total amount of packaging used for our products by adhering to Amazon's SIPP program. Short for 'Ships in Product Package', this program aims to reduce the amount of packaging material needed to send products to end-users by shipping products in their original packaging rather than adding additional packaging.

Where possible, our packaging is designed to be mailbox-proof, meaning that the package is flat and thin enough to fit through a mail slot, and so does not need to be sent as a parcel.

As well as reducing packaging used, it also saves costs and ensures the customer does not need to stay home to receive the package.

In addition, all products for our B2B channel are packaged in a plain brown box made from recycled carton and with minimal printing. With no need for a full-colour retail box, this once again saves costs and materials.

Eco-labelling

In order to ensure clarity with our customers, we highlight what parts of the product and packaging are made with sustainable materials via clear labelling. For products made with sustainable materials, we have our own logo that we use on the artwork. For products that have a certification for recycled materials, we use the GRS® or RCS® logo. Finally, for products made using sustainable wood or rubber, we use the FSC® logo.

Global Recycled Standard
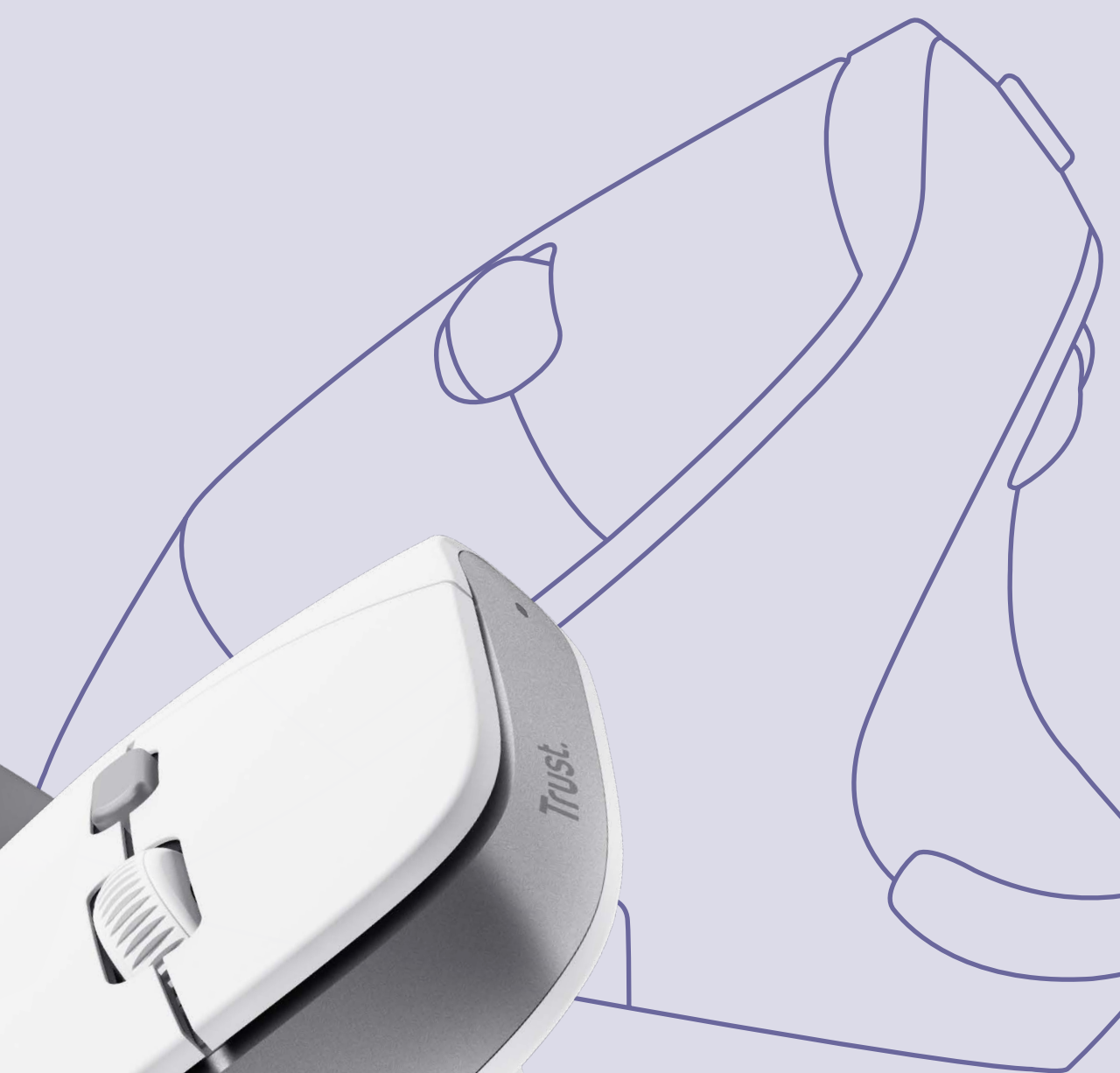
Sustainable
materials

The most impactful improvement that we have made in our products is the use of more sustainable materials, including recycled and renewable materials.

Recycled plastics

Plastics constitute the largest part of our products, and by increasing the use of Post-Consumer Recycled (PCR) plastics, Trust is making significant progress in reducing our carbon footprint. PCR plastics are made by collecting plastic waste, which is then cleaned, shredded into fine granules, melted down, and reprocessed into new plastic materials. We use two main types of PCR plastics: hard plastics, such as recycled Acrylonitrile Butadiene Styrene (rABS) and recycled Polycarbonate (rPC); and soft plastics, like recycled Polyethylene Terephthalate (rPET).

PCR plastics can be recycled multiple times, typically 7-9 cycles, depending on their use. However, during the recycling process, materials can lose some of their original quality, resulting in high-grade and low-grade recyclates. At Trust, we only use high-grade recyclates in all our new products to ensure quality and durability. As such, by using a blend of usually 85% PCR and 15% virgin plastics, we maintain durable plastic performance while promoting a circular economy.

Within our current assortment, we already have many products made with PCR plastics. We gained a lot of experience in using PCR plastics over the last years, and it is now much easier to implement PCR plastics in new products compared to when we first started. Now that technology has matured, the main challenge remains the upcost of PCR plastics versus virgin plastics.

The benefits of using recycled plastics are substantial, as using PCR plastics significantly reduces the amount of waste in landfills and water sources and contributes to CO_2 reduction. For instance, one kilo of recycled plastics can have up to 81% lower CO_2 emissions compared to new fossil plastics.

By using PCR plastics, Trust is not only reducing its carbon footprint, but is also preparing for upcoming eco-design requirements in EU regulations, such as the Eco-design for Sustainable Products Regulation (ESPR) that will require the use of recycled contents.

The use of recycled materials is covered by 3rd party verification using GRS and RCS certification.
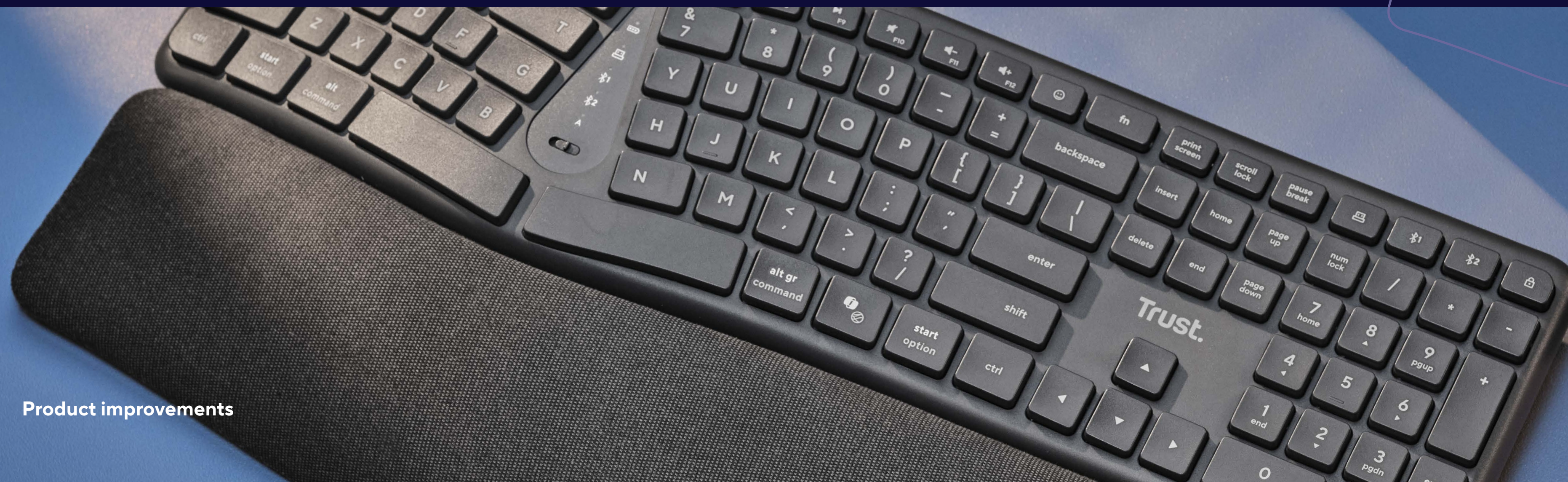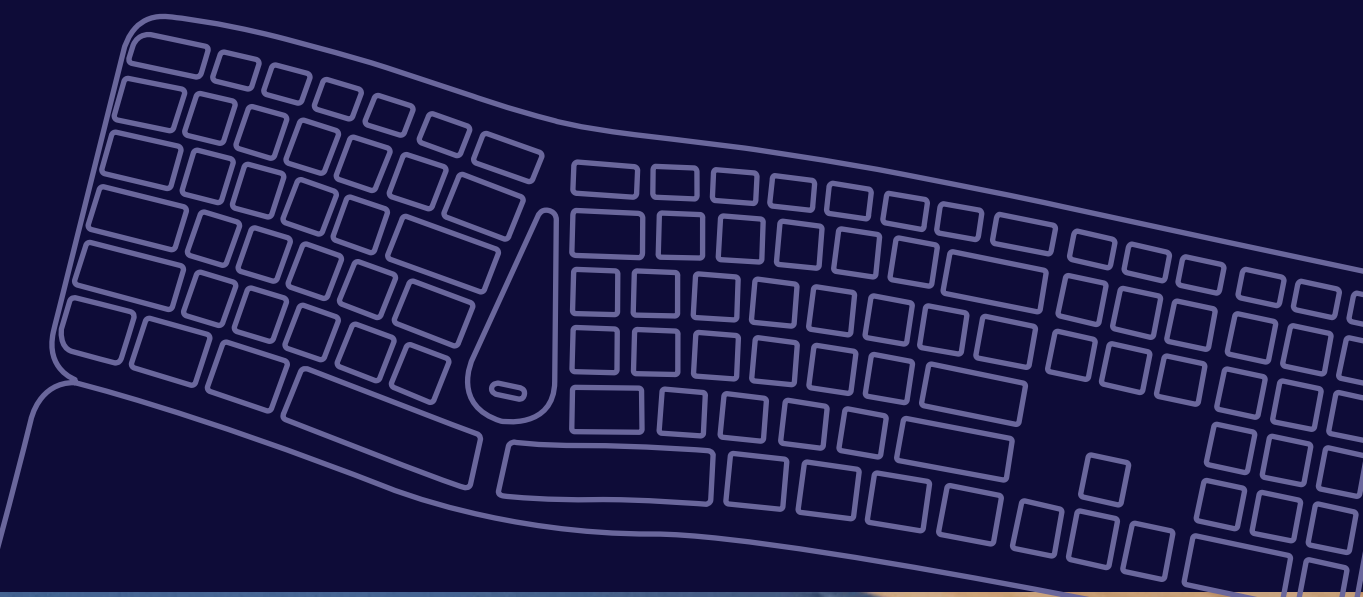
Renewable
materials

For several years, Trust has been prioritising the use of responsibly sourced materials to enhance the sustainability of our products, for instance by using FSC®-certified materials in products that are made from wood and rubber.

The Forest Stewardship Council® (FSC®) is an international non-profit organisation dedicated to promoting responsible management of the world's forests. FSC® certification ensures that products come from responsibly managed forests that provide environmental, social, and economic benefits. By using FSC®-certified wood, paper, carton, and rubber, we not only contribute to conserving forests worldwide and preventing loss of biodiversity, but also support responsible resource management.

The EU has introduced the Deforestation Regulation (EUDR), which requires companies to prove that forest materials are not sourced from areas subject to deforestation or forest degradation. Both FSC® and EUDR aim to prevent deforestation, but FSC® also verifies that forests are managed in a sustainable manner to prevent the loss of biodiversity. Trust is of course legally obligated to comply with the EU Deforestation Regulation, however we will also continue to use FSC® as much as possible.

Circularity

5 YEAR WARRANTY

Eco-design

With up to four-fifths of a product's lifetime emissions determined at the design stage, we ensure that our commitment to sustainability starts from day one. By engaging with suppliers and recycling companies, we gain valuable insights that inform creative improvements and help us design products that are more recyclable. We have established eco-design guidelines based on industry best practices, and aligned with the EU's Eco-design for Sustainable Products Regulation (ESPR) to encourage more sustainable production methods. These eco-design guidelines result in more durable products that last longer and are easier to repair.

For example, we use detachable cables on headsets and make spare parts available for chairs and laptop chargers. Additionally, we make products easier to recycle by using TPE plastic instead of PVC for cables, and are also working towards making batteries easier to replace or remove.

Durability

Recycling is a good way to reduce overall impact, but it is even better to extend the useful life of electronic products. By increasing the durability of our products to an average of more than 5 years, we are helping to reduce our overall environmental impact, as not replacing products saves resources. To show our commitment to durability (improvements) we have increased our warranty to 5 years for most of our Trust Home & Office products.

One downside of a long lifespan is that the carbon footprint of a product with a longer lifespan is bigger than that of a product with a shorter lifespan. This is because of the energy used during the lifetime: longer life = more energy used. However, when you look at the big picture, it is better to have a product that lasts longer because the biggest impact is from the production, transportation and disposal of products – so using less (long-lasting) mice is better than using a lot (short-lasting).

One opportunity to reach the target durability is during the design phase, and another is to strictly monitor the quality of the production. For this last opportunity we have a specialised quality team who focus on the following tasks:

- Testing all products at the factory before they are shipped,
- Undertaking reliability analyses of production facilities and new products,
- Monitoring online channels for user product ratings and reviews,
- Doing analysis on returned items with the goal of reducing overall return rates, as lower return rates can make a large difference in impact.

Results in the past year:
- Reduced overall RMA loss by up to 10% and no recalls,
- Maintained a high consumer rating and review score for Trust products with an average of 4.3 stars (Amazon June 2025).

33   Product improvements

Waste reduction

We have taken a number of steps to reduce unnecessary waste from our products. For instance, we have transitioned from disposable AA and AAA batteries to rechargeable options for many of our new keyboards and mice, including our range of ergonomic Bayo (II/+) mice, significantly cutting down on battery waste.

We have also removed rarely used accessories such as adapter cables and pouches from many of our products, and optimised cable lengths to ensure ideal functionality but less waste.

During the last year, we improved the battery life of wireless mice with disposable batteries (AA/AAA). For these models the battery life was extended to at least a year. As such, lowering the number of batteries needed over the lifetime of the product further contributes to the reduction of waste.

We also tried transitioning to only providing user manuals and Declarations of Conformity (DoC) via our trust.com website. However, several countries in the EU still require printed documentation. Consequently, even though we consider this a wasteful practice, we have reinstated the inclusion of printed user manuals and Declaration of Conformity (DoC) with most products, although the size of these documents has been minimised to reduce as much waste as possible.

Energy reduction

Energy use of products is the second highest impact category for our assortment (with the first being production). Reducing the energy use of products is therefore a focus area for reducing the footprint of our assortment.

Improvements are being made in the amount of energy that products use to operate, both in use and stand-by mode, and the amount of energy that is wasted in power conversion. Using more efficient chipsets, optimising the efficiency of power conversions, and adding switches to prevent unnecessary power use are examples of measures taken.

During the last year, we improved the battery life of wireless mice with rechargeable (li-ion) batteries, with the battery life extended to at least 2 months. This contributes to lower energy consumption over the lifetime of the product.

We also introduced a new range of USB chargers, with power output ranging from 20W up to 100W. These new MAXO chargers use GaN (Gallium Nitride) technology to ensure high energy efficiency and compact dimensions.

Zylo Pocket Wireless Mouse
Mouse with rechargeable battery and a compact foldable design that reduces the amount of plastic needed

Maxo 100W 2-Port USB-C Charger
The Maxo 100W USB-C charger uses GaN technology for very high energy efficiency, and is made with recycled plastics

Ferro Hyperwheel Mouse
The Ferro Hyperwheel Multi-device Wireless Mouse delivers up to 19 months of battery life using 2x AA batteries. It even works on just one battery

Repairability & spare parts

Repairability

For a long time, we have made spare parts available for our higher-priced items, such as gaming furniture and laptop chargers. Last year we also started providing spare parts for other product categories – some of the spare parts are sent directly to the end consumers who call our service centre, and other parts are used to repair defective or broken products.

Part of our eco-design guidelines is to think about self-repair, in order to lengthen the lifespan of the product. An example of this is to use detachable headset cables instead of fixed ones so that defective cables can easily be replaced. For some product groups, we have spare parts available via our Customer Support team. Last year, we expanded our service and made USB receivers available for various products within the mice and keyboards product groups such as the Trezo, Bayo II, Ody II, Puck and other models.

We are closely monitoring new EU initiatives, such as Right To Repair and the Eco-design for Sustainable Products Regulation (ESPR) to ensure that we stay ahead of the curve in this respect.

Puck Rechargeable Wireless Ultra-Thin Mouse
For this wireless mouse, the USB receiver is available as a spare part via Trust Customer Support

Recyclability

We have spoken to both recyclers of consumer electronics with batteries and recyclers of products without batteries in order to evaluate where best to improve our recyclability. To optimise the recycling possibilities of our product range, it should be easy to remove the battery at end-of-life. This will be soon required by EU regulations, such as Right To Repair and the Eco-design for Sustainable Products Regulation (ESPR), and we have already included it in our eco-design guidelines.

Recyclability is also impacted by the materials used in products. For example, PVC is very difficult to recycle as part of a waste stream with mixed plastics. As a result, we take these effects into account in the development of new products. An example of this is the way rechargeable batteries are mounted inside new products. They are no longer fixed in place with glue in order to improve recyclability and to make it possible to replace the battery.

GXT 923 Ybar Wireless Gaming Mouse
The battery inside the GXT 923 Ybar Wireless Gaming Mouse is no longer fixed in place with glue but with tape in order to more easily replace the battery and recycle the product

Raising the bar in
ergonomics

For many years, Trust has sold a variety of products that support a more ergonomic workplace, for example the Verto and Bayo mice series.

This year, Trust has taken this a level higher by becoming the first PC accessories brand to receive official certification! This means we are not only claiming to be ergonomic, but are also offering proof that our products support comfort and wellbeing.

