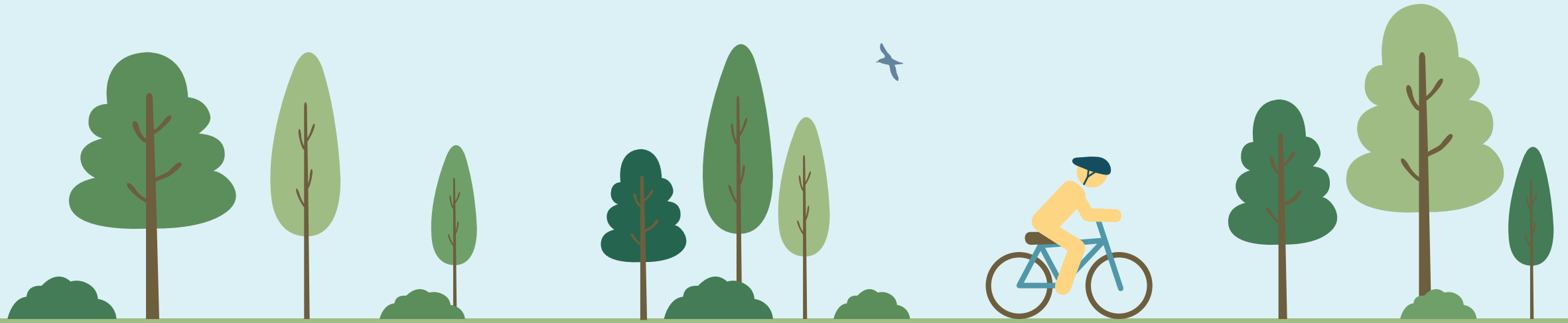
TRIANGLE'S
SUSTAINABILITY REPORT
2025 BROCHURE



TRIANGLE'S

Our Value Chain

Double Materiality

UPSTREAM

E1	• Collaboration with stakeholders on climate-change adaptation 🟢 • 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 🔴🔴 • Generation of wastewater 🔴
E4	• Loss of biodiversity 🔴 • Soil degradation due to mining exploration 🔴
E5	• Extraction of raw materials from non-renewable resources 🔴 • Production of hazardous waste 🔴
S2	• Lack of obligation to choose suppliers that ensure collective bargaining 🔴 • Non-compliance with occupational safety rules and procedures 🔴 • Training and improving workers' skills has a positive impact on their income 🟢

