



TRIANGLE'S

INTEGRATED MANAGEMENT POLICY

Edition 8

INTRODUCTION

Triangle's is a reference and world leader in the development and manufacture of aluminium frames for electric bicycles (E-bikes). The technical and technological know-how accumulated over the years has enabled Triangle's to take on new challenges in the manufacture of components. With a focus on sustainable development, based on cutting-edge technology, it is strongly oriented towards exceeding the needs and expectations of shareholders, customers, employees, suppliers, society, and other relevant stakeholders through the following commitments:

Executive Direction:

Promote the implementation of sustainable processes by integrating practices based on the the Sustainability Principles and Goals defined by the company and mirrored in the Sustainability action plan, transforming them into activities and decision-making processes, as well as providing adequate resources.

Comply with the requirements of ISO 9001, ISO 14001, ISO 45001, and ASI standards, as well as all compliance obligations, namely, applicable legal, regulatory, and other requirements, aiming to continuously improve the performance and effectiveness of the Integrated Management System for Quality, Environment, and Safety, by setting and periodically reviewing objectives and goals, as well as following and applying the guiding principles established by ASI.

Ensure adequate financial returns for our shareholders, improve environmental performance, ensure employee well-being, and generate value through a continuous commitment to the community of which we are a part.

Focus on promoting worker safety and health, investing in accident prevention, hazard elimination, and risk mitigation, guaranteeing dignified and safe working conditions.

Adopt best environmental protection practices, including pollution and environmental accident prevention through energy consumption
Integrated Management Policy

reduction and associated emissions, rational resource use, sustainable mobility practices, and proper waste management to reduce the environmental footprint.

Ensure that risks and opportunities that may affect Triangle's performance are identified, monitored, and addressed.

Employees:

Promote employee consultation and participation, as well as awareness of their importance in the continuous improvement of the company's performance and in achieving established goals. Provide technical training, motivate them to pursue personal and professional development, and ensure that their skills are suited to their current and future roles.

Occupational Health and Safety and the organisation's environmental performance are addressed daily with the aim of driving better organisational performance.

Invest in employee engagement, as a driver of quality high standards. This will translate into a more committed, motivated, and aligned with the company values employees, leading to enhanced performance, innovation, and customer satisfaction.

Customers:

Focus on the customer by offering technologically innovative solutions adapted to their needs, promoting their satisfaction and loyalty, and developing products that positively impact the quality of life of consumers, ensuring the main drivers:

- Quality: product reliability as driver for customer satisfaction and customer feedback as a key guide for performance;
- Innovation: as a customers choice to propose technologies or challenge our team to innovate;
- Service: pioneering precision in production with exceptional service at every stage of the manufacturing process;



- Agility: in our commitment to client satisfaction, we ensure responsiveness and a seamless ride towards excellence;
- Cost: we work towards cost competitiveness at heart, by proposing the right approach for efficient assembly and welding

Work with our customers to ensure that we are a trusted partner that will help them in their journey towards net zero, through practices and actions that are aligned with our values.

Suppliers:

Involve suppliers in prevention actions and good practices regarding Environmental and Occupational Health and Safety, as well as sustainable practices aligned with the UE regulations and demands.

Respect established agreements with suppliers and foster good communication on both sides.

Society:

Ensure a permanent commitment with the local community, the society in general, and the environment, contributing to significantly diminish environmental impacts, by always ensuring the implementation of best practices aimed at adequate environmental performance.

CEO

João Paulo Oliveira

April 1st, 2026