ErgoCert is an internationally accredited institute that specialises in the scientific conformity of ergonomics across a wide range of sectors - from well-known home appliances to iconic, high-end automotive brands. In order to certify our products, they were put through a long and meticulous testing process for more than two months, where every aspect of the product usability and ergonomic features were tested. Following this, we are pleased to announce that the products tested were awarded with a high 3-star rating.
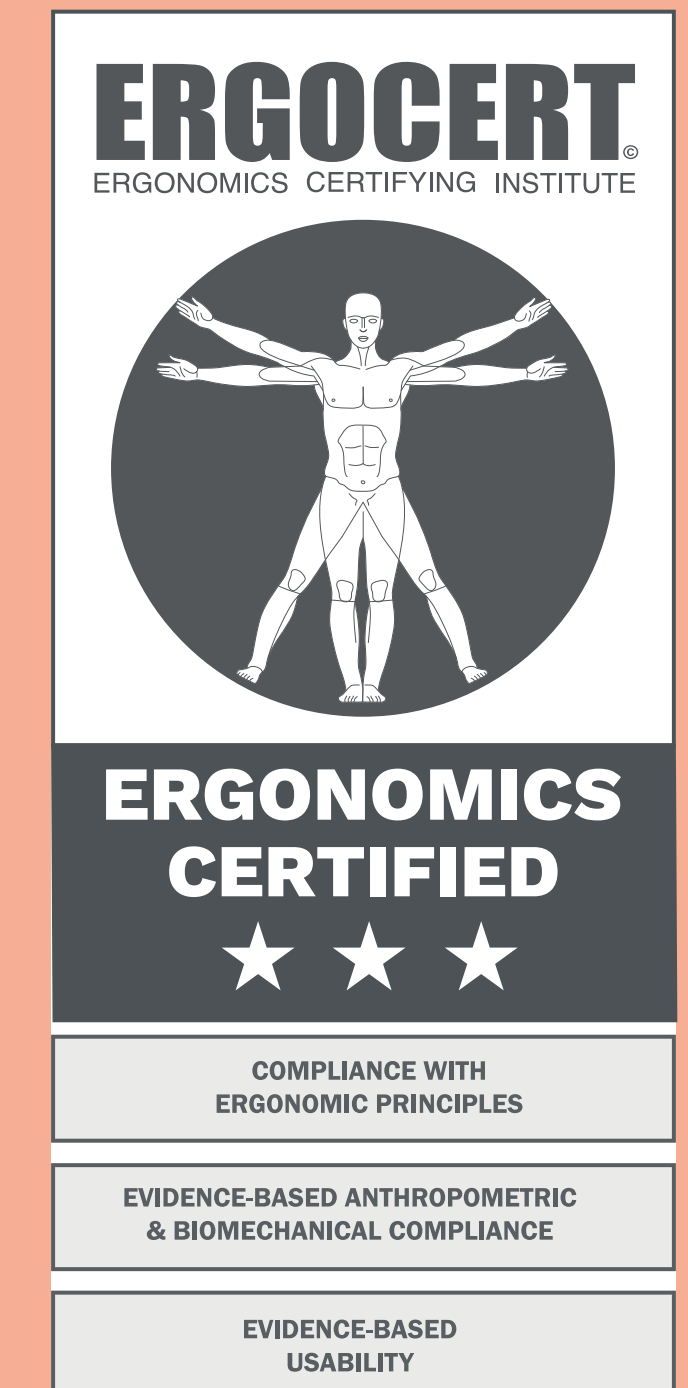
Certified products
The first group of products to receive the 'Ergonomics certified' label from ErgoCert are the Bayo II & Bayo+ mice, and the Keyra keyboard.

They were awarded a 3-star rating, which means that the products are compliant with ergonomic principles, and have been tested on physical and cognitive interaction with the product.*

 *This text is based on information from this page:
Certificazione ergonomica

Benefit
Not only do ergonomic products support everyday health and wellbeing, but they can also be helpful for companies too. By providing employees with tools that support their wellbeing, prevent injuries and enhance workplace inclusivity, they increase operational excellence. In addition, adhering to workplace safety and health regulations often includes implementing ergonomic practices, and so is key in many businesses nowadays.

ERGOCERT
ERGONOMICS CERTIFYING INSTITUTE

ERGONOMICS CERTIFIED
★ ★ ★

COMPLIANCE WITH
ERGONOMIC PRINCIPLES

EVIDENCE-BASED ANTHROPOMETRIC
& BIOMECHANICAL COMPLIANCE

EVIDENCE-BASED
USABILITY

Certification

We believe that it is important to make strong claims based on evidence, which is why we make sure that our products are not only designed with sustainability in mind, but also certified as such.

GRS® & RCS®

For products that are made with recycled plastics, we use the Global Recycled Standard (GRS®) or Recycled Content Standard (RCS®) certification schemes to prove the recycled origin of the materials. This ensures that products are made from post-consumer recycled (PCR) plastic material, and that the upstream value chain has valid scope and transaction certificates following the chain-of-custody methodology. In the case of GRS®, products are also required to meet social, environmental, and chemical requirements.

For example, we use recycled polyester (RPET) as a sustainable alternative to virgin polyester (PET), and so our GRS® certification ensures that products like our Avana and Bologna laptop bags are made with a significant amount of PCR material. In addition, our Ybar Gaming Mouse and Fayzo Gaming Headsets are examples of GRS®-certified electronic products where the shell of the product is made with recycled ABS plastics.

FSC®

Our Forest Stewardship Council (FSC®) certification covers materials coming from sustainably managed forests, with various labels depending on the composition and origin of the materials. This certification applies to products made from wood and rubber, such as our gaming desks, as well as packaging made from carton and paper, used for products such as our Trezo Keyboard and Mouse Set.

Achievements

Sustainability is a central part of our operations and we have made significant progress in reducing our environmental impact across our product range and packaging.

Volume-optimised

283 parent SKU's
Normal/Soon to come

Volume-optimised package	**95%**	5%
Package fully easy to recycle	**93%**	7%
Plastic-free packaging (>95% B/O weight)	**41%**	59%
FSC®-certified package	**55%**	45%
Product made from sustainable materials	**29%**	71%
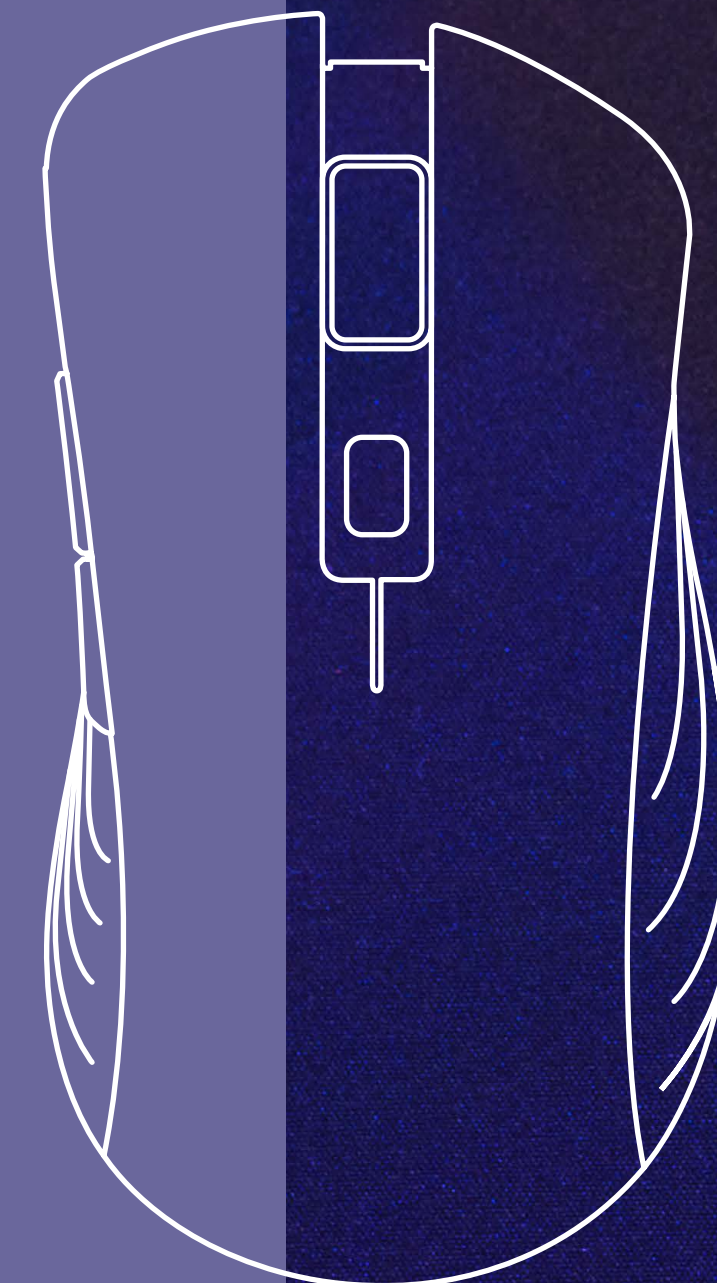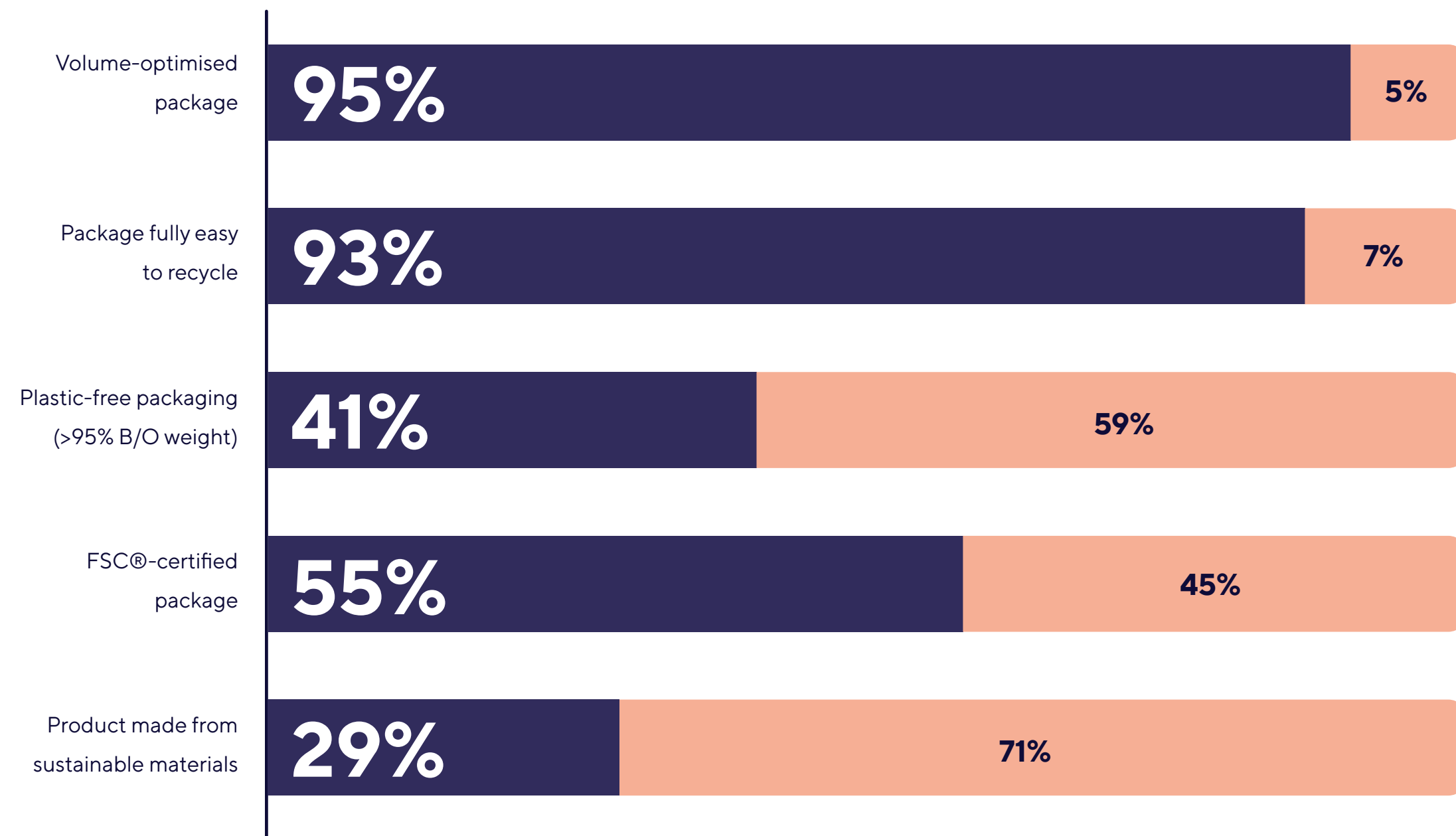
Company
environment

SOCIAL
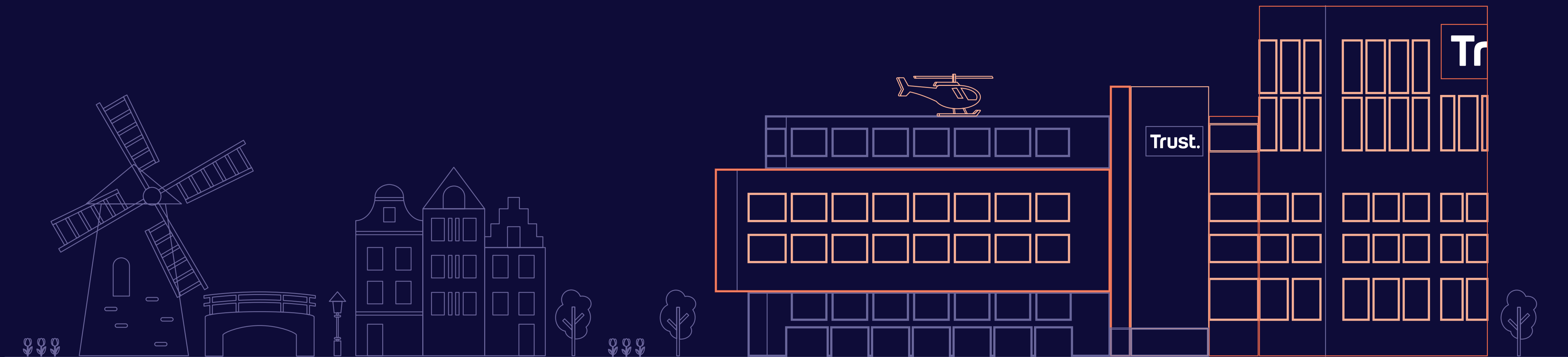
Culture & engagement

We believe that a positive and healthy culture is essential to living our company values: **Entrepreneurial, Empowering, and Trustworthy.** Since our company's inception, we have worked to build an open, supportive, and energising workplace where people feel connected and inspired.

While we are not a family company, we do behave like one: **working hard, having fun together, and looking out for one another.** Our culture is built on communication and connection, whether through digital channels or in-person meetups. Regular activities include Monday and Thursday lunches, pub quizzes at the Bar, an annual BBQ, Easter brunch, and a Christmas party. We also have regular All Employee Meetings to keep everyone engaged, and also organise sustainability initiatives such as clean-up events around the Trust HQ.

To strengthen internal collaboration, we regularly give department tours where employees meet colleagues from different teams and learn about each other's roles. When colleagues leave Trust, we always conduct an exit interview to gain feedback and learn how we can improve.

Safe and inclusive work *environment*
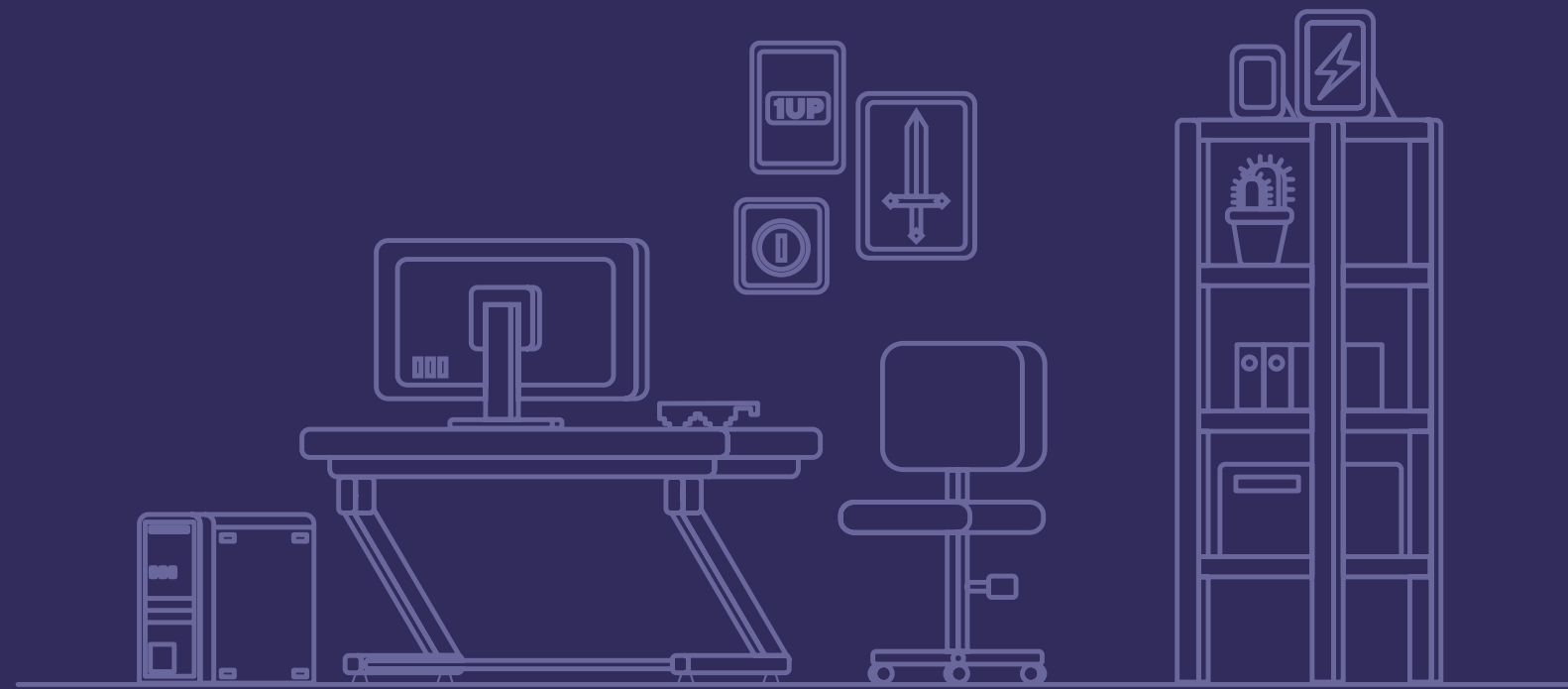
Diversity, Equality and Inclusion

At Trust, an inclusive workplace is a given and we are committed to maintaining a workplace where equality and diversity are celebrated. Our programs and policies are designed to promote a culture of respect, fairness, and opportunity for all employees.

Listening to our people is essential to improving the way we work. In 2025, we conducted our annual employee engagement survey and were proud to see positive developments across all key areas. We scored 8.5 on inclusion, where the market average is 8.0, and scored higher than the market average across all categories. We also improved our results compared to the previous year in all areas, with our overall eNPS score rising from 15 to 25, reflecting increased employee satisfaction and loyalty. Compared to the previous year and the external benchmark, Trust scored higher across all survey themes. Employees report feeling connected to Trust, enjoy their work, and value the inclusive and supportive culture we strive to maintain.

The culture at Trust continues to be a source of pride and inspiration, with a strong sense of belonging and wellbeing reported by our teams. At the same time, the results highlighted opportunities for improvement, particularly in cross-departmental communication, structural alignment, and transparency around growth and development opportunities. These insights are valuable as we shape our people strategy and continue building a workplace where everyone feels engaged, heard, and empowered to grow.

Policies

- Equal Opportunity Employment: Ensuring fair hiring practices and career advancement opportunities for all, regardless of race, gender, age, or background.
- Anti-Discrimination Policy: Zero tolerance for discrimination or harassment in the workplace.
- Flexible Work Arrangements: Offering flexible working options to accommodate diverse needs and lifestyles.

Gender balance

We are proud to report continued progress toward a more balanced and inclusive workforce. In 2024-2025, we maintained our target of at least 40% female representation across the company. While the consumer electronics industry continues to show low female representation overall, we remain committed to driving positive change.

We also continue to monitor gender representation as part of our broader DE&I efforts, ensuring equal access to development opportunities and career growth across all roles.

48% Female

52% Male

Trust.

Hybrid working

At Trust we try to provide a good balance between working from home and working in the office. We understand that certain tasks are better done at home and other tasks are more efficient if they are done in the office, and so there is no standard rule for working from home. In general, we strive for an average of 50% working from home and 50% working in the office, although this varies per position. In practice, each full-time employee works an average of 3 days in the office per week; allowing them to work in an office-based environment and communicate with colleagues face-to-face.

When working from home, employees' home-based workplaces must comply with the requirements for a suitable workplace as prescribed by the Working Conditions Act. This means that they should be quiet, with a good desk, desk chair (no gaming chair), lighting, monitor, keyboard and mouse, and so on.

