



TRAMONTINA

TRAMONTINA
trans
forms



This is an interactive publication. We recommend reading it on a desktop computer or laptop in order to access all the resources.

Doing things beautifully today to transform tomorrow

GRI 2-3 / 2-14

Tramontina has been operating for over a century on the basis of tradition, innovation and excellence at doing things well. It offers quality solutions for inspiration in daily life and which encourage meaningful experiences in the homes and lives of Brazilians and people of different cultures all over the world.

Proud of its roots, knowing people's worth and trusting the paths of sustainability. This is the legacy that drives Tramontina to pursue new challenges and opportunities to grow and innovate, always attuned to global movements demanding respect for the environment and for human beings.

For the second year in a row, Tramontina is releasing its sustainability report, an annual publication that covers the Group's main achievements and challenges concerning sustainable development. The information related to 2022 performance, as well as the historical series from the past two years, demonstrate the company's evolution on ESG practices. The Board of Directors (CAD), on the recommendation of the ESG Committee, approves the content of this Report and assures that all material topics have been clearly addressed.

Message from the Board of Directors

Doing things right, well done and beautifully is the basis of our sustainability actions

GRI 2-22

This outlook strengthens Tramontina's commitment to generating long-term, meaningful value for all those who contribute to the success of our business.

Although contemporary, this outlook has been with us for generations and is expressed by our enthusiasm for generating real and inspiring experiences for customers and consumers, as well as by how we appreciate our employees' worth. Respect for the environment also lies at the core of our operations, as well as conducting business fairly and ethically. Similarly, honest relations with authorities and communities give us the confidence required to maintain a strong operation.

All of these beliefs are expressed in our corporate guidelines. This is why it is no surprise when we look at the 2022 big picture and see concrete results on all sustainability fronts, despite the challenges posed by the market.

The year proved challenging in operational and financial terms. We experienced an abrupt downturn in the market, which required

investment adjustments in most of our units, in addition to inventory adjustments, amply stocked during the period of intense activity, which was a challenge to pass on to customers and consumers. Likewise, the increase in interest rates in the domestic market, especially on loans, has generated financial losses.

However, this context did not prevent the continuity of projects defined for the year, among which we highlight the start-up of the porcelain factory, the opening of six T stores – in Brazil, Colombia, Peru and the United Arab Emirates, two distribution centers, in France and Spain, and regional sales offices in Pakistan. We closed the year with BRL 8.315 billion in revenue, 2.68% higher than the previous year.

In 2022, we advanced along our Sustainability Journey, directing efforts for the upcoming years. Prompted by the Board of Directors at the beginning of the year, all factories presented their Strategic Plans (PLANES) with a specific ESG chapter. We also launched our purpose, "Growing to transform lives.



**The total
invested in
environmental
improvements
over the past
year was BRL
17.4 million.**

Creating bonds to evolve together", connecting the Tramontina essence with various actions for the benefit of different stakeholders. Finally, in the second half of the year, we started to build our sustainability strategy, conducted with dedication by the ESG Committee and approved by the CAD. →



Seeking to expand our culture of integrity, we launched the Whistleblowing Channel.

Although we have not yet implemented the corporate sustainability strategy, the results over the course of the year were solid. Focusing on the development and well-being of our employees, we increased the number of training hours by 29% and paid out BRL 33.4 million in profit sharing. We also reduced the number of high-consequence accidents by 70%, demonstrating genuine concern for the safety of the people working in our operations.

Striving to generate positive transformations through our products, we expanded our outlook beyond quality and durability with the launch of the first line of housewares made of 100% recycled and recyclable materials, the Lyf line. Through Lyf, we also introduced RecyPlast into the market, an innovative and 100% recyclable raw material used in the handles of our cookware and conceived under circular economy principles. By the same logic, we rolled out the Reverse Logistics pilot project with the installation of points for the collection of post-consumer products in T stores and expanded our initiatives to reduce the impacts generated by packaging.

We have also upheld our belief in the importance of the social and economic development of communities where we operate. In 2022, the factories allocated 45.2% of the value transacted in the year to contracting local suppliers.

Investments in the social and infrastructure areas were also relevant and exceeded BRL 10.7 million, benefiting more than 2,600 children and young people from 40 institutions.

In the environmental area, we directed a large portion of investments made in the year to improvements in manufacturing processes that are directly related to the topic. As a result, 37% of the water that supplies the factories comes from rainwater and reuse, and 95% of energy consumed comes from renewable energy sources. In production, there are several processes that reuse materials, contributing to circularity in a way that is relevant to the business.

Although aware that we need to evolve along our journey, establishing long-term objectives and goals, the initiatives we undertake today and in the past have made us resilient and prepared us to assume another level of business, more regenerative and with real positive impacts. We recognize the challenges that lie ahead, but we trust our historic commitment to continuous improvement and are certain that we will qualify our results every year.

Eduardo Scomazzon

President of the Tramontina Administrative Board



**We invested
BRL 2.5 million
in employee
development.**





Summary

The background of the slide is a teal-colored image. On the left, a hand is shown holding a small green plant seedling. On the right, there is a large, stylized white spiral graphic that resembles a target or a sunburst, with an infinity symbol at its center.

1

Sustainability Journey

Foundations for sustainable management

GRI 3-1 / 2-22 / 2-29

With planning, engagement and targeted communication, Tramontina has gradually improved and strengthened its sustainability practices. This structuring is coordinated by the ESG Committee, which standardizes and consolidates procedures related to the Group's management of environmental, social and governance impacts.

In the past three years, the Committee has been working steadily, mapping the company's existing practices and coordinating projects such as the construction of Materiality, which identified positive and negative impacts of the business and mobilized more than 1,100 people in defining critical sustainability topics.

The first movement to engage stakeholders in sustainability was Tramontina Transforms, created in 2020 to identify the company's sustainability communications. The dissemination of practices in favor of sustainable development strengthens our commitment to responsible operation, promotes transparency and generates visibility for the topic inside and outside the Group. This engagement also encourages people to become agents of positive change.

In 2022, Tramontina took consistent steps along its Sustainability Journey. With support from the Board of Directors, the ESG Committee headed two major initiatives: it increased the transparency of sustainability practices with the publication of the first Sustainability Report pursuant to GRI Standards, the most comprehensive and internationally recognized ESG reporting standard, and it started developing the Group's sustainability strategy, which will be launched in 2023. The main goal of the strategy is to define priorities for upcoming years and to promote a corporate direction for the topic.

To accelerate implementation of the sustainability strategy, articulating, engaging and providing technical support to the Boards and Management areas in deploying actions, projects and programs related to its topics and objectives. The Sustainability Team will also be created in 2023. The Team will also be responsible for identifying market challenges, risks and opportunities, as well as for providing documented quarterly and annual reports to the Board of Directors on the company's performance in implementing the sustainability strategy.



Tramontina was ranked 4th in the ESG Responsibility ranking – Consumer Goods 2021 category of the MERCO award, a benchmark corporate monitor in Latin America that has been evaluating the reputation of companies since 2000.



Whenever the content presented in this Report is related to the material topics presented here, the icons corresponding to each topic will appear highlighted in the sidebar.

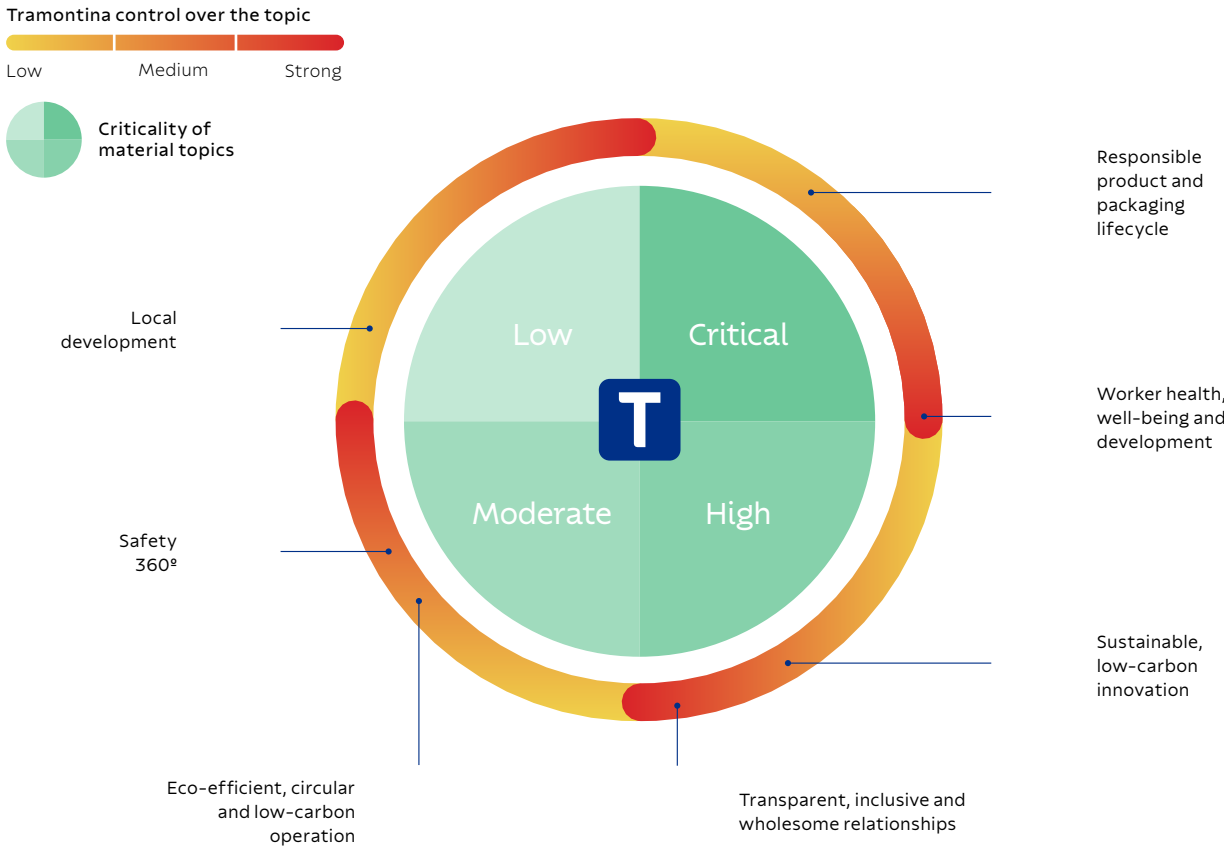
Materiality

GRI 3-1 / 3-2 / 3-3

In the materiality review for preparing this report, the material topic “Business Resilience” was discontinued because, with the implementation of GRI 2021 Standards, the topics linked to business governance are now mandatory for all organizations.

Other disclosures were redirected to the material “Transparent, inclusive and wholesome relationships” topic, which is now considered a highly critical topic and monitored carefully by Tramontina.

The policies and commitments, as well as measures to track the effectiveness of practices implemented in the management of material topics, are being elaborated and will be presented in 2023, together with the sustainability strategy.



Click on the material topic icons for more information.

Impact management

GRI 2-12 / 2-25

Tramontina has a corporate culture that values positive economic and financial performance, always favoring people, respecting the environment and generating shared value for employees, suppliers, clients, consumers and communities.

The ESG impacts inherent in the industrial and retail sectors have been handled responsibly by the Group throughout its 111-year history. Based on the definition of material topics, the company has been looking at business challenges in a more strategic way and has identified several positive impacts throughout its operations. The following pages allow for seeing how these challenges and positive impacts are included in the context of Tramontina's Value Chain, and the Report presents the initiatives and practices undertaken by the Group's companies in recent years.

In the case of challenges, when situations that pose a threat to the operation are identified, the issues are addressed in committee meetings ([see more on page 38](#)) and brought to the attention of the CAD, which makes decisions according to the criticality and urgency of each situation.

The CAD is the body responsible for defining corporate management guidelines, including impacts, with protocols that are shared in internal communication channels and must be followed by all units. When applicable, communications are also disseminated in corporate publications and on official external channels so that these guidelines reach other stakeholders.

In the management of the companies, the boards are responsible for implementing CAD decisions, operating in ways to prevent adverse impacts, further positive impacts, as well as acting to remediate possible incidents.

The projects undertaken in the companies undergo a technical and economic feasibility analysis, including social and environmental impacts. The Conduct Manual, the Whistleblowing Channel, the structuring of corporate topics via committees, risk assessments of manufacturing operations (required

in the environmental licenses), operating licenses, assessments of environmental aspects and impacts, periodic monitoring, the Environmental Risk Prevention Program (PPRA) and the Occupational Health Medical Control Program (PCMSO), among others, are also mechanisms used to mitigate the generation of negative impacts. Such management practices, combined with the consolidated and decentralized operations of the companies, contribute to a specialized outlook capable of identifying the opportunities and challenges for each operation



The adverse impacts identified in the reporting period were duly controlled, considering that each company in the Group handles management, monitoring, practices and investment over them.

Suppliers

>> Tramontina Operation

Over 14,861 suppliers

- 94% in Brazil
- 6% abroad

Direct: large companies based in Brazil, supplying raw materials and inputs and accounting for 12% of total suppliers and 61.5% of the value transacted in the year.

Services: main providers are land and sea logistics.

Fixed assets: machinery, equipment, devices, molds, dies and others.

Procurement and transport of raw materials and input materials

83% by weight of the non-renewable raw materials purchased are carbon steel, stainless steel, aluminum and plastic.

Wood is the renewable raw material used the most.

The factories also sell input materials and components to each other.

100% outsourced logistics and distribution, land and sea.

Development and manufacturing*

The 9 factories located in Brazil produce more than 22,000 products, in 5 business segments:

- Home
- Housewares
- Tools
- Electrical materials
- Hospitality

In 2022, 1,600 new products were launched.

They sell products to DCs, T stores and to corporate clients, mainly in countries where Tramontina has no sales operation.

Exporting is an important operation for the factories:

- 70% from factories to distribution centers
- 30% of the factories for customers in countries where there is no sales operation (Argentina, Uruguay, Paraguay and Bolivia).

Sale and distribution*

Sale and distribution to Brazil and to more than 120 countries.

The T stores, located in Brazil and in four other countries, are an important internal client and act as a laboratory for experimentation, research and innovation.

The online T store, in operation since 2018, operates in Brazil and has 8 more sites in operation abroad.

Revenue of more than BRL 12.5 billion.

- South America: 34.69%
- North America: 45.44%
- Other markets: 19.87%



Customers

Consumers*



Over 60,000 clients

- 87% in Brazil
- 13% abroad

Wholesale and Distributors, Hypermarkets, Supermarkets, Retail, Wholesalers, Home Centers, Garden Centers, Department Stores, Promotional, Construction Materials, e-commerce / Marketplaces, Hospitality and Self-Service.

In e-commerce, roughly 60% of the target audience is formed by women and young adults, around 30 years old. More than half, 55.6%, reside in the Southeast Region and 21.1% in the South Region. Another 23.3% are located in the following regions: 13.4% in the Midwest, 6.8% in the Northeast and 3.1% in the North.**

Consumers have access to durable, safe, high-quality products. In 2022, the Lyf line was launched, with various sustainability attributes.

The Tramontina Customer Service Center (CAT) assisted more than 270,000 consumers through 18 service channels, with 81% satisfaction

Post-consumer

Strategic partnerships for recycling post-consumer packaging, portable electronics, household appliances and tires. Reverse Logistics pilot project for products and packaging, with collection points in T stores.

Value Chain

GRI 2-6



*Information from the brand's brick-and-mortar stores, T stores, is not available.

** Tramontina D2C Digital Channel.

Tramontina USA (TUSA)

GRI 2-6

TUSA is the biggest international unit, responsible for 31% of employees working abroad. Apart from the operation in the United States, with 243 employees, it also controls the China and Canada Units, with 22 and 3 employees, respectively



Tramontina USA Base |

Suppliers

TUSA's major provider is in logistics: domestic, maritime freight and e-commerce (Fedex, UPS, USPS).

All suppliers are audited annually to prevent human rights violations and environmental crime.

Tramontina USA Operation

Procurement and transport of input materials

To meet the unique demands of the local market, TUSA buys from factories in Brazil and from suppliers in China, to assemble the kits and then sell them.

- Brazil: 70%
- China: 30% (iron pan, stainless-steel waste bins and items to complement the products from Brazil, specifically for the North American market).

Development and manufacturing Sale and distribution

TUSA has a unique operation, also working on the development of products and packaging to meet local demand.

The China Unit has managed local sales for more than 15 years and works in supplier development and product inspection. Serves all factories in Brazil and TUSA.

The compliance and quality team operating in Brazil also operates in China.

Customers

In 2022, TUSA commenced online sales operations in China, on the two main platforms operating in the country.

80% of products sold are manufactured in Brazil.

Only locally manufactured products are sold in the brick-and-mortar stores.

TRAMONTINA



IMPACTS ON THE VALUE CHAIN

GRI 2-6 / 3-2 / 3-3

Click on the Material Topic icons to learn about the challenges and positive impacts of the Tramontina Value Chain

2

Tramontina





Profile

GRI 2-1 / 2-6

The Tramontina Group is a Brazilian company recognized internationally for the quality of its products.



Over **10,000**



employees

- 79 units, including factories, distribution centers, sales offices, stores and e-commerce.
- Presence in 11 Brazilian states and the Federal District.
- Commercial structure in 23 countries, on five continents.
- A network of over 14,800 suppliers.
- Portfolio with more than 22,000 products sold in over 120 countries.
- 62,000 clients in Brazil and abroad.



Tradition and innovation without losing essence and excellence.



Tramontina is one of the brands most remembered by Brazilians in the Steak Knife, Cookware and Frying Pan categories, according to the Folha de São Paulo Top of Mind 2022 Award.



Tramontina continues to be recognized nationally, demonstrating the brand's relevance and its importance in consumers' daily lives. In 2022, the brand reached 1st place in the Consumer Goods and Impact Coefficient category in the Southern Region of Brazil, by Estadão Empresas Mais. In the same year, it was also recognized as the second Strongest Brand in Brazil, by Isto É Dinheiro.

This is Tramontina's purpose, defined in 2022 with the goal of connecting its essence to the lives of its employees, customers, consumers, communities and partners, contributing to a better world.

Since its founding, the brand has been nurturing lasting relationships with people willing to grow and transform the world at its side. To this end, in 2022, seeking to highlight its world view, the Group established its purpose and selected two causes to encourage people's growth aligned with the brand's contributions to society: inclusion through education and quality nutrition for quality living. The causes are to be deployed across all units starting in 2023.

Include through education

Tramontina has always believed that only with solid foundations will it be able to thrive and progress. The core foundation is: inclusion through education, which allows people to thrive socially and improve the world around them

Quality nutrition for a quality life

Promoting quality living so that individuals can thrive and progress. To this end, it endeavors to encourage healthy food choices, teaching people to choose food with care, considering nutritional value and conscientious consumption.

The company expects to put its purpose into practice and expand investments in 2023.



Essence

Doing things right is Tramontina's essence and driving force, which has been maintained over time and guides all the Group's activities. The stronger it is, the more people know what to expect from the brand.

Mission

To do things well in order to inspire people and encourage meaningful experiences, generating value and satisfaction for customers, consumers, employees, stakeholders and communities.

Vision

To be the leading Brazilian company in consumer satisfaction by delivering the best solutions for everyday life. To remain a reference brand in quality, innovation, wholesome relationships and human values.

Values

- **Knowing people's worth:** growth based on commitment to employees.
- **Customer satisfaction:** high level of quality to continuously improve people's lives.
- **Leadership:** qualified professionals, the latest technology and low cost to be competitive.
- **Work:** focus, discipline and results.
- **Transparency:** ethics, clear purposes, wholesome relationships and dialogue with partners.
- **Devotion:** dedication and passion in everything it does.



Business Units

GRI 2-6

With a decentralized organizational structure, focused on respect for differences and local peculiarities, Tramontina builds its global identity while retaining its culture, valuing people and maintaining the excellence of its products and services. There are 79 units in operation, 43 in Brazil and 36 abroad.

Tramontina's Head Office
in Carlos Barbosa (RS)

CORPORATE

Head Office

Base of the Board of Directors, source of the group's guidelines and directives, as well as other corporate areas, such as: Financial, Domestic Market Center, Human Resources, Human Development, Marketing, Information Technology, Accounting/Tax and Engineering.

Tramontina International

Holds shareholding control in Distribution Centers, Regional Sales Offices and T stores abroad.

Tramontina Florestal

Executes forestry projects to meet the group's demands.





FACTORIES GRI 2-6

The nine factories operate by specialization, offering the Brazilian and international markets products with state-of-the-art technology, high durability, functionality and design aligned with the beauty and practicality trends observed in the most sophisticated markets.

Tramontina Cutelaria:

Knives and machetes, everyday flatware, kitchen utensils, nonstick cookware, bakeware and frying pans, shears, children's line, container line, cheese and wine line, skewers and a complete line of barbecue products.

Tramontina Garibaldi:

Hand tools for the industrial, automotive, civil construction and household segments. They are hammers, pliers, wrenches, screwdrivers, drills, pruning saws, levels, metal and plastic tool organizers.

Tramontina Farroupilha:

Cookware, serving items, flatware, professional kitchens and a full line of portable electronics.

Tramontina Eletrik:

Products for residential, commercial and industrial electrical installations, showers, LED lighting, custom aluminum injection and products for classified areas (explosive atmospheres).

Tramontina Multi:

Tools, utensils and equipment for gardening, agriculture and civil construction, in addition to drivable machines.

Tramontina Belém:

Cutting boards, wares and furniture for indoor and outdoor areas. Products with a design that explores, through technological processes, the natural character of wood.

Tramontina Madeiras:

Tables, benches, stools, shelving, shelf units, panels, ironing boards, clothes lines, trays, pine chips.

Tramontina TEEC:

Sinks, basins, mixers, utility sinks, waste bins, stainless-steel accessories, as well as kitchen equipment, such as cooktops, hoods, ovens and dishwashers.

Tramontina Delta:

Injection-molded or rotomolded plastic tables, chairs, toys, shelving, planter pots, waste bins, organizer boxes, drawer units and armchairs. As well as porcelain plates, cups, mugs, saucers, bowls, serving dishes and salad bowls.

Tramontina Madeiras
in Encruzilhada do Sul (RS)



SALES STRUCTURE GRI 2-6

Commercial Units

The Distribution Centers (DCs) and Regional Sales Offices (RSOs) cater to corporate clients (B2B) of multi-brand retail chains, in many markets in Brazil and abroad.

- **Brazil: 5 Distribution Centers and 5 Regional Sales Offices**
- **18 Distribution Centers and 5 Regional Sales Offices**

Concept Stores*

The T factory stores and T stores (shopping mall stores) are the Group's retail arm, bringing the brand closer to end consumers. Tramontina has its own stores in Brazil and in 4 other countries.

- **Brazil: 2 T factory stores, 17 T stores and 1 Office in Porto Alegre**
- **Abroad: 13 T stores**

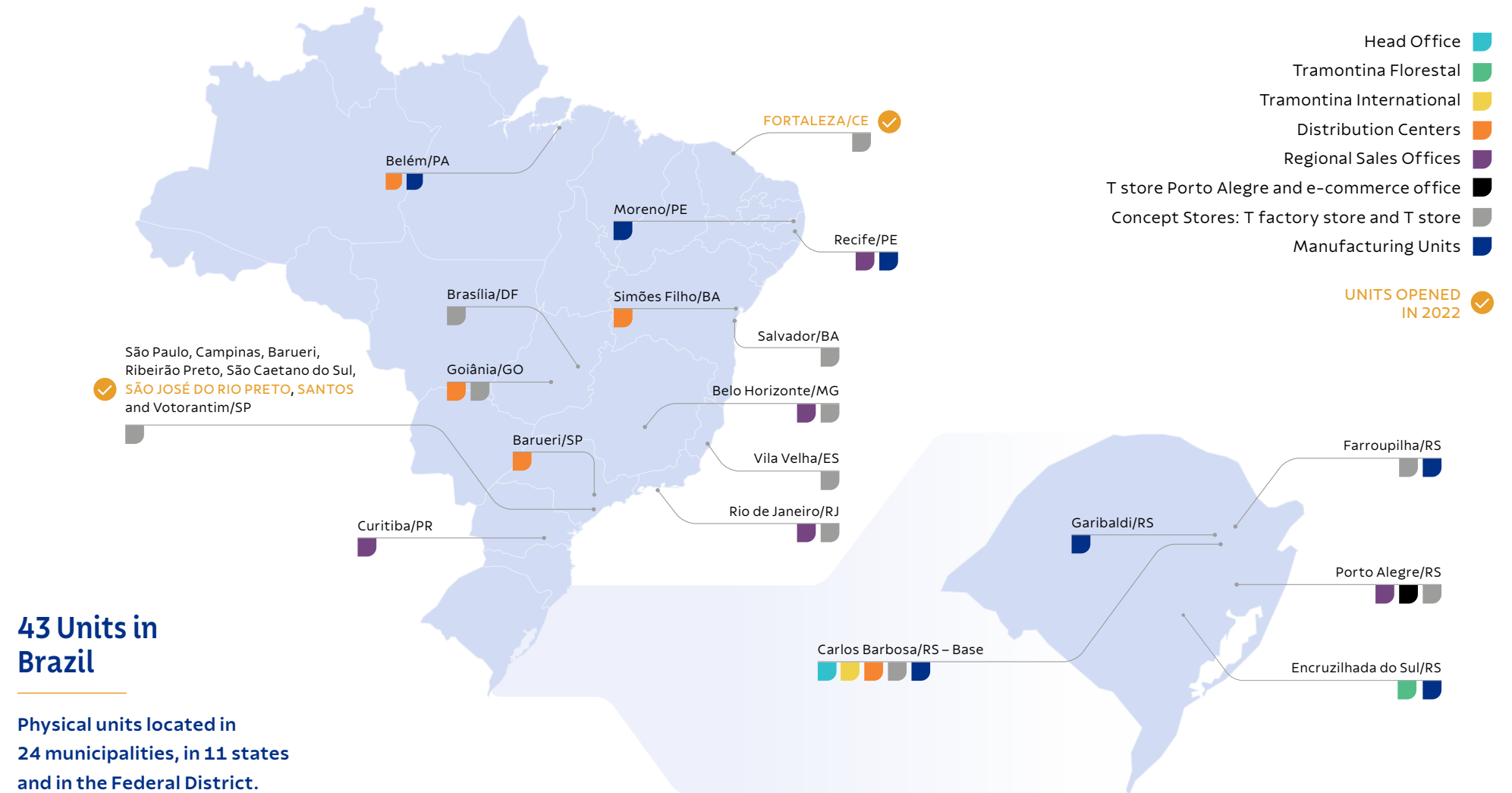
T store on-line*

Tramontina's e-commerce with operation in Brazil and abroad. Being that in Bolivia and Argentina the Company does not have its own operation.

*The Tramontina Customer Service Center supports the sales and e-commerce operation with information about orders, products, deliveries, exchanges and returns.

T factory store in
Carlos Barbosa (RS)





A National brand

Tramontina continues to expand its T stores, with stores in three new cities. The unit located at Praiamar Shopping mall in Santos opened in October and offers roughly 760 items, spanning the Preparing, Cutting, Serving, Celebrating

and Equipping spheres. The state of São Paulo also has another T store in São José do Rio Preto. The year 2022 also marks Tramontina's entry into the state of Ceará, opening its first Concept Store in Fortaleza.



36 International Units

Physical units located
in 22 countries.

GRI 2-1

Present all over the world

Abroad, Tramontina expanded its operations to four new countries. In France and Spain, the company opened Distribution Centers, staffed by teams that know the local habits and cultures and which bridge the gap between Brazil and these two countries. Regional Sales Offices were opened in Saudi Arabia and Pakistan. In Dubai, Tramontina UAE moved its operation to

a new building that houses the office and the warehouse, serving the entire Middle East. It also acquired the Abdullah Abdull Rahim store in the United Arab Emirates, commencing its retail operations in the region. In addition, the Company also has two new Concept Stores in Peru and Colombia, strengthening its presence in Latin America.

Innovation and technology for doing things well

Innovation, Research and Development Center (CIPeD) – Tramontina Eletrik in Carlos Barbosa (RS)

The tradition of innovation has accompanied Tramontina for over 100 years and the factories continuously improve their practices. One example is the existence of structures dedicated to innovation, such as Research & Development (R&D) spaces and Centers of Innovation, Research and Development (CIPeDs). Depending on the manufacturing unit, the areas are independent or part of the same structure. The teams are formed by multidisciplinary and highly specialized professionals who share technical expertise to meet customer demands, ensuring the quality, durability and safety of products, as well as developing solutions and new technologies.

Together, these teams are responsible for keeping Tramontina not only always up to date, but at the forefront of market trends.



The company also works with a network of local and national suppliers always willing to innovate. These partnerships are reflected in regional economic development contribute positively to advancement of the climate agenda.

In recent times, proximity to the supply chain has helped the company maintain its financial balance and that of its partners, when the market suffered from the price increases caused by the covid-19 pandemic.



Kitchen at Espaço Conecta in
Tramontina Farroupilha (RS)

Structures for sustainable innovation

GRI 3-3

At Tramontina, doing things beautifully and well go hand-in-hand, and making this path more sustainable is part of the brand's essence. Durable products, sustainable management of its own forests, work of the Environmental Committee and the environmental areas of factories to minimize impacts and other practices developed by the innovation, engineering and quality teams are examples of this.



