FOCUS ON PEOPLE AND THE **ENVIRONMENT**

- Singning of the Commitment Letter on Diversity, Equity and Inclusion [SDG 10]
- Medical, Nursing and Physical Therapy Team + Health Insurance [SDG 3]
- Safe Green Team [SDG 3, 12 and 13]
- E-Bike for a Cause [SDG 3, 8 and 11 and 13] + Trintona Cup [SDG 3]
- Fire Brigade Training [SDG 3 and 8]
- Financial Literacy Training [SDG 8 and 10]
- Health Month [SDG 3, 8 and 10] + Hiring of Psychologist [SDG 3]
- Installation of new photovoltaic panels [SDG 7 and 9]
- Installation of filtered water systems to reduce plastic consumption [SDG 13]
- Installation of more chargers for hybrid and electric cars [SDG 7 and 9]
- Digitization of processes [SDG 9 and 13]
- Promotion of acquisition and consumption of local products and services [SDG 12]
- Fleet reinforcement with hybrid cars and reduction of combustion-engine vehicles [SDG 13]
- Promotion of the use of more environmentally friendly cleaning products [SDG 12 and 13]
- Reduction of dependence on the acquisition of raw materials from non-European suppliers [SDG 13]
- Water curtains in closed circuits [SDG 12 and 13]



























AWARDS

PME Inovação COTEC-**BPI**, Estatuto Inovadora COTEC 2024 (Innovation

Inovação na Internacionalização 2024, in Middle Europe category, promoted by **COTEC** Portugal and WTC Lisboa (Innovation in Internationalization Award)

Sustainable Entity Águeda Recicla+ ECO Trust 2024

CERTIFICATIONS The Aluminium Stewardship Initiative (ASI) is a global non-profit organization that defines

standards and certifications for responsible and sustainable production and management of aluminium at all stages of the value chain. Triangle's is the first company in the cycling industry to be certified, and also the first Portuguese company.







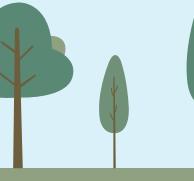


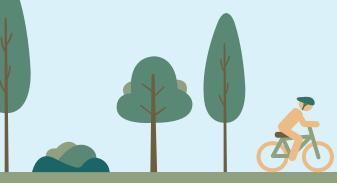


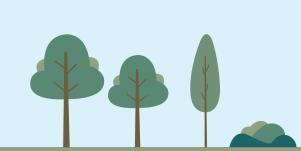
COMMITMENTS













SUSTAINABILITY BROCHURE 2024

TRIANGLE'S

MESSAGE FROM THE CEO

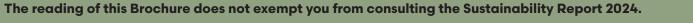
Sustainability is a strong commitment in our mission to innovate and grow. In 2024, we have made considerable strides towards achieving a sustainable and efficient business model, evidenced by our Integrated Management System, which includes ISO certifications 14001, 45001 and 9001. Portuguese company, to have received the Aluminium Stewardship Initiative (ASI) certification. footprint but also ensure that our entire supply chain adheres to the most stringent sustainability

Our sustainability initiatives focus on five key areas:

- 1. Efficiency and Renewable Energy;
- 2. Circular Economy Integration;
- 3. Research and Development for Sustainability;

Together, with the support of our customers, partners, and employees, we are building a cleaner, stroke, we are making significant strides toward a better tomorrow.

João Paulo Oliveira CEO



OUR VALUE CHAIN



ESRS STANDARDS FOR SUSTAINABILITY REPORT

the company's economic activities.

ESRS E1

Climate Change

Own Workforce

The Corporate Sustainability Reporting Directive (CSRD) corresponds to the set of rules and ESRS (European Sustainability Reporting Standards) rules and norms for reporting a company's sustainability strategy, regarding the impacts, risks and opportunities (IRO) of its business, as well as its related objectives and action plans. It requires a double materiality assessment, which includes both impact materiality and financial materiality. Impact Materiality is based on IROs within the company and across the value chain that may pose significant risks to society, people within the company,

TOPICAL STANDARDS

THEMATIC STANDARDS

ESRS E3

Water and Marine

ESRS 2

General Disclosures

Resource use and

Circular Economy

ESRS S4

Consumers and End-users

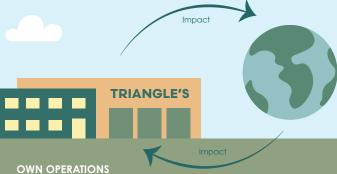
Biodiversity and

and environment. Financial Materiality refers to external risk that may affect

General Requirements

DOUBLE MATERIALITY

The Double Materiality Assessment (DMA), as defined in ESRS 1, with the implementation guidelines provided by EFRAG (European Financial Reporting Advisory Group) was conducted at the end of 2024.



UPSTREAM

- E1 Adaptation to climate change with stakeholders GHG emissions (scope 2 and 3) Non-renewable sources of energy •
- **E2** Release of atmospheric pollutant emissions
- **E3** High water consumption Groundwater and surface water collection •
- **E4** Loss of biodiversity Soil degradation due to mining exploration •
- E5 Extraction of raw materials from non-renewable resources \$1 Shift work impacts quality of life and physical and mental

on their income

DOWNSTREAM

- **E1** Adaptation to climate change with stakeholders GHG emissions (scope 3)
- **E5** High recyclability of sold products

- Compliance with codes of ethics and anti-corruption Certification of products and/or services can reinforce the company's credibility, commitment and reputation

- **E1** GHG emissions (scope 1) Non-renewable sources of energy • Physical impacts of extreme climate events Investment in energy efficiency and renewable energy
- E3 Water collection in areas of water scarcity and/or stress Use of raw materials from renewable resources
- products to avoid resource scarcity •

injuries or other pathologies

contribute to employees' professional and personal growth

- on their income
- and environmental rights and balanced development
- G1 Responsible supplier management Corruption prevention •