Each employee is responsible for compliance with these requirements. Trust offers the possibility to file a request for a one-off grant of 350 EUR net for an ergonomic and safe workplace at home.
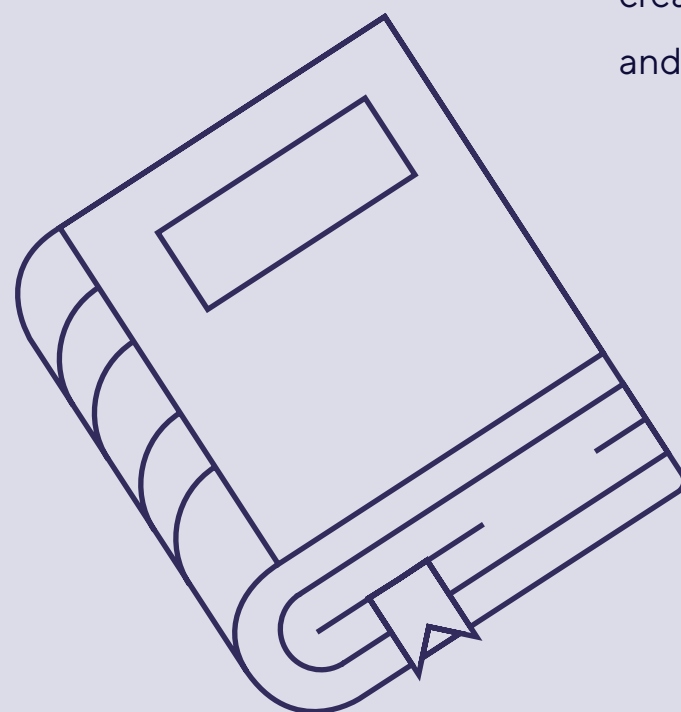
Training & onboarding

To support employee growth, we offer a variety of training opportunities in areas like IT, compliance, company culture, and management. We also introduced a new onboarding process to better prepare new colleagues and make them feel welcome from day one. In addition, we run a mentorship program that pairs employees with mentors to support their career development and growth.

Employee health & wellbeing

We continue to prioritise employee wellbeing through both preventive and supportive measures. Early intervention is key, which is why we offer coaching services to help prevent long-term absence and support mental resilience. Our new and improved absence management process ensures that employees who are unwell receive the guidance they need and feel supported throughout their recovery and return to work.

To promote a healthy and active lifestyle, we offer free gym memberships and regularly organise sporting events such as cycling, running, and badminton. These activities not only support physical health but also help foster a sense of community and connection among colleagues outside the workplace. Wellbeing is a shared priority at Trust, and we aim to create an environment where people feel energised, balanced, and cared for.

Student projects

We actively participated in two educational programs this year, supporting students in addressing real-world sustainability challenges. One of these was Working Across Borders, a global virtual consultancy project involving over 500 students from nine universities across the globe. With a strong focus on the UN Sustainable Development Goals (SDGs), students worked on assignments provided by Trust, exploring either the design of eco-conscious PC accessories or innovative solutions to tackle circularity challenges.

The second initiative, Doing Business with Impact, was organised by Rotterdam Business School (RUAS). In this project, a group of students researched how Trust could optimise the handling of product returns, delivering valuable insights.

We really enjoy these collaborations not only for the fresh perspectives they bring, but also for the opportunity to help the younger generation apply their knowledge in a meaningful, real-world context.
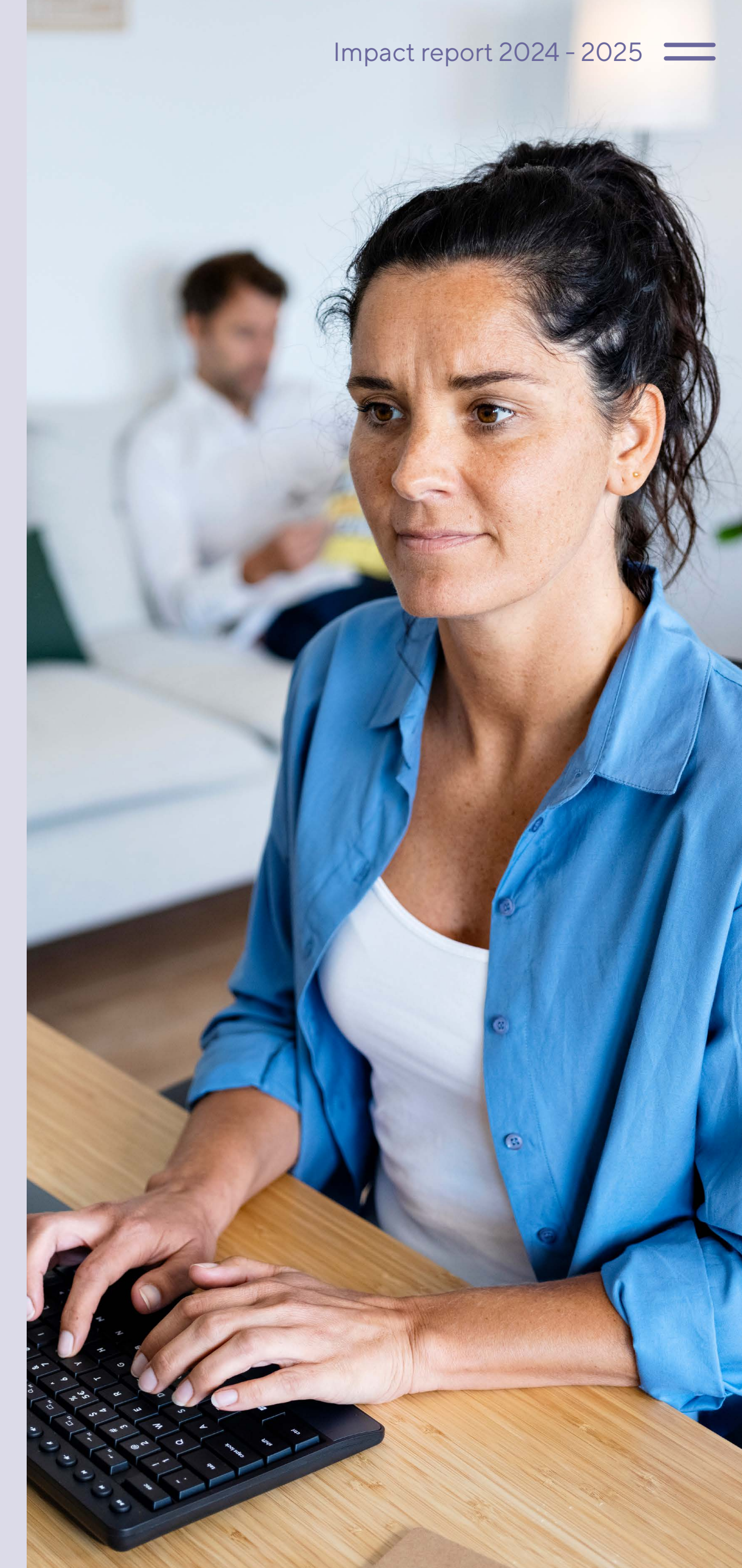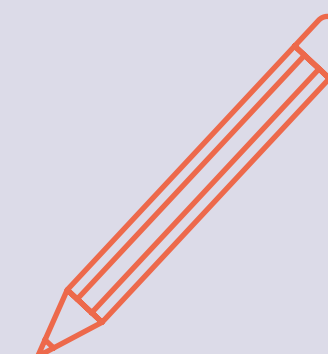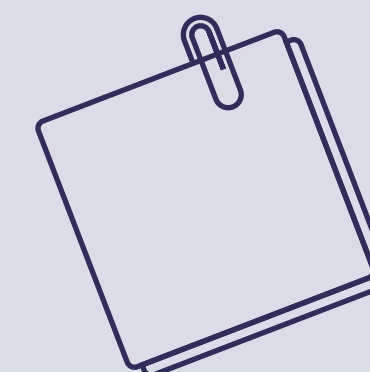
Social activities & charities

Trust is committed to making a positive impact beyond the workplace. Over the past year, we have supported several social initiatives.
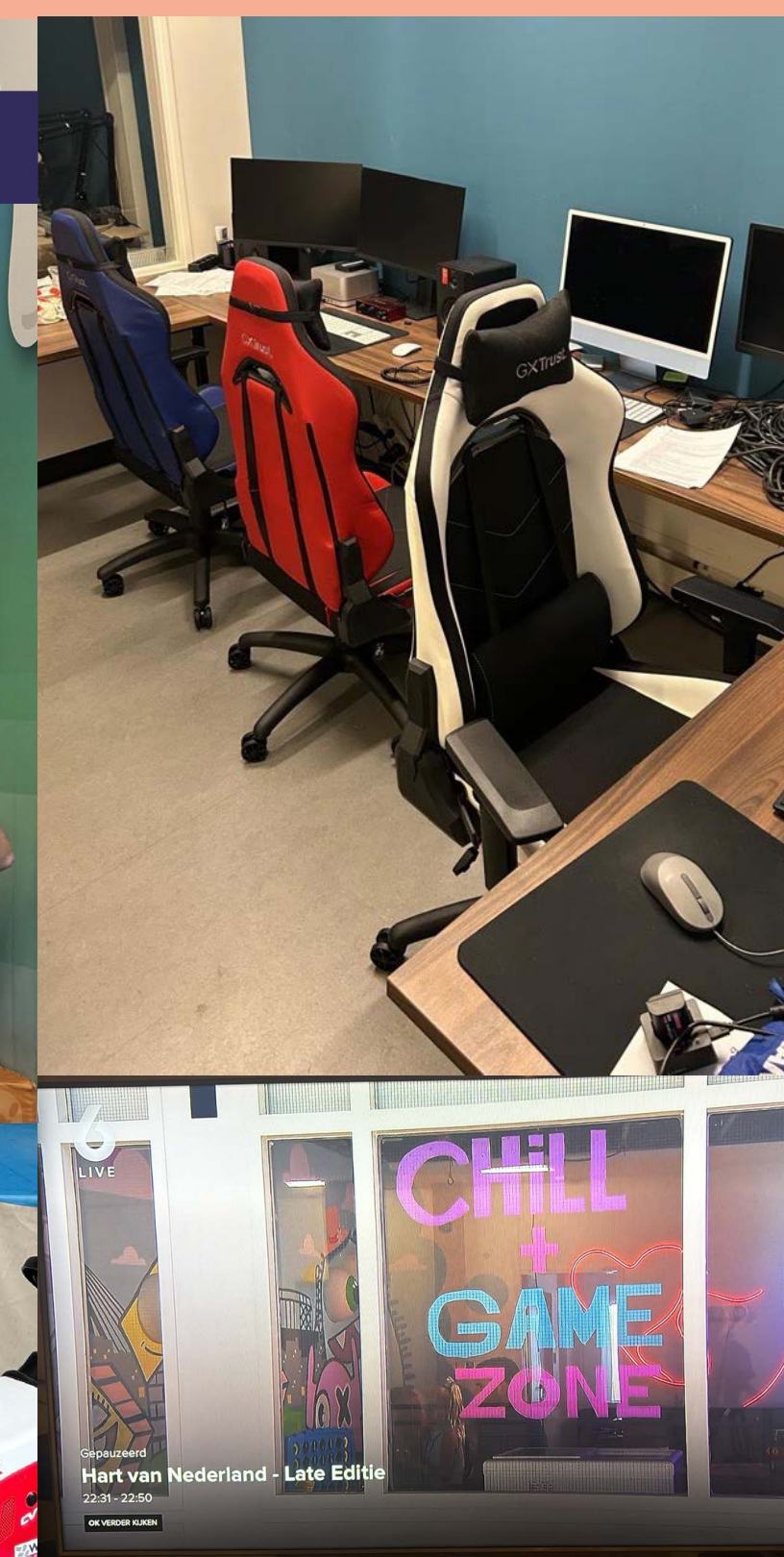
Stichting Jarige Job

Our team volunteered with Stichting Jarige Job, helping to prepare birthday boxes for children in low-income families across the Netherlands. These boxes ensure that every child can celebrate their birthday with joy, regardless of their financial situation.

Sofia Kinderziekenhuis

We donated gaming products to the Sophia Kinderziekenhuis to help bring moments of joy to children undergoing medical treatment. Play is an important part of recovery, and we hope our products can offer both comfort and distraction during difficult times.

PC voor elk kind

In collaboration with the local initiative PC voor elk kind ('A PC for every child), we donated used laptops that were still in good condition. We also donated returned but unused, fully functional Trust products such as mice, chargers, and bags. These donations support equal access to education and technology for children who lack the resources at home, whilst also promoting circularity by extending product lives, reducing waste, and contributing to a meaningful cause. We strongly believe in equal opportunities in education and have supported this initiative for two consecutive years, with many more to come.
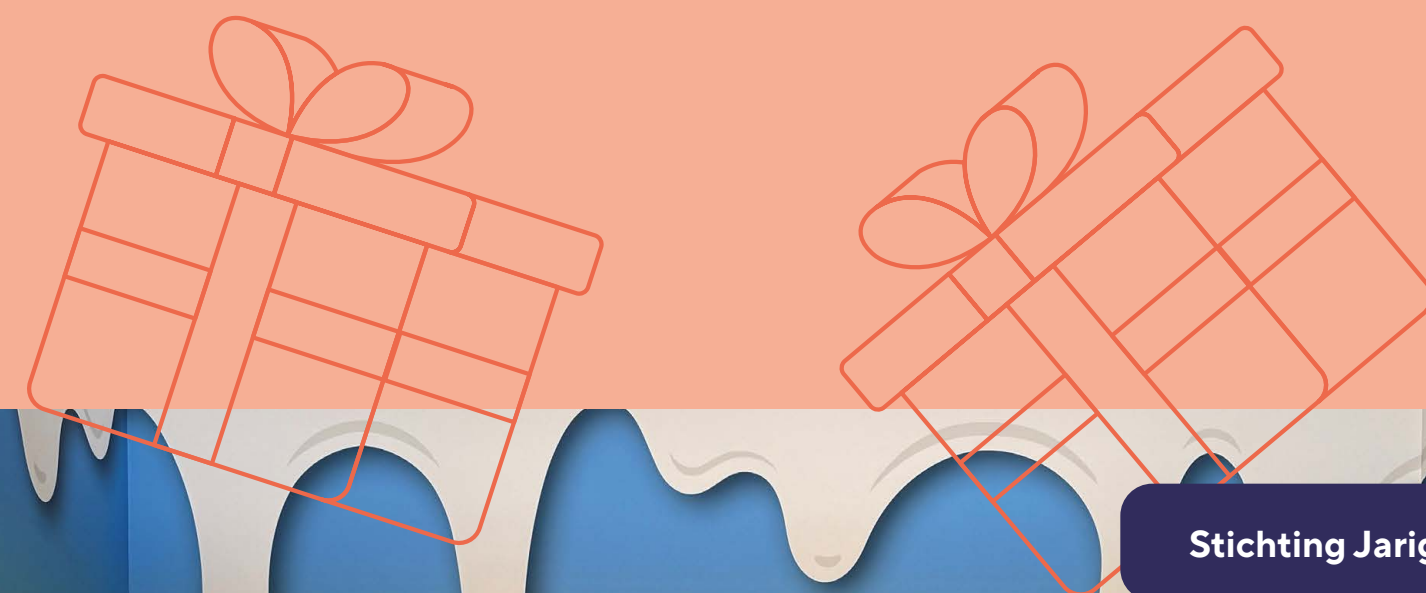
Stichting Jarige Job

Sofia Kinderziekenhuis

Supply
chain

SOCIAL

Code of Conduct

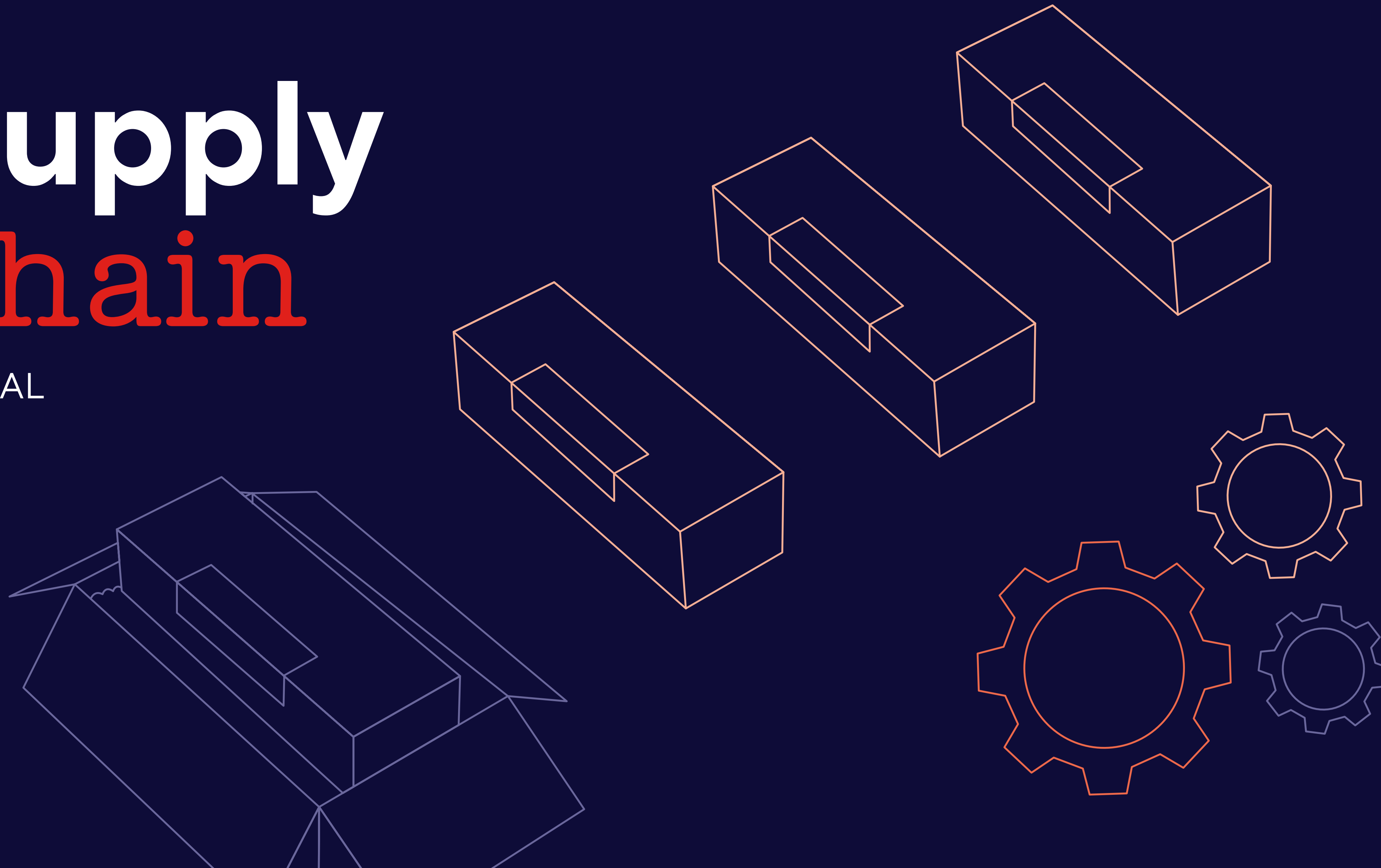As part of supplier onboarding and training, we share a Supplier Code of Conduct with all of our suppliers, which outlines the environmental, labour, and governance-related requirements they must comply with. Our Code of Conduct is based on the principles of the Responsible Business Alliance (RBA), ensuring alignment with international standards for ethical and sustainable business practices. This is embedded as a contractual condition of doing business, and we ensure that it is upheld by providing our suppliers with training as well as auditing them for compliance. We audit all our suppliers at least once every two years. Non-compliance with this code of conduct may result in the termination of our business relationship.

Audits

In FY 2024-2025, we conducted 124 audits:

- 91 of our ongoing suppliers met the audit requirements and 3 suppliers had to improve,
- 30 potential suppliers did not pass our audit, and we will therefore not work with them.