The constant pursuit of greater efficiency and a keen eye for detail allow sustainable innovation to be part of the daily routine at CIPeDs.

The CIPeDs also play a key role in this scenario, responsible for innovating in processes, products and inputs. In this sense, they seek to support factories with improvements to reduce production time, energy consumption and the efficient use of natural resources. The analysis of improvement opportunities and guidance on the responsible use of raw materials and inputs, promoting circularity whenever possible and conducting research and development on new materials and technologies for innovation are also part of the routine of these teams.

Small improvements that enhance processes and contribute to cost reductions and the development of sustainable solutions, such as the Lyf Line, a Tramontina release that includes unique sustainability attributes, demonstrate the versatility of Tramontina teams. The goal is to do more with less, in an efficient way, ensuring the durability and quality of products

Targeted benefits

- Differentiation in the market through practices linked to innovation and circular economy.
- New business opportunities in markets that value sustainability, such as the European Union.
- Development of sustainable, low-carbon processes, products and packaging.
- Development of strategic partnerships for innovability.
- Supplier and customer engagement.
- Fostering the production of durable, efficient and circular products.
- Conservation of natural resources.

Impacts prevented

- Unnecessary extraction or scarcity of noble raw materials.
- Obsolescence of products, the operation or the business itself in the face of green and disruptive technologies.
- Loss of market share to companies dedicated to innovative and sustainable consumer goods.

IMPROVEMENTS FOR SUSTAINABILITY

GRI 3-3

With the implementation of improvements in the production process, we were able to increase production of one of the stool lines by 45%, from 95 to 138 pieces per hour. By maintaining the die and design, but improving the cooling, the process became more efficient, generating less raw material waste. Today, with the same energy cost, the factory is producing more.



Tramontina
Niterói Stool



Tramontina Bistrô
Boa Viagem Chair

In 2022, improvements in the die of a plastic chair were reflected in the number of stacked chairs by decreasing the backrest size by 11 cm. Where 34 used to be stacked, today 40 units are accommodated. Generated benefits: reduced use of raw materials in production; optimized cargo storage, transportation and handling; lower shipping costs to the customer; and it may have reduced greenhouse gas emissions.

Lyf Line GRI 3-3

A new collection of cookware, knives and flatware with beauty, durability, quality, versatility and sustainability.

Tramontina's latest release, the Lyf Line, brings the company into the green economy through sustainable innovation. The line has caused a true revolution in the market, keeping the brand at the forefront of houseware creation and reaffirming its historical commitment to the environment.

Developed from sustainable raw materials, with eco-efficient and circular manufacturing processes, the line was conceived to meet the desires of contemporary consumers, concerned about the origin of everything that enters their homes and the carbon footprint of what they consume.

The materials used were considered carefully in order to reduce environmental impact during manufacturing, while maintaining beauty, durability and quality. The partners involved throughout the entire project contributed to create a great experience for the consumer at the time of purchase, in use and after consumption of the pieces.



SUSTAINABILITY ATTRIBUTES GRI 3-3



| Tramontina LYF Sauce Pan



Sustainable innovation

The high-strength engineering thermoplastic used in cookware handles, RecyPlast, in addition to being a high-quality raw material, is the result of five years of work by the CIPeD. Produced in-house, the innovation is 100% recyclable and replaces the use of Bakelite, a component of non-renewable origin that is hard to recycle.

Circular economy GRI 301-2

The flatware and knives are made from recycled plastic. In the case of aluminum, in addition to being able to be recycled countless times without losing its characteristics, all waste generated in product manufacture 100% recycled internally. The waste thus returns to the production process, avoiding transportation to external recyclers. Steel, in addition to having great durability and long service life, is produced from clean and renewable energy sources and can also be recycled countless times.

Responsible packaging

Without the use of plastic, the packaging follows the principle that less is more. The materials were evaluated and chosen to ensure the use of recycled and recyclable products, water-based paints and minimal use of packaging.

Design

Designed by Design Único, the line is inspired by the organic and asymmetrical forms found in nature. The leaf was the inspiration for the design of the finishes for cookware, knives and flatware, textures and pictograms, and for creating the collection's name: a retelling of the word "leaf".










New products

GRI 2-6

Developed by designers attuned to global trends, each product is conceived based on user needs and aspirations and created to prompt meaningful experiences, generating value and satisfaction. The Marketing, Commercial and R&D teams work together to research market trends and identify opportunities for new products and solutions. The R&D areas are also responsible for developing designs and connecting everyone involved in the creation and launch of new products.

In 2022, more than 1,600 new products were launched.

The development of new technology, in-house testing for the use of innovative materials and the creation of new products are the responsibility of the CIPeDs and vary by project. Guru, Tramontina's connected cooktop, took years from conception of the idea to product launch. However, today it can be the basis for a new launch within months. The same example applies to the innovations presented in the recently launched Lyf line, which can already be used in other projects.

Belém 420 new products 	Cutelaria 195 new products 	Delta 363 new products 
Eletrik 202 new products 	Farroupilha 264 new products 	Garibaldi 32 new products 
Madeiras 46 new products 	Multi 73 new products 	TEEC 72 new products 

Student research and design project GRI 2-6

Tramontina USA (TUSA) sponsors a Product Design project in the Department of Industrial Design at the University of Houston. During half a semester, the junior class students worked with a focus on "lifestyle innovation", in pursuit of new ideas and innovation in the areas of cookware, outdoor cooking, specialty cookware and associated accessories, considering six research categories: mature cooks; cultural; educational; outdoor cooking; professional chefs; and socially responsible.

Each student was awarded a cash prize to help with school expenses, as well as a gift card worth USD 250 to use at the online T store.

The winner, Andreina Pereira Nunez, developed her project in the cultural category and received USD 3,500 in recognition in exchange for Intellectual Property rights to the design. TUSA's product development team is currently working with Andreina to refine the design for production. The plan is to produce samples of the product, which will be distributed in the market in order to generate customer interest.

Octos Waste Bin GRI 2-6

Innovative product developed with the support of FINEP — Financiadora de Estudos e Projetos, a federal government entity that supports all stages and dimensions of the scientific and technological development cycle: basic research, applied research, innovations and the development of products, services and processes. With the latest technology, it has options with capacity for 10, 15, 20, 30 and 45 liters, stainless-steel body with anti-fingerprint treatment, pedal and side handles, helping with transportation and handling. The lid closes smoothly and has a latch for replacing the plastic bag easily. The line also has a dual-compartment model, with two 15-liter buckets and non-slip feet.

| Jet and Paco ECO Chairs



| Octos Waste Bin

The Octos Waste Bin line earned bronze in product design – Housewares, of the Brazil Design Award. Also winner of the popular vote in the product design category. In its 12th edition, the award is granted by the Brazilian Association of Design Companies (ABEDSIGN – Associação Brasileira de Empresas de Design) and is targeted toward Brazilian design professionals and companies.



SUSTAINABILITY AND DESIGN GRI 3-3

The Jet and Pack ECO chairs are made of I'm Green Bio-Based plastic, Braskem's sustainable innovation. It is the world's first polyethylene of renewable origin produced on an industrial scale. The raw material used in the armchairs is sugarcane, processed in a way that lets it take on the same physical characteristics as conventional polyethylene. One of the product's main distinctions is its production process: the sugarcane manufacturing process enables the capture of carbon dioxide (CO₂), which helps reduce greenhouse gas emissions into the atmosphere. Green polyethylene is

also 100% recyclable – what is captured remains fixed throughout the product's lifecycle. The armchairs offer the same strength, durability and weight as chairs made of fossil-based plastic.

The Tramontina Sissi ECO Chair, on the other hand, is made from recycled polypropylene, and is the brand's first chair made entirely from recycled material. In addition to technology, innovation and beauty, it contributes to the fight against global warming by being a sturdy and durable product, made through the circular economy

Acknowledgements



Featured in the Housewares category of the iF Design Award, with the plastic Thermal Flasks of the Exata line. The award is considered the Oscar of the segment. The distinction of the Tramontina Exata line lies in its minimalism, timelessness, the variety of colors and especially its accessibility. They are pieces designed and developed to integrate people and environments.



The Guru connected cooktop was recognized as Gold and Platinum in the Industrial Design category of Grands Prix du Design, a competition created in Montreal, Canada that evaluates and awards designs from over 35 countries. In Brazil, the product was also recognized as gold by the Bornancini Award in the "Utensils, Utilities, Tools and Camping" category.



The latest edition of the Bornancini Award also recognized Tramontina as bronze in the "Typography" category, with the brand's original typography. The award aims to reaffirm the role of design as a driver of innovation, seeking to achieve a better society for all.

Safety and quality from manufacture to use of products

GRI 3-3 / 416 / 416-1

Tramontina Farroupilha (RS)
production line



Constantly aware of possible adverse impacts of its products on the health and safety of customers and consumers, Tramontina acts preventively, ensuring that 100% of its products are submitted to evaluations of their impacts on health and safety. In addition to promoting innovation, the CIPeDs, through their laboratories, also work to ensure product

quality and safety. Other technical areas, such as engineering, quality and R&D, also develop actions in this sense within their responsibilities.

To ensure quality, durability and reliability, all products are submitted to internal and external analyses and testing, following ordinances and technical safety standards, including those of

Tramontina products are widely recognized for their quality and durability, in addition to not requiring frequent maintenance and/or replacement, an important pillar of sustainability.

INMETRO, ISO and ABNT. The respective ordinances and standards, which indicate the periodicity, processes, components and documents to be tested and evaluated, are followed to the letter. The factories also follow strict quality standards, in compliance with the ISO 9001 Certification, and adhere to other certifications according to their specialized areas. Clear and effective communication, through different channels, is also used to provide relevant information to customers and consumers.

Targeted benefits

- Customer and consumer satisfaction.
- Reduced chances of exchange and recall.
- Fewer complaints from customers and consumers.
- Increased brand reliability.

Impacts prevented

- Defective or poorly designed products.
- Triggering regulatory oversight, sanctions and complaints.
- Loss of brand credibility and social license to operate.

TECHNOLOGY FOR PRODUCT SAFETY

GRI 3-3 / 416 / 416-1

Tramontina's factories have state-of-the-art technology and laboratories that aim to guarantee customers and consumers have access to quality, durable and, above all, safe products. The internal teams are trained to carry out preliminary tests that indicate the results of the products even before they are submitted to certification testing by the accredited bodies. The laboratories are also ready to verify the effectiveness of design changes, maintaining the safety and reliability of products, which evolve according to market needs. When internal laboratories do not have legal accreditation, external laboratories are used to perform the necessary procedures.

The practices developed by the laboratory teams include:

- Process control and quality and performance assessment of products;
- Analysis of compliance with the main manufacturing standards, ensuring the performance and safety required in Brazil and abroad;
- Identification of opportunities for product improvements and the responsible use of raw materials and inputs.



| Tramontina TEEC Laboratory (RS)

Today, Tramontina has 43 laboratories, a 16% expansion compared to 2021.

Openings

In 2022, Tramontina Eletrik inaugurated its new CIPeD facilities, aiming to evolve in line with market needs. The new space has laboratories that allow for permanently maintaining product quality, investing in modern equipment with high efficiency and technology.



| Automated hammer grinding cell

The use of 851 robots and automation in different production lines, apart from promoting greater safety and well-being for workers by reducing repetitive effort, increases productivity and contributes to product quality due to its precision.

Tramontina Farroupilha also completed the renovation of the old building that housed mechanics for the Baixelas unit, transforming it into the new CIPeD. The space, with a suitable and modern environment, houses the product testing laboratory, chemical laboratory, metallurgical laboratory and calibration. The change also made it possible to integrate the company's support sectors, such as Quality, Environment and Occupational Safety.

TRAMONTINA MANAGEMENT SYSTEM (SGT)

GRI 3-3 / 416 / 416-1

The Tramontina Management System (SGT) brings together the standards and certifications that guide operation, production, worker safety and environmental management, in line with the best market practices, promoting greater safety for employees, customers and consumers. The manufacturing units seek certifications according to their operation and business strategy.



Certifications

	Cutelaria	Multi	Eletrik	TEEC	Garibaldi	Farroupilha	Delta	Belém
ISO 9001 — Quality Management System	●	●	●	●	●	●	●	●
ISO 14001 — Environmental Management System	●					●		
ISO 45001 — Occupational Health and Safety	●					●		
ISO 17025 — Laboratory Accreditation					●		●	
Product Certification	●	●	●	●	●	●	●	
FSC — Forest Stewardship Council	●	●						●
NSF — National Sanitation Foundation	●					●		
SMETA — Sedex Members Ethical Trade Audit	●	●				●		
IATF 16949 – Automotive Quality Management Systems			●					
AEO* — Safety	●			●		●		●
AEO* — Compliance Level 2	●			●		●		
AEO* — Integrated	●			●		●		

*Authorized Economic Operator.

PRODUCT COMMUNICATIONS

GRI 3-3 / 416-2 / 417-1 / 417-2 / 417-3

There are several practices carried out in order to disseminate information that minimizes the risks in handling products, aiming for user health and safety. Manuals, labels, packaging and websites have detailed descriptions, including: origin of the product and components; information on substances that could cause environmental or social impacts; recommendations for safe use and working condition of the product; and product disposal.¹ Recommendations are also made about the proper disposal of tires, inner tubes, batteries, engines, electronics and others. The lot number is used in certain lines, allowing for product traceability.

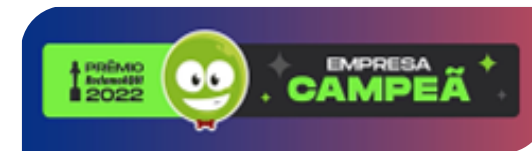
In 2022, no incidents of non-compliance concerning the health and safety impacts of products and services were registered. Five incidents of non-compliance with product and service labeling are in the administrative defense phase.

The Tramontina Customer Service Center (CAT) engages directly with consumers, helping to track the effectiveness of practices employed and delivering important information so that technical areas can review their procedures and make the necessary adjustments. Each factory unit has

¹ In compliance with legislation and when applicable and stipulated by a standard.

a team dedicated to verifying occurrences and pursuing definitive solutions. Other stakeholders are heard through the company's existing channels, such as: meetings with clients, participation in trade fairs and direct contact in the official stores. All suggestions for improvement are forwarded to the boards, which evaluate them and take the appropriate actions.

In 2022, the Tramontina Customer Service Center (CAT), with humanized support, maintained contact with more than 270,000 consumers through 18 channels for incoming requests, reaching a satisfaction level of 81% and a resolution time of 17 working hours.



In 2022, the brand earned 1st place in the Reclame Aqui 2022 Award for the most efficient service and the best reputation among consumers in the Housewares category.

DATA AND INFORMATION SECURITY GRI 3-3

Controlling cyber risks is also part of the routine at Tramontina companies, a practice that reinforces the brand's reliability before stakeholders.

With regard to data protection and privacy, the Group acts in compliance with laws and regulations, such as the Brazilian General Data Protection Act (LGPD – Lei Geral de Proteção de Dados). By managing this topic, the company seeks to: increase its ability to process electronic products securely; provide adequate and fast fulfillment of data subjects' rights, through internal actions and in partnership with third parties; strengthen the brand's reliability with stakeholders; prevent loss or leaks of consumer data, including financial information, purchase history and demographic data; reduce the risks and costs associated with non-compliance, which may result in administrative or monetary penalties, impacting the brand's and partners' reputations. In addition, the company responds to requests from data subjects through the Customer Service Center.

Regarding information security, the company continued improving its practices in 2022 based on important market frameworks, such as ISO 27001 and others.

3

Corporate Governance



Responsibility to do right

GRI 2-9 / 2-10 / 2-13 / 2-16 / 2-24

Tramontina has its shareholding control formed by two family holding structures. The Board of Directors (CAD) is the highest governance body and is responsible for consolidating corporate guidelines for decision making, supporting executives and performing the typical functions of a stakeholders' council. The board is made up of five members, four of whom represent the parent holding companies and one represents the company's operations. The CAD relies on the collaboration of an advisory board member. The group is formed through nominations from the family holding companies, with three-year terms of office with possibility of reelection, as provided for in the Bylaws. The Board Members are responsible for electing the President and Vice-president.

The governance structure is decentralized and the Group's companies have administrative and financial independence and autonomy. In this sense, the Board delegates responsibility to the business units for defining, implementing and managing the strategies required to meet the specialty needs of each business, including economic, environmental and social agendas.

Through the committees, corporate policies that need to be implemented, executed and monitored by the entire Group are discussed and defined. Each company has managers in its Governance line responsible for the application of these policies and their monitoring. To ensure alignment across all Business Units, the Board meets bimonthly with the companies' directors to learn about relevant facts, including socio-environmental issues, and define the best way to proceed in each situation.

Some committees have representatives from the Board of Directors to facilitate decision-making, the definition of guidelines and the reporting of relevant issues to the other board members. This business model has ensured the compliance of operations for many years, as well as aligned conduct and the communications necessary for the positive performance of companies.

All company employees and areas must act with integrity and transparency, applying the best corporate governance practices. That also means periodically and routinely providing clear, accurate, accessible and complete information to the Administrative Board — Conduct Manual, version 2022. GRI 2-16



CONFLICT OF INTERESTS GRI 2-15

To prevent situations in which personal interests might conflict with those of the Tramontina Group, stakeholders do not hold shares in other companies and family members do not hold executive positions, except those with a seat on the CAD.

Suppliers in general go through an analysis by purchasing areas and if any degree of kinship with any company executive is identified, the case is taken to the board of the respective unit, where it is discussed and, if necessary, approved.

The Procurement Committee acts independently from the units, with the autonomy to request details about new suppliers, and is chaired by a member of the Board who helps to resolve any questions or conflicts.

From left to right: Ildo Paludo,
Inácio Chies, Eduardo Scomazzon, Joselito Gusso,
Clovis Tramontina and Marcos Tramontina

Members of the Board of Directors

GRI 2-9 / 2-11

Eduardo Scomazzon

President — elected in 2022

- Participates in the Financial and ESG Committees.
- He has an Administrative role in the Head Office, Foreign Commerce and Finance.

Marcos Tramontina

Vice-president — elected in 2022

- Participates in the Financial Committee and Credit Evaluation.
- He has an executive role in the Head Office, Accounting, Tax and Corporate.

Clovis Tramontina

Advisory Board Member

- Participates in the Environmental and Human Resources Committees.
- He has an executive role in the Head Office and Brazil Commerce.

Inácio Chies

Executive Board Member

- Participates in the Financial Committee, Human Resources, Accounting and Tax.
- He has an executive role in the Head Office, Accounting, Tax and Corporate.

Ildo Paludo

Executive Board Member

- Participates in the Procurement Committee.
- He has an executive role in the Head Office, Procurement and Information Technology.

Joselito Gusso

Executive Board Member

- Participates in the Corporate Product WG.
- Executive role in the Head Office and Foreign Commerce.



Committees

GRI 2-9

The core role of committees is to align corporate demands and recommend the best management practices, including to the Board of Directors, giving the company the tools and preparation for future challenges. These are groups formed by Board Members and employees from the most diverse hierarchical levels, chosen according to their knowledge and experience in the topics dealt with in each committee.

They work specifically with economic, social and environmental agendas, aligning strategies and practices to reduce impacts, manage risks and identify opportunities.

ESG Committee

Analyzes, discusses and suggests sustainability projects and corporate actions to the Board of Directors, considering business impacts and contributions to sustainable development.



ESG Committee Members

Human Resources Committee

Guides the units on corporate procedures related to Human Development and to labor, social security and occupational health and safety legislation.

Environmental Committee

Aligns environmental management practices in units, verifies the legal risks related to operations, develops and improves corporate Environmental Management programs.

Financial Committee

controls and monitors financial and accounting performance, shares financial information, provides guidelines for the annual plan, defines relations with financial institutions and verifies the risks related to operations.

Ethics Committee

It receives and analyzes the results of Whistleblowing Channel investigations, makes decisions and directs responsible areas on which actions should be taken.

The other committees act within their specific spheres and are notified by the ESG Committee as agendas and practices that need to be addressed by specialists are identified:

- Procurement Committee
- IT Committee
- Accounting and Taxation Committee
- Endomarketing Committee
- Occupational Health and Safety Committee
- Training Committee
- AEO Committee — Authorized Economic Operator

Building paths toward more wholesome relationships

GRI 3-3 / 2-26

Tramontina is a company that holds integrity as a brand attribute. The management practices that are being improved year after year, such as implementation of the Whistleblowing Channel, increase its market reliability and positively impact the routine of workers, customers, business partners and consumers. Strengthening this culture is considered crucial to prevent risks, reputational crises and financial liabilities caused by possible remediation, indemnification and other penalties, and is also one of Tramontina's main attributes as an employer brand.

The teams' actions are steered according to the guidelines laid out in the Conduct Manual, implemented by the Organization in 2018, which is the guiding document for business relationships inside and outside Tramontina. The manual is updated often, and the last update was in 2022. Identified irregularities must be reported to the Whistleblowing Channel for appropriate handling.

In training upon hire, conduct and ethics topics are covered and the new employee signs a commitment term related to the Conduct

Manual, committing to collaborate and promote the company's values in all activities. The business units hold periodic orientation meetings, as needed. All employees have access to the document, in physical or digital form, and must comply with the rules it lays out. In 2022, the manual was also made available on the Official Corporate Communication Channel, called Workplace.

Targeted benefits

- Increase reliability with customers, partners and employees.
- Identification of possible risks to the business.
- Increased brand favorability in the eyes of consumers.

Impacts prevented

- Violation of human rights.
- Costs with remediation and other expensive liabilities, such as fines.
- Loss of reputation and social license to operate.

Tramontina rigorously follows and complies with all effective regulations and legislation that curb illegal practices, as well as those concerning anti-bribery and anti-corruption. The organization does not directly or indirectly receive, offer, donate, pay, promise or authorize payment in cash or by any other financial means that constitutes conflict of interest, illegal conduct or corruption under Brazilian laws or those of any other country. Likewise, it does not agree to give and/or receive benefits from any person, public or private entity and it does not support any type of illegal advantage in its business for it or for third parties. Similarly, it does not hire employees and does not engage professional relationship with either individuals or legal entities that are involved with criminal activities, corruption, money laundering, drug trafficking, and/or terrorism — Conduct Manual, version 2022.



LEGAL COMPLIANCE

GRI 2-27

The Company strives to always be in compliance with all laws, regulations and standards that govern its various operations. To this end, legal changes are monitored daily by means of platforms, publications and specialized consulting services. Another good practice is cross-checking information to assess the level of compliance in operations. After training the teams involved in the topic, the Group chose to stop structuring compliance practices in 2022 to focus on implementing the Whistleblowing Channel.

The group's companies had no significant incidents of non-compliance or lawsuits for non-compliance with laws and regulations during the reporting period. In 2022, 163 cases were in administrative or judicial phases, without a final decision.

ANTI-CORRUPTION

GRI 205 / 205-1 / 205-2 / 205-3

The Conduct Manual is an ally for strengthening the anti-corruption culture at Tramontina. The document contains guidelines for not accepting from or offering benefits to any person, public or private entity, underscoring that the company does not support any type of illegal advantage in its business for itself or for third parties. Tramontina continues to have no record of corruption in its operation.

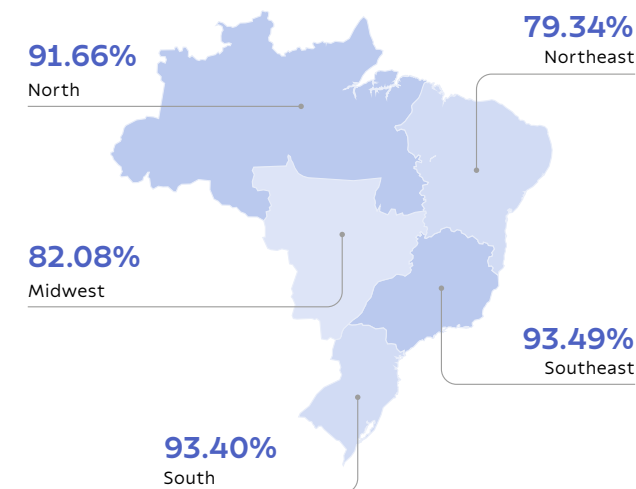
In 2022, the Board of Directors and other employees were informed and received training on the topic of fighting corruption, due to the launch of the Whistleblowing Channel and update to the Conduct Manual.



Conduct Manual Training 2022
Tramontina TEEC (RS)

Training Sessions by Region*

GRI 205-2



*Considers all employees who passed through Tramontina in 2022, totaling 11,199 people.

Whistleblowing Channel

GRI 2-26 / 205

Aiming to further strengthen ethical and transparent relations with its employees and partners, as of 2022 Tramontina now has a Whistleblowing Channel, available 24 hours a day, seven days a week. Reports referring to practices considered illegal and unethical, such as corruption, moral and sexual harassment, fraud, conflict of interests, bribery, information security, among others, can be submitted via internet (www.contatoseguro.com.br/en/tramontina) or by telephone within Brazilian territory (0800-517-0016).

The Channel gives whistleblowers a voice, anonymously, and allows the irregularities to be exposed and evidence to be produced. It is thereby possible to hold the persons involved responsible and curb recurrence.

In order for employees, directors and stakeholders to remain informed, engaged and have easy access to the tool, guidelines were included in the Tramontina Conduct Manual. An informative video was also produced to mark the launch of the Channel and, when the updated Conduct Manual was delivered, each employee was able to reiterate his or her individual responsibility through the Term of Commitment.

The tool is managed by an external, independent company specialized in receiving such reports, ensuring protection against any form of retaliation against those who, in good faith, report irregularities. The protocol number given to the whistleblower allows for tracking the process. After the report is registered, with guaranteed anonymity, the information is passed on to the Ethics Committee for proper handling and investigation.

In six months of implementation, 33 reports were registered, with moral harassment and inappropriate behavior the most recurrent, with 24 cases. The other reports involved situations of conflict of interest, non-compliance with policies, rules and procedures, and irregularities in financial statements or management reports. There was also one case of discrimination, which was found to be unfounded after the investigation phase. GRI 406-1

TRANSPARENCY

GRI 3-3 / 2-29

Transparency is the catalyst for lasting relationships of trust that generate long-term value both in Brazil and abroad. Transparent management also positions Tramontina favorably and ensures that decisions are made based on facts. For this reason, the ESG agenda is promoted by the committees and periodically reviewed by the Board of Directors. With the other employees, communications go through Workplace (**learn more on page 54**), campaigns and other internal communication actions. Customers and other stakeholders are engaged through marketing actions, product labeling, advertising campaigns and merchandising. Tramontina thus remains vigilant and prepared to communicate relevant facts to stakeholders, including its contribution to sustainable development.

Guaranteed rights for all

GRI 401 / 407 / 407-1 / 408-1 / 409-1

There is no innovation, sustainability or future without people. Therefore, regardless of the country or region of operation, all Tramontina operations look out for people attentively, respecting local labor laws and defending human rights, ensuring the physical, mental and moral integrity of workers, based on humane and fair relations. In this sense, the Company respects freedom of association, recognizes unions as legal representatives of employees and maintains constant dialog with these entities.

Tramontina respects the Universal Declaration of Human Rights and adopts measures that prevent violations of these rights, such as the Conduct Manual and the Whistleblowing Channel. It does not engage child labor, forced or compulsory labor, it respects freedom of association, promotes worker health and safety and it does maintain relations with companies or people that engage in such conduct.

To prevent situations in which workers' rights are being denied, as a preventive measure, service providers must submit documentation demonstrating compliance with legal and institutional requirements demanded by Tramontina before providing services of any nature to the Group's units. The documentation

submitted encompasses supplier companies and the professionals who will perform the service. This practice helps to ensure that all parties involved have well-supported relationships and that the requirements for providing the service are duly met, with professionals receiving the social and labor protections to which they are entitled under the national labor legislation.

In situations in which work performed in the supply chain presents irregularities or is not aligned with Tramontina's ethical conduct, the supplier is notified to remedy the situation.

In the last year, no situations were identified at Tramontina or in the operations of suppliers and third parties in which the rights of the professionals were violated or at risk of being violated, whether related to freedom of association and collective bargaining, child labor and exposure of young people to hazardous work, or situations involving forced or compulsory labor. Reports about deviations regarding the rights of Tramontina employees or suppliers can be submitted through the Whistleblowing Channel.

OPERATIONAL CHANGES

GRI 402-1

Every operational change, such as bus route or schedule changes, address changes, renovations, is communicated in advance according to each case. Communications are carried out through the corporate channels and managed by the HR department of each unit with management participation. Each business

is independent and decides the best way to communicate. On the when collective vacation periods are defined, or when votes are taken to make schedules more flexible, a meeting is first held with the management, after which they pass information on to their subordinates and clarify any doubts.

The background is a solid orange color. On the left side, there is a faint, semi-transparent image of two hands clasped together. On the right side, there are several concentric white circles of varying thicknesses, with a small smiley face icon in the center of the innermost circle.

4

Social Performance

People who transform

GRI 3-3

For Tramontina, people are essential to business prosperity. For this reason, the Organization invests in the development of its employees and promotes healthy and safe work environments aimed both at professional fulfillment and the well-being of its teams. Trust is cultural within the company and is considered fundamental to maintaining efficient, fair and long-lasting work relationships, as well as promoting internal engagement and a sense of belonging. In this climate of trust and reciprocity, everyone feels committed and engaged in the prosperity of the business.

By investing in the development and well-being of its teams, Tramontina strengthens and protects the business against possible adverse impacts that could jeopardize its ability to operate and generate value in the long term.

