

SUSTAINABILITY REPORT

2022

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| CEO Statement



Armando Levi Silva,
Triangle's President

“Triangle's is a company that wants to impact the present and it is committed to protect our planet.

We want to be recognized as a Sustainable company and are guided by the United Nations Sustainable Development Goals.

We are convinced that we can make our contribution by using clean energy, handling resources responsibly, producing sustainably, and creating decent working conditions.

We have signed the Shift Cycling Culture's Cycling Industry Climate Commitment and we are very proud to support this commitment by the cycling industry, in order to raise awareness and encourage all stakeholders to modify their behavior, reduce greenhouse gas emissions, and create a better and sustainable world for future generations.”

Triangle's in numbers

2022



20 000 m²

Total area



9293.3 GJ

Energy consumption



415

Employees

176994

Frames sold

953.5 tons CO₂e

Emissions

38%

Of woman in the workforce



History

- How it started
- Current Situation
- Mission and Values
- Business Model
- Associations
- Certification
- Supply Chain



HOW IT STARTED

Located in the Parque Empresarial do Casarão, more precisely on Avenida das 2 Rodas n.º 1146, 3750-860 Borralha - Águeda, Triangle's - Cycling Equipment, SA is a company built on 3rd March 2015 and supported by the Portugal 2020 program, which is joint venture of 3 other companies linked to the cycling sector: Rodi, Ciclo Fapril and Miranda & Irmão.

Initially, Triangle's started by producing mostly city and mountain bikes, not forgetting the innovative world of E-Bikes.

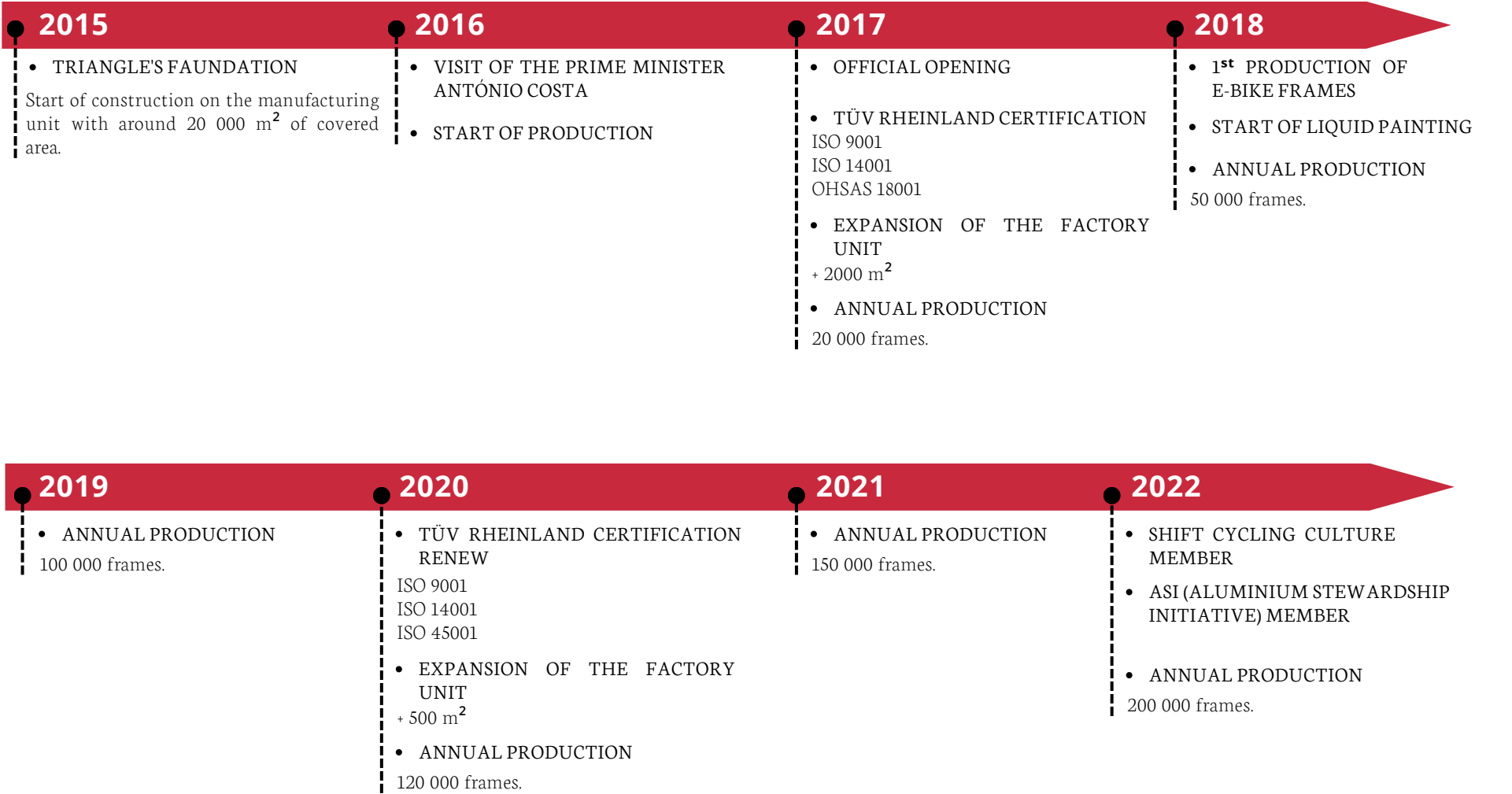


CURRENT SITUATION

The company dedicates its activity to the production of aluminum frames, being the only one to produce this type of product in Europe. Also stands out for being a pioneer worldwide by having a fully robotic welding process.

Triangle's is now certified by ISO 9001, ISO 14001 and ISO 45001. Given its characterization, highlight quality, ensuring safety and health at work and always keeping the concern to mitigate negative environmental impacts.

Nowadays, its main production focuses on the manufacture of frames for the famous Electric Bicycles. With most of its production volume for exportation, Triangle's is governed by national and international standards and legal requirements, allowing the good circulation of the product between the various points of destination.





MATERIALITY ASSESSMENT

The materiality matrix is a method used to identify and communicate the important concepts that will enable Triangle's to fulfill its market-based strategic objectives. This matrix can be used to assess each of these pertinent problems and look for solutions that will save costs while enhancing the organization's marketability. The matrix makes it easier to identify the potential "field" of issues or, even if they aren't issues, the standouts that require attention, involvement, and action.

This makes it feasible to evaluate crucial issues, comprehend our impacts, risks and possibilities, and sharpen our understanding of how to create value, whether for the association or for stakeholders (supliers, clients and employees)

The materials presented in the matrix are divided into the areas below:

Social

Environmental

Governance

- 1 Carbon footprint

2 Energy rationalization

3 Unit sold

4 Health and safety at work
- 5 Sustainable energy generation

6 Employee development

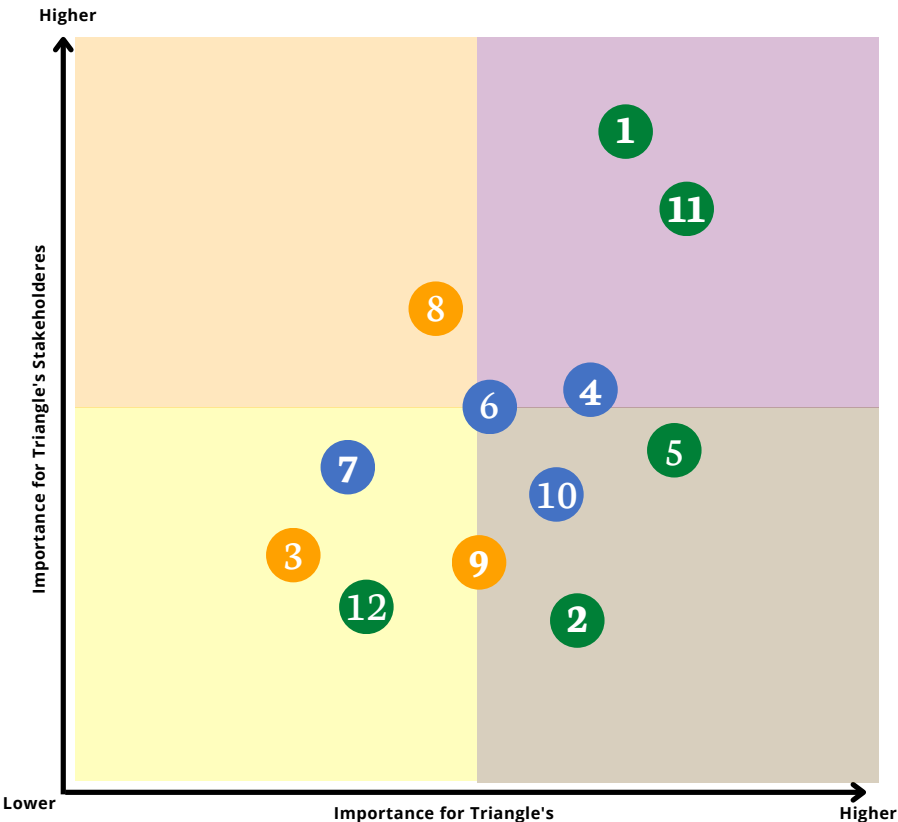
7 Social involvement

8 Economic success
- 9 Digitalization of the working environment

10 Ethics, transparency, and inclusion (social responsibility)

11 Reduction of packegeing materials

12 Responsible waste management



I GOALS

Triangle's is a company that has made sustainability a core focus of its operations.

To ensure that its efforts are aligned with global targets, Triangle's has taken a strategic approach by supporting both the United Nations' Sustainable Development Goals (SDGs) and Global Compact. By doing so, the company has demonstrated its commitment to working towards a more sustainable future for all.

While Triangle's has embraced these global targets, the company has also recognized the importance of setting specific goals that are relevant to its own operations. As such, the specifics of these goals and their respective years of achievement are addressed in the next page of the company's roadmap.

Through its dedication to sustainability, Triangle's is not only making a positive impact on the environment and society but also positioning itself as a leader in responsible business practices.



United Nations
Global Compact



Health and safety at work

↓ **0** work-related injuries by 2030.

Employee development

↑ **At least 40 hours** of training per employee.

Social involviment

Minimum of 3 social activities per year.

Ethics, transparency, and inclusion (social responsibility)

Minimum grade of 4 (out of 5) in satisfaction study.



Carbon footprint

↓ **10%** reduction of emissions by 2030.

Energy rationalization

↓ **4%** reduction until 2028.

Sustainable energy generation

↑ **25%** increase by 2030.

Reduction of packeging materials

↓ **40%** reduction of packeging materials (Kg/unit sold) by 2030.

Responsible waste management

↓ **10%** reduction of waste generation (Kg/€) by 2030.



Unit sold

↑ **200.000** units sold in 2023.

Economic success

↑ **40 M€** of annual sales in 2023.

Digitalization of the working environment

↓ **25%** reduction of paper consumption by employee by 2030.

Roadmap

Unit Sold

- 200.000 units sold in 2023.

Economic success

- 40 M€ of annual sales in 2023.

Energy Rationalization

- 1,4% reduction by 2024;
- 2,8% reduction by 2026;
- 4% reduction by 2028.

Reduction of packaging materials

- 10% reduction by 2024;
- 20% reduction by 2026;
- 30% reduction by 2028;
- 40% reduction by 2030.

Employee development

- At least 40 hours of training per employee, starting in 2023.

Social Involvement

- Minimum of 3 social activities per year, starting in 2023.

Social Responsibility

- Minimum grade of 4 (out of 5) in satisfaction study, starting in 2023.

