



TRAMONTINA

2021 Sustainability Report



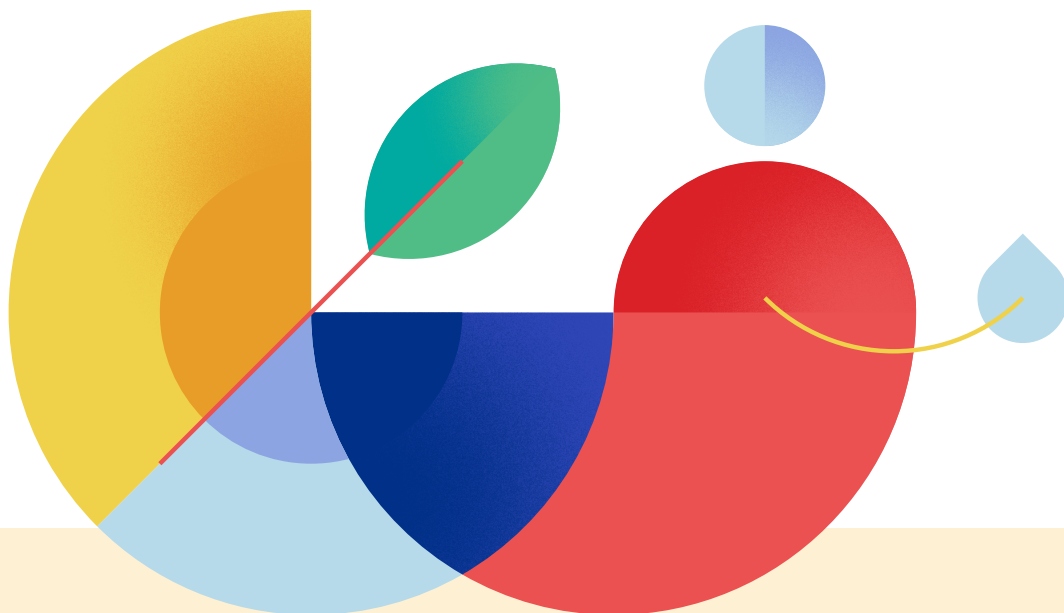
Doing things beautifully
today to transform
tomorrow!



trans
TRAMONTINA for
ma

Tramontina transform production forests into renewable products. Wood scraps are transformed into energy. It harvests rainwater and transforms it into treated water. Sunlight is transformed into clean energy. It transforms families, communities, realities. It also transforms raw materials, waste and resources. It does things beautifully today to transform tomorrow.

This is the Tramontina you will find in the pages of this Report. A Company focused on people and on sustainability, yesterday, today and tomorrow.



Summary

5

1. Introduction

12

2. Tramontina

31

3. People

54

4. Responsible
Operation

81

5. Performance

88

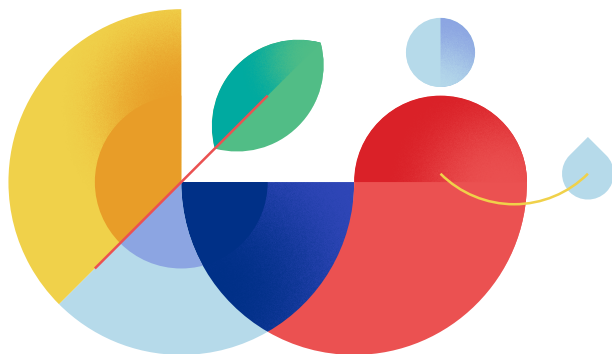
6. Community

95

7. Indicators
Exhibit

105

8. GRI Summary



1. Introduction

Message from the Board of Directors

On the right path

About the Report

TRAMONTINA

Message

Board of Directors

GRI 102-14

Throughout our history, we have cultivated strong values that drive the way we build and maintain business relationships, including with the government, always based on ethics and transparency. Respect for people is one of the greatest legacies from our founders, and we strive to keep it alive with each new generation. Reconciling financial interests and care for the environment has always been present in the company. Since the 1980s, for example, we have maintained reforestation areas. The Environmental Committee has been active since 2014 and all factories have qualified environmental management.

These practices were already consolidated long before we knew it was called Sustainability.

One of the main concerns of the Board and other leaders is to promote appreciation of people and their well-being. We believe that the brand has only been able

to grow and remain strong to date due to the dedication of more than 10 thousand employees who work to develop and strengthen Tramontina.

Entire families work here, building their professional trajectories and life projects across generations. They are parents, children, grandparents, siblings, aunts and uncles who count on Tramontina. Therefore, it is paramount to preserve life, work and to foster the development of our employees.

What we have been experiencing since the beginning of the pandemic has strengthened our belief in the Tramontina way of doing business.

In the first half of 2020, during the most critical period of the pandemic, there were many

doubts in the course of our operations. When we had to stop production and close all our factories, the first thing we did was to preserve the health, well-being and jobs of our employees. We created the Corporate Crisis Management Committee that coordinated all guidelines and the implementation of strict safety protocols, in addition to ensuring paid absences without loss of premiums and benefits.

Little by little, the new reality began to change. The social distancing that kept people at home more made them look at their homes differently, seeking more comfort and practicality, which allowed for an increase in the consumption of household products.

With the gradual return to work, Tramontina needed to expand production in order to meet market demand. The new demand has also made it possible for us to expand our staff, with the hiring of

over 2,500 people in the last two years. With our team always highly dedicated to doing things beautifully, we continue to deliver the best product and service experiences to our customers.

And our care for the community has been no different. To minimize the effects of the health crisis, Tramontina has made financial contributions, donations of the brand's products and food staples baskets to institutions, in addition to using its expertise to assist the healthcare system. An example of this, which fills us with pride, was the development of Ventra, a respiratory support device developed internally and approved by Anvisa as an alternative to assist in emergencies. Given the high demand in the hospital network, 58 equipment were donated

and distributed to hospitals in 46 cities. Keeping the company running, keeping people healthy and safe to stay motivated and productive was a great challenge, but we overcame adversity and saw record sales in the last two years, with an exponential expansion of our e-commerce operation.

We continue to innovate our products, remaining a reference in quality and durability. In 2021, we launched Guru, a portable cooktop that connects to the cell phone to assist the user cook. The product is the first by the brand to use the Internet of Things (IoT), allowing any user to prepare various dishes following guided recipes, with controlled temperature, weight and time.

We want to stay current, creative, innovative and technological, without losing the tradition that makes us a responsible and recognized brand.

We have a legacy, which is registered in documents, images and, most importantly, in people's lives. However, we know that today, to serve the constantly evolving market and the expectations of consumers concerned about the impacts of their purchases, we need to communicate our practices more and better.

We already have the commitment to sustainability, and we are carrying out the actions and practices. But we need to broaden our communication and

show the consumer that, more than a traditional brand, we are a trustworthy, responsible and forward-looking company. This is a challenge that I experienced when I joined the company more than 30 years ago, and which we still need to overcome.

Tramontina's history underscores the certainty that a company only becomes centennial when its structure is based on solid values and when it always respects people. We have had this concern for many years. And if new generations carry this commitment forward, we will have another 100 years ahead of us.

Clovis Tramontina

Chairman of the
Administrative Board

"We are a company with strong roots that believes in people and looks to the future, but always respecting its history."

Tradition



On the right path

Turning a last name into a brand was one of the main challenges. Ivo Tramontina already had the working condition of the company in his head and I wanted to study. I studied Economics at college. We were two young people. I was 21 and Ivo was 24. The other challenge was motivating people. In the beginning, half of the employees worked in the factory and the other half worked at home. We started to pay employees on time and give them paid rest. We were always very formal and correct, and that worked out.

We are proud of the fact that we placed no ads for our job openings for a long time; those who already worked in the company would refer a relative or a friend, and that is how we kept growing. All supervisor, manager and director positions have been filled by employees who have evolved within the Company. We always valued home-grown talent. Knowing people's worth and giving them respect have always been fundamental Tramontina values.

Speaking of Sustainability, in the time that Ivo and I were at the helm of the Board of Directors, this word

was not used with the intensity it is used today. But we have always been concerned with the ability to create the means to meet the basic needs of the present without affecting future generations.

The quality or property of what was sustainable, of what is necessary to conserve life, has always concerned us.

PI can say that we are on the right track and we will continue the work that has been done so far, always striving to improve. With defined plans and goals, elaborated together with the people, we will continue to contribute to society. Creating jobs, paying taxes, valuing employees, contributing to the communities where we operate and offering quality products and services.

Ruy J. Scmazzon
Board Member



Learn more about Tramontina's history and the journey of Ivo Tramontina and Ruy Scmazzon on the timeline.

About the report

GRI 102-21 / 102-32 / 102-40 / 102-42 / 102-46 / 102-51 / 102-52

This is Tramontina's first Sustainability Report, an annual publication that encompasses corporate information and the sustainability actions rolled out by the Company in 2021. The main channel of communication with its stakeholders for disclosing its social, environmental, economic and governance performance, the Report was prepared in compliance with the GRI Standards: Core option, which is the most comprehensive and internationally recognized reporting standard.

The document is divided into seven chapters plus the GRI Summary, where you see the pages where material topic disclosures are reported, according to the Universal and Specific Standards of the Global Reporting Initiative (GRI).

All mentions of Tramontina, Group or Company refer to the 69 companies that make up the holding company. The terms 'companies' or 'units' are used to present information or data specific to a particular factory, distribution center, store or office. When any data or information does not

cover all the operations, it will be duly flagged in the Report.

The Board of Directors, on the recommendation of the ESG¹ Committee, approves the content of this Report and ensures that all material topics have been clearly addressed.

Materiality

At Tramontina, sustainability management takes the individuality of each business into consideration and corporate alignments, when necessary, are reached through Committees (see more on page 58), approved by the Board of Directors and passed on to the companies by the Head Office.

Seeking to integrate the pillars that make up the sustainability agenda, the company developed its materiality study.

The process was initiated in 2021 and completed in the first quarter of 2022, aiming to identify the most relevant topics,

considering positive and negative business impacts, and the importance to the stakeholders. Tramontina followed the recommendations of the Materiality Principle and other Reporting Principles of the GRI Standard, Section 101 – Foundation 2016, to define its topics and the disclosures in this Report.

Company leaders and employees, as well as representatives of different stakeholders, were invited to give their opinions on the importance of topics, by means of interviews or an online questionnaire.



1,136
people engaged
or the definition
of materiality

48.2% Consumers

36.4% Employees

5.0% Suppliers

4.7% Various groups

3.9% B2B Customers

1.2% Tramontina Leaders

0.3% Government

0.3% Social Organizations

¹ ESG refers to the Environmental, Social and Governance practices that organizations develop in support of sustainable development and which are considered relevant from an investor's point of view.



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.

Audiences Impacted (Limit):

- Post-consumption chain
- Board of Directors and Leaders
- Customers
- Community
- Consumers
- Suppliers
- Employees
- Government
- Partners

Tramontina control over the topic

Low	Medium	Strong
Does not control the topic but can influence stakeholders	It controls the issue in its operations and/or influences stakeholders	Controls the topic as primarily responsible for the result

Responsible Party

**Worker health, well-being and development**

People's physical and mental health is paramount for Tramontina, which is why the company provides healthy, comfortable and integrating environments, creating conditions for everyone to balance work and personal life. It also works to develop the technical and behavioral competencies required to build an even more human, responsible and sustainable Company.

**Safety 360°**

Concern about safety is constant at Tramontina. For this reason, the Group works to develop processes and infrastructure with high protection for employees and communities, safe products, clear and available information for customers and consumers, and operations secured against fraud.

**Business resilience**

Developing a sustainability governance structure capable of assessing and anticipating risks, managing impacts and identifying opportunities for the business is paramount in Tramontina's ESG management. The company develops its leaders so that they are capable of proposing, debating and deciding on relevant topics, keeping Tramontina prepared for today's challenges.

**Transparent, inclusive, honest and engaging relationships**

Tramontina is committed to building spaces for listening, exchange, reciprocity and interdependence, aiming for more lasting and sustainable relationships with employees, consumers, customers, suppliers, partners, communities and other stakeholders.

Contributes

**Responsible product and packaging lifecycle**

Tramontina wants to understand how its products impact the environment and society, from raw materials to disposal, and identify ways to generate positive changes in consumer behavior. To do so, it will need to involve suppliers and customers, seeking solutions and overcoming adversities together.

**Sustainable, low-carbon innovation**

Tramontina strives to further evolve the business by adding sustainability as a core factor in the innovation process. To this end, it invests in technology and human expertise to develop more durable products and packaging that make people's lives easier, but with less use of natural resources and lower greenhouse gas emissions in the production process.

**Eco-efficient, circular and low-carbon operation**

Tramontina constantly seeks a more eco-efficient and circular operation in the use of natural resources, raw materials, inputs and other materials, reducing pressure on the environment and minimizing greenhouse gas emissions. The resources used in the production process are utilized to their maximum capacity.

**Local development**

Tramontina is committed to the economic, social and environmental development of the regions where it operates. It supports local businesses whenever possible, invests in projects and initiatives by social organizations, develops people to act and lead the business, and trusts in local potential to create, innovate and reinvent the Company.



2. Tramontina

Organizational structure

Products that make environments more beautiful

Innovation, technology and security



Tramontina

Tramontina Cutelaria

GRI 102-1 / 102-2

Tramontina carries the pride of its roots and disseminates its essence, demonstrating through practice that the challenges posed by sustainability are embraced as clear opportunities for improvement, every day.

Founded in 1911, Tramontina is a national consumer goods business that works to make people's lives better through its products, providing experiences and inspiring consumers to do things beautifully in everyday life, in Brazil and around the world.

For over 100 years, technology, specialization, innovation and people have formed the foundation for the Group's expansion, which remains rooted in the culture of its founders.

Strong positive presence in the memory of Brazilian consumers:

44%



of Brazilians remember the brand in relation to sauce pans*

63%



of Brazilians spontaneously remember the brand when talking about barbecue knives*

Leading exporter and largest manufacturer of sinks in Latin America



Of every four sinks that Brazil exports, three are Tramontina**

*Source: 21st Edition of Top of Mind – Datafolha

**Source: Comex Stat 2022

Net equity of over
R\$ 3.9 billion,
30.8% more than
in 2020.



Over
R\$ 6.8 billion
in **Net Revenue**,
a 26.9% increase.

Inauguration of the porcelain
factory in Moreno (PE) establishes
Tramontina's entry into the segment that was
missing to make the table even more complete,
adding more than 200 items to the
Tramontina product portfolio.



10,588
employees
16.6% more than in 2020.

Highlights 2021

GRI 102-7 / 102-10

Expansion of
international
presence with **the**
start of
operations in
Canada, Malaysia
and Uruguay.

US\$ 410 million
in **exports**
to five continents,
a 64% growth
compared to 2020.



Over
R\$ 8.2 billion
paid to more than
21.7 thousand
contracted suppliers.

Two new T stores opened in São Paulo.
By 2025, The Group expects to reach 32 Concept
Stores in Brazil alone.

All Tramontina Group companies follow a strong culture of knowing people's worth and the environment, inspiring employees' day-to-day routine, generating shared value and the satisfaction of customers, consumers and communities.

The guidelines that underpin this culture are approved by the Board of Directors, which plays the core role of defining the Group's corporate guidelines. After approval, the guidelines are disseminated through internal communication channels, corporate publications and official external communication vehicles, such as the website and social networks. GRI 102-16 / 102-26

Essence

Mission

To do things well in order to inspire people and foster 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, whole some relationships and human values.

Values

Transparency

Ethics, clear purposes, whole some relationships and dialogue with partners.

Customer Satisfaction

High level of quality to continuously improve people's lives.

Leadership

Qualified professionals, latest technology and low cost to be competitive.

Knowing People's Worth

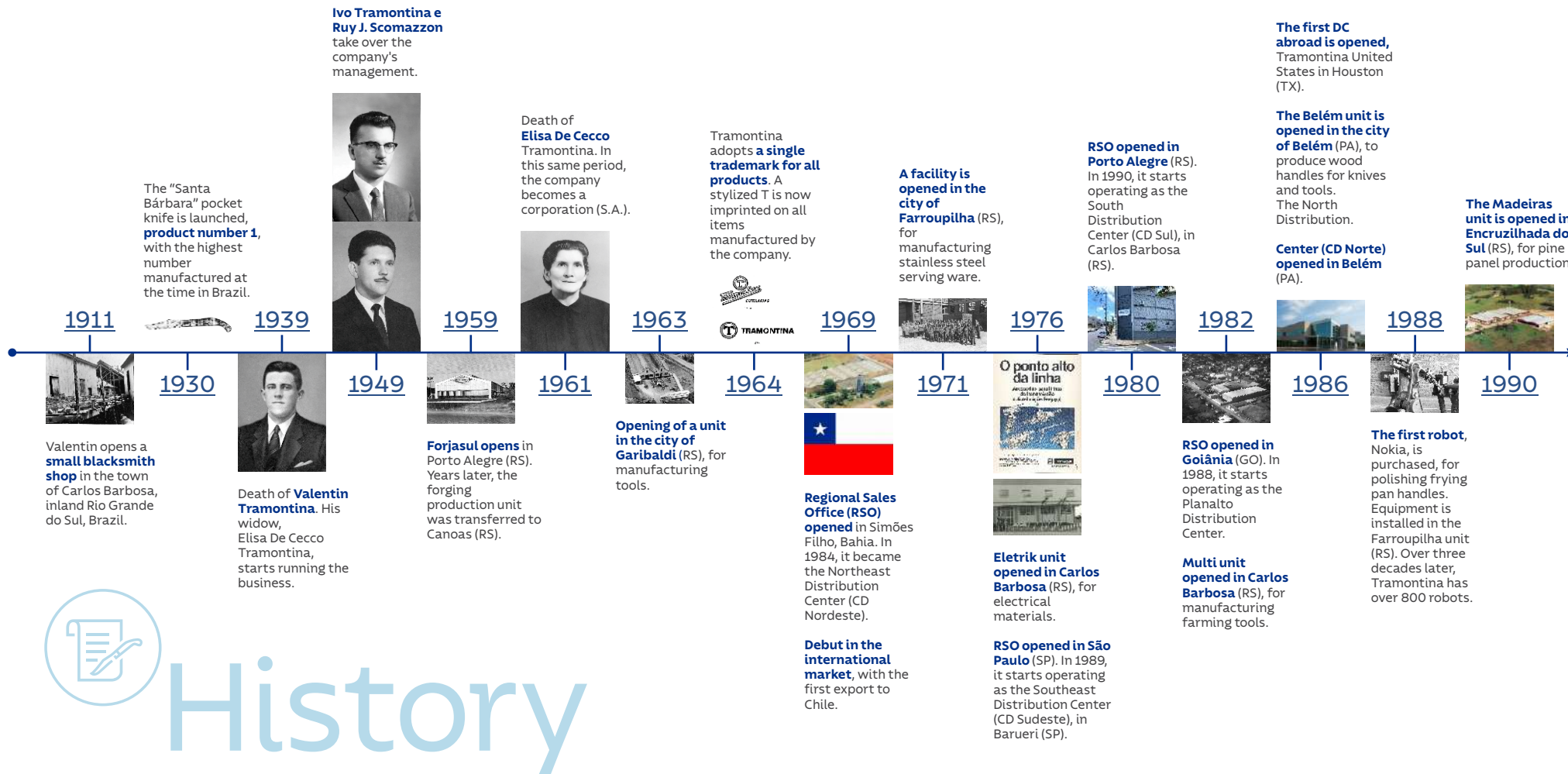
Growth based on commitment to employees.

Dedication

Dedication and passion in everything it does.

Work

Focus, discipline and results.





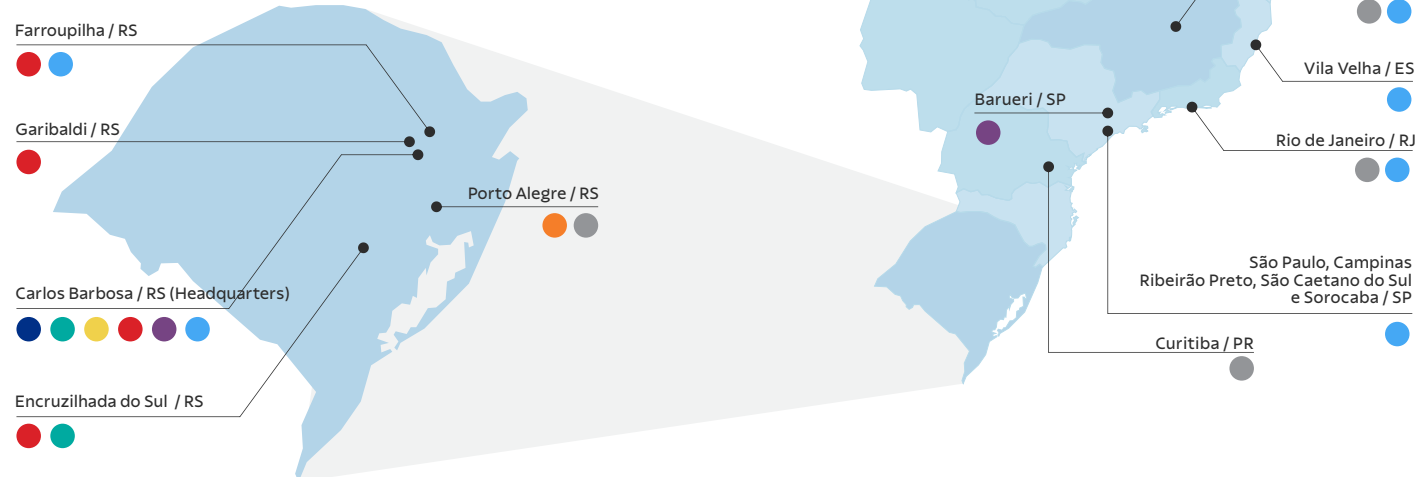
National and international presence

GRI 102-4

Tramontina has units in 10 Brazilian states, in the Federal District, and in 18 other countries.

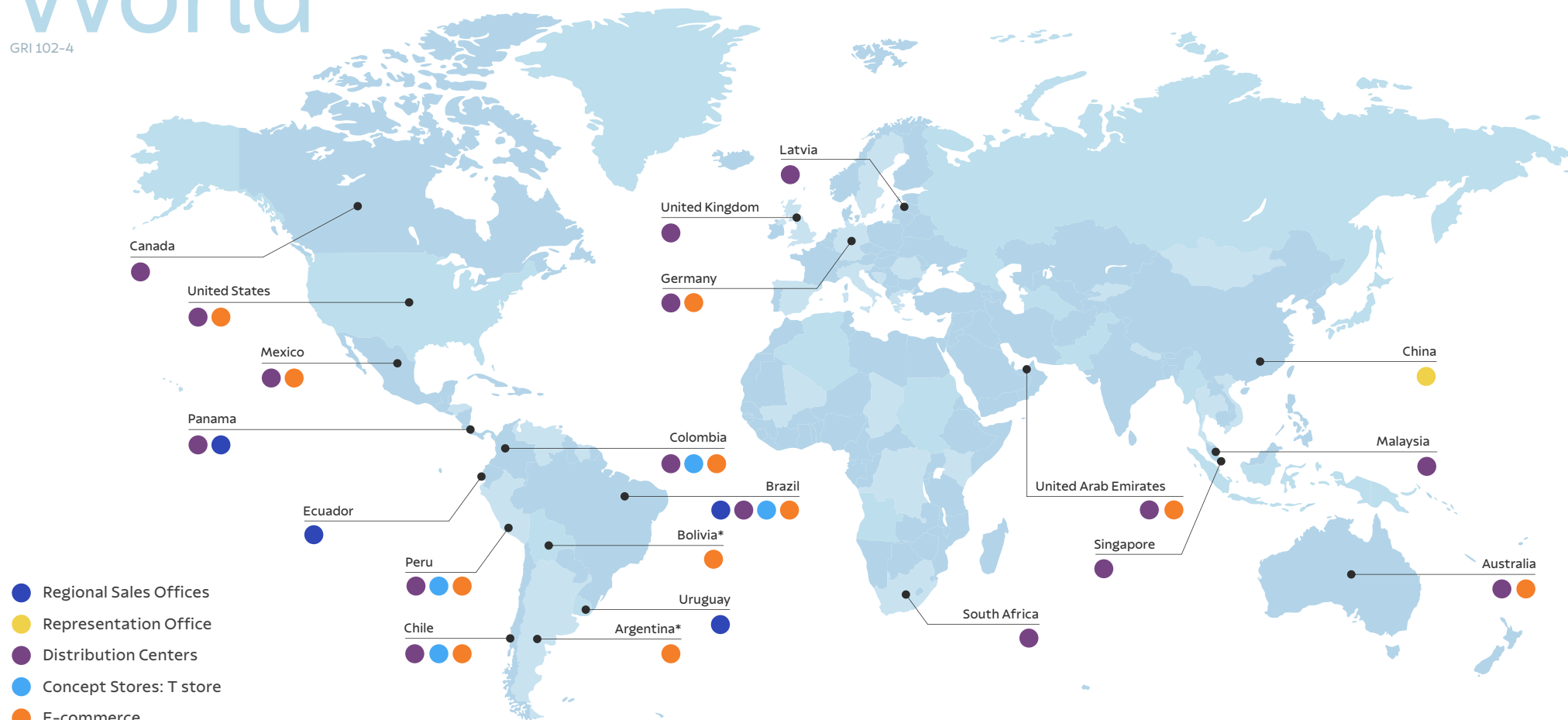
Rio Grande do Sul

- Head Office
- T Store – Office
- Tramontina Florestal
- Tramontina International
- Manufacturing Units
- Distribution Centers
- Regional Sales Offices
- Concept Stores: T factory store and T store



World

GRI 102-4



* In these countries, Tramontina does not have its own unit, but has e-commerce operations.