Subject	21-22	22-23	23-24	24-25
Number of active suppliers	85	93	96	105
Suppliers audited per year*	61	56	62	124
Longest time between audits	3	3	3	2
Suppliers with recent audit	95	>95%	>95%	>98%

*potential suppliers

Policies

After discussions with a number of stakeholders, we have created an inventory of the potential risks related to the use of conflict minerals in our products. Our products mostly contain tin used in solders and a trace amount of gold. We have already phased out the use of tantalum capacitors, however phasing out tin and gold presents a major challenge as our supply includes at least five levels of sub-suppliers. As a first step, we require our suppliers to sign our Conflict Minerals Policy in order to verify their supply chain, something which most of our suppliers have already committed to. This is part of our broader Sustainable Procurement Policy, which outlines our expectations for ethical sourcing and responsible supply chain practices.
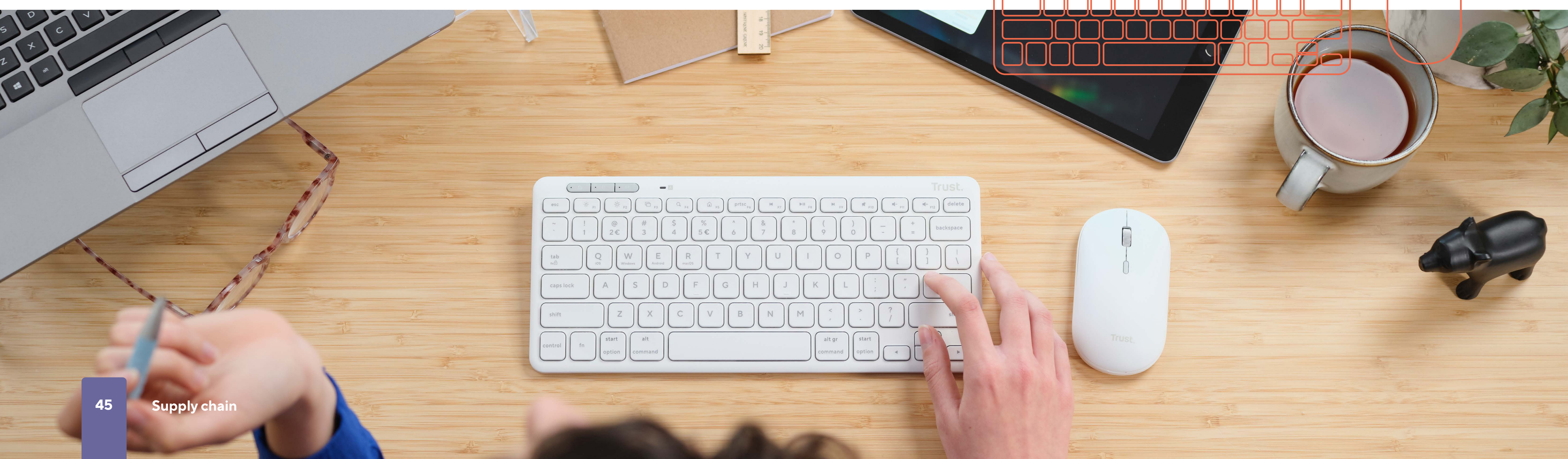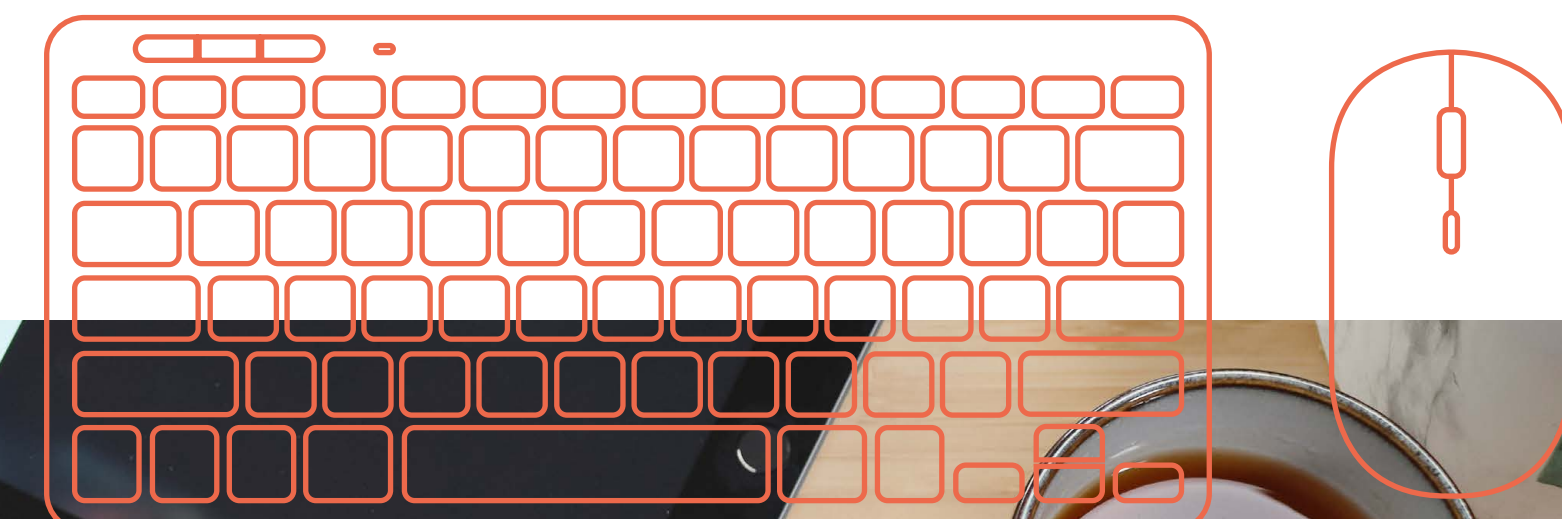
Membership

BSCI™

Trust proudly holds the Business Social Compliance Initiative (BSCI™) certification, highlighting our commitment to ethical business practices and social responsibility throughout our supply chain. This certification ensures that we follow the highest standards in labour rights, workplace safety, and ethical business conduct.

Key aspects of our BSCI™ certification

- Fair labour practices: We uphold fair wages, reasonable working hours, and non-discriminatory employment practices throughout the entire supply chain.
- Safe working conditions: Our commitment includes maintaining safe and healthy workplaces for all employees in the supply chain.
- Ethical Business Conduct: Our certification ensures compliance with anti-corruption policies and promotes transparency.

Out of our 105 suppliers, 73,8% are currently BSCI™ - certified, covering >95% of our shipping volume.
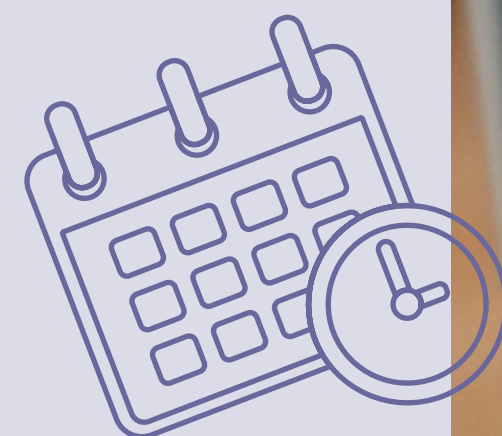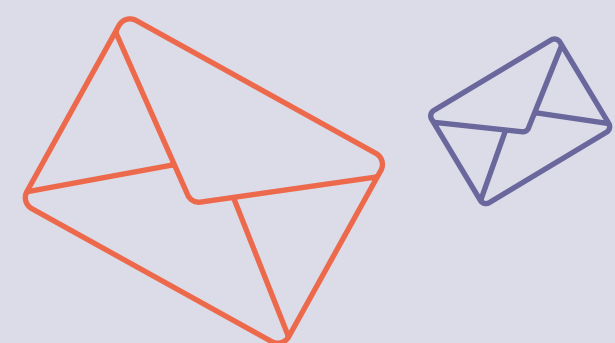
Corporate
governance

GOVERNANCE

Governance
structure

GXT Holding B.V. ("Trust") is a private limited liability company. Shares of the company are owned by Egeria (an international private equity investor) and Trust management. Egeria focuses on investing in companies with strong market positions, healthy growth potential and sustainable business models. They also focus on sustainable value creation rather than short-term benefits, believing that the creation of value goes beyond financial results.

Trust has a two-tier governance model, consisting of a Supervisory Board and an Executive Board. The Executive Board consists of the CEO and CFO (statutory directors) and is complemented by the Head of Product & Marketing. Together, they form the Trust Management Team.

In FY 2024-2025, the Trust Management Team (MT) consisted of:

- **Jeroen Hoogland,**
  CEO
- **Alwin Bosscher,**
  CFO
- **Dorothee de Backer,**
  Head of Product & Marketing
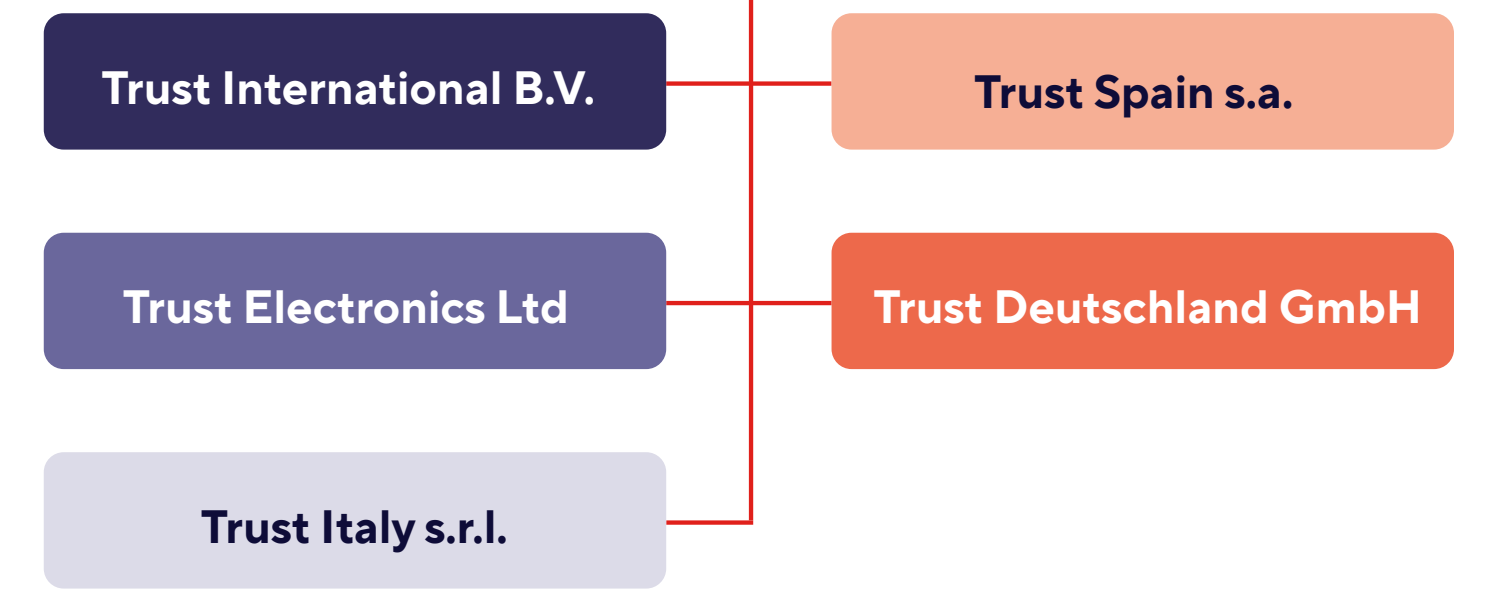
Jeroen Hoogland

Alwin Bosscher

Dorothee de Backer

GXT Holding B.V.

GXT Beheer B.V.

Trust Holding B.V.

Trust International B.V.

Trust Spain s.a.

Trust Electronics Ltd

Trust Deutschland GmbH

Trust Italy s.r.l.

Ethics & training

Whistleblower Procedure

We are doing our best to maintain an open and honest environment. Our new and updated whistleblower procedure provides a secure and confidential way for employees to report any unethical behaviour or violations of company policies. Reports can be made anonymously, and we ensure thorough investigations while protecting whistleblowers.

IT Security Training

Protecting our data and systems is a top priority. All employees participate in regular IT security training to stay informed about the latest security practices and threats. This training covers topics such as recognising phishing attempts, secure password practices, and safe handling of sensitive information, ensuring our workplace remains secure and resilient against cyber threats.
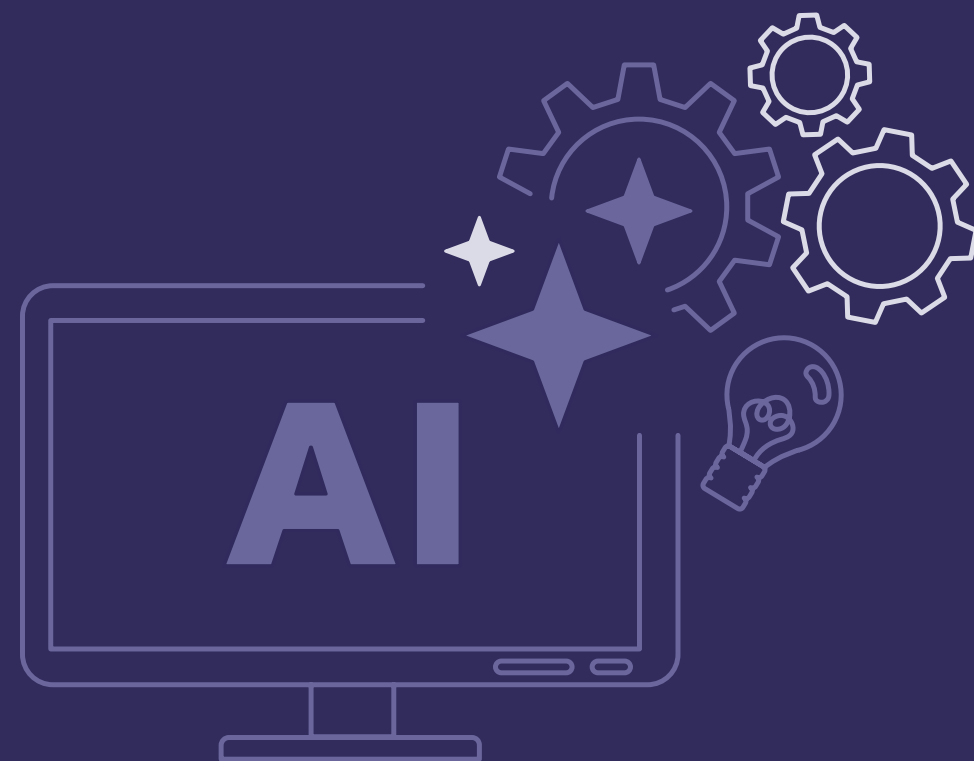
Governance

- Suppliers
- Employees

Responsible Governance

Integrity policy
Antitrust policy
Compliance policy
Conflict mineral policy
Sustainable procurement policy
Personnel information handbook
Learning development policy
Supplier Code of Conduct
Employee Code of Conduct
Eco-design guidelines
Code of undesired behaviour
Responsible marketing policy
Supplier audits
Whistleblower policy
Environmental policy
Privacy policy
Competition law policy
ICT policy
Fraud policy
Recruitment policy

Risk management

At Trust, we prioritise a proactive approach to identifying, assessing, and mitigating risks across our operations. Our risk management framework is integrated into our business strategy, which helps us to spot potential risks early while seeing opportunities that contribute to our growth and sustainability goals.

Product compliance

Ensuring that our products meet the highest standards of safety, quality, and environmental responsibility is fundamental to our operations. Trust is fully compliant with all relevant regulations, including CE (Conformité Européenne), ROHS (Restriction of Hazardous Substances), REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals), POP (Persistent Organic Pollutants), and PAH (Polycyclic Aromatic Hydrocarbons).

- **CE Compliance:** Our products are marked with the CE label, certifying that they meet the necessary safety and environmental requirements for sale within the European Economic Area.
- **ROHS Compliance:** We adhere strictly to the ROHS directive, which limits the use of specific hazardous materials in our electronics. This ensures that our products are safe for both consumers and the environment.
- **REACH Compliance:** Trust fully supports the REACH regulation, managing the risks associated with chemicals in our products. By doing so, we protect human health and the environment from potential harm.

Supply chain management

At Trust, our commitment to sustainability extends across our entire supply chain. We have implemented thorough quality assurance policies and procedures to ensure that every component of our products is sourced, manufactured, and delivered in a manner that upholds our values.

Our supply chain management strategy focuses on:
- **Supplier Audits:** We regularly conduct audits to ensure that our suppliers adhere to our strict environmental, social, and governance (ESG) criteria.
- **Traceability:** We strive for full transparency in our supply chain, ensuring ethical and sustainable practices.
- **Continuous Improvement:** We work closely with our suppliers to identify opportunities for improvement, promoting innovation that aligns with our sustainability goals.
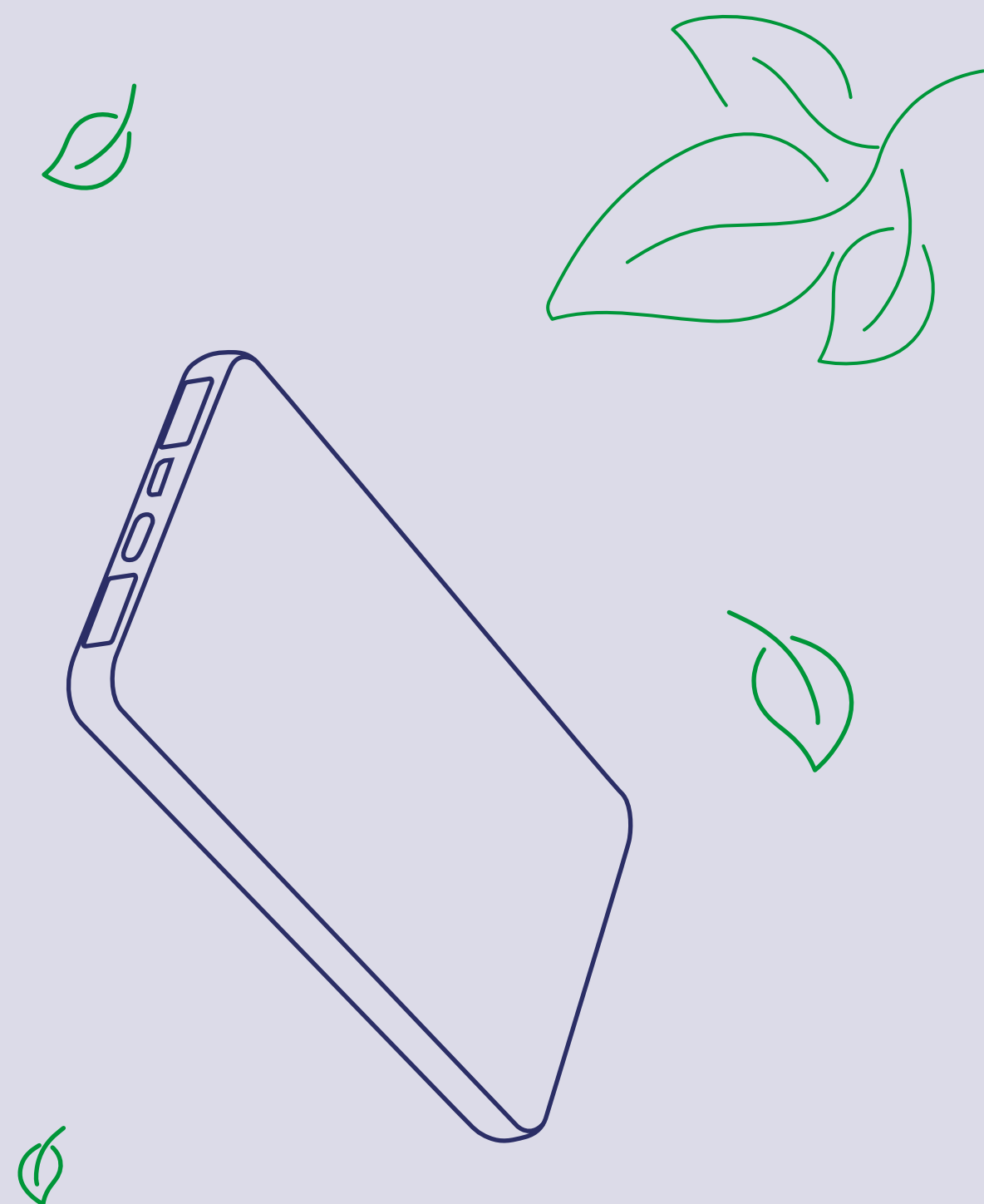
Greenwashing

At Trust, transparency is highly valued, and we are aware of the risks associated with greenwashing - misleading claims that exaggerate sustainable benefits. To prevent this, we have implemented strict internal controls to ensure that all our sustainability claims are accurate, verifiable, and supported by reliable data.

