TRAMONTINA

2025

Sustainability Report

TRAMONTINA transforma

SUSTENTABILIDADE | SUSTENTABILIDAD | SUSTAINABILITY

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Message from the Administrative Board

GRI 2-22

Last year was particularly significant in the evolution of Tramontina's governance. Establishment of the Corporate Board, which resulted from a process developed over time, marked a new phase in the way we structure decision-making and the distribution of responsibilities. This change has brought greater clarity regarding the roles of the Board and executive management, while also enhancing the efficiency, transparency and quality of strategic discussions that steer the company's future.

This advance also strengthened the way strategic issues are addressed within the company, including sustainability. We now have a more structured dialogue between the Sustainability Center, the Corporate Executive Board and the Administrative Board, allowing decisions to be made in a more data-driven, technical manner and aligned with the expectations of shareholders and society. This is Tramontina's fifth Sustainability Report, a milestone that underscores the company's continued maturing in management and transparency in its practices.

The adoption of more robust management systems and the standardization of processes across all units also help to improve the reliability of information and the efficiency of operations.

In the face of global climate and socioeconomic challenges, we believe that sustainable development is the only viable path.

For this reason, we have focused our strategy on mitigating environmental and social impacts, prioritizing the ongoing pursuit of operational eco-efficiency, responsible transition to a low-impact economy and on upholding integrity throughout our value chain.

In this cycle, within the framework of ESG guidelines, we highlight progress in initiatives aimed at improving the efficient use of natural resources and reducing operational impacts, expanding employee development and engagement programs and strengthening management structures as well as control and transparency mechanisms.

At the same time, we continue to expand our international presence, bringing the Tramontina brand to new markets and diverse cultural, economic and regulatory contexts, which broadens our ability to understand different realities and meet the specific needs of each region. This movement demands constant learning and the ability to adapt.

We are committed to ensuring that these new areas of action evolve gradually in line with the standards, values and practices that steer the Group. In this context, we highlight the start of operations at the factory in Mexico and the opening of our first official tool store, T Tools, both important milestones in our strategy for expanding and reaching new markets. Among our strategic portfolio adjustments, we sold the Tramontina Belém operation, a move in line with our efforts to optimize our structures and focus on generating sustainable long-term value.

Another key aspect in Tramontina's continued success is knowing people's worth. We believe that what truly sets any organization apart is its ability to develop talent, encourage continuous learning and create opportunities for professional growth. Investing in training, technical skills development and team engagement is essential for us to continue innovating and keeping pace with the changes in a constantly evolving market.

In 2026, as we celebrate 115 years of history, we renew our commitment to upholding the values that have always guided Tramontina and, at the same time, to keeping the company current, relevant and prepared for the future.

Rather than looking back at the past, our focus remains on acting responsibly to ensure that Tramontina continues to be a sound, innovative organization capable of creating opportunities for the development of people and communities.

Eduardo Scomazzon
Chairman of the Administrative Board

VISIT OUR TRANSFORMA MAGAZINE

GO TO THE SUSTAINABILITY PAGE

About this Report

GRI 2-1 | 2-3 | 2-14

This annual report reaffirms Tramontina's commitment to transparency and to integrating sustainability into its strategy and day-to-day operations. The document outlines the key practices, initiatives and results related to environmental, social and governance management for the period from January 1 to December 31, 2025, which corresponds to the same time period as the financial report. It was prepared in accordance with the Global Reporting Initiative (GRI 2021) guidelines, ensuring consistency, comparability and alignment with international standards.

The Tramontina Group consists of business entities with different legal structures: the manufacturing plants and distribution centers (DCs) are organized as privately held corporations, while the retail units and service providers operate as limited liability companies. The administrative headquarters are located at Av. Ivo Tramontina, 1024 – Triângulo, Carlos Barbosa – RS, 95185-000, Brazil.

In addition to its strong national presence, the organization has operations in countries in South America, North America, Europe, Asia and Oceania.

The content was reviewed and approved by the Administrative Board based on the ESG Committee's prior analysis and recommendation, aiming to ensure that reported information reflects the company's material topics and performance. This process is outlined in the company's Sustainability Policy, which is available on our Sustainability Page.

Additional information about these initiatives can also be found in Transforma Magazine, an annual publication that highlights relevant actions and projects that reinforce the company's commitment to sustainability.

This report was published on June 1, 2026. Questions, suggestions or comments regarding the content of this document can be sent to the following email address: **nucleosustentabilidade@tramontina.com.**

▪ Tramontina Cutelaria – Starflon Division

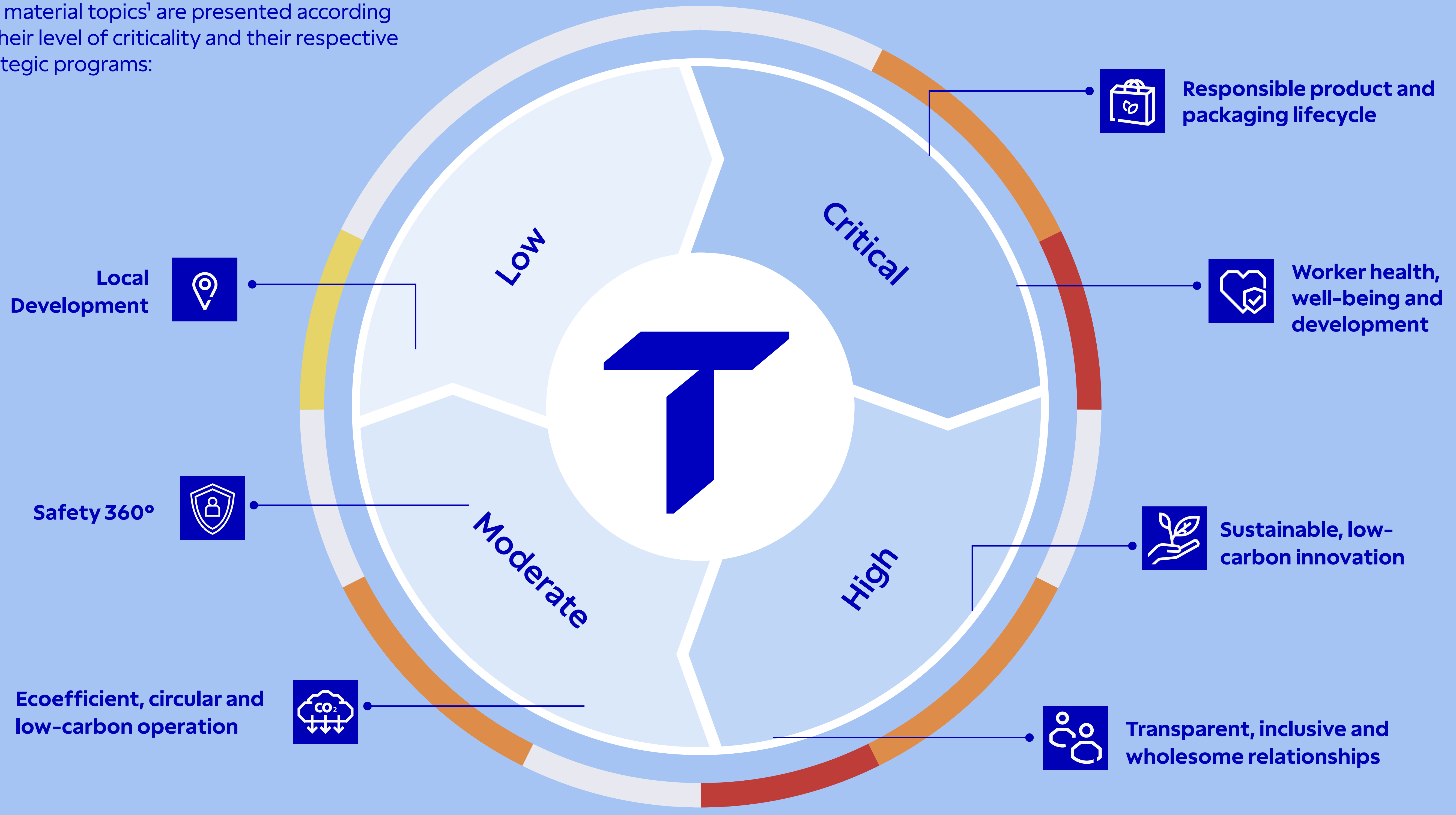
Tramontina Materiality

GRI 3-1 | 3-2 |3-3

In 2022, Tramontina defined its materiality for the first time, setting a fundamental milestone for managing its impacts and its operational and business priorities. The process involved consultation with various stakeholders, ensuring that the material topics identified would guide both the preparation of sustainability reports and development of the company's Sustainability Policy and its strategic objectives.

To implement these guidelines, internal programs have been put into place to organize and develop initiatives and projects aligned with each strategic topic, ensuring that the commitments made translate into concrete results across all areas of operation.

Material Topics
The material topics[1] are presented according to their level of criticality and their respective strategic programs:



[1] With regard to material topics, there were no changes to the list of topics compared to the previous reporting period.

Material Topics and Related Programs

1 – Worker health, well-being and development

A commitment to people's physical and mental health, ensuring healthy and inclusive environments, creating conditions that support a healthy work-life balance and developing technical and behavioral skills.

Strategic Program: Culture and Diversity.

2 – Transparent, inclusive and wholesome relationships

A commitment to building and fostering spaces for listening, dialogue, reciprocity and interdependence, aiming to form lasting and sustainable relationships with employees and other stakeholders.

Strategic Program: Culture & Diversity and Leadership & Transformation.

3 – Responsible product and packaging lifecycle

Focus on the environmental and social impacts associated with the company's products, from raw materials to disposal, and identifying ways to bring about positive change in the production process and among consumers.

Strategic Program: Climate Change & Nature, Product & Circularity, and Value Chain & Innovation.

4 – Sustainable and low-carbon innovation

Aiming to drive business growth by adding value and promoting sustainability, investing in technology and knowledge to develop more durable products and packaging that use fewer natural resources and reduce emissions.

Strategic Program: Climate Change & Nature and Product & Circularity

5 – Safety 360°

Initiatives to develop processes and infrastructure that provide a high level of protection for employees and communities through safe products, clear information and fraud-resistant operations.

Strategic Program: Culture and Diversity.

6 – Ecoefficient, circular and low-carbon operation

Focus on ecoefficiency and circularity in operations, reducing environmental impacts and minimizing greenhouse gas emissions in the production process.

Strategic Program: Climate Change & Nature and Product & Circularity.

7 – Local Development

A commitment to the economic, social and environmental development of regions where it operates, by supporting local businesses and investing in projects run by social organizations.

Strategic Program: Legacy for Communities.

Management of Material Topics

GRI 3-3

The strategic direction for managing all identified material topics is supported across the board by Tramontina's Sustainability Policy.

The Policy serves as the primary governance framework, consolidating the guidelines that steer the business toward proper management of risks, impacts and opportunities (ESG) throughout the entire value chain, linking sustainability challenges to the core long-term strategy.

In this report, the detailed description of management retains a consolidated focus on:

Management of social and environmental impacts: Identifying, classifying and mitigating negative effects while maximizing positive ones.

Current policies and commitments: Institutional guidelines, defined targets and indicators to monitor the effectiveness of programs.

Relationship mechanisms: Channels for stakeholder interaction, where they can report deviations or suggest improvements.

Evolution and Dual Materiality

In 2025, Tramontina began revising its materiality matrix from a dual-materiality perspective, broadening the analysis to consider both the organization's impacts on society and the environment and the influence of sustainability issues on the company's value and financial performance.

Throughout the year, sector-specific benchmarking analyses were conducted, based on benchmarks such as the World Economic Forum and MSCI, and relevant stakeholders were consulted by means of interviews and questionnaires involving customers, employees, consumers, shareholders, suppliers, service providers, sales representatives, the third sector, public organizations, local communities, labor unions and employer associations, as well as board members, management, the press and financial institutions.

The identification and prioritization process mapped out both positive and negative actual and potential impacts, related to the economy, the environment and people, including human rights, throughout the entire value chain. The evolution of materiality will consider criteria related to the severity (scale, scope and irreversibility) and probability of impacts, combined with the relevance attributed by stakeholders, planned to be completed and submitted to the ESG Committee in 2026.

Our commitment for upcoming cycles

The ESG Committee and the Sustainability Center continue to work toward incorporating financial materiality assessments into all of Tramontina's operations and relationships.

In 2026, efforts will be expanded with the goal of measuring and managing the financial implications associated with material topics more accurately.

As part of this commitment, the company will continue to improve its financial risk mitigation metrics and policies, while also ensuring transparency in communicating these developments in future reporting cycles.

Where it all began

GRI 2-6

With 115 years of history, Tramontina began building its legacy with a simple, entrepreneurial dream: to manufacture pocket knives in Carlos Barbosa, Rio Grande do Sul, and to use the region's railroad to transport the products to Porto Alegre, the state capital in southern Brazil.

That was how Valentin Tramontina and Elisa De Cecco Tramontina started the business as a way to support their family, giving rise to a brand that has spanned generations.

With the arrival of their children and, later, following the patriarch's death, the dream was kept alive through the merging of family with partners, who continued to expand the business through hard work, innovation and a long-term vision.

Today, this journey has resulted in a portfolio of more than 22,000 manufactured items and a global presence reaching over 120 countries, bringing the Tramontina brand to different markets, cultures and moments in people's lives.

Over time, its products have incorporated technology, innovation and design while maintaining their core commitment to quality, which connects its origins to the future and sustains its global operations.

This growth is supported by a robust industrial and logistics infrastructure. There are eight factories, six in Rio Grande do Sul, one in Pernambuco and one in India, linked to 24 distribution centers, eight regional sales offices and a dedicated quality and services division.

This foundation allows the company to operate at scale, efficiently and locally, ensuring the consistent availability of its products in various markets.

To serve its markets, Tramontina has 23 sales, distribution and quality control offices, as well as a brick-and-mortar retail operation with **23 stores in Brazil and 16 abroad**, in countries such as Peru, Colombia, Chile, South Africa and the United Arab Emirates.

This international presence is also reflected in the e-commerce operation, which serves Brazil and 17 other countries, from Latin America to Asia.

Among recent developments, the opening of the first store dedicated exclusively to tools in Colombia stands out. During the period covered by this report, Tramontina underwent significant structural changes in its value chain.

Notable developments include the sale of the Tramontina Belém manufacturing facility, with the aim of focusing efforts on the core business, and the official launch of industrial operations at the new factories in Mexico and India, expanding the company's production capacity to serve the Latin American and Asian markets in an even more competitive manner.

In the B2B market, Tramontina serves more than 70,000 clients worldwide, including distributors, wholesalers, retailers and home centers.

In direct business-to-consumer (B2C) transactions, the e-commerce platform's customer base is predominantly female, accounting for about 60%, mostly consisting of young adults between the ages of 25 and 34, concentrated in the South and Southeast regions of Brazil.

To promote and monitor the quality of the customer experience, the company maintains structured customer service and after-sales channels, such as the Tramontina Customer Service Center (CAT).

1911
Founding

24
Distribution centers

+10.000
Employees

8
Regional sales offices

+22.000
Items

1
Quality and service office

+120
countries served

8
Factories

39
Concept stores

Global Presence

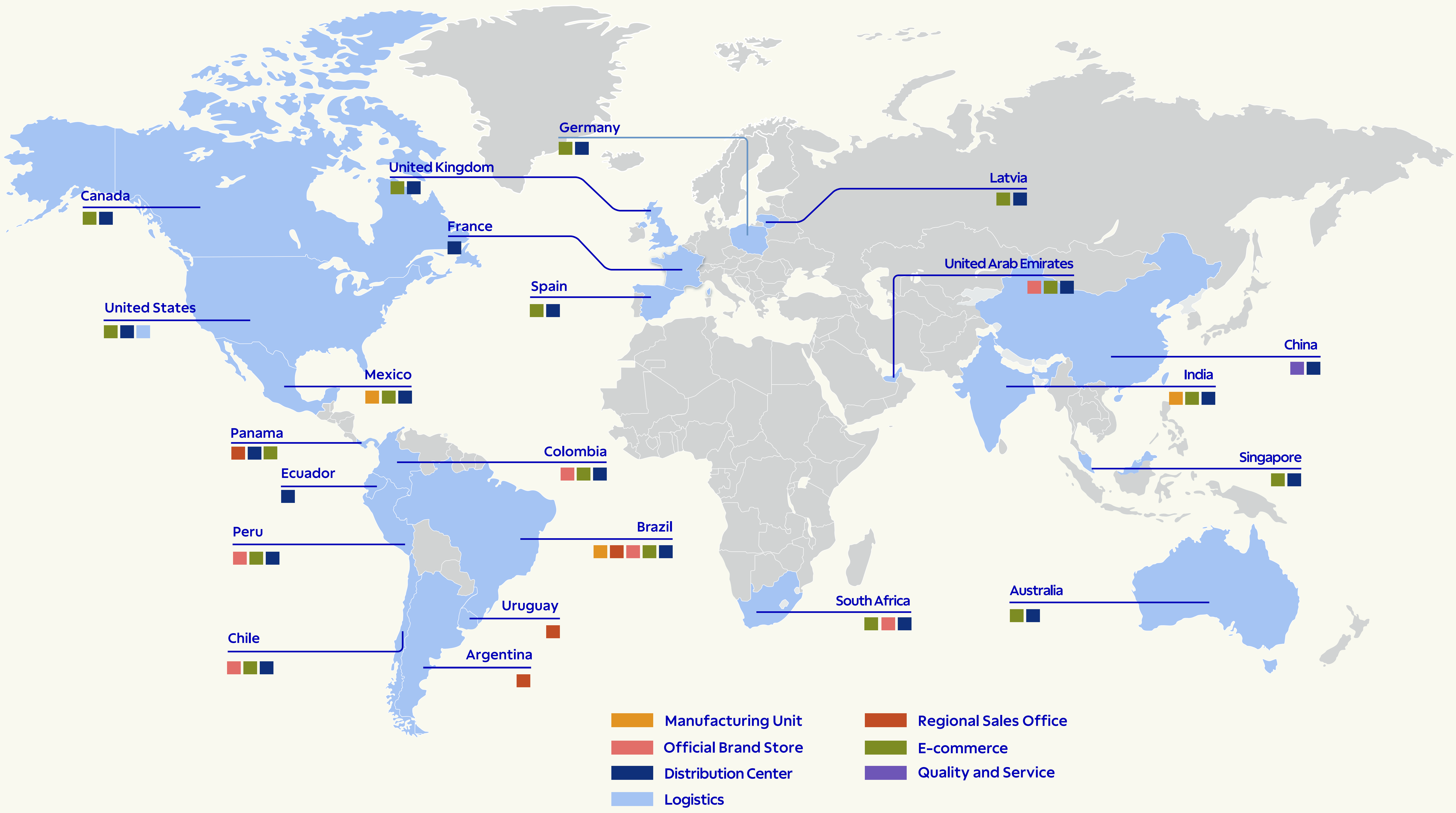
Our global reach is also reflected in our close relationship with customers and consumers. Tramontina has international sales, distribution and quality control facilities, as well as its own retail operations in Brazil and abroad, which strengthen the brand and expand its reach to different audiences on different continents.

This presence has been built up over time, transforming production capacity into reach and relationships, and establishing the company as a Brazilian brand with a truly global presence.

This combination of purpose and consistency has enabled Tramontina to push boundaries, diversify its business and continue to evolve without straying from its essence. Doing things well to inspire people, as stated in its mission, has always been linked to the pursuit of quality, innovation and integrity in relationships, principles that guide its vision for the future.

In addition to keeping pace with the brand's growth, the company's values have kept it grounded while looking toward the horizon, balancing leadership, transparency, customer satisfaction, recognizing people's worth and dedication in everything it does.

SEE OUR GLOBAL PRESENCE



Tramontina Worlds

Tramontina products are part of different moments in people's lives, offering solutions for the kitchen, home, agriculture, construction, gardening, industrial maintenance, electrical materials, furniture and professional tools.

The main materials used in operations include carbon steel, stainless steel, aluminum, cast iron, plastic, wood and porcelain — strategic materials that give Tramontina products quality, durability and longevity while also contributing to the continuous improvement of efficiency and sustainability practices throughout the value chain.

Supply chain management is decentralized, ensuring operational agility while guided by a corporate strategy without compromising quality and ethical standards.

The company maintains relationships with more than 12,800 suppliers in Brazil and abroad, divided into three categories: critical inputs (carbon steel, stainless steel, aluminum, plastic resins, wood and packaging), services (logistics, security, meals and consulting), and fixed assets, related to machinery and equipment.

These partners are selected and monitored through the Supplier Qualification Index (IQF) and environmental compliance checks, while the relationship is governed by the Code of Conduct, which establishes guidelines on ethics, anti-corruption practices and respect for human rights. In addition to its traditional supply chain, Tramontina maintains other business relationships that are essential to the reach and quality of its operations.

Notable examples include strategic partnerships with logistics companies for domestic and international distribution; the extensive network of third-party Authorized Technical Support Centers, which ensure product availability and service life in the after-sales phase; and corporate arrangements such as the joint venture established for manufacturing operations in India.

Carbon Steel

Highly recyclable and offering high mechanical strength. Its composition contributes to greater durability, making it highly resistant to wear, bending and fatigue, thereby extending products' service life and promoting material circularity.

Stainless Steel

Combines a long service life, high strength and recyclability. In addition to often incorporating recycled content, it is a material known for its durability and low maintenance requirements, characteristics that help reduce replacements and resource consumption throughout the lifecycle of products.