Carbon Footprint

- 2,5% reduction of emissions by 2024;
- 5% reduction of emissions by 2026;
- 7,5% reduction of emissions by 2028;
- 10% reduction of emissions by 2030.

Sustainable energy generation

- 6,25% increase by 2024;
- 12,5% increase by 2026;
- 18,75% increase by 2028;
- 25% increase by 2030.

Responsible waste management

- 2,5% reduction of waste generation by 2024;
- 5% reduction of waste generation by 2026;
- 7,5% reduction of waste generation by 2028;
- 10% reduction of waste generation by 2030.

Health and safety at work

- Maximum of 22 work-related injuries by 2024;
- Maximum of 14 work-related injuries by 2026;
- Maximum of 7 work-related injuries by 2028;
- 0 work-related injuries by 2030.

Digitalization of the working environment

- 6,25% reduction of paper consumption by employee until 2024;
- 12,5% reduction of paper consumption by employee until 2026;
- 18,75% reduction of paper consumption by employee until 2028;
- 25% reduction of paper consumption by employee until 2030.

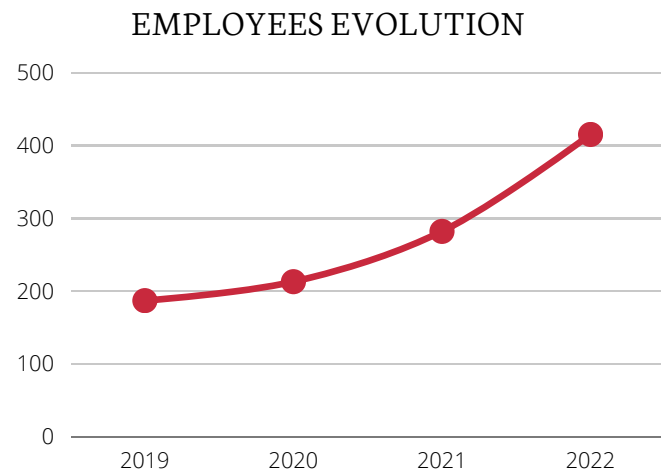
The goals are based on 2022 data

Social Impacts

- Employees
- Personal Development
- Health, Safety and Well-being
- Social Support



EMPLOYEES

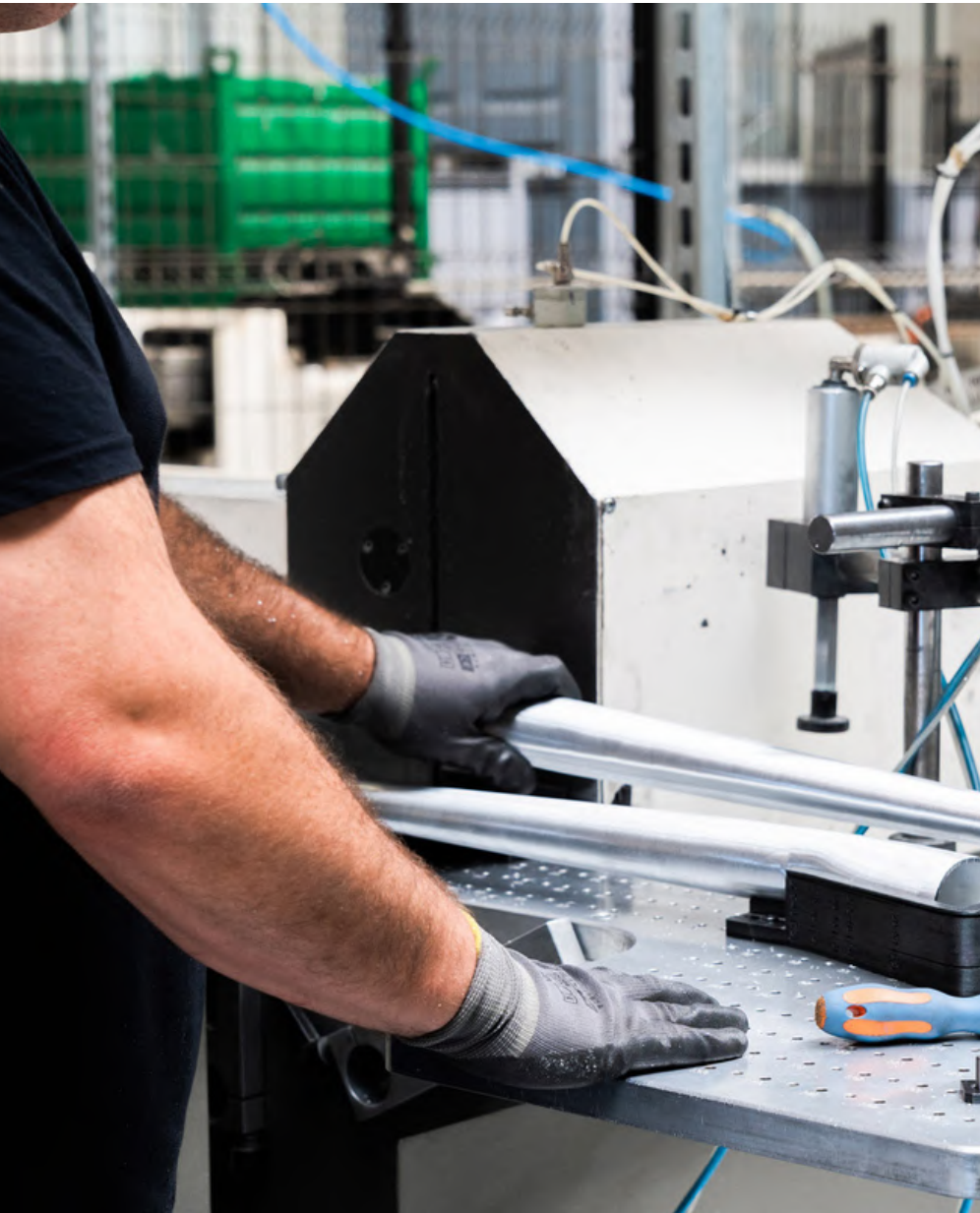


Triangle's growth has brought about the need for more employees, with numbers increasing from 189 in 2019 to 213 in 2020 and 282 in 2021. Currently, the company now has 415 employees, as shown in the graph above.

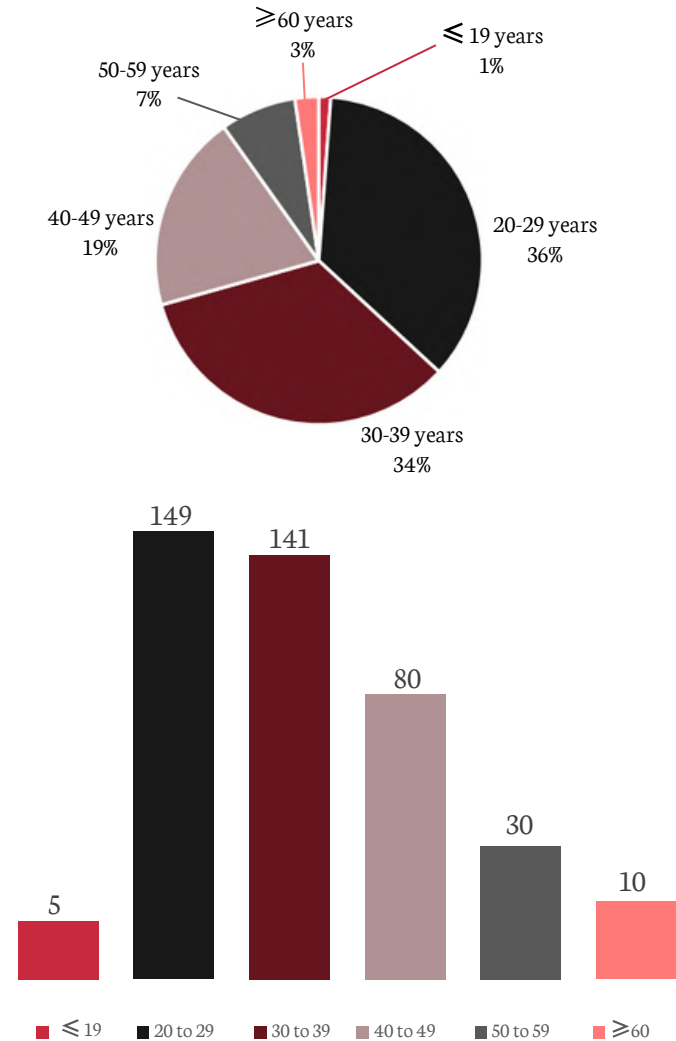
Over 70% of the employees are aged 39 years or younger. This statistic is significant as it indicates that Triangle's is capable of attracting young people, which is important considering the age population of Portugal.

All data was compiled by the HR department.

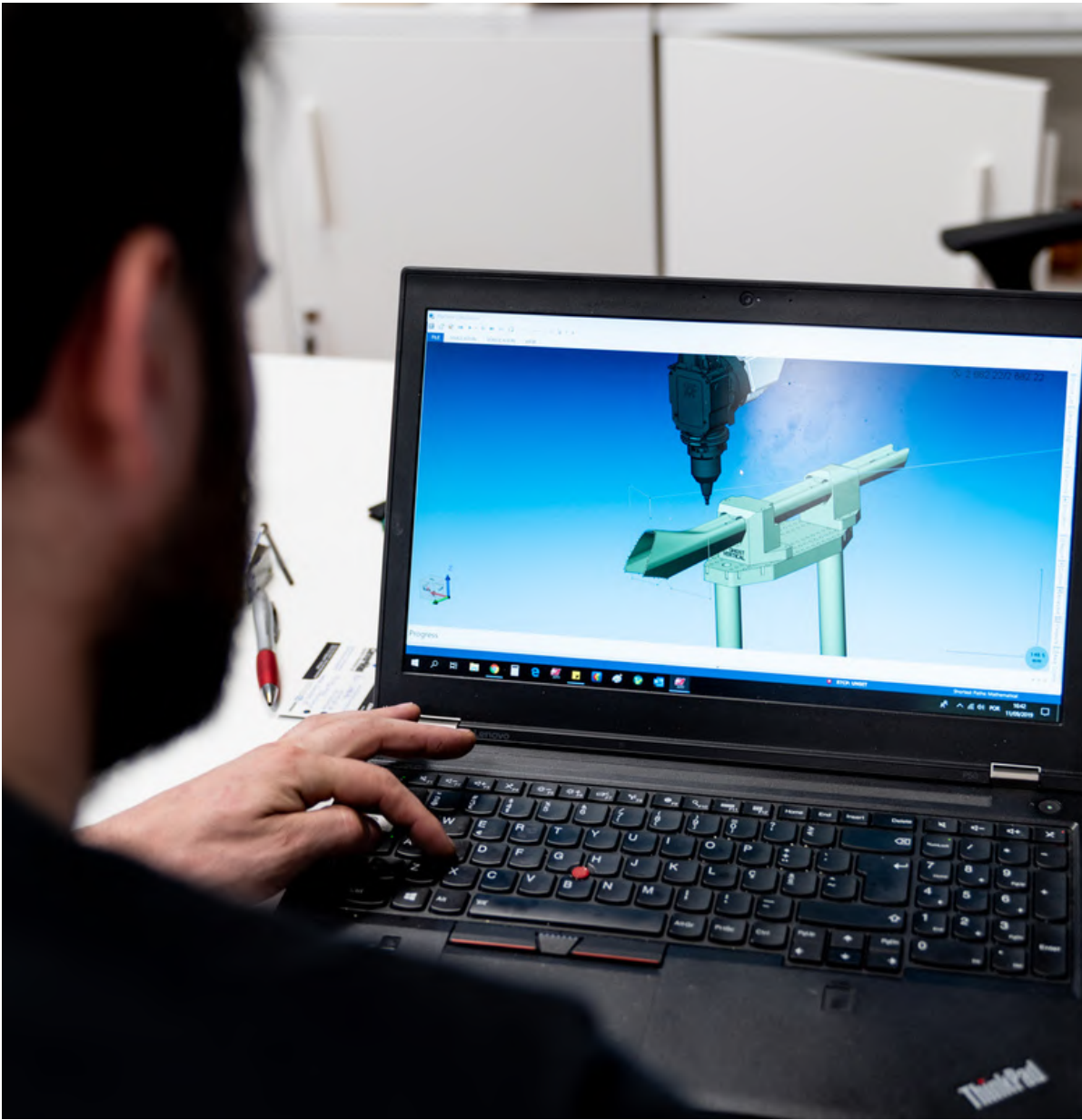
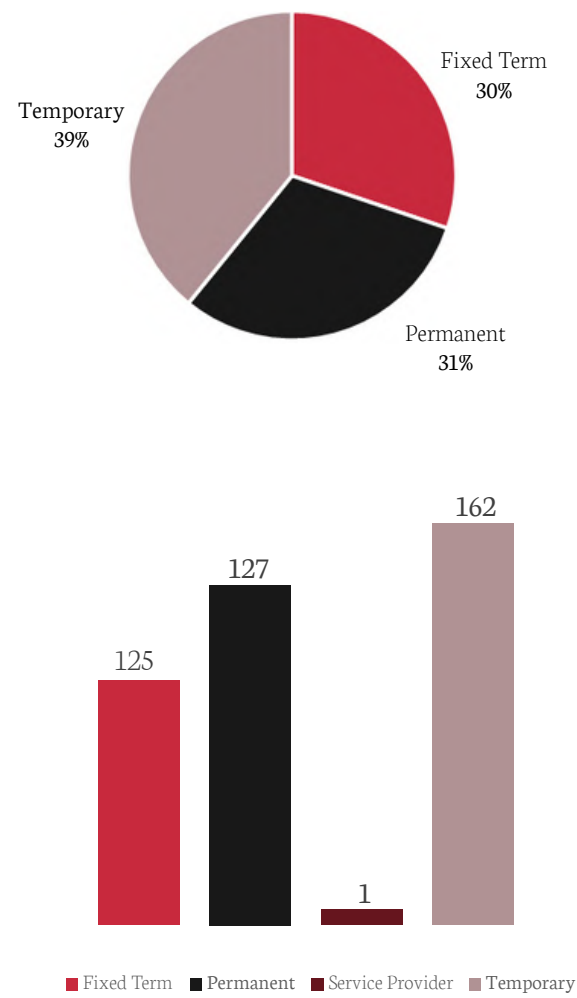