Our commitment to preventing greenwashing includes:
- **Third-party certifications:** We obtain credible certifications for our products and processes from independent organisations, providing assurance of our claims.
- **Clear communication:** We are committed to providing clear and honest information about our sustainability practices, avoiding vague or misleading language.
- **Continuous monitoring:** We regularly review our marketing and communication strategies to ensure that they align with our actual sustainability performance.

Anti-corruption & bribery

We have a zero-tolerance policy toward corruption and bribery. We believe that ethical conduct is fundamental to sustainable business, and we are committed to upholding the highest standards of integrity across all areas of our operations. Anti-corruption and anti-bribery principles are clearly outlined in both our Employee Code of Conduct and Supplier Code of Conduct, ensuring that everyone we work with is held to the same ethical expectations.

In 2024, we further strengthened our internal compliance framework by introducing a dedicated Integrity Policy that included anti-money laundering and Know Your Counterpart (KYC) policy and procedures. This policy helps us identify and assess potential risks in our business relationships and helps ensure that we only engage with partners who meet our ethical and legal standards. Through clear policies, due diligence procedures, and internal training, we aim to foster a culture of transparency, accountability, and responsible business conduct throughout our value chain.

Corporate compliance

We are continuously working towards staying ahead of upcoming and evolving regulations, such as the Extended Producer Responsibility (EPR), Deforestation Regulation (EUDR), Ecodesign for Sustainable Products Regulation (ESPR), Packaging & Packaging Waste (PPWR), Batteries Regulation (EUBR), Forced Labour Regulation (EUFLR), European Accessibility Act (EAA) and the Carbon Border Adjustment Mechanism (CBAM). By staying proactive, we can more easily adapt to new policies as they arise. For example, we were well prepared for the EU Single-Use Plastics Directive and the UK Plastic Packaging Tax introduced in 2022. This forward-thinking approach enables us to not only comply with, but also lead in, implementing sustainable practices.
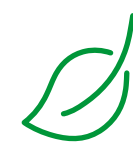
Sustainability
reporting

Since 2021, the Impact Report has been our main channel to report on Trust's sustainability journey. We use it to inform organisations, customers and end-users on our strategy, plans and achievements.

CSRD

During the last year, Trust has been working on sustainability reporting according to the Corporate Sustainability Reporting Directive (CSRD) – please see the section in this report on our Strategy for more information on this topic. We were expecting to align our Impact Report with the disclosure requirements in the European Sustainability Reporting Standards (ESRS), as used by the CSRD. However, now that Trust is no longer in scope for CSRD, due to the changes in the Omnibus I package, a new approach is needed.

Future reporting

We are still interested in aligning our Impact Report with a widely recognised sustainability reporting framework. We are currently evaluating which sustainability framework is most suitable for Trust and our stakeholders, with candidates including frameworks such as VSME, GRI, ESRS (simplified) and CDP. We plan to align our next Impact Report (FY25-26) with one of these frameworks.

Customer requirements

Some of our customers with an ambitious roadmap in sustainability are requesting us to report on various topics such as our GHG emissions and reduction targets. We are taking this trend for reporting into account during the selection process for a new sustainability framework. As each customer uses a different system or framework for reporting, it is important for Trust to optimise reporting efficiency.

Final
thoughts
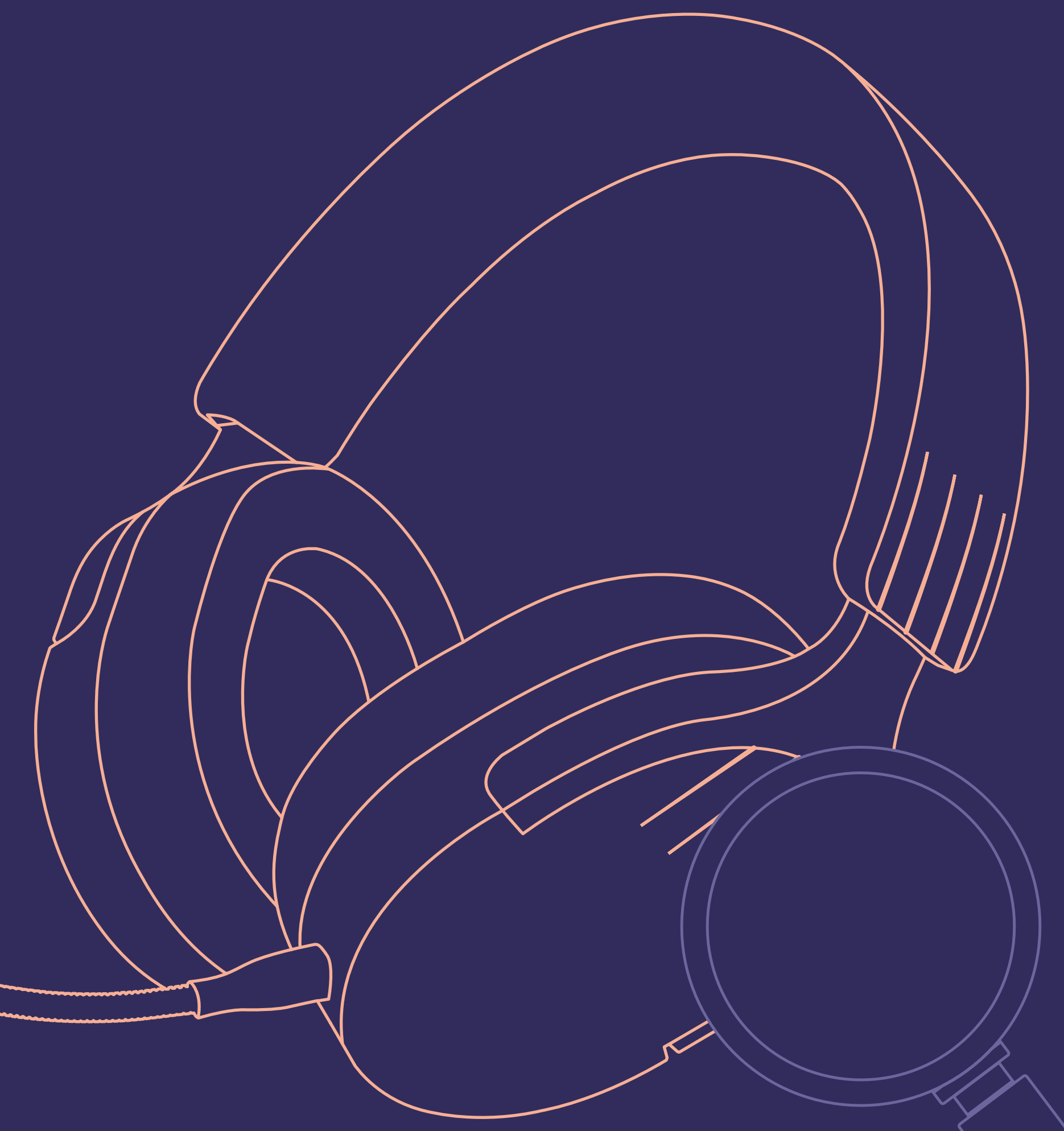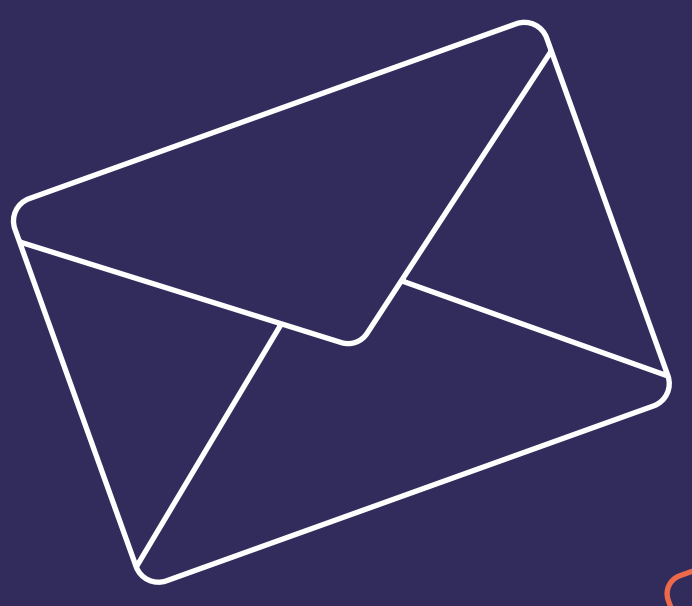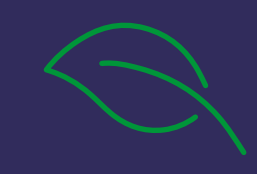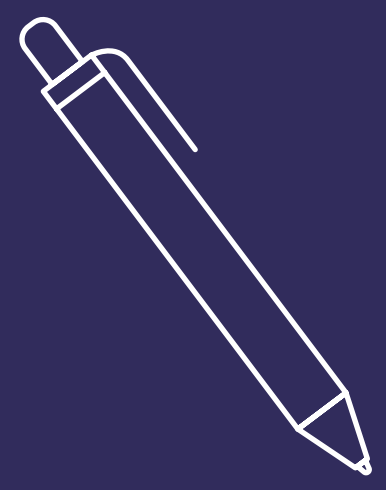
Plans for FY 2025 – 2026
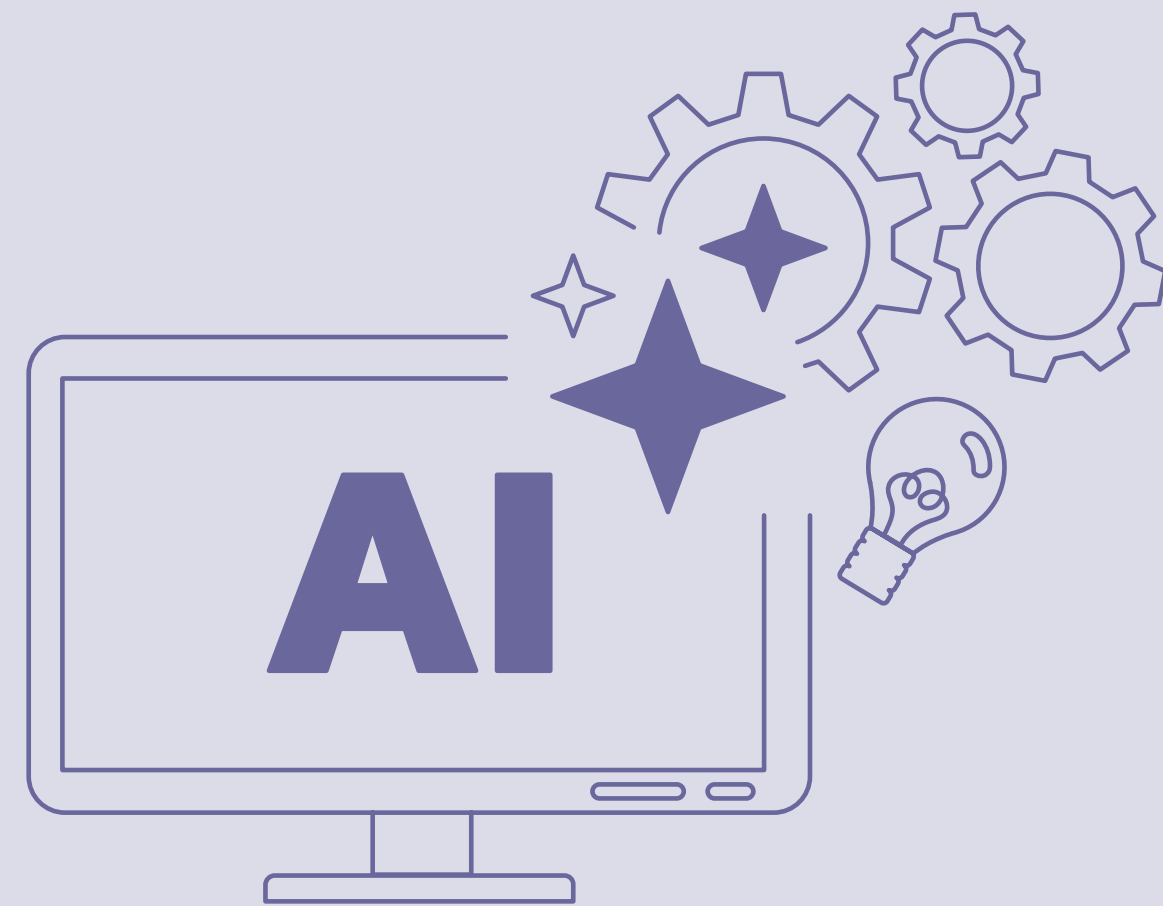
Environmental improvements

- Set a target on carbon footprint reduction for our assortment,
- Introduce new eco-design innovations in the Trust assortment,
- Increase the use of recycled materials in packaging,
- Add new certification schemes and sustainable materials,
- Expand carbon footprint reductions in high-volume product groups,
- Further improve on product durability and repairability.

Social improvements

- Expand actions and trainings on inclusion and diversity,
- Update all policies, and introduce a new policy for AI,
- Expand on collaborations with charitable goals,
- Introduce new employee trainings to keep up to date with topics such as IT, AI, and other company policies,
- Increase training on intergeneration management,
- Implement career management measures to offer employees more opportunities to plan and guide their career at Trust.

Governmental improvements

- Align our sustainability reporting with a well-known reporting framework,
- Implement measures to maintain our EcoVadis Gold status in 2026,
- Optimise our distribution network with a regional DC setup, allowing for quicker deliveries to customers in several countries, and a significant reduction in the carbon footprint of transport,
- Prepare for and implement upcoming regulations and directives, including the EU Deforestation Regulation (EUDR), Packaging and Package Waste Directive (PPWD), Forced Labour Regulation (FLR), Eco-design for Sustainable Products regulation (ESPR) and more,
- Lay the foundation for the upcoming Digital Product Passport (DPP), which will offer consumers, sellers and governments detailed information about the features, materials, origin, impact, repairability and recyclability of products.
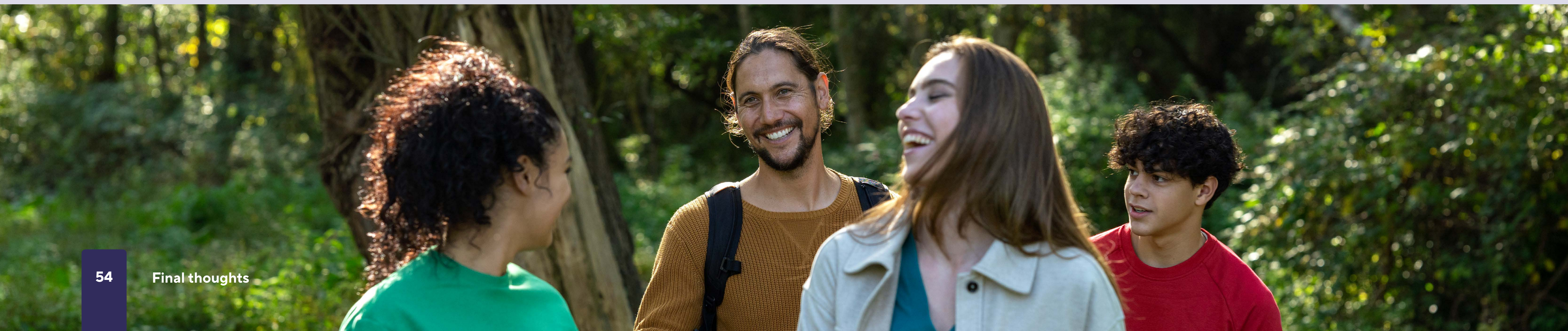
Glossary

BSCI
The Business Social Compliance Initiative (BSCI) is a program that helps companies improve working conditions in their global supply chains.

BSCI provides a code of conduct based on international labour standards.

It focuses on topics such as:
- Fair wages
- Safe working conditions
- No child or forced labour
- Freedom of association

Companies that join BSCI commit to auditing and improving their suppliers to ensure ethical and responsible practices.

Carbon footprint
The environmental impact of a product or service is called a footprint. The goal of measuring a carbon footprint is to understand how much we contribute to climate change and find ways to reduce it.

The production, transport, use and disposal of products not only generate direct CO_2 emissions, but also have an impact on water, land and many other factors. To keep things simple, all impacts are converted into 'CO_2 equivalent' values. A carbon footprint is specified in kilograms (or tonnes) of CO_2 equivalent ($kgCO_2eq$ / tCO_2eq).

CSRD
The Corporate Sustainability Reporting Directive (CSRD) is an EU regulation that requires large companies and listed entities to report on their environmental, social, and governance (ESG) impacts and risks.

DE&I
Diversity, Equity, and Inclusion (DE&I) is about creating a workplace where everyone feels valued, respected, and treated fairly.

- Diversity – Having people from different backgrounds, cultures, genders, ages, abilities, etc.
- Equity – Making sure everyone has access to the same opportunities by addressing barriers and imbalances
- Inclusion – Creating an environment where everyone feels welcome, heard, and able to contribute

DMA
A Double Materiality Analysis (DMA) assesses how sustainability issues affect a company's financial performance (financial materiality) and how the company's activities impact society and the environment (impact materiality). It is a requirement under the EU's CSRD to ensure transparent and responsible corporate reporting.

eNPS
An Employee Net Promoter Score (eNPS) is a simple way to measure how happy and loyal employees are at work.

Here's how it works:
- Employees are asked: "On a scale of 0 to 10, how likely are you to recommend this company as a great place to work?"
- Based on their answers, they're grouped into:
  - Promoters (9–10): Very happy and likely to recommend
  - Passives (7–8): Neutral
  - Detractors (0–6): Unhappy and unlikely to recommend
- The eNPS score is calculated using the formula: % of Promoters – % of Detractors

The result is a number between -100 and +100. A higher score means more satisfied employees.

ESG
Environmental, Social, and Governance (ESG) is a way to evaluate a company's sustainability and ethical impact.

- Environmental – How a company impacts the planet. Examples: carbon emissions, energy use, waste management
- Social – How a company treats people. Examples: employee well-being, diversity, community engagement
- Governance – How a company is run. Examples: ethical leadership, transparency, anti-corruption policies

FSC®
The Forest Stewardship Council (FSC®) is an internationally recognised standard that ensures products like wood, paper, and packaging come from responsibly managed forests. It promotes sustainable forestry by verifying practices that protect biodiversity, respect indigenous rights, and support fair labour and local communities.

GHG Emission
Greenhouse Gas emissions (GHG emissions) are gases released into the air that trap heat in the Earth's atmosphere, contributing to global warming and climate change.

The main greenhouse gases include:
- Carbon dioxide (CO_2) – from burning fossil fuels like coal, oil, and gas
- Methane (CH_4) – from agriculture and waste
- Nitrous oxide (N_2O) – from fertilisers and industrial processes
- Fluorinated gases – from refrigerants and industrial use

Measuring GHG emissions helps us understand how much we're contributing to climate change and what we can do to reduce it.

Glossary

GRS®
The Global Recycled Standard (GRS®) certification is an internationally recognised, voluntary standard that verifies the recycled content of products and ensures responsible environmental, social, and chemical practices throughout the supply chain. Managed by Textile Exchange, it promotes transparency, fair labour, and sustainable production, requiring third-party audits and minimum amounts of recycled material for certification.