Aluminum

A versatile and infinitely recyclable material, making it a prime example of circularity, it is used in various Tramontina product lines. The waste generated during the production process is recycled internally, promoting circularity and significantly reducing the environmental impacts and energy consumption associated with production of the material.

Cast Iron

Known for its strength and heat retention properties, it ensures that products are long lasting. Its long service life reduces the need for frequent replacements, while its recyclability supports circular economy practices.

Wood

Sourced through reforesting and sustainable management. Wood used in tool handles, furniture and utensils is a renewable raw material that combines performance, aesthetics and social and environmental responsibility.

Porcelain

Made from carefully selected mineral raw materials, it combines strength, quality and durability. Its production process prioritizes efficiency and resource optimization, with a focus on material recycling, thereby contributing to the longevity and added value of products.

Plastic

A versatile and highly recyclable material used in various Tramontina product lines. Through sustainable design, it is used for lasting, functional items. The waste generated during the production process is recycled internally, returning to the industrial cycle and significantly reducing the environmental impact and energy consumption associated with production of the material.

Tramontina has built a solid foundation, but it looks to the future as its inevitable destination.

This report outlines how the company is continuing to evolve, connecting tradition, innovation and a commitment to people.

On the following pages, we invite you to learn more about our operations, our management practices and the results that reflect the essence of a brand that is part of the daily lives of millions of people in Brazil and abroad.

ENVIRONMENTAL GUIDELINE

doing things well in operations

For Tramontina, Doing Things Well is part of its essence, its deepest core values. In our operations, this means delivering quality in every detail, ensuring that our products truly make a difference in people's lives.

It means acting with discipline, responsibility and consistency, always striving for efficiency and continuous improvement in its environmental management processes and practices. It also entails ethics, respect and commitment in its actions.

More than just a guideline, it is a way of working that translates the company's values into concrete results, while strengthening environmental responsibility, upholding the principles of sustainable design and circularity, promoting eco-efficiency, and fostering low-carbon operations.

12 tons of post-consumer products recovered (reverse logistics)

97,7% of electricity consumed is of renewable origin

45% of the water used is reclaimed water and rainwater

+34 mil tons of recycled material used as raw material

52% of all energy consumed is of renewable origin

+50% of packaging is made from recycled materials

80% of waste sent for recycling

+23 mil tons of waste recycled internally

Product and Circularity

The Product and Circularity topic in Tramontina is directly involved in the responsible management of resources throughout the entire lifecycle of its products and packaging, from development through post-consumer use.

This commitment is put into practice through the Sustainable Design and Circularity subprograms, which steer initiatives focused on reducing environmental impacts, using materials more efficiently and expanding reuse and recycling throughout the value chain.

In this context, the consolidated information presented underscores the ongoing pursuit of efficiency in the use of resources, improved traceability and the enhancement of reported data quality, in line with the best sustainability practices.

Circular Economy in Packaging: Paper and Cardboard Recycling

Tramontina continues to make progress on its sustainable design and circular economy agenda for packaging, with a focus on reusing materials and reducing environmental impacts.

In 2025, 43 environmental improvement projects were implemented at the company's manufacturing facilities in Brazil, prioritizing the reduction of virgin raw material consumption, the elimination of plastics and the optimization of packaging with greater recyclability.

One of the highlights is the reuse of cardboard generated in-house, which is processed at the Sorting Center and turned into packaging protection. This initiative prevented 62.5 tons of cardboard from being sent off-site during the year, with 40.8 tons reused at the Cutelaria plant and 21.7 tons at TEEC, thereby incorporating the material directly into Tramontina's products.

Another significant advancement was the logistical integration to optimize the use of paper spools. Previously sent for external recycling after being discarded during the stainless steel unwinding process, this paper is now used as protective packaging for shipments through e-commerce and Distribution Centers, thereby extending the material's lifecycle.

In 2025 alone, Tramontina TEEC allocated 28.8 tons of paper for this purpose, solidifying its commitment to transforming waste into efficient packaging solutions.

The initiative reinforces the company's ongoing commitment to sustainable practices, which have been in place since its earliest reporting cycles, highlighting its progress in integrated resource management.

43 Projects

Environmental improvements focused on reducing virgin raw materials and eliminating plastics.

62,5 tons

Total cardboard reclaimed internally as packaging protection.

28,8 tons

Reused stainless steel roll paper for protecting e-commerce shipments.

▪ Tramontina employees visiting the South Distribution Center during Packaging Week

Tramontina Packaging Week: connecting innovations and strengthening collaboration

From September 15 to 19, Tramontina organized Packaging Week, bringing together representatives from all of its factories in Brazil for an intensive marathon of learning and collaboration. The initiative aimed to strengthen integration between teams at the various facilities, as well as to identify opportunities for improvement and innovation in packaging processes.

The program included immersive visits to production facilities, distribution centers and laboratories, providing a comprehensive overview of the stages that make up the entire packaging cycle. Participants also had the opportunity to meet with strategic suppliers, gaining a deeper understanding of market solutions and trends, in addition to visiting a recycling cooperative to understand the impact of post-consumer packaging disposal and the importance of choosing materials with greater recycling potential, thereby broadening their integrated perspective on sustainable design and circularity.

With the active participation of those involved, the event fostered meaningful exchanges and innovative insights and helped drive practical improvements in processes, promoting greater efficiency, integration and alignment across operations.

Materials Used

GRI 301-1 | 301-2 | 301-3

Tramontina's material management reflects its commitment to the efficient use of resources and continuous improvement in the quality and traceability of information.

During the reporting period, the total weight of materials used in the production and packaging of Tramontina's main products amounted to 196,740.5 tons.

The data was obtained from material consumption based on inventory write-offs, using information from the Tramontina System and SAP.

The monitoring process takes Curve A[1] consumption into account, which covers raw materials, purchased components, direct packaging and resale items that are most significant to the business. Items classified on the other curves were not considered due to their lesser relevance and impact.

Consolidating this information involved the technical challenge of integrating the SAP and SIT systems to ensure traceability

of data between the different operational units.

The scope covers the seven factories in Brazil and, as a new feature in this cycle, includes Tramontina USA (TUSA), while excluding data from Tramontina Belém.

The consumption profile demonstrates the diversity of Tramontina's industrial operations, with metals, plastics, wood, minerals, glass and rubber predominating among raw materials, and paper and cardboard used as the main packaging materials.

Carbon steel remains the raw material with the highest volume, followed by plastics, aluminum, wood and stainless steel.

A notable development in this cycle is the inclusion of **cast iron, which now accounts for 2.9%** of total materials, driven by the incorporation of data from the TUSA facility.

Cardboard, used solely as a packaging material, accounts for 4.9% of the total materials consumed. When considering packaging alone, **it accounts for 86% of the material used for this purpose.**

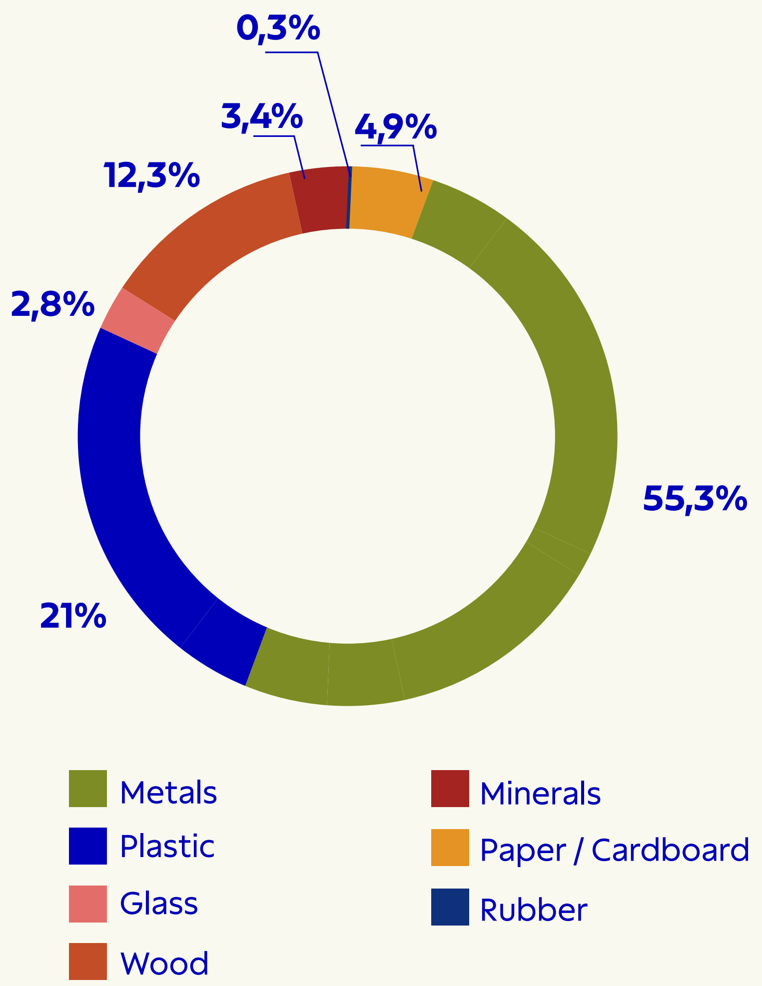
Material Group	Amount Consumed (t)	Amount of Recycled Material in the Composition (t)	Percentage of Recycled Material in the Composition
Rubber	592,4	483,1	81,5%
Paper/Cardboard	9.609	5.661,1	58,9%
Metals	108.892,3	25.937,4	23,8%
Plastic	41.241,1	2.449	5,9%
Glass	5.485,8	252,2	4,6%
Wood	24.237,1	0,3	0%
Minerals	6.682,8	0	0%
Total	**196.740,5**	**34.783,2**	**17,7%**

[1] The Curve A concept at Tramontina uses the consumption value metric. The items in Curve A are those whose combined consumption accounts for 80% of total consumption.

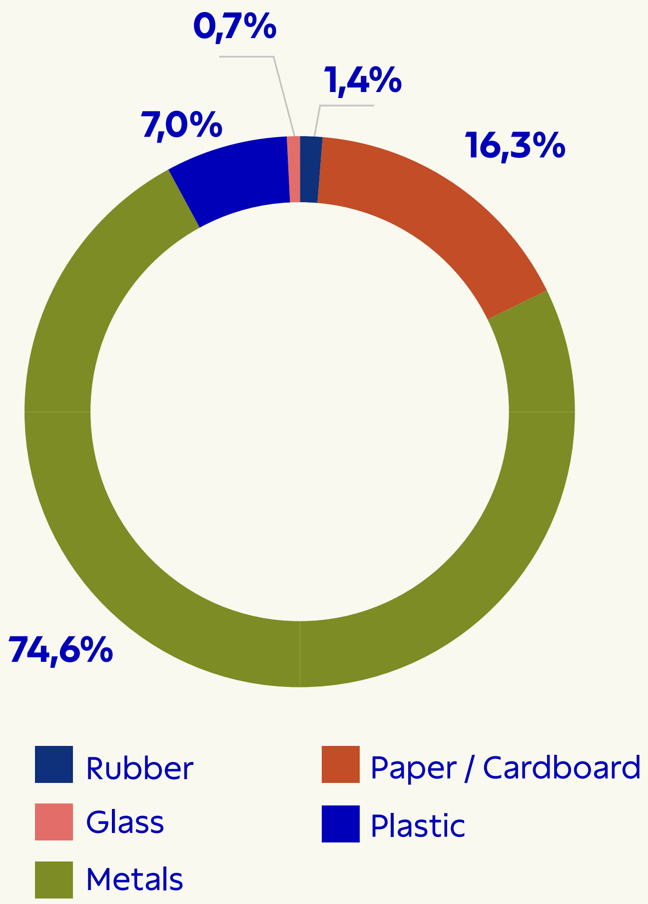
In 2025, the material consumption profile consisted mainly of non-renewable inputs, which totaled 162,894.4 tons, accounting for 82.8% of the total.

These materials consist mainly of metals, such as carbon steel, stainless steel, aluminum and cast iron, as well as plastics (PP and PVC), glass and rubber. Renewable materials, meanwhile, totaled 33,846.1 tons, accounting for 17.2% of the total, consisting of wood from traceable sources and paper and cardboard used primarily in packaging.

Material consumption (kg)



Consumption of recycled materials (kg)



The percentage of recycled materials was calculated by dividing the total amount of recycled inputs used by the total amount of materials consumed (reported in indicator 301-1), then multiplying the result by 100. Information about the recycled content of input materials was provided by suppliers. The scope of this indicator covers Curve A for manufacturing facilities in Brazil and at TUSA, excluding all other curves, in line with the criteria adopted for total material consumption.

Performance of Recycled Materials

In the 2025 cycle, 17.7% of the total materials consumed in Curve A were of recycled origin, including inputs from external suppliers.

This volume corresponds to 34,783.2 tons of materials reintroduced into the production cycle, representing an improvement over the 13.8% recorded in the previous period.

Metals remain the main highlight, accounting for 74.6% by weight of all recycled materials consumed, with a focus on the use of aluminum alloys and external scrap metal. Next, **paper and cardboard**, which are primarily used in packaging, account for 16.3% of the recycled volume, with a **recycled content rate of 58.9% on Curve A.**

Plastics account for 7% of recycled materials, with progress being made to use LDPE, PET and PP containing recycled content. Rubber, in turn, has the highest circularity rate, at 81.5%, driven by the use of recycled tires in Tramontina Multi's line of wheelbarrows.

Tramontina remains committed to increasing circularity in its supply chain by expanding its procurement of materials with recycled content and improving the internal use of resources. In 2025, performance reflects the evolution of data governance and the integration of new operating units, emphasizing a management approach that is increasingly structured and aligned with best sustainability practices.

Voice of the Oceans

As part of its commitment to sustainability, Tramontina has joined the Voice of the Oceans movement, led by the Schurmann family, which works to fight plastic pollution through awareness-raising, environmental education and practical actions.

In 2025, the partnership gained momentum through initiatives in different regions of the country, including community cleanup efforts and social mobilization campaigns.

The efforts resulted in the collection of hundreds of kilograms of coastal waste, underscoring the importance of collective action to address the impacts of improper disposal.

In addition to initiatives in the field, the partnership strengthens the company's established practices for reducing environmental impacts. To see all the details about the initiative and its results, read the full article in Transforma Magazine.

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GO TO PROJECT VIDEO

▪ Beach cleanup action at Ilha do Mel (PR)

Circularity and in-house recovery strategy

Tramontina's circularity strategy goes beyond the use of recycled materials, with a strong emphasis on in-house material recovery, a practice already well-established in its operations.

Aluminum and plastics are returned to the production process through scrap recycling, wood waste is transformed into briquettes for energy generation, and specific technologies are used in the porcelain operation to enable the recycling of clay and glaze, reducing waste.

Tramontina also adopts consistent practices for reusing packaging, particularly the reuse of cardboard at various stages of its operations.

The Sorting Center plays a strategic role by connecting material generation and reintroduction. In 2025, this enabled the return of waste such as cardboard and plastics to the Group in the form of new packaging containing recycled content.

This trend is reinforced by integration into the supply chain, in which 33.3% of the materials processed by the Waste Management Center were returned directly to packaging suppliers, in addition to the materials sent by the factories themselves as part of structured direct recycling projects with partners.

This process flow allows waste to be reincorporated as new raw materials, both in Tramontina products and in other production chains.

Notable limitations for this period include the absence of data from the Tramontina Belém facility, due to its sale, and the lack of information on the percentage of recycled content in certain materials.

Nevertheless, taken together, these initiatives demonstrate Tramontina's consistent progress in incorporating circular economy principles, thereby improving resource efficiency, reducing environmental impacts and promoting sustainability throughout the value chain.

▪ Tramontina Multi briquette manufacturing

TRAMONTINA

Reverse Logistics, Recovery and Circularity

Tramontina upholds a consistent commitment to circularity, integrating reverse logistics and material reuse initiatives throughout its entire value chain.

In 2025, based on the total gross weight of products manufactured by its factories in Brazil, Tramontina recovered 1.1% of the total mass of products placed on the market through its various channels, and strengthened its focus on recovering post-consumer products and offsetting packaging.

This connects its sustainability strategy to environmental initiatives, commercial actions and engagement with the community.

GO TO MORE INFORMATION

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SEU AMBIENTE MAIS CONSCIENTE

Your Environment More Conscientious Reverse Logistics Program

Tramontina's in-house reverse logistics program, "Seu Ambiente Mais Consciente" (Your Environment, More Conscientious), is the cornerstone of this management system, with 61 collection points distributed across 50 strategic locations in Brazil. The initiative entails collection of the brand's products, as well as electronics and batteries from any manufacturer.

In 2025, 12 tons of post-consumer products were recovered, a volume equivalent to approximately 61,000 frying pans or 4,500 grass trimmers.

Throughout the year, Tramontina also expanded its retail operations through the **Troque & Transforme (Exchange & Transform)** campaign, which encouraged customers to return products directly to the brand's official stores.

This initiative, which is described in full in Transforma Magazine, resulted in the recovery of material equivalent to more than 12,000 frying pans, all of which was sent for recycling.

▪ Tramontina Factory Carlos Barbosa (RS)

Environmental offsetting and sectoral partnerships

To comply with current laws and mitigate the environmental impacts associated with packaging and products placed on the Brazilian market, Tramontina operates through environmental offsetting and collective management systems.

In 2025, the company recycled 32% of packaging destined for the domestic market, totaling more than 1,900 tons recovered through management organizations.

Regarding tires, 70% of the tires used on electric utility vehicles at the Multi facility were recovered, in partnership with UTEP. For electronics, management occurs collectively via the Brazilian Association for Recycling of Portable Electronics and Household Appliances (ABREE – Associação Brasileira de Reciclagem de Eletroeletrônicos e Eletrodomésticos), with consolidated industrial reporting pursuant to legal requirements.

Service life extension and repairability

Tramontina's sustainability strategy is also based on the durability and extended service life of its products.

In this context, the network of more than 2,000 authorized technical support centers plays a key role as a support structure for the circular economy.

By promoting equipment repair and maintenance, the company reduces the need for premature disposal, reinforcing the principles of sustainable design and resource conservation.

For the sake of transparency and traceability, the company notes that the volumes destined for partners, as detailed in GRI 306, are not included in the post-consumer product recovery metric for this indicator.

Building an increasingly circular economy broadens responsibility for the lifecycle of products, strengthening strategic partnerships and helping to reduce environmental impacts throughout the entire value chain. In this context, Tramontina's operations are strengthened through initiatives that combine operational efficiency, innovation and compliance, thereby increasing the circularity of materials and the reuse of resources.

EcoDamas: sustainability and solidarity in movement

Educating also entails teaching people to take care of each other, take care of the world and the future that we build collectively. For this purpose, the EcoDamas project, in partnership with Tramontina, extends beyond school grounds and turns the collection of plastic bottle caps into a concrete initiative that combines environmental awareness and social responsibility.

The **Tampinhas que Transformam** initiative, carried out in partnership with Colégio Damas in Recife (PE), promoted the collection of bottle caps through engagement activities with students. To this end, recycling bins and collection stations were set up, while the school organized a dynamic activity in which students, over a period of time, collected and stored materials and encouraged friends and family to contribute to the initiative.

With fundraising that exceeded expectations, some of the bottle caps were incorporated into the composition of Isabelle chairs, which were donated to the Nossa Senhora das Graças School. Surplus materials were donated to the Support Group for Underprivileged Children with Cancer (GAC). In addition, on the fundraising day, we engaged in an additional charitable action by donating new furniture to the school.

More than just a one-time initiative, EcoDamas reinforces the role of education in shaping socially conscientious citizens, with a direct impact on both the school community and the GAC. By turning small gestures into a collective benefit, the project demonstrates that solidarity, when set in motion, multiplies.

▪ Bottle cap collection point at Colégio Damas in Recife (PE)

Climate Change and Nature

Environmental management at Tramontina is guided by the continuous pursuit of eco-efficiency and the mitigation of adverse material impacts (both actual and potential), as well as by maximizing the positive impacts of its operations, covering issues such as energy consumption, greenhouse gas emissions, water use, effluent management, waste management and the conservation of forests and biodiversity.

This approach is structured around strategic objectives and practices aimed at increasing operational efficiency, reducing environmental risks and promoting the responsible use of natural resources throughout the entire value chain. To support this agenda, the company organizes its initiatives into two additional subprograms: Ecoefficiency & Clean Technologies and Carbon Management. In addition to steering the implementation of initiatives, these programs also monitor indicators and track the ongoing evolution of environmental performance, laying the groundwork for the results presented in this chapter.

In 2025, **Tramontina allocated more than BRL 15 million to environmental management at its facilities, considering costs and investments in this area**. The funds were allocated to maintaining and improving management practices and modernizing environmental systems and operations at the facilities. More than 50% of the funds were allocated to water and wastewater management, with a focus on the efficiency of Wastewater Treatment Plants (WWTPs), water reuse and proper disposal. Waste management, meanwhile, accounted for about 30% of resources, covering logistics, internal operations and disposal methods aligned with the circular economy and the minimization of landfill use.

In addition, material recovery generated more than BRL 59 million in revenue from the sale of waste, demonstrating that strategic environmental management also strengthens value creation for the business.

Energy

GRI 302-1 | 302-2 | 302-3 | 302-4 | 302-5

Energy management is a strategic issue for Tramontina, as much for its operational importance as for its contribution to reducing environmental impacts and production costs.

The company continually strives to improve the energy efficiency of its operations through investments in technology, equipment upgrades, process improvements and increased use of more sustainable energy sources.

In 2025, the organization's total energy consumption was 1,585,657.4 GJ, representing an absolute reduction of 3.5% compared to the previous year.