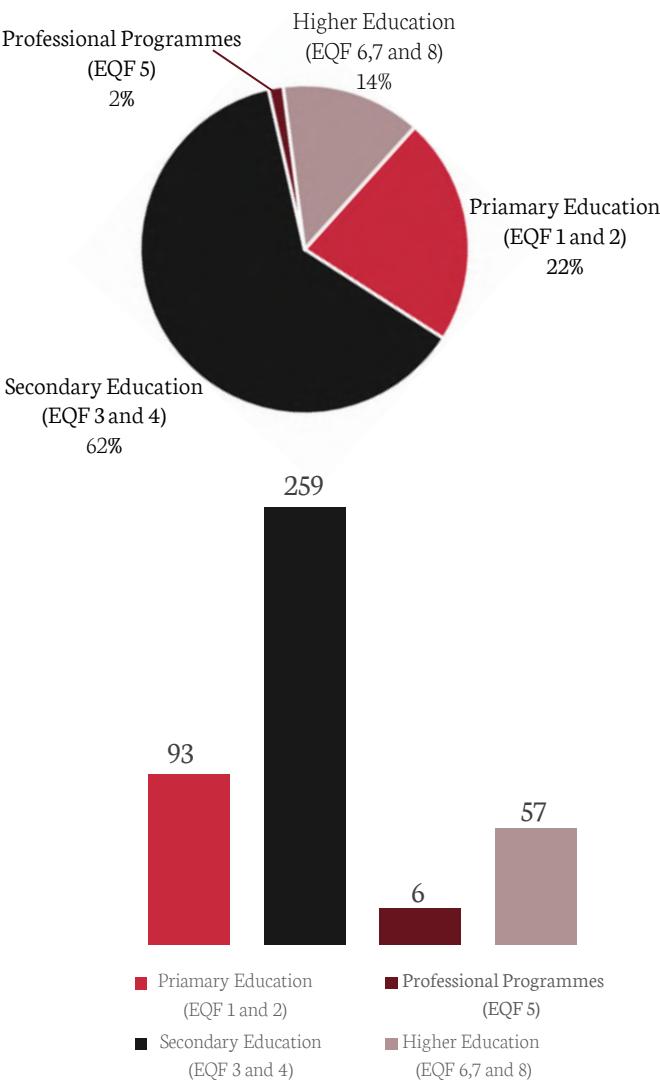
EMPLOYEES BY AGE GROUP



EMPLOYEES BY CONTRACT TYPE



EMPLOYEES BY ACADEMIC LEVEL

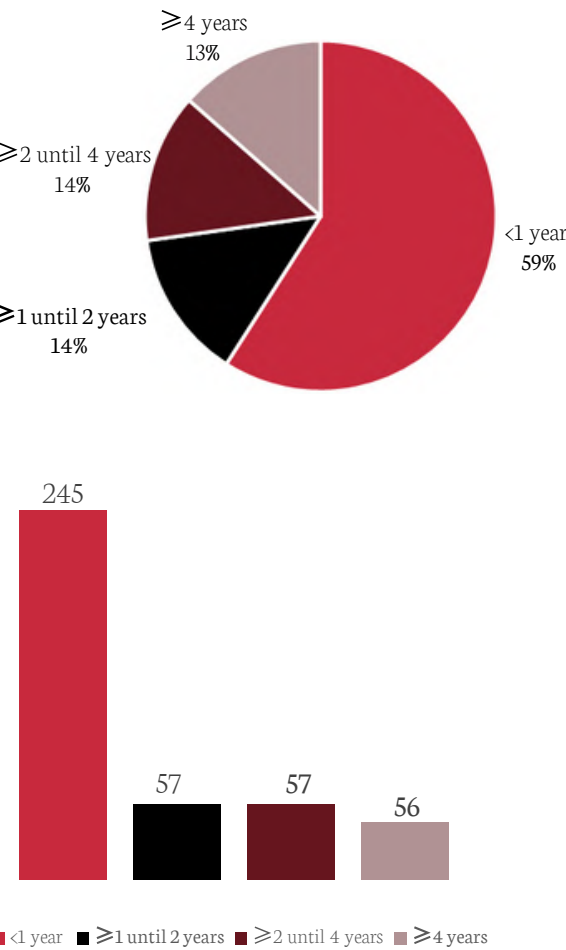


At Triangle's there are 3 main types of contract: Temporary, Permanent and Fixed-Term, where the duration and termination are previously determined and established.

The company provides work for different academic levels within the European Qualification Framework (EQF) levels.

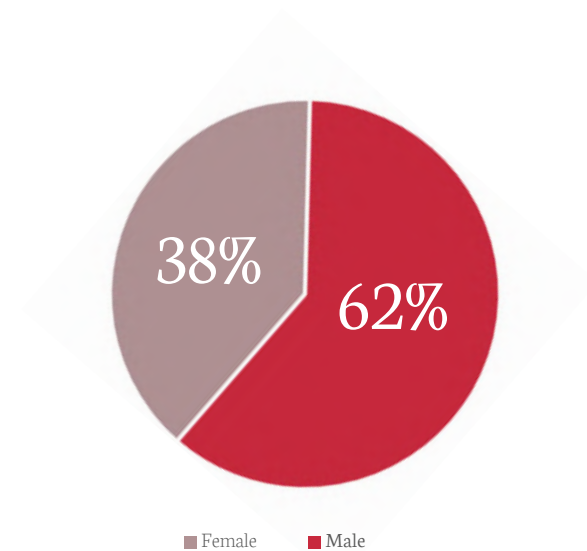
European Qualification Framework (EQF) levels.	
8	Doctoral degree
7	Master degree
6	Bachelor degree
5	Diploma in technological specialisation
4	Secondary education and professional certification Secondary education and professional internship - mininum six months
3	Secondary education
2	Third cycle of basic education Third cycle of basic education and professional certification
1	Second cycle of basic education

EMPLOYEES BY SERVICE TIME



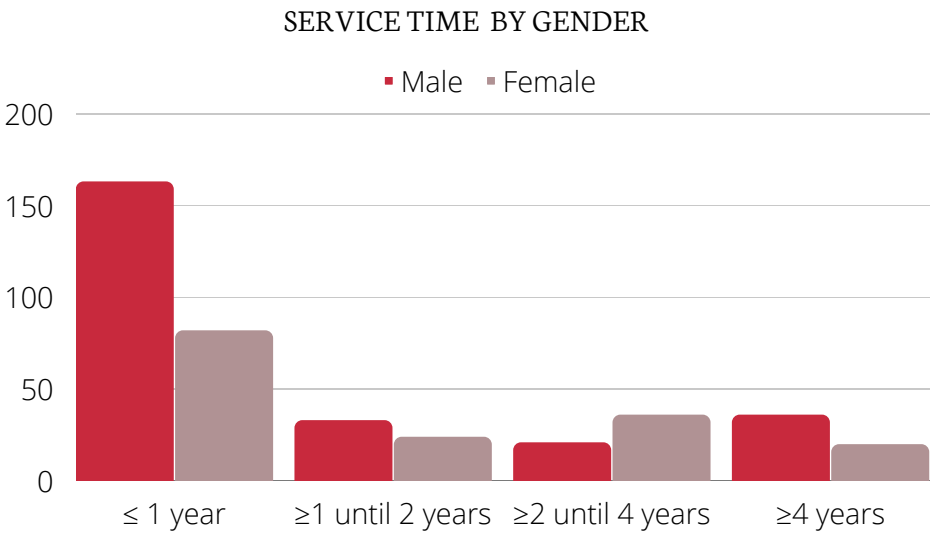
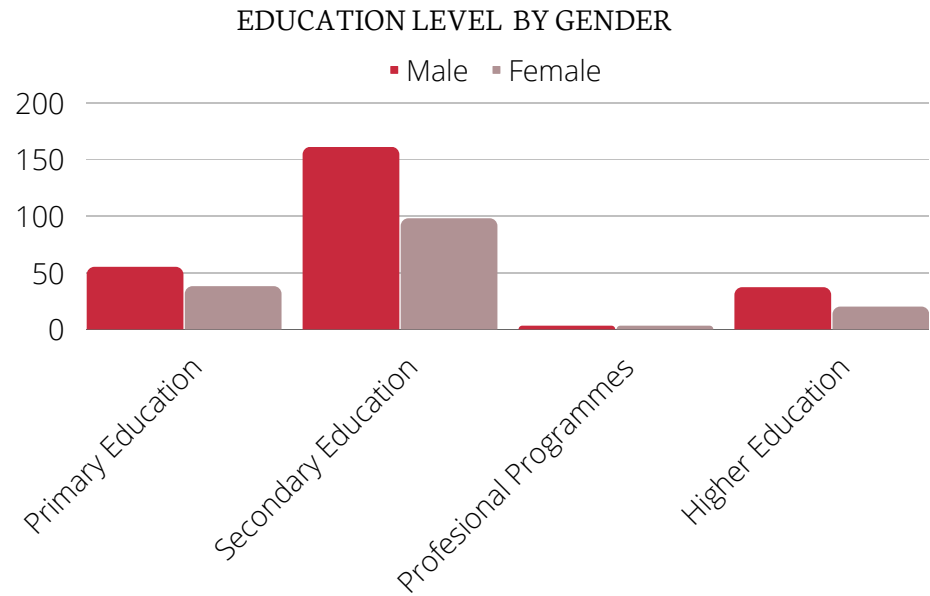