LCA
A Life Cycle Assessment (LCA) is a method used to evaluate the environmental impact of a product, process, or service throughout its entire life cycle. This includes:

- Raw material extraction – Getting the materials needed
- Production – Making the product
- Use – How the product is used
- End-of-life – Disposal, recycling, or reuse

The goal of LCA is to understand and reduce the negative environmental effects at each stage. It helps companies make more sustainable choices.

POS
Point-of-Sale (POS) material are marketing tools used in stores to attract customers and promote products right where the sale happens.
Examples:

- Posters and banners
- Shelf talkers and wobblers
- Product displays and stands
- Promotional signs

The goal of POS material is to grab attention, inform customers, and encourage purchases at the checkout or product area.

RBA
The Responsible Business Alliance (RBA) is a group of companies working together to improve social, environmental, and ethical conditions in global supply chains.

RCS®
The Recycled Claim Standard (RCS®) certification is an international, voluntary standard that verifies the presence and percentage of recycled materials in a product through third-party auditing and chain of custody tracking. It ensures transparency and integrity in sustainability claims by confirming that products contain minimum amounts of recycled content and that the recycled materials are properly traced throughout the supply chain.

SBTi
The Science Based Targets initiative (SBTi) helps companies set climate goals that are in line with what science says is needed to limit global warming.

Here's a simple explanation:

- Science-based targets are goals to reduce greenhouse gas (GHG) emissions
- These targets are based on the latest climate science, especially the goal to keep global warming below 1.5°C
- SBTi checks and approves whether a company's targets are strong enough and realistic

Scope 1/2/3
Scope 1, 2, and 3 emissions are categories used to measure a company's greenhouse gas (GHG) emissions.

- Scope 1 = emissions directly caused by the company
- Scope 2 = emissions indirectly caused by the company through energy use
- Scope 3 = emissions from company activities, including the products it sells

UNGC
The United Nations Global Compact (UNGC) is a voluntary initiative that encourages businesses to act responsibly and sustainably.

Companies that join the UNGC commit to 10 principles in areas such as:

- Human rights
- Labour standards
- Environment
- Anti-corruption

The goal is to help businesses align with UN values and contribute to a more sustainable and fair world. It also supports the UN Sustainable Development Goals (SDGs).

About this
report

Our ambition is to start and further intensify the dialogue with retailers, consumers, manufacturing partners, employees, and other stakeholders on how Trust can play its part. This report aims to help this dialogue by clearly describing our ambitions, actions, progress, and challenges.

Any questions or suggestions that might arise from reading this report can be shared with: sustainability@trust.com

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Trust.

Hedgehog Company

Trust's journey to a sustainable future

2024-2025 GHG report

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Trust.

Executive summary

This document reports on the quantification of the carbon footprint of Trust. The scope of this carbon footprint assessment covers the emissions from Trust's operational activities. After a careful consideration of the organisational and operational boundaries, the following components have been included in this study:

Table A. GHG scopes and emission sources.

GHG scopes	Emission sources
Scope 1 - Direct emissions	Vehicle fleet and fugitive emissions
Scope 2 - Indirect emissions	Heating and hosted servers
Scope 3 - Indirect emissions	Product-related emissions (raw materials, manufacturing, use, distribution, and end-of-life treatment of sold products), other purchased goods and services, capital goods, fuel and energy related services, upstream transport and distribution, waste generated in operations, business travel, employee commuting, upstream leased assets

The input data in these categories are linked to environmental data from various databases. Emissions are expressed in CO2-equivalents, a unit used to measure the degree to which greenhouse gases contribute to climate change. The effect of one kg of methane, for example, is equivalent to that of 27 kg of CO2 (IPCC AR6) [1].

The total carbon footprint of Trust in the financial year 2024-2025 is 66.869 tonnes CO_2-eq. (Table B). Over 99% of the total impact originates from scope 3. Scopes 1 and 2 both contribute <1% to the total GHG emissions of Trust in the calculation year.

Trust has expanded its LCA portfolio from 77 LCAs in 2023-2024, to 144 LCAs in 2024-2025. These results are integrated in the product-related categories, improving the data accuracy of the GHG footprint.

Table B. Overview of the total GHG emissions per scope and category.

GHG scopes	Total GHG impact (ton CO_2-eq.)	Contribution (%)
Scope 1 - Direct emissions	338	0,50%
Scope 2 - Indirect emissions	82	0,12%
Scope 3 - Indirect emissions (total)	66.869	99,38%
Scope 3, cat. 1 'Purchased goods and services'	*39.921*	*59,33%*
Scope 3, cat. 2 'Capital goods'	*20*	*0,03%*
Scope 3, cat. 3 'Fuel and energy related services'	*104*	*0,15%*
Scope 3, cat. 4 'Upstream transport and distribution"	*1.461*	*2,17%*
Scope 3, cat. 5 'Waste generated in operations'	*5*	*0,01%*
Scope 3, cat. 6 'Business travel'	*60*	*0,09%*
Scope 3, cat. 7 'Employee commuting'	*363*	*0,54%*

Scope 3, cat. 8 'Upstream leased assets'	*191*	*0,28%*
Scope 3, cat. 9 'Downstream transport and distribution'	*758*	*1,13%*
Scope 3, cat. 11 'Use of sold products''	*18.308*	*27,21%*
Scope 3, cat. 12 'End-of-life treatment of sold products'	*5.678*	*8,44%*
Total	**67.289**	**100%**
Total tonnes CO$_2$-eq./€ million	**538**	

Figure 1. Overview of the distribution of the total carbon footprint, per scope.
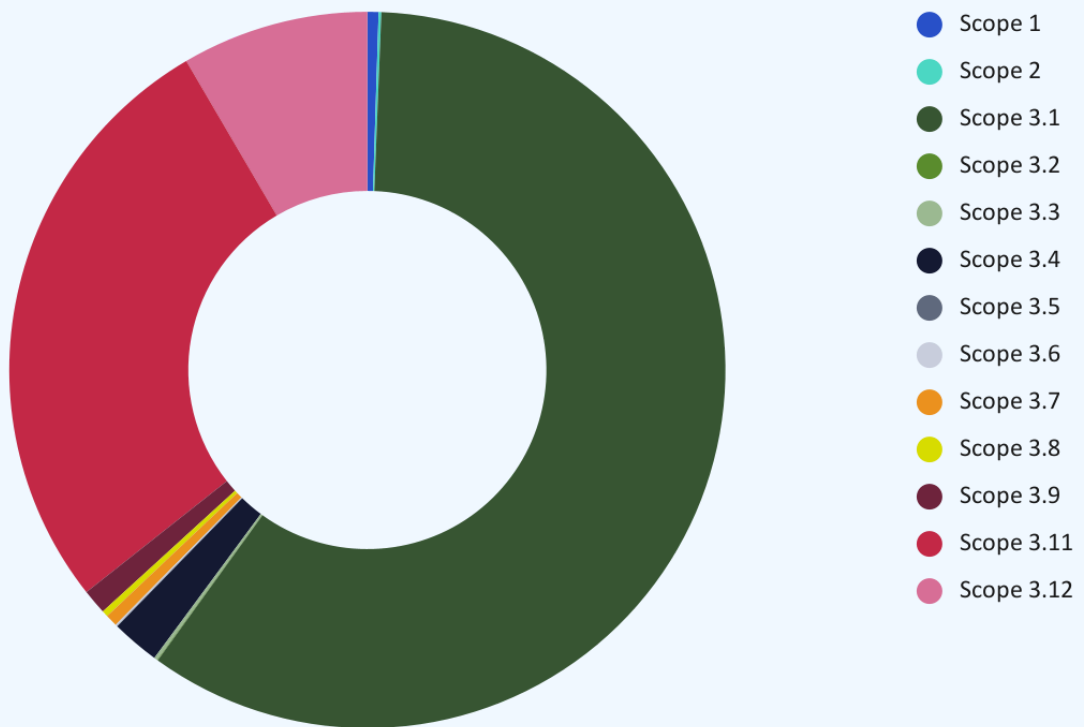
Disclaimer: The results of Life Cycle Assessment (LCA) studies are influenced by the quality and representativeness of the input data. Trust is committed to continuously enhancing data accuracy in future reports by expanding the range of products with LCAs. The goal is to select a comprehensive and representative range of products to ensure the robustness of our LCA findings, thereby providing an increasingly precise understanding of our environmental impact.

Table of contents

1   Introduction

Growth does not come without environmental impact. That is why Trust's mission is to provide more sustainable products and packaging. When it comes to digital products, Trust stands for a new norm: Fair for people. Fair for the planet. At fair prices.

In 2020-2021, Trust started focussing on obtaining insights into where they stand and where they can improve when it comes to sustainability. The first GHG report was drawn up for the year 2021-2022, which serves as base year. The company expanded her insights in Scope 3 in 2022-2023 and in 2023-2024, with LCA data of selected products. This is their fourth GHG report, in which we continue to monitor the impact on greenhouse gas emissions.

- Trust expanded the coverage of LCA data of their product portfolio, increasing and improving their life cycle assessment (LCA) efforts. This to identify the elements on which they can improve to reduce the carbon footprint of their products' sourcing, production, product-in-use, and end-of-life. With the expansion of LCA data and therefore the share of primary data, the footprint of 2024-2025 is more accurate than before.
- Trust is continuously monitoring their scope 1, 2 and 3 emissions, allowing them to understand the overall impact and to actively steer on reducing their emissions.

1.1   Background research

This greenhouse gas (GHG) report is carried out by Hedgehog Company B.V. (Hedgehog). The commissioner of this report is Trust International B.V (hereafter: Trust). Trust is a Dutch electronics company that produces digital lifestyle accessories. Their products range from accessories for PCs and laptops to gaming and smart home equipment.

This report contains an analysis of the greenhouse gas emissions in scopes 1 and 2, and scope 3. The relevant emission sources have been determined on the basis of the GHG protocol. This report concerns the emissions over the financial year 2024-2025 (Jul 01, 2024 - Jun 30, 2025) and describes the scope of emission sources, the analysis of the relevant sources, and the final results of the calculation. The carbon footprint in scopes 1 and 2, as well as the non-product related emissions in scope 3 have been calculated by Climax and reported on in the Trust International annual emissions report 2024-2025. The product-related emissions in scope 3 have been calculated on the basis of product LCAs performed by Trust internally. Hedgehog performs the calculations to extrapolate the LCA results over the total product portfolio.

1.2   Goal and scope

This analysis aims to determine Trust's carbon footprint transparently, based on reliable, quantitative environmental data. To do so, this study calculates direct and indirect upstream emissions.

This analysis is the first step towards reducing operational emissions to net-zero. The report follows the GHG Protocol [2] to improve readability, structure and comprehensibility for readers. The results of this research enable Trust to gain insight into the size and composition of their carbon footprint. Environmental data of the financial year 2021-2022 serves as a baseline measurement for the annual analysis and monitoring of the organisational carbon footprint. Table 1 describes the GHG protocol scopes included in this report and the emission sources that each scope encompasses.

Table 1. GHG scopes and emission sources.

GHG scopes	Emission sources
Scope 1 - Direct emissions	Vehicle fleet and fugitive emissions
Scope 2 - Indirect emissions	Heating and hosted servers
Scope 3 - Indirect emissions	Product-related emissions (raw materials, manufacturing, use, distribution, and end-of-life treatment of sold products), other purchased goods and services, capital goods, fuel and energy related services, upstream transport and distribution, waste generated in operations, business travel, employee commuting, upstream leased assets

2   The company: Trust

2.1   Company description

Trust was founded in 1983 and has grown into a leading value-for-money brand for digital lifestyle accessories. A global company with local sales to help meet customer needs and expectations while providing outstanding service support. Trust's products are available from local brick-and-mortar shops to larger electronics stores, and from hypermarkets to online retail. The product assortment is found serving its customers in over fifty countries.

Trust's broad assortment contains over 1200 accessories for PC & laptop, mobile, gaming, and business in the following categories:

- Home & Office – Offering everything our customers need for improved home and office convenience, from wireless mice and keyboards to webcams.

- Gaming – serving all competitive casual gamers, with products including headsets, mice, keyboards, and furniture.

- Mobile – Helping customers stay connected with a complete on-the-go range, including laptop bags and fast-charging power banks.

- Smart home – Providing smart home solutions with the KlikAan/KlikUit division, which enables consumers to control their homes remotely – from controlling temperature and smart WIFI lighting to opening curtains – with a single app.

2.2   Organisational boundaries

Defining the organisational boundaries is a key step in assessing an organisational footprint. All inputs and outputs compiled at the organisation have an impact on the environment. This step determines which operations are included in the company's organisational boundary and how emissions from each operation are consolidated by the reporting company. The organisational boundaries are additionally determined by Climax.

For Trust, the control approach is used to consolidate their greenhouse gas emissions. Using the control consolidation methodology, Trust's GHG inventory reflects the emissions from sources that they have the ability to influence, based on their position in the supply chain. Hence, all those emission sources are selected where Trust has operational control, meaning where there is authority to introduce and implement operating policies.

The geographical coverage of this study comprises China (Shenzhen, Huzhou and Guangzhou) and Dordrecht, the Netherlands. Most products are manufactured in China and transported by ship to the port of Rotterdam. From there, the devices are either transported by truck, or by barge to the Dutch distribution centre of Trust in 's Heerenberg. From there, products are transported to the retailers and end-users.

2.3   Operational boundaries: Greenhouse Gas Protocol Scopes

After defining the organisational boundaries, the operational boundaries can be determined. The operational boundaries define the scope of direct and indirect emissions from activities that fall within the organisational boundaries. The operational boundaries determine the relevant scopes (1, 2 and 3) and categories (see Figure 2 for a schematic representation).

Table 2 summarises the scopes included in this study, as determined by the GHG protocol. The scopes that have not been considered in this study are currently not considered relevant given the organisational structure and data availability of Trust.

The worst-case scenario approach is used when the input data for a specific scope or category are incomplete. However, it is an approximation, which means that the emissions may be lower than in the calculation. The approach prevents the actual impact from being underestimated.

Table 2. Overview of the operational boundaries in this study.

GHG scopes	Included in the carbon footprint	Data source
Scope 1 - Direct emissions	✓	Trust International Annual Emissions report 2024-2025
Scope 2 - Indirect emissions	✓	Trust International Annual Emissions report 2024-2025
Scope 3, cat. 1 - Purchased goods and services	✓	Trust International Annual Emissions report 2024-2025 and LCA result extrapolation by HHC
Scope 3, cat. 2 - Capital goods	✓	Trust International Annual Emissions report 2024-2025
Scope 3, cat. 3 - Fuel & energy related activities	✓	Trust International Annual Emissions report 2024-2025
Scope 3, cat. 4 - Upstream transportation & distribution	✓	LCA result extrapolation by HHC
Scope 3, cat. 5 - Waste generated in operations	✓	Trust International Annual Emissions report 2024-2025
Scope 3, cat. 6 - Business travel	✓	Trust International Annual Emissions report 2024-2025
Scope 3, cat. 7 - Employee commuting	✓	Trust International Annual Emissions report 2024-2025
Scope 3, cat. 8 - Upstream leased assets	✓	Trust International Annual Emissions report 2024-2025
Scope 3, cat. 9 - Downstream transportation & distribution	✓	LCA result extrapolation by HHC
Scope 3, cat. 10 - Processing of sold products	This emission source is considered insignificant and is not included in the carbon footprint.	-
Scope 3, cat. 11 - Use of sold products	✓	LCA result extrapolation by HHC
Scope 3, cat. 12 - End-of-life treatment of sold products	✓	LCA result extrapolation by HHC
Scope 3, cat. 13 - Downstream leased assets	This emission source is considered insignificant and is not included in the carbon footprint.	-
Scope 3, cat. 14 - Franchises	This emission source is considered insignificant and is not included in the carbon footprint.	-

Scope 3, cat. 15 - Investments	This emission source is considered insignificant and is not included in the carbon footprint.	-
Scope 3, additional category - Working from home	This emission source was included in previous years, but is no longer tracked by Trust.	-

2.4   GHG-scopes

The following sections describe the different scopes and emissions sources outlined in Tables 1 and 2. Figure 2 provides an overview of all scopes and categories, according to the GHG protocol.
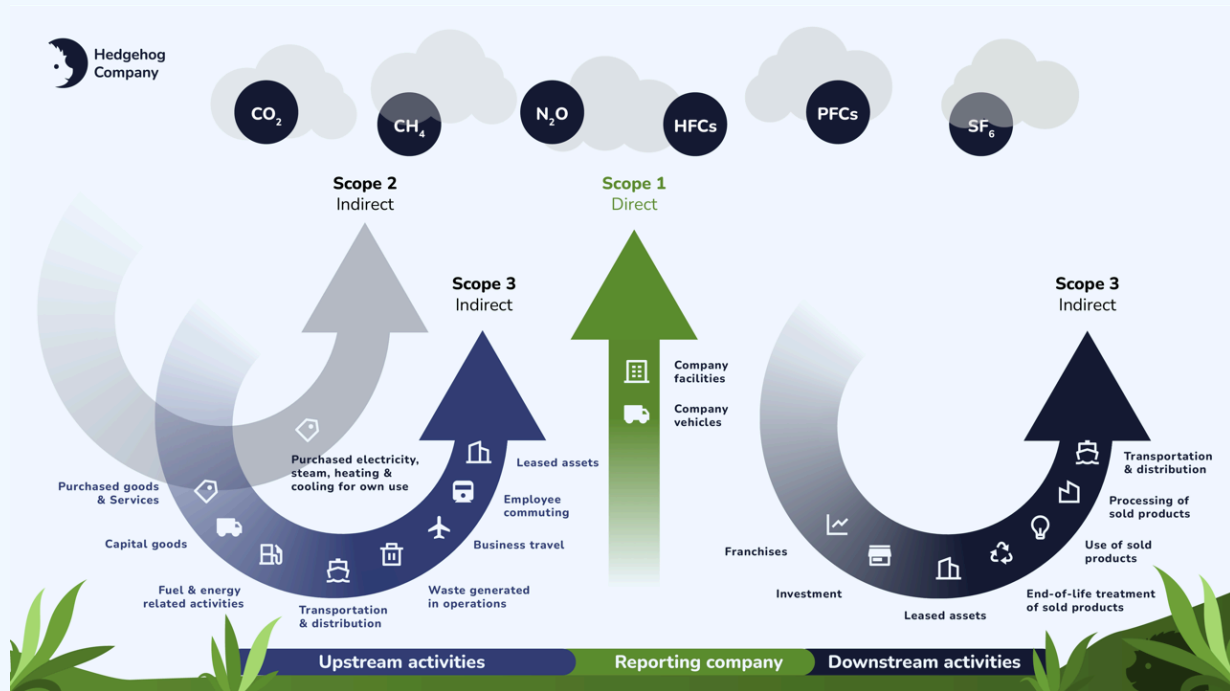
Figure 2. Overview of all categories in scopes 1, 2 and 3 according to the GHG protocol.

2.4.1   Scope 1 & 2

Scope 1 and 2 emissions are calculated based on the Trust International Annual Emissions Report provided by Trust for the financial year 2024-2025 (hereafter: Climax report).

Scope 1 concerns all direct emissions that originate at Trust's facilities. These are the fugitive emissions at Trust's facilities and the emissions of Trust's vehicle fleet, as presented in the Climax report. Scope 2 concerns the indirect emissions caused by the purchased electricity and heating. The Climax report takes into account those emissions, as well as the emissions originating from their hosted servers.

2.4.2   Scope 3, cat. 1 'Purchased goods and services'

Scope 3 emissions are also indirect emissions, as in scope 2. However, scope 3 includes emissions caused by business activities of organisations in the supply chain. These scope 3 emission sources are not directly owned by Trust, but Trust is able to influence them.

The scope 3 category 'Purchased goods and services' contains various products and services purchased by Trust in the financial year 2024-2025. These goods are either non-product (office supplies and operational equipment) or product (consumer electronics) related. For non-product related purchased goods and services, the emission data is sourced from the

Climax report (facility supply and cloud servers). For the product-related purchased goods and services, the data is obtained from 144 product LCAs. The results of the LCAs are extrapolated to represent the total sales volumes for the financial year 2024-2025. The product related emissions are divided into product categories. Trust assigns every product in their inventory to a product group. These groups are divided between the categories found in Table 3.