This result reflects Tramontina's efforts to make its operations more efficient, strengthen resource management and advance the transition to an energy matrix that is increasingly aligned with its sustainability commitments.

The following chart shows the breakdown of Tramontina's total energy consumption in 2025, detailing the share of different energy sources used in its operations.

The analysis also highlights the source of energy consumed, with 52% coming from renewable sources and 48% from non-renewable sources.

One of the major advances during this period was the partial transition of the energy matrix, with the introduction of biomethane to replace natural gas.

The full article on biomethane can be read in its entirety in Transforma Magazine.

During this period, the conversion factors used were also refined; they are now part of the basis for Corporate Environmental Indicators developed in 2025 and implemented starting in 2026.

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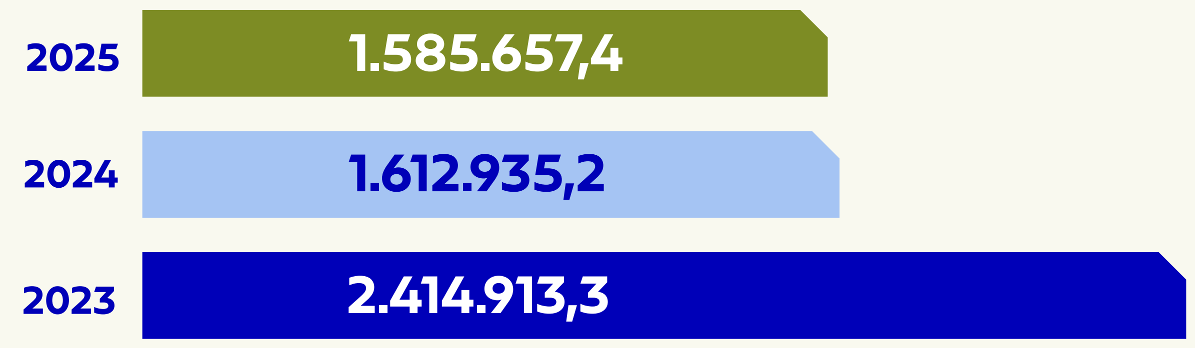
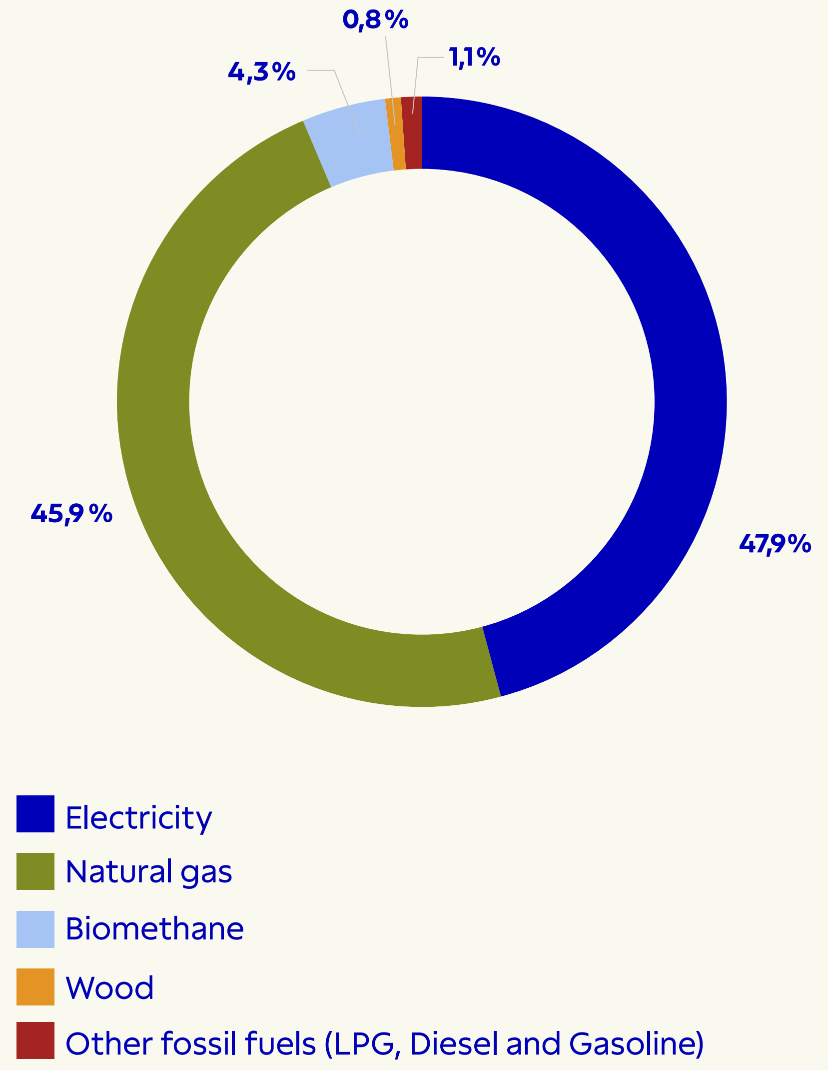
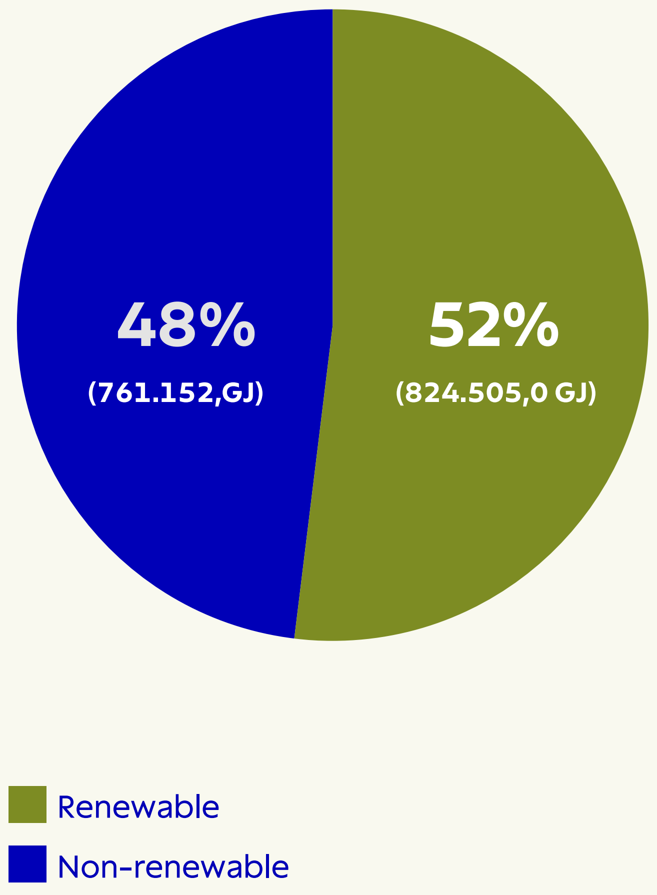
Total Energy Consumption (GJ)



Energy Matrix Composition



Source of Total Energy Consumed



Renewable sources: biomethane, wood (firewood, briquettes and waste), the renewable fraction of liquid fuels (biodiesel and ethanol) electric power from renewable sources (wind, hydro, solar, among others). Non-renewable energy sources: natural gas, LPG and the mineral fraction of liquid fuels (diesel and gasoline), as well as electricity from non-renewable sources.

Methodology and conversion factors: the calculations were based on Tramontina's Corporate Environmental Indicators, using conversion factors derived from bibliographic data, the calorific value of fuels and internal studies. For specific sources, the following references were used: diesel and gasoline (Brazil) – GHG Protocol Brazil tool (version 2025.0.1); electricity from the conventional grid (Brazil) – National Energy Balance (Balanço Energético Nacional – BEN 2025). For international operations, a conservative approach was taken, defining electricity and fuels as 100% non-renewable, given their low materiality relative to the Group's overall consumption.

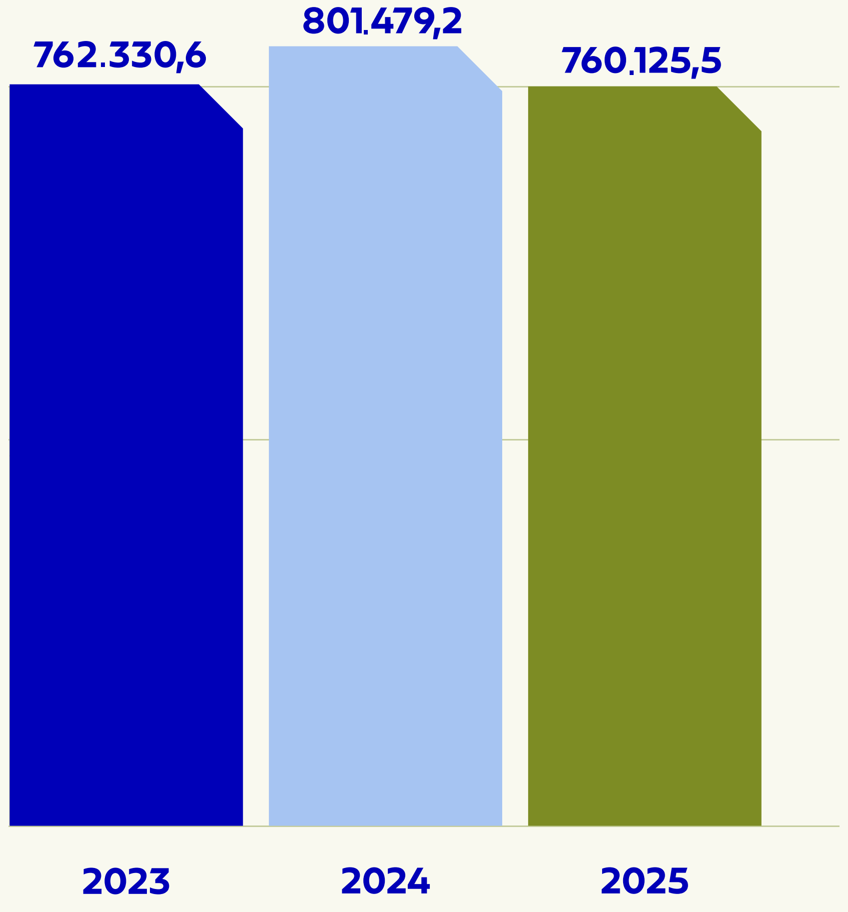
Electricity

The following charts show the consumption profile and the sources of electricity used by Tramontina in 2025, illustrating both how this pattern has evolved over the past few years and the composition of the energy matrix.

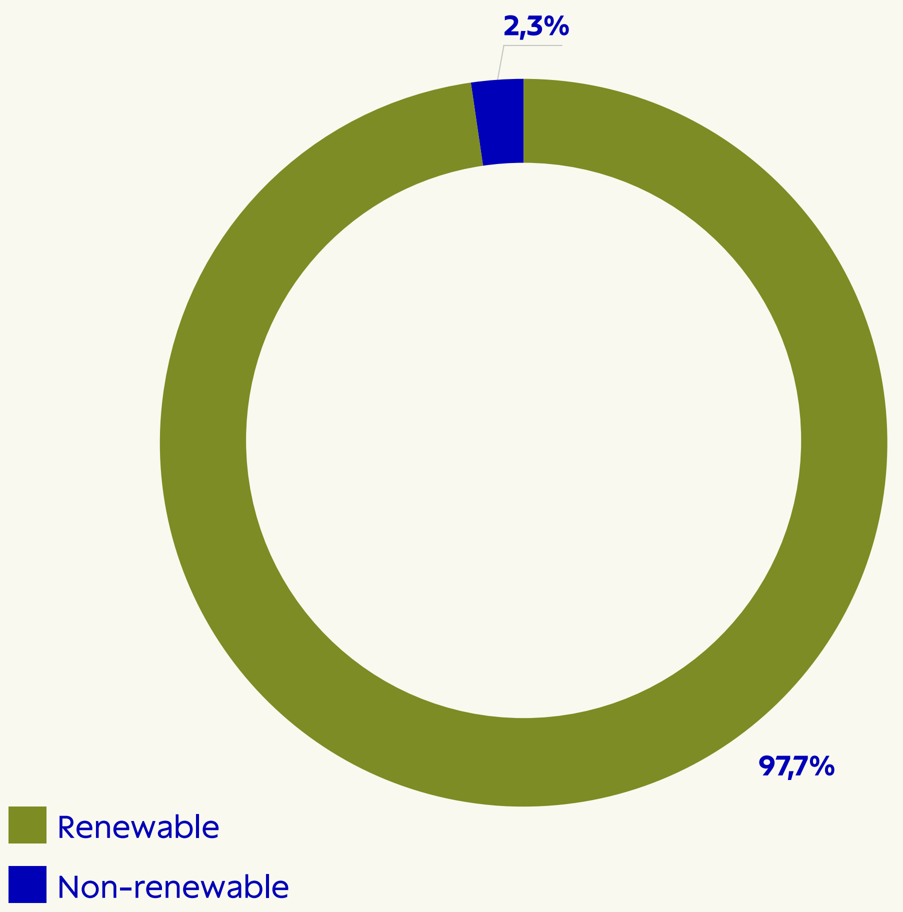
Also noteworthy is the high renewable energy share, **with 97.7% of electricity coming from renewable sources**, including the open market, in-house generation and the national grid's average mix, while international consumption was conservatively reported as non-renewable.

Electricity consumed:
760,125.5 GJ (47.9% of total energy)

Electricity Consumption (GJ)



Source of Electric Power Consumed



Source of Electrical Power:

95,6% from contracts in the Brazilian free market (factories and distribution centers in Brazil)

4,3% conventional utility

0,1% own generation

Energy Intensity

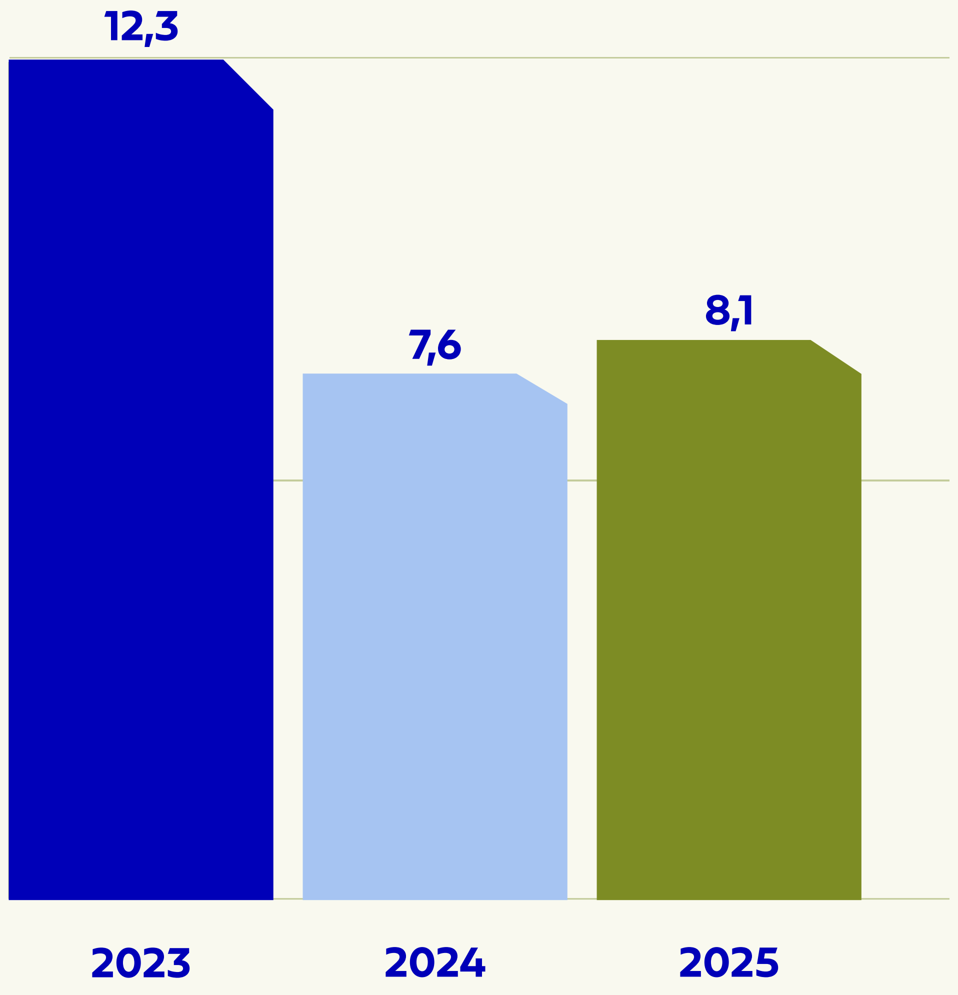
In the 2025 cycle, Tramontina's energy intensity was 8.15 GJ per ton of gross weight produced, calculated based on 1,585,657.4 GJ of total energy consumption and production volume of 194,491.93 tons.

The indicator showed a 6.8% increase compared to 2024 (7.6 GJ/ton), a change not associated with a loss of energy efficiency but rather to shifts in production volume, while also taking into account the diversity of products manufactured and the processes involved.

In 2025, gross production weight fell by 8.1%, while energy consumption dropped by 3.5%; because the decline in production was proportionally greater, energy intensity increased.

The calculation takes all energy consumption reported under the GRI 302-1 indicator into account, covering fuels and electricity, including natural gas, LPG, diesel, gasoline, electricity, wood and biomethane.

Energy Intensity
(GJ/t) gross weight produced



The scope of this indicator covers solely energy consumed within the organization. To ensure the consistency and comparability of the metric with regard to production volume, energy consumption and production data from the Belém facility were not included in the 2025 consolidated figures.

Energy Innovation, Performance and Strategic Action

GRI 302-4 | 305-5

During the last cycle, the Tramontina Group completed a mapping of 21 energy efficiency and energy transition projects at its manufacturing facilities in Brazil.

This progress is the result of the strategic efforts by the units, which are integrated and aligned through the Energy Matrix Working Group and the Environmental Committee, the bodies responsible for identifying, prioritizing and leading initiatives across various operational fronts.

Main initiatives and results:

The projects implemented covered various energy sources and uses, including electricity, natural gas, biomethane, LPG, diesel, compressed air systems and steam generation.

5 projects were related to reducing natural gas consumption.

5 projects involved replacing the energy mix.

3 projects focused on improving the efficiency of lighting systems.

8 projects focused on optimizing processes and implementing new technologies.

Consolidated results include:

Electricity

A reduction of **198.5 MWh (714.6 GJ)**, with a focus on technological replacement initiatives, including the adoption of LED lighting and the replacement of motors with more efficient models.

Natural Gas

A reduction of approximately **365,000 m³ (13,450 GJ)**, notably through replacement with biomethane and improvements to compressed air, steam and thermal insulation systems.

Result measurement follows a hybrid approach, combining direct measurements with estimates based on engineering parameters, depending on the nature of each project. Tramontina acknowledges that the total energy consumption reduction exceeds what was reported for this cycle. Due to the transition to a standardized reporting model, some of the data is still being consolidated and refined and is therefore not available for inclusion in this report.

The reductions in consumption reported for the period are based on each unit's individual figures. In this cycle, there is no standardized base year or single measurement methodology across all projects.

The Environmental Committee and the Energy Matrix Working Group continue to work on improving the processes for measuring, recording and consolidating data, as well as on standardization

of methodologies. The goal is to expand the scope and consistency of reported information in upcoming cycles.

Another notable project is the **Green Hydrogen** initiative, which arose from the understanding that the energy transition is one of the main challenges on the global climate agenda. Nearly ten years ago, Tramontina began conducting research on hydrogen fuel cells, industrial applications and the technological feasibility of replacing fossil fuels in its logistics and production operations.

This project gained new momentum in 2025 when it was selected under the Rio Grande do Sul State Government's call for proposals for decarbonization initiatives, paving the way for the creation of the state's first green hydrogen logistics and industrial hub in Carlos Barbosa.

Initially implemented at Tramontina Cutelaria, the project aims to produce green hydrogen from renewable sources to power forklifts, industrial vehicles and, in the future, trucks.

With an estimated investment of BRL 43 million and operations scheduled to begin in 2027, the initiative is expected to help reduce greenhouse gas emissions, increase cost predictability and boost productivity.

By integrating hydrogen production, storage and use into a single ecosystem, Tramontina reinforces its position at the forefront of the energy transition and the development of low-carbon industrial solutions. The full content about this initiative is available in Transforma Magazine.

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▪ Signing ceremony for the contract authorizing the start of construction on the Tramontina Green Hydrogen project

Product Innovation and Energy Efficiency

Tramontina incorporates energy efficiency as a strategic driver of innovation and sustainable design, steering the development of solutions that combine performance, reduced environmental impact and cost optimization for the end consumer.

This agenda is carried out in an integrated manner by the R&D, Innovation, Research and Development Centers (CIPeDs), and the Engineering departments at each facility, with a focus on continuous improvement, identifying opportunities and building an increasingly eco-efficient portfolio.

The initiatives are structured into four main fronts. In Generating Clean Energy, our involvement in the photovoltaic market helps reduce dependence on the conventional power grid, expanding access to renewable energy and promoting energy self-sufficiency for homes and businesses.

In the Household Appliances and Electrical Equipment segment, energy efficiency is incorporated from the earliest stages of development, ensuring competitiveness, performance and regulatory compliance. Notable examples include induction cooktops (which reduce heat loss by heating cookware directly) and dishwashers, designed to optimize energy and water use compared to hand washing.

In the Smart Ecosystem, the T Smart line promotes efficiency through digitization and smart consumption control, with devices that enable real-time monitoring and scheduled use, thereby reducing waste, especially from equipment in standby mode.