Tramontina Employees,
High-Performance Procurement Group



Targeted benefits

- Strengthening human and intellectual capital.
- Decrease in absenteeism and turnover.
- Performance enhancement.
- Expanding engagement.
- Employee satisfaction.
- Improvement in employee quality of life.

Impacts prevented

- Low performance and engagement.
- Increase in costs with recruitment, selection and onboarding.
- Poor achievement of goals.
- Reduced interest of candidates in the company.

Employee profiles

GRI 2-7 / 2-8 / 401-1

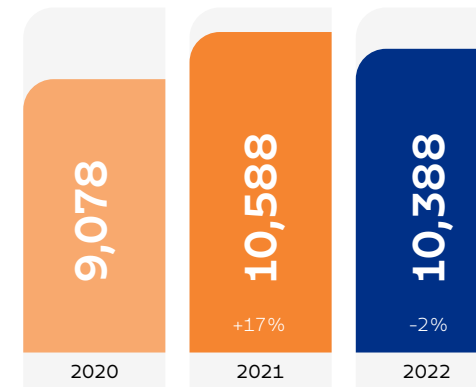
Tramontina's 10,388 workers work under permanent, full-time and on-site contracts, with a turnover rate of 13.98%.



Total employees in Brazil **9,522**
-3% compared to 2021

Most of the workers residing in Brazil remain concentrated in the South Region (80%), down 6% from the previous year. The Northeast Region has continued growing over the past three years, registering a 41% increase in number of employees during the reporting period.

Total employees — historical series GRI 2-7

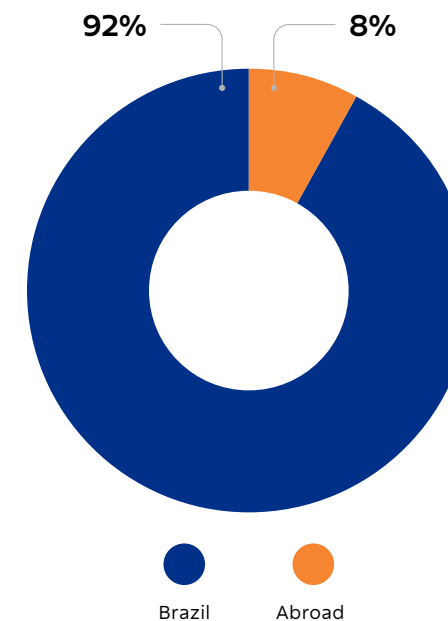


With market stabilization and consumers returning to their routines, Tramontina reduced the number of employees by 2% in 2022.



866 Total employees abroad
+16% compared to 2021

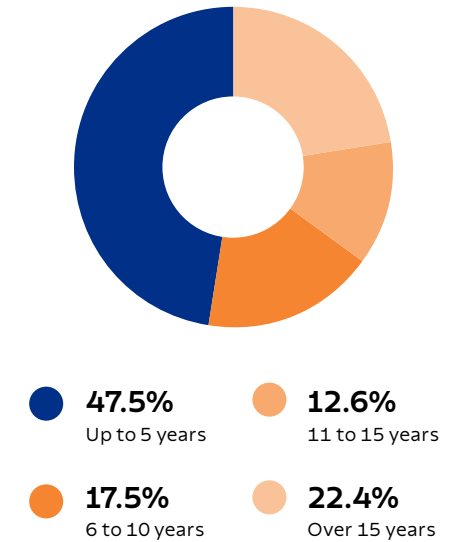
Abroad, the United States and Mexico are the countries with the largest number of Tramontina workers, with 28% and 22%, respectively. Of the 121 new employees, the units in Peru accounted for 37% of the hires.



Percentage of employees by gender GRI 2-7 / 401-1



Percentage of employees by length of time with the company



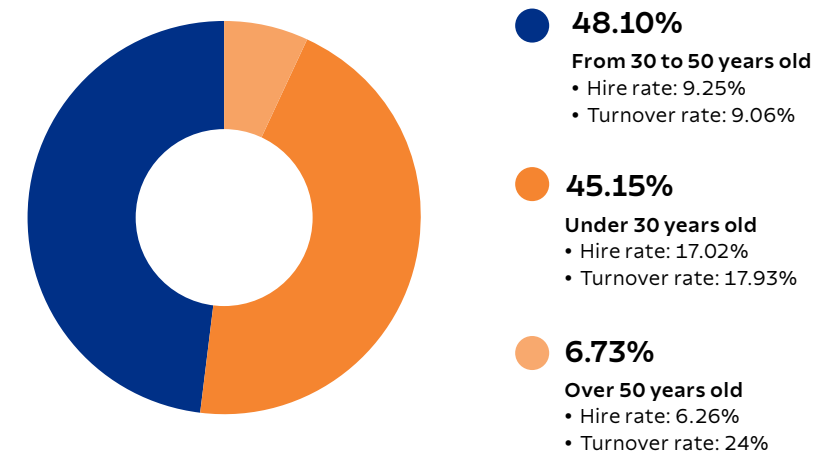
Average time with the company (in years)



Retirees who continue working



Percentage of employees by age group GRI 2-7 / 401-1



Representativeness

GRI 3-3 / 405 / 405-1

Tramontina respects diversity and does not tolerate any sort of discrimination or prejudice, whether related to religion, culture, nationality, race, age, gender, sexual orientation, marital status, political party, physical and mental conditions or of any other nature.

On gender issues, the company always strives to offer the same opportunities for men and women. In Brazil, salary raises are based on the standard pay scale and evaluated by managers, taking into consideration the employee's abilities and performance. Moreover, Tramontina also invests in qualification and personal and professional development of its employees, aiming to broaden their opportunities for growth.

The top leadership positions, such as the executive board and the board of directors, continue to be occupied mostly by men. This is despite the fact that the number of women on the board has risen by more than 5 percentage points, from 2.85% in 2020 to 8.11% in 2022.

In 2022, Tramontina expanded the announcement of internal job openings, making them available in Workplace. This improvement, in addition to making the process more transparent, allows employees to apply

for new opportunities, both in Brazil and in the international units, even while they are on vacation, which was not possible when job openings were advertised only on the bulletin boards. Position promotions occur through selection processes, open to all who are interested, in which they are evaluated with transparent and egalitarian criteria in a merit system, covering factors such as skills, role performance, leadership, abilities and behavioral profile.

Targeted benefits

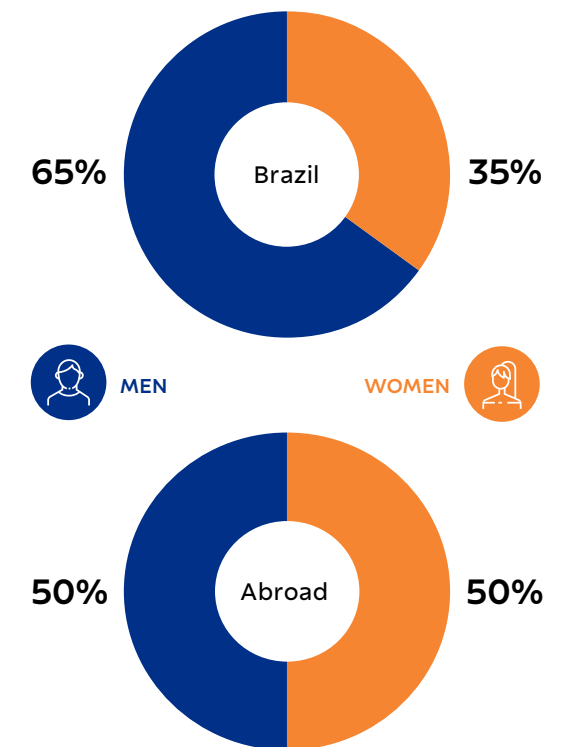
- Creative and innovative teams.
- Employee retention.
- Social stability and socio-economic development of locations where the company is present.
- Upholding brand favorability before society, customers and consumers.

Impacts prevented

- Financial costs with remediation, such as fines.
- Loss of human and intellectual capital.
- Loss of reputation and competitiveness.

Gender diversity has remained stable in Brazil and abroad over the past three years. Considering the total number of professionals that work in the international units, the company operates with gender equality.

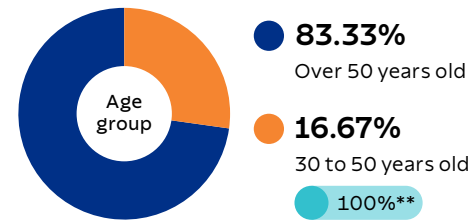
Percentage of employees
in Brazil and abroad GRI 2-7



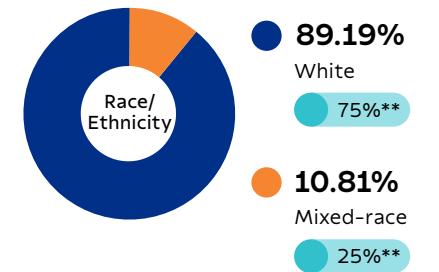
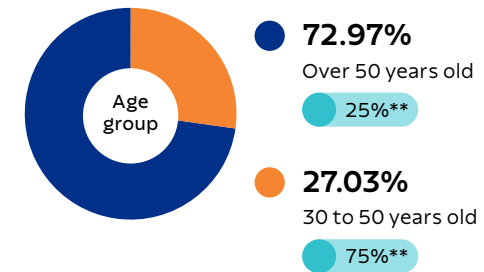
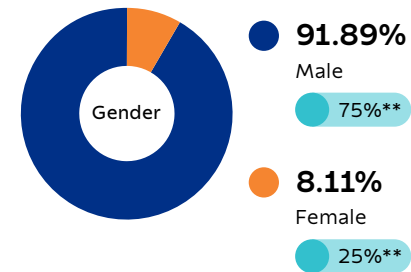
Percentage of employees and hires by diversity category — historical series* GRI 405-1

Percentage of new hires in 2022

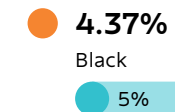
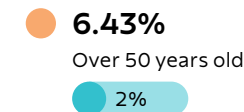
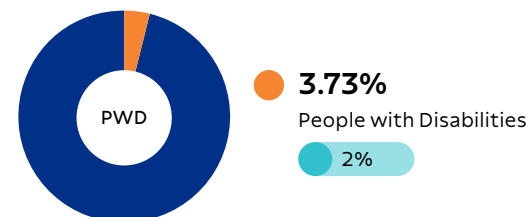
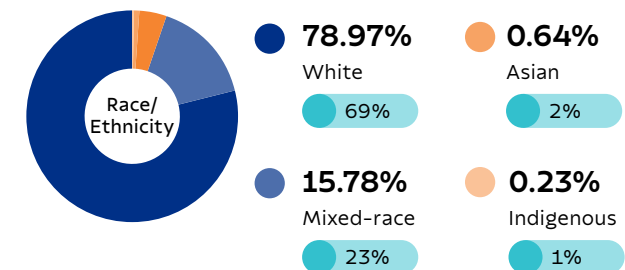
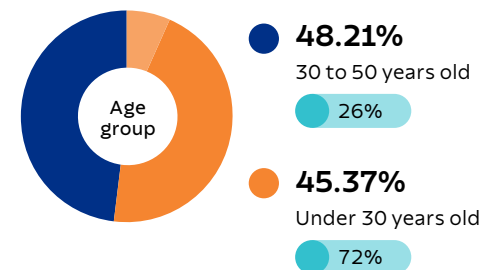
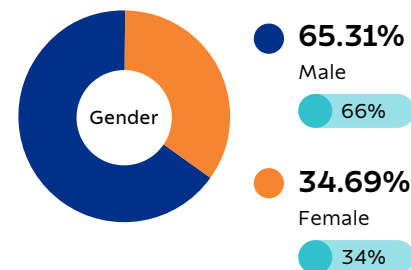
Board Members



Board



General Team



*Tramontina Brazil Units.

**The percentage of new employees in the board member category refers to professionals who previously held management positions at Tramontina, so this data does not represent new hires. Likewise, new Management employees are professionals that belonged to the General Staff group.

The gender diversity issue has been addressed with managers, supervisors and department heads in the Continuous Education Program developed in some units. The goal is to raise awareness and prepare leaders to act as agents of change, ensuring that everyone is respected and has the same opportunities, as well as preparing the company for the cultural change necessary to advance the issue. The company is also preparing to increase gender diversity through the natural succession process for executive positions. The recruitment team has been challenged to broaden its diversity focus in the process of selecting new employees. Today, the factories already have women working in positions traditionally held by men, such as mechanics, forklift drivers and others.

On a corporate scale, employees are also being sensitized through training and specific campaigns. In 2022, the first internal campaign in favor of diversity was disseminated. Competency development courses, which have been in existence for more than 25 years, include subjects on ethics, diversity and inclusion. Moreover, the Whistleblowing Channel and the Conduct Manual have been important tools for vigilant behavior on behalf of diversity across the entire Group.

GRI 405

Employee operating an electric pallet jack
Tramontina Garibaldi (RS)

Professional development

GRI 3-3 / 404-1 / 404-2

Tramontina cares about professionalization and constant qualification of its employees in all areas, encouraging its teams to develop new skills and competencies. As a result, it has significant talent retention and remains attractive to the market.

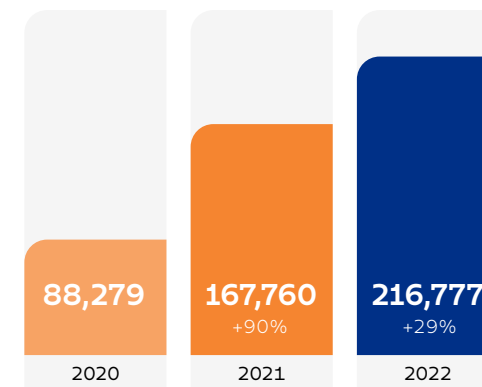
Improvements are made to training at the various hierarchical levels on a constant basis, including courses, training programs, extension programs and MBAs.

The company believes that the development of competencies allows employees to achieve strategic goals and to broaden their creativity, keeping up with the innovations and constant changes that the labor market imposes on companies and professionals.

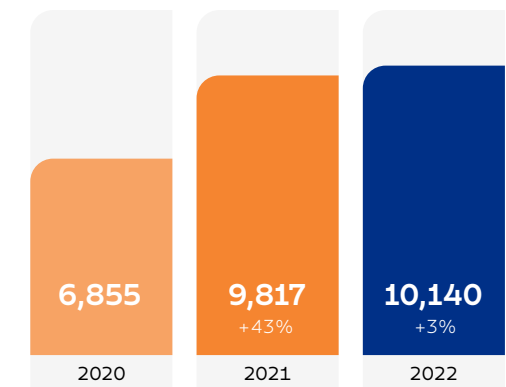
Training sessions by area of knowledge (%)	2020	2021	2022
Languages	8.2	20.2	14.4
Regulatory Standards	12.4	12.1	9.7
Leadership and People Management	23.2	10.7	16.0
Industrial, corporate and technological management	6.3	7.8	12.1
Mechatronics, electronics and mechanics	4.1	6.5	3.3
Administrative: sales, procurement, accounting, tax, marketing, customer service, private pension	3.0	5.5	9.5
Environmental Legislation and Management	3.3	7.4	1.8
MBAs	6.9	4.9	7.4
IT	10.0	4.6	8.1
Human Resources and Onboarding	8.5	4.5	4.2
Technical Level	3.6	4.3	4.3
Tramontina Management System	1.3	4.0	2.2
Occupational Health and Safety	3.8	4.0	2.4
Personnel Development	3.4	2.7	3.5
Lectures	2.0	0.8	1.1



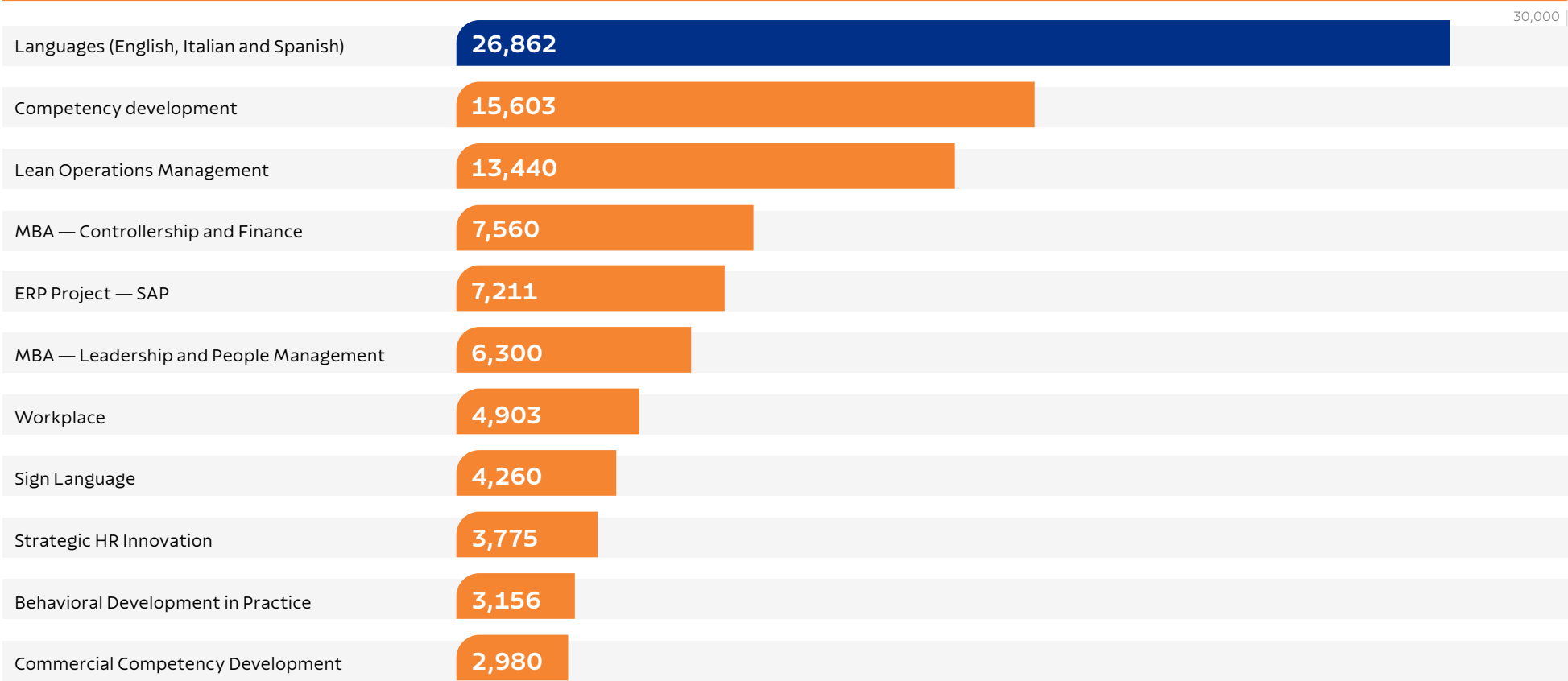
Total training hours, per year GRI 404-1



Total participants, per year GRI 404-1



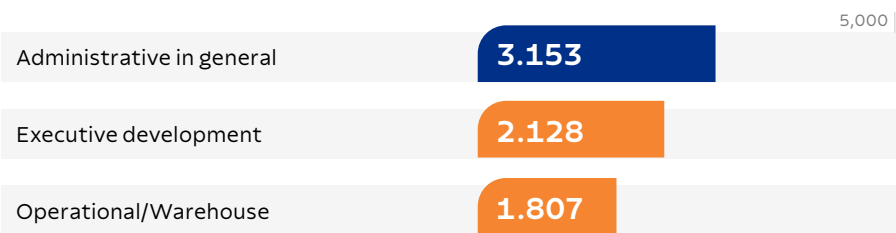
Main training programs completed in the year, in Brazil (hours)* GRI 404-2





*Through Business Intelligence (BI), the company monitors the rate of training hours per person, according to the desirable periodicity.

In 2022, over 216,000 training hours were offered, with more than BRL 2.5 million invested in training for employees in Brazil. There were more than 7,000 hours abroad, with investment of more than BRL 400,000.

Main training programs completed in the year, abroad (hours) GRI 404-2



Average training hours, Brazil GRI 404-1

 MEN	2020	14.3
	2021	19.1
	2022	23.4
 WOMEN	2020	10.3
	2021	13.1
	2022	17.0

Total employees (Brazil)

2020	11.3
2021	17.0
2022	21.3

Average training hours, abroad GRI 404-1

 MEN	2021	5.8
	2022	9.1
 WOMEN	2021	3.2
	2022	7.9



Shaping the future

GRI 3-3 / 404-2

The Group's commitment to professionals of the future is demonstrated by the In-Company courses offered at the Ivo Tramontina Educational Center, in Carlos Barbosa (RS).

The training on Robotics and Polymers is held in CEIT's experimental laboratories and was attended by 70 young people, between 15 and 18 years of age. In 2023, a System Development course will also be offered, in addition to the two already mentioned.

Young Apprentices
Robotics Group – Morning Shift

JOB DESCRIPTION

GRI 404-2

Realizing that the younger generation of employees seeks more clarity about career evolution, the company has developed improvements in competency-based assessment practices. The elaboration of a Job Profile, aiming to structure duties, responsibilities and specifications as the requirements of each job, is an example. The job profiles are linked to the Brazilian Classification of Occupations (CBO – Classificação Brasileira de Ocupações), at the junior, full or senior levels, according to the professional profile. Companies establish their salary structure and policy on the basis of job descriptions and duties.

Since 2020, several updates have been made to optimize the functionality and management of information, such as creating indicators based on the functional categories in the Job Profile.

PERFORMANCE ASSESSMENT

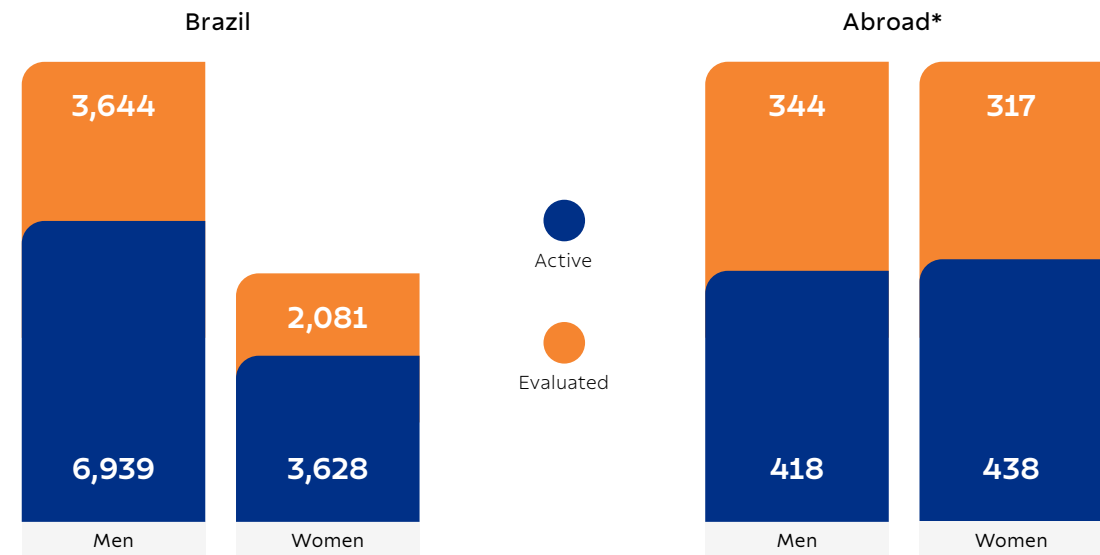
GRI 404-3

The Tramontina Brazil units conduct Performance Assessments by Competency, whereby managers are responsible for evaluating the team based on the skills described in the Job Profile and for entering the information in the tool. The whole process is structured to assist the manager in conducting the evaluation. Evaluated items are measured through scoring.

The evaluation is an opportunity for employees to define professional goals and commit to the challenges agreed upon during the performance assessment.

In Brazil, 54.2% of employees have received regular performance and career development reviews. Abroad, this percentage reached 77.2%.

Employees evaluated in 2022 GRI 404-3



*The units abroad do not have a computerized flow of performance assessments.

Employee well-being

GRI 3-3 / 2-29

Tramontina has a comprehensive infrastructure with safe, adequate work environments, designed to enhance employees' well-being. In addition, it operates according to the best remuneration and benefit management practices, and promotes several actions aimed at education, culture and leisure, making people's lives better. Programs focused on quality of life and activities to promote physical, mental and emotional health supplement the investments so that the work routine does not negatively impact people's lives.

Providing employees with health and well-being in a safe and welcoming environment is essential to the future of the business, because it increases people's satisfaction, impacts the company's performance and the quality of life of entire families.

As in other organizations, securing labor for manufacturing activities is a challenge. To keep the scarcity of labor from becoming a concrete problem, the company invests in practices and actions to increase its attractiveness and retention of professionals as a result. The absenteeism and turnover rates are used by each group company to measure the effectiveness of health and wellness practices. Constant communications in



| Roller Starflon – Tramontina Cutelaria (RS)

the daily routine, such as work meetings, contact with managers, publications on bulletin boards, Workplace, as well as training, are other means to keep teams engaged.

In 2022, Tramontina revolutionized its internal communications by deploying Workplace, an online platform accessible by smartphone and computer that facilitated communications with employees. In addition, the Workplace platform is being used to deliver pay stubs. Through Workchat – HR Connected to You, employees can ask questions of HR and even deliver scanned documents, such as medical certificates, proof of appointments and among others. Today, over 96% of the workers in Brazil already use the tool, and by the early second quarter of 2023, international units will also have access. With less than a year since its deployment,

the tool is already being used strategically in people management, reducing red tape and increasing the time for HR professionals to assist managers, helping them solve problems and optimize teams.

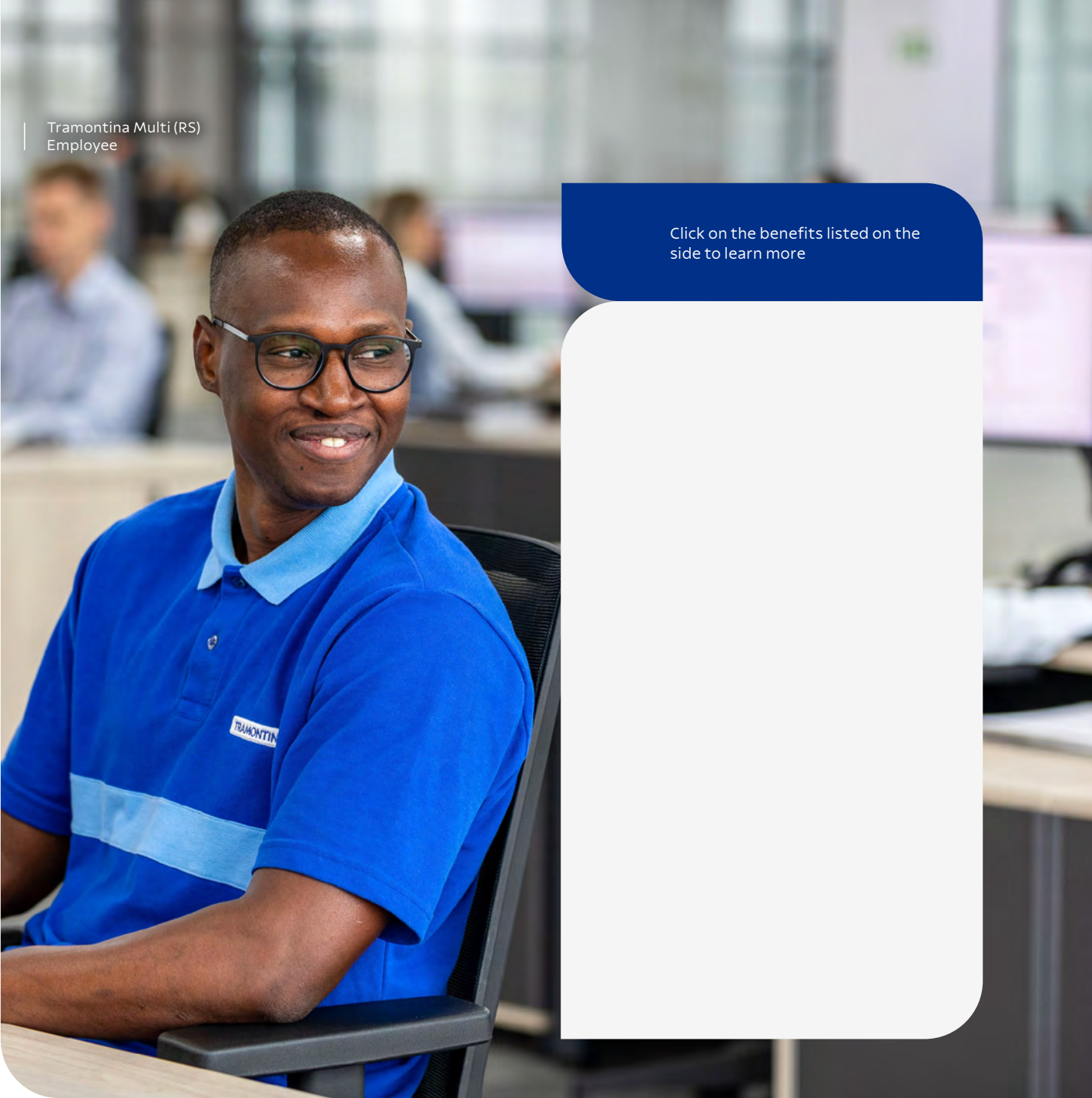
CLIMATE SURVEY

Workplace has also allowed the Climate Survey to reach all employees in an agile manner. The survey is conducted periodically to measure and track employee satisfaction. In 2022, Tramontina overall result was 7.5 on a scale of 10 points. The action plans were developed and will be executed gradually, according to the availability of resources in each company, aiming to minimize business-related impacts and promote continuous improvements in people management.