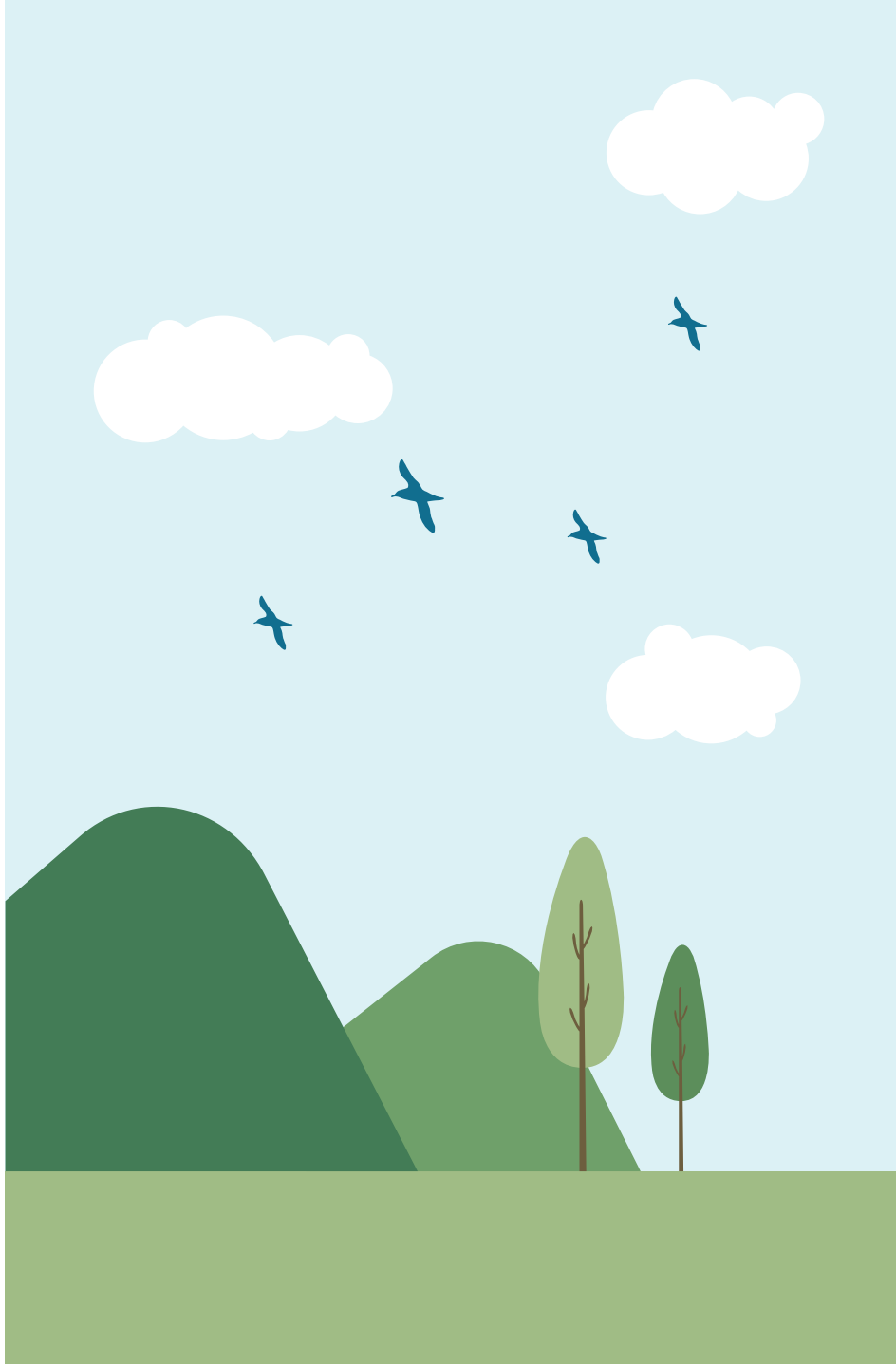
DOWNSTREAM

E1	• Collaboration with stakeholders on climate-change adaptation 🟢 • GHG emissions (scope 3) 🔴
E5	• High recyclability of sold products 🟢
S2	• Training and improving workers' skills has a positive impact on their income 🟢
S4	• Providing information voluntarily prevents health risks and ensures safe products 🟢 • Compliance with codes of ethics and anti-corruption 🟢 • Certification of products and/or services can reinforce the company's credibility, commitment and reputation 🔵 • Offering diverse products guarantees accessibility to different groups of consumers 🟢

OWN OPERATIONS

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 🔴
E5	• Use of raw materials from renewable resources 🟢 • Development of techniques, processes, procedures and products to avoid resource scarcity 🟢 • Production of hazardous waste 🔴
S1	• Shift work impacts quality of life and physical and mental health 🔴 • Dialogue between management and workers improves engagement and work conditions 🟢 • Attractive salaries and non-monetary benefits promote employee satisfaction and productivity 🟢🔵 • Work-life balance contributes to employee health and well-being 🟢 • Work accidents or occupational diseases lead to fatalities, injuries or other pathologies 🔴 • Workforce empowerment and ongoing skills assessment contribute to employees' professional and personal growth 🟢
S2	• Training and improving workers' skills has a positive impact on their income 🟢
S3	• Local economy, territorial cohesion, decent jobs, infrastructure and social well-being contribute to cultural and environmental rights and balanced development 🟢
G1	• Responsible supplier management 🟢 • Corruption prevention 🟢

Positive Impact 🟢 Negative Impact 🔴 Opportunities 🔵 Risks 🟡



Environment

Climate Change (ESRS 1)

E1-5: Energy consumption and mix

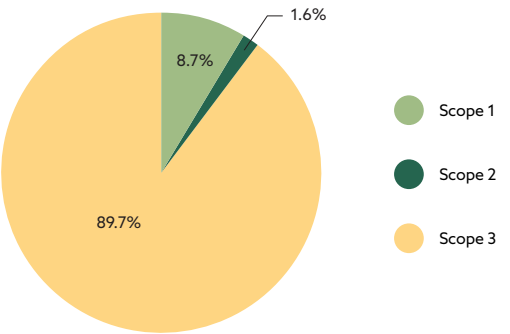
	2024	2025
Renewable energy consumed	1,140.06 MWh (27.1%)	1,949.38 MWh (35.35%)
Renewable energy generated	526.42 MWh	537.08 MWh

2025 Carbon Footprint

	Emissions (tCO_2e)	Emissions (%)
Scope 1	962.62	8.7%
Scope 2	172.47	1.6%
Scope 3	9,937.38	89.7%
Total	11,072.47	100%