In addition, the shift toward LED lighting solutions (such as ceiling lights and light bulbs) ensures lower energy consumption and longer durability.

In the field of electric mobility, Tramontina is making progress in replacing fossil fuels with electric utility vehicles for applications such as internal logistics, the hospitality industry and condominiums.

The company, which is attuned to technology and sustainability trends, also offers charging stations for electric vehicles that are managed via an app, making it easier to find and access charging points safely and efficiently.

▪ Tramontina Electric Vehicle Charging Station

Energy Consumption in the Value Chain

Tramontina recognizes the importance of energy consumption in its value chain and remains committed to improving its management of this indicator. In 2025, the company began an in-depth technical study of the topic, including hiring specialized consultants to help structure the quantification methodology. The organization is in the process of implementing a methodology for collecting, measuring and consolidating quantitative data related to energy consumption throughout the value chain. This indicator is expected to be reported using consolidated data in future reporting cycles.

Forests and biodiversity

GRI 101-1 | 101-2 | 101-3 | 101-4 | 101-5 | 101-7 | 101-8

Tramontina recognizes biodiversity conservation as a fundamental pillar

of its operations, conducting its activities in compliance with current legislation and continually striving to prevent and minimize environmental impacts in the regions where it operates.

Its approach is based on the active protection of Permanent Preservation Areas (APP) and Legal Reserves, in addition to adopting management practices aimed at soil stability, protecting water resources and conserving native woodlands, ensuring the balance of ecosystems under its responsibility.

Given the nature of its operations, the company does not engage in activities related to access to genetic resources or associated traditional knowledge.

The company continuously assesses its impact on biodiversity, with Tramontina Florestal standing out for operations with greater environmental materiality due to the size of its land area and the presence of natural habitats.

Considering all operations,

Tramontina manages a total area of 7,435.3 hectares, a significant portion of which is set aside for environmental conservation, including 846.5 hectares of APP (Permanent Protection Areas), 952 hectares of Legal Reserve and 533 hectares of preserved native woodlands.

Tramontina Florestal, which accounts for more than 90% of the total area analyzed, covers 6,799.6 hectares, of which 2,995.7 hectares are commercial forests, 812 hectares are APP, 919.5 hectares are Legal Reserve and 456.8 hectares are preserved native woodlands.

These figures highlight the company's consistent efforts to protect ecosystems and manage land responsibly, reinforcing its commitment to biodiversity conservation.

Planted Forest Area
2,995.7 hectares
Bosques Comerciales

2331.5 hectares
of Conservation Areas

▪ Tramontina Florestal

Conservation Areas (hectares)

This chart shows the areas of the manufacturing facilities, Distribution Centers and Tramontina Florestal (Brazil).

State of Biodiversity and Ecosystem Services

Land use governance at Tramontina is guided by the goal of maintaining the integrity of ecosystems and generating long-term environmental value. Legal Reserve (952 hectares) and Preserved Native Woodland (533 hectares) areas play an essential role in the conservation of local biodiversity.

In addition to protecting natural habitats, these areas ensure the continuity of essential ecosystem services, such as water regulation, soil quality maintenance, erosion prevention and providing shelter for regional wildlife. These benefits extend beyond the company's operations, making a positive contribution to watersheds and surrounding communities.

Carbon Management

GRI 305-1 | 305-2 | 305-3 | 305-4 | 305-5

Carbon management is one of the pillars of Tramontina's sustainability strategy, steering initiatives aimed at reducing emissions and transitioning to a low-carbon economy.

Taking a structured approach, the company invests in innovation and efficiency to minimize its environmental impact while identifying opportunities to generate sustainable value in its operations.

In this context, projects such as the Green Hydrogen and Biomethane initiatives stand out as significant advances in the quest for cleaner and more renewable energy sources.

These initiatives reinforce Tramontina's commitment to decarbonization and to developing solutions in line with global sustainability trends.

These initiatives and their outcomes are also featured in articles in Transforma Magazine, which expand the visibility of the projects and reinforce the company's role in building a more sustainable future.

In this strategic context, the monitoring and management of greenhouse gases (GHGs) are becoming core elements in the company's ongoing evolution of climate governance.

Since 2021, the organization has been taking its Scope 1 and 2 GHG emissions inventories, strengthening its ability to monitor impacts, identify opportunities for improvement and increase transparency regarding the environmental performance of its operations.

In 2025, the inventory was compiled by a specialized third-party firm, including methodological adjustments that helped improve the quality and scope of reported data.

The survey covered all of Tramontina's business units in Brazil and abroad.

In the period, direct

Scope 1 emissions totaled 46,246.6 tons of CO_2eq, including emissions from sources owned or controlled by the organization, while indirect Scope 2 emissions related to the purchase of electricity totaled 10,088.8 tons of CO_2eq, calculated using the location-based approach.

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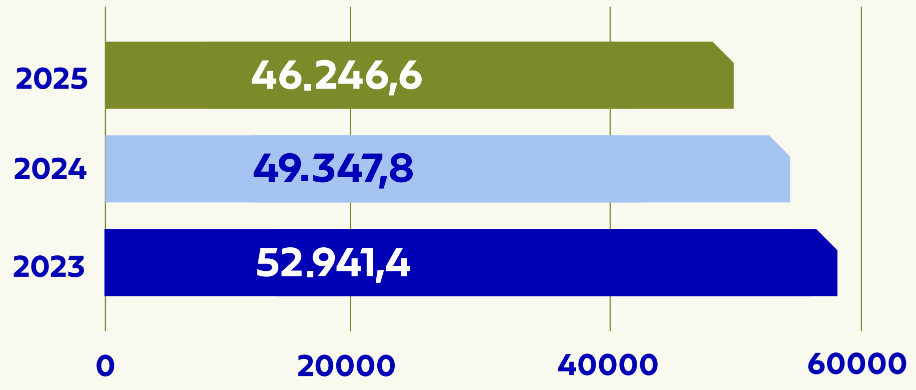
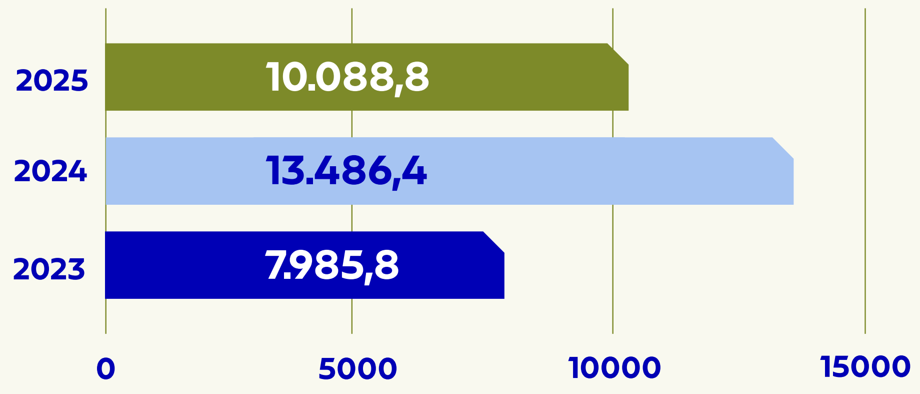
Total Scope 1 Emissions (tCO2e)



Total Scope 2 Emissions – Location-Based Approach (tCO2e)



In 2023, only manufacturing facilities were included in the GHG Inventory.

In 2025, Tramontina Belém was excluded from the inventory due to sale of the facility. Even so, the change did not have a significant impact on the consolidated results, given that the operation in 2024 accounted for only 0.35% of the organization's total Scope 1 emissions.

In 2025, the Tramontina Cutelaria and Tramontina Multi facilities began partially replacing their natural gas consumption with biomethane, a renewable fuel produced through the decomposition of organic matter in landfills.

By adding the use of this new source (which generated about 714,8 tCO_2e) to the traditional use of forest biomass in its operations and the renewable fraction present in some fuels, **the company recorded a total of 10,221.5 tCO_2 and biogenic emissions for the cycle.**

These emissions are related to carbon from biological stocks, such as plants and organic waste, which was previously removed from the atmosphere through photosynthesis.

For this reason, they are accounted for separately from other greenhouse gas emissions, since they do not lead to an additional increase in carbon concentration in the air.

Although still in its early stages, the inclusion of biomethane represents a significant step toward building a less carbon-intensive energy mix at Tramontina's manufacturing facilities. As a supplementary tool for environmental performance management and analysis, Tramontina also monitors the carbon intensity indicator.

The calculation takes the ratio of total greenhouse gas emissions to the total gross weight produced by the organization's manufacturing facilities into account.

During the period, emission intensity was **0.27 tCO_2e per ton of product produced**, highlighting the direct relationship between absolute emissions, operational efficiency and production capacity at each industrial plant, with the analyses taking the specific characteristics of the company's various processes into

This indicator contributes to a more in-depth assessment of the company's climate performance, making it possible to track changes in the efficiency of its operations over time.

Tramontina does not yet take inventory of Scope 3 emissions. To measure emissions under this scope, a specialized consulting firm was engaged to help identify the categories applicable to the company's activities and to run preliminary calculations. Work will continue throughout the first half of 2026.

Tramontina recognizes the relevance of the climate agenda for the long-term viability of its business and for the sustainable development of the regions where it operates.

As a result, it has been strengthening its governance and management structure with a focus on the gradual decarbonization of its operations through initiatives such as the Energy Matrix Working Group and the Carbon Management subprogram, which are part of the company's Sustainability Strategy.

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At the same time, the organization continues to invest in more efficient technologies, processes and energy solutions, aligning industrial growth, competitiveness and environmental responsibility with its vision for the future.

▪ Tramontina Multi Biomethane Plant

Efficient Passenger Transportation – Chartered Transportation

As part of its external energy management efforts, Tramontina prioritizes public transportation for employee commuting through partnerships with charter companies and structured route management.

The initiative aims to optimize operations, reduce energy consumption per passenger and decrease reliance on private vehicles, thereby helping to reduce indirect emissions and alleviate pressure on urban mobility.

The operation serves 18 cities in the Serra Gaúcha and Vale do Caí regions, with 88 routes and 47 vehicles, transporting more than 2,700 passengers daily and covering over 7,000 km per day.

This model delivers significant gains in energy efficiency per passenger/kilometer, while also reducing the overall energy consumption associated with travel.

In 2025, Tramontina also improved transportation efficiency by working together with strategic partners.

Noteworthy is the project led by Viaggiotur, which incorporated the use of fuel with an eco-additive into its fleet, contributing to greater vehicle efficiency and reduced fuel consumption, thereby reinforcing its commitment to mobility with a lower environmental impact.

Water and effluents

GRI 303-1 | 303-2 | 303-3 | 303-4 | 303-5

Water management at Tramontina is steered by the understanding that water is essential to life and strategic to the sustainability of operations. In this context, the company follows practices focused on efficiency, circularity and impact mitigation, seeking to reduce consumption and promote responsible use throughout the entire value chain.

This commitment extends to strict control of generated effluents, with continuous quality monitoring at its facilities in Brazil, in compliance with the Operating Licenses and CONAMA Resolution No. 430/2011, as well as compliance with local laws and regulations at all its operations.

The identification of priority substances for monitoring considers the characteristics of industrial processes, regulatory requirements, the capacity of receiving bodies and the feasibility of reuse, covering parameters such as metals (aluminum, chromium, copper, iron and zinc), nutrients, organic load (BOD and COD), oils and greases, coliforms and surfactants.

Water Efficiency

During the reporting period, Tramontina made steady progress in its water efficiency strategy, achieving a 15.4% reduction in total freshwater withdrawal compared to the previous cycle.

The units operate in a decentralized manner, allowing each company to implement solutions tailored to its specific circumstances and local water availability, in accordance with corporate sustainability guidelines.

In this context, **the company prioritizes the responsible use of water through practices such as effluent reuse, withdrawal from alternative water sources and rigorous treatment** prior to discharge, ensuring legal compliance and the preservation of ecosystems.

Management also considers the varying levels of water stress in the regions where it operates, in addition to promoting the development of products and initiatives that encourage the conscientious use of water throughout the entire value chain.

▪ Tramontina Eletrik Wastewater Treatment Plant

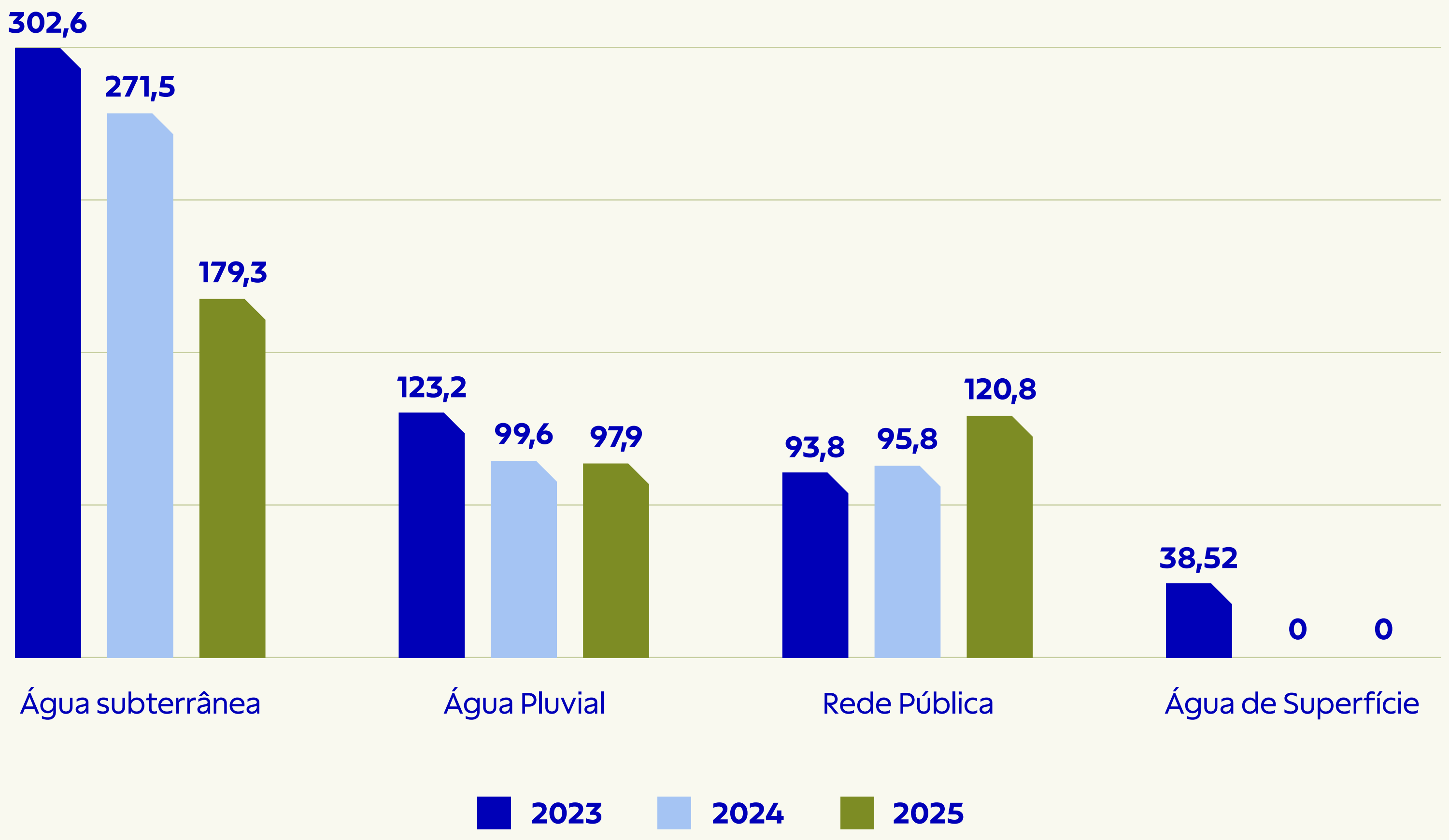
Withdrawal volumes and sources

During the reporting period, 100% of total water withdrawal was freshwater, with manufacturing facilities accounting for the largest share of consumption (82.6%), followed by distribution centers (13.9%) and other operations.

The data also show a significant reduction in water withdrawal over the past few years, falling from 663.4 megaliters in 2023 to 594 megaliters in 2024 and reaching 395.2 megaliters in 2025, reflecting consistent progress in the efficient management of water resources.

In line with its commitment to continuous improvement, Tramontina continues to enhance the quality and scope of its information, particularly at non-manufacturing facilities, including distribution centers, offices and international operations.

Water Withdrawal by Source (megaliters)



Reuse Efficiency and Impact

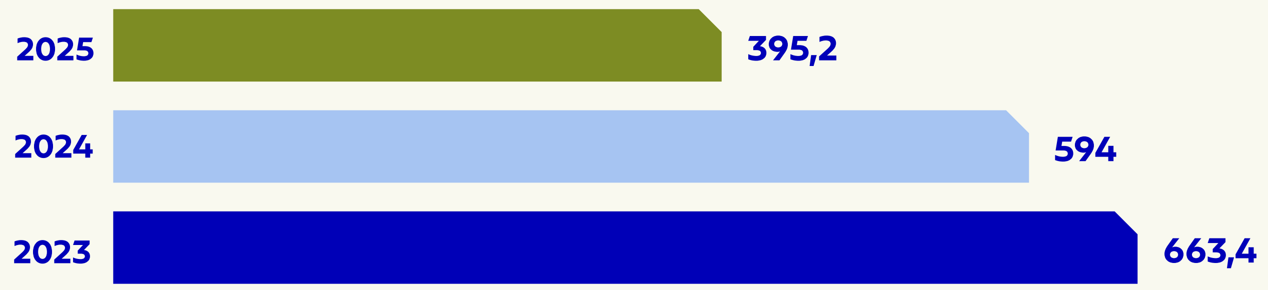
As a significant development in data governance, reclaimed water, which was previously accounted for under water withdrawal, is now reported exclusively as an operational efficiency indicator and is no longer included in inflow volumes.

The volume of reused water increased by 17% during the period, bringing the cumulative increase to over 40% over the past two years.

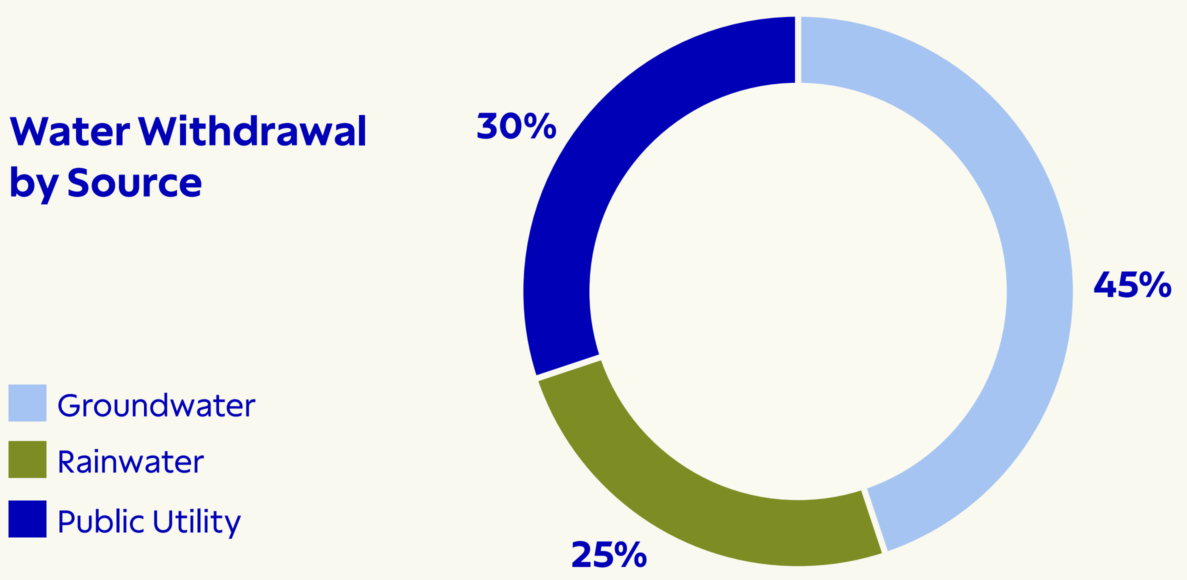
Taken together, rainwater and reclaimed water already account for over 45% of water consumption, directly helping to reduce pressure on groundwater sources, from which water withdrawals were reduced by 34% compared to the previous period.

The progress made in water management is evidenced by the consolidated indicator on water reuse, which totaled 148.7 ML in the period. This volume underscores the effectiveness of circularity practices implemented in operations.

Total water withdrawal (megaliters)



Water Withdrawal by Source



Water Reuse (megaliters)

Water Discharge

Tramontina's effluent discharge is continuously monitored at standards higher than legal requirements, through analyses conducted by certified internal and external laboratories, ensuring a swift response to any deviations.

The largest volumes are concentrated at manufacturing facilities, where treatment technologies suited to the nature of effluents are applied, including physical/chemical and/or biological processes, supplemented by finishing steps to ensure that the discharge does not exceed the capacity of receiving bodies or is suitable for reuse.

At support facilities, such as Distribution Centers and the Ivo Tramontina Education Center (CEIT), compact wastewater treatment plants are used and specific reuse practices are also implemented.

With 19 wastewater treatment plants in operation, Tramontina has achieved a significant reduction in the volume of wastewater discharged, notably a 77.7% decrease in the amount of wastewater sent to third-party treatment facilities, a direct result of investments to modernize wastewater treatment plants and optimize internal processes.