For 144 products, LCA data is available through calculations performed by Trust. For these products, the LCA data is used in combination with the sales numbers to calculate the greenhouse gas emissions. The LCA data is also applied to variants of the studied products, e.g. for colour variants. For each product category and product type, an average is calculated based on real LCA data. This average number is applied to every product in the product category/type without LCA data. The emissions of all upstream processes related to product materials and packaging are considered. This includes transport of materials between suppliers (higher than tier 1).

Table 3. Product grouping into product categories, for product related purchased goods and services.

Product category name	Included product groups
Adapters	Adapters
Bags	Bags
Bundles	Bundle
Cardreaders	Cardreaders
Earphones	Earphones
Furniture	Furniture
Headsets	Headphones, Headsets, PC headsets
Keyboards	Keyboards
Laptop chargers	Charger-Laptop
Mice	Mice
Mousepads	Mousepads
Other accessories	Accessories, Cables, Chargers, Chargers-USB, Chargers-Wireless, Folios, Gamepads, Holders, Mobile speakers, Other, Powerstrip, Presenters, Screenprotectors, Steering wheel, Stylus
PC microphones	PC microphones
PC speakers	PC speakers
Powerbanks	Powerbanks
Smarthome	Control, Dimmer, Doorbell, Garden, IP-Cameras, Lights, Sensor, Switch, Wifi, Zigbee
Stands	Stands
UPS	UPS
USB-hubs	USB-hubs
Webcams	Webcams

2.4.3 Scope 3, cat. 4 'Upstream transportation and distribution'

The data is obtained from product LCAs. The results of the LCAs are extrapolated to represent the total sales volumes for the financial year 2024-2025.

The product related emissions are divided into product categories. Trust assigns every product in their inventory to a product group. These groups are divided between the categories found in Table 3.

For selected products, LCA data is available through calculations performed by Trust. For these products, the LCA data is used in combination with the sales numbers to calculate the greenhouse gas emissions. The LCA data is also applied to variants of the studied products, e.g. for colour variants. For each product category and product type, an average is calculated based on real LCA data. This average number is applied to every product in the product category/type without LCA data.

For Scope 3.4, the emissions of all product related upstream transport between supplier and Trust are considered. This does not include transport of materials between suppliers higher than tier 1. These emissions are included in scope 3.1.

2.4.4 Scope 3, cat. 5 'Waste generated in operations'

This category includes emissions from the disposal and treatment of waste generated in the reporting company's owned or controlled operations in the reporting year. The emissions data are sourced from the Climax report composed by Trust.

2.4.5 Scope 3, cat. 6 'Business travel'

The data on emissions that originate from business travel are sourced from the Climax report composed by Trust.

2.4.6 Scope 3, cat. 7 'Employee commuting'

The data on emissions that originate from employee commuting are sourced from the Climax report composed by Trust.

2.4.7 Scope 3, cat. 9 'Downstream transportation and distribution'

The data is obtained from several product LCAs. The results of the LCAs are extrapolated to represent the total sales volumes for the financial year 2024-2025.

The product related emissions are divided into product categories. Trust assigns every product in their inventory to a product group. These groups are divided between the categories found in Table 3.

For selected products, LCA data is available through calculations performed by Trust. For these products, the LCA data is used in combination with the sales numbers to calculate the greenhouse gas emissions. The LCA data is also applied to variants of the studied products, e.g. for colour variants. For each product category and product type, an average is calculated based on real LCA data. This average number is applied to every product in the product category/type without LCA data.

This category includes downstream transport of the product to the end user. It does not include downstream transport to the waste processing site, as this is included in scope 3.12.

2.4.8 Scope 3, cat. 11 'Use of sold products'

The Reference Service Life (RSL) of the products determines the total emissions of the use phase. Some products are wired, where others use alkaline or lithium batteries to provide the product with the required energy. The emission data is obtained from several product LCAs. The results of the LCAs are extrapolated to represent the total sales volumes for the financial year 2024-2025.

The product related emissions are divided into product categories. Trust assigns every product in their inventory to a product group. These groups are divided between the categories found in Table 3.

For selected products, LCA data is available through calculations performed by Trust. For these products, the LCA data is used in combination with the sales numbers to calculate the greenhouse gas emissions. The LCA data is also applied to variants of the studied products, e.g. for colour variants. For each product category and product type, an average is calculated based on real LCA data. This average number is applied to every product in the product category/type without LCA data.

2.4.9 Scope 3, cat. 12 'End-of-life treatment of sold products'

The data is obtained from several product LCAs. The results of the LCAs are extrapolated to represent the total sales volumes for the financial year 2024-2025.

The product related emissions are divided into product categories. Trust assigns every product in their inventory to a product group. These groups are divided between the categories found in Table 3.

For selected products, LCA data is available through calculations performed by Trust. For these products, the LCA data is used in combination with the sales numbers to calculate the greenhouse gas emissions. The LCA data is also applied to variants of the studied products, e.g. for colour variants. For each product category and product type, an average is calculated based on real LCA data. This average number is applied to every product in the product category/type without LCA data.

For Scope 3.12, the emissions of all end-of-life treatment of purchased products are calculated. This deviates from the GHG protocol, where it is stated that Scope 3.12 should contain emissions of sold products. To avoid inconsistencies between reporting periods, Trust reports on the emissions of purchased products. These products will all be sold, although potentially in a different reporting year.

3 Data and methodology

This section describes the data collection, the databases used and the impact assessment method.

3.1 Data collection

In collaboration with Arjan Steenbergen (ESG manager) from Trust and its suppliers, Hedgehog Company collected the product-related scope 3 data for this study. The data collection and LCA calculations are carried out by Trust. The suppliers communicated all relevant product and production process information regarding their facility, with accurate and quick response time.

A life cycle assessment (LCA) method is used to measure the environmental performance of Trust's products. The system studied is selected through a life cycle perspective and split into several activities. The life cycle perspective takes into account the mining of raw materials, processing of materials into sub-components and the assembly and production of the final product, as well as the transportation between these locations and to the consumer. In addition, it includes energy consumption during use phase, and waste processing at the end-of-life.

All scope 3 related data is calculated using Ecochain Mobius software, based on the Ecoinvent database.

3.2 Databases and methodology

All emission data from scopes 1 and 2, as well as categories 5, 6, 7, and the additional category in scope 3, have been calculated by Trust in the Climax report.

The LCA reports that form the basis for most of the scope 3 emissions sources meet the requirements of NEN-EN ISO 14040 [3], NEN-EN ISO 14044 [4] and NEN-EN 50693 [5]. For the LCA calculations, Mobius is used, an LCA software developed by our partner Ecochain Technologies.

These LCA studies use the impact categories from the EF 3.0 Impact Assessment Method [6]. This impact assessment method is the result of the Product Environmental Footprint (PEF) Initiative. This initiative - initiated by the EU - offers a standard for impact assessment. A standardised method makes it easier and more meaningful to compare products.

For the categories in scope 3, the Ecoinvent v3.8 database was used. The Ecoinvent database is an environmental database based on activity data. The database contains human processes and activities, such as transport, agriculture and industry, and measures, among other things, extracted raw materials and emissions to water, air and soil. The Ecoinvent database requires input based on weight, volume, or another unit.

4 Results

This chapter presents the results of the organisational carbon footprint analysis of the financial year 2024-2025. The results of 2021-2022 serve as a baseline measurement, to which the current footprint will be compared in chapter 5.

The results are given in tonnes of CO_2-equivalents (CO_2-eq.). CO_2-equivalents are used to express the contribution of greenhouse gases to global warming, in a single unit. This unit therefore expresses the contribution of the greenhouse gas, in the effect per kilogram of CO_2. For example, the emission of one kilogram of methane is equivalent to the emission of 27,9 kg of CO_2. In other words, one kilogram of methane contributes to global warming in the same way as 27 kilograms of CO_2. The effect per kilogram of greenhouse gas can vary greatly. For example, the effect of one kilogram of refrigerant with the number R407c is equivalent to the effect of 1.624 kg of CO_2.

4.1 Overview

Table 4 provides an overview of the results. The table shows the total GHG impact per scope and category in tonnes of CO_2-eq. The table also shows the share of the total impact. Figure 3 visualises the data from table 4.

Table 4. Overview of the total GHG emissions per scope and category.

GHG scopes	Total GHG impact (ton CO₂-eq.)	Contribution (%)
Scope 1 - Direct emissions	338	0,50%
Scope 2 - Indirect emissions	82	0,12%
Scope 3 - Indirect emissions (total)	66.869	99,38%
Scope 3, cat. 1 'Purchased goods and services'	*39.921*	*59,33%*
Scope 3, cat. 2 'Capital goods'	*20*	*0,03%*
Scope 3, cat. 3 'Fuel and energy related services'	*104*	*0,15%*
Scope 3, cat. 4 'Upstream transport and distribution"	*1.461*	*2,17%*
Scope 3, cat. 5 'Waste generated in operations'	*5*	*0,01%*
Scope 3, cat. 6 'Business travel'	*60*	*0,09%*
Scope 3, cat. 7 'Employee commuting'	*363*	*0,54%*
Scope 3, cat. 8 'Upstream leased assets'	*191*	*0,28%*
Scope 3, cat. 9 'Downstream transport and distribution'	*758*	*1,13%*
Scope 3, cat. 11 'Use of sold products"	*18.308*	*27,21%*
Scope 3, cat. 12 'End-of-life treatment of sold products'	*5.678*	*8,44%*
Total	**67.289**	**100%**
Total tonnes CO₂-eq./€ million	**538**	

Scope 3.12
8,5%

Scope 3.11
27,4%

Scope 3.9
1,1%

Scope 3.7
0,5%

Scope 3.4
2,2%

Scope 3.1
59,7%

Figure 3. GHG impact per scope, measured in CO_2-eq.

4.2   Scope 1 - Direct emissions

The data on direct emissions are recorded by Trust in the Climax report. Table 5 displays the source of scope 1 emissions.

Table 5. Sources of emissions in scope 1.

Emission sources	Total GHG impact (ton CO_2-eq.)	Contribution
Mobile combustion	260	77%
Stationary combustion	78	23%
Total scope 1	**338**	**100%**

4.3   Scope 2 - Indirect emissions

The data on indirect emissions in scope 2 are recorded by Trust in the Climax report. Table 6 displays the source of scope 2 emissions. The emissions are based on the market -based scope 2 emissions. The location based scope 2 emissions amount to 106 ton CO_2-eq.

Table 6. Sources of emissions in scope 2.

Emission sources	Total GHG impact (ton CO_2-eq.)	Contribution
Electricity	82	100%
Total scope 2	**82**	**100%**

4.4 Scope 3 - indirect emissions

The emissions in scope 3 amount to >99% of the total carbon footprint. Within scope 3, purchased goods and services and the use of sold products contribute the most to the total impact.

4.4.1 Scope 3, cat. 1 'Purchased goods and services'

The impact in the category 'Purchased goods and services' covers both product and non-product related emissions (described in section 2.4.2). The division between the two emission groups is displayed in Table 7.

Table 7. Sources of emissions in scope 3, cat. 1.

Emission sources	Total GHG impact (ton CO_2-eq.)	Contribution
Purchased goods and services - Product related	39.086	99%
Purchased goods and services - Non-product related	835	1%
Total	**39.921**	**100%**

The product-related emissions consist of the raw materials and energy required for the manufacturing of Trust's products and their packaging. Table 8 presents an overview of the product categories as manufactured by Trust and their respective greenhouse gas emissions. Figure 4 illustrates the data from Table 8. The manufacturing of furniture, keyboards, and PC speakers contributes the most to the total GHG impact in the category.

Table 8. Sources of product-related emissions in scope 3 product-related emissions.

Product type	Total emissions (ton CO_2-eq.)	Contribution
Adapters	130	<1%
Bags	236	1%
Bundles	1.152	3%
Cardreaders	90	<1%
Earphones	9	<1%
Furniture	9.051	23%
Headsets	2.275	6%
Keyboards	7.136	18%
Laptop chargers	1.731	4%
Mice	3.531	9%
Mousepads	501	1%
Other accessories	1.091	3%
PC microphones	154	<1%

PC speakers	7.503	19%
Powerbanks	489	1%
Smarthome	992	3%
Stands	1.000	3%
UPS	1.860	5%
USB-hubs	88	<1%
Webcams	68	<1%
Total	**39.086**	**100%**
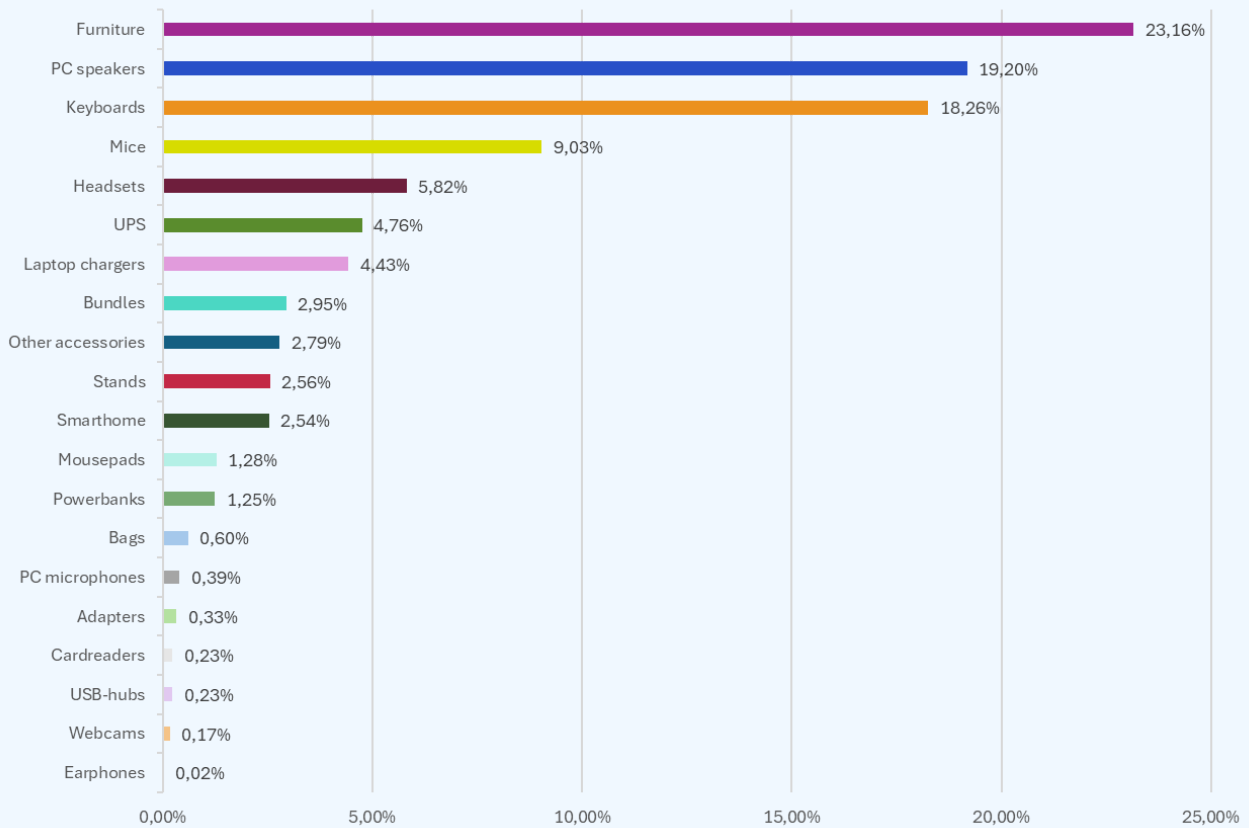
Figure 4. The impact of product-related purchased goods and services per product type (scope 3, cat. 1), 2024-2025, % contributions.

4.4.2 Scope 3, cat. 2 'Capital goods'

The data on emissions that originate from capital goods are provided in the Climax report and contribute less than 1% to the total carbon footprint of Trust (Table 4).

4.4.3 Scope 3, cat. 3 'Fuel & energy related activities'

The data on emissions that originate from fuel and energy related activities are provided in the Climax report and contribute less than 1% to the total carbon footprint of Trust (Table 4).

4.4.4   Scope 3, cat. 4 'Upstream transportation and distribution'

Upstream transportation and distribution account for approximately 2% of CO_2-eq. emissions in the calculation year. Table 9 provides an overview of GHG emissions originating during upstream transportation per product type as manufactured by Trust. The information from table 9 is illustrated in Figure 5. The upstream transport of furniture, PC speakers, and keyboard contributes the most to the total impact in the category.

Table 9. Emission sources in scope 3, upstream transportation and distribution.

Product type	Total emissions (ton CO_2-eq.)	Contribution
Adapters	2	<1%
Bags	14	1%
Bundles	43	3%
Cardreaders	3	<1%
Earphones	0	<1%
Furniture	458	34%
Headsets	103	8%
Keyboards	242	18%
Laptop chargers	15	1%
Mice	75	6%
Mousepads	23	2%
Other accessories	28	2%
PC microphones	7	1%
PC speakers	186	14%
Powerbanks	19	1%
Smarthome	17	1%
Stands	29	2%
UPS	64	5%
USB-hubs	1	<1%
Webcams	4	<1%
Total	**1.332**	**100%**
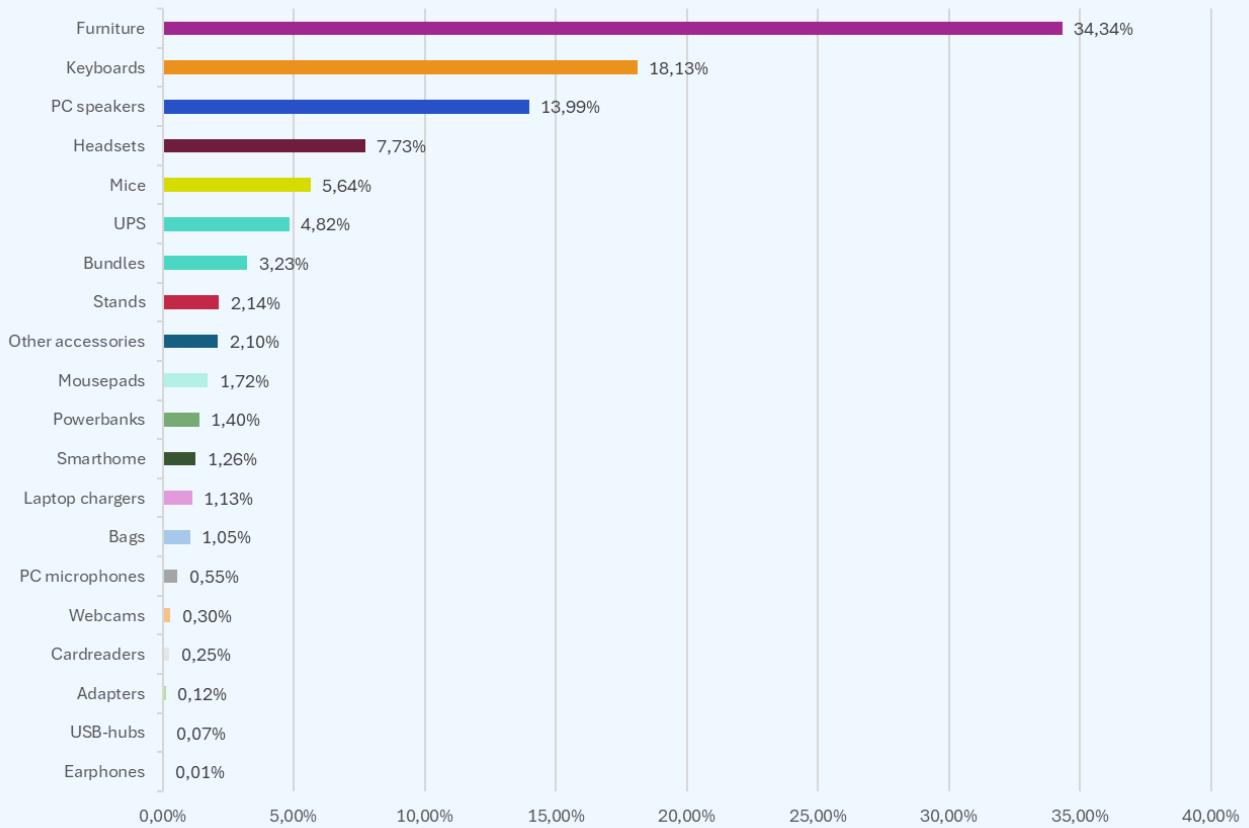
Figure 5. The impact of upstream transportation and distribution per product type (scope 3, cat. 4), 2024-2025, % contributions.