E1-6: Gross scopes 1, 2, 3 and total GHG emissions

	2024	2025
Carbon Footprint	14,989 tCO_2e	11,072.47 tCO_2e
GHG emissions intensity per turnover	0.00080 tCO_2e/€	0.00059 tCO_2e/€ (588.6 tCO_2e/M€)



Comparison between 2024 and 2025 Corporate Carbon Footprint (according to GHG Protocol)

	Category	2024 Emissions (tCO_2e)	2025 Emissions (tCO_2e)	Difference (%)
Scope 1	Stationary combustion	291.34	863.99	197%
	Mobile combustion	75.35	98.63	31%
	Total Scope 1	**366.69**	**962.62**	**163%**
Scope 2	**Purchased electricity (location-based)**	**335.90**	**172.47**	**-48.7%**
	Purchased electricity (market-based)	**271.37**	**553.93**	**104.1%**
Scope 3	Purchased goods and services	10,825	4,279.35	-60%
	Capital goods	2,560	4,050.20	58%
	Fuel- and energy-related emissions (not included in Scopes 1 and 2)	66.67	185.55	178%
	Upstream transportation and distribution	310.19	724.51	134%
	Waste generated in operations	89.19	191.22	114%
	Business travel	127.84	57.64	-55%
	Employee commuting	294.23	375.55	28%
	Downstream transportation and distribution	77.21	73.35	-5%
	Total Scope 3	**14,351**	**9,937.38**	**-31%**
	Total Scope 1 + 2 + 3	**14,989**	**11,072.47**	**-26%**

Pollution (ESRS E2)

E2-4: Pollution of air, water and soil

	Air emissions (t/year)
Particular matter	0.194
CO	0.000
NOx	0.062
SO_2	0.000
VOC	10.605

Total consumption of solvents used in metal surface coating processes	31,091.63 kg/year

Total VOC emissions

- **10.605 t/year**
- **Diffuse emissions:** 4,389.11 kg/year
- **% of Diffuse emissions:** 13.68%, below the legal limit of 20%.
- Solvents in waste (S6): **9,732.97 kg** of solvents identified in waste, including:
  - Paint and varnish sludge;
  - Aqueous suspensions;
  - Filtration and absorption materials;
  - Paint and varnish waste;
  - Paint and varnish waste removals.

Water and Marine Resources (ESRS 3)

E3-4: Water consumption

Total water abstractions, by source

	2024	2025
Borehole	3,183 m³ (31,6%)	2,329 m³ (45%)
Mains water	6881,4 m³ (68,4%)	2,855.92 m³ (55%)
Total	10,064.63 m³ (100%)	5,184.92 m³ (100%)

	2024	2025
Total water consumption	9,494.12 m³	4,519.22 m³

	2024	2025
Stored water volume	400 m³	470 m³

	2024	2025
Water intensity	504.66 m³/M€	240.13 m³/M€
Specific water consumption	0.136 m³/up	0.076 m³/up

Resources Use and Circular Economy (ESRS E5)

E5-4: Resource inflows

	2024	2025
Weight of materials used*	435.36 tonnes	558.35 tonnes

(*) Material weight is based on the purchased aluminium profile.