Over the past few years, manufacturing facilities have invested in the modernization and implementation of new wastewater treatment plants, both to expand reuse capacity and minimize effluent discharge, and to bring treatment in-house, thereby enhancing process control and efficiency.

As a result of these investments and team efforts, the increased reuse of treated effluent in the company's industrial processes and restrooms contributes significantly to water circularity.

It is a joint effort between the environmental department and operations in the units, continuously striving to minimize their environmental impacts.

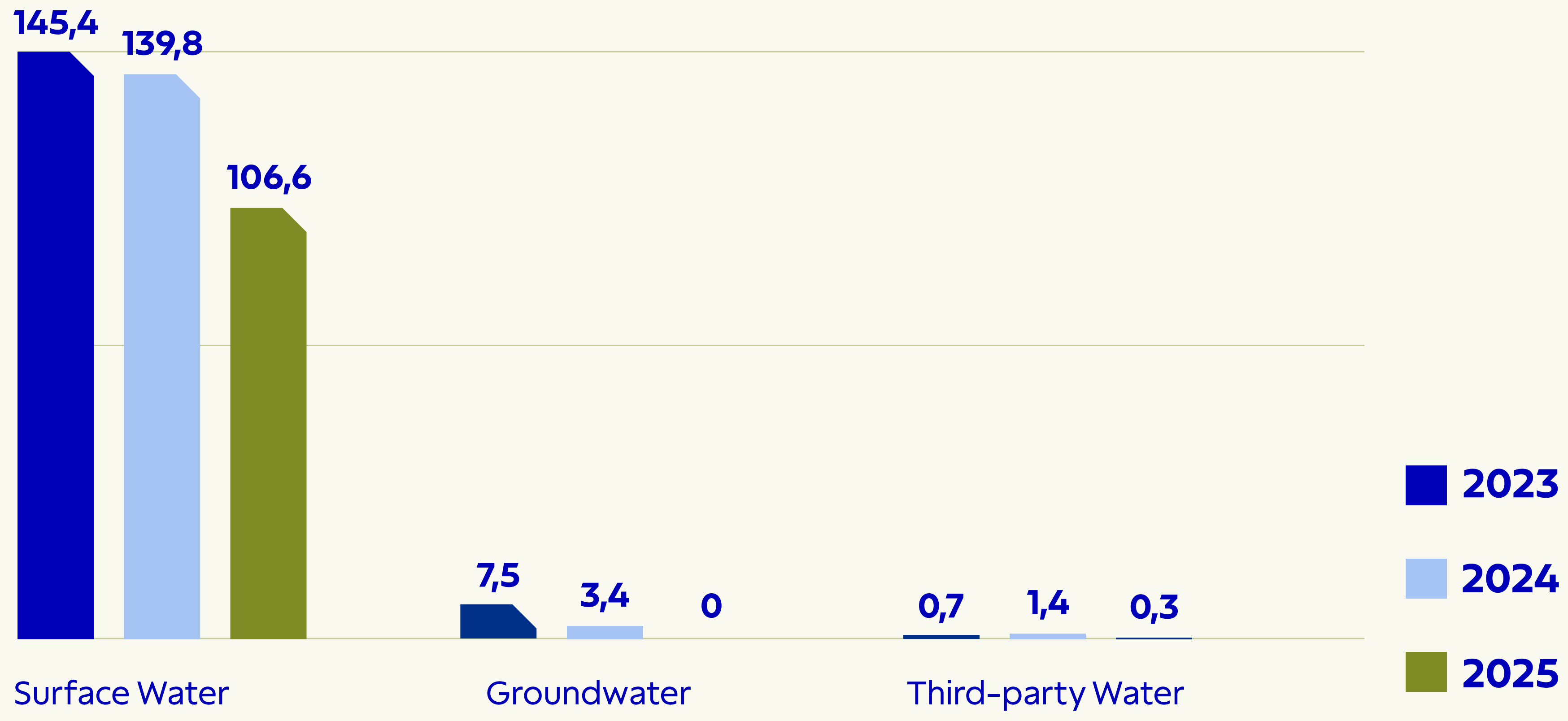
A small portion of effluents is still sent for specialized external treatment, with supplier qualification checks and verification of the compliance of their operations.

During the reporting period, the total volume of effluent discharged by the monitored facilities was 106.9 megaliters (ML), representing a 24.3% decrease compared to the previous cycle (141.23 ML). The entire discharged volume is classified as fresh water, with concentration equal to or less than 1,000 mg/L of Total Dissolved Solids.

Of the total, 93.6% of the discharge occurred in areas classified as having low water stress, according to the criteria of the WRI Aqueduct Water Risk Atlas, primarily involving facilities located in the Serra Gaúcha region.

Total Water Discharge (megaliters)

Water Discharge by Disposal Type (megaliters)



Total Water Consumption

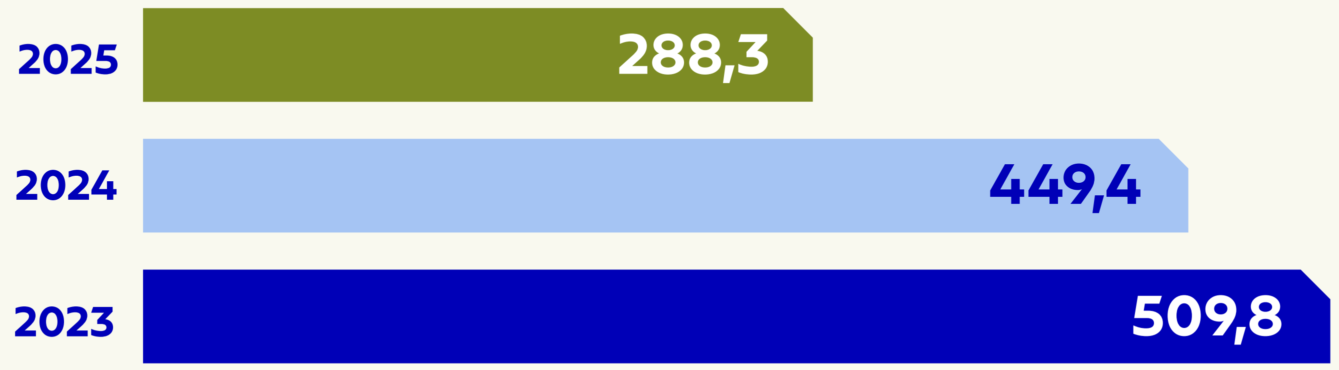
In the reporting period, Tramontina's total water consumption was 288.3 megaliters (ML). This volume corresponds to the water actually consumed in production processes, including evaporation, incorporation into products and waste, inherent losses and use in facilities that do not have direct discharge measurements.

The consolidated calculation is reached by subtracting the volume of effluent discharged and measured (106.9 ML) from the total volume withdrawn (395.2 ML).

As a methodological transparency practice, Tramontina takes a conservative approach: in cases where the discharge of sanitary effluent from non-industrial facilities is not measured, it is assumed that all water withdrawn at these facilities is consumed.

This assumption may result in a slight overestimation of the indicator, but it ensures that impacts are not underreported. Tramontina's water management prioritizes the materiality of impacts, focusing volumetric monitoring on its manufacturing facilities and Distribution Centers in Brazil and abroad.

Total Water Discharge
(megaliters)



These operations account for 97.4% of withdrawal and 100% of reported discharge, ensuring the robustness and reliability of the water balance.

Although water consumption is monitored at 32 facilities — including stores, Regional Sales Offices (RSOs), and international operations — sanitary effluent discharge at non-industrial facilities, such as condominium complexes or smaller structures, is not always measured.

The ongoing evolution of measurement and control processes underscores Tramontina's commitment to responsible water management, improving data accuracy, the efficient use of water resources and decision-making capabilities.

This improvement helps reduce environmental impacts, strengthen water security in operations and consolidate practices that are increasingly aligned with sustainability principles.

Waste

GRI 306-1 | 306-2 | 306-3 | 306-4 | 306-5

At Tramontina, waste management is considered a strategic pillar of operational eco-efficiency, guided by a systematic approach that prioritizes prevention, reducing impacts and promoting circularity throughout the entire value chain.

The waste generated in operations, primarily resulting from the processing of raw materials such as steel, aluminum, plastic, wood, porcelain and packaging materials, is mapped and managed through the facilities' Environmental Management Systems, based on the ongoing assessment of environmental aspects and impacts.

In its supply chain, Tramontina influences waste prevention and management through its Code of Conduct, with social and environmental guidelines reinforced with business partners with every Purchase Order issued.

This practice steers suppliers to adopt compliance measures and encourages processes that ensure materials are returned to the production cycle, aligning the value chain with circular economy principles.

In the reporting period, the total volume of waste generated by Tramontina's operations was 59,511.4 tons.

Of this total, manufacturing facilities accounted for 99% of production, while distribution centers (Brazil, TUSA and T Mex) accounted for 1%.

In this context, waste management efforts are focused on separation practices at the source and actively seeking new ways to recover materials.

This approach mitigates significant impacts, such as the loss of circularity in the use of natural resources and the risks of soil and water contamination, concentrating control efforts on manufacturing facilities due to their larger representation in the total volume.

At the same time, Tramontina has been strengthening its governance in this area through the work of the Environmental Committee and the Waste Management Subcommittee, in addition to structural initiatives such as the Waste Management Center, which enhances control, traceability and efficiency in waste disposal.

▪ Tramontina Waste Center – Carlos Barbosa (RS)

Waste breakdown by category

Most of the waste generated is non-hazardous materials

Non-hazardous waste: **57,607 t**
Hazardous waste: **1904.4 t**

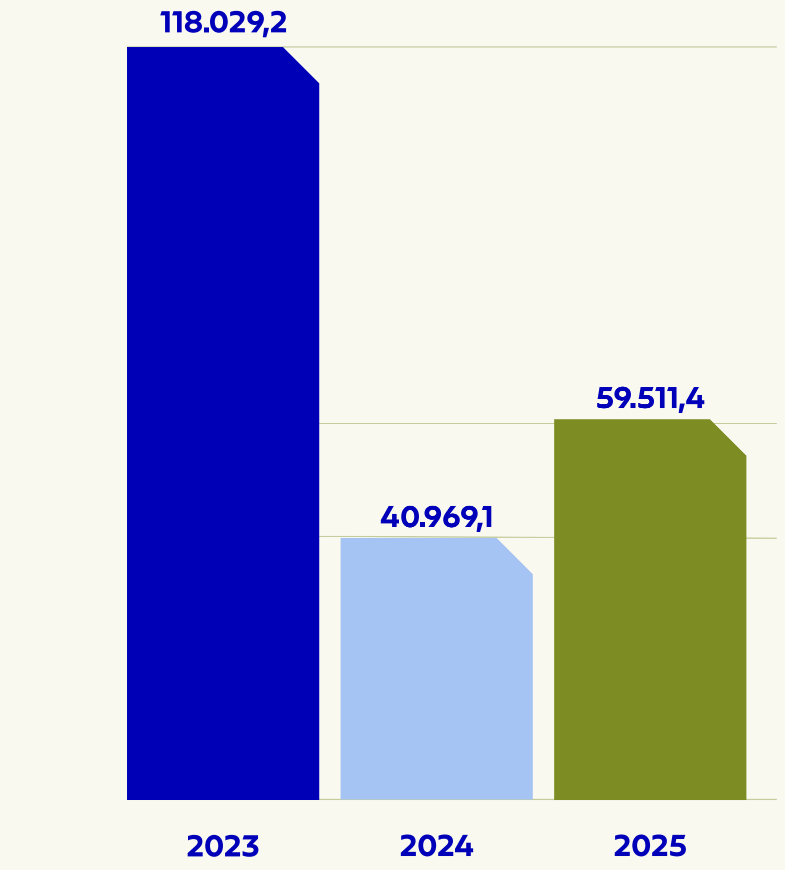
80% of waste sent for recycling

7% of waste sent to landfills

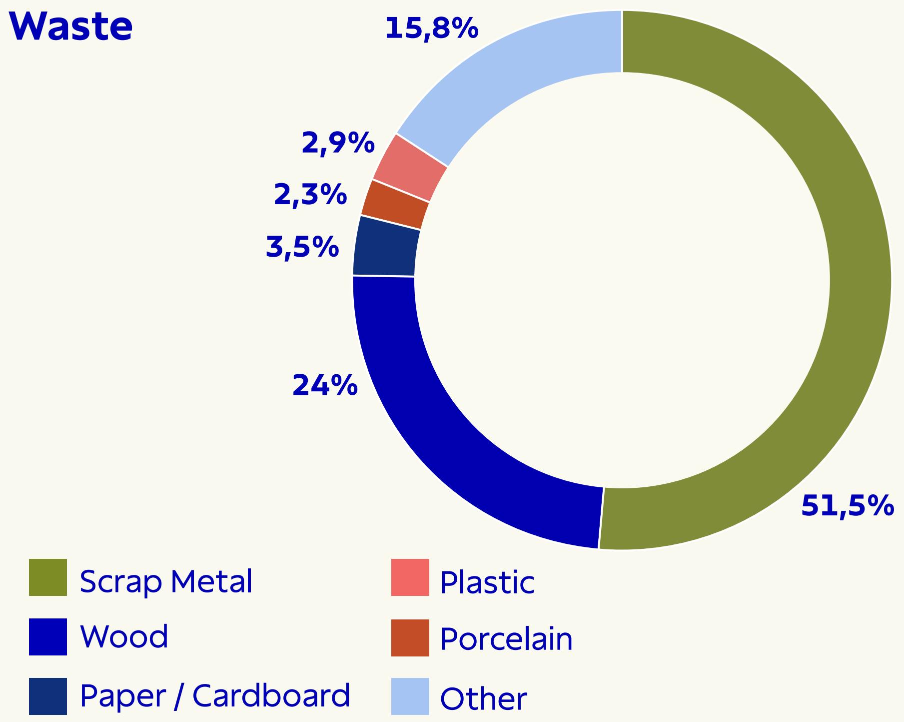
Tramontina's waste management is steered by circular economy principles, with a focus on recovering and reintegrating materials into production processes. Scrap metal, which accounts for 51.5% of the total generated, consists mainly of carbon steel, stainless steel and aluminum, the latter of which is widely reintroduced into industrial processes through internal recycling. Another significant stream is wood sawdust, a byproduct of the Multi unit's operations that accounts for 18.7% of total production (11,128.6 t). This material is fully reused to produce briquettes, which are used as a source of thermal energy both in Tramontina's operations and in other businesses.

Starting with this cycle, data on recycling and internal reuse began to be included in the total amount of waste generated and were formally classified under this indicator. The measure aims to broaden traceability and transparency in material flow management.

Total Waste generated (tons)



Type of Waste



▪ Tramontina TEEC Employee

rota da transformação

Transformation Route mobilizes employees in favor of the circular economy

During World Environment Week, Tramontina launched an initiative called the Transformation Route (Rota da Transformação) engaging manufacturing facilities and distribution centers throughout Brazil in awareness-raising activities on the proper disposal and recycling of materials.

The initiative underscored the importance of each employee's individual role in properly sorting waste and reusing resources, thereby strengthening the company's culture of sustainability.

The initiative also highlighted Tramontina's commitment to building a circular economy by encouraging responsible practices in its day-to-day operations. The cardboard and plastic routes, from disposal to recycling, were presented, culminating in Tramontina products packaged in containers made from recycled materials.

In addition, activities were conducted to promote proper waste disposal, thereby strengthening environmental education.

Waste Diverted from Disposal

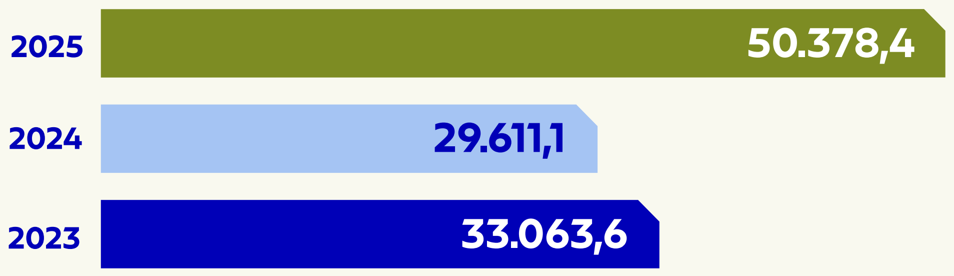
Tramontina's performance in waste management highlights the consistent progress of its strategy focused on circularity and the reduction of environmental impacts.

In this context, the high rate of waste diverted from disposal stands out, a result of established practices for reuse, recycling and material recovery throughout operations.

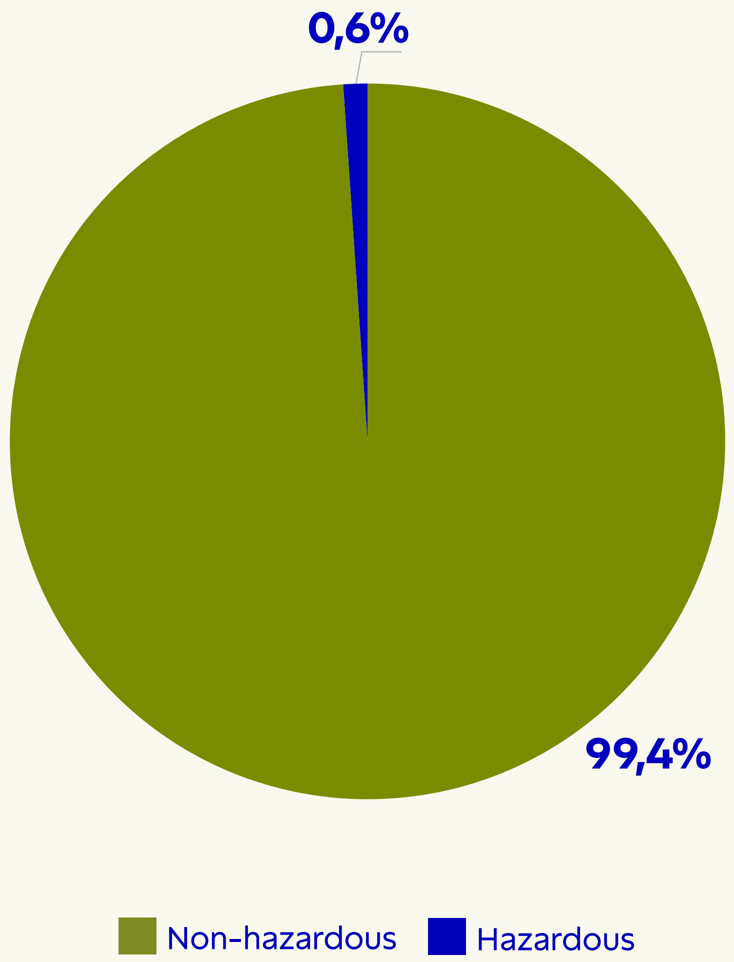
During the reporting period, Tramontina diverted **50,378.4 tons** of waste from final disposal, including landfills and co-processing with energy recovery, which amounts to **84.6% of the total** waste generated that was sent for recycling, reuse and composting.

The result reflects the consistency of the company's management strategy, which is based on prioritizing internal reuse and strengthening external partnerships to recover value from materials.

Waste Diverted from Disposal (tons)



Classification of Waste Diverted from Disposal



Hazardous Waste (t)

Waste diverted from disposal and classified as hazardous totaled 287.6 tons, all of which was sent to duly authorized external partners, ensuring proper treatment and compliance with applicable legal requirements.

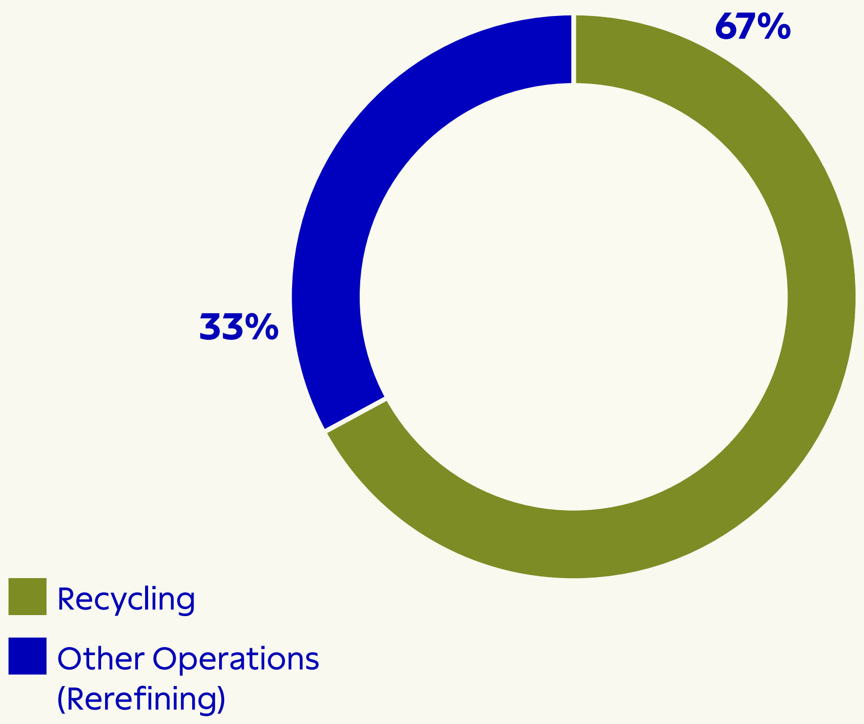
The main diverted waste streams include contaminated packaging and electronic waste sent for recycling, as well as lubricant oil sent for re-refining.