EMPLOYEES BY GENDER IDENTITY



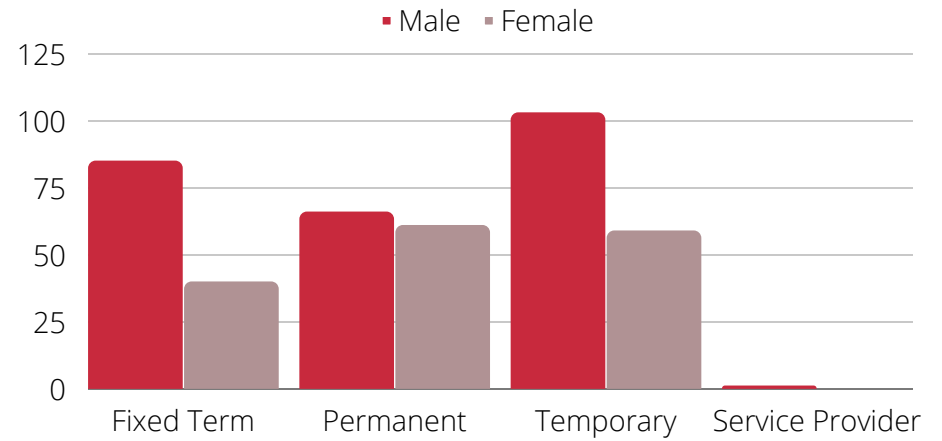
38% of employees are women..

21% of leadership positions are women.

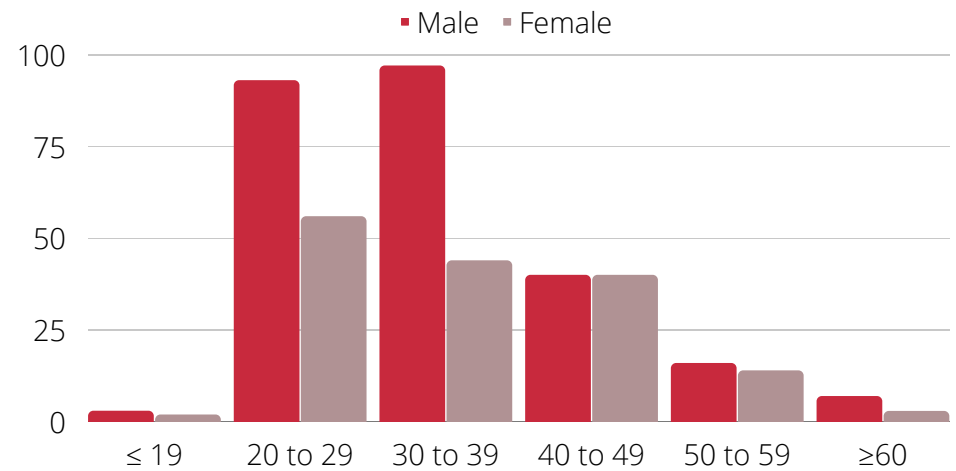




CONTRACT TYPE BY GENDER



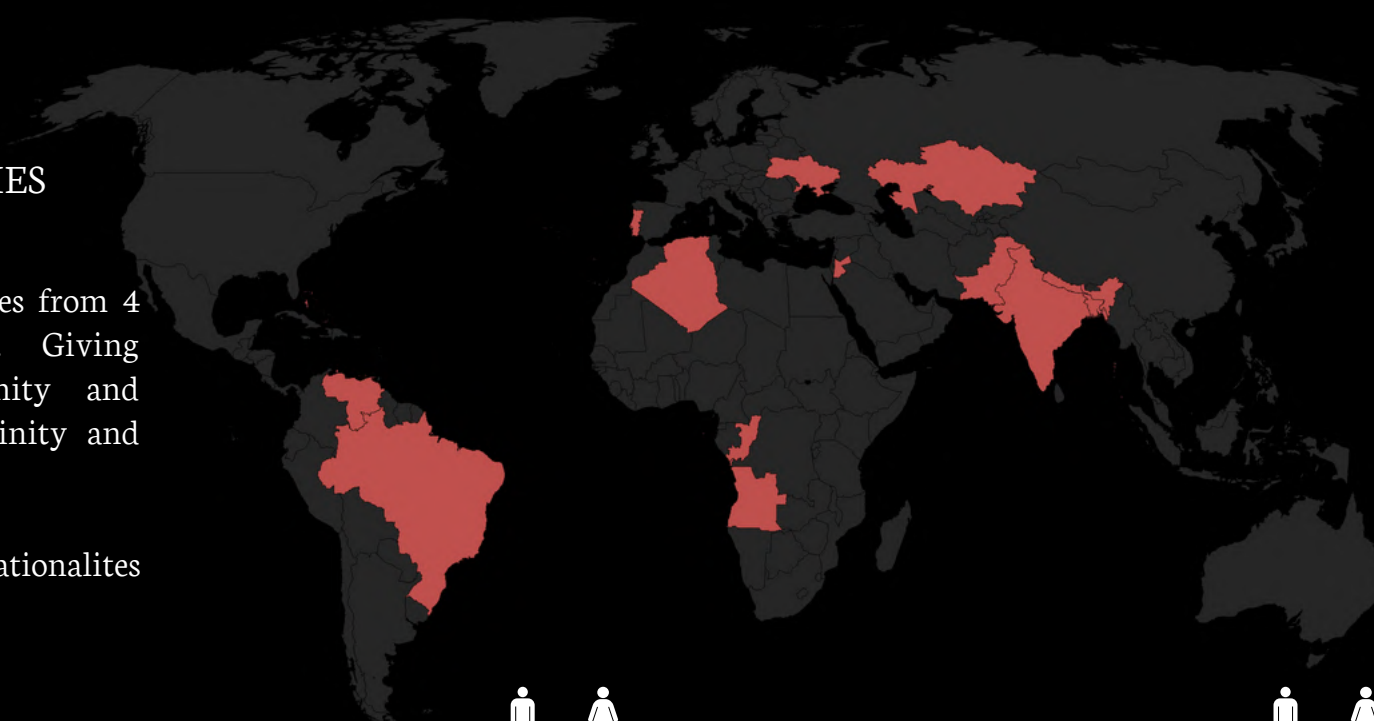
AGE BY GENDER




EMPLOYEES BY NATIONALITIES

Triangle's is proud to have employees from 4 continents and 15 countries. Giving opportunities to national community and immigrants. Providing quality, dignity and diversify work environmental.

The number of employees and their nationalities are described on the diagram.



											
	Algeria - 2	2	0		India - 78	66	12		Portugal - 219	117	102
	Angola - 1	1	0		Jordan - 2	2	0		Republic of the Congo - 1	1	0
	Bahamas - 1	1	0		Kazakhstan - 10	4	6		São Tomé and Príncipe - 3	1	2
	Bangladesh - 31	31	0		Nepal - 4	0	4		Ukraine - 1	1	0
	Brazil - 51	24	27		Pakistan - 3	3	0		Venezuela - 8	4	4

PERSONAL DEVELOPMENT

Triangle's places a high priority on the personal and professional growth of its employees, recognizing that their success has a significant impact on the company as a whole. By providing opportunities for training, development, and advancement, Triangle's aims to create a supportive and empowering work environment that encourages employees to reach their full potential.

To achieve this, Triangle's offers a range of programs and initiatives designed to promote career development and personal growth. These include training and mentoring programs, leadership development opportunities, and performance evaluation processes that enable employees to identify areas for improvement and set goals for their professional growth. Additionally, the company provides a range of benefits and perks, such as health insurance, flexible work arrangements, and social events, that support employee well-being and foster a positive work-life balance.

Through its commitment to employee growth and development, Triangle's not only creates a more engaged and motivated workforce but also positions itself as a desirable employer in a competitive market. By investing in its employees, the company is able to attract and retain top talent, drive innovation and productivity, and ultimately achieve its strategic objectives.



Several educational institutions and organizations have partnerships with Triangle's, such as the University of Aveiro, the Higher Institute of Engineering of Coimbra (ISEC), the Higher Technology and Management School of Águeda (ESTGA), the Professional School of Anadia, and the Institute of Employment and Training (IEFP).

Year	Organization	Internship	Trainees nr.	Trainees who transferred to Triangle's staff
2021	IEFP	Professional Internship	3	2
2022	IEFP	Professional Internship	1	Ongoing
2022	ISEC	Curricular Internship	1	Ongoing



Education and Training

In 2022, Triangle's provided 13,509 hours of training distributed among its employees, which is an average of 32.55 hours of training per employee.

13509
hours of training

32.55
hours of training per employee
(average)

HEALTH, SAFETY AND WELL-BEING

Curative Medicine

All of the employees at Triangle's can use the curative medicine available, which consists of carrying out general medical consultations to employees of the Client Company.

This service will undoubtedly benefit the health and quality of life of the employees, avoiding trips to the attending physician and the inevitable prolonged absences that these trips imply.

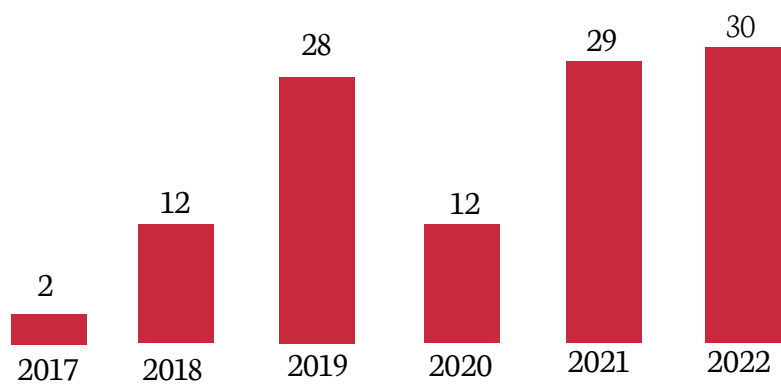
These consultations have as main objective the resolution of sudden problems, prescription, and medical advice on good health practices.

Employees are happy

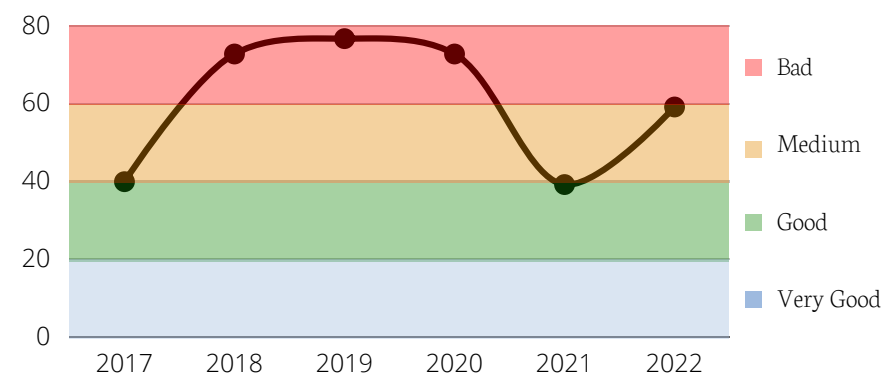
In a satisfaction study, Triangle's employees on average rated their satisfaction at 4 out of 5.