Organizational structure

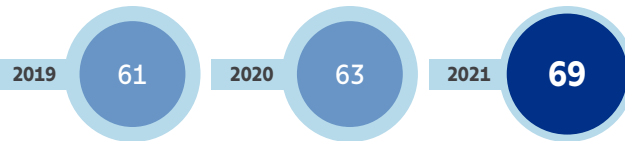
GRI 102-2 / 102-5 / 102-7 / 102-45

With operations in the domestic and international markets, the decentralized organizational structure was developed to include countless production and administrative processes at Tramontina, in an agile, specialized manner.

With 69 units in operation², including factories, distribution centers, sales offices, company-owned stores and e-commerce, products are manufactured and delivered in all regions of Brazil and abroad.

All companies are included in the Financial Statements. Factories and distribution centers are Private Limited Corporations, while retail units and service providers are Limited Liability Corporations.

Historical Series Total operations



² The factories have remained at the same locations since their foundation and the share capital remains unchanged. The units are being expanded in accordance with the need for increased production, driven by greater product demand. The built-up area of factories grew from 758,896 m² in 2019 to 814,714 m² in 2020, a growth of 7.4%, and to 854,906 m² in 2021, representing 4.9% growth compared to the previous year. The operations of the five distribution centers have remained at the same location since their founding and the share capital remains unchanged.



Tramontina United States Headquarters

GRI 102-2 / 102-3 / 102-4 / 102-6 / 102-20

Head Office

Headquarters of the Board of Directors, it is responsible for consolidating institutional guidelines for strategic decision-making, keeping Tramontina able to keep up with market advances. The structure also works to sustain its guidelines and values, strengthening the organizational culture and brand identity. It encompasses several corporate areas, such as: Financial, Domestic Market Core, Human Resources, Human Development, Marketing, Information Technology, Accounting/Tax and Engineering.

Tramontina International

A shareholding interest holding company, it holds the controlling interest in the Group's companies abroad.

Tramontina Florestal

Created to deploy forestry projects, it works to meet the needs of the Group's companies.

Production

Factories

Located in Brazil, the factories develop their products according to their specialty, always excelling in quality, technology, innovation and durability. Commercial relations are kept up with the DCs, with the company's own stores, and also with B2B customers.

+ 22 thousand
products
available in Brazil and in 132
other countries.

5 segments



Home



Household Utilities



Tools



Electrical Materials



Hospitality

Sales structure and markets served

Commercial Units

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

Brazil

- 5 DCs, 1 per region.
- 5 Regional Sales Offices.

52,000 B2B customers

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

Abroad

- 15 DCs, in 15 countries.
- 3 Regional Sales Offices, in 3 countries.
- 1 Representation Office.

6,000 B2B customers

Distributed in the following geographic regions: North America, Central America, South America, Europe, Africa, Middle East, Asia and Oceania.

Company-owned stores

The T stores (brick-and-mortar stores) and the online T store (e-commerce) bring Tramontina closer to consumers, improving the Company's perception of their tastes, preferences and behavior. The operation encompasses factory stores, mall and e-commerce stores.

Brazil

- 2 T factory stores, in two cities in Serra Gaúcha (RS).
- 15 T stores, in 13 cities across eight states.

Abroad

- 10 T stores, in 3 countries.

E-commerce

- Online T store serving customers in Brazil and in 10 other countries.

Eight years ago, Tramontina started its retail operations

GRI 102-2

The company already had two factory stores, and expanded this customer service with the creation of the Concept Stores.

With an exclusive architectural project, the T stores have a diversified product mix, specialized professional service, and olfactory DNA. Some units even have a Gourmet Space for culinary events, which guarantees a unique experience for the consumer. The possibility of customizing knives with exclusive laser engraving also contributes to the delight of those who visit the T stores.

From a strategic point of view, apart from being an important customer for the factories, the Concept Stores are a laboratory for experimentation, research and innovation.



In 2018, the Company started selling virtually in the online T store.

Social isolation due to the Covid-19 pandemic has encouraged people to embark on improvements and expand their residential infrastructure. With the stores closed, the solution consumers found was to buy over the internet, driving the growth of this operation during the last two years.



Closeness

Central de Atendimento Tramontina - CAT (Customer Service Center)

The Customer Service Center (CAT) has been in operation since 2017, with a little over 220,000 tickets per year. The team interacts with consumers via telephone, forms, WhatsApp, chat, bot, Reclame Aqui (Complain Here) and social networks, answering questions, offering information and acting on product complaints. In addition to managing all channels, it also provides e-commerce support, managing information on orders, delivery, exchanges and returns.

With the growing demand generated by the Covid-19 pandemic, there has been an exponential increase in ticket volume, making it necessary to expand the team at the same

ratio, from 4 to 25 people. In 2020, there was an increase of about 10,000 tickets per month, compared to the previous year. As of the second half of 2021, with relaxation of social distancing and the reopening of the physical spaces for shopping and leisure, the demand returned to previous levels, closing the year with an average of 23,000 tickets per month.



Average response time: 7 hours

Average solution time: 3 days



Humanized Support

Since 2020, the Tramontina Customer Service Center and the After-Sales Department at manufacturing units have developed nonviolent communication practices, in order to provide more humanized support. The project was based on the works of Marshall Rosenberg and its purpose was to raise awareness of the value of words in communicating with consumers and customers.

The first group trained roughly 50 people. The responses commonly used in different service channels were analyzed and changed to more welcoming approaches, both in speech and in writing.

For Tramontina, knowing how to listen and understand the request, in a non-judgmental listening exercise, is essential for good work.



78% satisfaction with service.

37% of the audience mentioned the brand in a positive light on the social networks and 49% remained neutral.

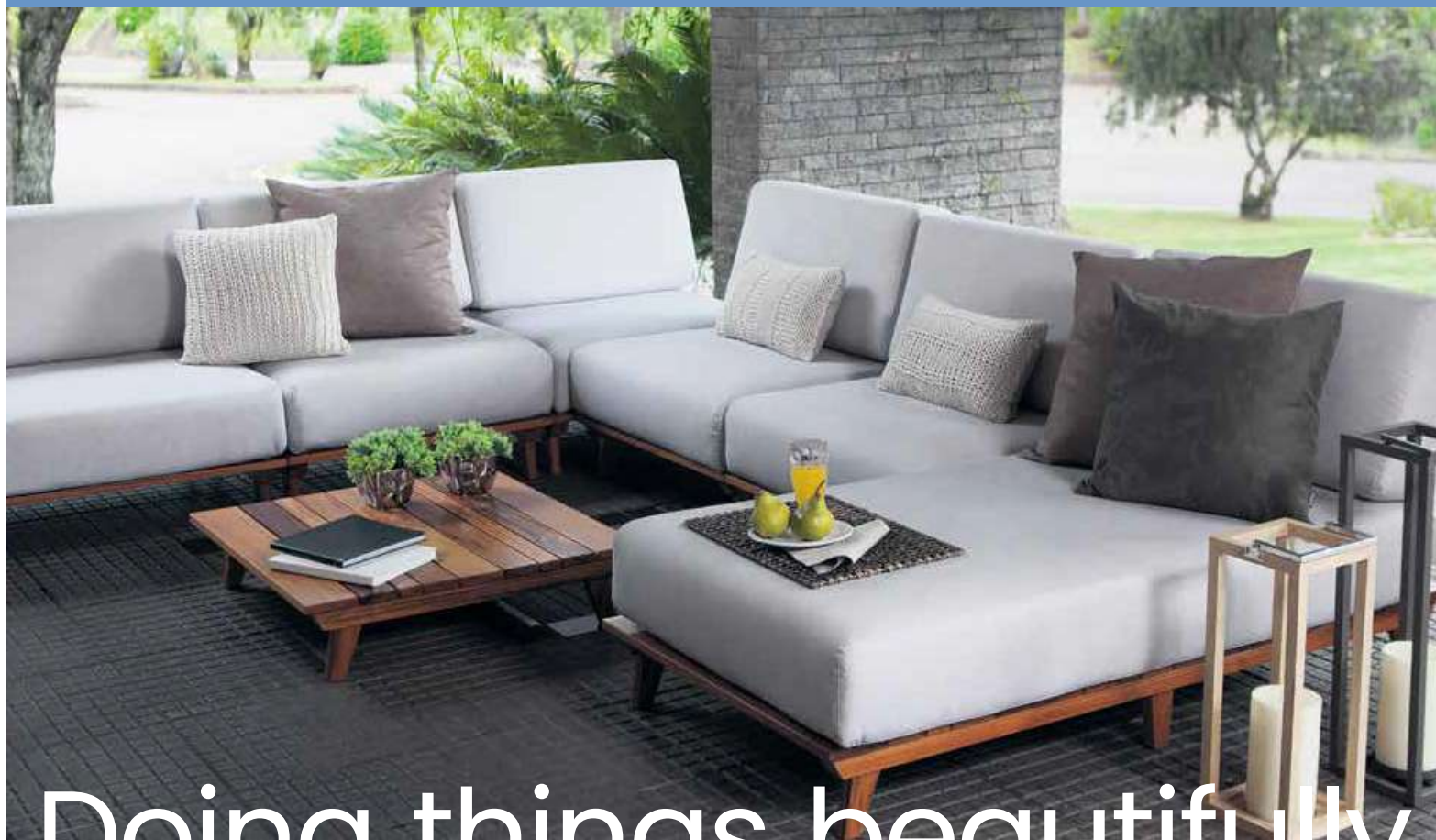
In the online T store, **94.4% of consumers evaluate the products positively** using the Trustvox tool, placing Tramontina in the five-star category. As for Ebit, which evaluates both products and site navigation, the Company is in the **Diamond category**, with 79.3% positive evaluations.

Rating 8.4 in Reclame Aqui (Complain Here), within the **great range**. The problem resolution rate was 86% and the complaint response rate was 98%.

Products that make environments more beautiful

Developed by designers attuned to world trends, each product is conceived based on user needs and aspirations and created to prompt meaningful experiences, generating value and satisfaction.

Famous for their beauty and sophistication, Tramontina products are also functional, durable, versatile and feature several sustainability attributes (see more on page 68).



Doing things beautifully



Specialization

With agile processes, characteristic of decentralization, the factories work with a focus on specialization to develop excellent products and services.



Tramontina Cutelaria

Carlos Barbosa (RS)
Area: 307,760 m²

Kitchen knives, sports knives, professional knives, machetes, pocketknives, everyday flatware, kitchen utensils, non-stick sauce pans, bakeware and frying pans, shears, cheese and wine line, skewers, and a complete line of barbecue products.



Tramontina Garibaldi

Garibaldi (RS)
Area: 80,140 m²

Industrial tools and metallic organizers for high-performance work in the industrial and automotive sectors, professional tools for civil construction and handheld tools for home use.



Tramontina Farroupilha

Farroupilha (RS)
Area: 104,680 m²

Stainless-steel sauce pans, flatware and a complete serving line, professional kitchen and portable appliances.



Tramontina Eletrik

Carlos Barbosa (RS)
Area: 42,937 m²

Outlets, lighting, switches, showerheads, extension cords, corrugated and inlay plastic boxes, conduit boxes, distribution boards, circuit breakers, accessories for conduits, weatherproof devices, panel trunkings, contactors, pushbuttons, signaling devices, custom aluminum injection-molding and products for explosive



Tramontina Multi

Carlos Barbosa (RS)
Area: 97,581 m²

Tools, utensils and equipment for gardening, agriculture and civil construction.



Tramontina Belém

Belém (PA)
Area: 42,059 m²

Wood furniture for internal and external spaces, household utilities and tool handles.



Tramontina Madeiras

Encruzilhada do Sul (RS)
Area: 31,877 m²

Ironing boards, trays, folding sets, shelves, stools, clotheslines, panels and bookshelves.



Tramontina TEEC

Carlos Barbosa (RS)
Area: 52,780 m²

Sinks, basins, utility sinks, mixers, taps, waste bins, hoods, cooktops, ovens, dishwashers and accessories.



Tramontina Delta

Recife (PE)
Moreno (PE)
Area: 97,581 m²

Plastics: injection-molded or rotomolded plastic tables, chairs, toys, plant pots, waste bins, organizer boxes, drawer units and armchairs.

Porcelain: porcelain plates, cups, mugs, saucers, bowls, serving dishes and salad bowls.

New factory



Tramontina Delta – Porcelain Division

Porcelain

GRI 102-10

In 2021, Tramontina ventured into the segment that was missing to make the table even more complete, porcelain. Located in Moreno, metropolitan region of Recife (PE), the new factory has already added more than 200 new items to the Company's portfolio.

The new unit puts Pernambuco on the table porcelain manufacturing map in Brazil, traditionally concentrated in the south and southeast regions of the country, and it already has more than 300 direct employees, hired locally.

The factory has a production capacity of 46 thousand items per day, operating with artificial intelligence and robotization to ensure greater efficiency, productivity and sustainability in the operation.

Innovation, technology and security

GRI 416-1 / 417-1

The constant investment in new technologies, innovation and safety by the factories, since their foundation, meets market demands that never stop evolving and keeps Tramontina at the forefront.

To ensure consumer safety, products are sold with guidelines for safe and proper use, according to their specifications, including information such as: origin of components; composition, specific details about any substances that could cause an impact; safe use; disposal and environmental or social impacts, if any.

Tramontina products are submitted to interior and exterior testing to ensure their quality, durability, safety and reliability. The factories follow strict quality standards, in compliance with ISO 9001 Certification.

The production and products also follow technical safety ordinances and standards, including those by INMETRO.

The use of 841 robots in the various manufacturing units contributes to safety and well-being, because they help reduce the repetitive effort required in some activities, improving physical health and quality of life for employees.

Practices like these also help factories with product quality issues due to their precision, favoring brand credibility in the eyes of the consumer and increasing productivity.

Tramontina Cutelaria launches an average of one product per day. There are roughly 250 new products per year.

To meet this growth with speed, the unit develops its own machines. Over 90% of equipment and dies are produced in-house. All applications and interfaces of the 450+ robots are created by the team.

Tramontina Cutelaria





TEEC CIPeD



Increasingly modern systems and equipment and their own laboratories for developing new products are part of the practices adopted by all factories.

Multidisciplinary teams are formed by specialized professionals, with high performance and low turnover, who pursue continuous evolution to promote the quality, durability and safety of products.

The Centros de Inovação, Pesquisa e Desenvolvimento – CIPeDs (Innovation, Research, and Development Centers) are equipped with state-of-the-art laboratories and teams dedicated to creating and testing new solutions on a daily basis.

There are 37 laboratories responsible for evaluating the quality and performance of products, their compliance with standards and regulations, as well as analyzing opportunities for improvement, such as the responsible use of raw materials and inputs.



In 2021, three Tramontina products were recognized for their innovation, with national and international awards.

In addition to winning the New York Product Design Awards with the Guru Cooktop, the brand also received two national awards in the Product Design category in the Brazil Design Award (BDA), the most relevant Brazilian design award granted by the Brazilian Association of Design Companies – (Associação Brasileira de Empresas de Design) ABEDESIGN:

- **Silver with the Ítria Cookware Set**, a 10-piece multipurpose set that can be used for preparing, serving, storing and freezing.
- **Bronze with the Square Isla 40 Silent Black Steel Hood**, with exclusive internal flame-retardant acoustic coating that reduces noise.



INNOVATION

TRAMONTINA

GURU



Induction Smart Cooking



The cooktop that teaches you how to cook



Video- and text-guided recipes (App)

An innovative project, the Guru Cooktop is the brand's first product to use the Internet of Things (IoT).

This concept refers to the digital interconnection of everyday objects with the web environment. The item connects with consumers through an application, helping them to prepare a variety of dishes with guided recipes, controlled temperature, food weight and cooking time.

Issues related to sustainability, such as energy efficiency, using the temperature sensor that controls power, and safety in use, because it is an induction cooktop, underscore Tramontina's quest to develop products that bring the concepts of sustainability and technological innovation together.

3. People

Professional development and evolution

Employee health and well-being

Occupational health and safety



People



Tramontina employees

Tramontina believes in people and their potential for achievement, constantly boosting the confidence of the teams in their leaderships, and consequently in the Company.

This relationship is part of the Group's culture and helps to promote internal engagement and a sense of belonging, making the importance of each person for the prosperity of the business clear.

Employees recognize the dimension that this trust represents, so we hear recurring testimonials that confirm the appreciation and respect Tramontina has for people.



Edegar Alex Rossi

11 years at the company
R&D Analyst – Engineering
Tramontina Garibaldi

Tramontina is my second home, a serious and exceptional company in all aspects, formed by people who wear the company colors and share the same spirit, at all hierarchical levels. Valuing home-grown talent, concern for the well-being of teams and training opportunities are characteristics of the company that make me very happy.



10,588

employees*
in 2021

A 16,5% increase compared to 2020.

* Considering employees, apprentices and directors.

The more than 10 thousand Tramontina employees work full-time, with an average of 8.8 years working. The majority lives and works in the South Region of Brazil, 81.9%. Of the employees who work in the International Units, 30.7% are in the United States and 23.4% in Mexico. In 2021, 2,592 new hires were registered. The turnover rate was 11%³. The Group's companies located in the South Region of Brazil were those that hired the most employees in 2021, in absolute numbers, accounting for 1,927 people.

GRI 102-8 / 401-1

³ Considering employees, apprentices and directors. Calculation: comparison of the number of hires and terminations, versus the total number of employees

Percentage of employees by age group*

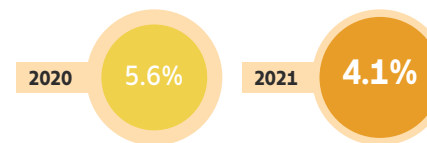
Age group	2020	2021
Up to 20 years	7.6%	7.8%
21 to 30 years	35.1%	37.6%
31 to 40 years	30.3%	29.9%
Over 41 years	27.0%	24.7%
Average age	33 years	32 years

* Considering employees only.

20.9% of employees have been with the company for **more than 15 years**.

Retaining employees for a long time is a source of pride at Tramontina. It is not unusual to meet people who joined the Company at a young age and left as retirees. This is due, among other things, to the care, respect and appreciation for staff.

Retirees who continue working



Percentage of employees by length of time with the company

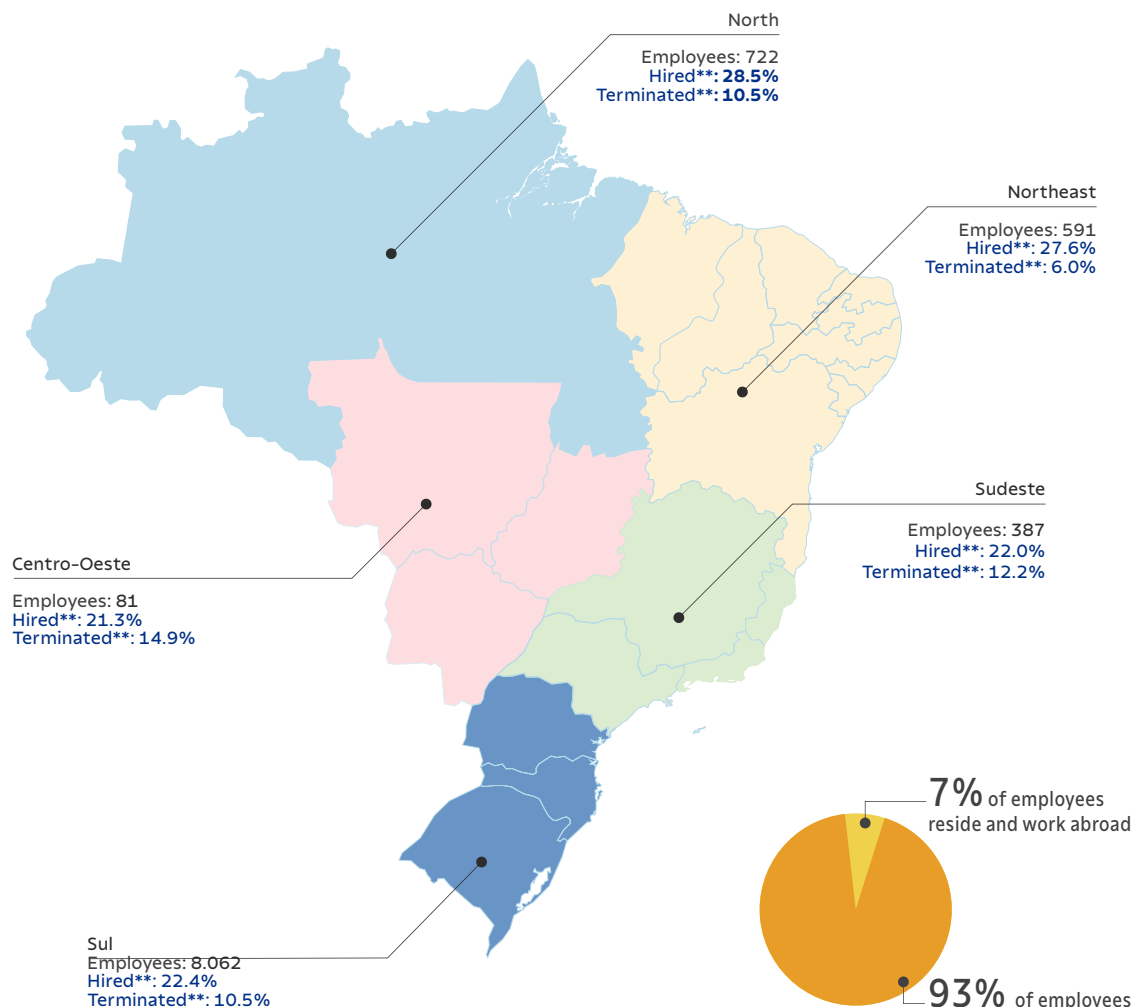
Time with Company	2020	2021
Up to 5 years	43%	50.9%
6 to 10 years	20.2%	15.7%
11 to 15 years	12.8%	12.5%
Over 15 years	24%	20.9%
Average time	9.7 anos	8.8 anos



Roselaine D. Pierdoná
35 years at the company
Export Supervisor
Tramontina Cutelaria

I started at the company when I was 13 years old, deburring plastic handles, an activity that no longer exists. Today, as exporting supervisor, I realize that each achievement was special. Even after 110 years and the size that the Group has reached, Tramontina still has the same concern and care for its employees. I feel fulfilled by the opportunities the job gives me, by the knowledge and experiences. Happy for the people I met and the friendships cultivated. Satisfied to work with what I like and have the chance to learn every day.