E5-5: Resource outflows

	2024	2025
Total quantity of waste generated	398.45 tonnes	395.63 tonnes

% Hazardous vs non-hazardous waste

	2024	2025
Hazardous	58.1%	48%
Non-hazardous	41.9%	52%

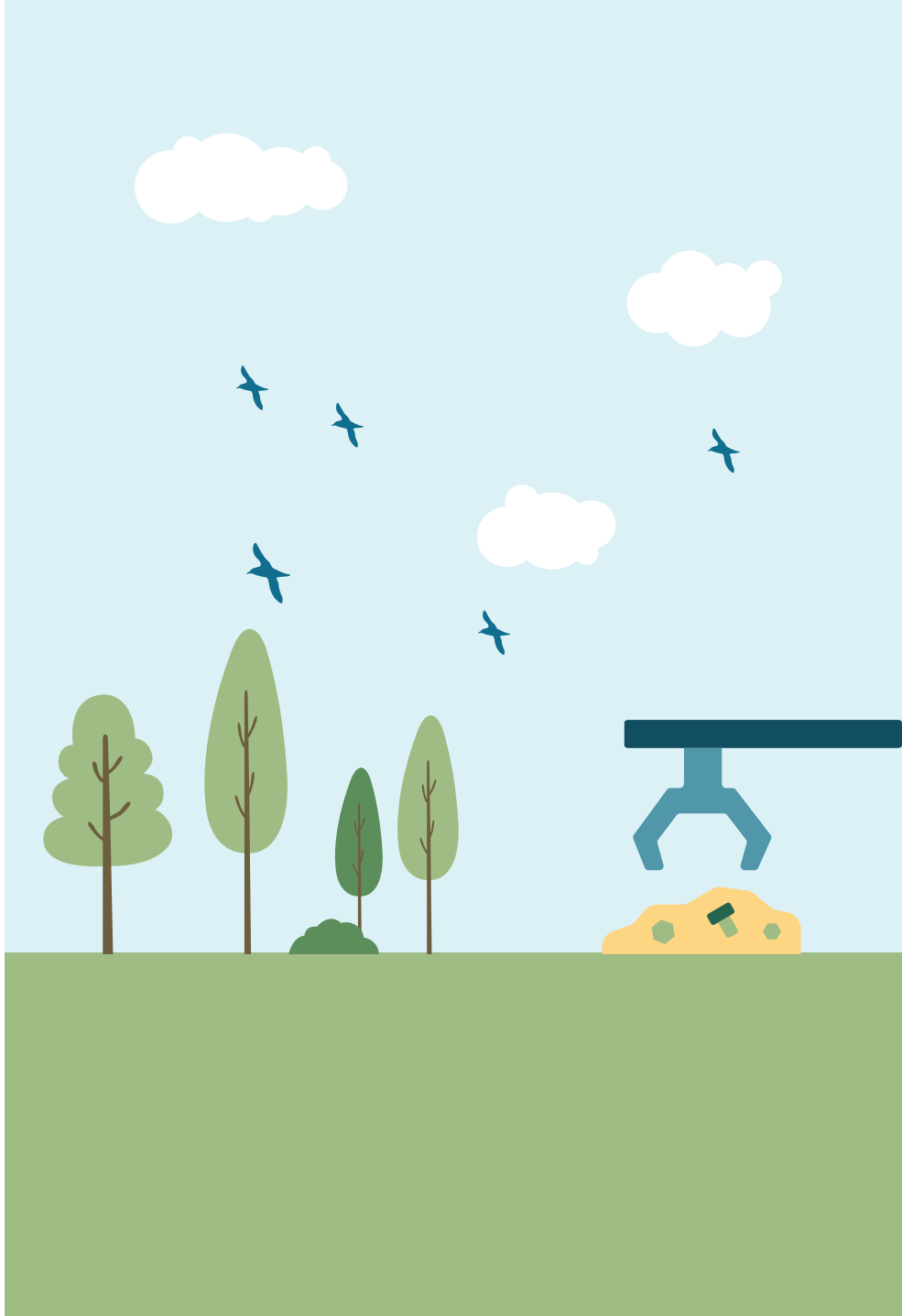
% waste sent for disposal vs diverted from disposal

	2024	2025
Diverted from disposal	43.9%	53.74%
Sent for disposal	56.1%	46.27%

% of hazardous waste sent for disposal vs diverted from disposal

	2024	2025
Hazardous waste diverted from disposal	3.8%	5.2%
Hazardous waste sent for disposal	96.2%	94.8%

	2024	2025
Non-hazardous waste diverted from disposal	99.4%	98.6%
Non-hazardous waste sent for disposal	0.6%	1.4%



Social

Own Workforce (ESRS S1)

S1-4: Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those measures

Number of hours dedicated to team-building initiatives with employees

391 hours through the Welding Days program

S1-6: Characteristics of the undertaking's employees

	Men	Women	Total
Permanent salaried employees	214 (60.8%)	138 (39.2%)	352

S1-8: Collective bargaining coverage and social dialogue

% of salaried employees covered by collective labour agreements

100%

Distribution of employees by age group	< 30 years	30 - 50 years	> 50 years
2024	87	216	49
2024	72	148	42

S1-9: Diversity metrics

Salaried employees at top management level	Men	Women	Total
2025	24	10	34*
2024	16	7	23

(*) This includes one and two hierarchical levels immediately below the administration

S1-12: Persons with disabilities

	Men	Women
Employees with disabilities	2	2

Salaried employees at top management level in percentage	Men	Women
2025	71%	29%
2024	70%	30%

S1-14: Health and safety metrics

% of employees covered by an audit/certified health and safety management system

Workforce: 100%

	2024	2025
Number of work-related accidents	7	6

Work-related accidents (by 1 000 000 hours)

	2024	2025
Workforce	13.36	9.77
Salaried employees	13.36	9.77

	2024	2025
Work-related illnesses	1	0

	2024	2025
Severity rate (lost-time injuries)	849.52	793.25

S1-15: Work-life balance metrics

% of employees entitled to family-related leave

Salaried employee: 100%

	2024	2025
Total absenteeism	5%	4.5%

	2024	2025
Parental-related absenteeism	1%	0.3%

S1-16: Compensation metrics (pay gap and total remuneration)

	2024	2025
Pay gap between men and women	28%	23%*

(*) 18% excluding members of the Administration.