Non-hazardous Waste (t)

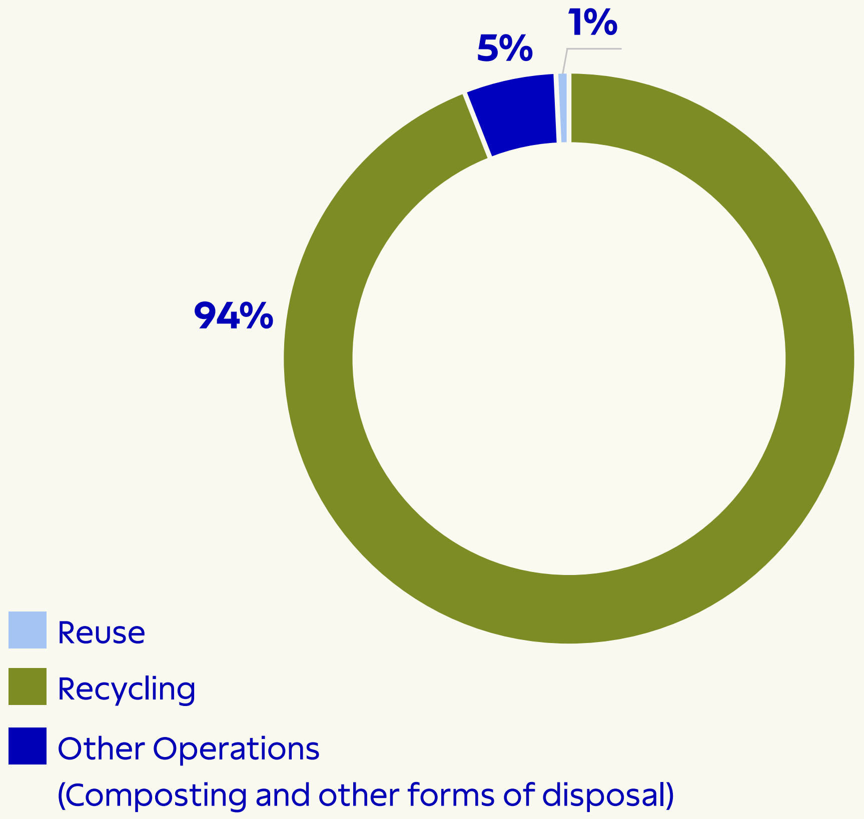
Waste diverted from disposal, classified as non-hazardous, totaled 50,090.8 tons, demonstrating a strong internal processing capacity.

Internal recycling is driven by the reuse of aluminum scrap and the conversion of sawdust into briquettes (at the Tramontina Multi facility), which together account for a significant portion of the total volume diverted.

Hazardous Waste Diverted from Disposal



Non-Hazardous Waste Diverted from Disposal



In the last cycle, Tramontina made progress in tracking operations carried out both inside and outside its facilities, enabling a more precise classification of disposal technologies. This improvement in data quantification reinforces the company's commitment to transparency and to reducing environmental impacts throughout the production chain.

Waste Directed to Disposal

At Tramontina, waste directed to disposal is managed strategically, with a focus on continuously reducing volumes and increasing operational efficiency.

Through the Waste Management Center that serves facilities in the Serra Gaúcha region, the company ensures better control and efficiency over disposal.

This set of actions has contributed to consistent results, such as a reduction in the volume sent to the company's own industrial landfills during the period.

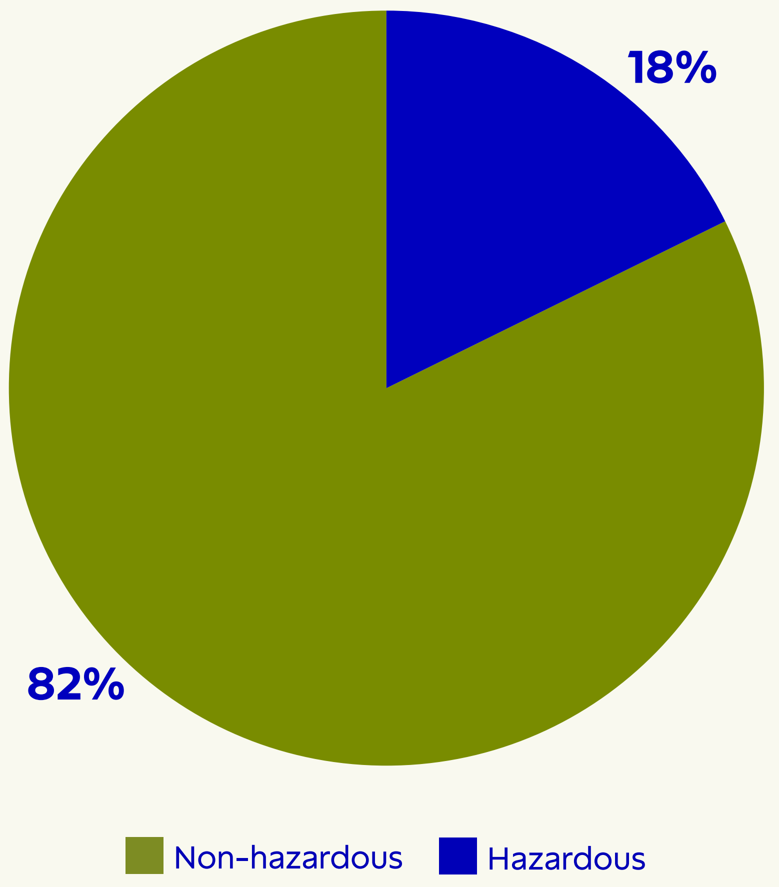
In the last cycle, there was a **16% reduction in the volume sent to the company's own industrial landfills** compared to the previous period.

This result demonstrates the effectiveness of initiatives implemented, particularly those aimed at reducing waste at the source, improving waste sorting and expanding the pursuit of innovation, new technologies and partners to recover value from waste.

Total waste directed to disposal (tons)

In 2023, the company had two other business units that worked with wood and directing waste for incineration to generate energy, which directly impacts this indicator.

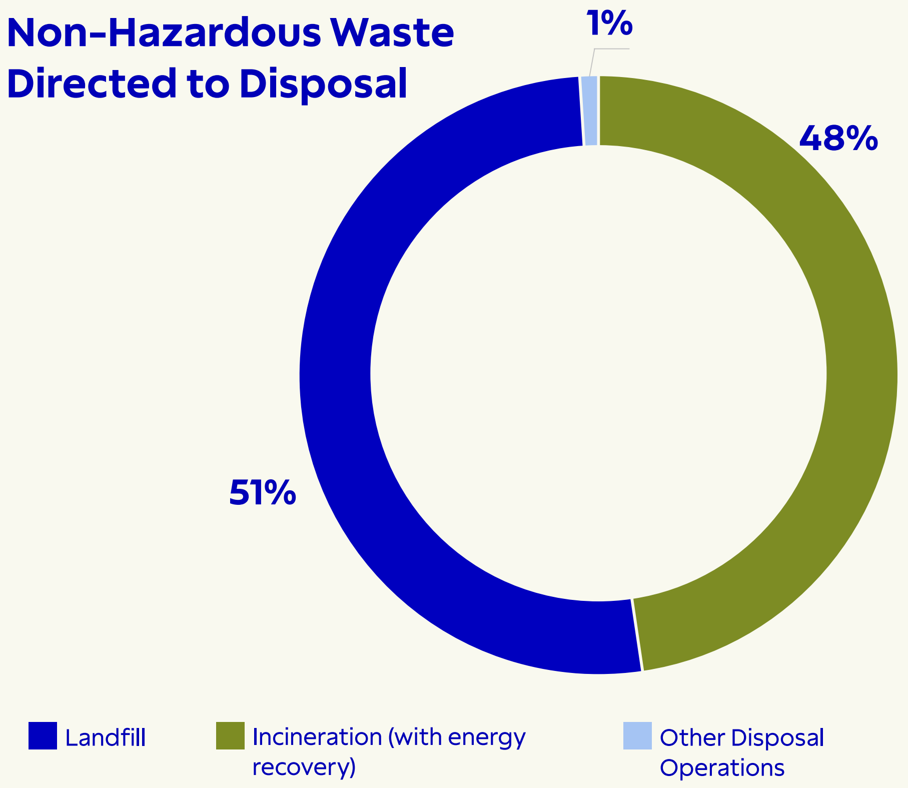
Classification of Waste Directed to Disposal



Non-hazardous Waste (t)

Waste directed to disposal, classified as non-hazardous, totaled 7,505.7 tons, most of which was managed internally.

Non-Hazardous Waste Directed to Disposal



Hazardous Waste (t)

Waste directed to disposal and classified as hazardous totaled 1,627.2 tons, notably including contaminated waste and electroplating sludge.

Hazardous Waste Directed to Disposal

SOCIAL GUIDELINE

doing **things beautifully** with people

Tramontina believes that sustainable development begins with people, which is why it fosters an organizational culture based on trust, respect and a sense of belonging.

The company values diversity in all its forms, recognizing the potential of each individual and fostering an environment that integrates health, well-being and development as pillars for generating long-term value.

With a focus on ethical and human relationships, it encourages leadership and team engagement, while expanding its work with communities, thereby strengthening its role as an active agent in building a fairer and more inclusive society.

+R$10,8 mi in education and human development actions

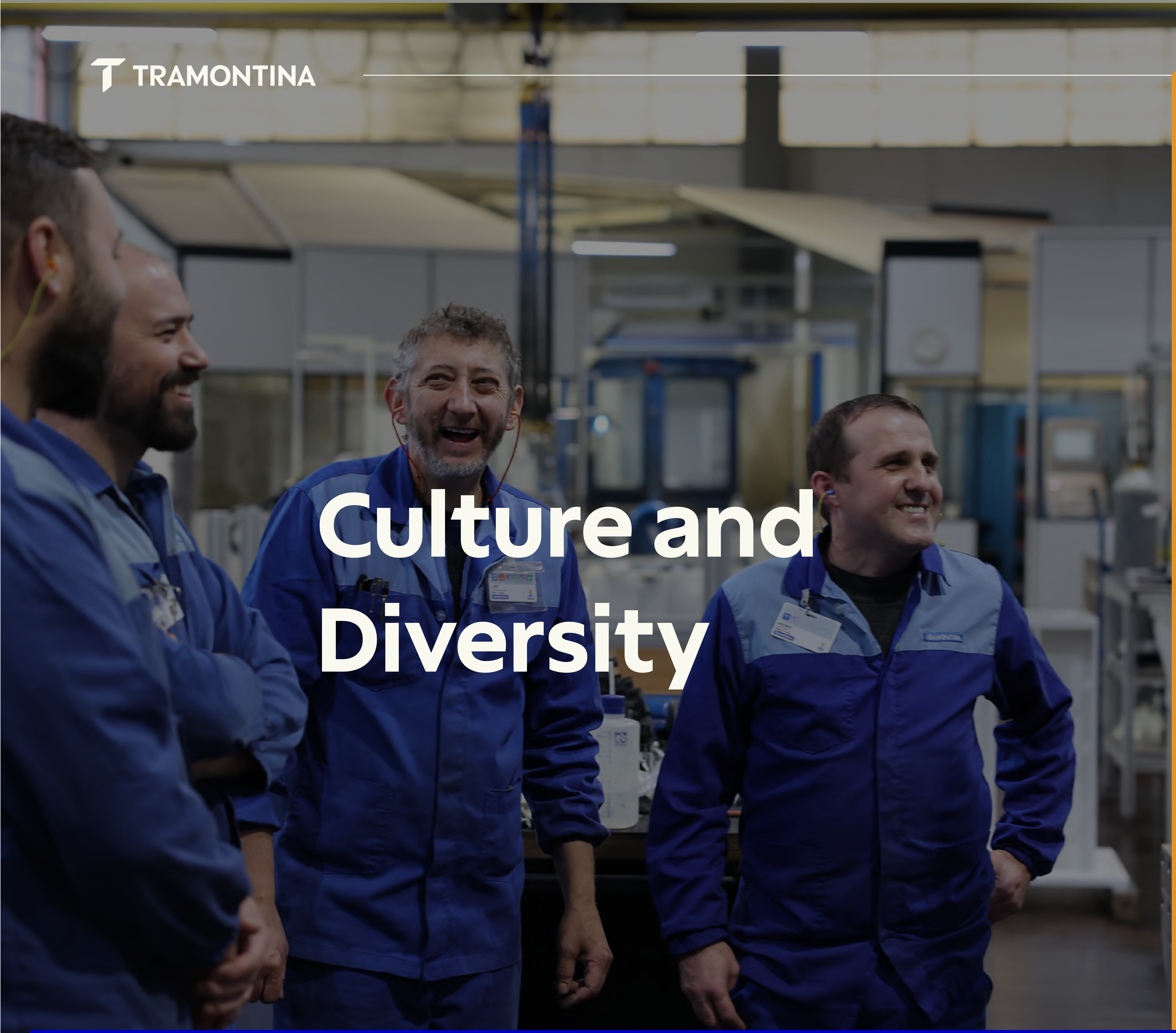
+260 mil training hours

+R$11,4 mi in support to communities

+R$53 mi distributed in PPR/T

+35 mil training hours on Occupational Health and Safety

+7,4 mil supplementary therapy sessions through the ATF, promoting health and wellness



Culture and Diversity

People management at Tramontina is based on an integrated approach that recognizes the strategic role of employees in creating value and ensuring business sustainability.

With a focus on creating a fair, inclusive and work environment oriented toward continuous development, the company organizes and carries out its initiatives through two complementary subprograms:

Human Development and Empowerment, focused on professional growth, recognition and engagement; and Health and Wellness, aimed at promoting quality of life, safety and work-life balance for employees.

T Você: connection that strengthens culture and brings

Internal communication is an essential pillar for strengthening organizational culture, ensuring information alignment and engaging teams around strategic objectives.

Over the years, Tramontina has been continuously evolving in this regard, adopting tools that have made the exchange of information more efficient, transparent and accessible to all employees.

This journey began with physical bulletin boards and printed publications, evolving in 2013 into electronic bulletin boards, which are currently located at 172 sites across Brazil.

In 2022, the company moved forward with the launch of Workplace from Meta as its Official Corporate Communication Channel, improving connectivity among employees in Brazil and abroad. The platform's name symbolizes a union between the institutional and the individual, emphasizing that each person is an essential part of Tramontina.

In 2025, Tramontina took another important step forward with the creation of T Você, a more comprehensive and integrated platform designed to meet employees' needs.

More than just a technological upgrade, T Você represents a new way of connecting, making it easier to access content, documents and services — especially in the Human Resources area — while also promoting the exchange of information, ideas and experiences among employees.

As the Official Corporate Communications Channel, T Você strengthens the sense of belonging, increases transparency and drives engagement, while also recognizing the people who make the company what it is.

This is yet another initiative that reinforces the ongoing evolution of the employee experience, making communication increasingly personal, efficient and meaningful.

Employee profiles

GRI 2-7 | 202-2 | 401-1 | 405-1

At Tramontina, people management is guided by a commitment to building a diverse and inclusive work environment that aligns with the company's values, recognizing that sustainable development of the business necessarily depends on the engagement and appreciation of its employees.

At Tramontina, we believe that valuing, including and respecting people is essential to building a fairer and more diverse workplace that is prepared for the challenges of the future.

Based on these principles, we have structured actions that promote the well-being, professional development and engagement of our teams, recognizing that it is people who drive the business and create value for society as a whole.

To ensure greater transparency and full compliance with the requirements of the GRI Standards in this reporting cycle, Tramontina has improved its methodology for reporting on people.

Professionals in management positions who are not employees (except for consultants) were reclassified and are now reported exclusively under GRI indicator 2-8

(Non-employee workers).

In addition, young apprentices were separated in databases so they could be properly reported as employees with temporary contracts and a

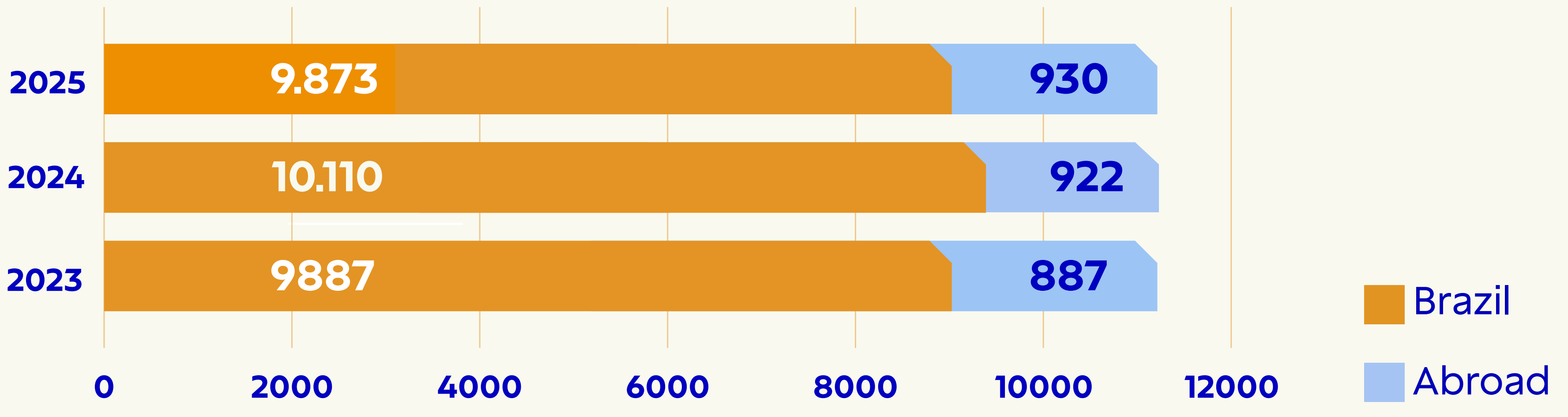
part time work schedule.

This methodological adjustment reflects a commitment to continuous quality improvements and comparability of information.

At the end of 2025, Tramontina had 10,803 employees, spread across its facilities in Brazil and abroad.

Of this total, about 91% were allocated to Brazilian facilities, highlighting the strategic importance of operations in the country.

Total Number of Employees



The evolution of the workforce reflects the company's attention to changes in the labor market, with a focus on expanding opportunities and fostering a welcoming environment for everyone.

Tramontina continuously monitors workforce turnover, seeking to foster an environment that is attractive to new talent and is focused on retaining its professionals.

During 2025, the organization recorded a total of 1,607 new hires and 1,570 terminations across its operations.

The data presented reflects the composition of the active workforce on December 31, 2025, covering 100% of the company's operations (Brazil and abroad).

The decrease in total number of employees compared to 2024 is directly related to the sale of the Tramontina Belém facility, which was no longer part of the company's operational scope during that period.

Administrative Board and Executive Management Profile

During the analyzed period, Tramontina's Administrative Board maintained a homogeneous composition, consisting entirely of white men.

In terms of age, professionals over 50 years old predominate (80%), while 20% fall into the 30

to 50 age group, as shown in the chart. During this reporting period no new members were hired or nominated to the Board.

Tramontina values regional development and leadership in its operations, considering all facilities located in Brazil as significant locations for the purposes of this indicator.

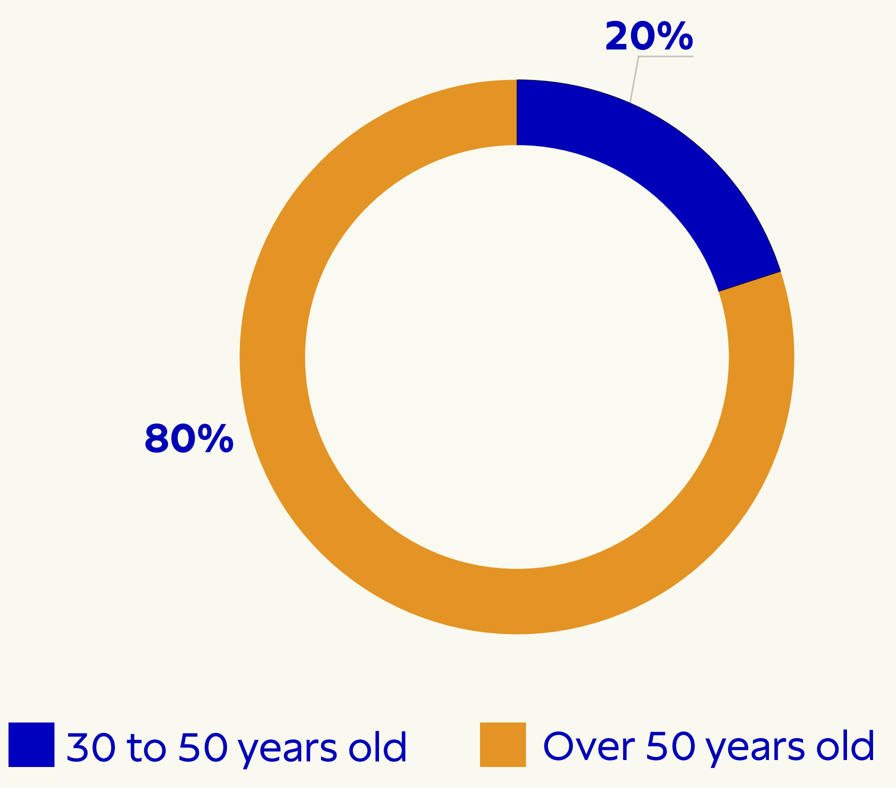
At the end of the reporting period, it was found that 90% of executive officers were hired from the local community, considering only full-time employees, which reinforces the company's commitment to appreciating talent and strengthening the regions where it operates.

For the purposes of transparency and methodological consistency, the term Executive Board refers to board members and directors who are not employed by the Group but who are involved in the management of the Group's units.