Brazil

GRI 102-8
GRI 401-1

Abroad

GRI 102-8
GRI 401-1

Number of employees abroad*

Country	2021
United States	229
Mexico	174
Colombia	71
Peru	61
Chile	57
United Arab Emirates	44
China	22
South Africa	14
Australia	14
Panama	13
Latvia	12
Germany	9
Singapore	8
United Kingdom	6
Ecuador	5
Canada	3
Malaysia	2
Uruguay	1
Total abroad	745
Hire rate**	22,9%
Termination rate**	9,5%

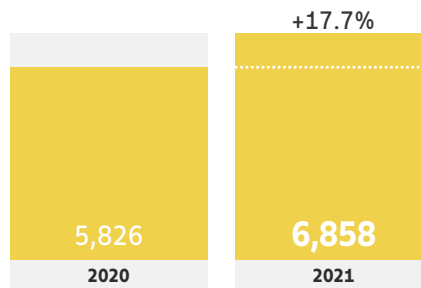
* Considering employees, apprentices and directors.
 **Considers the number of active employees in the year, divided by the number of hires or terminations

Employees hired on a permanent basis

GRI 102-8 / 401-1

General Staff

Hire rate*: 24.1%
Termination rate*: 10.9%



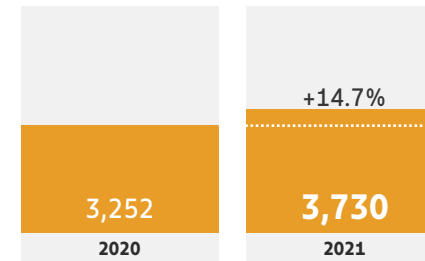
64.8%
male employees

35.2%
female employees



Hires and terminations by age	under 30 years	between 30 and 50 years	over 50 years
Hire rate*	34.5%	14.0%	7.0%
Taxa de desligamento*	12.0%	6.0%	28.8%

Hire rate*: 21.1%
Termination rate*: 9.3%



Brazil

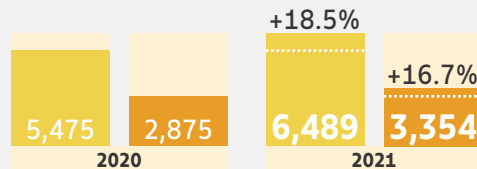


65.9%



34.1%

The same ratio continued over the past 3 years



Abroad

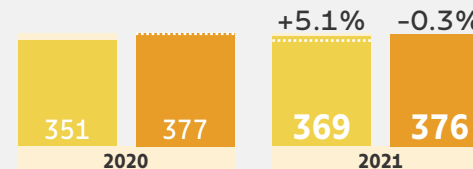


49.5%



50.5%

Over the past 3 years, the percentage of men and women has been reaching an equal level



* Considers the number of active employees in the year, divided by the number of hires or terminations

Diversity

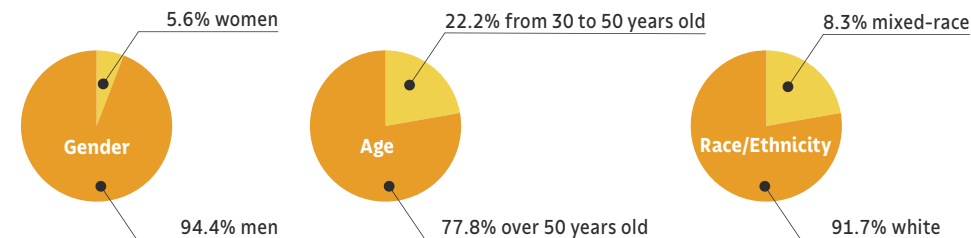
GRI 405-1

Diversity and inclusion are still challenges to be overcome by companies, and Tramontina is no different. In the last year, the dominant profile on the Board of Directors was white men, up to 50 years old, without disabilities. In its Conduct Manual, the Company formalizes its practice of respecting differences and not

tolerating discrimination or prejudice of any kind, whether related to religion, culture, nationality, race, age, gender, sexual orientation, marital status, political party, physical and intellectual condition, or any other nature.

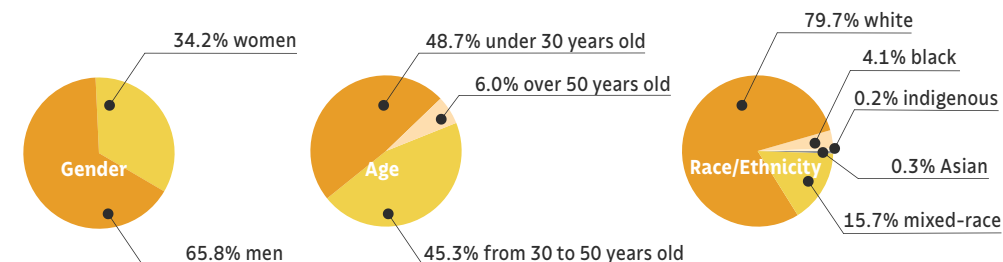
Brazil Board

In 2021, the company increased the number of women on the Board of Directors, from 2.9% to 5.6%.



General Brazil Team

In the past two years, Tramontina increased the number of women on its staff. The number of people under 30 years of age has been gradually increasing, as has the percentage of self-declared black, Asian and mixed-race employees. People with Disabilities in the company represent 3.56% of employees.



Jurandir de Franceschi
16 years at the company
Electric Vehicle Assembler
Tramontina Multi

I felt very fulfilled when I received the invitation to be part of the electric vehicle assembly team, a product with high value for customers. Knowing my importance to the company and having

opportunities to evolve have made me extremely happy. The lessons I take to my personal life are to never give up on my dreams and always seek growth through hard work, no matter the differences and difficulties. Regardless of my hearing impairment, my work here has always been valued. Tramontina taught me to be a kind and friendly person, always respecting everyone.

Professional development and evolution



GRI 404-1

Encouraging its employees to seek new skills and competencies is a priority for Tramontina, which recognizes this practice as a way to improve and value people, retaining in-house talents. Along its trajectory, the company has always prioritized training and qualification for its employees,

continuously investing in courses, training and extension programs and MBAs, which expand technical and behavioral competencies, also preparing teams for the development of their careers.

In 2021, over 167,000 training hours were offered and more than R\$ 2 million invested in training for employees in Brazil.

Brazil	2020	2021
Number of participants	6,855	9,817
Number of training sessions	359	539
Training hours (thousand hours)	88,279	167,760
Average training hours per employee	11.3	17
Average training hours per employee - Women	10.3	13.1
Average training hours per employee - Men	14.3	19.1
Value invested	R\$ 1,019,616.80	R\$ 2,137,799.24
Abroad	2020	2021
Average training hours per employee - Women	-	10,9
Average training hours per employee - Men	-	16,5
Total hours	-	3,348
Value invested	-	R\$ 65,588.00

Main training programs completed in the year*	No. of attendees	No. of hours
MBA - Business Administration	35	2,775
MBA - Controllershship and Finance	35	4,797
Competency Development	54	5,022
Commercial Competency Development	65	8,572
Languages - English and Spanish	289	33,804
Behavioral Development in Practice	99	1,188
High-Performance Procurement Training Track	29	835

* Courses on Regulatory and Institutional Standards were also offered.

Training sessions by area of knowledge	2020	2021
Languages	8.2%	20.2%
Regulatory standards	12.4%	12.1%
People management leaderships	23.2%	10.7%
Management, corporate and technological	6.3%	7.8%
Mechatronics, electronics and mechanics	4.1%	6.5%
Administrative: sales, purchasing, accounting, tax, marketing, customer service, private pension	3.0%	5.5%
Legislation	3.3%	5.0%
MBAs	6.9%	4.9%
IT	10.0%	4.6%
Human Resources and Onboarding	8.5%	4.5%
Technical level	3.6%	4.3%
Tramontina Management System	1.3%	4.0%
Occupational Health and Safety	3.8%	4.0%
Personnel development	3.4%	2.7%
Lectures	2.0%	0.8%

GRI 404-2

In 2020, Tramontina implemented the Job Profile, with the requirements for the organization, allocating all employees to a profile according to their CBO – Brazilian Classification of Occupations (Classificação Brasileira de Ocupações) and ranking them at three levels: junior, full or senior. The next step is to define and implement the functional categories. The process will be completed in 2022. With these improvements, the performance

assessment will be more transparent and will allow employees to more easily identify the technical and behavioral competencies required for career progression.

Currently, employee assessments by their managers are entered into the Tramontina System. Whenever there is a job promotion, the employee is evaluated to see if he or she meets the requirements for the new position.

In 2021, 281 employees were promoted, 109.7% more than the previous year.

Percentage of total employees who received regular performance and career development reviews* GRI 404-3



* The data was collected directly from units in Brazil and abroad. The companies Eletrik, Madeiras, Belém, CD Nordeste, T store, Tramontina Uruguay, Tramontina Latvia, Tramontina Arab Emirates and Tramontina Peru do not conduct performance assessments. The South Africa, Ecuador, Canada, Colombia, United States, Mexico, Panama, Caribbean and United Kingdom units have no records of this information.



Silvio Nelson Gregolin
27 years with the company
Welder Mechanic
Tramontina Farroupilha

When I arrived in town, looking for a job opening, with only two changes of clothes, I applied to Tramontina and was hired the same day. That was a very impactful moment, because it was the opportunity I needed. In these 27 years, with hard work, strength and dedication, I have earned everything I have, my home, friends and family. Work, honesty, seriousness and transparency are Tramontina values that I take with me into my life.



Juliano Maffei
22 years with the company
General Manager
Tramontina África do Sul

Tramontina offers opportunities for those who want to work abroad and the learning is immense. What makes us move forward successfully in the region is the effort and dedication of the entire team. We will continue to cultivate and share the company's values with our colleagues around the world.



Competency Development Program

GRI 404-2

In pursuit of new solutions to innovate and aiming to have teams that are increasingly prepared for a dynamic market, Tramontina offers its employees the opportunity to participate in extension programs, with workloads over 300 hours, in which pertinent content related to the market and company strategies is developed. An example of this is the Competency Development program that was created in 1995 and is still going on today.

The program modules span change processes, resilience, self-esteem, communication, interpersonal relations, ethical behavior, engagement, strategic planning, projection of future scenarios, innovation, creativity, entrepreneurship, costs, presentation techniques, and project management concepts and practices.

At the end of each edition, the participants present managers and directors with applied projects with process solutions. The topics are aimed at improving participants' skills and contributing to their professional and personal lives.



Tramontina employees



Robotics Training

New Generations

GRI 404-2

Tramontina is the gateway to the job market for many young people between 14 and 24 years old, through the Young Apprentice program.

In the past two years, 726 young people have gone through the program, attending several courses in the technical and administrative spheres and working in different areas in the company.

To reaffirm Tramontina's commitment to the education of young people, future professionals, the Company also offers In-Company courses. Currently, 100 students are attending the Robotics and Polymers training courses at the Ivo Tramontina Educational Center in Carlos Barbosa (RS), with 1,600 hours/class in each modality.

Employee health and well-being

GRI 401-2

Tramontina has comprehensive infrastructure with adequate and safe work environments, designed to enhance employees' well-being. The company also offers market-compatible wages, various benefits, health, education, culture and leisure actions to make people's lives better.

Employees at companies located in Brazil are entitled to transportation and meal subsidies, as provided by law, in addition to daycare assistance, education, the Tramontina Employee Association (ATF – Associação Tramontina de Funcionários) Benefit Plan or health plan, supplementary pension fund and profit sharing. Employees and apprentices also enjoy extended maternity and paternity leave and the benefits offered by the Ivo Tramontina Educational Center (CEIT).

The transportation subsidy is granted to all workers, based on the rules established by legislation. In locations with a high concentration of employees, the company also offers chartered transportation.

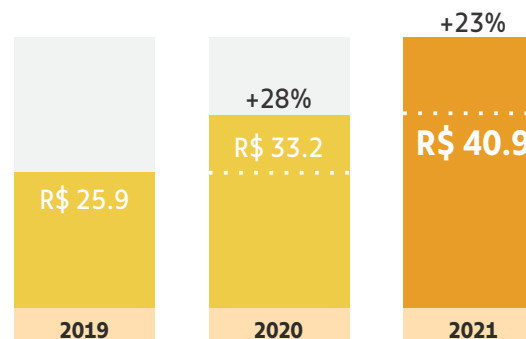
The units with a large number of employees have their own restaurants, with healthy and balanced menus, prepared by nutritionists. In other Tramontina operations in Brazil, employees receive meal vouchers. In units abroad, the medical care, health care and food benefits are diversified and vary according to each country.



Programa de Participação nos Resultados – PPRT (Tramontina Profit Sharing Program)

Multiplying efforts to share results is the purpose the company aims to achieve with the PPRT (Profit Sharing Program). Since 1998, Tramontina has been recognizing, motivating and financially rewarding employees for their performance and significant contribution to annual business results.

PPRT (Profit Sharing) distribution
(in R\$ million)



Luiz Antônio P. Celso
31 years with the company
Production Supervisor
Tramontina Belém

In these past 30 years, I have had the opportunity to witness how much this company has grown, providing thousands of direct and indirect jobs. Respect and commitment to the safety and well-being of all employees are part of our daily routine.

I cannot fail to mention the PPRT, which today is our fourteenth month salary. It represents how much the company recognizes and values the work and dedication of each employee to achieve its goals. I appreciate the opportunity to be part of and share lessons with this great family called Tramontina.

Tramontinaprev

GRI 201-3 / 401-2

Another important benefit is the supplementary pension plan, created in 1995 and available to all employees, with contributions made only by the sponsoring companies, according to the salary range of associates and without any copay. As of 2021, it has become possible to make voluntary personal contributions, which are added to the amounts deposited by Tramontina.

The benefit received upon retirement, calculated after leaving the sponsor,

is linked to each participant's accumulated balance. To this end, participants need to meet the minimum requirements set forth in the regulation.

In 2021, the regulation was changed and the annuity was extinguished. Since then, the benefits have been by term (in years) or by financial income (in R\$). Participants who already met the minimum requirements on the date the changes were approved remain entitled to the annuity option.

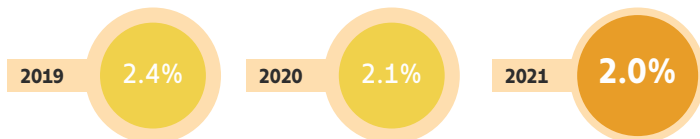
Tramontinaprev favors safety and transparency in its management and works so that its participants have supplementary income during retirement, helping to improve quality of life for Tramontina employees. Today, the Plan plays an important role in the lives of 75 retirees and brings more security to retirement plans for more than 9,500 active participants.



Sandra Pradella Chies
29 years with the company
Manager
Tramontinaprev

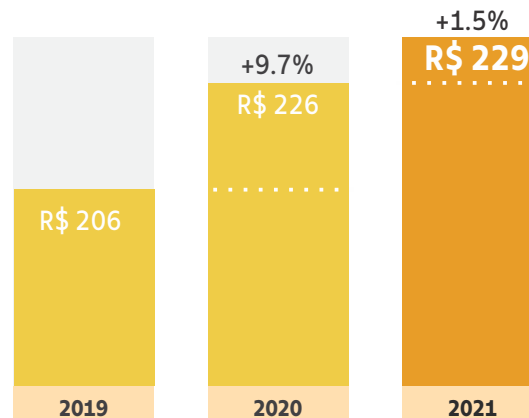
With increasingly challenging economic scenarios, it's hard to know what the future holds. In this sense, supplementary pension plans play an increasingly relevant and significant role in maintaining quality of life for employees.

Percentage of salary contributed by Tramontina companies*

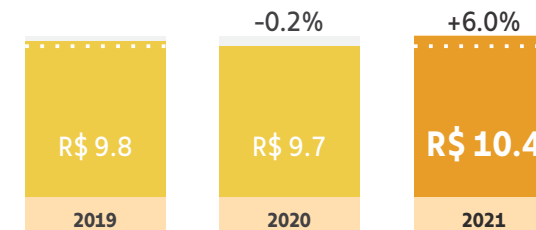


* Average of total sponsor contributions over the sum of the base salary of all employees.

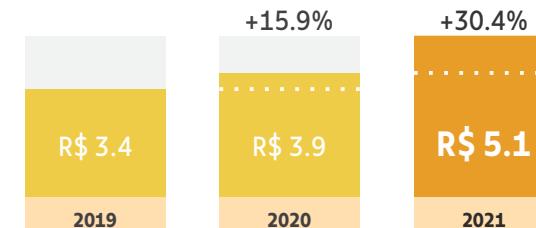
Accrued Assets (in R\$ million)



Total contribution (in R\$ million)



Total benefits paid (in R\$ million)



Responsible Maternity and Paternity

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

Tramontina has provided six months of maternity leave since 2010. In 2017, the extended benefit also started being offered to employees, extending the paternity leave period from 5 to 20 days.

To assist in this new moment of life, the Company offers the Gestational Love Program: Responsible Maternity and Paternity. The lectures by professionals in the areas of gynecology, pediatrics and psychology take place two to three times a year, aiming to bring concepts about conscientious maternity and responsible parenthood.

Employee fathers who participate in the training receive a certificate that entitles them to extend the paternity leave period foreseen by law another 15 days.

In 2021, 371 employees were entitled to take the leave and actually used the benefit.



Gestational Love Program

97.1% of male employees returned to work after paternity leave.

After one year, 219 were still employed, with a **94.8% retention rate.**

After one year, 219 were still employed, with a **94.8% retention rate.**

238
were entitled

74.2% opted for extended paternity leave



133
were entitled

100% opted for extended maternity leave

95.5% of female employees returned to work after maternity leave.

After one year, 117 were still employed, with a **92.1% retention rate.**

Associação Tramontina de Funcionários – ATF (Tramontina Employee Association)

GRI 401-2 / 403-6

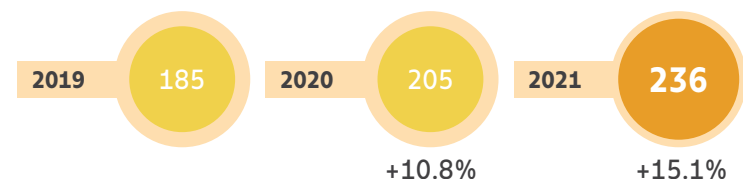
The ATF is a nonprofit organization with independent management, which provides various benefits in the areas of health, education, welfare, social and cultural activities, legal advice and actions in special events for 13,509 (2020 – 12,429) members and their dependents.



Since 1987, ATF contributes to the quality of life of its members, strengthening the relationship of trust between Tramontina and personnel.

Contributions	2019	2020	2021
Amounts passed on by Tramontina companies	R\$ 15,760,830	R\$ 16,958,586	R\$ 22,042,834
Amounts collected from the monthly dues for members and dependents	R\$ 3,488,554	R\$ 3,567,084	R\$ 4,698,206
Benefits	2019	2020	2021
Sports, leisure and health	R\$ 15,343,446	R\$ 14,436,975	R\$ 18,760,275
Education – Undergraduate	R\$ 2,128,957	R\$ 1,891,729	R\$ 1,865,395
Education – Elementary and Early Childhood	R\$ 489,916	R\$ 446,469	R\$ 612,209
People benefited through Education	2019	2020	2021
Undergraduate	839	700	805
Elementary & Early Childhood Education	170	172	232

Number of professionals accredited



Number of GRI 403-6 requirements met	2019	2020	2021
Inquiries	37,390	27,871	37,014
Exams	22,183	18,829	26,933
Dental	12,742	9,758	12,374
Inpatient and Outpatient	9,465	5,511	7,591
Psychology*	-	97	347
Nutrition*	-	169	361

* Offered since 2020.

Through the Social Assistance Fund (Fundo de Assistência Social – FAS), the Association grants loans for health and construction, contributing to members' financial well-being.

Health

R\$ 308 thousand	R\$ 225 thousand	R\$ 288 thousand
2019	2020	2021

Construction

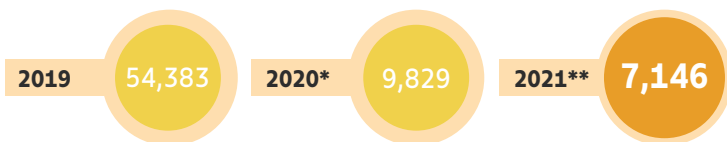
R\$ 783 thousand	R\$ 426 thousand	R\$ 986 thousand
2019	2020	2021

Parque Esportivo Tramontina - PET (Tramontina Sport Park)

GRI 401-2

Managed by ATF, the Sports Park has been available since 2007 to employees and their families for socializing and sports activities. It spans 11.7 hectares in the middle of nature, with restaurants, gymnasium, multi-sports courts and leisure spaces.

Number of people who used the PET spaces



* Events held up until March/2020, due to the pandemic.

** Events held since September/2021, due to the pandemic.



Carla Zanuz Facchini
35 years with the company
Administrative Analyst
ATF

Our distinction is to provide well-being and meet the needs of members. Throughout ATF's 34 years, we have always prioritized a differentiated service and the evolution of benefits, so that people feel welcome. Caring is believing that we can build a promising future for all.



Tramontina Sport Park





Centro Educacional Ivo Tramontina - CEIT (Ivo Tramontina Education Center)

GRI 401-2 / 403-6

The CEIT is located in Carlos Barbosa (RS), in an area spanning 5,940 m², and its reference infrastructure is intended for professional training, cultural events and wellness activities. In this space, Tramontina promotes knowledge integration and fosters learning experiences for employees and the community.

Total participants	2020	2021
Training Sessions: MBAs, training sessions, courses, workshops (in-person and online)	3,973	2,597
Wellness: pilates, yoga, hiit dance functional training	1,681*	2,033
Auditorium: lectures, conferences, cultural shows, graduations, theater	149*	603

* Activities were canceled at the beginning of the pandemic, and when they resumed, the number of students/participants was reduced according to the protocols of social distancing, mask use and sanitization of environments and equipment.

Structure:

- Auditorium for 200 people
- Classrooms
- Conference Room
- Service Rooms
- Computer Laboratory
- Robotics and Polymer Laboratories
- Computer library for research
- Wellness Space
- Café with Experimental Kitchen
- Reception
- Covered parking lot



Valuing people

GRI 401-2

and promoting their well-being is a Tramontina commitment.

Ensuring a healthy and safe environment is essential to contribute to teams' health and well-being, both in the work spaces and in the restaurants, rest areas, divisions and sports activities.

In addition to quality of life programs and activities that promote physical, mental and emotional health, the company invests in modern and comfortable work environments. For Tramontina, coexistence between employees in spaces that promote moments of relaxation is essential for quality of life.

Tramontina also has a venue for social events, such as wedding parties, birthdays, graduations and others. It is the Confraria, located in the municipality of Garibaldi (RS). In 2021, 378 people made use of the space to promote their celebrations.

The Sports Center, in Farroupilha (RS), has open-air spaces for sports activities, as well as restaurants for social gatherings. In 2021, 86 events were held, with 2,000 people attending.



Non-Work-Related Health Services

GRI 403-6

Promotion of worker health is guaranteed through the ATF Self-Management Benefits Plan, the Health Plan and the Specialized Safety Engineering and Occupational Medicine Service (SESMT – Serviço Especializado em Engenharia de Segurança e em Medicina do Trabalho), according to the each Group company's location or type of structure. All workers have access to health services, making use of the benefits whenever necessary.

Among dental care services organized by the ATF (see page 43), 86.5% (10,702) were performed in dental offices located

in the manufacturing units, thus facilitating care for employees, routine control of oral health and prompt availability of services in case of emergency.

In the units that have an Occupational Physician, employees can also see the professional for non-work related health issues.

Attentive to the mental health of its teams, Tramontina also facilitates employees' access to psychological assistance. Some units also offer assistance through a Social Worker, upon

demand from employees.

Every year, Tramontina conducts a Vaccination Campaign against the flu (Influenza) at no cost to employees. Vaccination takes place during working hours for those interested. For dependents, the vaccine is available through a partnership between the ATF and SESI, at a reduced cost.

In 2021, when the Covid-19 Vaccination Campaign began, employees were able to get vaccinated during working hours at health clinics. At the units abroad, this possibility was also offered and full

vaccination was encouraged. In all, 9,698 employees were immunized in Brazil and 701 in the units abroad.⁴

All information related to worker health is kept confidential both by professionals and health services that work within the company, as well as by Tramontina's subcontractors and partners. Information confidentiality is guaranteed through the Brazilian General Data Protection Law Program (LGPD).

Vaccinated – Influenza (flu)	2019	2020	2021
Brazil Employees	4,477	5,085	6,295
Dependents Brazil	548	590	862
Abroad*	-	-	134
Total	5,025	5,675	7,157

* Some units do not carry out an internal flu vaccination campaign.

In companies abroad, promoting health not related to work follows national regulations governing the enrollment and maintenance of employees in public social assistance services for workers. In some countries the company provides supplementary health care services privately, either through health plans or supplementary health insurance.

Also available are: periodic training on health and wellness issues; flu shots; assistance programs with specialists in the legal, mental health and financial areas, with confidentiality for those who access them; medical, wellness and nutritionist services and physical exercise programs.

⁴ Some units do not have data on Covid-19 vaccination.



In addition to safe, modern and pleasant environments, Tramontina intensifies communication actions in preventive health campaigns.

- Hypertension and blood pressure monitoring.
- Sexually transmitted infections (STIs) and acquired immune deficiency syndrome (AIDS).
- Mindful use of medications.
- Blood donation.
- Hepatitis viruses.
- Safe transit.
- Covid-19 prevention.
- Breast Cancer and Prostate Cancer Prevention.
- Fight against Smoking, Alcohol and other Drugs.
- Oral health.
- Quality of life and wellness, such as physical activity, leisure and nutrition.

GRI 403-6

Occupational Health and Safety

GRI 403-8

Valuing people's lives is a Tramontina commitment, which constantly invests to improve infrastructure and work processes, providing modern and safe environments for all employees. With Occupational Health and Safety (OHS) management, the Company seeks to minimize risks and prevent the occurrence of accidents or health hazards among Tramontina's teams and outsourced workers who work at the units.

All Tramontina employees are encompassed by the scope of OHS management, within the legal and operational parameters of each company, whether they are employees, service providers or visitors. The chart below shows the number of workers covered by Occupational Health and Safety management, as reported by each company.

Scope of OHS Management in 2021 - Brazil

Employees, fixed service providers and apprentices whose work and/or workplace is controlled by Tramontina.

Brazil	10,674	100%
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Employees, fixed service providers and apprentices whose work and/or workplace is controlled by Tramontina, whose Management System was audited internally.

Brazil	10,431	97.7%*
--------	--------	--------

Employee whose work and/or workplace is controlled by Tramontina, whose Management System has been certified by an external party.

