



**TRIANGLE'S**

# Sustainability Plan

Our Sustainable Frame for the Future



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# Executive Summary

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## Presentation of Triangle's and the Company's Sustainability Vision

### Triangle's - Cycling Equipments, S.A.

Triangle's is focused on producing high-tech aluminum e-bike frames. We are a company that pioneered the automated production of bicycle frames, using innovative technology in aluminum processing where the welding process is fully automated. Investing in cutting-edge technology, our company is equipped with state-of-the-art equipment in the various stages of production, from hydroforming to heat treatments and cutting, including washing, painting and welding.

### Vision

We are committed to shape a future in which green mobility transcends the condition of a mere alternative, to assert itself as the pillar of globally interconnected and ecologically conscious communities. We aim to lead evolution in the mobility sector, incorporating sustainable innovation and ethical practices into every aspect of our business, from development to distribution. We are committed to use recycled materials, fostering the circular economy and minimizing our ecological footprint, while empowering our customers and communities with affordable, effective and high-quality mobility solutions.

Our vision goes beyond creating exceptional products... We aspire to create an ecosystem where each Triangle's member is an active ambassador for sustainability and green mobility. This involves promoting a well-balanced working environment, supporting the health, well-being and professional and personal development of our employees, while encouraging innovation and excellence.

We commit to contributing significantly to the UN Sustainable Development Goals, with a special focus on sustainable economic growth, industrial innovation, responsible consumption and climate action. Through this holistic and dedicated approach, Triangle's not only aims to lead by example, but also inspire others to adopt a greener, more sustainable path into the future.

# The Organization

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## Our Executive Comission



**João Paulo Oliveira**

Chief Executive Officer

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Experience in Global Business (26 years in Bosch), having also been a member of the executive board (8 years in The Navigator Company). João Paulo has a degree in Industrial Production Engineering from the Faculty of Science and Technology, NOVA University Lisbon (1988) and an MBA in Commercial Engineering and Management AEP – ESADE, Spain (1994).



**Eduardo Bianchi de Aguiar**

Chief Technology Officer

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Experience in marketing and sales (Valdemar dos Santos and Allied Motion Portugal), in field operations (Director at Schindler). Eduardo has a degree in Motor Trade Management and Automobile Engineering from Chelsea College of Aeronautical & Automobile Engineering (1982) and an MBA in International Trade from IEP/ESADE (1993).



**Luís Pedro**

Chief Product Officer

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Experience in production and engineering (Cotesi, Trèves Group and Bosch), as well as in management (Director at Triangle's). Luís has a degree in Industrial Engineering and Management from University of Minho (2002) and an Executive MBA from the Porto Business School, University of Porto (2023).

# The Organization

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## Triangle's Purpose and Values

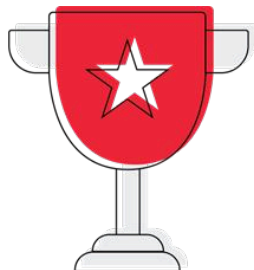
### Purpose

Triangle's main purpose is to be pioneers in the future of sustainable mobility, transforming the way we move, promoting a more connected and healthier future for everyone, investing in constant and conscious innovation to guarantee a positive impact on the planet, people's lives and sustained growth.