The definition of "local" refers to the state where the professional was born and the state where he or she works.

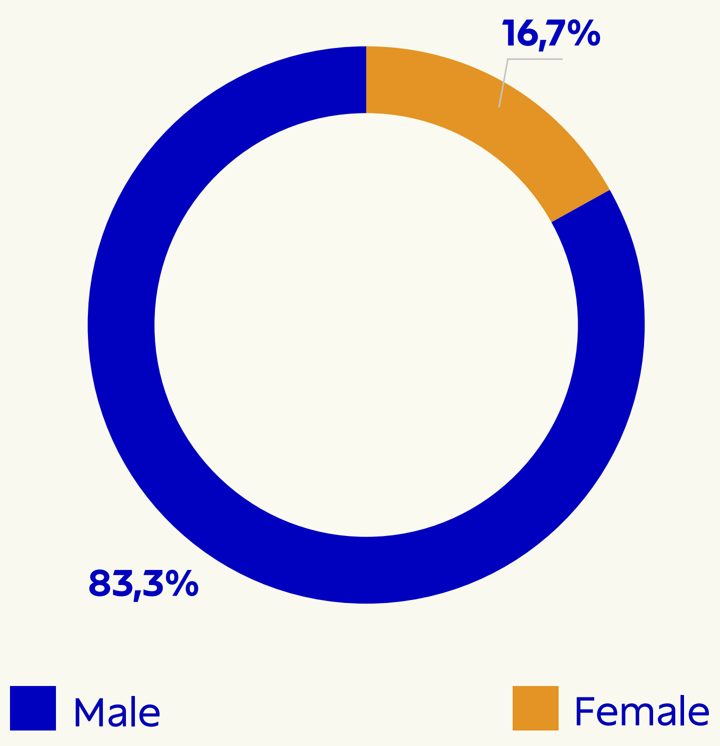
It should also be noted that, as Brazil is the company's primary place of operation, data regarding the leadership of units abroad are not included in the scope of this indicator.

Administrative Board Profile



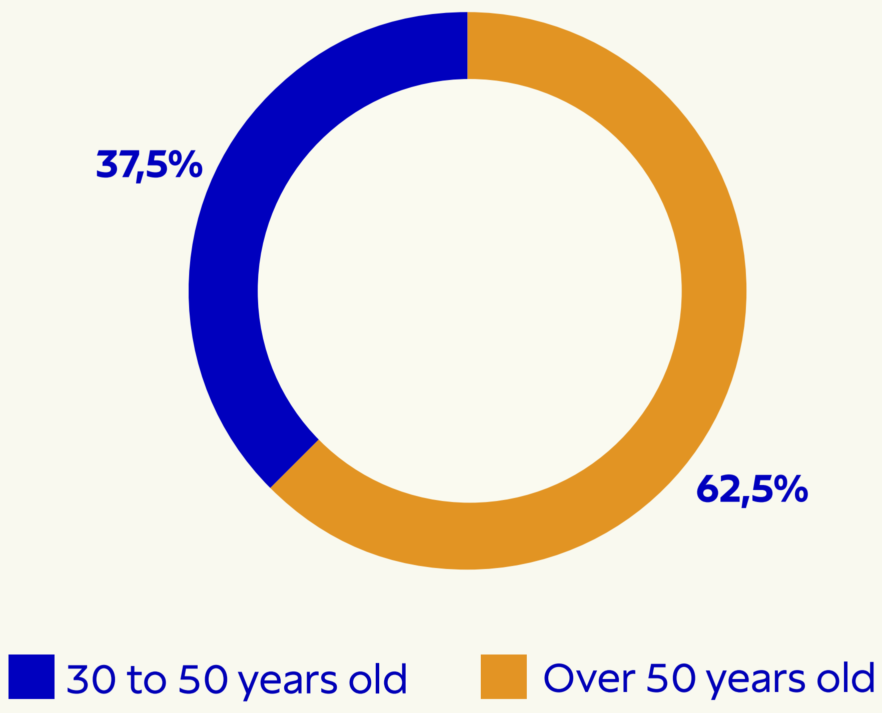
Board Profile

Gender



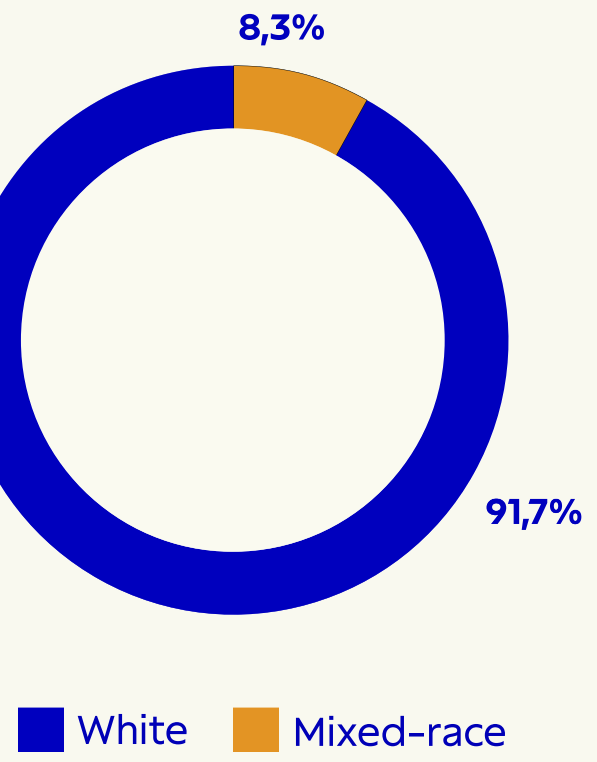
Board Profile

Age Group



Board Profile

Race

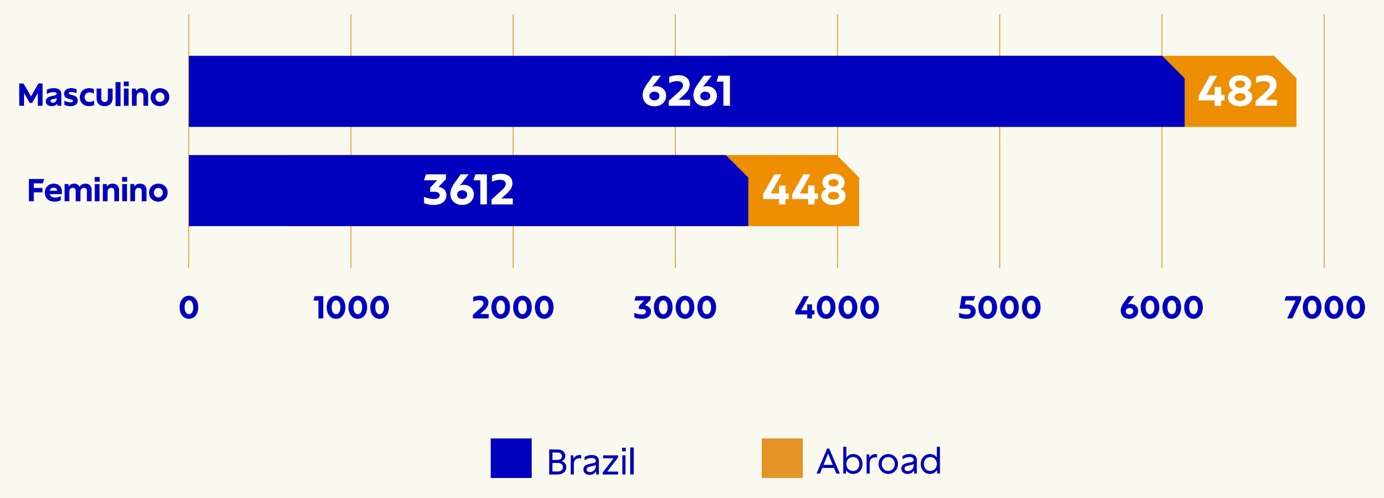


Employee Profiles

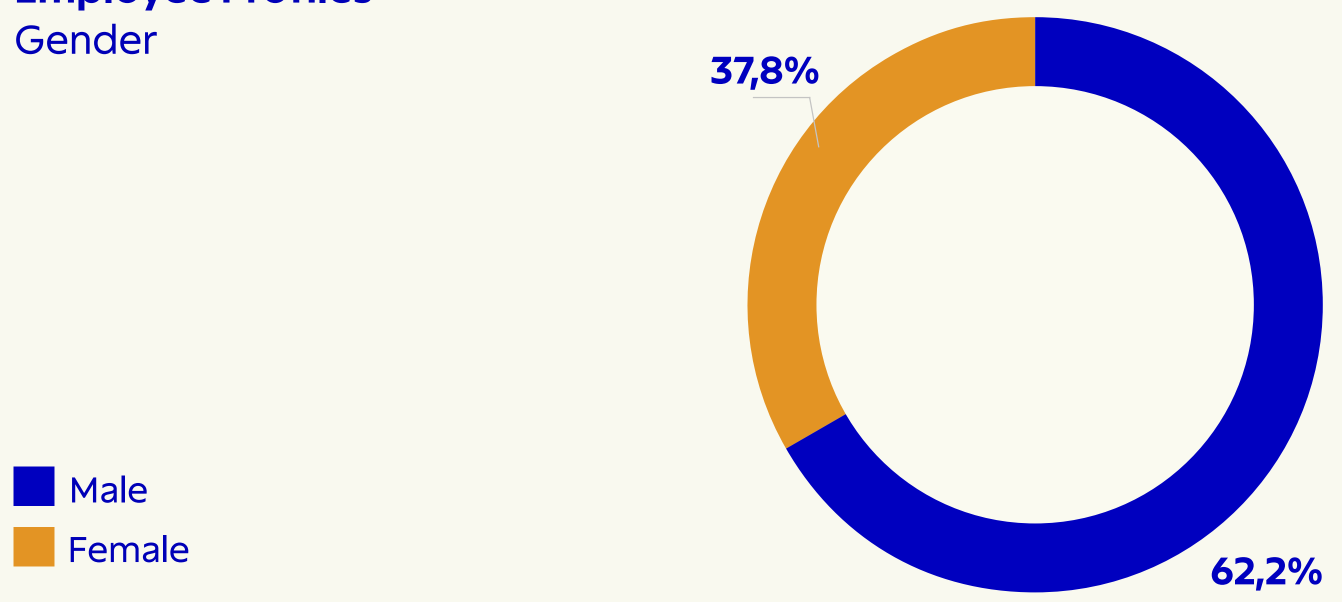
The profile of Tramontina's employees reflects the nature of its operations, particularly in Brazil, where the predominance of industrial activities results in a higher ratio of men in the workforce. In international operations, however, there is a more balanced distribution between genders, approaching a 50-50 split.

In terms of age, the workforce includes mainly professionals aged 50 or younger, reflecting an active workforce that is in its prime and aligned with the company's operational and growth needs.

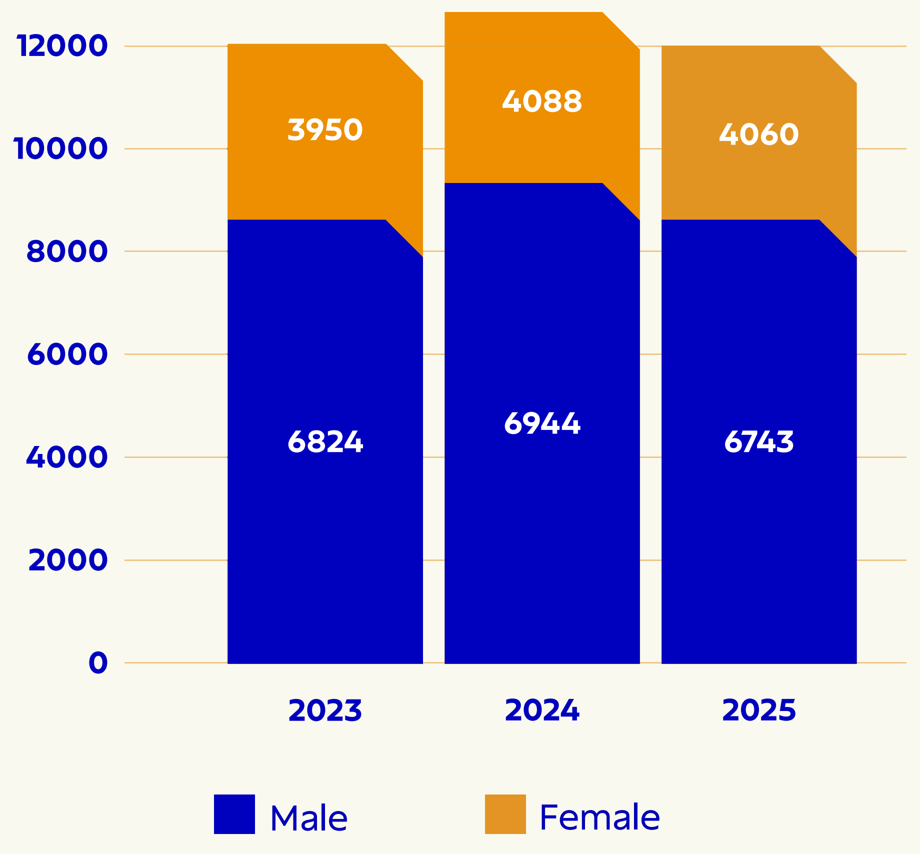
Total Number of Employees
Gender



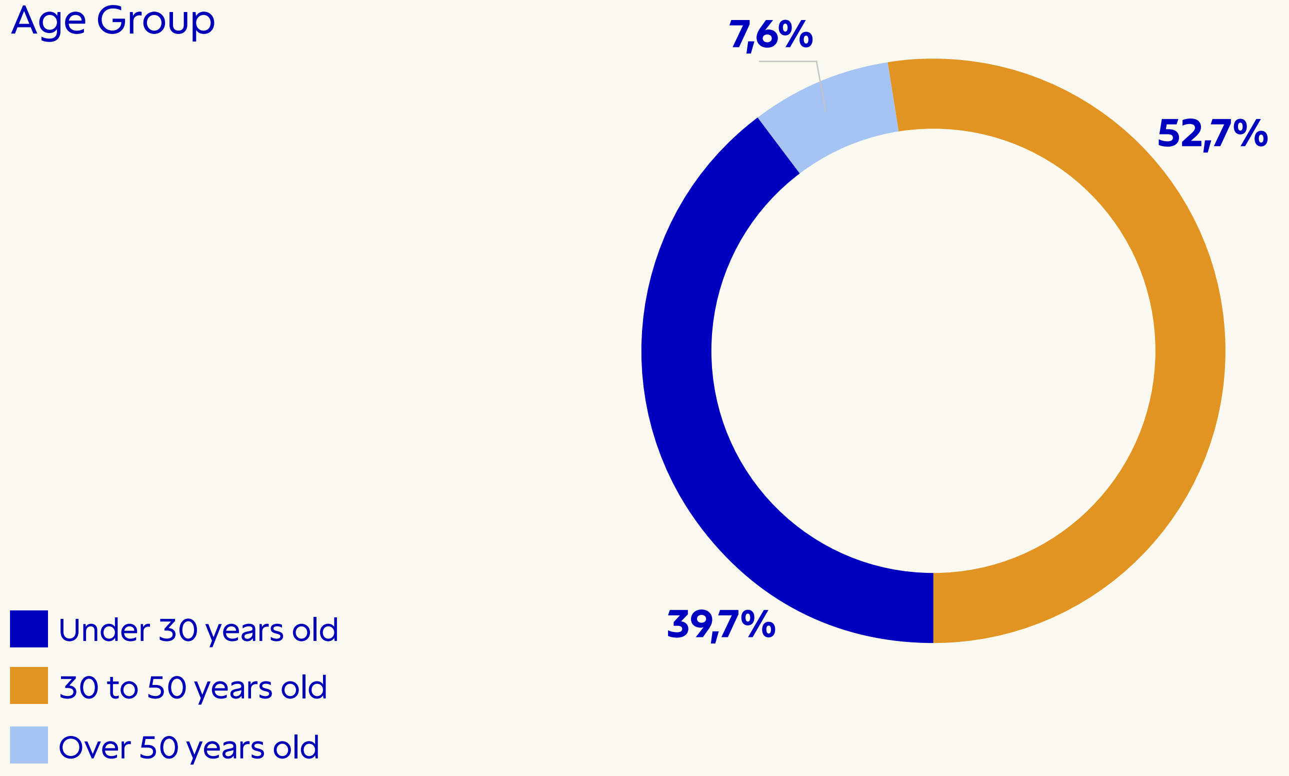
Employee Profiles
Gender



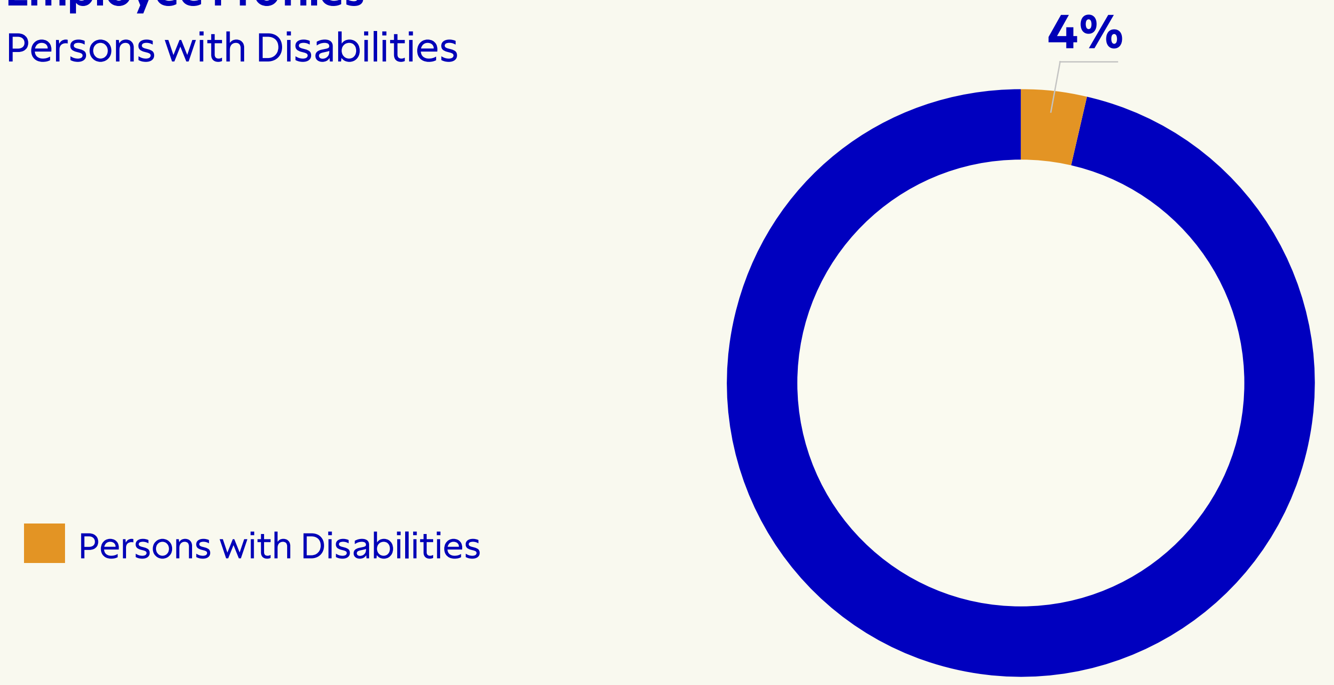
Total Number of Employees by Gender
Historical Series