Brazil	4,114	38.5%
--------	-------	-------

* In some units, apprentices were not covered by the internal audit.



Tramontina Farroupilha stainless-steel sauce pans production line

OHS Management

GRI 403-1

The companies in the Tramontina Group develop their OHS management practices in compliance with the applicable laws of each country in which they operate⁵. In Brazil, companies align practices with the Head Office, through the OHS Committee. Among the factories, two have their OHS Management System certified under the ISO 45001 standard, Cutelaria and Farroupilha.

The procedures for identifying occupational hazards and assessing the respective risks are defined according to the characteristics and needs of each operation and are performed by qualified OHS professionals. Always striving for continuous improvement, when opportunities for improvement are identified through the results of risk assessments, action plans are generated, which undergo critical analysis and subsequent implementation.

These procedures are part of the Environmental Risk Prevention Program (Programa de Prevenção de Riscos Ambientais – PPRA). The factories have also started to develop the Risk Management Program (RMP), which will take effect in the country as of 2022. The activities of the internal OHS work groups at each site, as well as the auditing processes, also help improve the hazard

identification and risk assessment processes.

During 2021, the main projects developed were:

- **E-Social SST (OHS) Deployment:**

Electronic delivery/transmission of employee Health and Safety data, such as occupational health examinations, work accident reporting and environmental working conditions, to the Brazilian Federal Government.

- **Development of a Business Intelligence (BI) tool for OHS:**

tool used for monitoring and analyzing data related to work accidents in the companies.

- **Alignment of the occupational risk analysis methodology in the Tramontina ERP system:**

carried out by the manufacturing units, with the objective of implementing improvements in the internal tool for occupational risk analysis of activities, whether in the context of the workplace or operational procedure, aiming for improvements in the PPRA and preparation for the PGR.

⁵ Companies based in Brazil follow the Regulatory Standards (NRs) in force, which are ancillary provisions to Chapter V (Occupational Health and Safety), Title II of the Consolidated Labor Laws (CLT), as amended by Law No. 6.541/1977, defined as obligations, rights and duties to be complied with by the company and workers, preventing work-related accidents and illnesses.

Employee Participation

GRI 403-4

Employees contribute to developing and implementing occupational health and safety management either by reporting hazards, by being consulted during risk assessment by occupational health and safety specialists, or by participating in formal groups created by the company.

In companies in Brazil, the Internal Accident Prevention Commission (CIPA) is the main formal OHS group, with members elected as employee representatives and company representatives, who meet monthly. In companies without the requirement to create a CIPA, they are properly trained.

The companies also have other additional groups that deal with more specific OHS issues and rely on the support of the safety

area. They are in charge of identifying risk situations, proposing improvement actions, as well as raising the awareness of work teams. The managers that attend the meetings are responsible for enabling actions that must be taken to prevent accidents or diseases.

When the issues involve other areas, actions are defined jointly. The groups have their own meeting schedules, and meetings can also be held due to specific demands.

Supplementary OHS groups:

Fire/emergency brigade: group of employees responsible for responding to emergencies within the company's facilities, such as fire or work accidents.

Coergo: ergonomics committee with participation of professionals specialized in OSH, managers and workers.

Guardian Angel (Anjo da Guarda): since 2012, employees at the Cutelaria unit have acted as guardian angels in the prevention of work accidents and occupational illness, focusing on the behavioral aspect and making people aware of the importance of safe work. Each employee has a guardian angel, chosen by proximity and operational affinity, whose role is to alert, guide and make the co-worker aware of safe work practices, when any inappropriate situation is identified.

Tramontina constantly promotes actions to minimize and eliminate possible occupational risks.

GRI 403-2

Actions are triggered through the tools for identifying hazards and assessing risks, inspections or audits by formal OHS groups, internal OHS programs, customer audits or even by certifying entities, where the

current controls are evaluated (collective protection equipment – CPE, administrative measures or individual protection equipment – PPE) and, if necessary, additional preventive actions are triggered.

Occupational Health and Safety Programs:

GRI 403-3

- PPRA – Programa de Prevenção de Riscos Ambientais (Environmental Risk Prevention Program)
- PCMSO – Programa de Controle Médico de Saúde Ocupacional (Occupational Health Medical Control Program)
- AET – Análise Ergonômica do Trabalho (Ergonomic Work Analysis)
- PPR – Programa de Proteção Respiratória (Respiratory Protection Program)
- PCA – Programa de Conservação Auditiva (Hearing Conservation Program)
- PGR – Programa de Gerenciamento de Riscos (Risk Management Program)



Tramontina Cutelaria – Starflon Division

Professionals specialized in OHS, employees or companies hired to manage this issue, are responsible for providing support to all areas of the company in aspects related to prevention of work accidents or occupational illnesses. The new materials used, civil works, machinery and equipment, as well changes in the layout of companies, are verified internally for OHS-related requirements.

With regard to internal service providers, there are also practices for monitoring activities that involve critical hazards, such as: validation of the occupational health certificate, the required training, the protection equipment used, and others.

OHS Training

GRI 403-5

The training promoted for employees related to OHS topics also contributes to the prevention of occupational accidents and illnesses.

In Brazil, training needs are described in the Job Profile in the Human Development module of the Tramontina System. Training programs are organized by the Training & Development area that determines, together with the managers of each area, the language and the contents to be covered. The instructors are Tramontina professionals, or properly qualified contractors.

The Human Development module of the Tramontina System indicates which workers need training and in which knowledge areas, including control over the time required for refresher training. 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 (NRs).

All training sessions are offered during working hours. The effectiveness assessment is performed by the worker's immediate manager after the training is completed.

In 2021, more than 26,000 hours of occupational health and safety training were provided, a 10.9% increase compared to the previous year.

OHS training hours, by type, in Brazil*

Training Sessions	2019	2020	2021
Regulatory standards	14,504	11,482	20,363
Occupational health and safety	9,830	3,495	6,634
Total	23,669	14,977	26,997

* The number of OHS training hours at companies abroad was not collected in this reporting period.

GRI 403-7



Refrigerator assembly line
at Tramontina Farroupilha (RS).

Programa de Controle Médico e Medicina Ocupacional – PCMSO (Occupational Health and Medical Control Program)

GRI 403-3 / 403-10

The company monitors the occupational health of employees, as part of risk control measures. The PCMSO foresees, in a planned and periodic way, occupational health clinical exams and supplementary exams, according to activities and exposure to risks.

When any situation that potentially jeopardizes employee health is identified, the medical area informs the work safety area, and together they define new actions for prevention.

Companies that do not have their own occupational health service, including those abroad, engaged specialized service providers, responsible for the routine occupational health examinations.

In companies that have their own occupational health and medicine service, medical offices and outpatient clinics are made available, with services provided by specialized professionals. In the past three years, there has been no incidence of occupational illness situations subject to mandatory communication with Tramontina employees.

Reporting on hazards or unsafe situations

GRI 403-2

New hazardous situations may arise during work activities and workers are always encouraged to report them to the responsible authorities. When a Tramontina employee, or service provider, identifies situations of serious and imminent risk to their physical integrity or the lives of others, they are assured the right to refuse. This right is guaranteed in the Conduct Manual

and the employee may communicate it to his or her manager, Human Resources (HR) department, OHS officers, or even to the internal OHS representative committee. Upon becoming aware of the refusal, activities are suspended and the case is evaluated and addressed appropriately. Internal regulations and worker onboarding guidelines also address and reinforce the right to interrupt and suspend activities that pose serious and imminent risk.



Accident and incident investigation

GRI 403-2

Each Tramontina Unit has its own methodology for investigating work-related accidents and incidents. Investigations are conducted with participation of the employee involved, the supervisor

responsible for the activity or site, the representative of the accident prevention commission and the work safety area.

Based on the investigation, the causes of the situation are evaluated, corrective actions are defined and the procedures for controlling the risk are updated. The companies with operations in Brazil make their registrations in an integrated manner in the Tramontina system.

Work accidents

GRI 403-9

Deployment of the OHS dashboard in the BI tool brought improvements for decision making in the units in Brazil, allowing for analyzing data on the rate of work accidents, evaluating places of occurrence, types of related activities, the worker's length of service in the position or workplace, among other factors.⁶

Total number of Work Accidents:

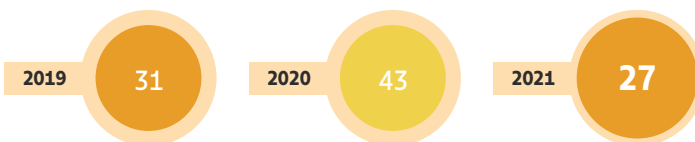
Brazil Employees

- 2019 - 143 accidents
- 2020 - 188 accidents
- **2021 - 300 accidents**

Employees abroad

- 2019 - 30 accidents
- 2020 - 31 accidents
- **2021 - 14 accidents**

Number of high-consequence work accidents:



The main types of work accidents:

2019 - Cut, scrape, abrasion, bruise

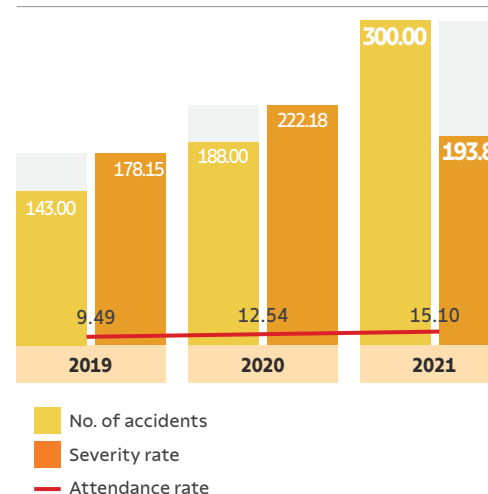
2020 - Cut, contusion, abrasion, immediate injury

2021 - Cut, contusion, abrasion, immediate injury and fracture

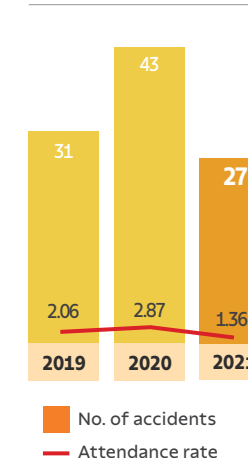
In the last three years, there have been no fatalities from work-related accidents or occupational illnesses.

GRI 403-9 / 403-10

Work accidents – Brazil



Serious work-related accidents – Brazil



In 2021, there were more work-related accidents, but fewer serious cases, both in absolute and percentage terms. As a result, the severity rate of work-related accidents has improved.

In operations abroad, there was a 54.8% reduction in the number of accidents requiring mandatory reporting during 2021 compared to the previous year, from 31 to 14 cases.

In 2021, a total of 13 work accidents were reported with outsourced workers working at Tramontina units, restricted to operations in Brazil. The units abroad reported no cases.

See more information in the Indicators Exhibit on page 100.

⁶ In this reporting cycle, the tool was not used for data collection.

4. Responsible Operation

Corporate Governance

Ethics and integrity

Supplier management

Taking care of people and the business

Environmental management



Conducting business with excellence is the basis of Tramontina's management, which strives to act in line with the best quality, health, safety and environmental practices.

The Tramontina Management System (Sistema de Gestão Tramontina - SGT) brings together the standards and certifications of manufacturing units, ensuring safety and quality from manufacturing to use of the products. With no mandatory implementation, the decision for certification is made by each company, which evaluates the need according to its operation and business strategy.

Responsible Operation

GRI 403-1 / 416-1 / 417-1

In 2021, Tramontina Belém (PA), joined the public-private partnership with the Brazilian Internal Revenue Service and became the first company in the state of Pará with the AEO-S certification. The recognition, granted by the customs control agency to operators in the logistics chain, demonstrates the company's ability to manage risks related to cargo safety.



At Tramontina's manufacturing units, the following certifications have been achieved:	Cutelar	Multi	Elétrik	TEEC	Garibaldi	Farrupilha	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			✓					
OEA-S Authorized Economic Operator								✓

Corporate Governance

GRI 102-18 / 102-19 / 102-26 / 102-33 / 102-34

Over the course of its history, Tramontina has earned a solid reputation, inspiring confidence and expanding its participation in the global market.

With its successful decentralized governance model, the Group's companies have had administrative and financial independence and autonomy for generations. The directors make decisions and define the guidelines, policies and strategies necessary to meet the specialties of each business, reporting directly to the Board of Directors.

Although administratively and financially

independent, all the Group's companies operate under the same brand and follow the same values and ethical principles.

The Board of Directors has the responsibility of consolidating institutional guidelines for decision making, supporting executives. To ensure alignment across all the operational 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.

Ethics
Honesty
Respect
Transparency
Seriousness
Exemplarity

Demands are managed by each unit and, as such, the company does not keep a corporate record of the topics.

Situations that require a more technical perspective are overseen by external and internal advisors, and areas are involved when specific issues need to be addressed. Whenever necessary, action plans are created to address different issues.

In addition to formal meetings, Board members interact frequently with the executives to monitor the main businesses and investments, periodically reviewing the annual target plans and the three-year strategic plans.



With its decentralized management, Tramontina strives for responsible, transparent and timely decision-making.

Board of Directors

GRI 102-18 / 102-22 / 102-23 / 102-24 / 102-25

The Board of Directors has five members, four of whom are representatives of the controlling families and one from operations. The appointment of Board members is a decision of family holding companies, and it is the responsibility of the board members to elect the chairman and vice chairman.

According to the statute, terms of office are for three years, with reelection permitted.

The Board of Directors, which also has functions typical of a stakeholders' council, meets monthly to discuss and deliberate on strategic agendas.

Members of the Board of Directors



Responsibility

Eduardo Scomazzon

Advisor Director
(1991 to 2021)

Committees
Financial
ESG

Administrative Position*
Foreign Commerce
and Finance

*At the Head Office

Joselito Gusso

Vice-President
(2007 to 2021)

Administrative Position*
Commerce Abroad

Clovis Tramontina

President
(1991 to 2021)

Committees
Environmental
Human Resources

Administrative Position*
Commerce in Brazil

Ildo Paludo

Advisor Director
(2003 to 2021)

Committee
Procurement

Administrative Position*
Procurement and IT

Inácio Chies

Advisor Director
(2003 to 2021)

Committee
Financial
Human Resources
Accounting and Taxation

Administrative Position*
Accounting, Tax and Corporate



ESG Committee

GRI 102-29 / 102-41

Created in 2021, the committee deals specifically with sustainability issues.

It debates and suggests projects and corporate actions related to ESG⁷ topics to the Board of Directors, unifying and consolidating the procedures and measures that involve environmental, social and economic impact management.

The committee's first initiative was preparation of the 2020 Sustainability Diagnosis Report. Creating the document, which was not published, was a great learning experience for the company, which identified opportunities to improve internal controls and gained experience in reporting economic, social, environmental and governance performance.

The experience also provided training for ESG Committee members and employees engaged in GRI disclosure data collection. To engage leaderships in sustainability agendas, a virtual lecture was held. The event was attended by more than 150 people, representing all companies in the Group.

In 2021, the Committee coordinated the materiality study, with results presented to the leaderships by video conference. For 2022, the ESG Committee intends to broaden engagement on material issues and define its sustainability strategy.

Committees

GRI 102-18 / 102-19 / 102-22 / 102-33

The committees are a culture at Tramontina, created to instrumentalize and prepare the Company for the future.

These are formal, non-statutory groups, with no direct connection to the Board of Directors and formed by employees from all units at various hierarchical levels.

The members are defined by the head of each committee, and one of the main criteria for choosing them is familiarity with the topics to be addressed.

In general, the committees have the objective of aligning corporate demands and recommending the best management practices in their respective topics.

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.



Financial Committee

It controls and monitors the financial and accounting performance of all units, shares financial information, provides guidelines to accomplish the annual plan, defines a single vision for relations with financial institutions and verifies the risks related to operations.



Environmental Committee

It aligns the environmental management practices in units, verifies the legal risks related to operations, and also develops and enhances corporate Environmental Management programs. The Reverse Logistics, Greenhouse Gases, GRI, Environmental Communication and Circular Economy subcommittees streamline the resolution of specific issues.

⁷ ESG refers to the Environmental, Social and Governance practices that organizations develop in support of sustainable development and which are considered relevant from an investor's point of view.



Human Resources Committee

It guides the units on corporate procedures related to Human Development and to labor, social security, occupational health and safety legislation. It acts in the standardization of operational processes, sharing knowledge to improve the performance of HR teams.



Procurement Committee

in relation to stock, budget compliance and input cost variation indicators. It promotes and shares the results of joint negotiations and defines a unique vision for relationships with suppliers. It also assesses risks and trends related to the supply chain.



IT Committee

It researches and implements corporate technological solutions, delivering information for strategic business use, integrating the demands and needs of the units and standardizing the use of systems in process automation. It optimizes the application of resources, supports decision-making and internal process control, and ensures that the implemented policies correspond to Information Security.



Accounting and Taxation Committee

It monitors changes in tax legislation and accounting standards, assesses the impacts within the group and identifies the parameters to be used. It issues corporate reports, accompanies and assists the external audit. It also provides advice to the units when any operational occurrence is identified.



Other committees

The Endomarketing, Worker Health and Safety, Training and AEO committees promote the alignment of issues and practices across different operations, assisting management and operational areas. When necessary, they also make periodic reports to Board of Directors.

GRI 102-18 / 102-19 / 102-22



Crisis Management Committee

The Committee was set up at the beginning of the pandemic to establish procedures for preventing and controlling Covid-19, to protect the health of employees and to maintain jobs.

It was also responsible for developing Tramontina's Corporate Contingency Plan, shared with all units in Brazil, and for monitoring the Ordinances and Decrees issued by government agencies to determine the applicability of restrictive measures

to reduce contagion.

In 2021, the Committee strongly encouraged the Coronavirus Vaccination Campaign, helping the public health network with vaccine application by making qualified professionals available. Employees were encouraged to adhere to the complete vaccination program, aiming to protect the collective.



Management of economic, environmental and social impacts and risks

GRI 102-15 / 102-29 / 102-31

The Group's companies map and act on their economic, environmental and social risks and impacts, identifying opportunities for the business. In isolated situations and events, such as the case of the Covid-19 pandemic, the Company establishes corporate guidelines, with stricter protocols that must be followed by all units. The creation of the Crisis Management Committee in 2020, to face the pandemic, is an example of this practice.

The projects undertaken in the companies undergo a technical and economic feasibility analysis, also evaluating social and environmental impacts. This is the result of a corporate culture that values positive economic and financial performance, always favoring people and respecting the environment.

At the corporate level, economic and financial issues are periodically discussed by the Board of Directors and worked on by the Finance Committee and the Accounting and Tax Committee. Social and environmental topics are evaluated and debated by the committees, which keep the Board of Directors constantly informed.



In 2021, no factory operations or suppliers were identified as posing a risk to freedom of association and collective bargaining, or significant risks of cases of child labor, exposing young people to hazardous work or subjecting people to forced or compulsory labor.

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

Ethics and integrity

GRI 102-16 / 102-17 / 412-2

Tramontina's actions are based on conducting business with integrity and excellence, and it disseminates ethical, fair and egalitarian behavior throughout all the Group's companies by means of the guidelines laid out in its Conduct Manual. Under the responsibility of the Human Development Department, the document is approved by the Board of Directors.

Launched in 2018, the Manual was distributed to employees and became the main document to orient the internal audience, suppliers and other partners about ethical and acceptable behavior in work relationships. It is currently available on Tramontina's website in Portuguese, English and Spanish versions, where customers and partners can find information about fighting corruption, non-discrimination, human rights, child labor, forced labor, freedom of association and others.

Stakeholders, directors and employees must maintain a work space that is respectful, safe, productive and inclusive for everyone. This commitment is also reflected in our relationships with suppliers, customers, consumers, government and the community.

In onboarding training, new employees have access to the content of the Conduct Manual and sign a commitment where they agree to contribute to and foster integrity in their day-to-day activities.

Each business unit conducts periodic orientations, according to demand, to maintain an understanding of and compliance with ethical standards.

Factory suppliers are informed about the Conduct Manual when they receive a purchase order, and are instructed to comply with and commit to the same practices followed by Tramontina.

In 2021, all new employees in Brazil were informed about the anti-corruption procedures and human rights policies or procedures through the Conduct Manual training program, totaling 2,164 hours of training.

Aiming to expand and strengthen its integrity practices,

Tramontina is developing a Reporting Channel that will be available in 2022.

Currently, whenever cases of unethical conduct are identified, the facts are reported to the HR department and properly addressed.



See the Conduct Manual here.

Legal compliance

Platforms, publications and consulting are the tools used by Tramontina for daily monitoring of legal changes. In 2020, in order to advance in legal compliance control and monitoring governance, the Company rolled out a plan to cross-reference information to gauge the level of compliance of operations. In 2021, the company started training the teams involved in improving compliance practices, and in 2022, it aims to implement a tool to assist in management of the topic.



Data protection and privacy

In 2020, Tramontina began adapting its Brazil units to the Brazilian General Law on Personal Data Protection (LGPD), when it implemented several action plans together with business areas and the Group companies. Currently, formal registrations are made when the data subject wants:

- To confirm the existence of data.
- Access to data.
- To correct incomplete, inaccurate or outdated information.
- To request anonymization, blocking or deletion of unnecessary data.
- To request portability.
- To delete information after processing.
- To inform the shared use of data.
- To be transparent about the consequences of not informing the content.
- To revoke consent.

With the technological acceleration of recent years, the company has resumed implementation of ISO 27.001, focused on information security.



The Tramontina Call Center is the channel responsible for receiving complaints and requests about data protection and privacy (more on page 23). In 2021, there were 10 registered requests.

In 2021, no cases of customer data leak, theft or loss were reported.

GRI 418-1

Processes implemented in the past two years



Elaboration of Privacy Policies for all processes involving the processing of individual data. The documents will be published on official websites, the Corporate Workplace and the Tramontina intranet in 2022.



Revision of the Tramontina Security Policy, establishing rules and good practices that must be complied with by all employees and third parties that access Company data.



Creation of new rules for contracting suppliers, formatting standard clause templates that are mandatory, to be used in all contracts in which there is data exchange.



Implementation of the new image use terms and commitments with employees, after training and distribution of explanatory booklets, educating the internal audience about the General Data Protection Law (LGPD).



Conducting training and creating explanatory videos, preparing guideline documents, work instructions and various policies necessary to adapt the Company to the new rules.

Supplier Management

GRI 102-9 / 102-10 / 204-1

Tramontina develops long-term partnerships, whether national or international, fostering trustworthy business relationships that are reflected in the stability of supplying for its operations.

For more than 40 years, supplier management has been decentralized, speeding up decision making, 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.

Critical suppliers are those that are directly linked to the operations of factories and DCs, within three categories: direct, fixed assets and services.

Factories

Direct – Considered the most critical for the business, as they correspond to 65,4% of the amount spent on purchases.

They supply products such as carbon steel, stainless steel, aluminum, thermoplastic resins, paints, varnishes, cardboard and wood packaging.

Fixed assets – Machines, equipment, devices, molds, dies and others.

Factories and DCs

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

Suppliers considered indirect – office supplies, hygiene, safety, food, software and maintenance materials, among others – serve all the Group's companies, but do not pose a risk to the operation.



Amounts paid to employees,
by business type
(in billion Reals)

Factories

R\$ 6.74

Brazil DCs

R\$ 0.52

DCs Abroad

R\$ 0.96

In 2021, Tramontina* paid over R\$ 8.2 billion to more than 21.7 thousand suppliers.

* Stores located in Brazil do not have information related to suppliers. There has been no significant change in the location of suppliers in the reporting period.

In 2021, the factories made purchases from over 16 thousand suppliers.

Almost 2 thousand are direct suppliers and received over R\$ 4.4 billion, an amount that corresponds to 65.4% of the total spent on purchases by these units.

76.9% of the amounts paid went to suppliers in Brazil and 23.1% to suppliers abroad.

In the Brazilian market, 43.1% of the transacted value was with suppliers located in the state of Rio Grande do Sul, where most of the manufacturing units operate.

Of the most relevant purchases made by units abroad, Asian suppliers accounted for 65.7% of purchases, European suppliers for 26.2%, and North American suppliers for 4.6%.



Relationship of trust

GRI 102-9

Tramontina's commercial relationships are guided by the Conduct Manual that directs everyone's responsibility in dealing with suppliers. The material covers, among other topics, practices considered illicit, anti-corruption conduct, and guidelines for receiving gifts and presents.

The company respects the autonomy of suppliers and service providers and encourages its business partners to act in accordance with the same principles of ethical conduct practiced in day-to-day business. For this reason, suppliers are informed of the existence of the Conduct Manual through the purchase order. The contracts have non-disclosure, data protection and privacy clauses, as well as relevant commercial matters according to the needs of each negotiation.



Supplier assessment

GRI 102-9 / 102-10

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 compliance, delivery efficiency, quantity according to purchase order and commercial conditions.

The units also control various documents related to Worker Health and Safety. Service providers must provide evidence of 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.