4.4.5 Scope 3, cat. 5 'Waste generated in operations'

The data on emissions that originate from waste generated at Trust facilities are provided in the Climax report. This category contributes less than 1% to the total carbon footprint of Trust (Table 4).

4.4.6 Scope 3, cat. 6 'Business travel'

The data on emissions that originate from business travel are provided in the Climax report and contribute less than 1% to the total carbon footprint of Trust (Table 4).

4.4.7 Scope 3, cat. 7 'Employee commuting'

The data on emissions that originate from employee commuting are provided in the Climax report and contribute less than 1% to the total carbon footprint of Trust (Table 4).

4.4.8 Scope 3, cat. 8 'Upstream leased assets'

The data on emissions that originate from upstream leased assets are provided in the Climax report and contribute less than 1% to the total carbon footprint of Trust (Table 4).

4.4.9 Scope 3, cat. 9 'Downstream transportation and distribution'

Downstream transportation and distribution account for approximately 1% of CO_2-eq. emissions in the calculation year. Table 10 provides an overview of GHG emissions originating during downstream transportation and distribution per product type as manufactured by Trust. The information from Table 10 is illustrated in Figure 6. The downstream transport of PC speakers, furniture, and keyboards contributes the most to the total impact in the category.

Table 10. Emission sources in scope 3, downstream transportation and distribution.

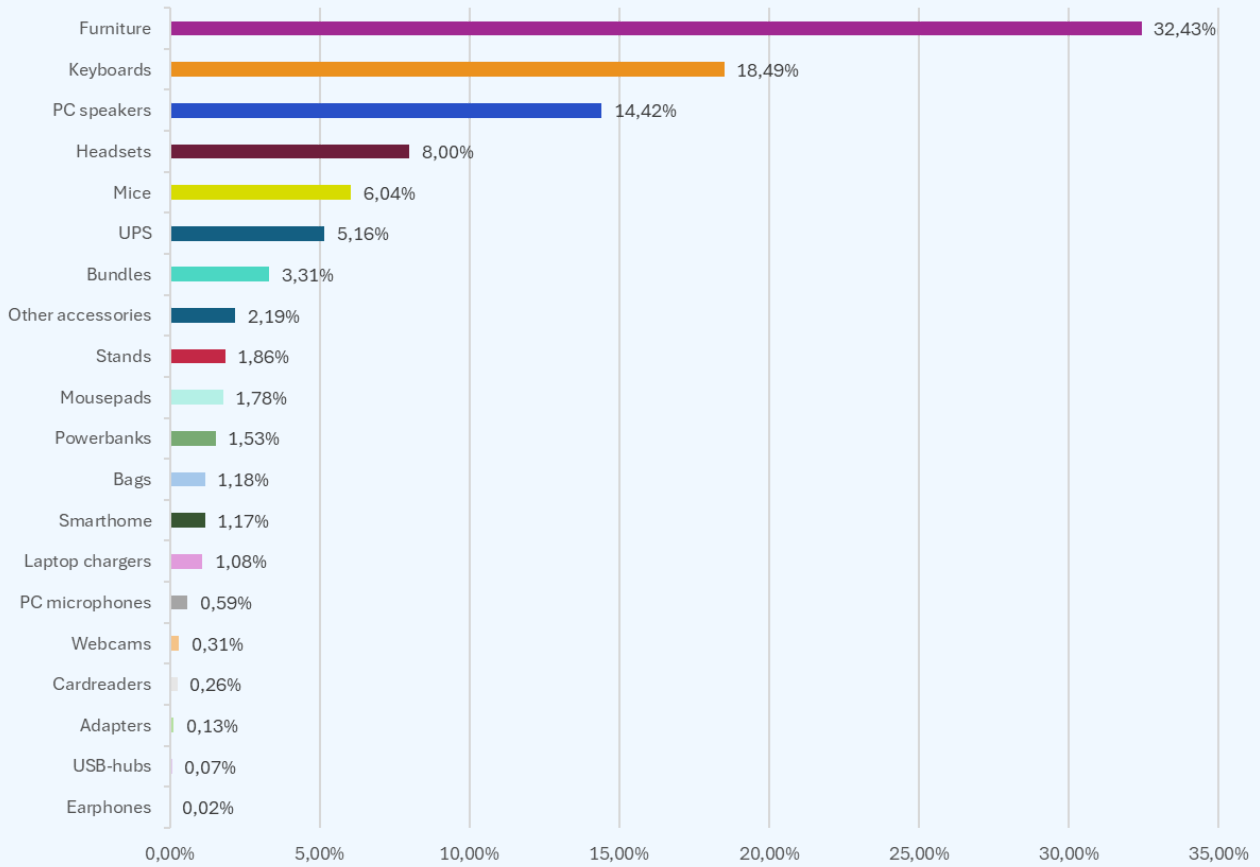| Product type	Total emissions (tonnes CO_2-eq.)	Contribution
Adapters	1	<1%
Bags	9	1%
Bundles	25	3%
Cardreaders	2	<1%
Earphones	0	<1%
Furniture	246	32%
Headsets	61	8%
Keyboards	140	18%
Laptop chargers	8	1%
Mice	46	6%
Mousepads	13	2%
Other accessories	17	2%
PC microphones	4	1%
PC speakers	109	14%
Powerbanks	12	2%
Smarthome	9	1%
Stands	14	2%
UPS	39	5%
USB-hubs	1	<1%
Webcams	2	<1%
Total	**758**	**100%**

Figure 6. The impact of downstream transportation and distribution per product type (scope 3, cat. 9), 2022-2023, % contributions.

4.4.10 Scope 3, cat. 11 'Use of sold products'

The use of sold products accounts for approximately 27% of CO₂-eq. emissions in the calculation year. Table 11 provides an overview of GHG emissions originating during use per product type as manufactured by Trust. The information from Table 11 is illustrated in Figure 7. The use phase of UPS, mice, and smarthome products contributes the most to the total impact in the category.

Table 11. Emission sources in scope 3, use of sold products.

| Product type	Total emissions (ton CO₂-eq.)	Contribution
Adapters	89	<1%
Bags	0	0%
Bundles	397	2%
Cardreaders	6	<1%
Earphones	0	0%
Furniture	962	5%
Headsets	532	3%
Keyboards	1.600	9%
Laptop chargers	583	3%
Mice	1.604	9%
Mousepads	0	0%
Other accessories	88	<1%
PC microphones	16	<1%
PC speakers	1.512	8%
Powerbanks	382	2%
Smarthome	5.480	30%
Stands	934	5%
UPS	3.908	21%
USB-hubs	172	1%
Webcams	44	<1%
Total	**18.308**	**100%**
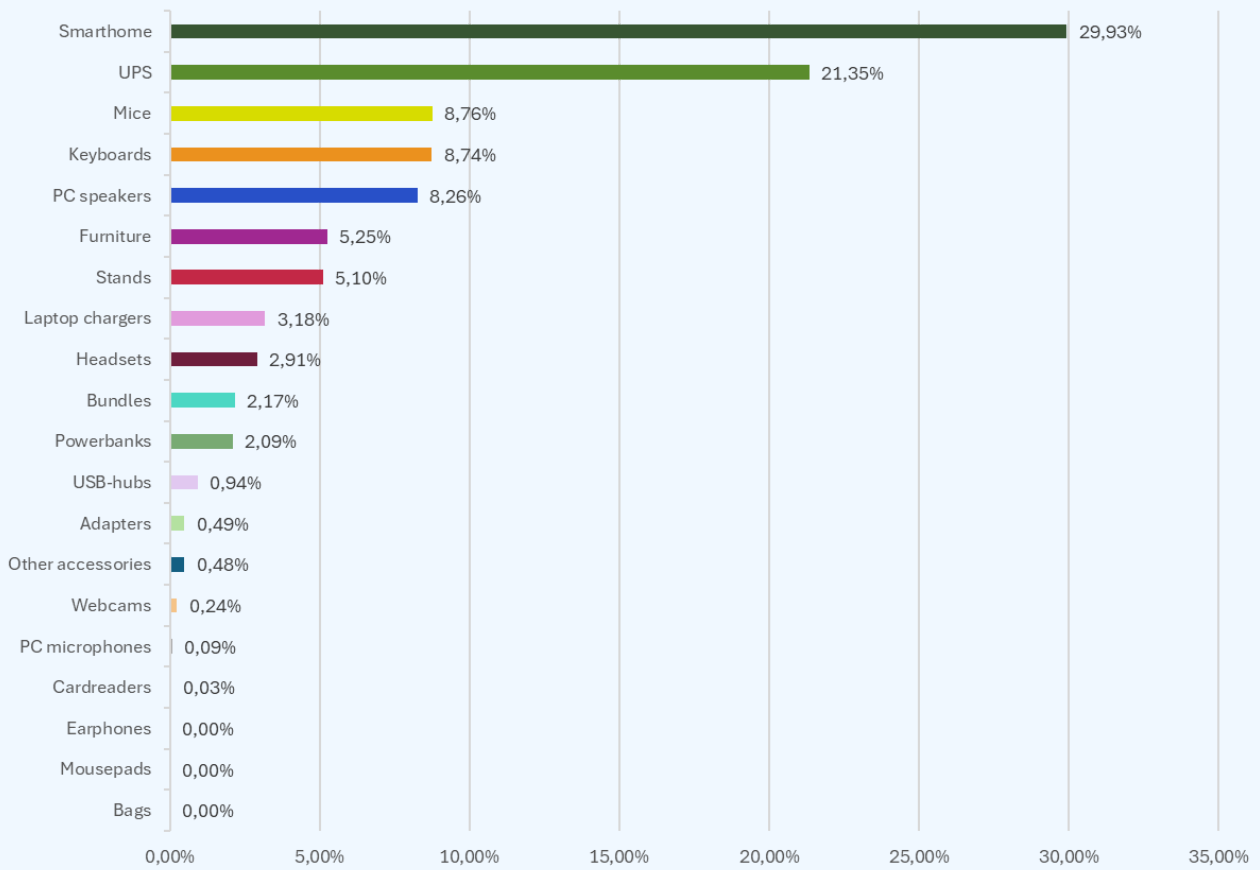
Figure 7. The impact of the use of sold products per product type (scope 3, cat. 11), 2024-2025, % contributions.

4.4.11 Scope 3, cat. 12 'End-of-life treatment of sold products'

The end-of-life treatment of sold products accounts for approximately 14% of CO_2-eq. emissions in the calculation year. Table 12 provides an overview of GHG emissions originating during end-of-life treatment per product type as manufactured by Trust. The information from Table 12 is illustrated in Figure 8. The end-of-life treatment of keyboards, furniture, PC speakers, and mice contributes the most to the total impact in the category.

Table 12. Emission sources in scope 3, end-of-life treatment of sold products.

| Product type	Total emissions (tonnes CO_2-eq.)	Contribution
Adapters	8	<1%
Bags	58	1%
Bundles	216	4%
Cardreaders	17	<1%
Earphones	1	<1%
Furniture	1.212	21%
Headsets	529	9%
Keyboards	1.405	25%
Laptop chargers	104	2%
Mice	487	9%
Mousepads	229	4%
Other accessories	166	3%
PC microphones	33	1%
PC speakers	763	13%
Powerbanks	62	1%
Smarthome	77	1%
Stands	128	2%
UPS	161	3%
USB-hubs	5	<1%
Webcams	20	<1%
Total	**5.678**	**100%**
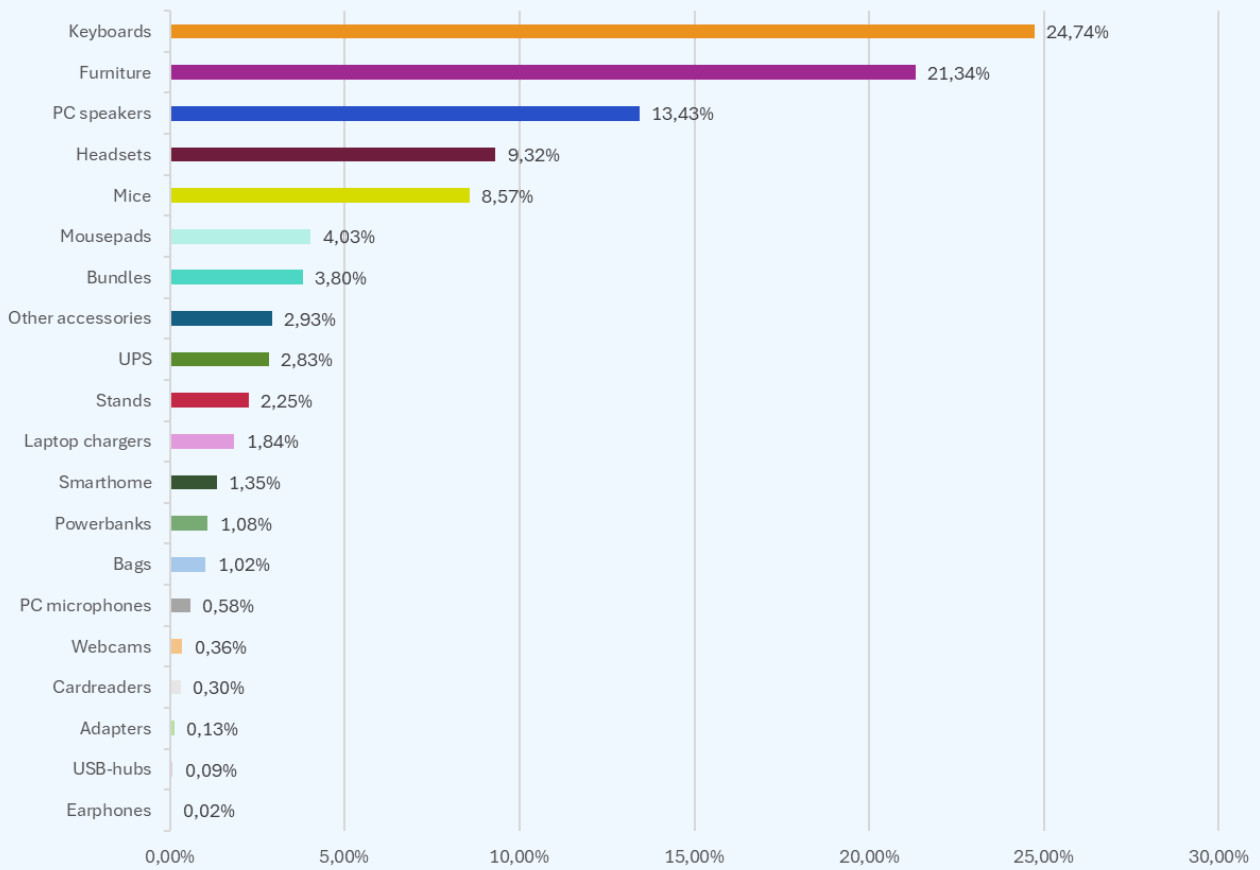
Figure 8. The impact of the end-of-life treatment of sold products per product type (scope 3, cat. 12), 2024-2025, % contributions.

5   Progress & Reduction strategy

5.1 Summary of results

The total carbon footprint of Trust is 66.869 tonnes of CO_2-eq. in the calculation year (2024-2025). Scope 1 (direct emissions) and scope 2 contribute relatively little to the total: 0,50% and 0,12% respectively. Emissions in scope 1 are primarily caused by the exhaust emissions of company vehicles. Scope 2 emissions are primarily caused by the electricity use of Trust's facilities.

The vast majority of the total impact of Trust comes from indirect scope 3 emissions, which account for 99,38% of the total carbon footprint in the calculation year. Most of the impact in scope 3 results from product-related emissions, with over 96% originating from the manufacturing, use, and end-of-life treatment of sold products.

5.2 Comparison over the years

This section offers a comparative analysis of emissions from the current reporting period against those previously reported by Trust, providing deeper insights into the dynamics of GHG emission sources and aiding in the formulation of targeted reduction strategies.

Table 13 gives an overview of the emissions through the years, per scope. The emissions in Scope 1 and 2, as well as other non-product related emission scopes in scope 3, differ significantly in the base year compared to the reported emissions in the current year. This is likely due to revisions of scope definition, changes in data availability and data collection procedures, or adjustments in calculations methods.

In product-related scopes, a reduction in total emissions is observed. This is partly due to a 10% decrease in total products purchased compared to 2023-2024. For the product-related scopes Purchased goods and services, Upstream transport and distribution, Downstream transport and distribution and End of Life of sold products, a minor share of the reduction is driven by a reduction in emissions per product. For the scope Use of sold products, the emissions per product increased significantly (52%). This increase counteracts the emission reductions from decreased purchases, leading to an overall increase of 37% in Use of sold products.

Table 13. Comparison of the GHG emissions per scope, between the current reporting year 2024-2025, the previous year (2023-2024) and the base year (2021-2022).

GHG scopes	Base year 2021-2022 (ton CO₂-eq.)	2023-2024 (ton CO₂-eq.)	2024-2025 (ton CO₂-eq.)	Change (%) compared to base year	Change (%) compared to previous year
Scope 1 - Direct emissions	66	397	338	+415%	-15%
Scope 2 - Indirect emissions	94	31	82	-13%	+165%
Scope 3 - Indirect emissions (total)	99.116	68.180	66.869	-33%	+7%
Scope 3, cat. 1 'Purchased goods and services'	*53.155*	*44.471*	*39.921*	*-25%*	*-10%*
Scope 3, cat. 2 'Capital goods'	*-*	*199*	*20*	*-*	*-90%*
Scope 3, cat. 3 'Fuel and energy related services'	*-*	*147*	*104*	*-*	*-29%*
Scope 3, cat. 4 'Upstream transport and distribution"	*2.432*	*1.516*	*1.461*	*-40%*	*-4%*
Scope 3, cat. 5 'Waste generated in operations'	*1.250*	*-*	*5*	*-100%*	*-*
Scope 3, cat. 6 'Business travel'	*20*	*73*	*60*	*+195%*	*-18%*
Scope 3, cat. 7 'Employee commuting'	*61*	*97*	*363*	*+495%*	*+274%*
Scope 3, cat. 8 'Upstream leased assets'	*-*	*199*	*191*	*-*	*-4%*
Scope 3, cat. 9 'Downstream transport and distribution'	*1.925*	*851*	*758*	*-61%*	*-11%*

Scope 3, cat. 11 'Use of sold products"	23.173	13.406	18.308	-21%	+37%
Scope 3, cat. 12 'End-of-life treatment of sold products'	17.099	7.221	5.678	-67%	-21%
Total	**99.276**	**66.608**	**67.289**	**-32%**	**-2%**
Total tonnes CO$_2$-eq./€ million	**432**	**572**	**538**	**+25%**	**-6%**

5.3 Trust's SDGs

Trust is committed to playing a part in achieving the UN 17 Sustainable Development Goals (SDGs). To maximise their impact, Trust has selected two SDG environmental impact goals.

Trust can make by far the most positive impact by improving the sustainability of their products and packaging. This is in line with the two impact goals:

- SDG12: Circular by 2040
- SDG13: Climate neutral by 2030

The circular economy is the sustainable alternative to the linear 'take-make-dispose' economy. By designing products from recycled materials – and which are also easy to recycle at end-of-life – Trust creates a circular material flow, eradicating waste and reducing their footprint step-by-step. To this end, resources are not consumed and discarded, destroying their value. Rather, their value is retained by reusing, repairing, remanufacturing, or recycling. Trust works together to test, learn about, and transform their joint processes. Only by engaging with all partners in their value chain, Trust can achieve their long-term social and environmental ambitions.

Trust aims to be fully carbon-neutral in 2030. To achieve this goal, they are taking a comprehensive approach – Trust's responsibility extends beyond their direct operations, to the entire life cycle of the products. Most of Trust's impact on the environment is indirect, through the products they sell to customers from manufacturing partners and suppliers.

6   References

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