### Values



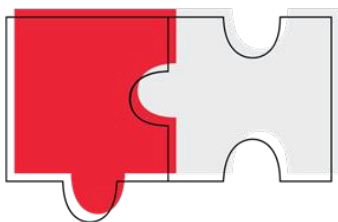
Safety of All  
and for All



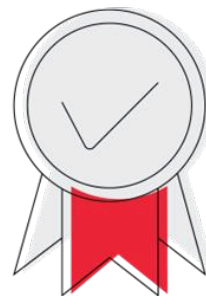
Courage and Achievement



Dynamic Commitment



Integrity and Ethic



Quality and Design

# The Organization

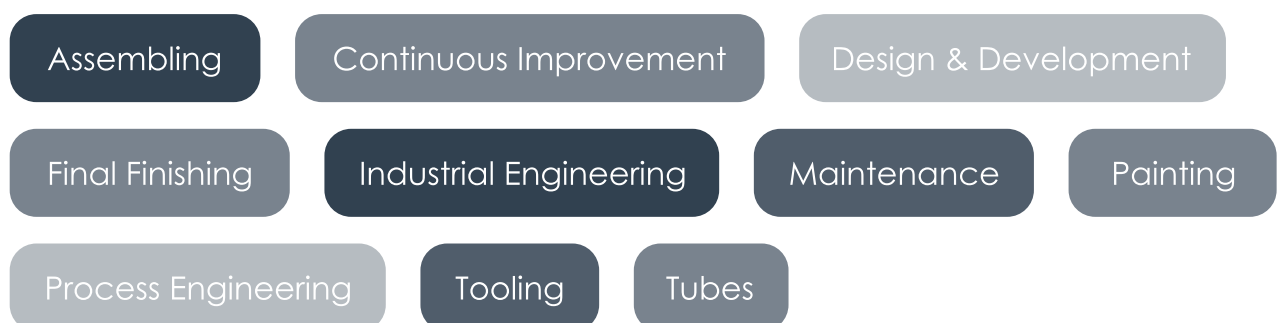
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## Triangle's Sectors

### ADMINISTRATIVE SECTORS



### NON ADMINISTRATIVE SECTORS



# The Organization

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Our Employees (2024 numbers)



**262**

Workers



**12**

Nationalities

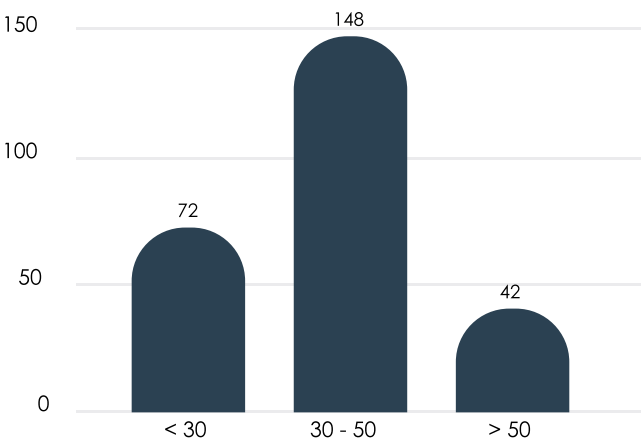


**63%**



**37%**

Gender Identity



Age Groups

# Our ESG Journey

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Where We Are and What We Envision





# Our ESG Journey

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## Where We Are and What We Envision



### Context Analysis 01

- Identify sector trends and megatrends;
- Analysis of existing practices;
- Gap analysis against existing and future ESG regulatory requirements.



### 02 Governance Model

- Definition of commitments and governance model for sustainability (Mission, Vision, Values, Principles of action).



### Materiality Analysis 03

- Identification of environmental and social aspects (positive and negative) through the value chain;
- Conducting a materiality analysis;
- Identification of material topics.



### 04 Strategy Definition

- Mapping of associated Sustainable Development Goals (SDG) and material topics;
- Definition of strategic action pillars aligned with them;
- ESG positioning;
- Impact analysis and trade offs;
- Action plan to minimize negative impacts and maximize positive impacts;
- Resources and necessary investment.



### Goals and KPI's 05

- Establishment of goals and targets;
- Definition of Key Performance Indicators (KPIs) considering the analysis of the relevant frameworks for reporting non-financial information (GRI, TCFD, SASB, etc.).



### 06 Internal Control

- Evaluation and alignment of processes with the ESG strategy;
- Definition of collection and consolidation processes, templates, tools and procedures.



### Strategy Implementation 07

- Initiatives execution;
- Monitoring and execution;
- Definition of communication and engagement initiatives.



# Our ESG Journey

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## Where We Are and What We Envision



### Reporting and Communication 08

- Collection and consolidation of annual non-financial information
  - Non-financial information disclosure;
- Reporting to investors, clients, rating providers, etc..



### Strategy Revision 10

- Alignment of strategy, objectives, and KPIs with the results of double materiality;
- Incorporating financial risks and opportunities into overall risk management;
- Policies, actions, metrics and targets for material topics and subtopics (ESRS's requirement)



### Life Cycle Assessment 12

- Definition of goals and scope with data collection and specification of raw materials used;
  - LCA inventory elaboration;
  - Impact evaluation;
- Publication of the Environmental Product Declaration.



### ESRS Reporting 14

- Reporting in compliance with the new European Sustainability Standards mandatory for Triangle's starting from 2026 (Fiscal year 2025).