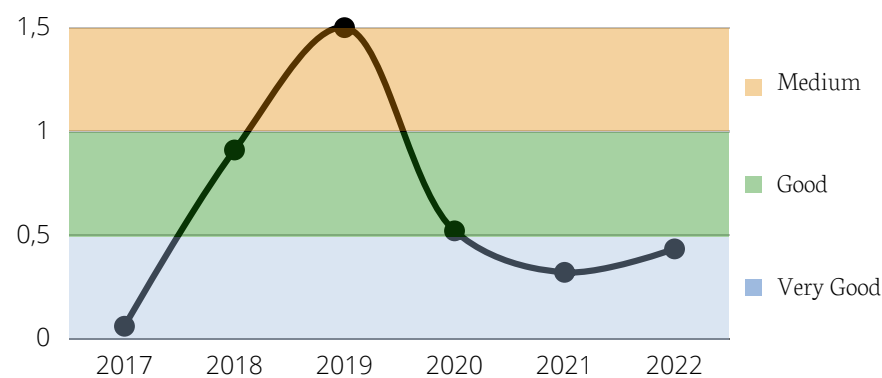
Work-related injuries (Nr.)



Frequency index*



Severity index**



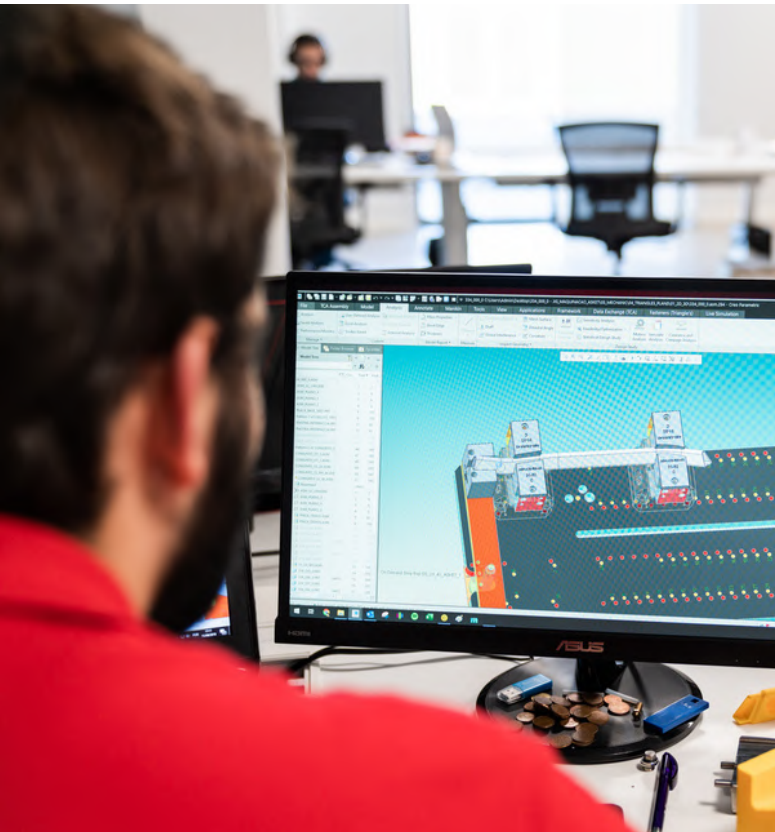
* Frequency Index = $\frac{\text{Nr. of work-related injuries}}{\text{Nr. of hours worked}} \times 1000000$

** Severity Index = $\frac{\text{Nr. of days lost from injuries}}{\text{Nr. of hours worked}} \times 1000$



Practices for a better well-being

Aiming for a balanced life and working towards the well-being of its employees, Triangle's has implemented various practices to achieve these goals.



The employees have flexible schedules at work.



Christmas baskets are offered to all employees and adapted according to each preference.



The company provides a leisure space for its employees.



Triangle's awards annual prizes to its employees.

SOCIAL SUPPORT

Traditionally, Triangle has participated in the practice of selecting a Private Social Solidarity Institution (IPSS) or Association to support through an internal collection of donations, both perishable and non-perishable goods. In the year 2022, the company made the decision to extend its support to the cause of refugees from Ukraine, showcasing its commitment to making a positive impact in the lives of those in need.



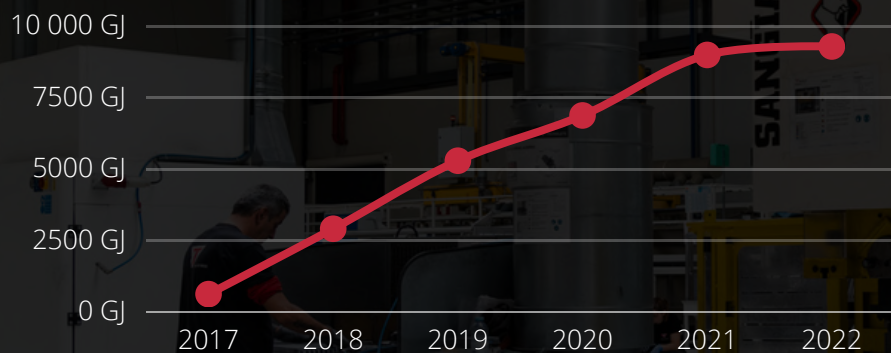
Environmental Impacts

- Energy
- CO₂
- Water
- Waste
- Transport
- Packaging

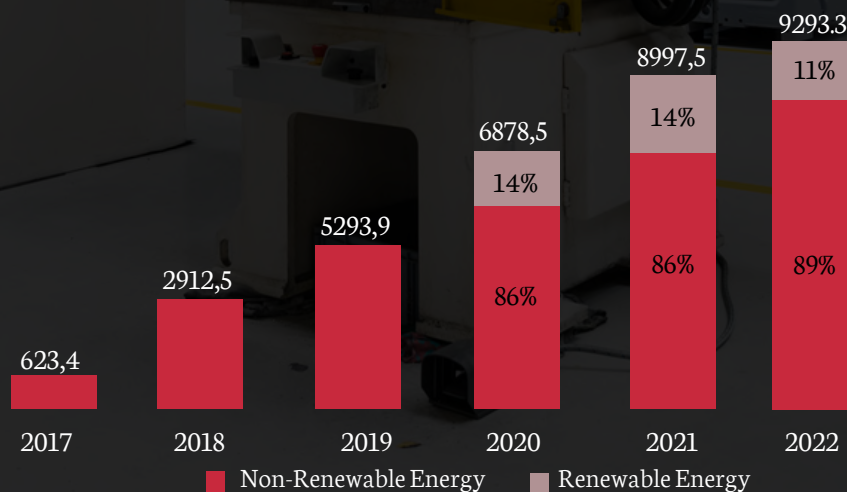


ENERGY

Due to its rapid growth as a company, it is natural that the energy consumption of Triangle's has also grown.

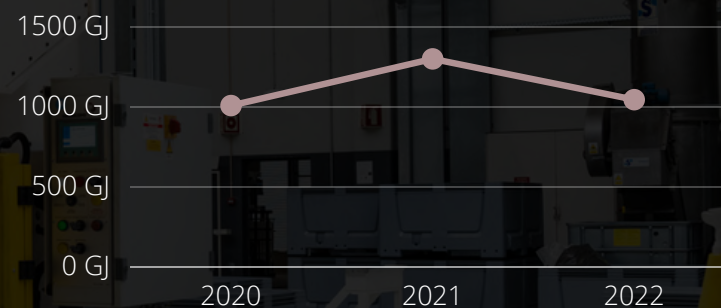


Total energy consumption (GJ)



Renewable energy

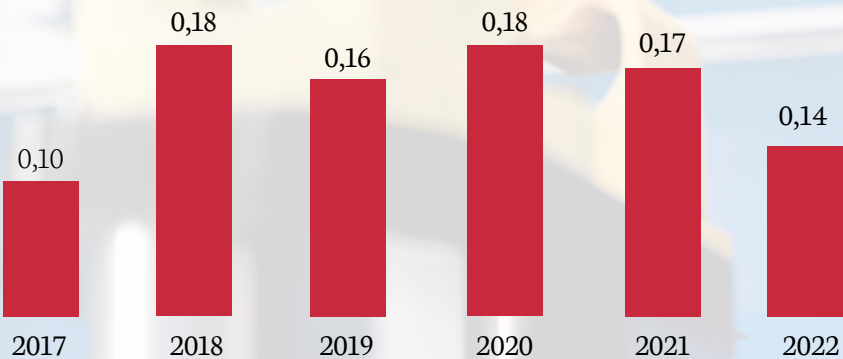
Since April 2020, 500 solar panels are incorporated into Triangle's photovoltaic project. The panels generated 1008 GJ of energy in 2020 and 1299,6 GJ in 2021



Energy efficiency

At our company, we understand the importance of measuring the energy efficiency of our products, which is why we use the widely accepted metric of energy efficiency per unit sold in our sustainability reporting. This metric allows us to identify areas for improvement and set targets for reducing our energy consumption and environmental impact. By focusing on energy efficiency per unit sold, we are able to directly link our products' performance to their environmental impact and demonstrate our commitment to sustainability to our customers.

Average energy consumption per unit sold (kWh) *

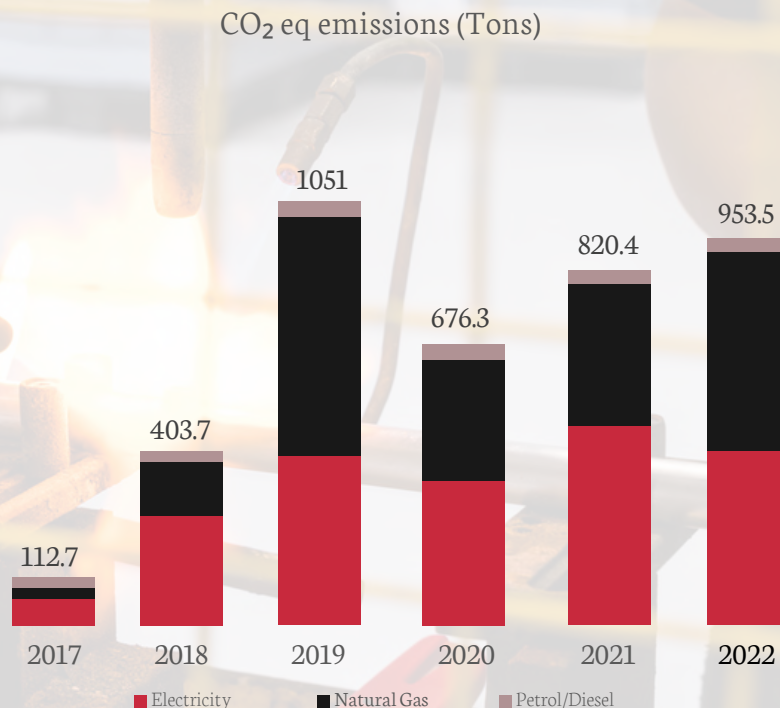


* Ratio calculation based on total consumption divided by units sold in each year for measuring energy efficiency.