Continuously improving the social and environmental analysis of suppliers and service providers is also one of Tramontina's objectives. As such, partners' environmental management practices are evaluated, as well as a check to identify whether they have their management system certified (see more on page 55).



Special

Taking care of people and strengthening the business

Tramontina has managed the challenges of the Covid-19 pandemic in the same way it has managed other crises throughout its history: prioritizing people's health, preserving jobs and suppliers and supporting local government and communities.

Since 2020, the Crisis Management Committee (see more on page 59) has consolidated practices across companies and established guidelines to

prevent contagion, thereby ensuring the physical and emotional safety of employees.

In 2021, the Company's precautions and investments to contain Covid-19 were intensified, following all protocols. Over the two years, everyone's awareness and collaboration were crucial to ensure the effectiveness of actions and everyone's health and safety.



Ana Cristina Sousa Pimentel
9 years with the company
Supervisor – Human Resources

A recent fact that made me deeply happy was the company's generosity in remembering people during such a difficult time like this pandemic. By granting a wage readjustment to more than 9 thousand employees, Tramontina has clearly demonstrated the importance that we all have. It is very good to learn from a company that has been firmly established in the market for 110 years, with simplicity, competence, ethics, innovation and respect for people and the environment. Long live Tramontina and all of us who are part of this beautiful story.



Tramontina Multi Covid-19 Protocols

Covid-19 Protocols 2020-2021

- Creation of the Corporate Crisis Management Committee.
- Contingency Plans.
- 70% alcohol hand sanitizer in environments.
- Masks for employees.
- Sanitizing mats.
- Sanitizing workstations and objects.
- Monitoring flu symptoms in employees and service providers.
- Extensive communication with guidelines about safety measures for employees.
- Videos with guidelines from Occupational Physicians.
- Extensive communication about sanitation protocols and caring for the body and mind.
- Distancing protocols in environments.
- Restaurants: sanitation protocols, procedures, distancing and changing meal times to reduce crowd capacity.
- Remote work for teams and meetings in the online format.
- Risk groups: distance from activities.
- Gradual return to in-person activities*.
- Pregnant women: on leave from on-site activities. Those with the possibility of home office work have adopted the remote work modality.
- Suspension of trips and company visits.
- Gradual return to travel and company visits with Covid-19 testing and vaccination control*.
- Flu vaccination campaign.
- Covid-19 Vaccination: constant dissemination of campaigns and tracking employee compliance*.
- Vaccination control for service providers and visitors*.

* Specific actions in 2021.

 **Special**

Ventra

GRI 203-1

In light of the high demand for respiratory equipment in the hospital network in 2020, Tramontina sought an alternative that could be developed internally. The company brought together its technical teams, primarily electronics, machine building and engineering, to create Ventra, a respiratory support apparatus for emergency use, used during when critical care ventilators are unavailable. In

the first year of the pandemic, 40 equipment units were manufactured and donated to hospitals in 33 cities in Rio Grande do Sul. In 2021, another 20 units were manufactured. Of these, 18 were donated and two remained at Tramontina, for any eventual emergencies.



Olivo Lazzari
35 years with the company
 Manager - Tooling and Machining
 Tramontina Cutelaria

Ever since I was invited to work in mechanics, I realized that I really identified with the technical areas of the company.

Participating in the construction of machines and tools that help to manufacture excellent-quality products leaves me very fulfilled. A recent fact that marked me was when, because of the pandemic, I had the opportunity to participate in the project of building Ventra respirators, donated to several hospitals in the country. Tramontina taught me to always do things the right way and, above all, to respect the people around me.



Ventra – laboratory testing

58 equipment
items donated

46 cities
benefited

Over
R\$ 1 million
invested

Over R\$ 6 million
invested to help the
community face the
pandemic.

Donations made in 2020 and 2021:

Respirators

- 8 respirators recovered for the City of Belém
- 1 respirator donated to Hospital Tacchini
- R\$ 167.6 thousand invested

Food staples baskets

- 3,550 units donated
- R\$ 318 thousand invested

Tramontina Products

- Over R\$ 187 thousand in donations
- 15 Entities benefited

Direct grant

- Over R\$ 4 million in donations
- 9 Benefited entities

**Special**

Impacts of the pandemic on operations

During the most difficult times of 2020, Tramontina was quick to define guidelines to keep operations running. Guaranteed production based on the purchase of products by the DCs, combined with the factories' practices of maintaining stocks of raw material, were crucial for the Company to be prepared to meet customer orders when demand started to increase from consumers interested in equipping their homes with more comfort to endure social isolation. The decision not to lay off any employees also contributed to the speedy recovery of operations, with teams operating at maximum capacity to meet the demand.

In this way, when everyone was shut down and struggling to produce and supply the market, the Company met

the substantial growth in demand, both in Brazil and abroad.

If the closing of brick-and-mortar stores, according to the restrictions in each state, caused direct consumer sales to fall below 10%, the same scenario favored e-commerce. Between May and June 2020, the online T store expanded its sales fourfold. To cope with this growth, it was necessary to expand the team and invest in tracking technology, improving delivery logistics.

Starting in the second half of 2020, the supply chain began to suffer the negative impacts of the health crisis, remaining unstable throughout 2021. This situation forced the Group to manage a rapid reduction in inventory levels caused by the strong upturn in industrial production. The high

demand also generated increases in the price of supplies, such as stainless steel, thermoplastic resins and packaging materials, as well as logistics costs, causing a financial imbalance in cash flow. It was thus necessary to negotiate longer payment terms with suppliers, seek resources with banks and, when possible, pass on the increases in production costs to the consumer.



Weighted cost increase compared to 2020

- **86%** for carbon steel
- **49%** for stainless steel
- **43%** for cardboard items
- **47%** for thermoplastic resins
- **47%** for aluminum

Environmental Management

GRI 103-2

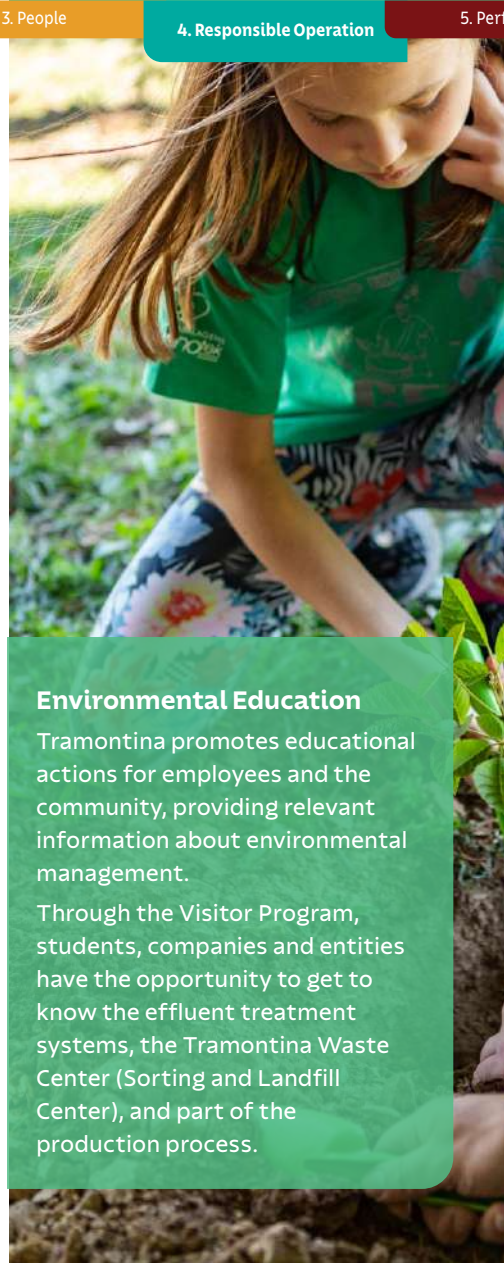
Year after year, Tramontina has been improving its environmental practices by investing in clean technologies for an environmentally responsible operation in waste, water, effluent, energy and emissions management, in addition to process, product and packaging reviews. The Environmental Management Program and the Conduct Manual are some of the tools used to transform production processes, products, packaging, people and society, generating more environmental value and reaffirming its commitment to society.

With robust environmental practices that go beyond legal compliance, the factories account for the most significant environmental impacts and continuously act to improve their operational eco-efficiency, minimizing the negative effects of the operation and promoting sustainable development.

They analyze environmental aspects and impacts through a predefined methodology, which qualitatively evaluates the inputs and outputs of each activity. The factories certified in ISO 14.001 conduct mandatory assessments and register them in the Tramontina System.

The Group's other businesses operate in compliance with the law and are advancing in their environmental agendas.

Decentralized management also occurs in the environmental department of companies. The Units develop their projects and actions independently, aligning system-wide initiatives and exchanging experiences and knowledge through the Environmental Committee (see more on page 58).



Environmental Education

Tramontina promotes educational actions for employees and the community, providing relevant information about environmental management.

Through the Visitor Program, students, companies and entities have the opportunity to get to know the effluent treatment systems, the Tramontina Waste Center (Sorting and Landfill Center), and part of the production process.

Campaign against wasting food

On the initiative of the Environmental Committee, the factories are working intensively to make their employees aware of food waste. The campaign rolled out for this purpose is an ongoing action that joins environmental education with social responsibility and engages all employees who use the factories' restaurants.

Some units, according to the improvement of the Waste Index, donate food to social entities. The amount donated, in weight, is the difference between the achieved result and the projected goal, multiplied by the total number of meals.

In 2021, Tramontina TEEC donated 266 kg of food to Movimento Assistencial Barbosense (MAB) and Tramontina Eletrik along with Tramontina Multi, donated 313 kg of food to the Carlos Barbosa Volunteer Fire Department.

In 2021, there was an approximately 8% reduction in food waste in the cafeterias.

No. of Meals served	1,302,068	1,690,072
Food waste	27.87 ton	33.397ton
Index (g/meal)	21.40	19.76
	2020	2021

Product and packaging lifecycle

GRI 103-2 / 301-1 / 301-3

The units have independent product and packaging life cycle management practices, which involve various assessments and methodologies.

With their structures specialized in a certain product category, they work with state-of-the-art technology and highly qualified professionals in their areas of activity. They continuously strive to improve their employees so that different raw materials are tested, new products are developed, changes in the production process are made and logistical solutions are found.

In general, Tramontina products and packaging undergo a careful transformation process that combines selection of the best raw materials with the use of excellent production practices, within the characteristics of each manufacturing unit and product type.

When developing new solutions, Tramontina strives for the best use of

materials and, whenever possible, their reuse, working for their circularity. As an example, the engineering areas work with precision software to ensure the best use of steel during the cutting process, in the product preparation phase.

Other analyses, with equal criticality, are performed in different stages of the products and packaging lifecycle – production, use and post-consumption, including reverse logistics programs (see more on page 71). All this care allows Tramontina to remain innovative, delivering unique consumer experiences with as little impact as possible.

More than 127 thousand tons of raw materials of non-renewable origin are used in the production process, such as carbon steel, aluminum, stainless steel and plastic.

These materials account for approximately 87% of the total, by weight, of all raw materials and components purchased in kg.

Non-renewable materials used

GRI 301-1

Material	Kg	% of Purchase (in weight)
Carbon steel	46,641,319.80	32.0%
Aluminum	25,551,606.84	17.6%
Stainless steel	24,320,077.04	16.7%
Polypropylene	19,771,843.20	13.6%
PVC	11,306,256.57	7.8%
Total	127,591,103.45	87.7%

Wood is the renewable raw material most used at Tramontina for the production of tools, furniture, flatware and utensils in general.

In 2021, approximately 115,000 m³ of wood were consumed in the production process, part of which came from our own production forests.



Environmental improvements in packaging

GRI 301-2

At Tramontina, packaging is not just a place to hold your product. The way the consumer receives and also discards these materials has direct reflection in the environment. For this reason, the factories are continuously studying and developing improvements in their packaging.

In 2021, the factories continued a series of actions to reduce the environmental impact of packaging inserted in the market. Through inter-departmental projects, they seek to integrate technical viability with economic and environmental feasibility, always innovating to reduce the use of natural resources and waste generation. It is thereby possible to promote the circular economy, meeting the demands of stakeholders and adding value to the recycling chain.

The Environmental Committee also fosters these initiatives and encourages the exchange of experiences in its meetings, always pursuing continuous improvement in all units.

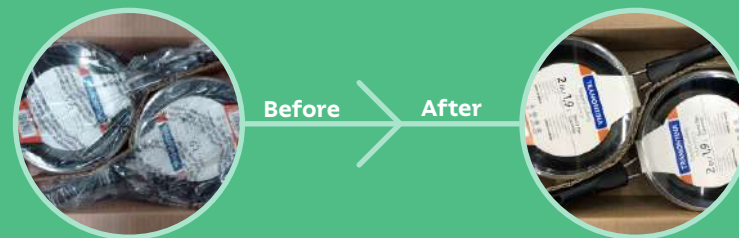
Some projects for environmental improvements in packaging can be found on the following pages, such as:

- Tramontina TEEC recycled plastic packaging (see more on page 71).
- Cardboard reused in Tramontina Cutelaria packaging (see more on page 74).

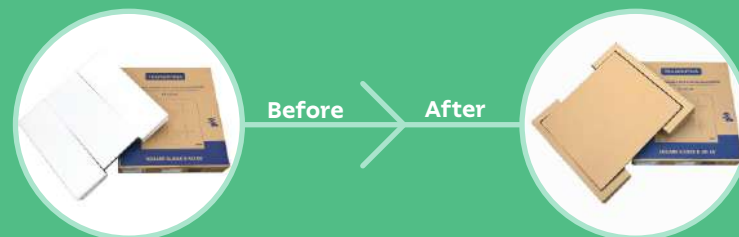


Continuous improvement

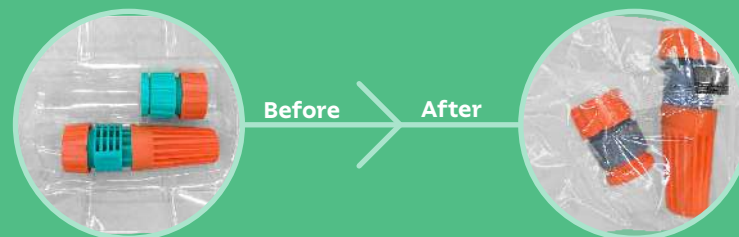
In 2021, changes in the process allowed Tramontina Cutelaria to **cut over 12.8 tons of plastic from its packaging**, considering the average sales.



By replacing Styrofoam with cardboard, a renewable source material of greater interest to the recycling chain, Tramontina TEEC **prevented approximately 65.5 thousand liters of the material from being inserted in the market** through its packaging.



By replacing Blister pack with Flowpack, an envelope-type package, Tramontina Multi was able to **reduce the weight of its packages by 65%, keeping approximately 7 tons of plastic from being inserted into the market every year**.



Circular Economy

GRI 301-2

Circularity practices are also part of the production process at Tramontina. Some waste materials, such as aluminum and plastic, are reused internally, avoiding disposal of noble raw material and reducing the need for a new purchase and, consequently, a new extraction.

In 2021, the Environmental Committee created the Circular Economy Subcommittee with the objective of studying and more thoroughly understanding the dynamics of use, disposal and reuse of raw materials by factories.

In addition to generating innovation and promoting exchange among the Group's companies, Tramontina also seeks to engage its suppliers. The initiative came from a successful case developed by Tramontina TEEC.

Over **26.4 thousand** tons of scrap metal are recycled, becoming raw material again.

Over **11 thousand** tons of aluminum are reprocessed in-house.



- The vast majority of products and packaging are 100% recyclable at the end of their service life.
- The line of sinks does not have concrete, an exclusive Tramontina distinction, facilitating recycling at the end of the product's service life.



In 2021, Tramontina TEEC started using 90% recyclable plastic in the packaging of sinks, basins and utility sinks, avoiding the use of 100% virgin

Part of the material comes from the surpluses generated in some production lines, which are sent to the supplier by the Tramontina Waste Center.

The supplier, adding waste from its own operation and from other recycled resin suppliers, produces the packaging that is used by TEEC.

The goal is to minimize the environmental impact of packaging, to encourage the consumption of recyclable material and the recycling of post-consumer packaging.

In 2022, the company estimates that it recycles about 100 thousand kg of plastic with this initiative.

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TRAMONTINA **for**
ma



- In hose production at Multi, the generated PVC waste is reprocessed and returns to the production line, becoming product again.
- The watering cans and plant pot holders, in the gardening line, are produced with Green Plastic – a recyclable material made from a renewable source.

Reverse Logistics to serve the Brazilian market

GRI 301-3

With the support of partners, Tramontina has reverse logistics programs for packaging, portable electronics, household appliances and tires. In partnership with EuReciclo, all factories perform environmental offsetting of 22% of the total weight of packaging placed on the market, destined for end consumers. When recycled, the packaging returns to the market as raw material for other products, thus minimizing post-consumer impacts. This is a program to encourage the recycling chain that fosters cooperatives between collectors

recycling companies, resulting in positive socio-environmental impacts in the communities.

In 2021, more than 1,200 tons of materials were offset for packaging placed on the Brazilian market in 2020.

Also in 2021, 1,107.07 tons of paper, cardboard and plastic packaging were placed on the market, which will be offset throughout 2022.

Tramontina is a member of the ABREE (Brazilian Association for Recycling of Portable Electronics and Household Appliances), which has around 3,400 points of collection for this type of waste in more than 1,100 Brazilian municipalities. In 2021, the association collected and properly disposed of 1,245 tons of waste. As this is a joint action, ABREE does not provide information on the waste collected per member.

Learn more about ABREE and EuReciclo:



International E-Waste Day

In 2021, to raise awareness among its employees, Tramontina ran a campaign in partnership with ABREE on International E-Waste Day, to collect portable electronic and household appliance waste and batteries in all of its units in Brazil. More than 2 tons of waste were collected and disposed of in an environmentally sound way by ABREE.



Tramontina Multi manufactures and sells gardening equipment and electric vehicles that use tires as components.

The company makes its technical support network available to receive and properly dispose of tires used in its products, in addition to participating in the offset program with UTEP do Brasil LTDA. This way it meets the legislation by offsetting 70% of the weight of imported tires sold.

In 2021, 3,165 kg of tires were offset.

Waste Management

GRI 306-1 / 306-2

Tramontina continuously strives to optimize the use of natural resources, minimizing waste through actions to make the most of materials in its processes, products and packaging. In waste management, the focus is on non-generation and then, subsequently, on technological improvement for proper disposal and treatment, always considering technical and economic viability and environmental impacts.

The received waste tracking process includes the Waste Transport Manifest (MTR), Invoices (when applicable) and Disposal Certificates (CDFs). The factories that do not use the services of the Tramontina Waste Center have their own environmentally appropriate disposal processes, with various partners and with the same tracking practices.

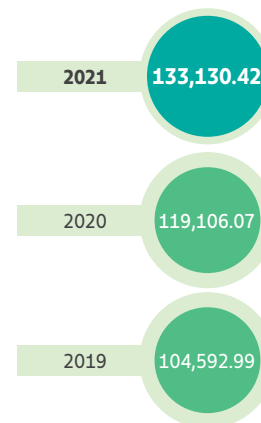
All of the manufacturing units have a robust and long-lasting Selective Waste Collection Program that enables proper waste separation and disposal. The main materials used in the composition of products and packaging are of great interest to the recycling chain, including stainless steel, carbon steel, aluminum, plastic and cardboard. As these are also the main materials that make up the

products and packaging placed on the market, Tramontina reinforces the importance of continually evolving in Circular Economy Projects.

Waste is treated with equal importance and, whenever opportunities are identified, measures are taken to promote improvements. Evaluations are carried out to look for possibilities of reuse or recycling, either inside or outside Tramontina. If this is not possible, other forms of treatment are considered, with landfill representing the last option. Monthly, the waste generated by the factories is accounted for and monitored to identify possibilities for reduction, recycling, reuse, or even a change in the raw materials used.

The Group's other businesses have waste sorting and disposal practices in accordance with the laws of each location.

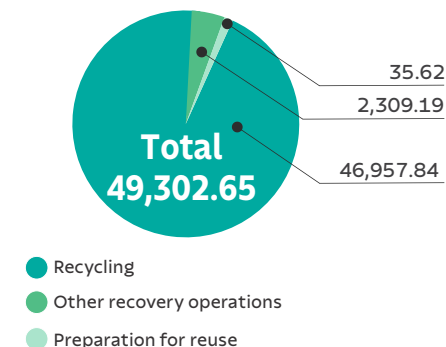
Total weight of waste generated, per year
(in metric tons)* GRI 306-3



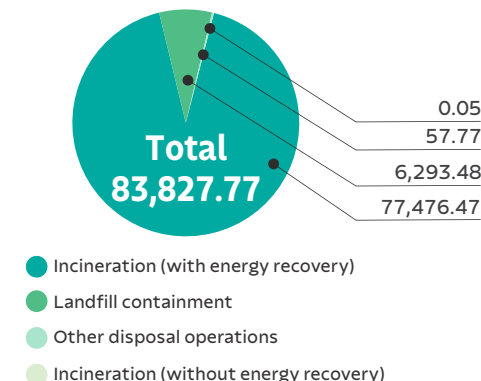
* Considers information from 9 factories, Distribution Centers in Brazil and Tramontina United States.

Good waste management practices are reflected in the numbers. In 2021, **93.5%** of generated waste has recycling and energy recovery as their final destination.

Waste not sent for final disposal
(in metric tons) GRI 306-4



Waste sent for final disposal
(in metric tons) GRI 306-5



* Considers information from 9 factories, Distribution Centers in Brazil and Tramontina United States.

Tramontina Waste Center

GRI 301-2 / 306-1 / 306-2

The Tramontina Waste Center, founded in 1993, consists of a Sorting Center and landfills for hazardous and non-hazardous waste. Located in Carlos Barbosa (RS), it supplies the Group's companies based in the city and in two other cities in the region: Garibaldi and Farroupilha. Certified under ISO 14.001, the structure is dedicated to improving waste management, valuing and promoting appropriate disposal, as well as fostering several circular

economy projects.

The waste handled at the Center is sorted by type and sent to third-party recyclers and re-processors, responsible for recycling, decontamination and energy reuse, among other processes.

The approval of partners includes a technical and legal compliance assessment, which involves analysis of documentation and, in some cases, technical visits to verify the actual operational situation.

The sludge waste generated in the Wastewater Treatment Plants at Cutelaria, Eletrik, Multi and Farroupilha is now sent for composting.

With this improvement, more than 800 tons of waste have already not been sent to the landfill.



All cardboard received by the Tramontina Waste Center is sorted and some is reused by cutting protections used in the packaging of Tramontina Cutlery products. The material cutting and preparation stage takes place inside the Sorting Center's facilities.

In 2021, about 10% of Cutelaria's need was met by reused material, accounting for more than 2 million units.

Tramontina Cutelaria is the unit responsible for managing the Waste Center, aiming to study the feasibility of new ways to dispose of waste that, today, is sent to the company's landfills. The feasibility of implementing new disposal locations is addressed in the Environmental Committee.



Tramontina Waste Center
Class I Landfill

In the Environmental Impact Study, carried out during the licensing process, the data collected during the public hearing for the project's approval allowed the Center to be designed and implemented with the least possible impact.

To keep communications open with the community, surveys are periodically conducted in the vicinities of facilities to identify possible impacts on the lives of residents and find appropriate solutions for each demand.



Tramontina Waste Center
Class II Landfill



Transforms Waste

GRI 306-2



1,465 tons of recycled plastic were consumed to manufacture Tramontina Delta products.



Over **66 thousand** tons of wood scraps were used by the factories as an energy source to generate electricity and steam.



459 tons of waste were sent for co-processing, a technology that reclaims the energy from waste in cement production furnaces.



918 tons of waste were sent for composting, where the sludge from the Wastewater Treatment Plants and other organic waste is transformed into organic compounds for the production of fertilizers and substrates.

Ecological firewood

Made from reforested sawdust, ecological firewood is generated in the process of machining tool handles. Sawdust is compacted to make briquettes under pressure and high temperature, without the addition of chemicals, resulting in an environmentally friendly product with high energy value.

In 2021, Tramontina Multi produced 9,600 tons of ecological firewood from sawdust waste.



Maria Fumaça (Steam Locomotive) powered by ecological wood

Those who take a ride on Maria Fumaça (Steam Locomotive) in Serra Gaúcha can be sure that they are taking a ride powered by sustainable fuel. Almost all (95%) of the material used to supply the route from Bento Gonçalves to Carlos Barbosa, in Rio Grande do Sul, is ecological wood.

The partnership between Tramontina and Giordani Turismo, the company that manages the tour, promotes responsible tourism and contributes to improvement of the environment.

The factories account for 92.2% of the Group's total water consumption.