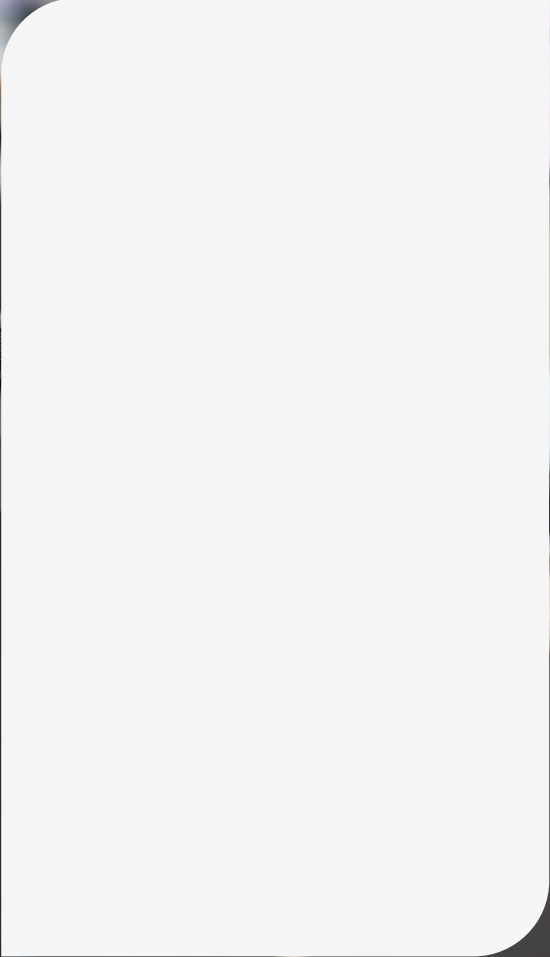
TRAMONTINA BENEFITS*

GRI 401-2 / 401-3 / 403-6

Tramontina Multi (RS)
Employee



Click on the benefits listed on the side to learn more



*Tramontina Brazil units.

RESULTS OF BENEFIT PROGRAMS.

GRI 401-2 / 403-6

In 2022, two courses of the Geração do Amor (Gestational Love) Program were conducted: Conscientious Maternity and Responsible Paternity, with the participation of 291 people.



Geração do Amor (Gestational Love) Course:
Conscientious Maternity and Responsible Paternity, October 2022 edition

Parental Leave GRI 401-2 / 401-3



159

employees were entitled to maternity leave and made use of the benefit

- 100% opted for 6 months of maternity leave.
- 146 returned to work at the end of leave, a **92% return rate**.
- 132 remained employed after one year, a **retention rate of 83%**, five percentage points lower than in 2021.



215

employees were entitled to paternity leave and made use of the benefit

- 100% took paternity leave and **74% opted for the 20-day extended leave**.
- 213 returned to work at the end of leave, a **99% return rate**.
- 193 remained employed after one year, a **90% retention rate**, two percentage points lower than in 2021.

Contributions and benefits granted by the ATF GRI 401-2

Contributions (BRL)	2020	2021	2022
Tramontina	16,958,586	22,042,834	25,752,497
Members	3,567,084	4,698,206	5,785,166
Amounts granted as benefits (BRL)			
Sports, leisure and health	14,436,975	18,760,275	23,777,519
Education – Undergraduate	1,891,729	1,865,395	2,265,541
Education – Early Childhood, Elementary and High School	446,469	612,209	826,386
FAS – Social Assistance Fund — Health	225,000	288,000	252,000
FAS – Social Assistance Fund — Housing	426,000	986,000	1,079,000

In 2022, the ATF started granting the benefit for technical courses, starting at 800 hours, accounting for more than BRL 53,200 in funds made available to members.

Number of Members benefited — education	2020	2021	2022
Technical course starting at 800 hours	—	—	113
Graduations	700	805	1,126
Early Childhood, Elementary and High School	172	232	211

Spaces for social events GRI 401-2



Approximate number of people who have used the Tramontina Sports Park (PET) spaces

Trattoria 1911 Restaurant	3.450	Kiosks I and II	7.830
10-pin bowling + 9-pin bowling + bocce	5.000	Futsal + Field 11 + Society	30.250



Number of people who held events at the Sports Center (Farroupilha – RS)

86 events held in 2021	2.000
252 events held in 2022	7.734



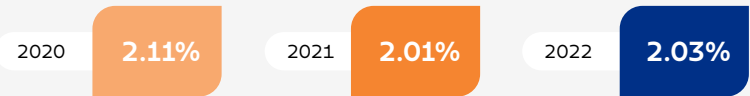
Number of people who held events at Confraria (Garibaldi – RS)

Events held in 2021	378
71 events held in 2022	2.830

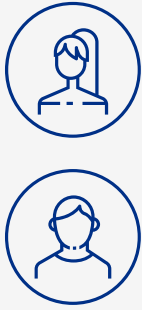
Tramontinaprev

GRI 401-2 / 201-3

Percentage of salary contributed
by Tramontina companies



Tramontina's supplementary pension plan plays an important role in the lives of 75 retirees and brings more security to retirement plans for more than 9,500 active participants.



Sponsoring companies make contributions according to the salary range of members and without co-payment. Since 2021, employees who participate in the plan can make voluntary personal contributions, which are added to the amounts deposited by Tramontina.



In 2022, 3,350 people from the community attended training programs, lectures, conferences, films, theater plays, musical events, comic book festival, graduation ceremonies and magic shows in the CEIT spaces. Such activities were promoted by entities such as the City Hall, social movements, the City Council, schools and associations.

People involved in CEIT activities GRI 401-2

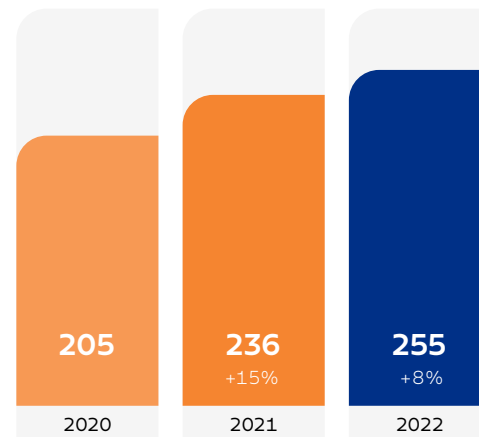
4,539	4,458	3,350
Training Sessions	Well-being	Auditorium
MBAs, training sessions, courses, workshops (live).	Pilates, yoga, hiit dance, functional training.	Lectures, conferences, cultural presentations, graduation ceremonies, theater.

HEALTH BENEFITS

GRI 401-2 / 403-6

Tramontina facilitates its employees' access to non-work-related medical and health services through a Benefit Plan offered by the ATF or a Health Plan contracted by the ATF, including dental care. In the case of Tramontina Group companies that have a medical area associated with the Specialized Safety Engineering and Occupational Medicine Service (SESMT – Serviço Especializado em Engenharia de Segurança e em Medicina do Trabalho), the professionals are available to assist and answer any questions. The availability of services depends on the company's location or type of structure, but all workers have access to healthcare services and can use them as needed.

Number of accredited/credentialed professionals in the ATF



Number of support services provided by the ATF

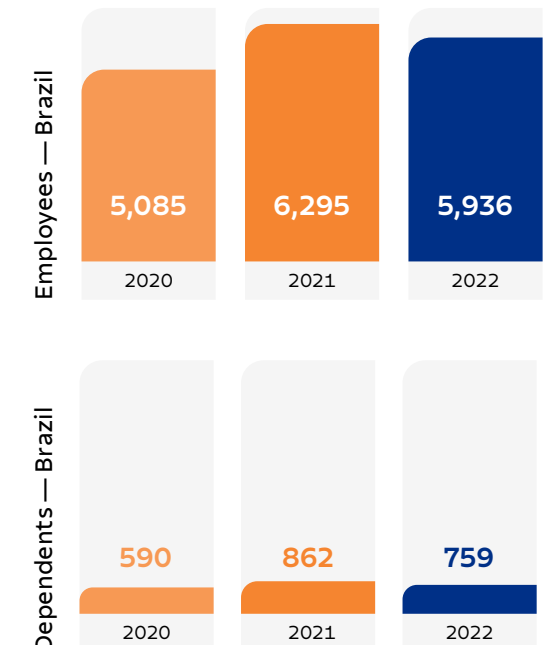
	2021	2022
Inquiries	37,014	44,614 (+20%)
Exams	26,933	31,018 (+10%)
Dental support	12,374	19,325 (+56%)
Inpatient and outpatient	7,591	10,716 (+41%)
Psychological support	347	485 (+40%)
Nutritional support	361	609 (+69%)

Practices related to promoting the mental health of employees are also carried out, including facilitated access to psychological care. In some factories, there are specialized professionals working inside the SESMT or the Human Resources Department (HR), and in others, the service is provided through agreements with clinics or psychology professionals.



Other initiatives for promoting the employee health are participation in campaigns, such as vaccination against influenza, carried out during working hours and at no cost to employees. The benefits are extended to dependents, through a partnership between the ATF and SESI, in which a lower cost is charged compared to the market value. In 2022, continuing the national and municipal vaccination campaigns against covid-19, employees were able to get immunized at health centers during working hours.

Vaccinated — Flue



Regarding promoting and encouraging non-work-related health, the company has spaces for leisure and integration, with physical activities and social interaction. In Carlos Barbosa, there is the Tramontina Sports Park (PET), containing a sports gymnasium with an indoor court for futsal and volleyball, a 10-pin bowling, 9-pin bowling and bocce lane; outdoor courts for soccer, seven-a-side soccer, tennis and sand volleyball; a playground; an integration area with charcoal grills and tables; an ecological trail; and party halls with the full structure of kitchen, tables, chairs and utensils. Some of the units located outside the city of Carlos Barbosa also have their own leisure and integration spaces, available to employees and their families.

The factories have in-house dental offices with facilitated care for employees, aiming for routine control of oral health and attending to emergency situations. In 2022, 93% of the services were provided in the offices within units.

In partnership with SESI, the company offers physical activity, health and wellness programs. There are also agreements with gyms, pilates and dance studios to lower costs for employees and encourage the practice of physical activities.

In 2022, several internal campaigns related to Worker Health were run, covering topics such as: hypertension and blood pressure monitoring; sexually transmitted infections (STIs) and

acquired immunodeficiency syndrome (AIDS); conscientious use of medication; blood donation; viral hepatitis; safe traffic; prevention of covid-19; prevention of breast cancer and prostate cancer; combating smoking, alcohol and other drugs; oral health; quality of life and wellness, such as physical exercise, diet and leisure activities.

Yoga, pilates, hiit dance and functional physical activity classes are offered at the CEIT facility located in Carlos Barbosa (RS).

Physical Activity Hall at the Ivo Tramontina Education Center (CEIT)



International Units

GRI 401-2 / 403-6

The International Units develop their employee health promotion programs in compliance with national regulations, including enrollment and maintenance of employees in public social services for worker assistance. In some countries the company provides private supplementary healthcare services, either through health plans or supplementary health insurance. Periodic training is also provided on health and wellness issues, as well as flu shots for employees and other practices, such as: assistance programs for employees in the legal, mental health and financial areas, with confidentiality for those who use them; access medical, wellness and nutritionist services and physical exercise programs.

COMPENSATION

GRI 2-19 / 2-20 / 2-21 / 202-1 / 405-2

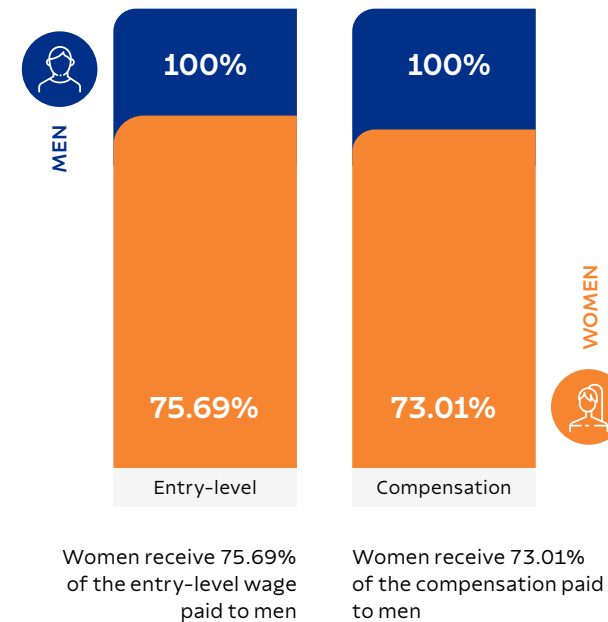
At Tramontina, the governance policy stipulates that board members and directors should receive fixed remuneration, which is paid monthly in the form of pro-labore compensation. The amounts to be paid are evaluated and defined by the Board, according to the Standard Salary Table pre-established for this group. Remuneration policies for members of the highest governance body and senior executives are linked to their objectives and their performance in relation to managing the organization's impacts on the economy, the environment and people.

For the other professionals, Tramontina applies a policy of standardized salaries and wages according to a pre-established Standard Salary Table. All salaries are above the national minimum wage, including by collective bargaining agreements. Based on predefined values, the Brazil Units manage their employees' wages with salary alterations that can be made based on situations such as collective bargaining agreements, adjustments to the Tramontina Standard Pay Scale, and spontaneous adjustments, which are given according to each employee's performance.

² Considers employees in Brazil. For remuneration data, the monthly amounts paid from January to December 2022 were considered.

In some of Tramontina's factories, bonus and allowance payment programs have been instituted as a way to encourage employees who work different hours, such as 12 x 36-hour shifts, night shifts and special shifts.

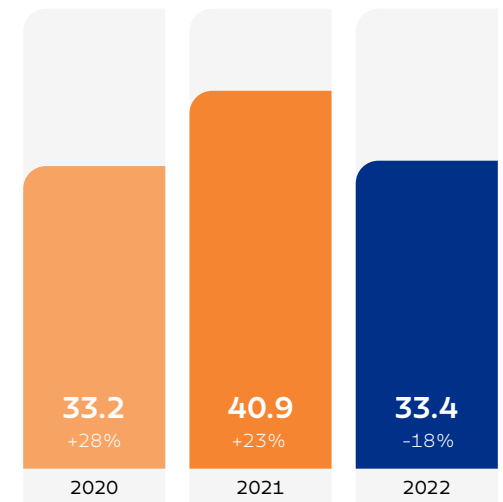
Ratio of basic salary and remuneration of women to men* GRI 405-2



*Considering the grand total of employees at units in Brazil, excluding directors and trainees.

In 2022, the total annual remuneration of the highest paid employee and the average salary of all the other employees is 5.35%. The annual salary adjustment at Tramontina was 8.15%.²

PPRT (Profit Sharing) distribution (in million BRL) GRI 401-2



Worker Health and Safety

GRI 3-3 / 403-1 / 403-8

Acting within legal Occupational Health and Safety (OHS) parameters is an essential aspect in Tramontina's operations and is rooted in its values. The company engages its employees for a safe and healthy work environment, physically and mentally, minimizing risks and accidents, as well as maintaining genuine interest in the well-being of its workers, in Brazil and abroad. All of the Group's companies follow a set of guidelines and regulations to manage OHS, taking specific details of the business and the limits of each operation into account.

In Brazil, companies have guidelines established in national and local legal requirements related to occupational health and safety for 100% of their employees, operate in accordance with the Regulatory Standards (NRs) of the Ministry of Labor and Social Security, instituted by Ordinance 3.214/1978 and subsequent revisions. Non-employee workers are covered by OHS management when they work at sites controlled by the companies, such as trainees,



Occupational Gymnastics
Tramontina Cutelaria
Starflon Division

temporary workers or service providers.³ The Tramontina units located abroad also comply with local requirements and regulations related to OHS management.

Of the Group's nine factories, eight integrate the Tramontina Management System (SGT) and apply the best practices established by ISO 9001. Although quality certification is not

a specific occupational health and safety standard, the practices followed influence risk management, which in turn impacts OHS. Other certifications ([see more on page 33](#)) supplement and expand the results regarding the prevention of accidents and occupational diseases. Tramontina Belém started implementing the OHS topic in its Tramontina Management System in 2022.

³ Tramontina considers that it has implemented an occupational health and safety management system because, although it does not have a corporate OHS program, all companies have occupational health and safety practices in place, in compliance with laws applicable to the business in each location. Although non-employee workers who work in the environments controlled by Tramontina units are part of the occupational health and safety management scope at the units, only actual employees were accounted for, because the company does not have unified control over the number of service providers who work on its premises. In the units abroad, the quantity was not reported.



The Cutelaria and Farroupilha units have specific health and safety practices aligned with ISO 45001:2018. Previously, the two factories were already certified by OHSAS 18001. In these units, third-party audits are carried out, ensuring the conformity of practices developed for the 3,930 employees, which represent 41.3% of employees working in Brazil.

GRI 3-3



The factories also conduct internal audits to evaluate their practices, which impact 87.3% of employees residing in Brazil, as well as non-employee workers who work on their premises. Auditing practices were not reported by units abroad

Decentralized management allows practices to be determined according to the needs of each business, considering opportunities related to the promotion of employee health, as well as the effective monitoring of possible risks and adverse impacts on employee physical and mental health. Corporate initiatives related to the topic are expected to be developed as of 2023, in the context of the sustainability strategy.

Impacts prevented

- Increase in the incident rate (work-related accidents and occupational illnesses).
- Commitment to employee physical and mental health.

Targeted benefits

- Corporate OHS policy, aiming at continuous improvement in all of the Group's companies.
- Improvement in employee quality of life, well-being and retention.
- Reduced costs of remediation, employee lost time and indemnification.

Employee of Tramontina Cutelaria
Starflon Division (RS)

OCCUPATIONAL HEALTH MEDICAL CONTROL PROGRAM (PCMSO – PROGRAMA DE CONTROLE MÉDICO DE SAÚDE OCUPACIONAL)

GRI 403-3 / 403-7 / 403-10

PCMSO is a program dedicated to protecting workers' health and integrity through prevention, tracking and early diagnosis of work-related illnesses. The main practices developed based on the PCMSO are hiring, periodic, return to work and termination medical exams, in addition to other measures to control workers' health, triggered by the identification and evaluation of occupational risks present in the different work environments at Tramontina.

The occupational health and safety teams work together to identify possible risks, dangers or compromises to employees' health and to define new preventive actions. The CIPA, the Emergency Brigade and the Health and Safety Committees also contribute to identifying and mitigating these risk situations.



| Tramontina Cutelaria Aluminum Rolling (RS)

Some units have their own Specialized Safety Engineering and Occupational Medicine Service (SESMT), with easy access for employees, while others have specialized services contracted to prepare the PCMSO and occupational health examination routines. In both cases, medical records are confidential and only health professionals have access to the data, in compliance with the General Data Protection Law (LGPD – Lei Geral de Proteção de Dados).

Although there were no fatalities related to occupational illnesses in 2022, there are still cases that should be reported and addressed appropriately, including trigger finger and atopic dermatitis. The most common hazards affecting worker health are classified into five groups: physical (such as noise), chemical (such as gases, vapors and chemicals), biological (such as bacteria, fungi and viruses), ergonomic (related to posture, repetitive movements), and mechanical/accidents (material handling, machine work). To minimize

these health risks, there are control measures in place that include administrative actions, training and qualification, alternating activities, collective protection measures (such as adequate ventilation and isolation of risk areas) and personal protection equipment.

International Units

At Tramontina's International Units, the companies maintain health and safety committees and collective and individual protection systems. Service providers are responsible for carrying out all OHS-related procedures prescribed by law, including occupational medical examinations, and the confidential information from these examinations remains in the possession of the contracted company. There are also non-work related health and wellness practices, such as health and wellness training programs, flu shots, legal, mental health and financial assistance programs for employees, as well as access to physical activity programs.

OHS TRAINING AND ENGAGEMENT

GRI 403-4 / 403-5 / 403-7

Training is important to ensure that employees are aware of the possible hazards in their daily activities, know the control measures and know how to act in emergency situations. In addition, they help promote a safety culture and reduce the number of work-related accidents and illnesses.

Such instruction actions are organized and taught by qualified and experienced OHS professionals, ensuring the quality of training and the effectiveness of practices in place at Tramontina companies.

In Brazil, the disclosures are adapted to the specific needs of each work area. Proper control of employee refresher periods on core topics for the safe practice of their activities is also performed. It is thus possible to ensure that everyone is kept up to date on security knowledge and practices. For activities involving critical hazard situations, such as working at heights, confined spaces, electrical power and the operation of load moving

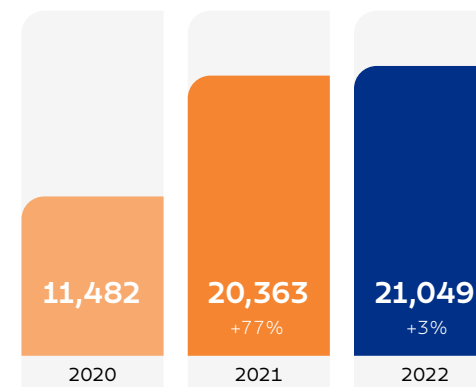
equipment, specific training programs related to the topic are developed, as foreseen in the Regulatory Standards.

Finally, evaluating the effectiveness of the training is crucial to ensure that it is really fulfilling its purpose of preventing work-related accidents and illnesses. This procedure is performed by the immediate manager after completion of the course, in order to identify possible points for improvement and ensure continuous evolution of OHS training.

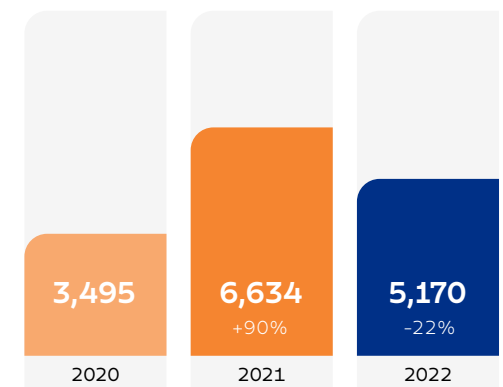


In 2022, more than 26,000 hours of occupational health and safety training were provided.

Training on Regulatory Standards (hours) GRI 403-5



Occupational Health and Safety Training (hours) GRI 403-5





Employee operating an aluminum injector at Tramontina Eletrik (RS)

The companies in Brazil have a number of measures and procedures in place to ensure employee engagement on topics related to health and safety that go beyond training. The Internal Accident Prevention Commission (CIPA – Comissão Interna de Prevenção de Acidentes) is one of the main ways to ensure participation of the internal audience in identifying and preventing risks in the work environment. Moreover, there are other additional committees responsible for more specific topics. Emergency Brigade, Ergonomics, Guardian Angel, Tramontina Management System (SGT) and Tramontina SER meetings.

It warrants emphasis that the active participation of managers in meetings and decisions is

paramount and has contributed to making the actions effective and properly implemented.

OHS training, safety dialogues and other forms of communication are key practices used to keep workers informed and aware of existing risks and ways to prevent them.

The joint evaluation of other areas is also important for actions to be integrated and effective across the whole company. Finally, periodic meetings and meeting calendars are ways to ensure the continuity and effectiveness of OHS actions.

International Units

GRI 403-2 / 403-4

Some companies abroad have committees responsible for work safety issues that meet periodically to address topics such as ergonomics, accident prevention, fire brigade, evacuation, search and rescue. There are cases in which workers are invited to attend periodic meetings and talks, as well as interviews and questionnaires about occupational risks. In some units, workers participate directly in hazard identification and risk assessment together with occupational health and safety specialists. Companies also send out regular newsletters to workers to ensure they are kept up to date on the latest practices and procedures.

RISK AND HAZARD MANAGEMENT

GRI 403-2 / 403-7 / 403-9

Tramontina adopts a set of integrated practices for OHS management, ranging from risk identification to incident investigation, with the aim of ensuring the health and safety of its employees. These practices demonstrate the company's commitment to the safety and health of its teams, as well as to the continuous improvement of its management processes. Periodic reviews and audits contribute to identifying and addressing possible risks, while the right of refusal in situations of imminent risk, guaranteed and formalized by means of the Conduct Manual, ensures the protection of employees' physical integrity.

The instruction is to report a risky situation immediately to the competent areas, as this allows the necessary measures to be taken quickly to control the risk and prevent possible accidents or incidents. Investigation is equally important to determine the causes of the event and implement controls to prevent recurrence. Such actions may fall within the various classifications of control hierarchies, such as hazard elimination, risk reduction, work organization, engineering or personal protection measures.

In case of an accident, an investigation is mandatory. Investigations involve the participation of various stakeholders, including the person involved in the situation, the supervisor responsible for the activity on site, representative from the

CIPA or safety committee and others.

Establishment of the Whistleblowing Channel also reinforces Tramontina's commitment to ethics and transparency in its activities, allowing for identifying and properly addressing possible irregularities, including its OHS management. The companies also guarantee conditions for CIPA members to carry out their work independently.

Monitoring service provider activities in terms of training, risk activities and occupational health certificates is also a common practice at Tramontina. The verification of occupational health and safety requirements ensures that new materials, civil construction works, machinery and equipment, company layouts and processes are safe for all workers.

Abroad, although there are variations in the implementation of these measures, units have hazard identification and risk assessment processes in place in accordance with applicable legislation, including evaluation of control measures and the determination of new procedures. However, given their activity, some units did not consider this item applicable. They also have internal health and safety regulations that provide guidance on how to report hazardous conditions to the immediate superior or HR, and issues are submitted to the area responsible for OHS for assessment and management. Situation reporting can also occur during hazard identification and risk assessment or in sector meetings. Some units also define the interruption or suspension of activities under conditions of imminent risk, with protection against worker retaliation.

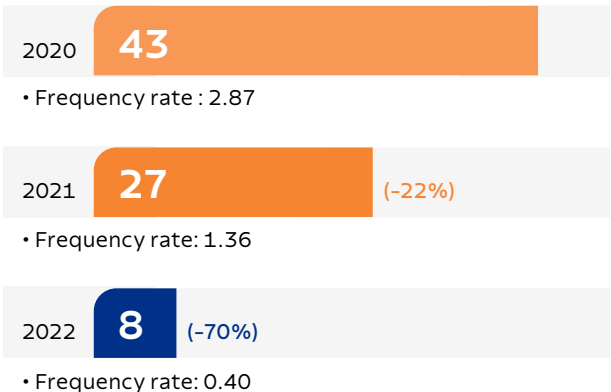


The proper methodology for investigating accidents and incidents, adopted by each company, as well as the definition of actions and controls, demonstrates a systematic approach to risk management that seeks to prevent future occurrences.

Tramontina has been decreasing the number of high-consequence work accidents. In general, these are mechanical hazards from operating machinery with moving parts, handling sharp materials and moving loads.

Over the past four years, there have been no fatalities from work-related accidents, and in 2022 there was a 70% drop in high-consequence accidents.

Total high-consequence accidents
— historical series* GRI 403-9



*Accident rates and indexes for non-employee workers were not calculated because there are no consolidated data on the number of hours worked at Tramontina units and hours lost due to accidents.

Supplier management

GRI 2-6

Tramontina develops long-term partnerships, whether national or international, fostering trustworthy business relationships that are reflected in the stability of provisioning for its operations. For more than 40 years, supplier management has been decentralized, streamlining decision making and enabling strategic partnerships and the development of specific suppliers. When a collective bargaining opportunity is identified, as in the case of steel, the factories negotiate together and purchase separately.

The company divides its suppliers into two major groups: critical and indirect.

- **Critical suppliers** are those that are directly linked to the operations of factories and distribution centers, within three categories: direct, fixed assets and services.
- **Indirect suppliers** are those supplying office supplies, hygiene, safety, food, software and maintenance materials, among others, catering to all of the Group's companies.

Direct

Supply input materials such as carbon steel, stainless steel, aluminum, thermoplastic resins, paints, varnishes, cardboard and wood packaging.

Fixed assets

Supplying machinery, equipment, devices, molds, dies and others.

Services

Internal and external logistics, property security, food, consulting, civil construction and others.

Direct suppliers are considered the most critical for the business, accounting for 61.5% of the amount spent on procurement.

Number of suppliers



In 2022, the Group's factories had transactions reaching BRL 6 billion with 14,861 suppliers.

Transacted amounts (in billion BRL)



PROCUREMENT PRACTICES

GRI 204

Relations with suppliers are guided by the Conduct Manual, which directs responsibility and consolidates Tramontina’s good practices in managing suppliers. The material covers, among other topics, practices considered illicit, anti-corruption conduct and guidelines for receiving gifts and presents, reinforcing the corporate culture with ethical behaviors befitting the business environment.

The Whistleblowing Channel is available to receive any reports of practices that breach the Company’s rules of conduct.

The company respects the autonomy of suppliers and service providers and encourages them to act in accordance with the same principles of ethical conduct practiced by Tramontina. For this reason, suppliers are informed of the existence of the Conduct Manual through the purchase order, when they are instructed to become aware of and comply with the standards stipulated by the Tramontina Group. The contracts include non-disclosure, data protection and privacy clauses, as well as relevant commercial matters according to the needs of each negotiation.