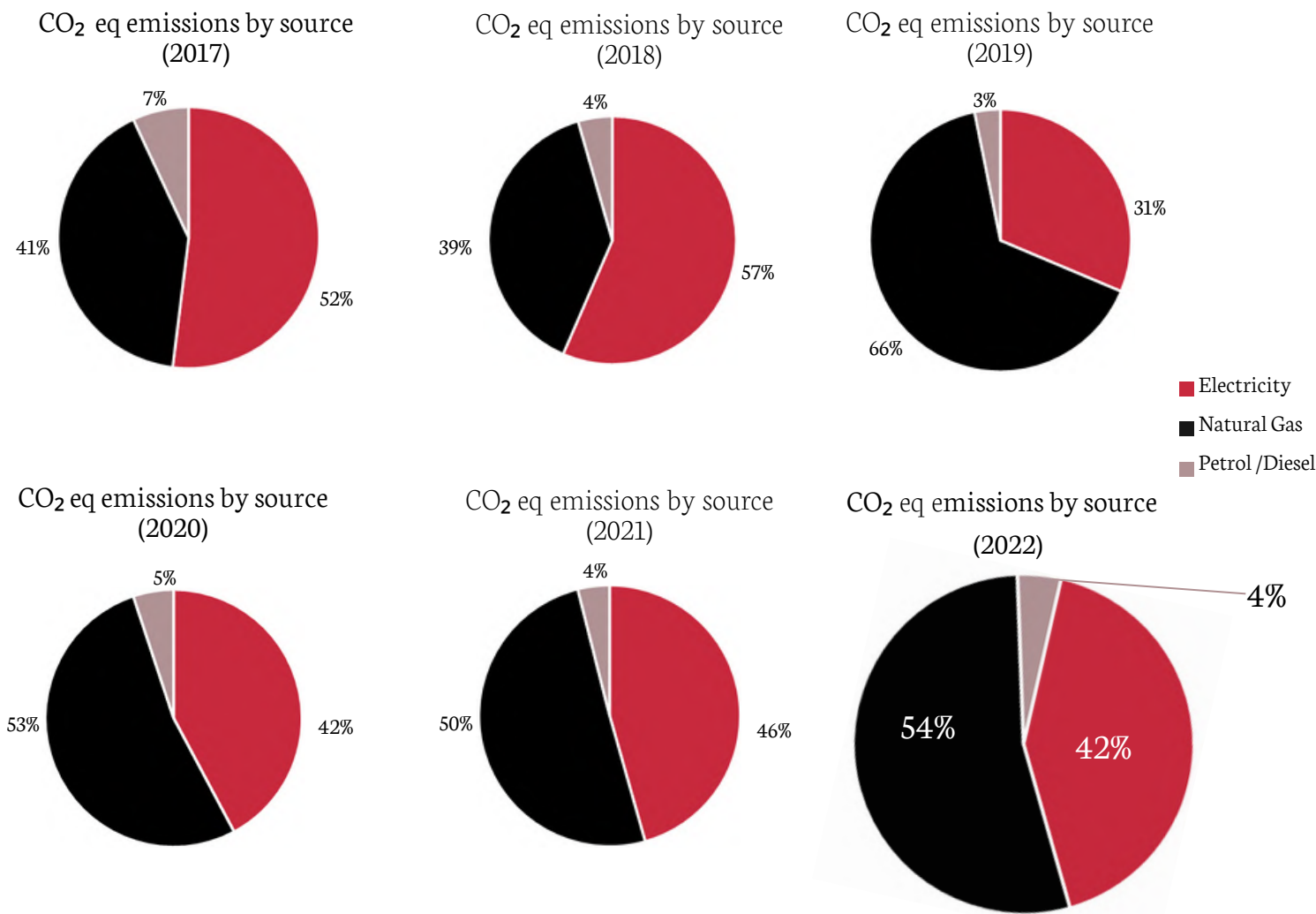
CO₂

The carbon footprint is the total amount of carbon dioxide (CO₂) equivalent emissions generated by all activities of an entity. To calculate its carbon footprint, Triangle's identifies the main activities in the scopes 1 and 2 that contribute to the majority of CO₂ emissions, such as electricity consumption, natural gas usage, and petrol/diesel consumption.

To ensure accurate and comparable data for effective carbon management, Triangle's follows the GHG Protocol, which is a widely accepted standard for measuring and reporting greenhouse gas emissions. This framework covers both direct and indirect emissions from various sources. By using this method, Triangle's can identify areas for improvement and set targets to reduce its environmental impact.

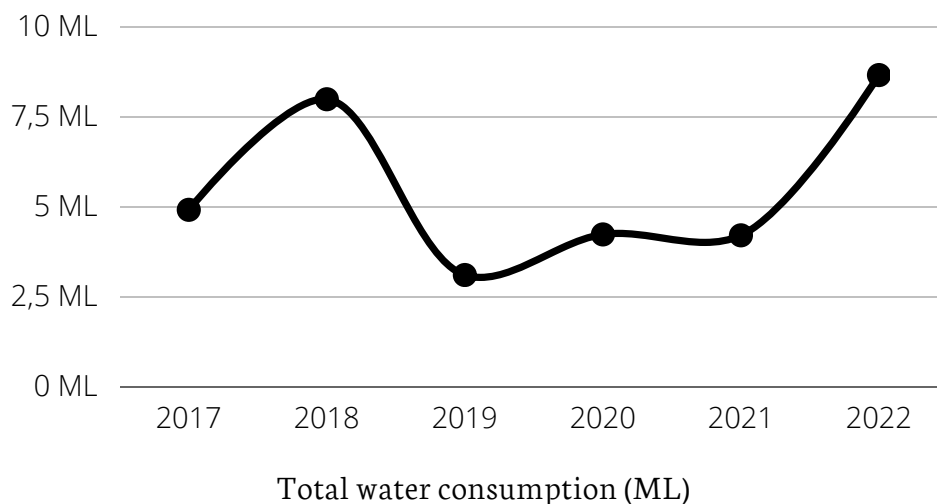


Over the course of several years, the company has been a significant contributor to global carbon dioxide equivalent (CO₂ eq.) emissions, primarily attributed to its reliance on electricity and natural gas consumption.

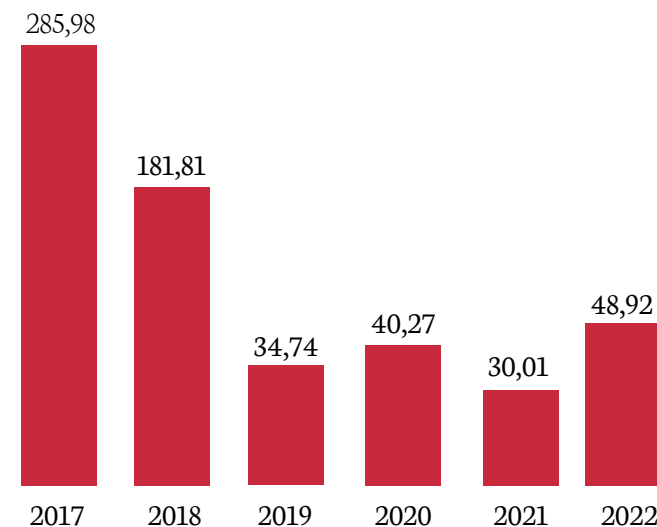


WATER

Triangle's is firmly dedicated to the responsible and efficient management of water resources. We understand the importance of both the quantity of water that we collect, as well as the quality of the water that we discharge. Our commitment is reflected in our state-of-the-art industrial waste water treatment facility, where we ensure that the water used in our industrial processes undergoes thorough purification and is repurposed for other uses. We take pride in our ability to not only meet, but exceed industry standards for water management, and are committed to preserving this precious resource for future generations.



Average water consumption per unit sold (L) *

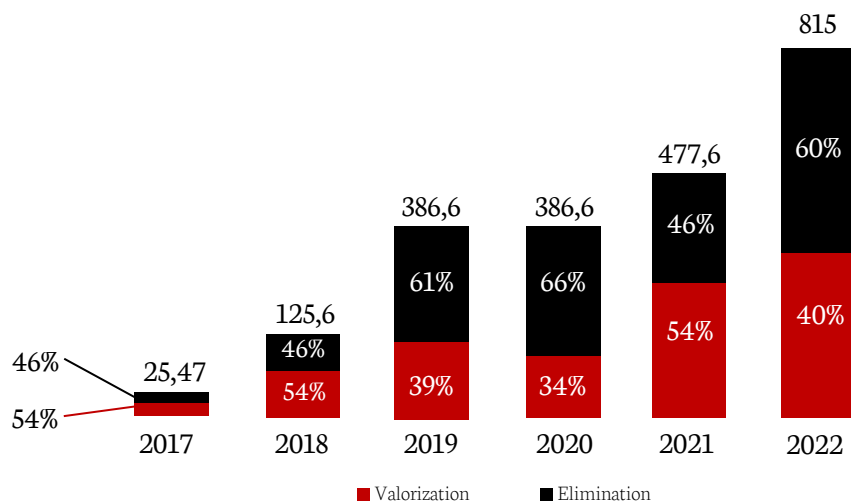


* Ratio calculation based on total consumption divided by units sold in each year for measuring resource efficiency.

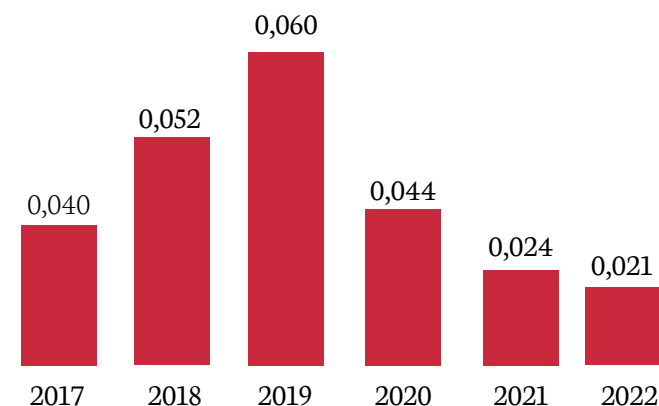
WASTE

Waste is an inevitable byproduct of modern industrial processes, and Triangle's is no exception. Over the years, the company has experienced significant growth and expansion, resulting in an increase in the amount of waste generated. However, it's important to note that a part of this waste is valorised, and therefore it comes back to the company in the form of income. The evolution can be seen in the graphic below:

Total waste by valorization and elimination (tons)



Average waste generation per euro (Kg/€) *



* Ratio calculation based on total consumption divided by annual sales in each year for measuring waste generation.