Tramontina Garibaldi rainwater cistern

Water and effluent management

GRI 303-1 / 303-2

Water is a strategic resource for Tramontina factories, as it is used in several stages of the production processes. The Group has consolidated monitoring and qualitative control practices for water consumption and discharge, with automated or manual records. It also carries out evaluations of representative consumption points, monitoring indicators and searching for alternative sources of water resources and improvements in their treatment systems.

The supply is guaranteed by four different sources, varying depending on the unit. These are: drinking water (public mains), rainwater, underground water (deep

wells), which is the main source of supply, and the reuse of treated effluents. No water consumption in a water-stressed area was identified.

To avoid using better quality water, such as that from wells, some factories have invested in structures and systems to harvest and use rainwater, as well as in the reuse of treated wastewater in the Wastewater Treatment Plants and in new treatment technologies. For industrial, sanitary and firefighting purposes, some factories already exclusively use rainwater and reclaimed water, eliminating consumption from noble sources and preserving natural springs.

All units have some form of sewage treatment and all factories with significant effluent generation have their own wastewater treatment plants. The effluents generated in the production processes undergo physical-chemical and biological treatment so that they can be reused or disposed of in receiving bodies, in compliance with legislation in force. The same things happens with the sewage and effluents generated when preparing employee meals in the in-house restaurants. Tramontina Madeiras, TEEC and Tramontina Belém outsource the treatment of industrial wastewater due to low volume.

Reservoirs for Surface Water Monitoring Tramontina Cutelaria

In 2021, total water consumption was 390.02 megaliters.*

GRI 303-5

*Considers only the total water capture and effluent discharge at the Group's 9 factories.

Water discharge standards are defined and carried out according to Operating Licenses and other applicable legal requirements. In factories and DCs that have their own wastewater treatment plants to treat industrial effluents and sewage, the reuse rate reaches 100%. The criteria adopted to define internal reuse are technical and consider the particularities of each unit. Four of the 9 manufacturing units are

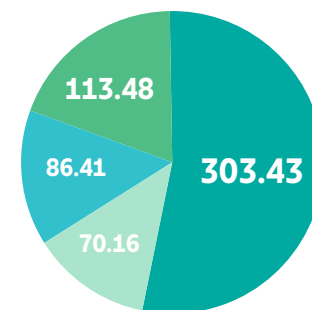
responsible for 95.7% of reclaimed water consumption: Cutelaria, Multi, Farroupilha and Delta, which began following the practice in 2021.

In operations with smaller discharge volumes, sewage effluents is treated through conventional systems, such as septic tanks/filters and sumps. The international units, offices and stores use the systems provided and managed by the condominiums where they are based.

Understanding the importance of this natural resource, not only for Tramontina, but also for society, the business units run campaigns to raise awareness about the rational use of water. There is also training for employees and information materials for the interior and exterior audience.

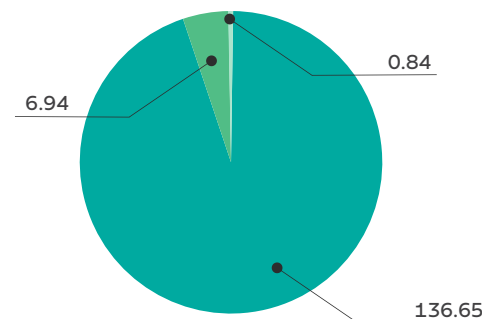
GRI 303-1 / 303-2

Total water harvesting, by type
(in megaliters) GRI 303-3



- Deep wells
- Rainfall+Reservoir
- Public Utility
- Reuse

Total water discharge, by type
(in megaliters) GRI 303-4



- Surface water
- Sewage treated in septic tank, filter and sump
- Wastewater treated by outsourced companies

Total fresh water harvesting and disposal
(in megaliters) GRI 303-3 / 303-4

Total harvesting	503.32 Fresh water
	70.16 Reuse
Total disposal	137.49 Fresh water

Energy management

GRI 302-1 / 302-4

Energy is an indispensable resource for Tramontina's production processes and products. As such, starting from conception, the designs of machines and equipment used by factories are developed to have the lowest energy consumption possible, using high-efficiency engines. This is a traditional and consolidated practice in all factories.

To reduce energy consumption, units also follow the practice of replacing conventional light bulbs with LED bulbs, installing presence and lighting control systems, erecting buildings with a natural lighting and ventilation system, as well as designing more efficient machines and products.

In 2021, the reductions in energy consumption as a result of these improvements was 5,431.11 gigajoules.

GRI 302-4

Tramontina energy intensity rate in 2021 was 11.14 Gj*.

GRI 302-3

* Gigajoules/tons of products produced (gross weight).



Electricity use and sale

(in gigajoules)

GRI 302-1

Electricity consumption	793,326.92
Electricity sold	4,476.99

Historical series – Total energy consumption

(in gigajoules)

GRI 302-1

2021	2,411,009.90
2020	2,017,440.76
2019	1,920,578.14

Fuels from non-renewable sources

(in gigajoules)

GRI 302-1

2021	867,209.04 Sawdust/Wood scraps
	33,062.50 Firewood/Logs

Fuels from non-renewable sources

(in gigajoules)

GRI 302-1

2021	692,010.99 Natural Gas
	17,552.55 LPG
	7,567.36 Diesel
	280.54 Gasoline



- In 2021, there was a 22 thousand KW/h (79.2 gigajoules) reduction in energy requirements for Hoods produced by Tramontina TEEC. Comparing improvements made to the models in the 2015 to 2021 catalogs, there was a 754 MW/h reduction.*
- Most combustion cooktops, which can be certified, have an A rating in energy efficiency, according to the national energy label by the Brazilian Labeling Program (INMETRO).

GRI 302-5

* 2h/day hood use per product sold in the period (2021). The improvements considered are related to the engine, lamp and other components of the hood.



Renewable Energy

GRI 302-1 / 305-1

Factories consume 92% of the total energy at Tramontina. Electric power for these units is purchased in the free market and managed by two companies, which annually provide proof-of-origin certificates from clean and renewable sources of this energy. In 2005, Tramontina Cutelaria made its first purchase of 100% renewable energy.

Based on these already consolidated practices, 26,385.91 tCO₂e of emissions were avoided in 2021, an important milestone in the context of low-carbon operations.

Wood scraps are also used by Tramontina Cutelaria and Garibaldi to generate steam used in production processes. Furthermore, Tramontina Eletrik has solar panels for its own generation.

Emissions

GRI 305-1 / 305-2 / 305-4

Tramontina took its first Greenhouse Gas (GHG) Inventory, for baseline year 2021, using the Operational Control approach, scopes 1 and 2, considering emissions generated by the factories and by production forest areas located in Rio Grande do Sul, in addition to the preserved areas at all companies covered by the scope.

Total GHG Emissions

(in tCO₂e)

GRI 305-1 / 305-2

Direct	46,656.72 (Scope 1)
Indirect	26,854.66 Location (Scope 2)
	468.75 Purchase selection (Scope 2)
Emissions avoided	26,385.91 (Scope 2)

The intensity rate of (in tCO₂e) emissions at Tramontina in 2021 was 0.218 tCO₂/t of products produced*.

GRI 305-4

* Total emissions/gross weight of products produced, considering scope 1 and 2 emissions, except biogenic emissions.

87.8% of direct emissions (Scope 1) come from Stationary Combustion, 95% of which is due to the consumption of Natural Gas in the production processes.

Scope 1 (in tCO₂e)

Type	Total emissions	Biogenic emissions	Biogenic removals	Stock of CO ₂
Stationary combustion	40,946.56	80,755.65	-	-
Mobile combustion	1,034.36	52.33	-	-
Fugitive emissions	41.48	-	-	-
Industrial processes	420.88	-	-	-
Agriculture activities	-	46,573.58	-	899,667.78
Changes in land use	-	-	187.44	1,653,074.28
Wastewater	3,946.66	-	-	-
Solid Waste	266.78	-	-	-
Total	46,656.72	127,381.58	187.44	2,552,742.06

Forest Management

GRI 304-1

The company's concern about the origin of wood used to manufacture its products is long-standing and has gone hand-in-hand with the brand's evolution.

In Encruzilhada do Sul/RS, Tramontina Madeiras produces furniture from reforested Pine wood.

The company has more than 3,377 hectares of planted forests to supply its production process.

The first planted areas date back to the 1990s, and the growing cycle takes an average of 23 years.

At Tramontina Belém, all the wood acquired for production comes from sustainable management projects duly regulated by environmental agencies. Such projects allow wood to be harvested while keeping the forest standing. On average, five trees are removed from each managed hectare, which also guarantees the maintenance of biodiversity and ecological processes.

It is also noteworthy that Tramontina Belém and Cutelaria have product lines certified by the Forest Stewardship Council® (FSC)® (FSC-C125626 e FSC-C003079), an independent certification that guarantees that the wood used in the products comes from forests whose management is environmentally friendly, socially just and economically viable, subject to strict control standards.

Tramontina Multi and Garibaldi, which also use wood in the manufacturing of their products (tool handles), rely on robust practices for both the selection and control of their suppliers. These same practices are followed by all companies in the Group.

Apart from the planted forests and preserved areas, the company is also concerned about maintaining sustainable practices in manufacturing processes, such as the use of scraps to generate energy and the development of new product lines and components from the use of wood scraps.

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 wood and thus generate less waste and higher productivity.

In 2019, for example, Tramontina Belém started producing clubs for knife handles with wood suppliers, with the exclusive purpose of making use of waste. What used to be consumed by boilers to generate energy is now transformed into products, generating jobs and income for the region.



In 2021, the Tramontina factories, Tramontina Sul and Tramontina Florestal, together had more than 2,900 hectares of Preserved Areas, with tree vegetation classified as Permanent Preservation Areas (APPs), Legal Reserves and Preserved Native Forests.

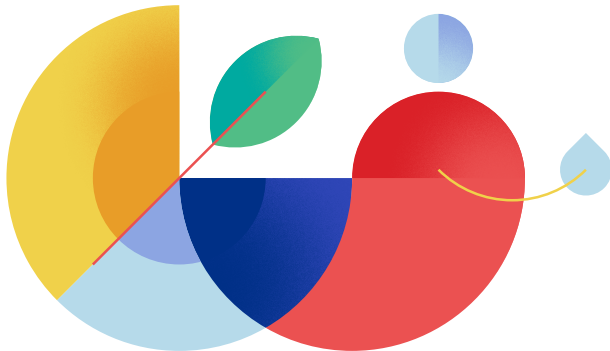
Part of these areas is located in the Atlantic Forest and Pampa biomes in Rio Grande do Sul, and part in the Amazon biome in Pará.



Forest in Encruzilhada do Sul (RS)

5. Performance

Tax strategy





Performance

The Tramontina Group recognizes its importance to local economies and to improving quality of life for employees and the population where its units are located.

As such, it constantly works to achieve solid results that make it possible to expand and modernize the operation, invest in innovation, offer new jobs and continue supporting the communities.

In the last two years, the Company has experienced the best moment in its history, despite the challenging scenario brought on by the pandemic. In the first half of 2020, sales were hampered by the factories being shut down. However, social distancing has led people to take a closer look at their homes, increasing the demand for products for the home.

With people protected and engaged,

and inventories of supplies up-to-date, it was possible to meet the growing market demand, benefiting the business.

Replacing imports with purchases in the domestic market, motivated by appreciation of the U.S. dollar, complex logistics and the high price of containers that made the delivery of imports difficult, also contributed to the above average financial performance. Read more about the impact of the pandemic on business on page 65.



**Annual
growth:**

2020

46.4%

2021

26.9%



Historical result

With positive results in a scenario of health and economic crisis, we were able to continue promoting local development in regions where Tramontina units are located through the generation of jobs, support for communities and governments to fight the pandemic and tax collection (see more on pages. 33, 66 and 84 to 94).

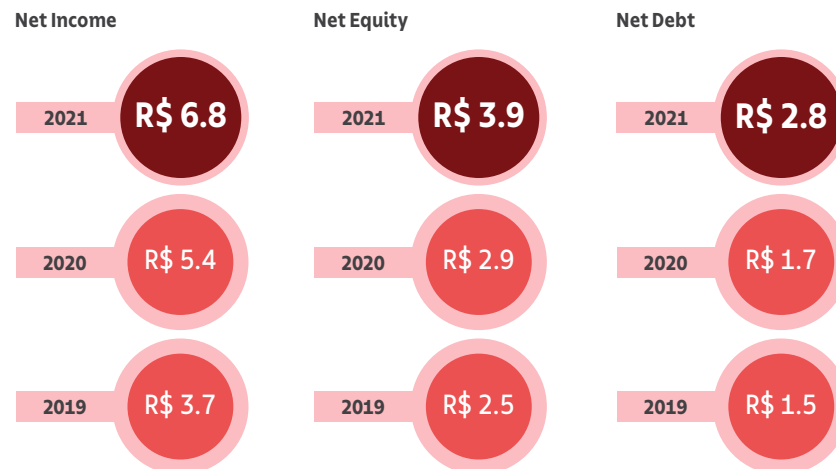
For 2022, the Company intends to maintain growth and profitability, calmly conduct the leaderships succession

process in the various units, advance the ESG agenda, keep supporting projects and actions for the benefit of the communities, and of course, keep investing in training and qualification of the workforce, promoting inclusion and improving the living conditions of people who have chosen to work at Tramontina, attracting and retaining new talent.

Historical Series

Tramontina Group Combined Balance Sheet (in billions)

GRI 102-7



Record revenue of more than

R\$ 8.0 billion

The value is 25.6% higher than that registered in the previous year. For 2022, the project growth is 21%.

Net Revenue of

R\$ 6.8 billion

The result is 26.9% higher than the previous year, when growth was 46.4%.

Net Equity of

R\$ 3.9 billion,

30.8% higher than that registered in 2020.

In addition keeping all jobs during the most critical period of the pandemic, **Tramontina generated more than 2 thousand new jobs, positively impacting society.**



Tax strategy

GRI 207-1 / 107-2 / 107-3

Direct Economic Value (DEV)

GRI 201-1

Direct economic value generated (in thousands of R\$)	2021
Total gross income	8,476,578
Distributed added value (in thousands of R\$)	2021
Personnel	991,967
Direct compensation	850,648
Benefits	79,522
FGTS	61,797
Taxes, fees and contributions	1,896,363
Federal	1,284,999
State	591,523
Municipal	19,841
Payment of third-party capital	625,121
Interest	591,048
Rents	22,162
Others	11,911
Equity payments	1,207,748
Interest on equity	35,000
Dividends	21,369
Retained earnings/losses for the year	1,151,379
Distributed added value	4,721,199
Retained economic value	3,755,379

Tramontina bases its Tax Policy on the development of tax burden management strategies that offer fair tax collection for taxable entities at the federal, state and municipal levels, always in compliance with effective legislation and maintaining a transparent relationship with government agencies, supporting open and constructive dialogue and promoting improvements in the governmental sphere.

The company does not practice aggressive or evasive tax policies that could generate risks to the business or to its stakeholders, complying with tax regulations in force in all the countries where it operates, preserving the Group's reputation.

The tax strategy is aligned with the company's current business and future plans, evaluating opportunities, tax benefits for reduction or exemption from taxes and tax incentives, which enable the projects of deployment, expansion, modernization and diversification related to the business plan. They are defined considering economic, political and social contexts, aiming to mitigate the risks, and are monitored by the Board of Directors, Executive Boards and the Financial Committee, which evaluate and approve the actions.

All tax-related decisions are made by the business

units, as their effects impact their commercial and operational activities.

The company participates in Tax Committees through industry associations and trade entities, such as the Federation of Industries of Rio Grande do Sul (FIERGS) and the Union of Metallurgical Industries of Caxias do Sul and Region (SIMECS).

Transactions between Group companies are subject to the Related Party Policies and therefore subject to transfer pricing laws and regulations in each country or region in which they are based. Internationally, the Company is subject to the rules of universal basis taxation.

Tramontina is committed to maintaining a reliable, up-to-date and auditable control structure, where the main tax processes are reviewed by independent auditors.

In the event of inspections and audits of any nature, the employees responsible for assisting are oriented to cooperate with public agents. The attention paid to this issue is also manifested by the firm ethical stance, prohibiting the granting of any advantage or privilege.

The Corporate Tax department, formed by experts in direct, indirect and international taxes, works to ensure compliance with tax processes and to monitor tax changes and updates, thus ensuring conformity and compliance in the Group.

The corporate sector manages all matters related to taxation and inspection that are shared with the units, executive boards and the Board of Directors.

The aim of this sector is to support and guide all business units and management in understanding changes to and complex aspects of legislation, managing risks, identifying opportunities and ensuring compliance.

The sector is responsible for:

- Monitoring legislative and case law changes.
- Tax Procedures.
- Tax Risk Assessment, Management and Strategies.
- Handling Administrative and Judicial Proceedings.
- Managing Compliance with Ancillary Obligations.
- Studies of tax opportunities through tax benefits/incentives.

GRI 207-1 / 107-2 / 107-3

Tramontina develops **cooperative relationships with tax authorities**, based on mutual respect, transparency and trust.

The Group is **committed to compliance**, complying with tax legislation in all the places where it operates, overseen by the specialized corporate team, consultancies and external audit.

The company values and promotes a tax conduct with the **highest standards of integrity and ethics**, followed strictly by all employees who work in the tax area.





Reporting by country

GRI 207-4

Units with residence in Brazil (in thousands of R\$)							
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	Brazil	Factory	638	97,916	24,426	9,738	-
Tramontina Cutelaria	Brazil	Factory	3,655	1,584,401	765,178	608,396	158,882
Tramontina Garibaldi	Brazil	Factory	813	489,056	21,834	128,177	30,254
Tramontina Eletrik	Brazil	Factory	584	581,831	3,623	129,463	27,284
Tramontina Farroupilha	Brazil	Factory	754	541,831	128,776	134,078	28,032
Tramontina Multi	Brazil	Factory	1217	724,402	216,882	159,036	44,045
Tramontina Madeiras	Brazil	Factory	261	58,043	5,259	10,193	2,028
Tramontina Delta	Brazil	Factory	445	208,932	3,533	-696	-
Tramontina TEEC	Brazil	Factory	366	380,212	23,763	97,027	28,777
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 Sudeste	Brazil	Distribution Center	282	552,664	-	158,537	36,143
Tramontina Sul	Brazil	Distribution Center	133	291,669	-	123,646	13,779
Tramontina Planalto	Brazil	Distribution Center	62	187,688	-	32,167	3,800
Tramontina Norte	Brazil	Distribution Center	84	192,066	-	32,797	6,091
Tramontina Nordeste	Brazil	Distribution Center	125	243,223	-	45,504	7,375
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 Varejo Utilidades	Brazil	Retail Commerce	113	35,433	-	1,356	-
Tramontina Store	Brazil	Retail Commerce	162	56,758	-	-4,305	-
Total			9,694	6,025,243	1,193,274	1,665,114	386,490



Units abroad (in thousands of R\$)							
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 USA	United States	Distribution Center	232	1,370,257	49,263	36,068	231
Tramontina México	Mexico	Distribution Center	174	268,423	1,170	31,566	10,609
Tramontina Caribe	Panama	Regional Sales Offices	9	3,761	1,861	-269	-
Tramontina Uruguai	Uruguay	Regional Sales Offices	1	-	36,455	-451	505
Tramontina Reino Unido	United Kingdom	Distribution Center	6	16,329	3,430	401	-
Tramontina África	Africa	Distribution Center	14	5,243	4,436	455	127
Tramontina Emirados Árabes	Arab Emirates	Distribution Center	44	58,435	4,495	-1,281	-
Tramontina China	China	Representation Office	22	-	-	732	-
Tramontina Singapura	Singapore	Distribution Center	10	7,087	1,110	650	79
Tramontina Alemanha	Germany	Distribution Center	9	28,367	1,710	1,433	40
Tramontina Letônia	Latvia	Distribution Center	12	1,909	3,812	446	-
Tramontina Austrália	Australia	Distribution Center	14	20,280	2,463	-1,619	-
Tramontina Colômbia	Comlombia	Distribution Center	72	66,150	8,731	9,277	2,824
Tramontina Chile	Chile	Distribution Center	48	87,458	2,122	14,582	961
Tramontina Peru	Peru	Distribution Center	41	105,374	-	13,641	-
Retail Commerce	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 Store Santiago	Chile	Retail Commerce	9	4,537	-	403	-
Tramontina Store Colômbia	Colombia	Retail Commerce	8	5,369	-	356	-
Tramontina Store Peru	Peru	Retail Commerce	20	10,850	-	2,325	-
Total			745	2,059,829	121,058	107,251	15,376



6. Community

Local suppliers
Investment in infrastructure
& Social Projects
Participation in entities



Tramontina's social investment values respect and care for people, contributing to the well-being, social development and financial prosperity of the communities surrounding its Units.

Since the beginning of the Covid-19 pandemic, this concern has been heightened and, in addition to the social and infrastructure investments traditionally made, financial resources and human resources have been invested to address the health crisis (see more on page 66).

Board of directors members and employees live and experience day-to-day life in the locations where Tramontina is present, mainly in the state of Rio Grande do Sul. This proximity between managers, employees and residents strengthens

engagement with the community, ensures that companies are aware of local demands and, whenever possible, participate in the solutions.

The company also drives local business and has significant representation in municipal tax collection, promoting social and economic development in all the regions where it is present. Strengthening professional skills and expertise in local and neighboring communities is also a concern of the manufacturing units, occurring through partnerships with various educational institutions.



Crescer Education Center Action

95% of
members of
the board
reside in the
communities
where they
work.

Local Suppliers

GRI 204-1

Like the Company's employees at all levels, suppliers in the region are equally valued and encouraged to develop, generating a boost in cities' economies.

As a result, local companies grow, expand their markets, hire more people and qualify their products and services. Tramontina invests in local suppliers⁸ and also requires compliance with legislation and internal procedures. Aligning these companies with its principles and values.



In 2021, **34% of Tramontina's purchases were from local suppliers**, for a total of R\$ 3.28 billion.⁹

Percentage spent with local suppliers contracted by Brazilian companies

47%	34.7%
Factories*	DCs

* Considers factories located in the state of Rio Grande do Sul.

At the international companies, of the R\$ 1.4 billion paid to suppliers, **55% was spent in their home countries**¹⁰

⁸ Criterion used to calculate the amount of expenses with local suppliers: Manufacturing Units and Distribution Centers: the State in which the supplier is located.

⁹ No data were identified, in the reporting period, for amounts spent on local suppliers by Concept Stores.

¹⁰ No data were identified, in the reporting period, for amounts spent on local suppliers by International Units.



Partnership

More than basing the choice of partners on price, Tramontina seeks suppliers who are aligned with its culture: ethical, honest, who value their workers, respect the environment and excel in the quality of the product or service offered. And that didn't start today. In 1993, Valdecir Ferrari and Antônio Agostini were working on the revitalization of public spaces, carried by Carlos Barbosa City Hall with Tramontina resources, and they had the opportunity to meet Ivo Tramontina and Ildo Paludo. Entrepreneurs, they both had the dream of having their own business and they decided to exchange the stability of the public sector to start their own gardening company, called Beigrupo. Taking advantage of the already established relationship, they offered their services to Ivo and Paludo, who promptly opened the doors of the Company. Proud to have their first customer, the duo became responsible for Tramontina's gardening service. Agostini recalls that Paludo talked about the importance of using organic waste from the very beginning, and with this incentive, they became specialized and created a business focused on composting, also becoming Tramontina's partner in the transformation of organic waste into agricultural input. Nearly 30 years later, the gardening company has become consolidated on different fronts, working with qualified professionals, and with a Laboratory for Analysis of Agricultural By-Products and Inputs. The relationship with Tramontina is still maintained and, according to Agostini, there is a great feeling of gratitude for the incentive that the Company offered for them to become increasingly capable.

Investment in infrastructure & social projects

The company makes significant investments in urban infrastructure, culture, well-being and health, always striving to protect groups considered vulnerable. In supporting the projects, the Group aims to encourage fundamental values such as respect, discipline and cooperation, using its own resources, partnerships, incentive laws and the volunteer work of its employees.

Contributions

(in million R\$)

Organizations	2020	2021
Fight against Covid-19 (donations to institutions)	3,451,581.05	2,532,363.65
Federal Culture Incentive Law - Rouanet	3,200,000.00	4,987,036.91
Conselho Municipal da Promoção dos Direitos e Defesa da Criança e do Adolescente - COMDICA	1,196,594.00	1,655,408.74
Sports Incentive Law	481,421.30	819,140.00
Culture Incentive Law - LIC (State)	130,000.00	-
Volunteer Firefighters	138,452.00	374,663.00
Social Institutions	128,380.00	674,534.00
Centro Educativo Crescer - CEC	56,028.00	107,075.00
Associação de Pais e Amigos dos Excepcionais - APAE	54,840.00	66,970.00
Conselho Comunitário Pró-Segurança Pública - CONSEPRO	42,000.00	42,000.00
Associação de Pais e Amigos dos Deficientes Visuais - APADEV	24,000.00	30,000.00
RS Incentive Program for Public Safety Apparatus	220,000.00	560,000.00
Local infrastructure (investments with own resources)	2,876,039.01	4,919,571.19
Total	11,999,335.36	16,768,762.49



In 2021,
**investments exceeded
R\$ 16.7 million,**
39.7% more than in 2020 (R\$ 12 million).