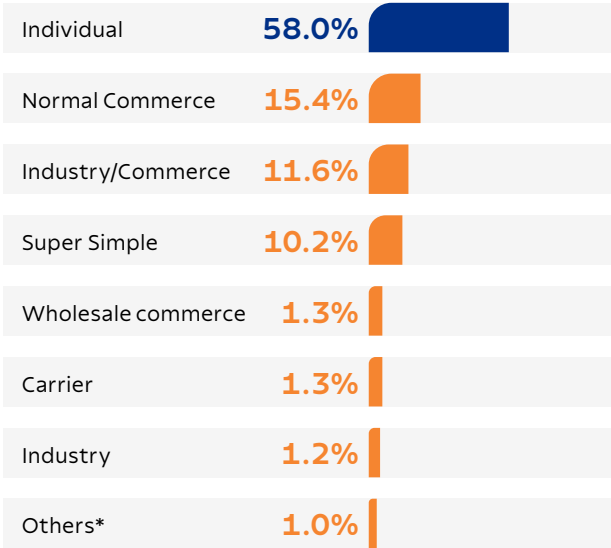
Tramontina uses a systematic method to evaluate direct input suppliers, called the Supplier Qualification Index (IQF – Índice de Qualificação de Fornecedores). The index measures the performance of these suppliers upon receipt of each invoice, considering the following criteria: meeting specifications, action plan implementation, invoice conformity, delivery efficiency, quantity according to purchase order and commercial conditions.

When contracting new suppliers, the factories require, a copy of the valid Operation License to carry out their activities, especially from industry and direct input suppliers. This measure already evidences an environmental evaluation of the supplier’s operations by the competent environmental authorities.

The factories carry out document control with suppliers, who must demonstrate the practices developed with their teams related to working at heights, confined spaces, electricity and others. The visitor access control module in the Tramontina System aids the process of managing all service provider documentation. Improving the social and environmental analysis of suppliers and service providers is also one of Tramontina’s sustainability objectives.

In 2022, 5,201 new suppliers were contracted, 96.5% located in Brazil.

New suppliers contracted by the factories in 2022



*Service provision, industry, simple commerce, micro-enterprise and small enterprise, rural producer, rent.

Local development

GRI 3-3 / 203-2



Tramontina Employees,
Warm Clothing Campaign,
June 2022

The seriousness and credibility of the Tramontina brand go beyond the corporate environment and positively influence local and regional stakeholders

Tramontina is genuinely committed to local development and the welfare of communities, which is why it strives to do things beautifully in the locations where it is present. Proximity to communities has been encouraged and practiced since the company was founded. Moreover, with its more than 10,000 direct jobs, the Group contributes to strengthening the economy in cities where its employees live. The financial

value of salaries and Profit Sharing payments, for example, are a key part of the economic engine of commerce and service sectors in local communities.

Investments in employee development are also reflected in the communities where they live, as they increase the intellectual capital in these locations, generating a virtuous cycle. This influence occurs mainly in the Southern Region of the country, which holds 79.8% of the total number of employees working in Brazil.

The factory stores, located in Carlos Barbosa and Farroupilha (RS), drive tourism and benefit the hotel and restaurant chains. The concern and correct payment of taxes revert in benefits and stimulation to investment by the municipal government in transport, education, and leisure infrastructure, raising the Human Development Index (HDI) of these cities.

The promotion of regional entrepreneurship promotes economic security for the entire community and partners. In 2022, 2.1 billion Brazilian reais were paid out to over 4,300 local suppliers. The sum represents 45.2% of the total amount transacted in the year.⁴ GRI 3-3 / 203-2 / 204-1

Direct and indirect formal jobs generated by Tramontina and the development of local suppliers provide quality employment, improve household income and stimulate development, generating new opportunities for people living near the factories. The actions go beyond the factory walls and reach service providers. Promoting competitiveness in the sector is a characteristic of the Plastic Unit, always striving for innovation. In the Porcelain Unit, the company aims to encourage its chain of suppliers from inland Paraíba and Pernambuco to improve the product line.

At Tramontina Madeiras in Encruzilhada do Sul (RS), the impact of job generation in the industry, in a region where small family farming predominates, contributes to improvement and qualification of the workforce and significantly modifies household income.



Tramontina Delta Factory
in Recife (PE)

⁴ Considers the region covered by the Group's nine factories.

Relationship with the Community

GRI 3-3 / 202-2

According to an internal survey, 94.59% of the board members work and live near Tramontina factories and units. For members of the Board of Directors, the percentage is 100%. This proximity contributes to identifying local demands directly. The employees are also engaged to identify and bring in local demands from their communities. The practices carried out to strengthen community relations include periodic meetings with representative entities, visits to communities, actions in schools and social entities, as well as meetings with the government and authorities. Customers are also encouraged to submit community demands for the company's review.

Anyone in the community who feels aggrieved or affected by Tramontina's actions can use the Customer Service Center⁵ or the Whistleblowing Channel to formalize the issue

(see more on page 41).

Minimizing impacts

Attuned to impacts of its operation on communities and prepared to act as soon as they are perceived, the company acts preventively by monitoring risks and managing possible occurrences. When an incident is identified, the case is analyzed by the technical areas to find effective and permanent solutions.

⁵ Tramontina Customer Service Center.

Tramontina Employees,
Blood Drive,
November 2022



Tramontina also endeavors to work strategically, participating and encouraging the participation of employees in the main trade associations and sector entities, unions and councils. Employees also participate actively in Civil Society Organizations through volunteer work, where they work to support community needs in an agile and assertive way.

This is a practice that benefits employees, by providing experiences other than their professional activities, Tramontina, through constant vigilance and proximity with the third sector, and society as a whole, which reaps the rewards of quality volunteer work. GRI 3-3



Organizations in which Tramontina participates in decision making

GRI 2-6 / 2-28

- FIEPA – Pará State Federation of Industries
- SENAI Advisory Board, Farroupilha (RS)
- Municipal Environment Council in Carlos Barbosa (RS)
- Municipal Council for the Rights of Children and Adolescents in Carlos Barbosa and Encruzilhada do Sul (RS)
- ABIMÓVEL – Brazilian Association of Furnishing Industries
- AIMEX – Pará State Association of Timber Exporting Companies
- SIDIMAD – Belém, Ananindeua and Marituba Union of Sawmills, Carpentry Shops, Cooperage, Wood, Plywood, Laminates, Particle Board and Fiberboard Industries (Pará State)

Other organizations with employee participation

GRI 2-28

Sector Entities

- FIERGS – Rio Grande do Sul State Federation of Industries
- COBEI – Brazilian Committee on Electricity, Electronics, Lighting and Telecommunications
- ABFA – Brazilian Association of Tools and Abrasives
- ABINEE – Brazilian Association of the Electric and Electronic Industry
- ABREE – Brazilian Association for Recycling Portable Electronics and Household Appliances
- CIC – Garibaldi Chamber of Industry and Commerce
- ACI – Commerce and Industry Association in Carlos Barbosa (RS)

Unions

- SIAMFESP – São Paulo State Union of Non-Ferrous Metal Fabrication Industries
- SIMECS – Union of Metallurgical, Mechanical and Electrical Material Industries in Caxias do Sul
- SIMPEPE – Pernambuco State Plastic Material Industry Union
- SINDICER-PE – Pernambuco State Union of the Ceramic for Construction Industry

Boards

- Advisory Board SESI/SENAI (RS)
- Municipal Health Council in Carlos Barbosa (RS)

Abroad

- Cookware & Bakeware Alliance, headquartered in the United States of America
- ANFAD – National Association of Household Appliance Manufacturers headquartered in Mexico
- CAMEBRA – Mexico-Brazil Chamber of Commerce based in Mexico

Organizações da Sociedade Civil

- APADEV – Association of Parents and Friends of the Visually Impaired in Farroupilha (RS)
- APAE – Association of Parents and Friends of the Exceptional in Carlos Barbosa, Garibaldi, Farroupilha and Encruzilhada do Sul (RS)
- Santa Rosa Cultural Association in Carlos Barbosa (RS)
- São Roque Charitable Hospital Association in Carlos Barbosa (RS)
- Crescer Educational Center in Carlos Barbosa (RS)
- Divina Providência Training Center in Encruzilhada do Sul (RS)
- Child and Youth Choir, in Carlos Barbosa (RS)
- FUNCRECHE – Daycare assistance fund in Carlos Barbosa (RS)
- Cultural Institute of Boys Singers and Friends of Carlos Barbosa (RS)
- GAV – Group of Volunteering Friends in Carlos Barbosa (RS)
- Volunteer Firefighters of Carlos Barbosa, Garibaldi, Farroupilha and Salvador do Sul (RS)



Centro Educativo Crescer
(Crescer Educational Center), Carlos Barbosa (RS)

Private Social Investment

GRI 413 / 413-1

Tramontina is a constant supporter of social actions in communities. The practices developed include financial investments through incentive resources or direct grants, product donations, loans of furniture and equipment for social events, toy donations, participation in the institutions' events, volunteer work and other engagement actions.



In 2022, 100% of the companies conducted social actions in communities. In total, over 10.7 million BRL has been invested.

Resources encouraged:

BRL 2.3 million

in sponsorship for infrastructure projects (Rouanet Law)

BRL 949,000

in sponsorship for sports and cultural and artistic activities, through the federal laws incentivizing sports and culture

BRL 778,000

in sponsorship and direct funding for public security, through state law — PISEG

BRL 592,000

in sponsorship to the Child and Adolescent Fund

Direct grant:

BRL 4.3 million

for the hospitals (BRL 3.8 million to Hospital Beneficente São Roque and BRL 500,000 to Hospital Beneficente São Pedro)

BRL 1.2 million

to support entities (APAE, CEC, FUNCRECHE, CONSEPRO, Firefighters and maintenance of public spaces)

BRL 560,000

in product donations

USD 9,000

for the Adventure Factory project (Tramontina Mexico)



Centro Educativo Crescer
(Crescer Educational Center), Carlos Barbosa (RS)

SUPPORTED PROJECTS

GRI 413-1

Tramontina's contributions benefit the community in general by supporting education, culture, sports, health, environment and public safety. The vulnerable groups identified are mostly children and adolescents, as well as people with disabilities.

In 2022, about 2,600 children were positively impacted with Tramontina's support:

- 262 children received various dental care services through the Semeando Sorrisos (Sowing Smiles) Program. Of these, 73 also wear braces.
- 900 children graduated from the Educational Program for Resistance to Drugs and Violence (PROERD – Programa Educacional de Resistência às Drogas e à Violência), promoted by the Farroupilha Military Brigade.
- 100 children and adolescents received singing classes with the Child and Youth Choir.
- Twenty-two students received Junior Firefighter uniforms and the Volunteer Firefighters of Farroupilha received Personal Protective Equipment for execution of the project.
- 250 socially vulnerable children and teenagers have benefited from the after-school program offered by the Centro de Formação Divina Providência (Divine Providence Training Center).
- 450 socially vulnerable children enjoyed after-school care at the Centro Educativo Crescer.
- FUNCRECHE has received financial funding to pay for the expenses of 258 children of employees in the municipal public daycare network of Carlos Barbosa (RS).
- 240 Children from 2 to 5 years old in vulnerable situations attended the Sonho de Um Menino school and the Mundo da Imaginação daycare.
- More than 150 children sheltered by APAE and APADEV, in Farroupilha (RS), were benefited.

More than 40 institutions were benefited by the Group's companies:

- Associação de Moradores Morada de Deus I and II (Resident Association) and Coomflona: Community Forestry Management with Social and Environmental Responsibility.
- Mitra Diocesana de Caxias do Sul: the Mãe de Deus Cultural Center, a space equipped with qualified infrastructure and universal accessibility, is being remodeled by Tramontina and will contribute to an effective increase in cultural life.
- GAV — Grupo de Amigos Voluntários (Group of Volunteering Friends), Carlos Barbosa (RS)
- Liga de Valorização à Vida and institutions fighting cancer.

Apart from these institutions, other social movements, CPMs, municipal and state schools, elderly groups, parishes and religious centers have also benefited.

Fábrica de Aventuras (Adventure Factory)

GRI 413-1

The Adventure Factory aims to generate value for society and for the communities around Tramontina Mexico through structured initiatives of social support, counseling, donations and contributions to vulnerable people. The main initiatives carried out are support to Dr. Sonrisas (see details below) and donations to local orphanages, which have already benefited 35 children.

Dr. Sonrisas, a social organization created 18 years ago by young people committed to children in Mexico, works especially with children suffering from chronic, advanced or terminal illnesses. Over the years, more than 3,000 dreams have come true, over 80,000 people have benefited, and more than 1,200 hospital visits are covered each year.

Since its inception in 2018, the Adventure Factory has rolled out four direct actions with Dr. Sonrisas that directly benefited 16 children. Indirectly, the partnership has mobilized more than 100 people in the hospital and another 100 each weekend at Mundo Imayina. In 2022, the company invested USD 9,000 in the project.



Tramontina team, upon completion of the Dream Train (Trem dos Sonhos)



Tramontina Team at the Hospital Siglo XXI of the Mexican Social Security Institute

Making dreams come true

This initiative aims to offer children the opportunity to make dreams come true, such as meeting an idol or flying in a hot-air balloon. In 2022, a boy named Jonathan had the opportunity to discover the sea on a company-sponsored trip.

Dream Train

Aims to provide a different kind of day in recreational centers, so that children can for a moment forget about medical treatments and simply have fun. The team of professionals develops activities suited to the little ones' conditions, enabling inclusion and mental and physical rehabilitation in a playful environment. In 2022, the children were surprised by a bowling outing.

Dr. Sonrisas SOS

Program created to support families outside the hospital environment by providing free meals and other basic necessities. In 2022, food was delivered on a constant basis and temporary campaigns were developed according to the need.

Mundo Imayina

Inspired by Give Kids The World in Florida, the space features a unique concept in the world, where terminally ill children can plunge into the world of fantasy and magic.



INVESTMENT IN LOCAL INFRASTRUCTURE

GRI 203-1

Tramontina also contributes to development of the surrounding area to improve and increase the quality of life indexes for the cities' inhabitants through investments in local infrastructure, such as creating bicycle paths, road extensions through public-private initiatives and support in projects to improve the health, safety and education networks.

Initiatives carried out with Tramontina's support benefit the communities of Carlos Barbosa, Garibaldi, Farroupilha and neighboring towns.

Hospital Beneficente São Roque (São Roque Charitable Hospital)

With the contribution of BRL 5.75 million in direct funding, which began in 2021 and is expected to be finished by 2023, Tramontina is making it possible to remodel the emergency room to allow for separating accesses according to service classification, adapting the air conditioning system to comply with legislation and including a separate access for emergencies and ambulances. These improvements have already made it possible to expand the capacity to care for critically ill patients by 100%, with monitoring beds and observation of critical data.

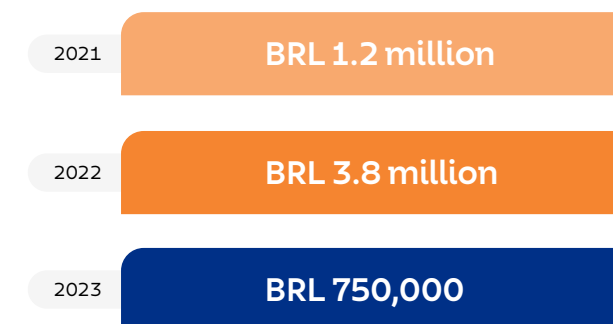
In addition, the partnership helped establish Women's and Specialty clinics, which provide more than 1,400 services per month. Roughly 35% of these services were for employees of Tramontina companies and their dependents.

The Women's Clinic is a space offering humanized gynecological care, in an exclusively female environment, which operates at different times to ensure access for patients who work during business hours. The initiative is unprecedented in Serra Gaúcha and intended for women of different ages and clinical situations. Pregnant women will also find care in the areas of gynecology, obstetrics, mastology, sexology, plastic surgery, urogynecology, nutrition and pelvic physiotherapy, colonoscopy and contraceptive placement.

The Specialty Clinic has one office for ophthalmological care and six rotating offices for various specialties.

The Women's Clinic, the Specialty Clinic and the Diagnostic Imaging Center are interconnected, both physically and virtually, allowing all patient data and medical records to be stored digitally.

Annual contributions



FORÇA TOTAL (TOTAL FORCE) Program

With resources from the Incentive Program for Equipping Public Safety in the State of Rio Grande do Sul (PISEG – Programa de Incentivo ao Aparelhamento da Segurança Pública do Estado do Rio Grande do Sul), Tramontina donated more than BRL 770,000 to the Military Brigades of Carlos Barbosa and Bento Gonçalves for the purchase of vehicles, weapons, radios and other equipment. The program's aim is to improve the state's public safety and offer Rio Grande do Sul society the service of ostensive and quality policing by re-equipping the Military Brigade's operational units throughout the state.



Electronic mockup of the Mãe de Deus Cultural Center
Project: Angela Burgel & Fabiano Neuhaus Arquitetos

Centro Cultural Mãe de Deus (CCMD – Mãe de Deus Cultural Center)

The renovation of the Cultural Center in Carlos Barbosa (RS), where the Nossa Senhora Mãe de Deus parish hall is located today is under construction. Once the space is completed, the CCMD aims to attract not only the local population, but also the surrounding municipalities. The workshop titled "Basic notions for drafting and managing cultural projects in the construction of spaces for performing and visual arts" will be a cultural educational action, which will take place after the Center's construction works are finished, lasting 8 hours and free of charge for an audience of up to 100 people.

Delivery of a vehicle to the Military Brigade
Action of the Total Force Project – PISEG



Electronic mockup of the Maria Fumaça
(Steam Locomotive) Memorial – Project: Silvana Ferrari Copat

Maria Fumaça (Steam Locomotive) Memorial — Carlos Barbosa (RS)

The on-site Exhibition offers the regional and tourist community the opportunity to explore relevant historical facts about the train's trajectory, thus exercising an important socio-cultural role. In addition to being part of the tourist route, the Exhibition is very popular with employees of local companies and members of the local communities. The students also visit the Exhibition, accompanied by their teachers and the project's museologist.

The initiative has generated work and income for several cultural professionals and brought considerable benefits to the tourist sector by providing suitable facilities to meet the tourist demand of the Wine Train and other tourist attractions in Carlos Barbosa, improving business and boosting the local economy.

5

Environmental Development



Product and packaging lifecycle

GRI 3-3

Every year, Tramontina expands its practices related to the product and packaging lifecycle. In general, the companies have independent indicators controlled by the Tramontina Management System that consider the particularities according to each business. Factories, for example, have specific demands according to their specialty. Regardless of this, in all manufacturing operations, the products and packaging go through a careful transformation process that combines choosing the best raw materials and using advanced production practices, ensuring that resources are used in the most appropriate and responsible way possible. The best consumer experience and ease of disposal are also taken into consideration in the development of products and packaging, aiming for positive impacts on the value chain.

With implementation of the sustainability strategy in 2023, the company must structure the environmental agenda for all its businesses. Initiatives with this focus and the involvement of suppliers are considered fundamental and part of Tramontina's future plans.

Impacts prevented

- Wasted natural resources and raw materials in the production process.
- Improper disposal of products and packaging by consumers.
- Increased costs.

Targeted benefits

- Increased awareness of the environmental impacts of products and packaging.
- Value chain engagement, including the formation of strategic partnerships.
- Reputation strengthening with customers and consumers.
- Understanding the weaknesses and opportunities along the product value chain.
- Action and decisions based on relevant facts.
- Promoting material circularity.
- Promotion of channels for closing the product and packaging lifecycle with consumers.

Mood Collection |





Environmental
Committee Members

GRI 3-3

The Environmental Committee promotes qualified debate, brings about changes, facilitates inter-cooperation between units and develops projects that impact both production processes and the post-consumer chain, as well as actions related to environmental education. The committee is formed by representatives from all of the Group's factories, from the legal and corporate marketing departments

The Environmental Committee works to help minimize the environmental impact, allowing Tramontina to remain innovative, generating value in pursuit of sustainable development.

and a representative from Tramontina USA. It has sought to interact and develop projects together with the engineering, R&D and CIPeD teams, as well as other areas of the company. Another relevant initiative that has gained strength in recent years is the development of environmental projects in the Group's stores, starting with the implementation of reverse logistics eco-points ([see more on page 90](#)).



Main raw materials

GRI 301-1

Tramontina is striving to improve collection and environmental management of data on the use of raw materials, by way of the Environmental Committee working in conjunction with the Procurement Committee. The goal is to make progress in the collection, logging and management of information, both in the Tramontina System and in the migration to SAP, detailing the material analysis, identifying opportunities for improvement and data reporting.

⁶ This increase is due to the inclusion of information on the use of wood for producing handles at Tramontina Belém.

Renewable raw materials

GRI 301-1

Wood continues to be the renewable raw material most used at Tramontina, especially for tool handles, furniture, flatware and utensils in general. In 2022, around 146,500 cubic meters of wood were used, 27% more than in the previous year.⁶

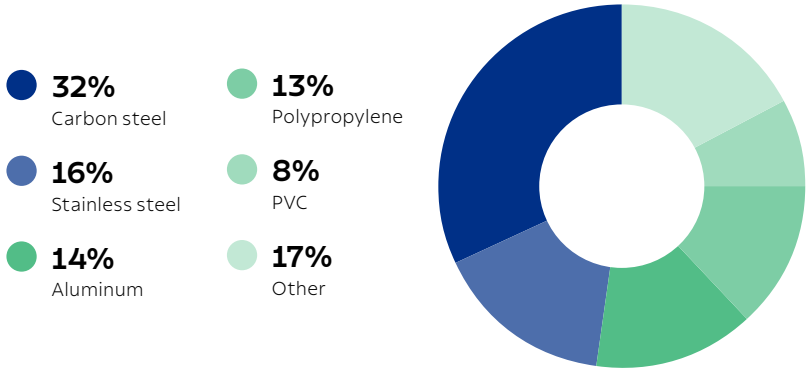
Part of this raw material comes from 3,300 hectares of Production Forest maintained by the Company since the 1990s, and another portion from sustainable management projects and other duly regulated production forests. Some product lines are also certified by the Forest Stewardship Council® (FSC-C180829, FSC-C003079, FSC-C169695 and FSC-C125626), an independent certification that guarantees that the wood used in products comes from forests managed in an environmentally sound, socially just and economically viable manner, subject to strict control standards. See the initiatives Tramontina has developed for reuse of wood scraps [on page 86](#), as an example of conscientious use of raw materials.

Non-renewable raw materials

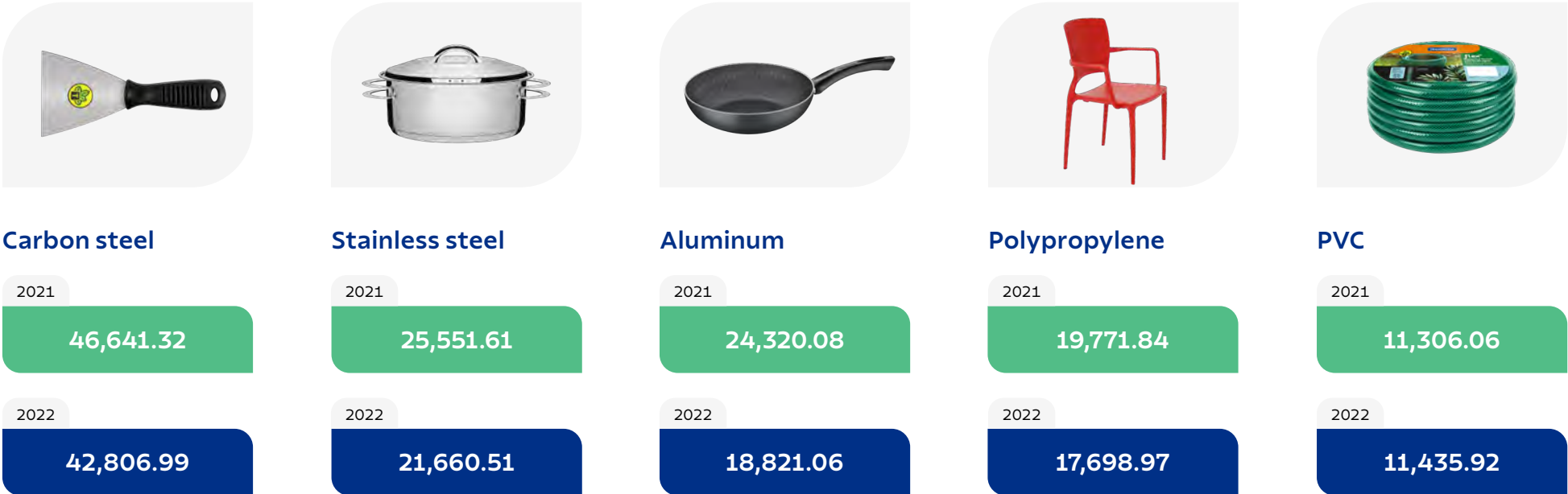
GRI 301-1

In 2022, 112,426.85 tons of non-renewable raw materials were used in the production process, about 15,000 tons less than the previous year, which is a reflection of a return to pre-pandemic production levels. Carbon steel, stainless steel, aluminum and plastic represent 83% of the total, by weight, of all raw materials consumed in the year.

Percentage of non-renewable materials used in production GRI 301-1



Non-renewable materials used in production (t) — historical series GRI 301-1





Aluminum Smelting Furnace,
Tramontina Cutelaria,
Carlos Barbosa (RS)

**In 2022, the amount
of materials and waste
reused or recycled
internally exceeded
23,400 tons.**

Circular Economy

GRI 301-2 / 306-2

Tramontina invests in the circular economy in the operation of its factories, including effluent treatment for internal reuse, and in the use of recycled and recyclable raw materials and materials in the development of products and packaging. Today, various Tramontina products have percentages of recycled material in their composition.

While the Environmental Committee works to interconnect practices and projects of the manufacturing units, the engineering areas work

with precision software to ensure the best use of materials in the product development phase, and the CIPeDs promote sustainable innovation through new raw materials, such as RecyPlast ([see more on the next page](#)).

In 2022, the use of repurposed cardboard for protecting products and in the production of packaging protections, for example, was 67.4 tons. Also, 786 tons of recycled plastic were used in the production of new products, a material that consumes less energy than virgin plastic in

its processing and can be recycled several times. Components, parts, pieces, accessories and other products were also manufactured from 145.1 tons of stainless steel scrap.

Apart from the materials already accounted for through direct measurements, other repurposing practices, such as the reuse of pallets, are also carried out by the factories and are not yet accounted for, demonstrating Tramontina's potential in this topic.

Wood Scraps

GRI 301-2

11,500 tons

of wood scraps were reused to produce different products:



Eco firewood (briquettes), made from sawdust from reforestation wood, compacted under pressure and high temperature, without the addition of chemicals, resulting in an environmentally friendly product with high energy value.



Cutting boards developed from the reuse of wood scraps.



Polished pine bark for gardening.

Most of the wood scraps are also used as an energy source in some factories ([see more on pg. 101](#)).

Even though the reuse of waste is a sustainable path, Tramontina also constantly invests in technology to promote improvements in equipment and processes in order to optimize the use of timber and thus generate less waste and higher productivity.

Aluminum Waste

GRI 301-2

10,900 tons

of aluminum were reintroduced into the production process.



Aluminum is a very versatile material, used in different products. It is easily and infinitely recyclable and of great interest in the post-consumer market. In the Cutelaria and Eletrik units, generated waste is reused and transformed into new products. Thus, through direct recycling, there is a major decrease in energy consumption, considering the lifecycle of this material.

RecyPlast

Tramontina's 100% recyclable plastic

The new raw material was developed to be used in handles of the Lyf line cookware ([see more on page 26](#)) as a replacement for Bakelite, a thermo-rigid resin traditionally used in the consumer goods industry that is hard to recycle. By contrast, RecyPlast is a high-strength engineering thermoplastic that can be recycled entirely, making it attractive to the recycling chain.



IMPROVEMENTS IN PACKAGING

GRI 301-2 / 301-3

Alternatives to promote improvements in packaging have been on the agenda of innovation teams in recent years. The goal is to optimize material consumption, reduce losses and minimize the impact on the packaging lifecycle. Tramontina thus caters to consumers concerned about the waste generated when shopping and to customers from different market niches, both national and international, who are looking for less packaging waste generation.

There are several initiatives for improving packaging that impact both customers and consumers, such as replacing plastic with paper and cardboard, eliminating expanded polystyrene (EPS) and prioritizing reused or recycled materials that are also of greater interest to the post-consumer recycling chain when reused in new materials after their disposal.

Efforts are also being made with the Corporate Product WG to expand and standardize information regarding environmental practices on packaging, providing relevant information to consumers and impacting buying decisions.

Tramontina is also working on fronts that are reflected in cost reduction and logistics optimization, such as the development of solutions to reduce the weight and volume of packaging



Decreased cardboard consumption for product transportation (above, before and below, after) – Tramontina Garibaldi



during transportation, without having to give up proper product protection. Distribution Centers and stores also need to be engaged in these works, further expanding internal awareness about the importance of responsible packaging.

Corporate Product WG

This topic is so relevant to the company that, in 2022, the Corporate Product WG was created, a multidisciplinary work group with members from the nine factories, including professionals from the CIPeDs, R&D, packaging R&D, laboratories and engineering, the MKT Center, the Environmental Committee and the Sustainability Center. The Work Group meets monthly and aims to develop sustainability innovations for products and packaging, in addition to sharing experiences and corporate alignments.