### Double

### 09 Materiality Analysis

- Identification of potential material topics and subtopics, Impacts and financial Risks and Opportunities (IRO's);
- Stakeholders Auscultation;
- IRO's classification according to the adopted methodology;
- Material impacts, risks and opportunities and double materiality matrix.

### 11 Carbon Footprint Study

- Corporate + Product;
- Definition of Scope 1, 2 and 3 and GHG emissions report;
- Impact assessment;
- CBAM Report elaboration;
- Roadmap Net Zero - SBTi oriented.

### 13 Report Preparation

- Collecting and consolidation of annual information according to the new European Sustainability Reporting Standards (ESRS).

# ESG Governance

## How We Oversee Sustainability

Guiding  
principles of  
Governance



1. Ensuring the sustainability strategy remains current and responsive to legislative and market demands.
2. Ensuring a monitoring and tracking model for the implementation of the sustainability strategy.
3. Ensuring departmental alignment and maintaining process consistency.
4. Allocating responsibilities and ownership of sustainability actions to the relevant areas.
5. Ensuring the development of robust models capable of supporting the implementation of the strategy.

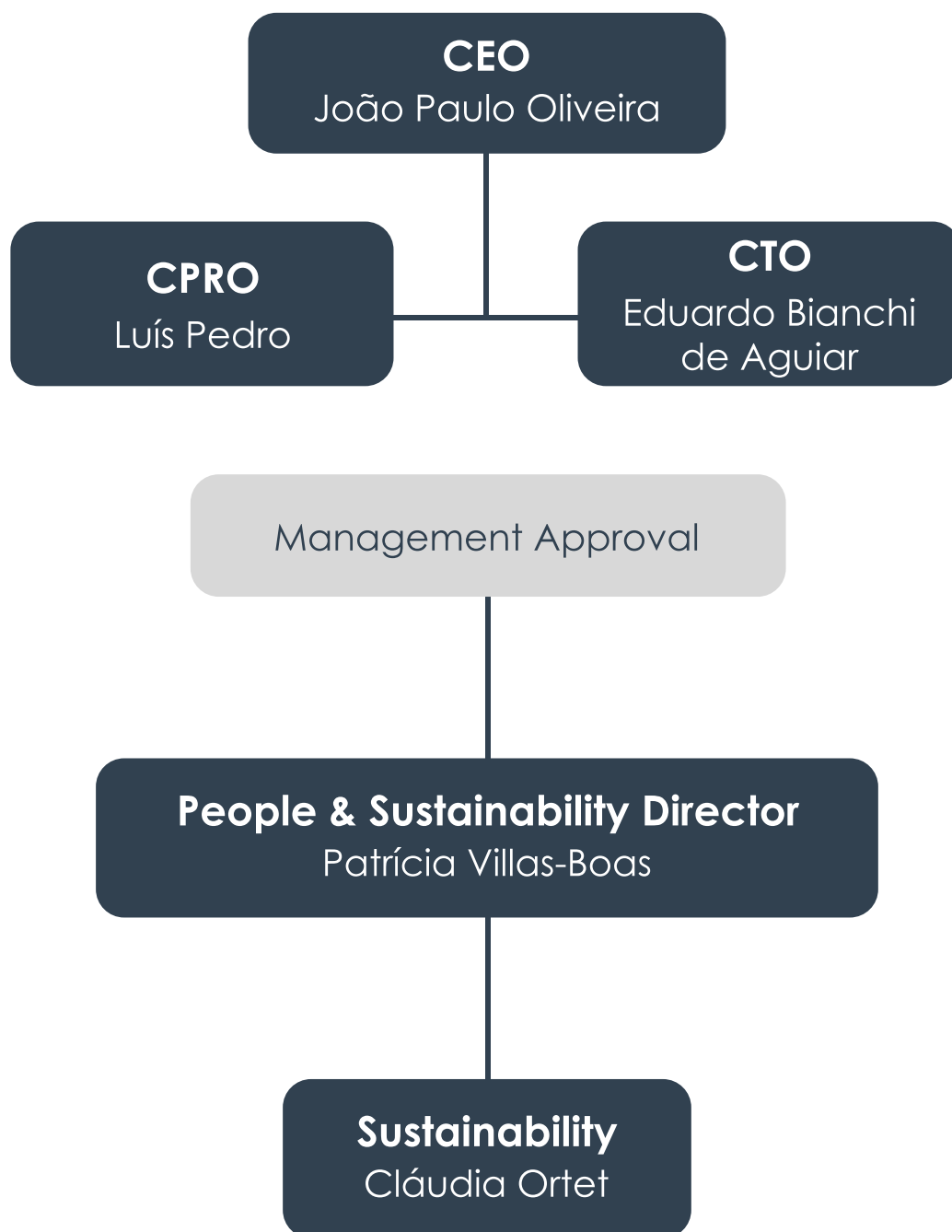
The ESG strategy closely linked to the company's mission and values