Centro Educativo Crescer Action

Infrastructure

GRI 203-1

Through public-private partnerships, Tramontina makes considerable financial investments in structural works, such as roads and access roads, improving public traffic circulation, flow and safety. Through the use of state and federal projects to incentivize culture, the Company supports the construction and renovation of public spaces and events of great importance to the historic heritage of cities.

In 2021, Tramontina increased its investments in infrastructure by 51.3%, reaching R\$ 10.3 million. In 2020, R\$ 6.8 million was invested.

Projects sponsored in 2020

- Expansion of the Centro de Formação Divina Providência's Cultural Space, in Encruzilhada do Sul (RS).
- Project for grade correction and widening aiming at better visibility and improvement in the flow of vehicles on the road, widening lanes, bike lane and increasing signaling, in Carlos Barbosa (RS).
- Construction of the Railroad Station Cultural Center, a multicultural venue, taking advantage of the historic former railroad station building in Carlos Barbosa (RS).
- Maria Fumaça (Steam Locomotive) Memorial, with two train cars restored, in Carlos Barbosa (RS).
- Restoration of Santo Antônio de Castro Chapel, in Carlos Barbosa (RS).
- Programa de Incentivo ao Aparelhamento da Segurança Pública do Rio Grande do Sul (Rio Grande do Sul Incentive Program for Public Safety Apparatus).



Projects sponsored in 2021

- Expansion of the Centro de Formação Divina Providência's Cultural Space, in Encruzilhada do Sul (RS).
- Railroad Station Cultural Center (Centro Cultural Estação Férrea), in Carlos Barbosa (RS).
- Mãe de Deus Cultural Center, in Carlos Barbosa (RS).
- Hospital São Roque, in Carlos Barbosa (RS).
- Asphalt paving and bike path, on the road to Santa Luiza, Carlos Barbosa (RS).
- Asphalt paving of the bike path on Avenida Ivo Tramontina, Carlos Barbosa (RS).
- Monitoring cameras for the Maria Fumaça (Steam Locomotive) Memorial in Carlos Barbosa (RS).
- Asphalt paving and improvement of access to Carlos Barbosa (RS).



Turnoff to Carlos Barbosa



Maria Fumaça (Steam Locomotive) Memorial



Divina Providência Cultural Center



Mãe de Deus Cultural Center



Railroad Station (Estação Férrea) Cultural Center

Social Projects GRI 413-1

In 2021, the Crescer Educational Center was one of the beneficiaries, with the project that aims to broaden civic experiences and practices through sports workshops during after-school hours. It benefits 200 children and teenagers between the ages of 6 and 16, regularly enrolled in the municipal public school network. The project also develops fundamental values such as respect, discipline, overcoming limits and education, encouraging the formation of social attitudes such as cooperation, mutual respect and compliance with rules, and preventing the occurrence of situations of social or personal risk for children and

adolescents.

The Divina Providência Education Center, which works with socially vulnerable children and teenagers from 6 to 18 years old, was another organization that benefited from Tramontina's resources to develop after-school projects.

The Distribution Centers also make donations to local social organizations. In 2021, the Southeast Distribution Center, located in São Paulo, allocated around R\$ 170,000 to local entities to assist more than 400 families, children and teenagers, people with neurological and physical disabilities.

The community can also use the CEIT infrastructure (see more on page 45) for cultural and training activities. In 2021, 603 people attended lectures and training sessions in the 35 hours in which the space was used by the community.

In 2021, over R\$ 6.4 million was invested in social projects.



Divina Providência Education Center

■ 2016 • New mess hall ■ 2012 • Pedagogical area ■ 2021 • Cultural enlargement



Márcio Silva Braga
22 years with the company
Director
Tramontina Madeiras

When I was 10 years old, I came across a store window that had a model of the Tramontina factory that was soon to set up shop in the city. I remember I put both hands on the glass and contemplated the prototype. Years later, when I find myself between those two buildings, I know that I started a story in that storefront.

Tramontina's support to the Divine Providence Training Center is something that makes me very proud, because the company is concerned about developing the communities where it operates and investing in the future. It thus contributes so that children have the opportunity to change their realities.

Participation in Entities

GRI 102-13 / 413-1

The Company also encourages employee participation as members of local councils, social organizations and sector entities, making their working hours available for activities in these organizations.

Sector Entities and S System

Unit	No. of Employees	Organization Name
Tramontina Belém	1	AIMEX - Associação das Indústrias Exportadoras de Madeiras do Estado do Pará
	1	SINDIMAD - Sindicato das Indústrias de Serrarias, Carpintarias, Tanoarias, Madeiras, Compensados, Laminados, Aglomerados e Chapas de Fibras de Madeira de Belém
Tramontina Cutelaria	1	SIMECS - Sindicato das Indústrias Metalúrgicas, Mecânicas e de Material Elétrico de Caxias do Sul e Região
Tramontina Garibaldi	-	CIC - Câmara de Indústria e Comércio*
	1	ABFA - Associação Brasileira da Indústria de Ferramentas, Abrasivos e Usinagem
Tramontina Farroupilha	1	SESI - Serviço Social da Indústria
	-	SENAI - Serviço Nacional de Aprendizagem Industrial*
	2	CICS - Câmara de Indústria, Comércio e Serviços de Farroupilha
	1	ABREE - Associação Brasileira de Reciclagem de Eletroeletrônicos e Eletrodomésticos
Escritório Central	1	Comissão do Meio Ambiente do SIMECS
	1	Associação do Aço RS
	1	ACI - Associação do Comércio, Indústria e Serviços
Tramontina Austrália	1	IPA - Institute of Public Accountants
	1	ICB - Institute of Certified Bookkeepers
TramontinaTEEC	1	ABREE - Associação Brasileira de Reciclagem de Eletroeletrônicos e Eletrodomésticos

* The unit is associated with the organization but has no employees as board members.

** Head Office representatives actively participate in voluntary management of the entity, and other units contribute with financial quotas, in proportion to the number of dependents of employees who regularly attend the entity.

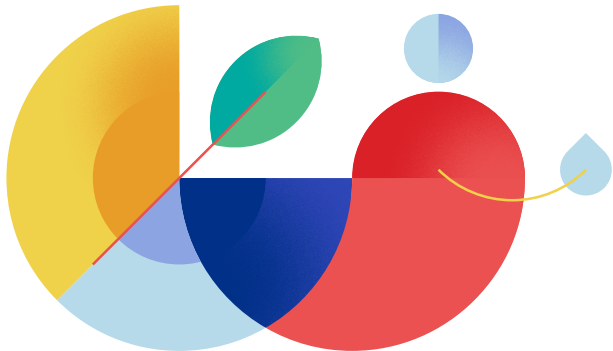


41 employees are Tramontina representatives in 21 social organizations.

Social Organizations and Councils

Unidade	Nº de funcionários	Nome da Organização
Tramontina Cutelaria	3	Associação Hospital Beneficente São Roque
	1	APAE - Associação de Pais e Amigos dos Excepcionais
	1	Conselho Consultivo SESI
	2	Associação Cultural Santa Rosa
	1	Conselho Municipal do Meio Ambiente
Tramontina Eletrik	1	COMDICA - Conselho Municipal dos Direitos da Criança e do Adolescente
	1	Associação do Hospital Beneficente São José
	1	CMS - Conselho Municipal de Saúde
Tramontina Farroupilha	1	APAE - Associação de Pais e Amigos dos Excepcionais
	1	Hospital São Carlos
	-	APADEV - Associação dos pais e amigos dos deficientes visuais*
Tramontina Multi	2	Associação Cultural Santa Rosa
	1	SerPSI (Associação de profissionais e estudantes de Psicologia)
	1	Conselho Municipal do Meio Ambiente
Tramontina Madeiras	1	Centro de Formação Divina Providência
	1	COMDICA - Conselho Municipal dos Direitos da Criança e do Adolescente
Escritório Central	1	CMS - Conselho Municipal de Saúde
	4	CEC - Centro Educativo Crescer**
	1	COMDICA - Conselho Municipal dos Direitos da Criança e do Adolescente
	1	Conselho Consultivo SENAI
CD Sul	1	COMDICA - Conselho Municipal dos Direitos da Criança e do Adolescente

7. Indicators Exhibit



Personnel Indicators

Historical series Employees by country - Brazil*

GRI102-8

Region	2019	2020	Growth	2021	Growth	Percentage
South	5,892	6,916	+17.4%	8,062	+16.6%	81.9%
Southeast	354	352	-0.6%	387	+1.4%	3.9%
Midwest	61	67	+9.8%	81	+20.9%	0.8%
North	464	571	+23.0%	722	+26.4%	7.3%
Northeast	350	444	+26.8%	591	+33.1%	6.0%
Brazil Total	7,121	8,350	+17.3%	9,843	+17.9%	100%

Historical series Employees by country - Abroad*

GRI102-8

Exterior						
Country	2019	2020	Growth	2021	Growth	Percentage
United States	256	251	-1.9%	229	-8.7%	30.7%
China	16	18	+12.5%	22	+22.2%	3.0%
Mexico	106	128	+20.7%	174	+35.9%	23.4%
Chile	45	50	+11.1%	57	+14.0%	7.7%
Colombia	68	74	+8.8%	71	-4.0%	9.5%
Peru	87	90	+3.4%	61	-32.2%	8.2%
Ecuador	5	4	-20.0%	5	+25.5%	0,7%
Panama	11	8	-27.3%	13	+62.5%	1,7%
Germany	9	8	-11.1%	9	+12.5%	1,2%
United Kingdom	4	4	0%	6	+50.0%	0,8%
United Arab Emirates	34	43	+26.5%	44	+2.3%	5,9%
Singapore	15	11	-26.7%	8	-27.3%	1,1%
South Africa	16	17	+6.3%	14	-17.6%	1,9%
Australia	13	15	+15.4%	14	-6.7%	1,9%
Latvia	7	7	0%	12	+71.4%	1,6%
Uruguay	-	-	-	1	-	0,1%
Canada	-	-	-	3	-	0,4%
Malaysia	-	-	-	2	-	0,3%
Total Abroad	692	728	+17.3%	745	+2.3%	100%
Grand Total	7,813	9,078	+15.48%	10,588	+16.63	100%

* Considering employees, apprentices and directors.

Historical series

Total number of employees and rate of new hires**

GRI 401-1

Age Group	2019	Percentage	2020	Percentage	2021	Percentage
Under 30 years old	447	14.8%	1,736	45.6%	1,816	34.5%
30 to 50 years old	188	5.3%	468	12.0%	720	14.0%
Over 50 years old	4	0.8%	11	2.0%	56	7.0%
Gender	2019	Percentage	2020	Percentage	2021	Percentage
Women	225	9,2%	704	24,6%	829	21.1%
Men	414	9,0%	1.511	28,0%	1.763	24.1%
Brazil / Abroad	2019	Percentage	2020	Percentage	2021	Percentage
South	434	7.4%	1,777	26.0%	1,927	22.4%
Southeast	84	25.4%	66	19.9%	94	22.0%
Midwest	26	35.6%	29	38.2%	20	21.3%
Northeast	49	10.7%	215	38.5%	215	28.5%
North	46	13.4%	128	29.4%	165	27.6%
Abroad	-	-	-	-	171	23.0%

Historical series

Total number of employees and rate of terminations*

GRI 401-1

Age Group	2019	Percentage	2020	Percentage	2021	Percentage
Under 30 years old	576	19.1%	639	16,8%	633	12,0%
30 to 50 years old	291	8.2%	287	7,3%	310	6,0%
Over 50 years old	91	18.9%	71	13,4%	216	28,8%
Gender	2019	Percentage	2020	Percentage	2021	Percentage
Women	334	13.7%	290	10,2%	363	9,3%
Men	624	13.5%	707	13,1%	796	10,9%
Brazil / Abroad	2019	Percentage	2020	Percentage	2021	Percentage
South	770	13.2%	762	11.1%	907	10.5%
Southeast	59	17.8%	66	19.9%	52	12.2%
Midwest	9	12.3%	25	32.9%	14	14.9%
Northeast	78	17.1%	107	19.1%	79	10.5%
North	42	12.2%	37	8.5%	36	6.0%
Abroad	-	-	-	-	71	9.5%

* Only considering employees.

Série histórica
Diversity of governance bodies and employees*

GRI 405-1

Board of Directors			
Gender	2019	2020	2021
Men	100%	100%	100%
Faixa Etária	2019	2020	2021
Over 50 years old	100%	100%	100%
Raça/Etnia	2019	2020	2021
White	100%	100%	100%

Diretoria			
Gender	2019	2020	2021
Women	2.9%	2.9%	5.6%
Men	97.2%	97.2%	94.4%
Faixa Etária	2019	2020	2021
30 to 50 years old	20.0%	17.1%	22.2%
Over 50 years old	80.0%	82.9%	77.8%
Raça/Etnia	2019	2020	2021
White	91.4%	91.4%	91.7%
Mixed-race	8.6%	8.6%	8.3%

Equipe Geral			
Gender	2019	2020	2021
Women	34.1%	34.1%	34.2%
Men	66.0%	65.9%	65.8%
Faixa Etária	15	11	11
Under 30 years old	42.8%	46.5%	48.7%
30 to 50 years old	50.4%	47.1%	45.3%
Over 50 years old	6.8%	6.4%	6.0%
Raça/Etnia	2019	2020	2021
Black	3.1%	3.6%	4.1%
White	83.6%	81.6%	79.7%
Asian	0.2%	0.2%	0.3%
Indigenous	0.1%	0.2%	0.2%
Mixed-race	12.9%	14.5%	15.7%
People with Disabilities	2019	2020	2021
	4%	4%	3.6%

* Considers employees in Brazil.

Historical series

Total workers covered by OHS management

GRI 403-8

I. Employees, fixed service providers and apprentices whose work and/or workplace is controlled by Tramontina.	2019		2020		2021	
	Number	%	Number	%	Number	%
Brazil	7,296	100	8,488	100	10,674*	100
Abroad	-	-	-	-	332	44.6
II. Employees, fixed service providers and apprentices whose work and/or workplace is controlled by Tramontina, whose Management System was audited internally**	2019		2020		2021	
	Number	%	Number	%	Number	%
Brazil	7,296	100	8,488	100	10,431	97.7
III. Employees whose work and/or workplace is controlled by Tramontina, whose Management System has been certified by an external party***	2019		2020		2021	
	Number	%	Number	%	Number	%
Brazil	3,144	42.7	3,804	44.8	4,114	38.5

*Brazil: considering the total number of employees, fixed service providers and apprentices at the end of 2021; for other years, employees only. Abroad: the Tramontina Colombia, Australia, Singapore, United States and Uruguay units have reported the number of employees served by an occupational health and safety management system.

**Brazil: In 2021, fixed workers, employees, apprentices and service providers were considered, who work on the premises of units in Brazil; apprentices and external sales promoters are not part of the scope of internal audits. Abroad: indicator not reported.

***Only employees at Tramontina units with an OHS management system audited by an external party (ISO-45001 Certification: Cutelaria and Farroupilha). The index was calculated based on total workers in Brazil (I).

Historical series Work Accidents*

GRI 403-9

Brazil*	2019	2020	2021
A) Number of hours worked	15,067,721	14,994,804	19,863,167
B) Number of hours lost due to lost-time work accidents (hours)	23,621.92	29,317.08	33,876.91
C) Number of days lost due to lost-time work accidents (days)	2,684.31	3,331.49	3,849.65
D) Basis for indicators	1,000,000	1,000,000	1,000,000
E) Number of deaths resulting from work accidents	0	0	0
F) Rate of fatalities resulting from work-related accidents	0	0	0
G) Number of high-consequence work accidents	31	43	27
H) Serious work-related accident frequency rate	2.06	2.87	1.36
I) Total number of work accidents	143	188	300
J) Work-related accident frequency rate	9.49	12.54	15.10
K) Work-related accident severity rate	178.15	222.18	193.81

Fórmulas:

C) $C=B/8,8$ F) $F=(E/A)*D$ H) $H=(G/A)*D$ J) $J=(I/A)*D$ K) $K=(C/A)*D$

Abroad**	2019	2020	2021
D) Basis for indicators	1,000,000	1,000,000	1,000,000
E) Number of deaths resulting from work accidents	0	0	0
G) Number of high-consequence work accidents	0	0	2
I) Total number of work accidents	30	31	14

*The number of accidents was taken from the Tramontina System. The No. of lost days (indicator C) is calculated from the total number of lost hours due to work accidents, divided by 8.8h – the standard daily work shift.

**Information for letters A, B, C, F, H, J and K was not collected in the Units abroad.

Environmental Management Indicators

Historical series Fuels from non-renewable sources (in gigajoules)*

GRI 302-1

Type	2019	2020	2021
Natural Gas	449,984.83	519,290.97	692,010.99
LPG	15,254.37	13,034.54	17,552.55
Diesel	3,300.64	5,382.49	7,567.36
Gasoline	256.95	247.15	280.54

*NATURAL GAS – data calculated in m³. The conversion factor from the Brazil GHG Protocol 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 spreadsheet was used – 1 ton = 1000 Kg; 1 ton = 46.5 GJ; 1 GJ = 1 X 109 J. DIESEL – data calculated in Liters. The conversion factor from the Brazil GHG Protocol spreadsheet was used – 1 L Diesel = 0.84 Kg; 1 ton = 42.3 GJ; 1 GJ = 1 X 109 J. GASOLINE – data calculated in Liters. The conversion factor from the Brazil GHG Protocol spreadsheet was used – 1 L Gasoline = 0.74 Kg; 1 ton = 43.5 GJ; 1 GJ = 1 X 109 J.

Historical series Fuels from renewable sources

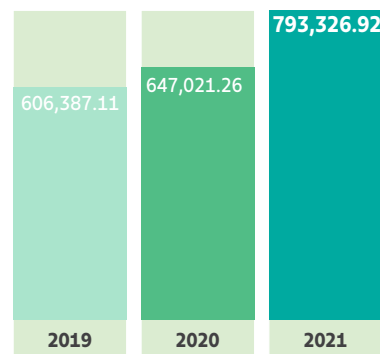
GRI 302-1

Type	2019	2020	2021
Firewood/Logs	33,729.15	31,687.65	33,062.50
Sawdust/Wood Scraps	811,665.09	800,776.70	867,209.04

WOOD – data calculated in meters. IBAMA Annual Report conversion factor used: 1 meter of firewood = 0.005 TJ; 1 TJ = 1 X 1012 J. WOOD SCRAPS -- data calculated in tons 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 was used (Embrapa) where 1 m³ of sawdust = 100 to 250 kg (so 250 Kg/m³ was considered).

Historical series Electricity consumption (in gigajoules)*

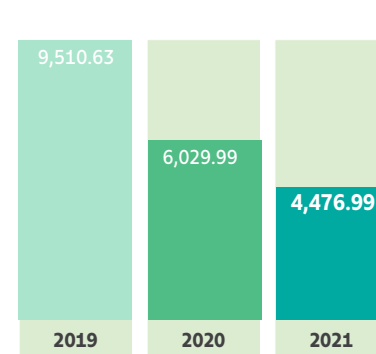
GRI 302-1



*Conversion source – 1 Kwh = 0.0036 GJ.

Historical series Electricity sold (in gigajoules)*

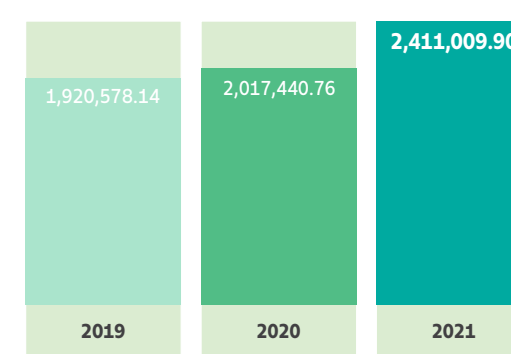
GRI 302-1



*Conversion source – 1 Kwh = 0.0036 GJ.

Historical series Total energy consumption (in gigajoules)*

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.

Historical series Water harvesting, in all areas (in megalitros)*

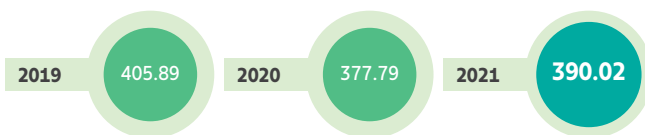
GRI 303-3

Source	2019	2020	2021
Deep wells	320.14	311.21	303.43
Reuse	61.19	59.15	70.16
Public Utility	84.14	93.40	86.41
Rainfall + Reservoir	102.11	85.56	113.48

*Information referring to 26 Tramontina units. Several international units do not have water consumption data. The data reported were calculated through invoices, hydrometer readings and automated systems, and in some cases, the data are estimated.

Historical series Water consumption, in all areas (in megalitros)*

GRI 303-5



* No significant changes were made in the water storage at the business units. Data is recorded either automatically or manually, depending on the business operation and its control methods. There is also accounting based on water utility bills. In the manufacturing units, consumption is also monitored by means of indicators, with the periodicity defined by each factory. For the answer to this indicator, only the total water capture and effluent discharge from the Group's 9 factories was considered.

Historical series Descarte de água, em todas as áreas (in megalitros)*

GRI 303-3

Source	2019	2020	2021
Surface water**	116.74	116.23	136.65
Sewage treated in septic tank, filter and sink***	5.83	6.20	6.94
Wastewater treated by outsourced companies****	0.50	0.61	0.84

*Information referring to 12 Tramontina units, including the 9 factories, the Northeast DC, the Planalto DC and Tramontina Australia. Data is recorded either automatically or manually, depending on the business operation and its control methods.

**97.8% by 6 factories, while the other three (Multi, Madeiras and Belém) do not discharge into surface water.

***Tramontina Madeiras, responsible for 65.4%, and Northeast Distribution Center+Recife.

****57.46% by 3 factories (TEEC, Multi and Belem), with the rest corresponding to what was reported by Tramontina Australia.

Historical series Water harvesting and reuse (in megalitros)*

GRI 303-4

Source	2019	2020	2021
Fresh water	506.39	490.17	503.32
Reuse	61.19	59.15	70.16

*Information referring to 26 Tramontina units. Several international units do not have water consumption data. The data reported were calculated through invoices, hydrometer readings and automated systems, and in some cases, the data are estimated.

Historical series

Waste not sent for final disposal

(metric tons)*

GRI 306-4

Total weight of waste not sent for disposal			
Type	2019	2020	2021
Preparation for reuse	0.00	0.00	35.62
Recycling	32,553.45	37,475.70	46,957.84
Other recovery operations	1,176.81	1,583.93	2,309.19
Total	32,730.26	39,059.63	49,302.65

Total weight of HAZARDOUS waste not sent for disposal			
Type	2019	2020	2021
Preparation for reuse	0.00	0.00	0.00
Recycling	96.33	108.69	165.91
Other recovery operations	541.56	669.22	712.77
Total	637.89	807.91	878.68

Total weight of HAZARDOUS waste not sent for disposal, inside and outside Tramontina				
Type	Limit	2019	2020	2021
Preparation for reuse	Inside	0.00	0.00	0.00
	Outside	0.00	0.00	0.00
Recycling	Inside	35.10	29.24	50.84
	Outside	61.23	79.45	115.07
Other recovery operations	Inside	7.80	8.25	5.78
	Outside	533.76	690.97	706.99

Total weight of NON-HAZARDOUS waste not sent for disposal			
Type	2019	2020	2021
Preparation for reuse	0.00	0.00	35.62
Recycling	31,457.12	37,367.01	46,791.93
Other recovery operations	635.25	884.71	1,596.42
Total	32,092.37	38,251.72	48,423.97

Total weight of NON-HAZARDOUS waste not sent for disposal, inside and outside Tramontina				
Type	Limit	2019	2020	2021
Preparation for reuse	Inside	0.00	0.00	0.00
	Outside	0.00	0.00	0.00
Recycling	Inside	9,110.46	11,368.24	14,644.48
	Outside	22,346.66	25,998.77	32,147.45
Other recovery operations	Inside	0.00	0.78	0.85
	Outside	635.25	883.93	1,595.57

*Considers information from 9 factories, Distribution Centers in Brazil and Tramontina United States.