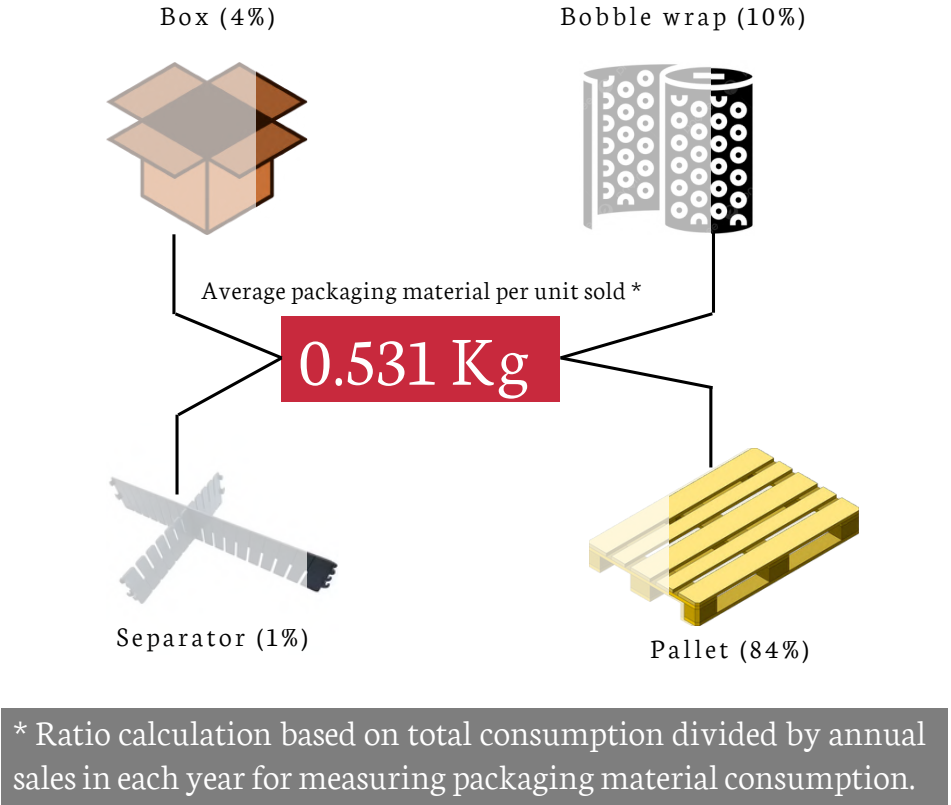
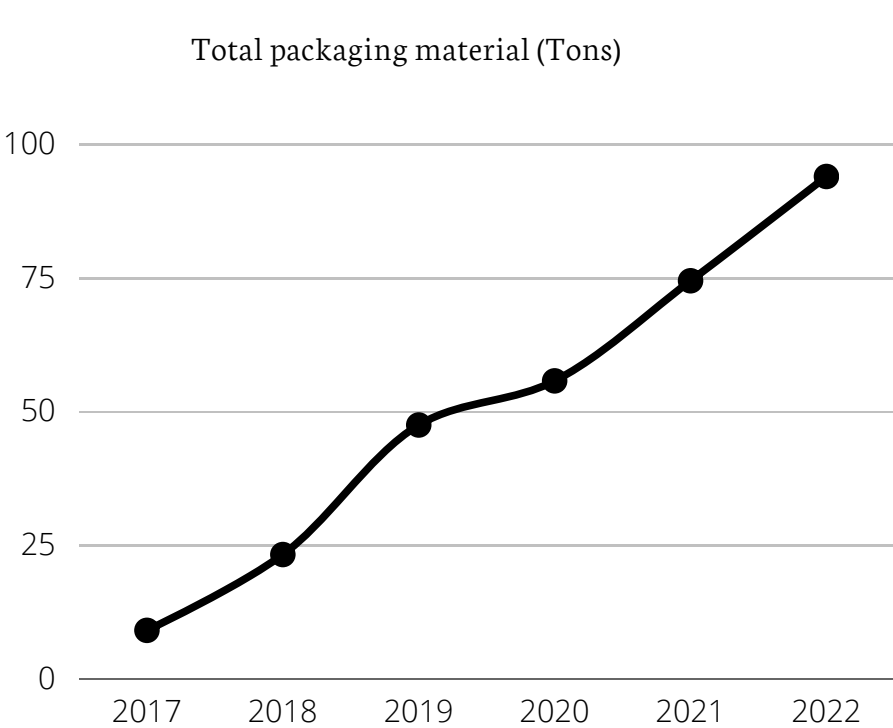
Transport

At our company, we are proud to offer our high-quality bicycle frames for export to Germany, the Netherlands, Hungary, and Slovakia. When it comes to delivering our products to these destinations, we place a strong emphasis on sustainability and reducing our carbon footprint. For this reason, we have chosen to prioritize land-based shipments over air-based ones. By using land-based transportation, we are able to keep our CO2 emissions values lower and contribute to a greener future.



PACKAGING

At Triangles, we are committed to implementing sustainable packaging practices to minimize our environmental impact. Since 2017, our average packaging materials used per unit sold have remained unchanged. However, our goal is to reduce this number by 40% by 2030.



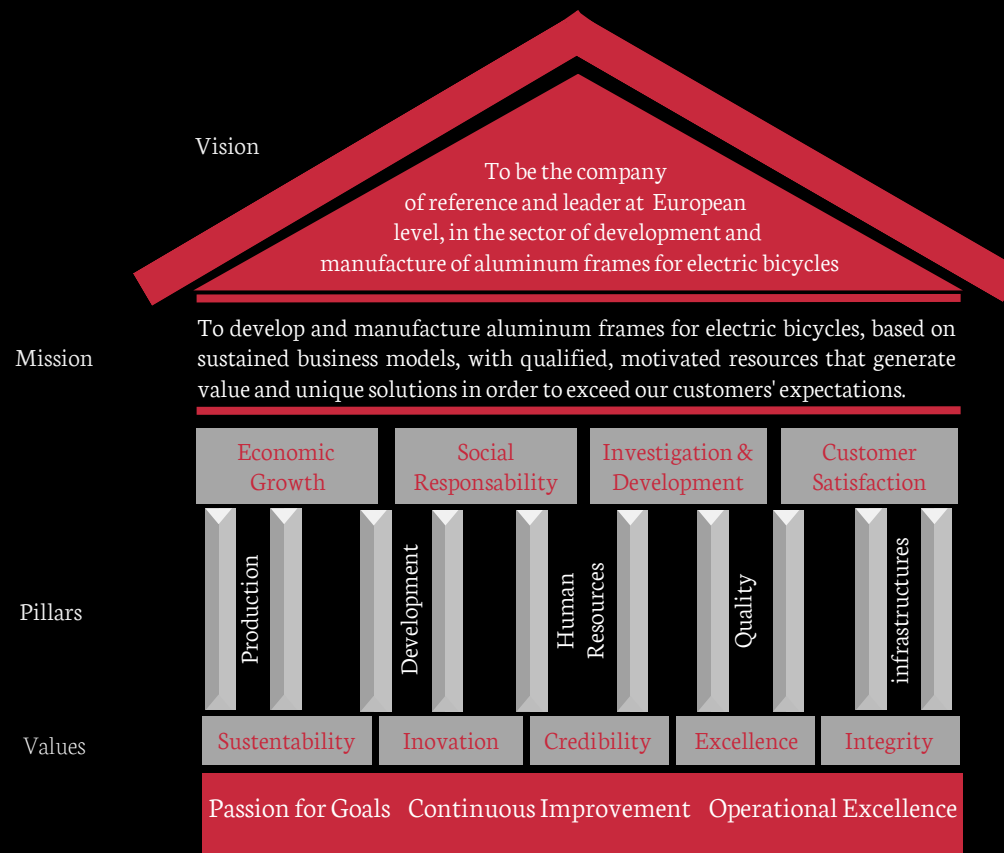
Governance

- Mission and Values
- Business Model
- Organization Chart
- Association
- Certification
- Supply Chain
- Digitalization
- Management System
- Sold Products
- Sales Volume



MISSION AND VALUES

Triangle's identifies, through the House of Strategic management tool (figure bellow), the Mission, Vision and Values by which it is governed, as well as the pillars and its strategy, ensuring that these aspects are aligned and balanced for the company to achieve established goals.



| BUSINESS MODEL

The Triangle's business model is business-to-business, which involves the exchange of goods and services between businesses.

Triangle's considers its business partners to be:

- Suppliers - A great relationship between Triangle's and its suppliers is key to maintaining the company's development.
- Employees - The heart of Triangle's is its employees. That's why the company considers them to be its most valuable asset and partner in the business.
- Clients - As a business-to-business company, Triangle's clients are in the cycling industry.

PON

ORBEA



{TINOUSTACHE
B I K E S

RIESE & MÜLLER

HAIBIKE

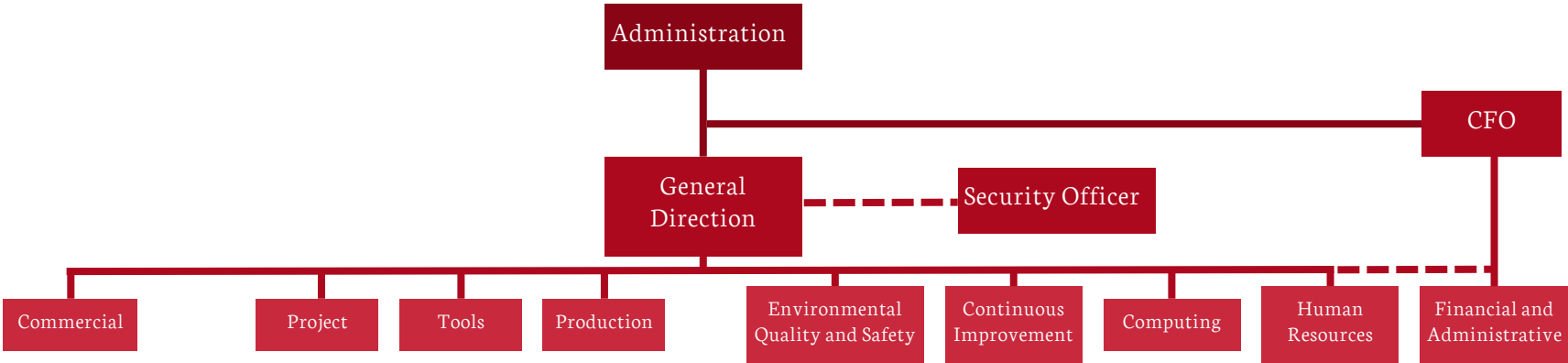
GHOST

FLYER



ORGANIZATION CHART

Triangle's has a highly organized and structured approach to its operations, which is reflected in its well-defined organizational structure. This structure ensures that all departments are aligned with the company's overall mission and vision, while also providing employees with a clear understanding of their roles and responsibilities. The visual representation of the organizational structure allows stakeholders to easily identify the different departments and understand how they are interconnected. By leveraging this structured approach, Triangle is able to maintain a high level of efficiency, productivity, and collaboration, which in turn helps to drive the company's growth and success.



Hierarchical Responsible

Functional Report

| ASSOCIATIONS



Aluminum Stewardship Initiative (ASI)

Triangle's is a member of ASI (Aluminum Stewardship Initiative), which is a global non-profit standards setting and certification organization that brings together producers, users and stakeholders in the aluminium value chain with a commitment to maximise the contribution of aluminium to a sustainable society.



Shift Cycling Culture

Triangle's is also a member of the Shift Cycling Culture which is a global not-for-profit movement that thrives on the support and engagement of the cycling industry and wider community.



BIKINNOV

Triangle's is associated with BIKINNOV, this association intends to carry out research in the area of mobility (smooth and two-wheel), contributing to promote the development and increase of added value of companies in the respective industrial sector, through the provision of technical and technological support, in order to optimize capacities and competences. existing in the territory,.



National Association of the Two-Wheel, Hardware, Furniture and Related Industries

The company is a member of ABIMOTA - National Association of the Two-Wheel, Hardware, Furniture and Related Industries is a non-profit association, which proposes to organize close cooperation between the associates for the defense and promotion of the legitimate interests of their companies, with a view to the development of activity they carry out and the economic and social progress of the country.



CERTIFICATIONS

Obtaining external validation is a critical strategy that companies utilize to build trust with their stakeholders. External validation refers to the process of acquiring a certification or accreditation from an independent third-party organization. This approach can help businesses demonstrate their commitment to quality, safety, and environmental responsibility. In turn, this enhances their reputation, increases stakeholder confidence, and drives business growth.

We at Triangle's, a leading company in the industry, recognizes the importance of external validation and has taken several steps to achieve it. Triangle's commitment to excellence is evident through its accreditation with three recognized standards:

- ✓ ISO 14001:2015 - Environmental management systems;
- ✓ ISO 9001:2015 - Quality management systems;
- ✓ ISO 45001:2015 - Occupational health and safety management systems



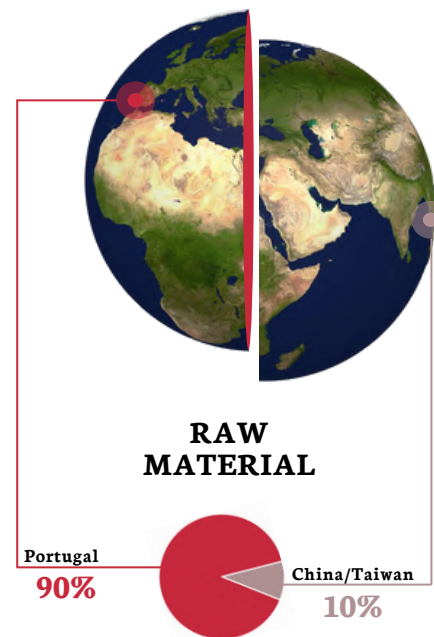
SUPPLY CHAIN

The raw material used at Triangle's is the aluminium 6061 which is a precipitation hardened aluminum alloy containing magnesium and silicon as its main alloying elements.