# ESG Governance

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## Sustainability Organigram



# Our Policies

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## Cross-Cutting Policies

Sustainability and ESG (Environmental, Social, Governance) factors are increasingly important topics for customers, businesses, and society as a whole. Addressing sustainability is one of the most pressing challenges of our time, requiring urgent action to combat climate change and social inequalities.

At Triangle's, we see sustainability as a vital and integrated aspect of our organization's development. Our commitment to sustainability is endorsed at the highest levels and is reflected in the various initiatives we undertake. We firmly believe that only socially responsible companies, actively promoting a fair, resilient, and inclusive economic transition, can create sustainable long-term value. It is our aspiration to be part of this necessary transformation. Therefore, we incorporate ESG criteria into all aspects of our operations, products, services, and supply chain, aiming to positively influence the organization's long-term value and contribute to the essential transition towards a resilient, inclusive, and fair economy, leaving no one behind.

We believe that for a transition to a more sustainable economy, we all have a responsibility to align our behaviors, both individual and collective, with models of economic and social development that foster prosperity, job creation, the empowerment of people, and respect for the environment and biodiversity. Our commitment is based on a structure of responsible governance, underpinned by a culture of diversity and inclusion, recognition of individual value, and continuous development of our talent base.

Together with our employees, customers, shareholders, investors, suppliers, and partners, we aim to explore new opportunities, contributing to the creation of a better future for all. Our objective is to promote prosperity and drive social, environmental, and economic change.

Our principles of action are supported by a set of policies that cut across the environmental, social, and governance axes, ensuring a range of commitments and principles.

# Our Policies

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## Cross-Cutting Policies and Regulations

Our principles of action are supported by a comprehensive set of policies that span the environmental, social, and governance axes. These policies ensure a robust framework of commitments and guiding principles. At Triangle's, we consider sustainability to be a fundamental aspect of our organizational development. Our commitment to sustainability is endorsed at the highest levels and is reflected in a variety of initiatives that we undertake.

Collaborating with our employees, customers, shareholders, investors, suppliers, and partners, we aim to explore new opportunities. Our goal is to contribute to the creation of a better future for all by promoting prosperity and driving social, environmental, and economic change. We firmly believe that achieving a transition to a more sustainable economy requires aligning our behaviors with models of economic and social development that prioritize prosperity, job creation, and the empowerment of individuals, while also respecting the environment and biodiversity.

Our commitment is supported by a responsible governance structure, characterized by a culture of diversity and inclusion. We value each individual and are committed to continuously developing our talent base.



### ENVIRONMENT

- Environmental Policy
- Purchasing Policy



### SOCIAL

- Health and Safety at Work Policy
- Anti-harassment Policy
- Ethics and Whistleblowing
- Human Rights and Working Conditions Policy
- Workwear Regulations



### GOVERNANCE

- Code of Conduct
- Supplier Code of Conduct
- Anti-corruption Policy
- Purchasing Policy
- Internal Regulation
- Irregularities Reporting Regulation

# Our Principles

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We Guide Our Actions based on these Principles for Sustainability

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- 01** We define ourselves as a socially responsible entrepreneurship company.
  - 02** We aspire to comprehensive sustainability.
  - 03** We strive to be the premier employer in the region.
  - 04** We aim to support youth sports in the cycling area, including adapted modalities, promoting a healthy lifestyle.
  - 05** In every Triangler, an ambassador for sustainable mobility.
  - 06** Investing in registered and traceable circular economy.
  - 07** Prioritizing the purchase of products as localy as possible.

## **What does Green Mobility and the Promotion of Cycling means for Triangle's:**

- Promotion of the use of bicycles as the main mean of transportation, as an alternative to combustion vehicles;
- Promotion of a healthy lifestyle;
- Catalyst for change towards social inclusion.