Historical series
Waste sent for final disposal
 (metric tons)*

GRI 306-5

Total weight of waste sent for disposal			
Type	2019	2020	2021
Incineration (with energy recovery)	66,592.16	74,239.48	77,476.47
Incineration (without energy recovery)	0.02	0.20	0.05
Landfill containment	5,213.95	5,756.18	6,293.48
Other disposal operations	56.60	50.58	57.77
Total	71,862.73	80,046.44	83,827.77

Total weight of HAZARDOUS waste sent for disposal			
Type	2019	2020	2021
Incineration (with energy recovery)	364.66	771.59	1,400.29
Incineration (without energy recovery)	0.02	0.20	0.05
Landfill containment	240.71	179.88	206.14
Other disposal operations	0.60	0.58	0.77
Total	605.99	952.25	1,607.25

Total weight of HAZARDOUS waste sent for disposal, inside and outside Tramontina				
Type	Limit	2019	2020	2021
Incineration (with energy recovery)	Inside	86.88	20.87	59.08
	Outside	277.78	750.72	1,341.21
Incineration (without energy recovery)	Inside	0.00	0.00	0.00
	Outside	0.02	0.02	0.05
Landfill containment	Inside	222.75	166.96	193.56
	Outside	17.96	12.92	12.58
Other disposal operations	Inside	0.00	0.00	0.00
	Outside	0.06	0.58	0.77

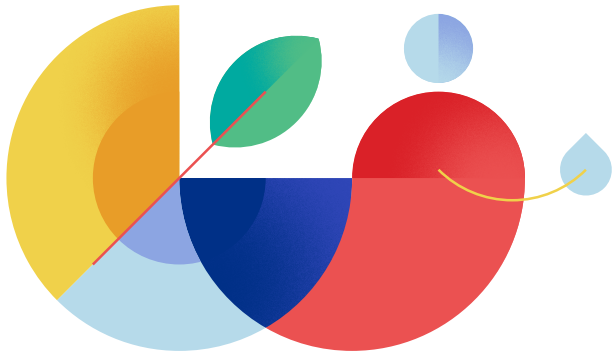
Peso total dos resíduos NÃO PERIGOSOS destinados para disposição			
Type	2019	2020	2021
Incineration (with energy recovery)	66,227.50	73,467.89	76,076.18
Incineration (without energy recovery)	0.00	0.00	0.00
Landfill containment	4,973.24	5,576.30	7,352.33
Other disposal operations	56.00	50.00	57.00
Total	71,256.74	79,094.19	83,485.51

Peso total dos resíduos NÃO PERIGOSOS destinados para disposição, dentro e fora da Tramontina				
Type	Limit	2019	2020	2021
Incineration (with energy recovery)	Inside	61,891.91	61,155.42	62,628.88
	Outside	4,335.59	12,312.47	13,447.3
Incineration (without energy recovery)	Inside	0.00	0.00	0.00
	Outside	0.00	0.00	0.00
Landfill containment	Inside	4,385.6	4,165.39	4,688.9
	Outside	587.64	1,410.91	2,663.43
Other disposal operations	Inside	56.00	50.00	57.00
	Outside	0.00	0.00	0.00

*Considers information from 9 factories, Distribution Centers in Brazil and Tramontina United States.



8. GRI Summary



GRI Summary

Statement of use

Tramontina reported in compliance with the GRI Standards, core option, for the period from January 1 to December 31, 2021.

Standard used

GRI 101: Foundations 2016

GRI 102-50 / 102-54 / 102-55

Standard	Disclosures		Remarks and/or Answers	Page
Profile				
GRI 102 General Disclosures 2016	102-1	Name of the organization	-	13
	102-2	Activities, brands, products and services	-	13, 20, 21, 22, 26
	102-3	Location of headquarters	-	21
	102-4	Location of operations	-	18, 19, 21
	102-5	Ownership and legal form	-	20
	102-6	Markets served	-	21
	102-7	Scale of the organization	-	14, 20, 83
	102-9	Supply Chain	As for labor intensity, due to the production capacity of Tramontina Group operations, the factories depend on receiving critical materials in large volumes, and many of these are produced by suppliers with a high level of automation. For small-scale material suppliers, where automation is not economically feasible, the use of labor is higher. Assuming that the average number of employees at each supplier varies from 50 to 100, the annual number of people in the factories' supply chain is estimated to be between 800 thousand and 1.6 million workers.	63, 64
	102-10	Significant changes to the organization and its supply chain	-	14, 20, 26, 27, 63, 64
	102-14	Statement from senior decision-maker	-	06
	102-45	Entities included in the consolidated financial statements	-	20
102-46	Defining report content and topic Boundaries	-	09	
102-47	List of material topics	-	10	

Standard	Disclosures		Remarks and/or Answers	Page
GRI 102 General Disclosures 2016	102-48	Restatements of information	Because it is the first Report, no information was reformulated.	
	102-49	Changes in reporting	Because it is the first Report, no reporting changes were made.	-
	102-50	Reporting period	-	106
	102-51	Date of most recent report	-	09
	102-52	Reporting cycle	-	09
	102-53	Contact point for questions regarding the report	-	119
	102-54	Claims of reporting in accordance with the GRI Standards	-	106
	102-55	GRI content index	-	106
	102-56	External assurance	The 2021 Sustainability Report did not undergo external verification.	-
Responsible product and packaging lifecycle				
GRI 103 Management Approach 2016	103-1	Material topic explanation and its Limit	-	10, 11
	103-2	Management approach and its components	Tramontina does not yet manage the material topic systematically. However, it provides information about factory operations whenever data is available.	69
	103-3	Management approach assessment	-	-
GRI 301 Materials 2016	301-1	Materials used by weight or volume	Today, the Tramontina System uses different measurement units for the same types of materials, complicating accuracy and analysis of data from factories. The Group has already initiated improvements in data collection to enhance the evaluation of these metrics. As for packaging, the cardboard boxes are quantified in units and the data will be converted into weight and presented clearly and appropriately in the next reports. Tramontina chose not to disclose packaging mass, by weight, placed on the national market in 2021, because it understands that this data does not represent the totality.	69
	301-2	Recycled input materials used	Tramontina does not have quantitative corporate data related to this indicator. Factories have individual control over this information. To improve management of this issue, the Group is implementing improvements with the supply sector, to obtain consolidated quantitative data.	70, 71, 74
	301-3	Reclaimed products and their packaging	-	69, 72
GRI 302 Energy 2016	302-5	Reductions in energy requirements for products and services	-	78

Standard	Disclosures		Remarks and/or Answers	Page
GRI 304 Biodiversity 2016	304-2	Significant impacts of activities, products, and services on biodiversity	Tramontina does not yet monitor the impacts of activities, products and services on biodiversity.	-
GRI 305 Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	Tramontina does not yet take an inventory of emissions related to scope 3, whose impacts may be linked to its products.	-
GRI 308 Supplier environmental assessment 2016	308-1	New suppliers that were screened using environmental criteria	Tramontina does not have a corporate procedure for ratifying new suppliers based on environmental criteria. Each factory requires the minimum legal documents to exercise activities from its suppliers, especially industrial suppliers, according to the Operating License, and specific documents for the materials they supply. In this context, 12,603 new suppliers were contracted in 2021.	-
GRI 407 Freedom of association and collective bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No suppliers were identified by the factories in the reporting period that are jeopardizing support for freedom of association and collective bargaining. In its Conduct Manual, sent to suppliers with the Purchase Order, the Company ratifies its support for free association. Other companies in the Group do not develop the same practice with their suppliers.	60
GRI 408 Child labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	No suppliers were identified by the factories in the reporting period as posing a risk of engaging child labor or exposing young people to hazardous work. In its Conduct Manual, sent to suppliers with the Purchase Order, the Company ratifies its commitment to fighting labor exploitation, as well as occupational health and safety. Other companies in the Group do not develop the same practice with their suppliers.	60
GRI 409 Forced or compulsory labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	No suppliers were identified by the factories, in the period covered by the report, which were at risk of practicing forced or compulsory labor. In its Conduct Manual, sent to suppliers with the Purchase Order, the Company ratifies its commitment to fighting labor exploitation. Other companies in the Group do not develop the same practice with their suppliers.	60
GRI 411 Rights of indigenous peoples 2016	411-1	Casos de violação de direitos de povos indígenas	Tramontina did not register any case of violation of indigenous peoples' rights, in the period covered by the report.	-
GRI 414 Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria	Tramontina does not have a corporate procedure for ratifying new suppliers based on social criteria.	-
	414-2	Negative social impacts in the supply chain and actions taken	Tramontina does not have practices for identifying negative social impacts in the supply chain.	-

Standard	Disclosures		Remarks and/or Answers	Page
Worker health, well-being and development				
GRI 103 Management Approach 2016	103-1	Material topic explanation and its Limit	-	10, 11
	103-2	Management approach and its components	Tramontina does not yet manage the material topic at the corporate level. However, it provides information about factory operations whenever data is available.	-
	103-3	Management approach assessment	Tramontina does not yet evaluate the material topic on a corporate scale.	-
GRI 102 General Disclosures 2016	102-8	Information on employees and other workers	Because it is the first Report, no reporting changes were made.	33, 34, 35, 96
GRI 401 Employment 2016	401-1	New employee hires and employee turnover	-	33, 34, 35, 97
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	40, 41, 42, 43, 44, 45, 46
	401-3	Parental leave	-	42
GRI 403 Occupational health and safety 2018	403-6	Promotion of worker health	-	42, 43, 45, 47, 48
GRI 404 Training and education 2016	404-1	Average hours of training per year per employee	-	37
	404-2	Programs for upgrading employee skills and transition assistance programs	Tramontina does not have a corporate program for career transitioning assistance. Since 2005, Tramontina Farroupilha (RS) has fostered the Programa Novos Horizontes (New Horizons Program). The goal is to assist employees who are about to retire so that they can prepare themselves with alternatives for living well, arousing the need to plan their retirement from company activities and, at the same time, broadening their knowledge about retirement. The beneficiaries are workers who have already submitted their documentation to the National Social Security Institute (INSS), those who have already retired and continue working for the company, and those who intend to submit their documentation in the next three years. In informative meetings, experience workshops, seminars and individual assistance, the dynamics provide for development in modules on psychological preparation, specific legislation and company policies, in addition to addressing social, health and quality of life issues. So far, 134 people have already gone through the program.	38, 39
	404-3	Percentage of employees receiving regular performance and career development reviews	-	38

Standard	Disclosures		Remarks and/or Answers	Page
GRI 201 Economic performance 2016	201-3	Defined benefit plan obligations and other retirement plans	Regarding items b and c of the indicator, Tramontina does not have all the information available. In addition to the projection of the benefit payment flow (already available), a projection of equity considering portfolio assets is also necessary. However, it warrants mention that Brazilian legislation imposes annual actuarial costing evaluations, when we determine the financial situation of the retirement plan and define adjustments in the costing plan for the upcoming year, which ensures the long-term sustainability of the plan. With this, the risk of not having funds to pay benefits is minimal. In addition, Tramontinaprev has eliminated the possibility of granting lifetime annuities to new Employees, significantly mitigating the risk of increased debts and lack of liquidity in the plan.	41
GRI 202 Market presence 2016	202-1	Ratio between the lowest wage and the local minimum wage, with gender breakdown	At Tramontina, no employee is paid based on the minimum wage.	-
Sustainable, low-carbon innovation				
GRI 103 Management Approach 2016	103-1	Material topic explanation and its Limit	-	10, 11
	103-2	Management approach and its components	Tramontina operates with decentralized management in relation to this topic, with no corporate information. Each factory, within its specialty, has innovation challenges related to processes, automation, Product Research and Development (R&D) and packaging. All factories have their Innovation, Research and Development Centers (CIPeDs). This process enhances the diversification of the brand, which delivers high-quality, innovative and distinctively designed products.	-
	103-3	Management approach assessment	Tramontina does not yet evaluate the material topic on a corporate scale.	-
Business Resilience				
GRI 103 Management Approach 2016	103-1	Material topic explanation and its Limit	-	10, 11
	103-2	Management approach and its components	Tramontina does not yet manage the material topic.	-
	103-3	Management approach assessment	Tramontina does not yet evaluate the material topic.	-
GRI 102 General Disclosures 2016	102-11	Precautionary Principle or approach	There is no formal adherence to the precautionary principle, in policies or regulations. However, the Group generally applies the principle in that it performs a detailed environmental assessment for each and every expansion project or new project.	-
	102-15	Key impacts, risks, and opportunities	Tramontina does not have corporate mapping of the main sustainability risks, impacts and opportunities. Each company maps and acts according to its strategy.	60
	102-18	Governance structure	-	56, 57, 58, 59
	102-19	Delegating authority	-	56, 58, 59

Standard	Disclosures		Remarks and/or Answers	Page
GRI 102 General Disclosures 2016	102-20	Executive-level responsibility for economic, environmental, and social topics	The Group works in a decentralized way to manage social, environmental and economic aspects, and executives have no formally established responsibility for these topics.	-
	102-22	Composition of the highest governance body and its committees	-	57 , 58 , 59
	102-23	Chair of the highest governance body	-	57
	102-24	Nominating and selecting the highest governance body	-	57
	102-25	Conflicts of interest	-	57
	102-26	Role of highest governance body in setting purpose, values, and strategy	-	15 , 56
	102-27	Collective knowledge of the highest governance body	Tramontina does not have a formal process for development of members of the Board of Directors, and there is also no tool or planning for preparing the members of the Board of Directors.	-
	102-28	Evaluating the highest governance body's performance	The Board of Directors does not have a performance and competency assessment process, and the members receive no form of compensation.	-
	102-29	Identifying and managing economic, environmental, and social impacts	Tramontina does not perform corporate management of economic, environmental and social risks.	58 , 60
	102-30	Effectiveness of risk management processes	Tramontina does not conduct a corporate assessment of economic, environmental and social risks.	-
	102-31	Review of economic, environmental, and social topics	The Board of Directors evaluates the economic, environmental and social impacts on demand, according to departmental agendas, whether related to projects or to the reporting of relevant facts of the operations. The Committees also keep the Board of Directors informed about social, environmental and economic issues.	58 , 60
	102-32	Role of the highest governance body in sustainability reporting	Tramontina does not yet evaluate the material topic.	09
GRI 201 Economic performance 2016	102-33	Communication of crucial concerns	-	56 , 58
	102-34	Nature and total number of crucial concerns	-	56
GRI 201 Economic performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	Tramontina does not manage risks and opportunities arising from climate change.	-

Standard	Disclosures		Remarks and/or Answers	Page
GRI 102 General Disclosures 2016	102-20	Executive-level responsibility for economic, environmental, and social topics	The Group works in a decentralized way to manage social, environmental and economic aspects, and executives have no formally established responsibility for these topics.	-
	102-22	Composition of the highest governance body and its committees	-	57 , 58 , 59
	102-23	Chair of the highest governance body	-	57
	102-24	Nominating and selecting the highest governance body	-	57
	102-25	Conflicts of interest	-	57
	102-26	Role of highest governance body in setting purpose, values, and strategy	-	15 , 56
	102-27	Collective knowledge of the highest governance body	Tramontina does not have a formal process for development of members of the Board of Directors, and there is also no tool or planning for preparing the members of the Board of Directors.	-
	102-28	Evaluating the highest governance body's performance	The Board of Directors does not have a performance and competency assessment process, and the members receive no form of compensation.	-
	102-29	Identifying and managing economic, environmental, and social impacts	Tramontina does not perform corporate management of economic, environmental and social risks.	58 , 60
	102-30	Effectiveness of risk management processes	Tramontina does not conduct a corporate assessment of economic, environmental and social risks.	-
	102-31	Review of economic, environmental, and social topics	The Board of Directors evaluates the economic, environmental and social impacts on demand, according to departmental agendas, whether related to projects or to the reporting of relevant facts of the operations. The Committees also keep the Board of Directors informed about social, environmental and economic issues.	58 , 60
	102-32	Role of the highest governance body in sustainability reporting	Tramontina does not yet evaluate the material topic.	09
GRI 201 Economic performance 2016	102-33	Communication of crucial concerns	-	56 , 58
	102-34	Nature and total number of crucial concerns	-	56
GRI 201 Economic performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	Tramontina does not manage risks and opportunities arising from climate change.	-

Standard	Disclosures		Remarks and/or Answers	Page
Eco-efficient, circular and low-carbon operation				
GRI 103 Management Approach 2016	103-1	Material topic explanation and its Limit	-	10, 11
	103-2	Management approach and its components	Tramontina does not yet manage the material topic.	68
	103-3	Management approach assessment	Tramontina does not yet evaluate the material topic.	-
GRI 302 Energy 2016	302-1	Energy consumption within the organization	-	78, 79, 101
	302-2	Energy consumption outside the organization	Tramontina does not manage this indicator.	-
	302-3	Energy intensity	-	78
	302-4	Reduction in energy consumption	-	78
GRI 303 Water and effluents 2018	303-1	Interactions with water as a shared resource	-	76, 77
	303-2	Management of water discharge-related impacts	-	76, 77
	303-3	Water withdrawal	-	77, 102
	303-4	Water discharge	-	77, 102
	303-5	Water discharge	-	77, 102
GRI 304 Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	80
GRI 305 Emissions 2016	305-1	Direct (Scope 1) GHG emissions	-	79
	305-2	Energy indirect (Scope 2) GHG emissions	-	79
	305-3	Other indirect (Scope 3) GHG emissions	Tramontina does not yet take an inventory of emissions related to scope 3.	-

Standard	Disclosures		Remarks and/or Answers	Page
GRI 305 Emissions 2016	305-4	GHG emissions intensity	-	79
	305-5	Reduction of GHG emissions	Tramontina has developed its first GHG Inventory and as of the publication of this report had not yet defined its reduction targets.	-
	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 considered in the Montreal Protocol, so can be used without restrictions. Such gases are used in the manufacture of freezers, refrigerators and refrigerated counters, in the manufacturing line of equipment for professional kitchens. In the year covered by the report, 87.16 kg of R404A were used, of which 74.09 kg were for equipment manufacturing and 13.07 kg for maintenance. And 136.12 kg of R134A, including 115.7 kg in equipment manufacturing and 20.42 kg in 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 the current legislation in each state, duly reported to the Brazilian Environment Institute (IBAMA), added to the analyses performed, with definition of the 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): NOX – 79.00 SOX – 18.46 Persistent organic pollutants (POP) – N/A Volatile Organic Compounds (VOC) – 4.02 Hazardous Air Pollutants (HAP) – N/A Particulate Matter (PM) – 177.20 Other standard categories of air emissions identified in relevant laws and regulations (CO) – 81.89 Total Hydrocarbons (THCs) – 3.35.	-
GRI 306 Waste 2020	306-1	Waste generation and significant waste-related impacts	-	73, 74
	306-2	Management of significant waste-related impacts	-	73, 74
	306-3	Waste generated	-	73
	306-4	Waste diverted from disposal	-	73, 103
	306-5	Waste directed to disposal	-	73, 104

Standard	Disclosures		Remarks and/or Answers	Page
Safety 360°				
GRI 103 Management Approach 2016	103-1	Material topic explanation and its Limit	-	10, 11
	103-2	Management approach and its components	Tramontina does not yet manage the material topic.	-
	103-3	Management approach assessment	Tramontina does not yet evaluate the material topic.	-
GRI 403 Occupational health and safety 2018	403-1	Occupational health and safety management system	-	49, 55
	403-2	Hazard identification, risk assessment, and incident investigation	-	50, 52
	403-3	Occupational health services	-	50,52
	403-4	Worker participation, consultation, and communication on occupational health and safety	-	50
	403-5	Worker training on occupational health and safety	-	51
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-	51
	403-8	Workers covered by an occupational health and safety management system	Data for this indicator were not collected in all units abroad, in the period covered by the report.	48, 99
	403-9	Work-related injuries	-	53, 100
	403-10	Occupational illnesses	-	52, 53
GRI 416 Customer health and safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	-	28, 29, 55
GRI 417 Marketing and labeling 2016	417-1	Requirements for product and service information and labeling	-	28, 55

Standard	Disclosures		Remarks and/or Answers	Page
Transparent, inclusive, honest and engaging relationships				
GRI 103 Management Approach 2016	103-1	Material topic explanation and its Limit	-	10, 11
	103-2	Management approach and its components	Tramontina does not yet manage the material topic.	-
	103-3	Management approach assessment	Tramontina does not yet evaluate the material topic.	-
GRI 102 General Disclosures 2016	102-12	External initiatives	Tramontina does not endorse any external initiative.	-
	102-13	Membership of associations	-	94
	102-16	Values, principles, standards, and norms of behavior	-	15, 61
	102-17	Mechanisms for advice and concerns about ethics	-	61
	102-21	Consulting stakeholders on economic, environmental, and social topics	Tramontina does not have this topic structured. In 2022, in the process of defining Materiality, the company heard its stakeholders to determine the importance of the issues.	09
	102-40	List of stakeholder groups	-	09
	102-41	Collective bargaining agreements	100% of employees are covered by collective bargaining agreements.	-
	102-42	Identifying and selecting stakeholders	Tramontina does not have a formal process for identifying and selecting stakeholders for periodic engagement. In 2022, the Company engaged leaderships, employees, B2B customers, consumers, suppliers, government and social organizations in the process of defining material topics.	09
	102-43	Approach to stakeholder engagement	Tramontina engages its stakeholders according to demand and the approach is defined by the companies or areas according to the audience and the focus of the engagement. In 2022, the company carried out stakeholder engagement when building its materiality.	-
	102-44	Key topics and concerns raised	No stakeholder concerns were collected in the reporting period.	-
GRI 205 Anti-corruption 2016	205-2	Communication and training about anticorruption policies and procedure	Tramontina does not offer specific training on the topic, but addresses it in its Corporate Conduct Manual. The Company is developing a more robust policy related to anti-corruption policies.	-

Standard	Disclosures		Remarks and/or Answers	Page
GRI 405 Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	-	36, 98
	405-2	Ratio of basic salary and remuneration of women to men	Tramontina does not monitor this indicator. The company is finalizing the structuring of its functional categories, with completion expected 2022, when the calculation will be possible.	-
GRI 406 Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	In 2021, Tramontina registered no cases of discrimination of any nature. In its Conduct Manual, the Company ratifies its commitment to non-discrimination. Likewise, it strives not to practice discrimination when hiring people, although it does not yet have processes in place to ensure that this does not happen.	-
GRI 407 Freedom of association and collective bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Regardless of the country, Tramontina always acts with a commitment to respect workers' rights and freedom of association, recognizing labor unions as legal representatives of employees and seeking constant dialogue on labor or union-related issues.	-
GRI 408 Child labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Tramontina respects the Universal Declaration of Human Rights and does not engage child labor in its operations, nor does it maintain relationships with companies and people who disrespect this conduct.	-
GRI 409 Forced or compulsory labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Tramontina respects the Universal Declaration of Human Rights and does not engage forced or compulsory labor in its operations, nor does it maintain relationships with companies or people who disrespect this conduct.	-
GRI 410 Security practices 2016	410-1	Security personnel trained in human rights policies or procedures	In Brazil, in the past three years, 100% of the workers at outsourced property security companies have undergone a training course for security guards, as provided by Ordinance No. 3.233/2012-DG/DPF of 2012, with applied legislation and human rights covered in the course content. In some Tramontina units, security guards receive supplementary training on the Tramontina Conduct Manual. At companies abroad that have outsourced security personnel, there is no provision for the requirement in the contract.	-
GRI 412 Human rights assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	Tramontina does not conduct human rights assessments or human rights impact assessments at its units, even though the subject is addressed in the Tramontina Conduct Manual.	-
	412-2	Employee training on human rights policies or procedures	-	61
GRI 413 Local communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	All Tramontina companies promote engagement and development programs aimed at their local communities, according to the reality of each unit. Tramontina does not directly monitor its social and environmental impact in communities. The companies have all their environmental licenses in order and comply with requirements indicated by the overseeing agency. When entering a new venture or commissioning a new operation, all licensing steps are carried out and licenses are obtained before activities begin. The company promotes knowledge to the interior and exterior audience through the Transforma Program.	93, 94

Standard	Disclosures		Remarks and/or Answers	Page
GRI 413 Local communities 2016	413-2	Operations with significant actual and potential negative impacts on local communities	Tramontina does not monitor this indicator, but when it perceives the risk of some impact, whether social or environmental, it takes action to mitigate the consequences. It works to mitigate the impacts inherent to the production process with an eye toward reuse and conscientious use of natural resources.	-
Local Development				
GRI 201 Economic performance 2016	201-1	Direct economic value generated and distributed	-	84
GRI 202 Market presence 2016	202-2	Proportion of senior management hired from the local community	-	89
GRI 203 Indirect economic impacts 2016	203-1	Investments and infrastructure services supported	-	66, 92
	302-2	Significant indirect economic impacts	The company is aware that indirect economic impacts exist, but it does not yet have a structured method for measuring these impacts. Empirically, social and economic development is perceived in the communities where Tramontina operates, but these impacts are not monitored. There is also expressive representation in the collection of municipal taxes, especially from the units in Carlos Barbosa, Garibaldi and Encruzilhada do Sul. The company seeks to strengthen professional skills and knowledge in local and neighboring communities around its manufacturing units, through intense partnerships with institutions such as SENAI, SESI and universities, with quantitative and qualitative representation in the chain of suppliers, local outsourced workers and neighbors, contributing to the generation of indirect jobs.	-
GRI 204 Procurement practices 2016	204-1	Ratio of expenses with local suppliers	-	63, 90

In case of doubts or suggestions about the disclosures presented herein, please contact us at atendimento@tramontina.com. GRI 102-53



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