In 2022, the group kicked off two projects: standardization of seals used on packages and a study for the use of paper tape to replace the plastic tape used to close cardboard packages during transportation.



Returnable
box

Returnable packaging

Tramontina TEEC's returnable packaging project was developed with some component suppliers with the aim of minimizing consumption and consequent disposal of cardboard boxes or other materials. This initiative helps reduce Tramontina's consumption of cardboard boxes, helping to spare natural resources while also promoting conscientious consumption.

Recycled Plastic

With this project to migrate packaging from virgin plastic to recycled plastic, Tramontina aims to minimize the environmental impact of packaging, encourage the consumption of recycled material and the recycling of post-consumer packaging. The Tramontina TEEC initiative included the involvement of the Environmental Committee and the packaging development areas; and two new factories

joined the project in 2022: Cutelaria and Farroupilha. The process consists of sending part of the material from the surpluses generated in some production lines to a partner supplier, via the Tramontina Waste Center. At the supplier, this waste is added to other market waste, resulting in a 90% recycled plastic used in the packaging of different products, avoiding the use of virgin raw material.

The project has already recycled more than 70,000 kg of plastic.



Image: This package contains 90% recycled plastic made from waste. 100% recyclable





Cardboard protection

Tramontina has already prepared more than 2 million cardboard protection units in-house using waste from the production process. They are partitions produced from cardboard waste rather than newly purchased partitions, minimizing the consumption of materials and preserving natural resources.

Elimination of EPS

The elimination of Expanded Polystyrene in Tramontina product packaging aims to do away with the use of materials that are hard to recycle, minimizing the environmental impact of packaging. Replacing EPS with cardboard, a renewable source material, prevented 65,000 liters of this material that would have become waste from being inserted in the market. This project fosters the circular economy by using a material that is more likely to be recycled, due to its value and interest from the recycling chain.



Before



After

Single-material packaging

The change from packaging with different materials to single-material packaging is also a point of attention in the company that reinforces the goal of facilitating the recycling process after disposal by the consumer. Several projects have already been developed in this sense, seeking to use unique materials in the packaging composition.

Tramontina Reverse Logistics Program

GRI 301-3

In 2022, Tramontina took an important step in its contribution to building a more sustainable and conscientious circular economy, demonstrating that companies can and should play an active role in creating solutions to today's environmental and social challenges.

The Reverse Logistics Pilot Project started in June 2022 with installation of 10 Ecopoints for disposing of cookware, bakeware, frying pans, milk boilers or roasting pans, from any brand. Six collection points were made available to consumers at official Tramontina stores in the states of São Paulo and Rio de Janeiro, two at T factory stores, located in Rio Grande do Sul, and another two at residential condominiums in the cities of Porto Alegre and São Paulo.

Contributions to the circular economy:

- Positive impact on the recycling chain, because collected products have a high sale value, facilitating the circularity of materials and financial return to recyclers.
- It promotes conscientious consumption and disposal with consumers.
- This enables consumers to contribute to closing the product lifecycle, allowing noble raw materials to return to the production cycle, reusing waste and generating new products.

As a result, 69.3 kg of cookware and utensils and 551 kg of electronics, appliances and batteries were collected.

How it works

- 1.** Consumers discard products that are not being used at one of the Tramontina Ecopoints.
- 2.** Collected products are sent for dismantling and sorted by type of material: aluminum, iron, glass, plastic, etc.
- 3.** The waste can be repurposed into new products, closing the loop of the circular economy.
- 4.** The project promotes a positive impact on the recycling chain.

In October, on International E-Waste Day, the project was expanded and the two T factory stores, located in Carlos Barbosa and Farroupilha (RS), also started receiving portable electronics, household appliances and batteries from any brand.

As of the second quarter of 2023, consumers can dispose of any Tramontina product or packaging and portable electronics, household appliances and batteries from any brand in all official stores in Brazil.



PARTNERSHIPS FOR REVERSE LOGISTICS

GRI 2-6 / 3-3 / 301-3

Tramontina maintained reverse logistics projects for packaging, electronics, household appliances and tires, carried out in partnership with eureciclo, the Brazilian Association for Recycling Portable Electronics and Household Appliances (ABREE – Associação Brasileira de Reciclagem de Eletroeletrônicos e Eletrodomésticos) and the Ecological Tire Processing Plant (UTEP – Usina de Tratamento Ecológico de Pneus), respectively. These are initiatives to comply with legislation, to encourage the recycling chain, fostering collector cooperatives and recycling companies, resulting in positive socio-environmental impacts.



Every year, Tramontina offsets 22% of the packaging placed on the domestic market for consumers. In 2022, more than 1,100 tons of packaging were offset in partnership with eureciclo. When recycled, the packaging returns to the market as raw material for other products, thus minimizing post-consumer impacts.



Six Tramontina factories are associated with ABREE and are thus part of a system with more than 5,000 collection points, in more than 1,300 Brazilian cities, for collecting portable electronics and household appliances. In 2022, more than 13,800 tons of waste were collected and forwarded to proper disposal.



Tramontina has a program with UTEP for offsetting tires. In 2022, 13.5 tons of this waste were offset, 328% more than in 2021. In addition, Tramontina's technical supports network receives used tires and directs them to proper disposal. Both practices guarantee that 70% of the weight of tires sold by the company is offset.



In 2022, Tramontina invested BRL 325,000 in all Reverse Logistics projects.

Eco-efficient operation

GRI 3-3

Year after year, Tramontina has been improving its environmental practices by investing in clean technologies for an environmentally responsible operation. Through the Environmental Management Program, the Company constantly qualifies production processes and engages employees for sound, respectful performance in favor of the environment, contributing to sustainable development and reaffirming its commitment to a thriving society.

The companies are independent, to develop their projects and actions according to the specific needs of each operation, aligning system-wide initiatives and exchanging experiences and knowledge through the Environmental Committee. The factories are responsible for the most significant environmental impacts and are constantly working to improve their operational eco-efficiency,



minimizing the adverse effects of operation. Those with ISO 14001 certification conduct a mandatory assessment and record the results in the Tramontina Management System.

The company is aware of the adverse impacts that its operation may generate, especially in communities surrounding the factories. For this reason, the Environmental Committee aligns relevant topics at the corporate level that reflect significantly on the operation of factories, such as water and effluent management, waste, energy, forests, biodiversity and emissions. Due to the Committee's qualified performance, as well as the first-rate practices undertaken by all factories within the scope and specialty of each operation, the company has been successful in monitoring and managing the impacts related to operations, not recording any material fact throughout 2022.

Impacts prevented

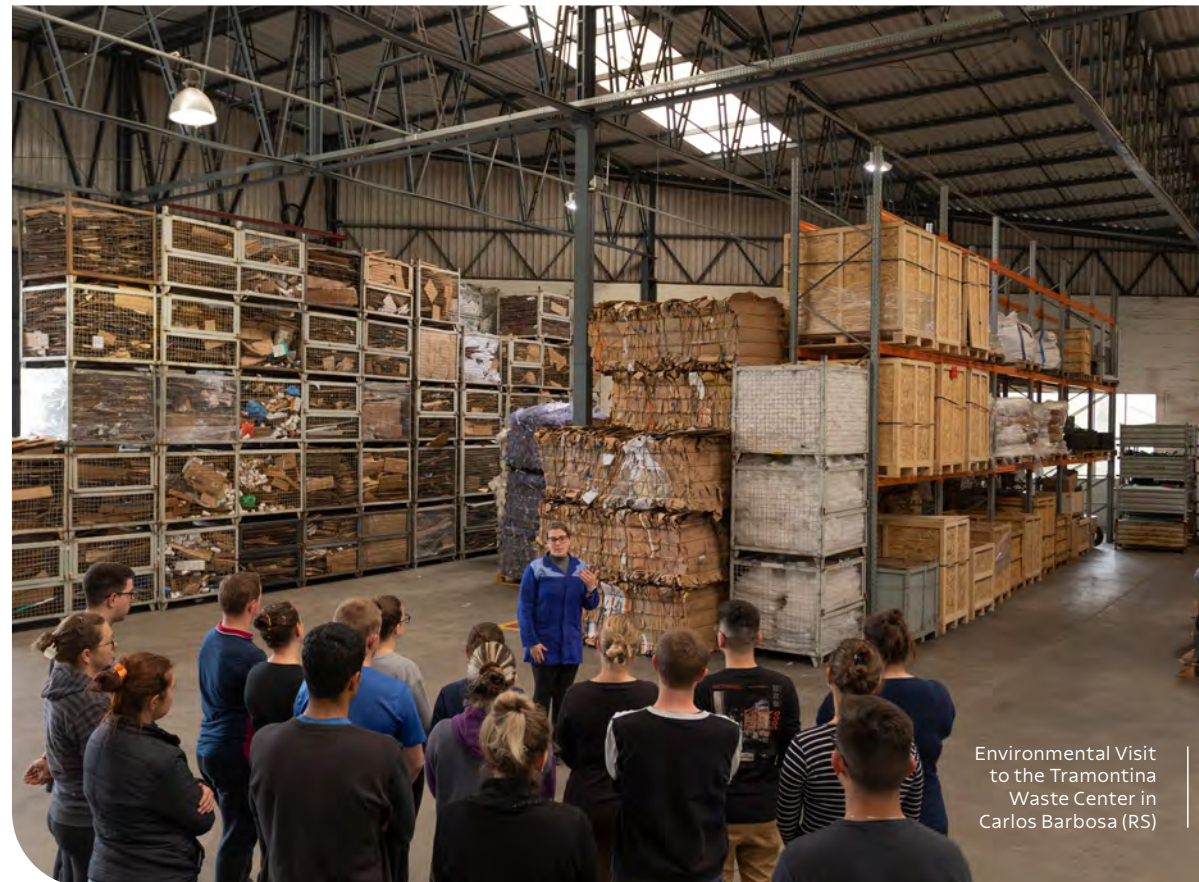
- Damages or losses to local communities due to operational failures/errors (technological or human).
- Loss of trust and social and environmental license to operate.
- Waste or misuse of natural resources.
- Soil, water and air contamination.

Targeted benefits

- Reduced costs by implementing more efficient operations.
- Contribution to diminishing climate change by reducing impacts that contribute to Greenhouse Gas (GHG) emissions.
- Ecosystem strengthening and regeneration.
- Increased brand value and strengthened image and reputation as a result of the actions and communication of the practices.

Through the Sustainability Strategy, the company intends to have a corporate vision of the issues involving the operation of all its businesses, expanding the management of environmental impacts and promoting more effective communication to stakeholders. This movement will be reflected in the strengthening and expansion of the company's sustainable practices.

In 2022, more than BRL 17 million was invested in maintaining management practices and in projects for environmental improvements in operations.



Environmental Visit
to the Tramontina
Waste Center in
Carlos Barbosa (RS)

Environmental Education

GRI 3-3

In 2022, the program of environmental visits to the Carlos Barbosa manufacturing units was resumed, after a halt during the covid-19 pandemic. The educational actions are for employees, community, students, companies and entities. During the visit, visitors have the opportunity to see the effluent treatment systems, the Tramontina Waste Center, including the Sorting Center and landfills, as well as part of the production process. Employees also receive additional content through training, electronic bulletin boards, Workplace and meetings. Customers are also informed about Tramontina's practices through newsletters, official brand communications, communications on packaging and in product manuals.



Tramontina TEEC (RS)
rainwater storage

Water and effluent management

GRI 303 / 303-1

Concern over water has been one of the environmental pillars guiding Tramontina's actions for a long time, even before the implementation of laws and regulations on consumption and discharge. This natural resource is used in several stages of the production process, and is therefore considered essential and strategic for factories. Considering the importance of the topic for the operation, structuring actions for evolving management of the topic should be part of the group's sustainability strategy as of 2023

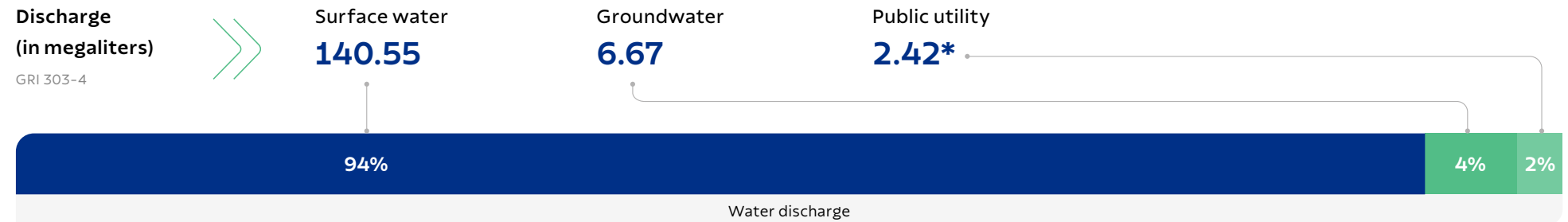
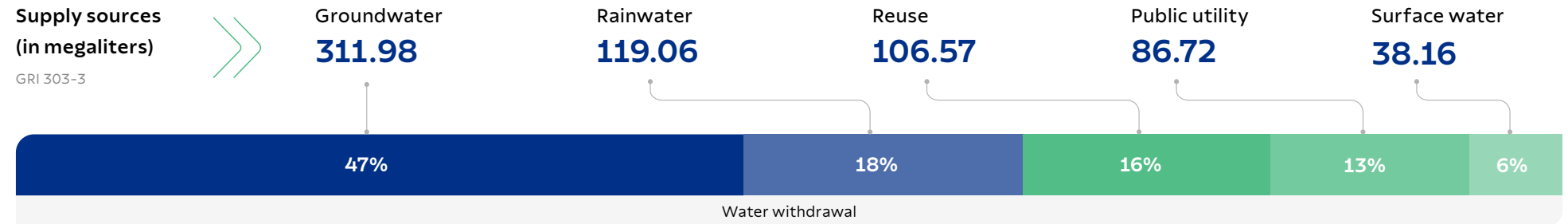
The Group has consolidated monitoring and qualitative control practices for water consumption and effluent discharge in the most relevant operations, with automated or manual records. Evaluations of representative consumption points are also performed, monitored by indicators that help to identify any necessary improvements. Some units also present a water balance sheet as a tool for managing the topic. The stores and offices located in commercial buildings follow the guidelines established by the building complexes where they are installed.

The factories are responsible for the most robust investments in solutions for alternative supply sources, such as rainwater, and in technologies for effluent treatment and expanded reuse.

They also keep a close eye on processes, which undergo constant reviews, and invest in renewing machinery, aiming at minimizing the impacts related to this topic. However, water-related impacts on the value chain and in water-stressed areas are not yet monitored.

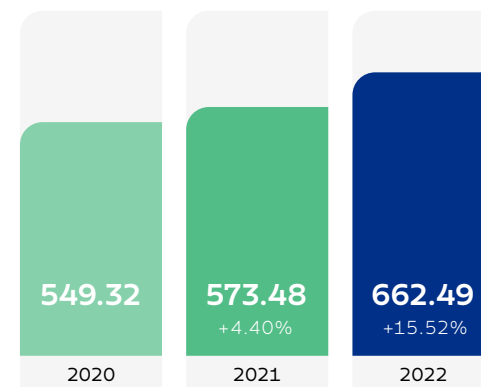
The practices developed go beyond legal requirements and endeavor to contribute to efficient use of this resource, benefiting society as a whole and reducing the potential adverse impacts of the business.

The factories account for 94% of the Group's total water consumption, 39% of which comes from the Taquari-Antas and Caí river basins. They are also responsible for 99% of the total wastewater generated.

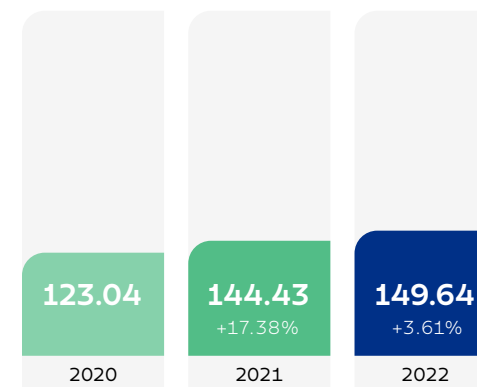


*External processing.

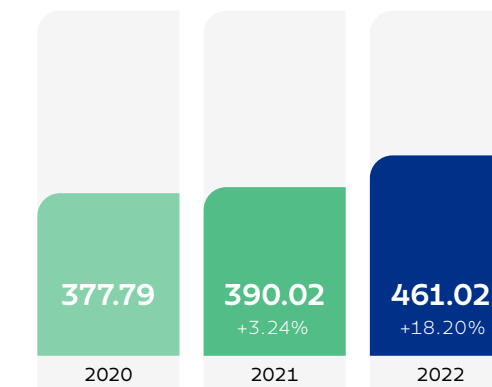
Total water withdrawal (in megaliters) GRI 303-3



Total water discharge (in megaliters) GRI 303-4



Total water consumption (in megaliters)* GRI 303-5



*Data from direct measurements. No significant changes in water storage have been reported in the enterprises. Most information comes from company records, as well as invoices and other forms of control. There are cases, especially for groundwater discharge, in which quantities are estimated.

Modernization of the Wastewater Treatment Station

GRI 303-1

In Carlos Barbosa (RS), a city supplied by groundwater, Tramontina has invested continuously in the use of rainwater and in the modernization of Effluent Treatment Stations (ETEs), prioritizing the use of less noble waters in processes, sanitation and firefighting, also considering the importance of well maintenance for the supply of other priority demands, such as community.



In 2022, Tramontina Cutelaria modernized the Starflon Wastewater Treatment Station (Starflon ETE), aiming at expanding wastewater treatment capacity and enabling its reuse in different stages of the production process. With the improvements, effluents go through a treatment process with electrocoagulation, when pollutants are removed by means of electrical discharges, reducing the consumption of chemicals. After this treatment stage, effluents proceed to biological treatment with activated sludge and later go through the Ultrafiltration and Reverse Osmosis system. The result is a treated effluent with a quality comparable to that of industrial water obtained from deep wells, meeting the technical parameters and enabling its reuse in toilets and cooling towers. The use of this water in Starflon Division production processes is in testing phase.



Tramontina Cutelaria
Starflon Division ETE (RS)

Waste management

GRI 306-1 / 306-2

Waste management is an established practice at Tramontina. The factories are the biggest generators and are thus responsible for the potential impacts related to the topic. For this reason, they continuously endeavor to avoid generating waste, as well as to maximize use of the materials. When this is not possible, they act to improve proper waste disposal and treatment practices, such as reuse or recycling, always considering technical and economic viability and environmental impacts. Other forms of processing are also considered, with final disposal in landfills being the last option. Monthly, the waste generated by the factories is accounted for and monitored to identify possibilities for reduction, recycling, reuse or even changes in the raw materials used.

The company has had a Waste Center for 30 years, consisting of a Sorting Center and landfills for hazardous and non-hazardous waste, which serves six of the Group's nine factories. The focus of the Center is to improve waste management and proper disposal, as well as to promote circular economy projects ([more on page 85](#)). The structure follows the standards stipulated by ISO 14001. The waste processed at the Center is sorted by type and sent to outsourced recyclers and re-processers that are responsible for recycling, decontamination and energy reuse, among other processes.

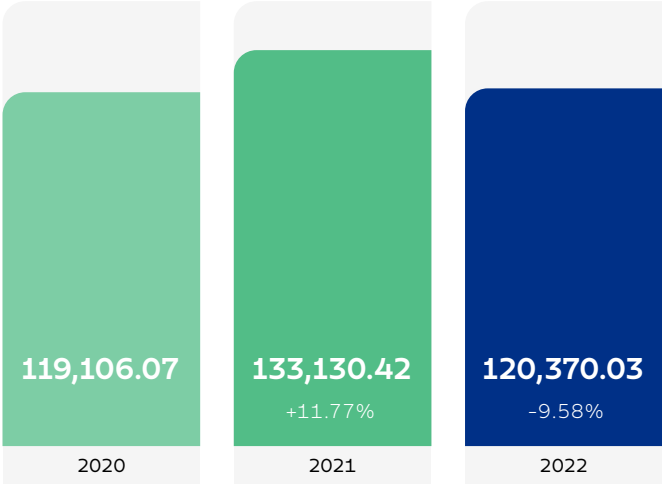


Tramontina Sorting Center
in Carlos Barbosa (RS)

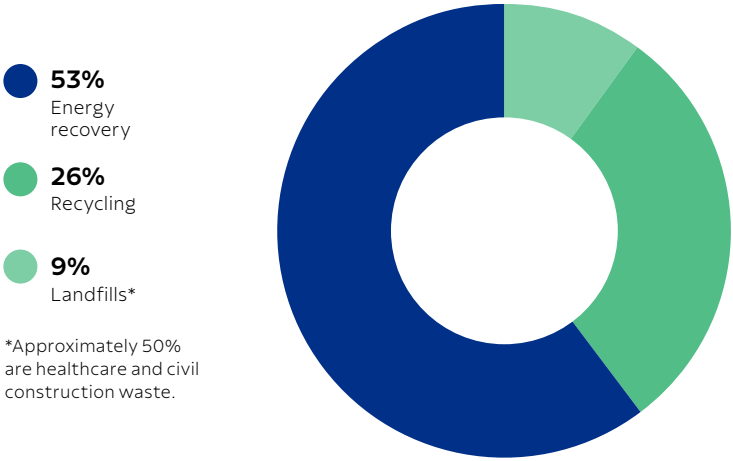
Other waste is sent for disposal into the company's landfills and feasibility studies are constantly being carried out for new disposal alternatives, also with the support of the Environmental Committee. The factories that do not use the services of the Tramontina Waste Center have their own environmentally sound disposal processes, with various partners and with the same tracking practices. The Group's other businesses have waste sorting and disposal practices in accordance with the laws of each location.

The companies also invest continuously in the evolution of selective collection, focusing on valuation and proper disposal of waste. The main materials used in the composition of products and packaging, which represent the main waste generated, are of great interest to the recycling chain, including stainless steel, carbon steel, aluminum, plastic and cardboard

Total waste generated (t) — historical series GRI 306-3



Destination of generated waste GRI 306-3



Waste sent for reuse, recycling or recovery* — tons (t) GRI 306-4



*Information from factories, Distribution Centers in Brazil and Abroad, Stores and TUSA. The waste was sent for reuse, recycling and other recovery destinations, such as re-refining, decontamination, composting and others.

Waste sent for co-processing, energy recovery
and landfills* — tons (t) GRI 306-5

Hazardous waste	Total	Non-hazardous waste
<div>2,063.07 t2%</div> <ul style="list-style-type: none"> Incineration with energy recovery: 1,786.74 t Incineration without energy recovery: 0.06 t Grounding: 275.32 t Other disposal operations: 0.95 t 	<div><<86,308.70 t>></div> <ul style="list-style-type: none"> 99.98% generated by the 9 factories. There was a significant increase in civil construction waste directed to landfills, due to the construction works carried out in 2022. <div>74% represents wood scraps from processes and packaging, used to generate energy and steam for the manufacturing units.</div>	<div>84,245.63 t98%</div> <ul style="list-style-type: none"> Incineration with energy recovery: 73,347.58 t Incineration without energy recovery: 44.47 t Grounding: 10,663.59 t Other disposal operations: 189.99 t

Tramontina has its own industrial landfills that serve six of the group’s nine factories.

*Considers information from 9 factories, Distribution Centers in Brazil and Tramontina United States. The waste was sent for co-processing, energy recovery (energy/steam generation), landfills (industrial, healthcare and civil construction waste).



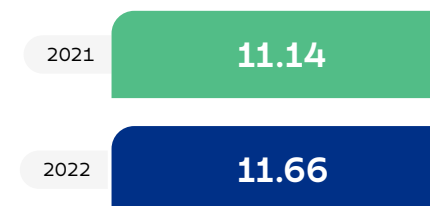
Energy management

GRI 302

Energy is crucial to Tramontina's operations. As such, the company constantly invests in projects to reduce energy use or make it more efficient, either through machinery and equipment with high-efficiency engines or through infrastructure that favors natural lighting and ventilation systems.

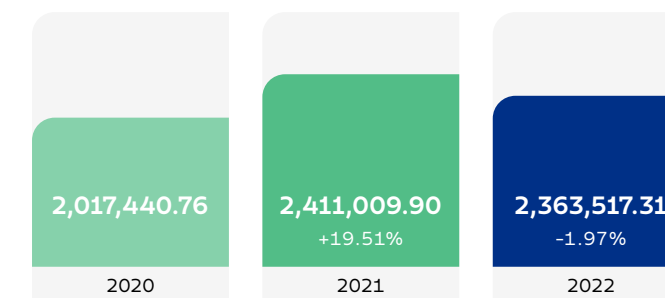
Energy intensity* (GJ/t of products produced)

GRI 302-3



*Gigajoule (total energy) / ton of products produced (gross weight). Considers renewable energy sources, non-renewable sources and electric, consumed within the organization.

Total energy consumption* (GJ) — historical series GRI 302-1



*The total electric power reported considers all Tramontina operations, in Brazil and abroad. The companies calculated their consumption through invoices, Tramontina System programs and estimates (part of the wood scraps). Conversion source: 1 kWh = 0.0036 GJ.

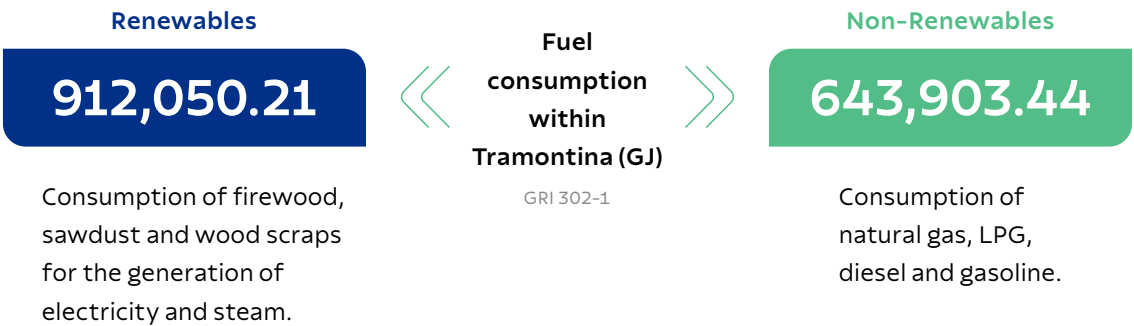


Tramontina Cutelaria
Hydrogen Generator (RS)

Hydrogen generator GRI 302-1

In 2022, Tramontina invested in a hydrogen generator, which started supplying the gas used as protective atmosphere in the heat-treatment furnaces for stainless-steel knife blades. The initiative was rolled out through a partnership with the Hytron company, responsible for developing the technology and drawing up technical plans for the equipment. The generator's construction was developed in-house, with constant support from the partner company. The initiative led to reduced operating cost, acquisition of important technological knowledge and, above all, served as a starting point for initiatives related to hydrogen as sustainable energy.

The use of fuels from renewable sources is 42% higher than the use of non-renewable sources⁷.



⁷ NON-RENEWABLES:
Natural Gas – data calculated in m³. The conversion factor from the Brazil GHG Protocol calculation spreadsheet was used — 1 m³ = 0.74 kg; 1 ton = 49.8 GJ; 1 GJ = 1 X 10⁹ J. **LPG** — data calculated in kg. The conversion factor from the Brazil GHG Protocol calculation spreadsheet was used: 1 t = 1,000 kg; 1 t = 46.5 GJ; 1 GJ = 1 X 10⁹ J;
Diesel – data calculated in liters. The conversion factor from the Brazil GHG Protocol calculation spreadsheet was used: 1 L Diesel = 0.84 kg; 1 t = 42.3 GJ; 1 GJ = 1 X 10⁹ J;
Gasoline – data calculated in liters. The conversion factor from the Brazil GHG Protocol calculation spreadsheet was used: 1 L Gasoline = 0.74 kg; 1 t = 43.5 GJ; 1 GJ = 1 X 10⁹ J.

RENEWABLES:
Wood – data calculated in meters. IBAMA Annual Report conversion factor used: 1 meter of firewood = 0.005 TJ; 1 TJ = 1 X 1.012 J;
Wood Scraps – data calculated in t and m³. IBAMA Annual Report conversion factor used: 1 ton = 0.013 TJ; 1 TJ = 1 X 10¹² J. For wood scraps calculated in m³, the conversion used (Embrapa) indicates 1 m³ of sawdust = 100 to 250 kg (250 kg/m³ was considered).

Own energy generation

GRI 302-1

Tramontina Madeiras uses its own system to generate electricity by burning wood scraps in a boiler, generating steam that is later converted into electricity. Tramontina Cutelaria and Tramontina Garibaldi use wood scraps to generate steam for the production process. Tramontina Eletrik has solar panels for power generation.

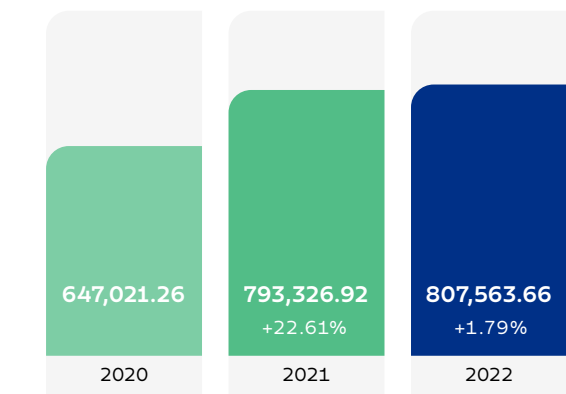


Tramontina Eletrik
Solar Panels (RS)



95% of the electric energy consumed comes from renewable sources.