The company acquires 90% of its raw material in Portugal, and the remaining 10%, which are aluminium tubes, from Asian origin (China, Taiwan).

All raw material is transformed at Triangle's. The Aluminium 6061 and the tubes are weld together to create aluminium bicycle frames.

When the product is done, it is distributed to European companies (in Germany, Netherlands, Spain). With most of its production volume for export, Triangle's is governed by national and international standards and legal requirements, allowing the good circulation of the product between the various points of destination.



DISTRIBUTION



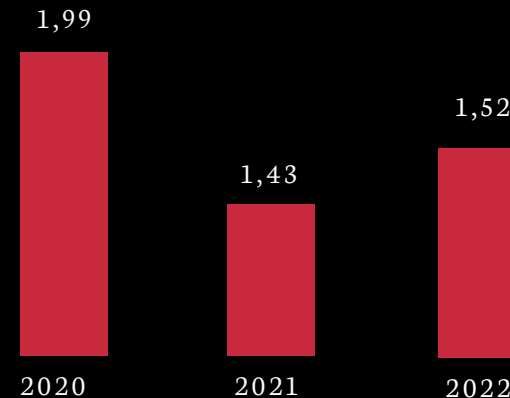


Digitalization

Triangle's has made significant progress in reducing its environmental impact through the adoption of digitalization. By embracing new technologies and processes, the company has been able to reduce its reliance on paper-based systems and, in turn, decrease the amount of paper used per employee each year.

This shift towards digitalization has not only had a positive impact on the environment but has also resulted in cost savings for the company. By reducing the need for physical storage space and decreasing paper consumption, Triangle has been able to optimize its operations and increase efficiency.

Average paper consumption
(Kg/employee) *



* Ratio calculation based on total consumption of paper by number of employees in each year for measuring paper consumption.

|MANAGEMET SYSTEM

Triangle has established an Integrated Quality, Environment, and Occupational Health and Safety Management System (Management System). It has been documented and is based on the requirements of ISO 9001, ISO 14001, and ISO 45001 standards as well as applicable legal requirements.

The Management System brings together the main elements of the business in a single system and allows for the definition of concrete and cross-cutting methodologies, enabling greater independence and easier communication between various stakeholders.

The Management System is based on the following principles:

- Quality, which aims to increase and ensure customer satisfaction and improve continuously while complying with applicable requirements for products and services.
- Environment, which strives to respect and preserve the environment, meet compliance obligations that interact with it, and promote sustainable development.
- Occupational health and safety, which focuses on creating safe working conditions that do not affect the health of workers, complying with applicable compliance obligations, and preventing and promoting Occupational Health and Safety.

The Management System enables the monitoring and achievement of strategic goals as planned, with increased efficiency and organization, in order to fulfill the policy and attain defined objectives. It also ensures that the products meet the requirements agreed upon with customers and are in compliance with human, environmental, and occupational health and safety commitments and requirements.

Through this system, Triangle aims to produce high quality productivity while incorporating sustainable practices and therefore contributing to the prevention, reduction, or control of the environmental impact caused by the manufacturing process.

Triangle constantly monitors the legal requirements that govern its industrial activity and is committed to continuously improving the effectiveness of the Integrated Management System.

To achieve this, the company identifies necessary processes, establishes necessary criteria and methods, ensures the availability of necessary resources and information, monitors and analyzes performance, and implements necessary actions for improvement.

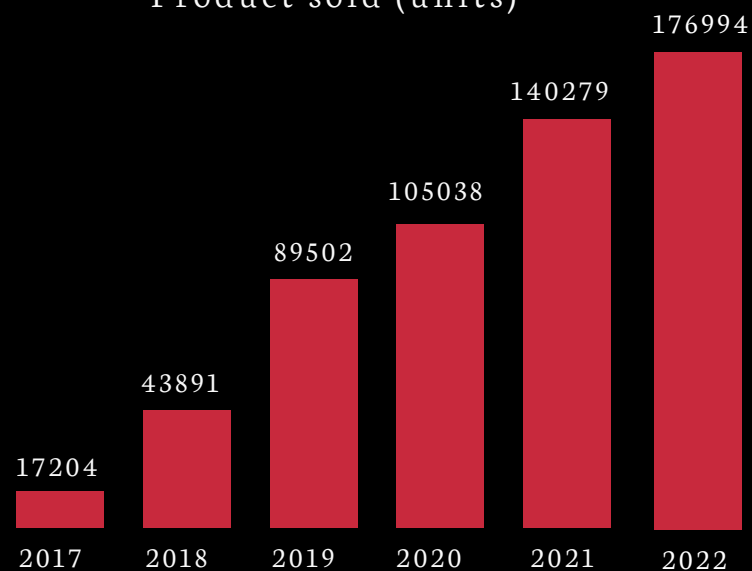


Sold Products

The remarkable expansion of Triangle has resulted in substantial success in terms of product sales. Every year, there has been a consistent upward trend in the number of products sold, demonstrating a continuous growth in the company's market performance.



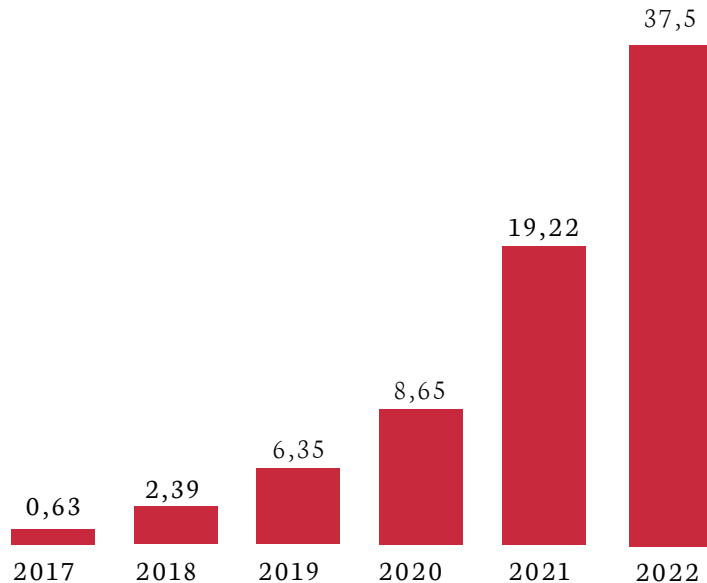
Product sold (units)



| Sales Volume

Triangles has been experiencing a steady growth in its sales volume in recent years. Starting with a relatively small number, the company has seen a significant increase year after year, reaching a historic high in 2022. This trend is expected to continue in 2023, with the company forecasting an even higher figure. This demonstrates Triangles' solid and consistent growth and establishes the company as a strong competitor in the market.

Sales Volume (M€)



Future

- Expansion
- New Process



Expansion

In 2022, Triangle's embarked on a significant expansion project that involves the construction of an additional manufacturing unit. This new facility will be a replica of the company's existing manufacturing operations and will add an additional 10 thousand m² of production space. The construction of this new unit is expected to be completed within 2023. This expansion will allow Triangle's to increase the production capacity and meet the growing demand for our products. The new manufacturing unit will be equipped with state-of-the-art machinery and technologies to ensure efficient and high-quality production. We are committed to utilizing sustainable practices and technologies in all of our operations, and this new facility will be no exception.



| New Process

Triangle's has decided to implement an innovative powder painting process in our manufacturing operations, which will significantly reduce the amount of ordinary liquid paint we use. This not only helps to minimize their environmental impact, but also allows for a more efficient and cost-effective process by reusing the powder painting waste rather than disposing of it. The new powder painting process involves the use of specialized equipment and techniques that apply a fine layer of paint in the form of a dry powder to the surface being coated. This powder is then cured under heat, resulting in a durable and high-quality finish. The use of this process is expected to significantly reduce the amount of hazardous waste produced by Triangle's and contribute to our sustainability efforts.



About this Report

- The Report



The Report

Triangle's is proud to present our inaugural sustainability report, which showcases the company's focus on sustainability and how it is creating value for its clients, employees, and all stakeholders. The report details Triangle's actions and performance in 2022, highlighting the company's efforts to address sustainability issues and improve its impact on the environment, society, and economy.

Triangle's will publish a sustainability report on an annual basis.

Scope, period and structure of the report:

The data in this report covers the period from January 1, 2022 to December 31, 2022. When relevant, information and data from previous years are also included to provide readers with a sense of Triangle's past performance.

Standards:

Although this report is not subject to validation, it was developed based on the standards of the Global Reporting Initiative (GRI).

External verification:

The data presented has not been subject to independent external verification.

Contacts:

If you have any questions about this report, please contact us at: triangles@triangles.pt



Appendix



GRI CONTENT INDEX

We have included a GRI Index in this Sustainability Report as a reference tool to help readers more readily locate relevant information about our priority issues. At the same time, the table identifies the information reported in accordance with the 10 principles of the Global Compact, demonstrating Triangle's commitment to this initiative.

Triangle's – Cycling Equipment, SA has reported the information cited in this GRI content index for the period from 1 January 2022 to 31 December 2022 with reference to the GRI Standards.

We continue to evaluate our approach to Sustainability Reporting, including reference to various existing, globally recognized external frameworks.

	GRI Standards disclosure item	Page or content	Global Compact
GRI 2: General Disclosures 2021	The organization and its reporting practices		
	Disclosure 2-1 <i>Organizational details</i>	Page 5	
	Disclosure 2-2 <i>Entities included in the organization’s sustainability reporting</i>	Page 5	
	Disclosure 2-3 <i>Reporting period, frequency and contact point</i>	Page 57	
	Disclosure 2-4 <i>Restatements of information</i>	Because it is the first report, Triangle's has not made any restatement in the reporting period	
	Disclosure 2-5 <i>External assurance</i>	Page 57	

	GRI Standards disclosure item	Page or content	Global Compact
Activities and workers			
GRI 2: General Disclosures 2021	Disclosure 2-6	Activities, value chain and other business relationships	Pages 5, 6, 36, 40, 46
	Disclosure 2-7	Employees	Page 14-22 3; 6
Governance			
GRI 2: General Disclosures 2021	Disclosure 2-9	Governance structure and composition	Page 42
Strategy, policies and practices			
GRI 2: General Disclosures 2021	Disclosure 2-22	Statement on sustainable development strategy	Page 2
	Disclosure 2-28	Membership associations	Page 43
Stakeholder engagement			
GRI 2: General Disclosures 2021	Disclosure 2-29	Approach to stakeholder engagement	Page 40
Disclosures on material topics			
GRI 3: Material Topics 2021	Disclosure 3-2	List of material topics	Page 9

	GRI Standards disclosure item		Page or content	Global Compact
Energy				
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Page 30	7; 9
Water				
GRI 303: Water And Efluent 2018	303-5	Water consumption	Page 34	
Emissions				
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Page 32-33	
	305-2	Energy indirect (Scope 2) GHG emissions	Page 32-33	
Waste				
GRI 305: Waste 2020	306-3	Waste generated	Page 35	