## **Our Commitment turned into Action:**

- Sponsorship of youth cycling-related sports;
- Social actions among disadvantaged groups;
- Dynamization of social, sporting, collective and volunteering activities.

# Our Commitment

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We are Aligned with Excellence Principles

## Commitments



## Certifications





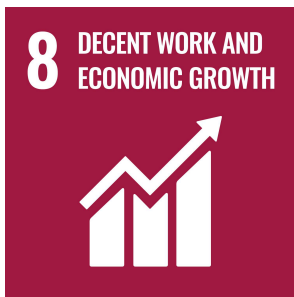
# Sustainable Development Goals

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The Areas of Impact We Focus On



## Core SDG



## Secondary SDG



# SDG Action Plan

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What We are Committed to Do Until 2025



## 3 GOOD HEALTH AND WELL-BEING



- Sporting initiatives, such as workplace gymnastics and incentives to participate in cycling-related events;
- Air conditioning for better working conditions;
- Internal appointments of general health, nursing and physical therapy;
- Training actions to improve postural and eating habits.

## 7 AFFORDABLE AND CLEAN ENERGY



- Increase in the number of photovoltaic panels;
- Automation and maintenance of lighting systems (e.g., light and twilight sensors).

## 8 DECENT WORK AND ECONOMIC GROWTH



- Promotion of inclusion and gender equality (e.g., hiring more women and people with disabilities, awareness campaigns);
- Personal development and talent retention plans;
- Product innovation, continuous improvement and technological investment.

## 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



- Factory floor expansion;
- Investment in new technologies (e.g., artificial intelligence) in the development and recruitment processes;
- Improved use of renewable energy;
- Continuous digitalization of processes.

# SDG Action Plan

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What We are Committed to Do Until 2025



## 10 REDUCED INEQUALITIES



- Partnership with institutions that support/train socially and economically disadvantaged individuals and/or persons with disabilities;
- Volunteering programs internally and externally (e.g., feeding the hungry, donation of clothes);
- Education on diversity, equity, inclusion and belonging.

## 11 SUSTAINABLE CITIES AND COMMUNITIES



- Internal encouragement program for promotion of (e-)bicycle use;
- Car sharing program;
- Corporate public transport systems.

## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- Promotion of the acquisition and consumption of local products;
- Education on reduce, reuse and recycle;
- Increase the use of scrap and recyclable materials;
- Awareness program of water, energy, plastic and paper consumption.

## 13 CLIMATE ACTION



- Promotion of the use of more environmentally friendly cleaning products;
- Acquisition of a fleet of hybrid cars and reduction of combustion cars;
- Reduction of plastic products (e.g., bottle of waters).

# Concrete Actions

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## Our Strategy Map

Jan  
2024

### EXECUTED

- Integration of medical, nursing, psychological and physical therapy team;
- Smoking booths installation;
- Making it Better Week;
- Membership of Responsible Companies Association - GRACE;
- New sustainability team;
- Health insurance;
- Financial literacy project;
- Sponsor cycling events for youth and children;
- Acquisition of more solar panels;
- Personal protection equipment (PPE) renovation;
- Vending machines with healthier options;
- Circular economy traceability partnerships;
- Decreased dependence from Asian suppliers;
- CSRD compliance - ESRS standards;
- SFDR compliance - Taxonomy;
- Double materiality analysis;
- HR Sharing & Learning program;
- Corporate carbon footprint;
- Investment in new social areas;
- Product carbon footprint + Life Cycle.

### APPROVED

- Café Joyeux: Social Inclusion Project;
- ESG and DEIB;
- Women in Welding Training Program;
- Cycling Without Age Project.

Dec  
2025

### PLANNED

- Free rental service of e-bikes to employees;
- Youth Top Talent Program.

# Concrete Actions

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## Major Investment

- Planned construction of two infrastructures for the production of main components that are now more than 90% sourced in Asia:
  - Aluminum foundry unit, predicted SOP January 2026;
  - Hydroform unit, predicted SOP July 2026;
- Sponsorship of local youth cycling-related sporting academy:
  - Road cycling event in June 2024;
  - Equipment provision;
- Recruitment and hiring of women for management and higher hierarchical positions:
  - Gender parity.



**TRIANGLE'S**