Electricity consumption* (GJ)
— historical series GRI 302-1



*Conversion source: 1 kWh = 0.0036 GJ.

In 2022, the Tramontina Cutelaria, Multi and TEEC factories reduced electricity consumption by 1,936.25 GJ, achieved by replacing conventional bulbs with LED bulbs¹⁰. GRI 302-4

¹⁰ The calculation was estimated, considering work hours for quantification.

ELECTRIC ENERGY

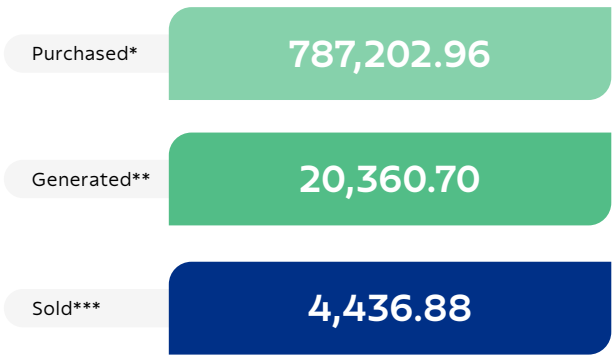
GRI 302-1

The factories represent about 98% of total electricity consumption and have been using the Free Energy Market since 2005, helping to minimize costs and ensuring that the energy consumed is renewable and clean. The purchase of incentivized energy⁸ comes from sources such as hydroelectric, solar, wind, biomass or qualified cogeneration.

⁸ It gets this name because of discounted percentages, as a way to encourage consumers to invest in this type of energy and thus diversify the energy matrix, with renewable sources and less environmental impact.

⁹ Considering factories, Brazil and International Distribution Centers, TUSA, Stores and Services.

Electric energy purchase⁹, generated and sold (GJ) GRI 302-1



*97.1% factories.

**Tramontina Madeiras — burning of wood scraps; Tramontina Eletrik — solar.

***Conversion source: 1 kWh = 0.0036 GJ. It considers parallelism in power generation, with the surplus being supplied into the public grid.

Emissions management

GRI 201-2 / 305

Tramontina Eletto
electric utility
vehicle

Care for the environment is part of Tramontina's history and is currently being renewed based on emerging demands, such as the management of Greenhouse Gas (GHG) emissions. Along these lines, following the global issues and the ESG vision, the company is beginning to include climate change in its set of concerns about potential impacts on its operations.

The Units are responsible for managing the topic according to the specificities of each business. The factories, for example, operate according to the best practices of operational eco-efficiency, including energy consumption from renewable sources, qualified waste and effluent management, sustainable forest management and conservation of green areas, factors that contribute directly to the reduction of GHG emissions. In total, the company has invested more than BRL 600,000 on management of atmospheric emissions, including periodic analyses and equipment.

At the corporate level, the Environmental Committee has contributed to qualifying practices and broadening viewpoints on the topic, including preparation of the GHG Inventory, now in its second edition, and identification of the risks and



opportunities laid out below. As of 2023, initiatives linked to the Group's sustainability strategy will also expand its approach to business contribution and adaptation in the face of climate change.

Main risks

- Availability of energy matrix and costs involved;
- Water scarcity in all stages of the activities and value chain, in addition to socio-environmental impacts on stakeholders;

- Scarcity or abusive valuation of resources related to the available energy matrix and market interactions, a risk that can make the cost of production unviable and impact the potential sale of products;
- Market barriers related to the energy matrix of products, legislation on recycled materials, as well as the possibility of commercial taxation on products powered by combustion and non-renewable energy, in the same way that the carbon market and the origin of materials and certifications are taxed, among others; and
- Reputational and commercial sanctions for lack of corporate actions to fight climate change.

Main opportunities

- Develop products that contribute to reducing climate change, such as tools for irrigation and family farming, electric vehicles, as well as water and energy efficiency improvements;
- Advance on the quest for and offering of electric equipment and products, with guaranteed energy efficiency, maintaining alignment with Tramontina's energy matrix;
- Advance and disseminate issues of product durability, efficiency and energy matrix, in addition to sustainable input materials and packaging to stand out in the market;
- Invest in production projects focused on clean energy, circular economy and effluent reuse, seeking to minimize environmental impacts;
- Develop the fight against climate change along the value chain, striving to engage stakeholders in the topic.

PRODUCTS WITH HIGH ENERGY EFFICIENCY

GRI 201-2 / 305

Saving energy in the daily routine is a way for consumers to help lower CO2 emissions. By developing more efficient products, Tramontina contributes toward this and some products in its portfolio stand out in this context.

Energy efficiency is a core feature in Tramontina cooktops. Such products are accompanied by a table in the catalog with an approach that specifically informs this positive factor, along with comparative monetary values between the different technologies, highlighting the qualities of the cooktops. In order to protect users, the safety valve (safestop), activated by temperature sensors (Prime and TDC Line), cuts off the gas supply in risky situations. From a similar perspective, Guru is an efficient product, especially through its temperature control and safety aspects powered by induction technology.

Tramontina dishwashers consume less energy when compared to hand washing. This is due to advantages in electric energy savings, which reach 63% in one year, resulting in enough energy for a traditional refrigerator to stay on for 18 months, as well as a reduction in water consumption. This product qualification is guaranteed even with a fast washing program of 14 minutes, in addition to being the quietest model in Brazil

in its category. High-pressure washers are also designed to be more water efficient for consumers.

Tramontina Eletrik's showerhead and LED bulb lines are also examples of energy-efficient products, in addition to other products that have energy efficiency certification. Thus, with technology and innovation, from factory processes to consumers' daily lives, Tramontina continues expanding its contribution to reducing climate change and reaffirming its socio-environmental commitments.

Other products of positive impact regarding emissions are the electric vehicles of the Tramontina Elettro line. These utility vehicles are an efficient and ecologically sound alternative, because they work with rechargeable batteries, are accessible to any electrical outlet, do not emit CO2 or other environmental pollutants, offer great performance and low cost of use. They provide fast and safe transportation, without causing noise pollution or harming the environment. They can be used in shopping malls, agribusiness events, ecological tours, industries, among other contexts. The models vary in size and color, as well as enabling the logistics of various types of cargo.

In this context, Tramontina's first Greenhouse Gas (GHG) Emissions Inventory, referring to 2021 emissions, was an important step toward

advancing the issue of climate change in the company. With the survey, direct and indirect interactions with the topic gained depth and started to be better understood, a movement of expanding knowledge and implementing best practices that will be potentiated through the second inventory, based on 2022 emissions.

Tramontina
Dishwasher



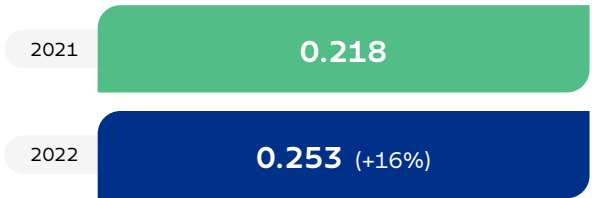
GREENHOUSE GAS (GHG) INVENTORY

GRI 305

Tramontina works to minimize its emissions based on good practices in the management of effluents, waste, energy and forests. The company prepared its second Greenhouse Gas Inventory (GHG), using the operational control approach, considering direct and indirect emissions (scopes 1 and 2) generated in 2022. In building its sustainability strategy, one of the objectives defined was the promotion of low-carbon operations.

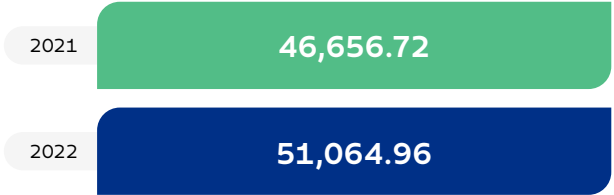
There was a 9.4% increase in total Scope 1 emissions, due to the start of production activities at the new porcelain factory.

Intensity of emissions* (tCO₂/t of products produced) GRI 305-4



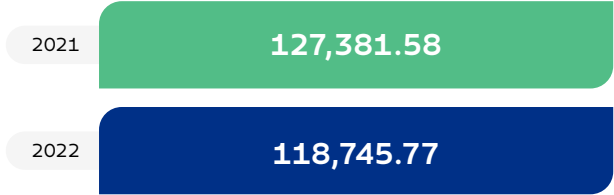
*The average Emission Factor was calculated considering Scope 1 and Scope 2 CO₂ emissions (Purchase Choice Approach) and the gross weight of products produced by factories, excluding biogenic emissions.

Direct GHG emissions Scope 1* (tCO₂e) GRI 305-1



*CO₂, CH₄, N₂O.

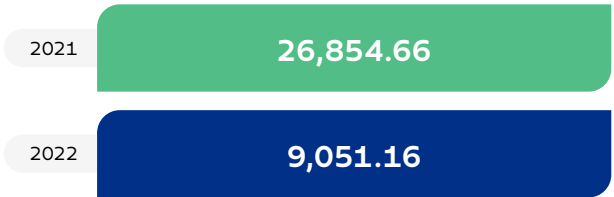
Biogenic GHG emissions Scope 1* (tCO₂e) GRI 305-1



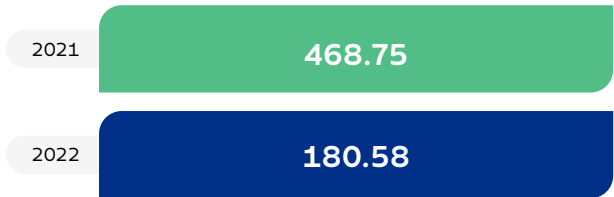
*CO₂, CH₄, N₂O.

Indirect GHG emissions — Scope 2* (tCO₂e) GRI 305-2

Electric Energy Purchase (Based on Location — SIN)



Electric Energy Purchase (Based on Procurement Choice)



*Considers CO₂e emissions from the group's 9 factories.



Tramontina prevented the emission of 8,870.58 tCO₂e through consumption of electricity from renewable sources.

Forests and Biodiversity

GRI 304 / 304-1 / 304-2

In its environmental management practices, Tramontina strives to protect biodiversity by preserving its areas, based on the demands of environmental agencies linked to licensing, from the planning stage to the monitoring of operations, as well as through the requirements of ISO 14001 and other consolidated protection practices. Supplier management includes documentation control, by type of activity, in order to prevent possible impacts related to the topic in the value chain.

Six of the Group’s nine plants have Permanent Preservation Areas (APPs), and are responsible for their management and conservation. In this context, they work on the maintenance of streams and springs and the conservation of native vegetation. These spaces are duly mapped and licensed in the enterprises, with constant monitoring and in compliance with legislation in force.

In evaluations of environmental aspects and impacts, the factories identify, evaluate and manage possible and potential biodiversity impacts. During this process, possible harm to fauna and flora is pointed out, as well as the applicable control measures for efficiency and management of practices. In vegetation suppression projects, studies and projects related to fauna and flora are conducted, always after approval from environmental agencies.



Tramontina owns 2,047 hectares of preserved areas, classified as Permanent Preservation Areas (APPs), Legal Reserves and Preserved Native Woodlands, located in the Atlantic Forest and Pampa biomes in Rio Grande do Sul. Since 1990, the company has also maintained 3,300 hectares of Production Forest.

Conservation areas (ha)

Permanent Preservation Areas (APP)	Legal Reserve Areas	Conserved Native Woodland Areas
803.21	815.77	428.73

6

Economic Performance



TRAMONTINA



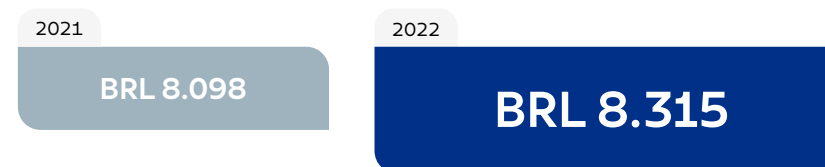
Financial result



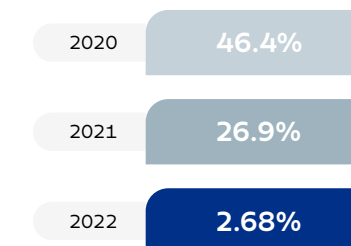
The company maintained stable performance in a year of intense challenges for the business.

In 2022, Tramontina recorded revenue of BRL 8.315 billion, 2.68% higher than in 2021. Net revenue closed at BRL 7 billion, maintaining the previous year's result, while net equity reached BRL 4.2 billion, 7.69% higher, also in comparison to the last performance. These results are quite different from the record growth the Group has experienced in recent years and are strongly related to market influences, which

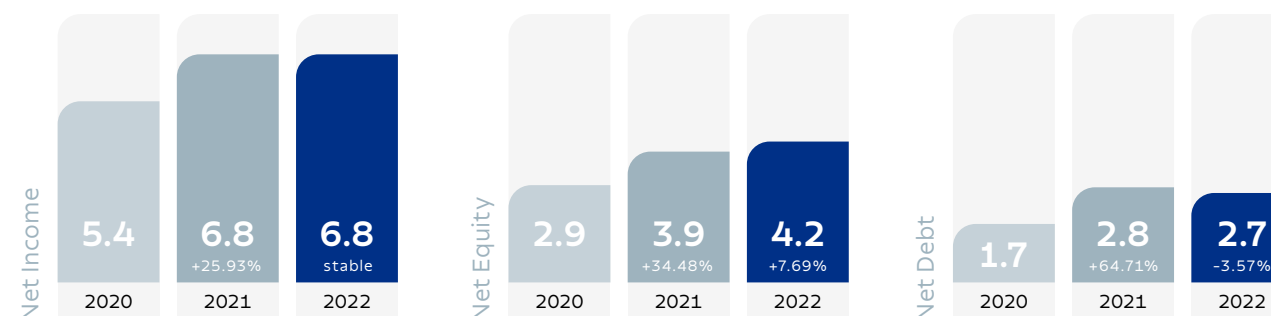
Turnover (in billion of Reais)



Annual growth — historical series



Tramontina Group Combined Balance Sheet (in billions of Reais)



presented an intense and sudden downturn, posing financial challenges to the business throughout 2022.

This scenario demanded adjustments in most of Tramontina's units, which needed to rethink the pace of investments. Another challenging aspect was the adjustment of inventories, amply stocked during the period of intense market activity and

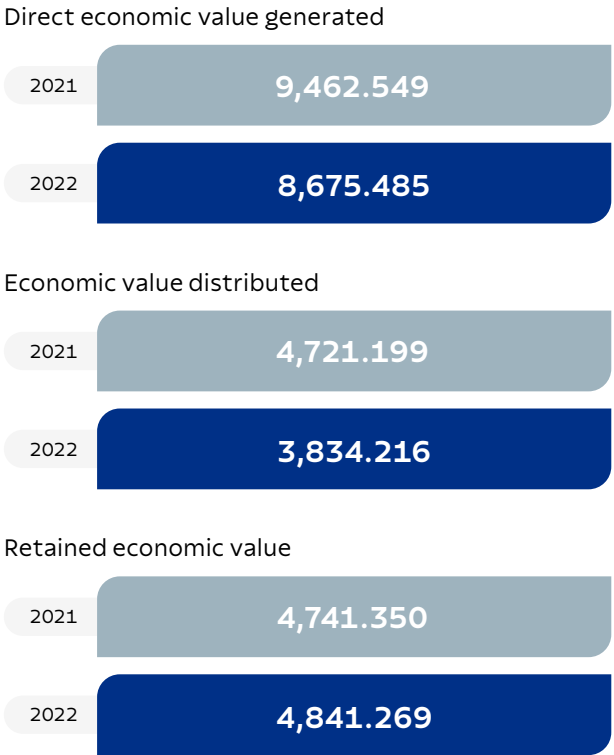
high prices, whose transfer to customers and consumers was a challenge starting from slowdown in the pace of business, especially in the second half of the year. Likewise, the increase in interest rates in the domestic market, especially on loans, generated financial losses and impacted net profit. As such, the period was marked by operational and financial constraints.

But this context did not prevent Tramontina from continuing the projects planned for the year, which resulted in facilities being opened in Brazil and abroad, the result of the excellent growth of recent years and evidence of consolidated financial strength. Among the Group's expansions, of note are the start-up of the porcelain factory in Pernambuco, the opening of six T stores in Brazil, Colombia, Peru and the United Arab Emirates, the start of activities at two distribution centers in France and Spain, and Regional Sales Offices in Pakistan.

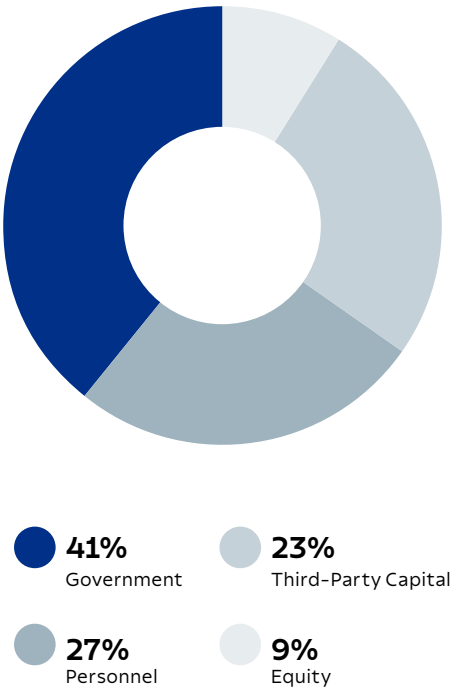
For the upcoming years, the Tramontina Group envisions even more competitive potential, in a market reorganized in relation to the impacts caused by the pandemic which affected all the value chains. To this end, it will continue to qualify its operations in order to remain prepared for periods that challenge financial management, ensuring business security and the interests of stakeholders, and it will continue to strengthen its ESG vision for business sustainability in all areas. The company recognizes the consistency it adds to the domestic and global market, similar to the way it positions itself as an ally in the development of local economies and communities in which it is directly inserted, and above all, it strives to reaffirm its responsibility to the quality of life of its employees when making safe financial decisions.

In the face of this, in 2022, the company continued generating wealth for stakeholders. More than BRL 3.8 billion of added value was distributed, demonstrating the company's real commitment to economic prosperity.

Added value generated, distributed and retained (in thousands of Reais) – historical series GRI 201-1



Percentage of added value distributed in 2022 GRI 201-1



Fiscal and tax responsibility

GRI 207-1 / 207-2 / 207-3



Tramontina keeps up with effective legislation, constantly reviews its operations and strives for non-evasive tax practices, seeking compliance with the legal requirements that involve its business.

Tax practices are aligned with the management strategies of each company and are discussed with the business areas, considering municipal, state and federal taxes. The company also maintains close proximity to public entities in order to generate transparent, clear and responsive communication, always pursuing fair payment of amounts in parity with the legislation. However, it opts for a more conservative stance in the debate and construction of tax-related public policies, focusing on mitigation of fiscal and operational risks.

The fiscal and tax strategy is approved and monitored by three internal spheres:

- Board of Directors;
- Administrative Departments; and
- Financial Committee.

Each company is responsible for its own strategy, for fiscal control and for the practices performed, according to the guidelines and standards defined by the corporate office. The teams analyze the adopted strategy on a daily basis and monitor specialized information channels with the aim of identifying any change that could affect activities.

To ensure reliability, the companies are also supported by an independent audit firm that conducts compliance tests on the procedures of each operation. In this sense, the Whistleblowing Channel is also able to receive any report of risk of tax fraud or suspected non-compliance. Internally, the corporate office receives reports from the Units and analyzes each case according to its classification.

As an initiative for managing the topic, Tramontina also participates in tax committees of the Rio Grande do Sul Federation of Industries (FIERGS – Federação das Indústrias do Rio Grande do Sul (FIERGS) and the Metallurgical Industry Union of Caxias do Sul and Region (SIMECS – Sindicato das Indústrias Metalúrgicas de Caxias do Sul e Região), strengthening the reliability of operations performed. The communication between the tax sectors of companies and their stakeholders is constant and always transparent. Thus, if there is any concern, it is shared and discussed together, aiming for parity of opinions within the group.

Considering its commitment to local social and economic development, Tramontina also seeks to utilize available benefits and tax incentives. In 2022, the manufacturing units used more than BRL 39.5 million in initiatives via: Lei do BEM; Programa de Alimentação do Trabalhador (PAT); Programa Empresa Cidadã; Fundo Operação Empresa do Estado do Rio Grande do Sul (FUNDOPEM/RS); Programa de Harmonização do Desenvolvimento Industrial do Rio Grande do Sul (INTEGRAR/RS, which is an additional incentive to FUNDOPEM/RS); and Programa de Desenvolvimento do Estado de Pernambuco (PRODEPE/PE). GRI 201-4

TAXES BY COUNTRY GRI 207-4

Units with residence in Brazil (in thousands of Reais)

Manufacturing Units	Jurisdiction	Primary Activity	No. of Employees	Sales Revenue Third Parties + Intra-group in the same jurisdiction	Sales Revenue Intra-group with other tax jurisdictions	Profit and loss before Taxes	Income Tax
Tramontina Belém S/A	Brazil	Manufacturing Unit	520	114,120	21,904	(365)	–
Tramontina S/A Cutelaria	Brazil	Manufacturing Unit	3,173	1,403,099	651,553	222,766	76,284
Tramontina Garibaldi S/A Indústria Metalúrgica	Brazil	Manufacturing Unit	808	504,504	14,257	63,516	20,635
Tramontina Eletrik S/A	Brazil	Manufacturing Unit	607	626,602	5,497	65,228	20,268
Tramontina Farroupilha S/A Indústria Metalúrgica	Brazil	Manufacturing Unit	757	351,860	163,210	15,588	6,235
Tramontina Multi S/A	Brazil	Manufacturing Unit	1,212	823,422	205,325	94,705	32,865
Tramontina Madeiras S/A	Brazil	Manufacturing Unit	245	61,066	5,490	(5,110)	–
Tramontina Delta S/A	Brazil	Manufacturing Unit	653	271,101	4,764	(40,913)	–
Tramontina Teec S/A	Brazil	Manufacturing Unit	339	358,196	21,747	42,793	14,102
Distribution Centers							
Tramontina Sudeste S/A	Brazil	Distribution Center	299	529,575	–	56,360	18,923
Tramontina Sul S/A	Brazil	Distribution Center	146	274,768	–	19,694	6,633
Tramontina Planalto S/A	Brazil	Distribution Center	72	196,494	–	7,187	4,717
Tramontina Norte S/A	Brazil	Distribution Center	87	193,820	–	10,551	3,723
Tramontina Nordeste S/A	Brazil	Distribution Center	151	263,238	–	12,173	4,548
Retail Commerce							
Tramontina Varejo Utilidades Ltda.	Brazil	Retail Commerce	109	42,721	–	(2,034)	–
Tramontina Store Comércio Varejista Ltda.	Brazil	Retail Commerce	160	71,863	–	(9,384)	–
Totals:			9338	6,086,448	1,093,747	552,757	208,933

Units abroad (in thousands of Reais)

Distribution Centers

	Jurisdiction	Primary Activity	No. of Employees	Sales Revenue (sales to third parties)	Sales Revenue Intra-group (for other jurisdictions)	Profit and loss before Taxes	Income Tax
Tramontina USA, INC.	United States	Distribution Center	243	1,324,918	32,151	(9,276)	–
Tramontina Canada, INC.	Canada	Distribution Center	3	44,386	–	1,609	447
Tramontina de Mexico S.A. de C.V.	Mexico	Distribution Center	190	406,770	–	24,210	9,846
Tramontina de Panamá S.A.	Panama	Distribution Center	5	10,257	–	521	–
Tramontina United Kingdom LTD.	United Kingdom	Distribution Center	6	14,477	–	(2,044)	–
Tramontina Africa (PTY) LTD	South Africa	Distribution Center	19	11,323	–	840	288
Tramontina UAE LLC	United Arab Emirates	Distribution Center	50	73,661	3,788	(2,752)	–
Tramontina Singapore PTE. LTD.	Singapore	Distribution Center	8	7,852	862	(963)	–
Tramontina Malaysia SDN. BHD.	Malaysia	Distribution Center	3	643	–	(383)	–
Tramontina Guangzhou Trading Co., LTD.	China	Distribution Center	22	16,654	–	(13,409)	–
Tramontina Germany GMBH	Germany	Distribution Center	9	16,629	–	(2,230)	–
Tramontina Riga LTD.	Latvia	Distribution Center	13	8,619	713	577	–
Tramontina Australia PTY LTD.	Australia	Distribution Center	12	19,450	1,143	(3,958)	–
Tramontina de Colombia S.A.S	Colombia	Distribution Center	81	66,337	8,280	3,067	2,004
Tramontina de Chile S.A	Chile	Distribution Center	53	48,388	1,448	2,425	3,295
Tramontina del Peru S.A.C.	Peru	Distribution Center	80	93,212	–	10,253	467
Tramontina France SARL	France	Distribution Center	3	60	–	(1,109)	–
Tramontina Iberica SLU	Spain	Distribution Center	2	637	–	(1,286)	–

Retail Commerce

Tramontina Store Santiago Limitada	Chile	Retail Commerce	9	3,291	–	(674)	–
Tramontina Store Colombia S.A.S.	Colombia	Retail Commerce	10	7,103	–	583	–
Tramontina Store Peru S.A.C.	Peru	Retail Commerce	26	13,794	–	2,264	–
Abdullah & abdull Rahim Shaik Mohd Sharif Trading	United Arab Emirates	Retail Commerce	7	16,063	–	1,007	–
Totals:			845	2,204,524	48,385	9,271	16,349

7

Technical Disclosures



GRI Disclosures Annex

Number of employees and rate of hiring and termination* GRI 2-7 / 401-1

Brazil	2020	2021	Growth (%)	2022	Growth (%)	% employees in Brazil	Hire rate (%)	Termination rate (%)
Northeast	444	591	+33.1	832	+40.8	8.7	33.69	6.50
North	571	722	+26.4	607	-15.9	6.4	9.89	25.07
Southeast	352	387	+9.4	401	+3.6	4.2	19.54	16.52
South	6,916	8,062	+16.6	7,595	-5.8	79.8	8.18	12.95
Midwest	67	81	+20.9	87	7.4	0.9	24.30	18.69
Total	8,350	9,843	+17.9	9,522	-3.3	100.0		

Abroad	2020	2021	Growth (%)	2022	Growth (%)	% employees abroad	Abroad	2020	2021	Growth(%)	2022	Growth (%)	% employees abroad
United States	251	229	-8.8	243	+6.1	28.1	Australia	15	14	-6.7	12	-14.3	1.4
China	18	22	+22.2	22	0.0	2.5	Latvia	7	12	+71.4	13	8.3	1.5
Mexico	128	174	+35.9	190	+9.2	21.9	Uruguay	0	1	-	3	+200.0	0.3
Chile	50	57	+14.0	53	-7.0	6.1	Canada	0	3	-	3	0.0	0.3
Colombia	74	71	-4.1	91	+28.2	10.5	Malaysia	0	2	-	3	+50.0	0.3
Peru	90	61	-32.2	106	+73.8	12.2	France				3		0.3
Ecuador	4	5	+25.0	8	+60.0	0.9	Spain				2		0.2
Panama	8	13	+62.5	12	-7.7	1.4	Saudi Arabia				2		0.2
Germany	8	9	+12.5	9	0.0	1.0	Pakistan				1		0.1
United Kingdom	4	6	+50.0	6	0.0	0.7	Total abroad	728	745	+2.3	866	+16.2	100.0
United Arab Emirates	43	44	+2.3	57	+29.6	6.6							
Singapore	11	8	-27.3	8	0.0	0.9							
South Africa	17	14	-17.7	19	+35.7	2.2	Total	9,078	10,588	+16.63	10,388	-1.89	

*Information for Brazil was extracted from Human Resources Business Intelligence (BI), and the information from abroad was collected corporately from those responsible. In both situations, employees + trainees + directors were considered. Temporary personnel or others were not considered, because we do not have this control via the system and the number is not representative.

Direct economic value generated and distributed (in thousands of reais) GRI 201-1

Description	2021 Value	2022 Value
1) Revenue		
Sales of goods, products and services	8,171,738	7,778,550
Other revenue	23,006	21,187
Revenues related to the construction of company-owned assets	274,082	144,544
Estimated losses on doubtful debts – reversal/constitution	7,752	9,372
Total	8,476,578	7,953,654
2) Inputs purchased from third parties		
Costs of products, goods and services sold	-2,832,006	- 3,030,128
Materials, energy, outsourced services and others	-1,775,365	- 1,661,113
Total	-4,607,371	- 4,691,241
3) Gross added value	3,869,207	3,262,412
4) Depreciation, exhaustion and amortization	-133,979	- 150,028
5) Net added value produced by the entity	3,735,228	3,112,385
6) Added value received via transfer		
Financial income	568,040	599,803
Others	417,931	122,028
Total	985,971	721,832
7) Total added value to be distributed	4,721,199	3,834,216

Description	2021 Value	2022 Value
8) Distribution of added value	4,721,199	3,834,216
Personnel	991,967	1,024,503
Direct payment	850,648	895,522
Benefits	79,522	67,980
FGTS	61,797	61,001
Taxes, fees and contributions	1,896,363	1,560,719
Federal	1,284,999	931,397
State	591,523	612,318
Municipal	19,841	17,004
Payment of third-party capital	625,121	895,412
Interest	591,048	867,558
Rents	22,162	14,691
Others	11,911	13,164
Equity payments	1,207,748	353,582
Interest on equity	35,000	-
Dividends	21,369	7,673
Retained earnings/losses for the year	1,151,379	345,908
Total distribution of added value	4,721,199	3,834,216

Performance assessments GRI 404-3

Brazil 2022				Abroad 2022*			
Description	Active	Evaluated	(%)	Description	Active	Evaluated	(%)
Women	3,628	2,081	57.4	Women	438	317	72.4
Men	6,939	3,644	52.5	Men	418	344	82.3
Totals	10,567	5,725	54.2	Totals	856	661	77.2

*The units abroad do not have a computerized flow of performance assessments.