	2024	2025
Highest paid individual (annual)	€142,492	€144,892*

(*) This value does not include members of the Administration.

	2024	2025
Annual median of all employees*	€14,380.8	€17,535.14

(*) Excluding the highest-paid individual and members of the Administration.

	2024	2025
Annual total remuneration ratio	9.91	8.26

	2024	2025
Ratio between Triangle's minimum salary and the national minimum wage	1.02	1.017

	2024	2025
Ratio between Triangle's average salary and the national average salary	0.96	0.72

Employees in the Value Chain (ESRS S2)

SBM-2: Interests and views of stakeholders

	2024	2025
Academic and professional internships completed	11	12

Affected Communities (ESRS S3)

SBM-2: Interests and views of stakeholders

	2024	2025
Investments in community initiatives	€2,420	€2,500

S3-5: Targets related to the management of material negative impacts, the promotion of positive impacts, and the management of material risks and opportunities

	2024	2025
Events for/ with the community	6	8

Consumers and End-Users (ESRS S4)

S4-1: Policies related to consumers and end-users

	2024	2025
Complaints	143	102

Governance

Business Conduct (ESRS G1)

G1-1: Corporate culture and business conduct policies

	2024	2025
Number of complaints to suppliers	121	113

	2024	2025
Number of convictions for violations of anti-corruption and anti-bribery	0	0

	2024	2025
Amount of fines for violations of anti-corruption and anti-bribery laws	0	0

	2024	2025
Number of confirmed incidents of corruption or bribery that resulted in dismissals or termination of contracts with partners	0	0

Tax compliance obligations
100%

G1-3: Prevention and detection of corruption and bribery

	2024	2025
Number of employees in roles considered at risk of corruption and bribery	17	21

Awards and Recognitions

inovadora'25

Certifications

asi CERTIFIED PERFORMANCE

ISO 45001 Occupational Health and Safety ISO 45001

ISO 14001 Environmental Management ISO 14001

ISO 9001 Quality Management ISO 9001

Adoption of New Clusters

AED CLUSTER PORTUGAL
AERONAUTICS, SPACE AND DEFENCE

MOBINOV :: Automotive Cluster
PORTUGAL

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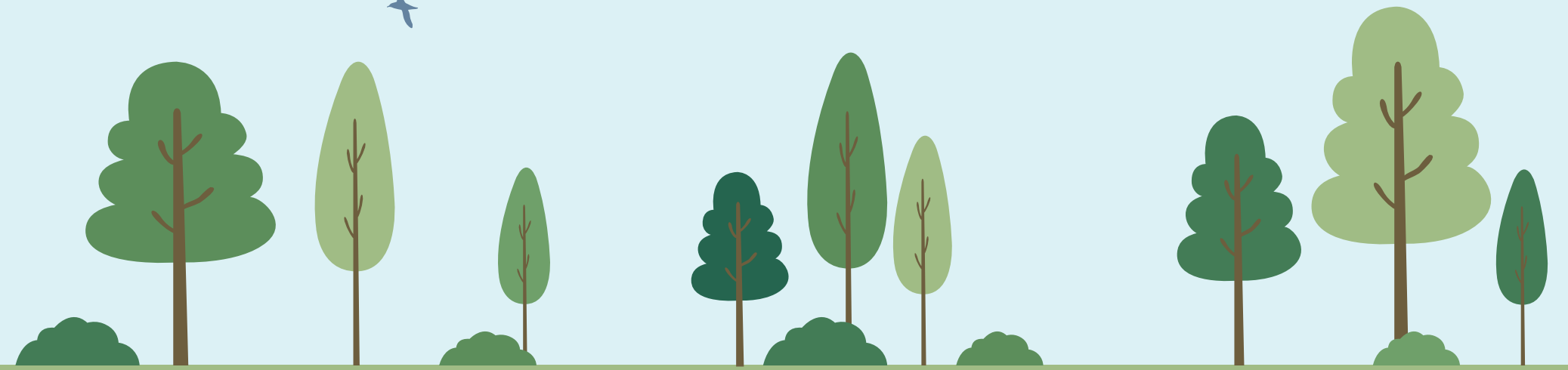

Triangle's - Cycling Equipments, S.A.
Parque Empresarial do Casarão
Av. das Duas Rodas, 1146
3750-860 Borralha, Portugal

Contact: +351 234 135 854
Email: triangles@triangles.pt
Website: https://triangles.eu

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