Fresh water withdrawal and discharge* (megaliters) — historical series GRI 303-3 / 303-4

Source	Harvesting			Disposal		
	2020**	2021**	2022	2020**	2021**	2022
Surface water	–	–	38.16	–	–	140.55
Groundwater	–	–	311.98	–	–	6.67
Third-party water	–	–	86.72	–	–	2.42***
Rainwater	–	–	119.06	–	–	0
Total	490.17	503.32	555.92	116.84	137.49	149.64
Other types of water	–	–	0	–	–	0

*Does not consider reuse water.

**In previous years, data by type of source were not collected.

***External processing

Work accidents — historical series GRI 403-9

	Brazil			Abroad		
	2020	2021	2022	2020	2021	2022
A) No. of hours worked (hours)	14,994,804.00	19,863,167.00	20,143,986.00	**	**	**
B) Number of hours lost due to lost-time work accidents (hours)	29,317.08	33,876.91	33,856.05	**	**	**
C) Number of days lost due to lost-time work accidents (days). Formula: C = B/8.8	3,331.49	3,849.65	3,847.27	**	**	**
D) Basis for indicators	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
E) Number of fatalities resulting from work accidents	0.00	0.00	0.00	0.00	0.00	0.00
F) Rate of fatalities resulting from work-related accidents. Formula: F = (E/A)*D	0.00	0.00	0.00	**	**	**
G) Number of high-consequence work accidents*	43.00	27.00	8.00	0.00	2.00	1.00
H) Serious work-related accident frequency rate (excludes fatalities). Formula: H = (G/A)*D	2.87	1.36	0.40	**	**	**
I) Total number of work-related accidents that require reporting	188.00	300.00	283.00	31.00	14.00	18.00
J) Work-related accident frequency rate. Formula: J = (I/A)*D	12.54	15.10	14.05	**	**	**
K) Work-related accident severity rate. Formula: K = (B/A)*D	1,955.15	1,705.05	1,680.70	**	**	**

*The number of accidents was taken from the Tramontina System.

**The rates were not calculated, because there is no consolidated data on hours worked and hours lost due to accidents.

Waste diverted from disposal GRI 306-4

Non-hazardous	Limit	Weight (t)	Sum by disposal type (t)
Preparation for reuse	Inside	36.40	45.73
	Outside	10.33	
Recycling	Inside	2,357.30	31,653.12
	Outside	29,295.82	
Other recovery operations	Inside	9.16	1,538.89
	Outside	1,529.73	
Sum: total weight of waste not sent for disposal	Inside	2,401.86	33,237.74
	Outside	30,835.88	

Hazardous	Limit	Weight (t)	Sum by disposal type (t)
Preparation for reuse	Inside	-	-
	Outside	-	
Recycling	Inside	49.53	148.37
	Outside	98.84	
Other recovery operations	Inside	173.79	675.23
	Outside	501.44	
Sum: total weight of waste not sent for disposal	Inside	223.32	823.60
	Outside	600.28	
Total			34,061.33

Waste directed to disposal GRI 306-5

Non-hazardous	Limit	Weight (t)	Sum by disposal type (t)
Incineration with energy recovery	Inside	63,777.77	73,347.58
	Outside	9,569.81	
Incineration without energy recovery	Inside	-	44.47
	Outside	44.47	
Other disposal operations	Inside	57.00	189.99
	Outside	132.99	
Landfill containment	Inside	4,588.58	10,663.59
	Outside	6,075.01	
Sum: total weight of waste sent for disposal	Inside	68,423.35	84,245.63
	Outside	15,822.28	

Hazardous	Limit	Weight (t)	Sum by disposal type (t)
Incineração com recuperação de energia	Inside	32.95	1,786.74
	Outside	1,753.79	
Incineração sem recuperação de energia	Inside	-	0.06
	Outside	0.06	
Outras operações de disposição	Inside	-	0.95
	Outside	0.95	
Confinamento em aterro	Inside	262.90	275.32
	Outside	12.42	
Sum: total weight of waste sent for disposal	Inside	295.85	2,063.07
	Outside	1,767.22	
Total			86,308.70

Conservation areas by factory GRI 304-3

Company	Location	Production Forests (ha)	APP (ha)	Legal Reserve (ha)	Conserved Native Woodlands (ha)
Belém*	PA	0.00	0.00	0.00	0.00
Cutelaria	RS	0.00	26.72	20.90	53.41
Delta**	PE	0.00	–	–	–
Eletrik	RS	0.00	1.50	0.00	0.00
Farroupilha	RS	0.00	0.00	0.00	0.00
Florestal	RS	737.05	188.46	287.82	247.24
Garibaldi	RS	0.00	0.00	0.00	1.66
Madeiras	RS	15.00	0.00	0.00	0.00
Multi	RS	0.00	4.20	0.00	4.33
Tramontina Sul	RS	2,568.09	580.74	506.51	121.02
TEEC	RS	0.00	1.59	0.54	1.07
Total		3,320.14	803.21	815.77	428.73

*Tramontina Belém no longer has APP, Legal Reserve and Preserved Native Woodland areas, because it sold a former forest management area in 2022.

**Tramontina Delta is still in the process of surveying the areas, which will be presented in the next report.

Emissions GRI 305

The company drafted its second Greenhouse Gas Inventory (GHG) using the operational control approach, considering direct and indirect emissions (scopes 1 and 2) generated in 2022*.

*This contemplates emissions generated by the factories and the production forest areas located in Rio Grande do Sul, in addition to the legal reserve and preservation areas, among other vegetation areas. The calculations were reached using the Brazilian GHG Protocol Program 2023 Calculation Tool, ABNT ISO/TR 14069:2015, IPCC Guidelines (2006), Technical Notes and guidance materials from the Brazilian GHG Protocol Program and references from the Fourth National Inventory of Anthropogenic Greenhouse Gas Emissions and Removals (Quarto Inventário Nacional de Emissões e Remoções Antrópicas de Gases de Efeito Estufa) (2020), and the United Nations Framework Convention on Climate Change. Both the inventory and the Emissions Report were prepared by Tramontina’s internal team, under the coordination of the Environmental Committee and without third-party verification.

Number of species by level of endangerment GRI 304-4

Within the adopted system, Tramontina does not identify potentially affected species, expansion of impacted areas, duration and reversibility or not of impacts in its daily activities. These more detailed measurements are only taken in fauna and flora surveys, when requested by environmental agencies for the expansion of projects.

By analyzing information from the IUCN Red List of Threatened Species, of the 632 species identified in the regions where the factories are located, 93% are categorized as of little concern regarding the risk of extinction.

Risk level	Região da Serra (RS)	Região Encruzilhada (RS)	Recife e Moreno (PE)	Belém (PA)
Critically endangered	0	1	1	2
Endangered	0	2	3	0
Vulnerable	8	8	4	4
Near threatened	8	8	3	0
Of minor concern	151	119	94	221

Summary of GRI Disclosures

GRI 2-1 / 2-3

- Statement of use: Tramontina reported in compliance with the GRI Standards for the period from January 1 to December 31, 2022.
- Standard used: GRI 1: Foundation 2021

GRI Standard / Disclosure	Location	Answer	Omission		
			Requirement(s) omitted	Reason	Explanation
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021					
2-1 Organizational details	14, 21, 22	The Tramontina Group is formed by business corporations, with the manufacturing units and Distribution Centers incorporated as Private Limited Liability Companies. Retail commerce units and service providing units are Limited Liability Companies. The headquarters are located at Av. Ivo Tramontina, 1024 – Triângulo, Carlos Barbosa – RS, 95185-000, Brazil.			
2-2 Entities included in the organization's sustainability reporting		Companies in Brazil • Manufacturing Units: Tramontina Belém S/A; Tramontina S/A Cutelaria; Tramontina Garibaldi S/A; Indústria Metalúrgica; Tramontina Eletrik S/A; Tramontina Farroupilha S/A Indústria Metalúrgica; Tramontina Multi S/A; Tramontina Madeiras S/A; Tramontina Delta S/A; Tramontina Teec S/A • Distribution Centers: Tramontina Sudeste S/A; Tramontina Sul S/A; Tramontina Planalto S/A; Tramontina Norte S/A; Tramontina Nordeste S/A • Retail Commerce: Tramontina Varejo Utilidades Ltda. (HQ); Tramontina Varejo Utilidades Ltda. (Branch); Tramontina Store Comércio Varejista Ltda.; 18 branches Tramontina Store Comércio Varejista Ltda. • Other Units: Tramontina Central De Administração Ltda.; Tramontina Internacional S/A; Tramontina Florestal Ltda. • Regional Sales Offices: Tramontina Sul S/A (Porto Alegre branch); Tramontina Sul S/A (Curitiba branch); Tramontina Sudeste S/A (Belo Horizonte branch); Tramontina Sudeste S/A (Rio de Janeiro branch); Tramontina Nordeste S/A (Recife branch) Companies abroad • Distribution Centers: Tramontina USA, INC.; Tramontina Canadá, INC.; Tramontina Guangzhou Trading CO., LTD.; Tramontina de México S.A. de C.V.; Tramontina de Panamá S.A.; Tramontina United Kingdom LTD.; Tramontina África (PTY) LTD.; Tramontina UAE LLC; Tramontina Singapore PTE. LTD.; Tramontina Malaysia SDN. BHD.; Tramontina Germany GMBH; Tramontina Riga LTD.; Tramontina Austrália PTY LTD.; Tramontina de Colômbia S.A.S.; Tramontina de Chile S.A.; Tramontina del Peru S.A.C.; Tramontina Ibérica SLU; Tramontina France SARL; • Regional Sales Offices: Tramontina del Ecuador S.A.C.; Tramontina Caribe S.A.; Tramontina Comerc. Y Represent. Uruguay S.A.; Tramontina Arábia Limited; Tramontina Household Trading Pakistan (Private) Limited; • Retail Commerce: Tramontina Store Santiago Limitada (HQ); Tramontina Store Santiago Limitada (branch); Tramontina Store Colômbia S.A.S. (HQ); 4 branches Tramontina Store Colômbia S.A.S.; Tramontina Store Peru S.A.C. (HQ); 4 branches Tramontina Store Peru S.A.C.; Abdullah & Abdull Rahim Shaid Mohd Sharif Trading.			

GRI Standard / Disclosure	Location	Answer	Omission		
			Requirement(s) omitted	Reason	Explanation
2-3 Reporting period, frequency and contact point	2, 119, 131	The sustainability reporting period follows the same period as consolidated financial statements.			
2-4 Restatements of information	14, 50, 52, 116	<p>All adjustments were made based on responses to the indicators.</p> <p>Sustainability Report 2021 – pg 21: +22,000 products available in Brazil and in 132 other countries. Sustainability Report 2022, pg. 14: Portfolio with more than 22,000 products sold in over 120 countries. Justification: the information indicating “more than 120 countries” is the company’s communication standard.</p> <p>Sustainability Report 2021 – pg. 37: Some data on training in Brazil and abroad were interpreted and disclosed incorrectly. The correct information, concerning 2021, can be found on pg. 50 and 52.</p> <p>Disclosure 403-9 Work-Related Injuries Sustainability Report 2021, pg. 53 and 100, the severity rate had been calculated by the following method: (Number of days lost/Number of hours worked) *1,000,000. From 2022 on, the calculation method used will be the one expressed below, recalculating the previous years and available on page 116. New formula: (Number of hours lost due to lost-time work accidents / Number of hours worked)* 1,000,000.</p>			
2-5 External assurance		The Sustainability Report did not undergo external verification.			
2-6 Activities, value chain and other business relationships	10, 11, 12, 14, 18, 19, 20, 28, 29, 69, 74, 91				
2-7 Employees	45, 46, 47, 114				
2-8 Workers who are not employees	45		All	Unavailable	Tramontina does not have control via the system of workers who are not employees. The company hires temporary workers through agencies, as well as consultants and professionals for general gardening, cleaning and maintenance services, hired directly from the company in charge.
2-9 Governance structure and composition	36, 37, 38				
2-10 Nomination and selection of the highest governance body	36				
2-11 Chair of the highest governance body	37				
2-12 Role of the highest governance body in overseeing the management of impacts	9				
2-13 Delegation of responsibility for managing impacts	36				

GRI Standard / Disclosure	Location	Answer	Omission		
			Requirement(s) omitted	Reason	Explanation
2-14 Role of the highest governance body in sustainability reporting	2				
2-15 Conflicts of interest	36				
2-16 Communication of critical concerns	36				
2-17 Collective knowledge of the highest governance body		Tramontina does not have a formal process for development of Board of Directors members, nor is there a tool or planning in place for preparing Board of Directors members on the topic of sustainable development.			
2-18 Evaluation of the performance of the highest governance body		The Board of Directors does not have a performance and competency assessment process.			
2-19 Remuneration policies	61				
2-20 Process to determine remuneration	61				
2-21 Annual total compensation ratio	61				
2-22 Statement on sustainable development strategy	3, 7				
2-23 Policy commitments			All	Unavailable	Tramontina does not monitor this indicator.
2-24 Embedding policy commitments	36				
2-25 Process to remediate negative impacts	9		d' and 'e'	Unavailable	The Whistleblowing Channel started operating in July 2022 and has not yet gone through revisions and improvements, nor assessment of its effectiveness by stakeholders.
2-26 Mechanisms for seeking advice and raising concerns	39, 41				
2-27 Compliance with laws and regulations	40	Amounts related to lawsuits incurred in previous years were paid out in 2022, totaling more than BRL 11 million in fines related to 160 cases.			
2-28 Membership associations	74				
2-29 Approach to stakeholder engagement	7, 41, 54				
2-30 Collective bargaining agreements		In Brazil, 100% of employees are covered by collective bargaining agreements. Abroad, the percentage of units covered by collective agreements is 8.5%. The vast majority of units have their working conditions defined by individual labor contracts and in accordance with the legislation in force.			
MATERIAL TOPICS					
GRI 3: Material Topics 2021					
3-1 Process to determine material topics	7, 8				
3-2 List of material topics	8				

GRI Standard / Disclosure	Location	Answer	Omission		
			Requirement(s) omitted	Reason	Explanation
Responsible product and packaging lifecycle					
GRI 3: Material Topics 2021					
3-3 Management of material topics	8, 12, 81, 82, 91				
GRI 204: Procurement Practices 2016					
204 – Management of the Procurement Practices topic	70				
GRI 301: Materials 2016					
301-1 Materials used by weight or volume	83, 84				
301-2 Recycled input materials used	27, 85, 86, 87, 88, 89				
301-3 Reclaimed products and packaging	87, 88, 89, 90, 91				
GRI 302: Energy 2016					
302-5 Reductions in energy requirements of products and services			All	Unavailable	Tramontina did not execute projects to reduce the energy requirements of products in 2022.
GRI 304: Biodiversity 2016					
304-2 Significant impacts of activities, products and services on biodiversity	106				
GRI 305: Emissions 2016					
305-3 Other indirect (Scope 3) greenhouse gas (GHG) emissions			All	Unavailable	Tramontina does not include scope 3 in its Greenhouse Gas Inventory.
GRI 306: Waste 2020					
306-2 Management of significant waste-related impacts	85				
GRI 308: Supplier Environmental Assessment 2016					
308 – Management of the Supplier Environmental Assessment topic		The factories require that suppliers provide a copy of the valid Operation License in order to carry out their activities, especially industry and direct input suppliers. This measure already evidences evaluation of the supplier's operations by the competent environmental authorities. Suppliers are also required to provide ancillary documents (technical data sheets, reports, certificates, etc.) for materials and services that are supplied in accordance with their specific technical requirements.			
308-1 New suppliers that were screened based on environmental criteria			All	Unavailable	Tramontina does not have a corporate system for screening new suppliers according to environmental criteria.
308-2 Negative environmental impacts in the supply chain and actions taken			All	Unavailable	Tramontina does not have a corporate process for evaluating suppliers concerning environmental impacts.

GRI Standard / Disclosure	Location	Answer	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 401: Employment 2016					
401 – Management of the Employment topic	42				
GRI 411: Rights of Indigenous Peoples 2016					
411 – Management of the Rights of Indigenous Peoples topic			All	Unavailable	Tramontina does not manage this topic. However, in environmental licensing, the proximity/interference of the enterprise in indigenous communities is verified
411-1 Incidents of violations involving rights of indigenous peoples		No incidents of violations involving the rights of indigenous peoples were recorded during the reporting period.			
GRI 414: Supplier Social Assessment 2016					
414 – Management of the Supplier Social Assessment topic			All	Unavailable	Tramontina does not have corporate processes, such as due diligence, to identify and assess significant actual and potential negative social impacts in the supply chain.
414-1 New suppliers that were screened based on social criteria			All	Unavailable	Tramontina does not have a corporate process for selecting new suppliers that takes social criteria into consideration.
414-2 Negative social impacts in the supply chain and actions taken			All	Unavailable	Tramontina does not have a corporate process for evaluating suppliers concerning social impacts.
Worker health, well-being and development					
GRI 3: Material Topics 2021					
3-3 Management of material topics	8, 12, 44, 50, 52, 54				
GRI 201: Economic Performance 2016					
201-3 Defined benefit plan obligations and other retirement plans	58				
GRI 202: Market Presence 2016					
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	61				
GRI 401: Employment 2016					
401 – Management of the Employment topic	42				
401-1 New employee hires and employee turnover	45, 46, 114				
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	55, 56, 57, 58, 59, 60, 61				
401-3 Parental leave	55, 56				

GRI Standard / Disclosure	Location	Answer	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 403: Occupational Health and Safety 2018					
403-6 Promotion of worker health	55, 56, 59, 60				
GRI 404: Training and Education 2016					
404-1 Average hours of training per year per employee	50, 52				
404-2 Programs for upgrading employee skills and transition assistance programs	50, 51, 52, 53				
404-3 Percentage of employees receiving regular performance and career development reviews	53, 116				
Sustainable Innovation					
GRI 3: Material Topics 2021					
3-3 Management of material topics	8, 12, 24, 25, 26, 27				
GRI 201: Economic Performance 2016					
201-2 Financial implications and other risks and opportunities due to climate change	103, 104				
GRI 302: Energy 2016					
302-4 Reduction of energy consumption	102				
GRI 301: Materials 2016					
301-2 Recycled input materials used	27, 85, 86, 87, 88, 89				
301-3 Reclaimed products and packaging	87, 88, 89, 90, 91				
Transparent, inclusive and wholesome relationships					
GRI 3: Material Topics 2021					
3-3 Management of material topics	8, 12, 39, 41, 47				
GRI 201: Economic Performance 2016					
201-4 Financial assistance received from government	110				
GRI 205: Anti-Corruption 2016					
205 – Management of the Anti-Corruption topic	40, 41				
205-1 Operations assessed for risks related to corruption	40		‘a’ and ‘b’	Unavailable	Tramontina does not assess corruption-related risks.
205-2 Communication and training about anti-corruption policies and procedures	40		‘c’	Unavailable	Tramontina does not have supplier engagement programs for fighting corruption.
205-3 Confirmed incidents of corruption and actions taken	40				

GRI Standard / Disclosure	Location	Answer	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 402: Labor Relations 2016					
402-1 Minimum notice periods regarding operational changes	42				
GRI 405: Diversity and Equal Opportunity 2016					
405 – Management of the Diversity and Equal Opportunity topic	47, 49				
405-1 Diversity of governance bodies and employees	47, 48				
405-2 Ratio of basic salary and remuneration of women to men	61		'a'	Unavailable	Tramontina does not have this indicator compiled by functional category. This is the first year that the organization is presenting this indicator considering all employees in Brazil. Actions are being taken to improve reporting of this information.
GRI 406: Non-Discrimination 2016					
406-1 Incidents of discrimination and corrective actions taken	41				
GRI 407: Freedom of Association and Collective Bargaining 2016					
407 – Management of the Freedom of association and collective bargaining topic	42				
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	42				
GRI 408: Child labor 2016					
408-1 Operations and suppliers at significant risk for incidents of child labor	42				
GRI 409: Forced or Compulsory Labor 2016					
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	42				
GRI 410: Security Practices 2016					
410-1 Security personnel trained in human rights policies or procedures		Tramontina does not have its own property security personnel. In the companies abroad, the practice varies according to local laws. Workers from outsourced property security companies undergo a training course for security guards, according to Ordinance No. 3.233/2012-DG/DPF of 2012, in which content on human rights is covered. Service providers receive the Tramontina Conduct Manual, which contains the rules related to the topic.			

GRI Standard / Disclosure	Location	Answer	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 417: Marketing and Labeling 2016					
417-3 Incidents of non-compliance concerning marketing communications	34				
Eco-efficient, circular and low-carbon operation					
GRI 3: Material Topics 2021					
3-3 Management of material topics	8, 12, 92, 93				
GRI 302: Energy 2016					
302 – Management of the Energy topic	100	Tramontina works in compliance with the laws of countries where it operates, evaluating opportunities to pursue sustainable models as feasible and possible in each situation. Electricity purchases from the Free Energy Market (Brazil), which deals with the most representative energy in consumption, are made according to effective legislation.			
302-1 Energy consumption within the organization	100, 101, 102				
302-2 Energy consumption outside of the organization			All	Unavailable	Tramontina does not manage this indicator.
302-3 Energy intensity	100				
302-4 Reduction of energy consumption	102				
GRI 303: Water and wastewater 2018					
303 – Management of the Water and Effluents topic	94				
303-1 Interactions with water as a shared resource	94, 96				
303-2 Management of water discharge-related impacts		The company's effluent discharge follows the standards defined in the Operating Licenses and current legislation, in addition to technical area definitions for reuse. Note that industrial effluents sent for treatment at outsourced companies also have their parameters and controls defined by the licensing agencies. These suppliers are evaluated and their Operating Licenses are controlled by Tramontina.			
303-3 Water withdrawal	95, 116		'b'	Unavailable	Tramontina does not have a detailed assessment of operations located in areas of water stress or not.
303-4 Water discharge	95, 116		'c'	Unavailable	Tramontina does not have a detailed assessment of operations located in areas of water stress or not.

GRI Standard / Disclosure	Location	Answer	Omission		
			Requirement(s) omitted	Reason	Explanation
303-5 Water consumption	95		'b'	Unavailable	Tramontina does not have a detailed assessment of operations located in areas of water stress or not. Tramontina does not monitor total water consumption in megaliters by suppliers that cause significant water-related impacts in water-stressed areas. The company controls the expiration dates of operation licenses as constraints concerning the topic.
GRI 304: Biodiversity 2016					
304 – Management of the Biodiversity topic	106				
304-1 Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas.	106				
304-2 Significant impacts of activities, products and services on biodiversity	106				
304-3 Habitats protected or restored	118				
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	118				
GRI 305: Emissions 2016					
305 – Management of the Emissions topic	103, 104, 105, 118				
305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	105				
305-2 Energy indirect (Scope 2) greenhouse gas (GHG) emissions	105				
305-4 Greenhouse gas (GHG) emissions intensity	105				
305-5 Reduction of greenhouse gas (GHG) emissions			All	Unavailable	Tramontina has no management on the emissions topic, so there are no direct actions to minimize GHG emissions. Based on the Sustainability Strategy, which will be launched in 2023, the company will structure its Carbon Management Program.

GRI Standard / Disclosure	Location	Answer	Omission		
			Requirement(s) omitted	Reason	Explanation
305-6 Emissions of ozone-depleting substances (ODS)		Tramontina Farroupilha is the only factory in the Group that uses coolant gases in its products. However, the company uses R-134A and R-404A gases, which do not deplete the ozone layer and are therefore not subject the Montreal Protocol, so they can be used without restriction. Such gases are used in the manufacturing of freezers, refrigerators, refrigerated counters and in the line of equipment for professional kitchens. In the year covered by the report, the following were used: • R404A: 42.18 kg production; 110.42 kg maintenance; • R134A: 163.82 kg production; 189.76 kg maintenance.			
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		According to analyses at emission points in the factories, to comply with effective legislation in each state and duly reported to the Brazilian Environment Institute (IBAMA), in addition to analyses conducted to define hours of use in the period and equipment emission factors for each category below, Tramontina emitted in the period covered by the report (in tons/year): • MP = 187.07 • CO = 108.44 • NOx = 153.26 • HC = 9.39 • VOC = 4.02			
GRI 306: Waste 2020					
306-1 Waste generation and significant waste-related impacts	97				
306-2 Management of significant waste-related impacts	97				
306-3 Waste generated	98				
306-4 Waste diverted from disposal	98, 117				
306-5 Waste directed to disposal	99, 117				
Safety 360 ⁹					
GRI 3: Material Topics 2021					
3-3 Management of material topics	8, 12, 31, 32, 33, 34, 62, 63				
GRI 403: Occupational Health and Safety 2018					
403 – Management of the Occupational Health and Safety topic		In addition to the OHS indicators presented throughout the text of the SR, due to the nature of decentralized management, Tramontina has no other measures or monitoring of indicators in its corporate management, although individually some business units have their own internal indicators on this topic.			
403-1 Occupational health and safety management system	62				
403-2 Hazard identification, risk assessment and incident investigation	66, 67				
403-3 Occupational health services	64				
403-4 Worker participation, consultation and communication on occupational health and safety	65, 66				

GRI Standard / Disclosure	Location	Answer	Omission		
			Requirement(s) omitted	Reason	Explanation
403-5 Worker training on occupational health and safety	65				
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	64, 65, 67				
403-8 Workers covered by an occupational health and safety management system	62				
403-9 Work-related injuries	67, 68, 116				
403-10 Work-related ill health	64				
GRI 416: Customer Health and Safety 2016					
416 – Management of the Customer Health and Safety topic	31, 32, 33				
416-1 Assessment of the health and safety impacts of product and service categories	31, 32, 33				
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	34				
GRI 417: Marketing and Labeling 2016					
417-1 Requirements for product and service information and labeling	34				
417-2 Incidents of non-compliance concerning product and service information and labeling	34				
GRI 418: Customer Privacy 2016					
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		Tramontina recorded no complaints regarding breaches of customers/ consumer data privacy or regarding leaks, thefts or losses of customer/ consumer data in the year 2022. The registered cases concern the rights of data subjects, Art. 18 of Law 13.709/18, the General Data Protection Act (LGPD – Lei Geral de Proteção de Dados Pessoais), for which there is already a formalized internal procedure for responding to any request from consumers, suppliers, customers and other stakeholders.			
Local Development					
GRI 3: Material Topics 2021					
3-3 Management of material topics	8, 12, 71, 72, 73				
GRI 201: Economic performance 2016					
201-1 Direct economic value generated and distributed	109, 115				
GRI 202: Market Presence 2016					
202-2 Proportion of senior management hired from the local community	73				

GRI Standard / Disclosure	Location	Answer	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 203: Indirect economic impacts 2016					
203 – Management of the Indirect economic impacts topic			All	Unavailable	Tramontina does not have a specific methodology for evaluating indirect economic impacts.
203-1 Infrastructure investments and services supported	78, 79				
203-2 Significant indirect economic impacts	71, 72				
GRI 204: Procurement Practices 2016					
204-1 Proportion of spending on local suppliers	72				
GRI 207: Taxes 2019					
207-1 Approach to tax	110				
207-2 Tax governance, control and risk management	110				
207-3 Stakeholder engagement and management of concerns related to tax	110				
207-4 Country-by-country reporting	111, 112				
GRI 413: Local communities 2016					
413 – Management of the Local Communities topic	75				
413-1 Operations with local community engagement, impact assessments and development programs	75, 76, 77				
413-2 Operations with significant actual and potential negative impacts on local communities			All	Unavailable	Tramontina does not monitor this indicator.

Editorial Staff

GRI 2-3

A Tramontina publication

Publication date: June 10, 2023

Tramontina thanks everyone who participated in preparing this Sustainability Report, especially our employees, who were tireless in collecting relevant information and data that raised the level of transparency in this publication. For questions or suggestions, please contact us at the email address atendimento@tramontina.com.

Internal coordination

Tramontina ESG Committee

Source of data

Companies in the Tramontina Group

Photographs

Image of cover and pages 2, 5 e 16: Depositphotos.com.

Other images: Tramontina Archives

GRI Consulting, writing, graphic design and DTP

Coera Sustentabilidade – www.coera.com.br

- Lead Technician, GRI consulting and copywriting: Vanessa Grazielle Cabral Gomes – Conrerp4 2761
- Assistant editor: Thaís Leobeth – MTE 19318/RS
- Cover, graphic design and layout: Rafael Cividini Gomes
- Interactivity and navigation: Martina Camini

Revision

Katine Walmrath

TRAMONTINA
trans
forms

The background is a solid dark blue color. It features several sets of concentric circles. On the left side, there are thick, dark blue concentric circles. On the right side, there are thin, light blue concentric circles. In the center, there is a white rounded rectangle containing the text "TRAMONTINA" in dark blue capital letters.

TRAMONTINA