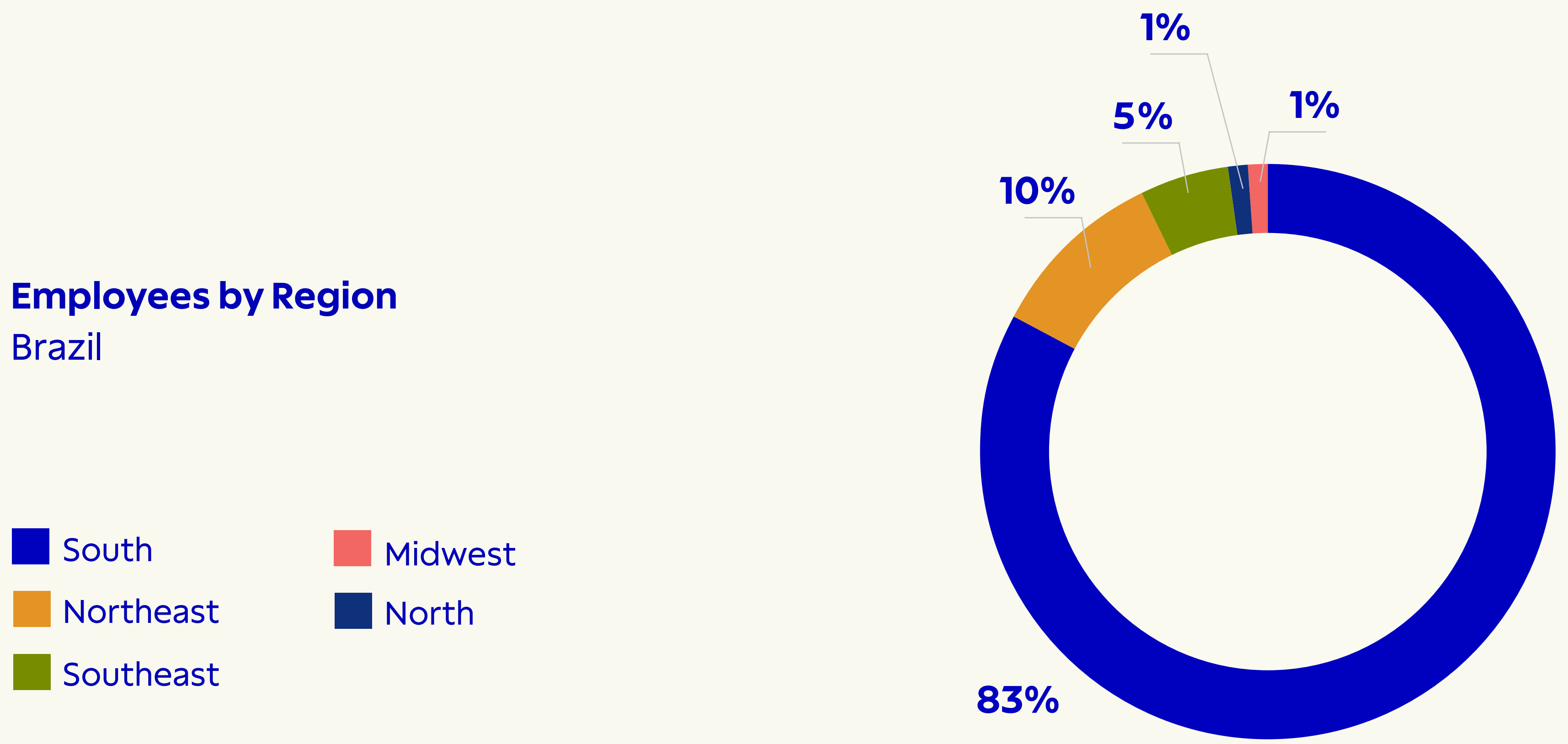
Employee Profiles
Age Group



Employee Profiles
Persons with Disabilities



Employees by Region
Brazil

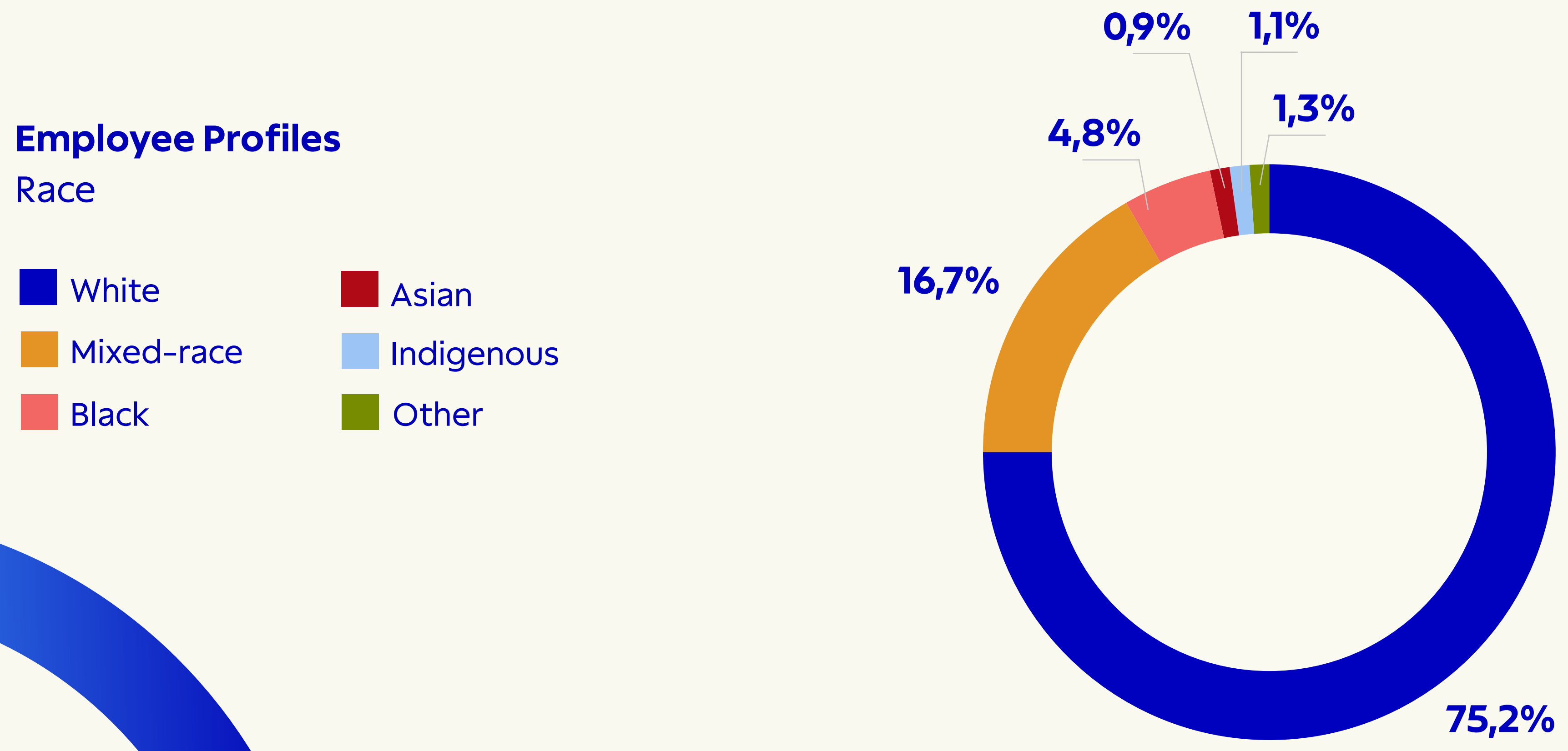


Profile of Apprentices

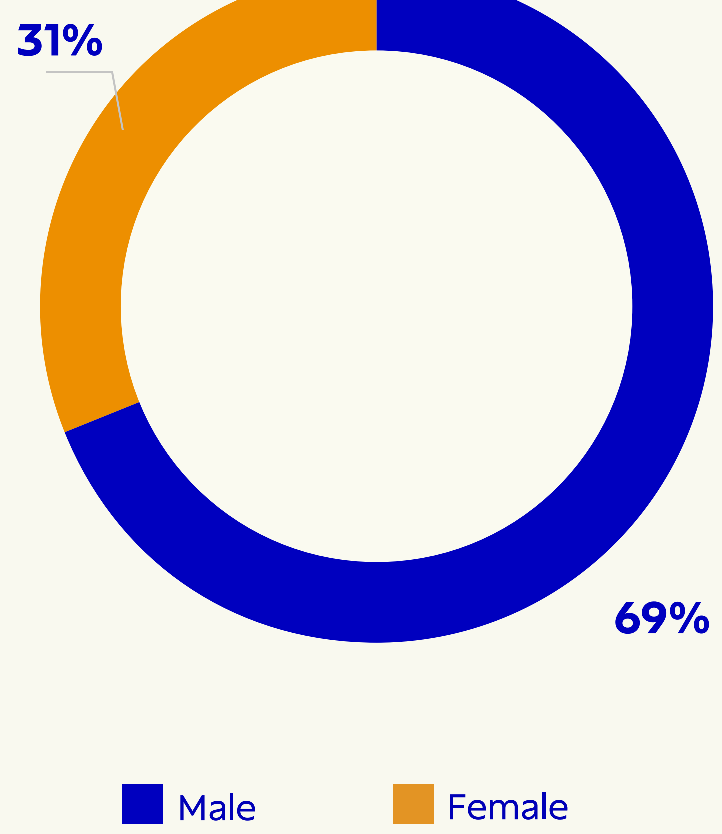
The profile of apprentices reflects the audience served by the initiative. The data presented in the charts help us understand this audience, underscoring the program's role in creating opportunities and developing new talent.

Tramontina's apprenticeship program, developed in partnership with institutions such as SENAI/SENAC, aims to promote training and the integration of young people into the workforce by combining theoretical and hands-on training in a structured professional environment.

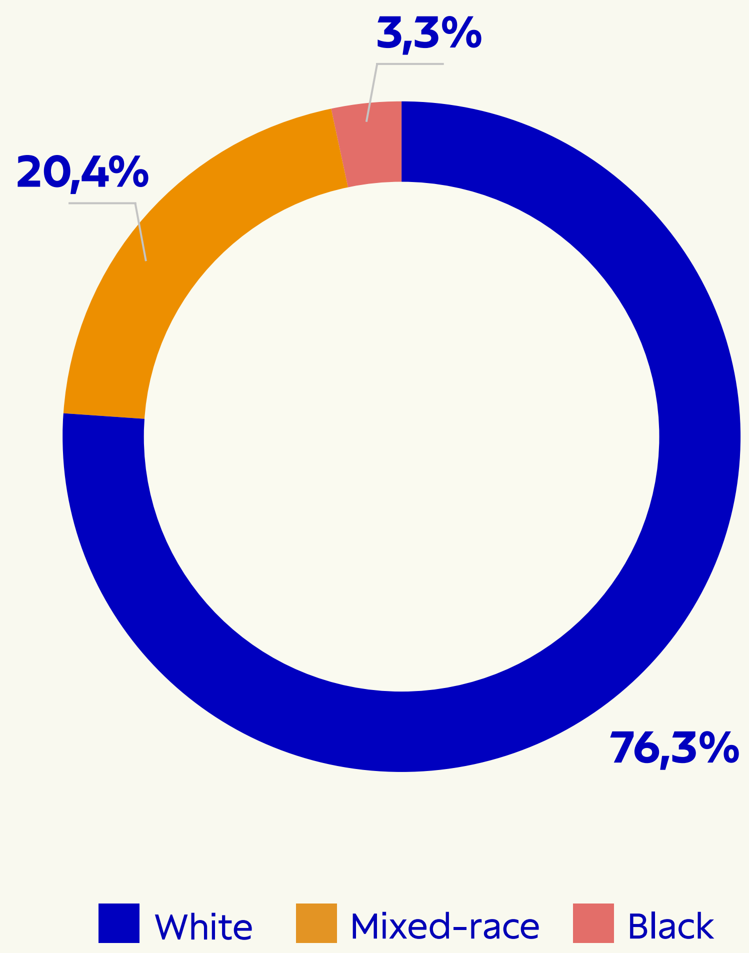
Employee Profiles
Race



Profile of Apprentices
Gender



Profile of Apprentices
Race



Human Development and Appreciation

GRI 2-19 | 2-20 | 201-3 | 202-1 | 401-2
404-1 | 404-2 | 404-3 | 405-2

Remuneration and Salary Practices

Tramontina's remuneration management system is structured to ensure fairness, transparency and competitiveness, in accordance with corporate guidelines and applicable regulations.

This model aims to ensure consistency in wage payment practices and to support the recruitment, retention and recognition of professionals at all levels of the organization. In this context, remuneration for Board Members and Officers also follows specific corporate guidelines and consists of a fixed monthly salary, disbursed as pro-labore payments, plus an annual bonus.

Although the organization does not have a formally established remuneration policy, amounts are determined according to structured criteria based on a Standard Salary Table, ensuring standardization, internal equity and alignment with the organizational structure.

The annual bonus for this group is determined based on performance, taking into account a range of criteria broadly related to organizational results.

Among these criteria, sustainability is assessed in an integrated manner, as it is linked to business continuity, operational efficiency, people management and compliance with legal requirements.

Thus, even though remuneration is not directly linked to formal sustainability or ESG targets or indicators, environmental, social and governance considerations are integrated across the board into this group's performance and decision-making.

Since 2020, Tramontina has participated in salary surveys conducted by a specialized external consulting firm, which provide benchmarks on market averages for different positions.

This information helps define the company's salary framework, supporting decisions related to job classification and maintaining competitive salaries.

This alignment with the market is an integral part of the people management strategy, promoting a balance between employee recognition and responsible resource management.

▪ Tramontina Farroupilha Employee

Wage Adjustment Criteria

Wages for the organization's employees are adjusted on different fronts. Through Collective Bargaining Agreements, the wage increase percentage agreed upon during negotiations is applied, ensuring compliance with standard wages.

The company also makes periodic adjustments to the Standard Salary Table based on the cumulative INPC (National Consumer Price Index) for the period, with variations ranging from 2% to 5%, in addition to discretionary raises linked to individual performance, which are managed independently by the units.

In addition, some units have implemented variable pay programs, such as bonuses and allowances for specific work arrangements and shifts, which are overseen by Corporate HR and tailored to the specific operational characteristics of each unit.

For this indicator, Tramontina considers Brazil to be its primary place of operation, where approximately 91% of its workforce is concentrated.

The starting salary is set by Collective Bargaining Agreements and varies by region and sector, but is always equal to or greater than the current legal minimum wage.

There is no pay distinction for entry-level positions based on gender or other criteria: all employees receive 100% of the standard starting salary from the time of hire, ensuring an equal ratio (1:1) to the established minimum wage. The details are shown on the following table.

Operations abroad are not included in this report due to differences in labor laws and management systems, which are still being mapped.

Tramontina monitors pay equity across its operations as part of its commitment to knowing people's worth.

To calculate the pay equity indicator, which resulted in a ratio of 72.89% for base pay and 71.94% for total remuneration (women compared to men), Tramontina considered only direct employees with active employment contracts on 12/31/2025 at its facilities in Brazil, excluding international operations from this cycle.

To ensure comparability and consistency, only employees with 12 complete pay periods throughout the year were analyzed, excluding new hires and employees who left the company during the reporting period.

Total remuneration considered includes all earnings recorded on the payroll, such as salaries, vacation pay, 13th-month bonus and profit-sharing (PPR/T), ensuring a comprehensive view of the pay package.

Region (Brazil)	Female	Male
South	1,76	1,76
Southeast	1,35	1,35
Midwest	1,35	1,35
Northeast	1,35	1,35
North	1,25	1,25

The ratios shown represent the ratio of the lowest base salary paid by the organization in each region in December 2025 to the national minimum wage in effect in December 2025

Tramontina PPR (Profit-Sharing): knowing people's worth and recognizing results

Established in 1998, the **Tramontina Profit-Sharing Program (PPR/T – Programa de Participação nos Resultados Tramontina)** is an important tool for recognizing people's worth, acknowledging employees' dedication, commitment and contributions to the company's results by sharing a portion of the value generated throughout the year.

In addition to encouraging the achievement of organizational goals, the program strengthens the alignment between performance, efficiency and business sustainability.

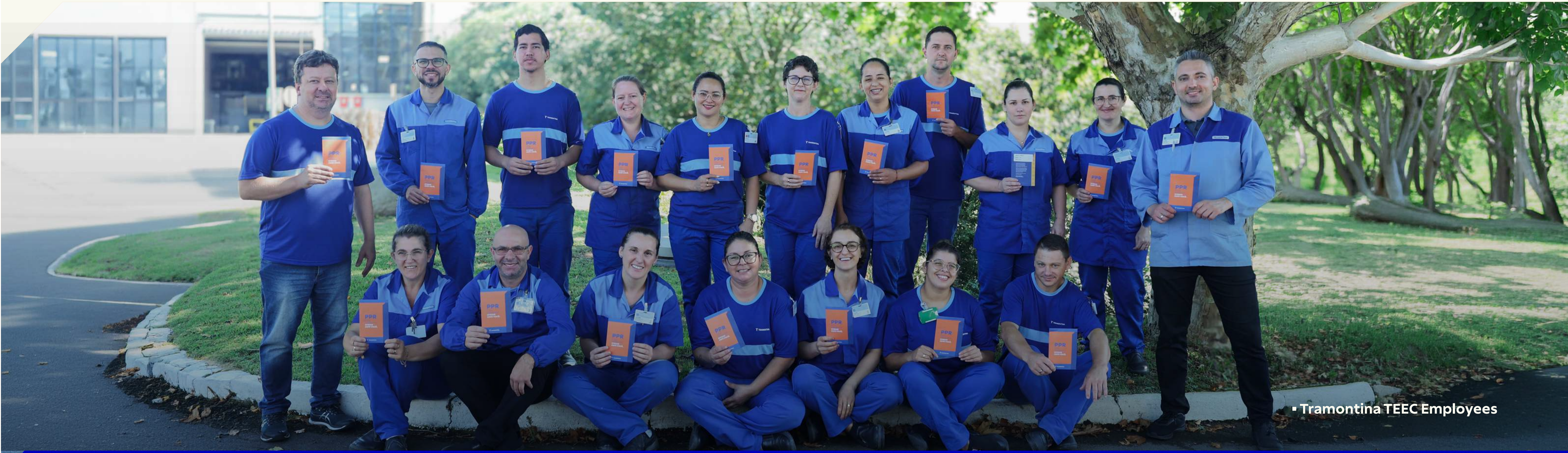
Historically structured around Attendance and Revenue targets, the PPR/T underwent a significant evolution in 2025 with the inclusion of a **third performance indicator**, broadening the focus to include operational efficiency and employee development.

In the factories, the **Production Unit Cost Target** was implemented, aimed at optimizing the use of resources and reducing costs without compromising the quality of products and services.

At the Head Office, ATF, Tramontinaprev, Distribution Centers and stores, the Performance Evaluation Goal has been implemented, aligning employee activities and performance with Tramontina's guidelines and strategic objectives.

The expansion of the program represents a significant step forward in consolidating a cult[ure of] performance, efficiency and shared responsibilit[y] for achieving sustainable results.

In 2025, the amount distributed to employees through the PPR/T program exceeded BRL 53 million, reaffirming Tramontina's commitment to "knowing people's worth" and recognizing the collective effort that drives the organization's growth.



▪ Tramontina TEEC Employees

Tramontinaprev

Tramontinaprev is an important tool for recognizing people's worth and ensuring a secure future, having established itself over the course of three decades as a strategic benefit aimed at providing financial security during retirement.

Created to supplement employees' retirement income, the initiative reflects Tramontina's commitment to the well-being of those who have built their careers with the company, offering stability at a time when social security benefits tend to be reduced.

With continuous improvements in governance, management and opportunities for participation, the plan remains true to its core principles while adapting to changes in the economic landscape and the needs of its participants.

The Tramontinaprev Benefits Plan is fully funded by the sponsoring companies with no requirement for employee contributions, and is structured around two types of contributions: an individual contribution, linked to the participant, and a collective contribution, intended to cover the Minimum Benefit; the contribution amount varies according to the salary bracket.

Benefits are granted in accordance with the criteria established in regulations and may include supplemental income or a lump-sum payment, depending on the accumulated balance.

Funds are strategically invested in the financial market with the goal of maximizing investment returns and ensuring that the actuarial target is met.

The plan's sustainability is assessed through annual actuarial evaluations, which continuously monitor its technical and financial balance.

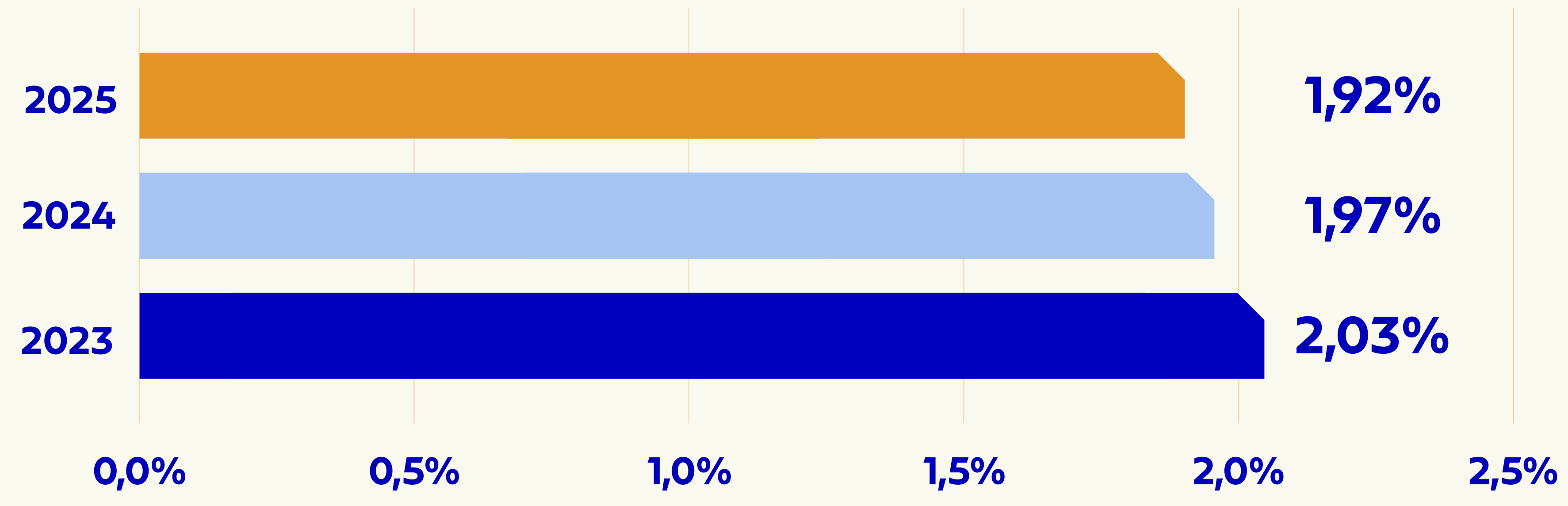
In its most recent statement, with December 31, 2025 as base date, the plan was in balance, covering 101.24% of its estimated obligations, thereby reinforcing its financial strength.

To learn more about Tramontinaprev, its history and its impact on the lives of its beneficiaries, read the full article in Transforma Magazine.

VISIT OUR TRANSFORMA MAGAZINE

The plan registered
10.225
active participants in 2025, including 9,783 active employees at the sponsoring companies, as well as former employees who chose to

Percentage of Salary Contributed by Sponsors



Performance Review and Career Development

At Tramontina, performance and professional development are viewed as complementary aspects of the same journey toward personal growth.

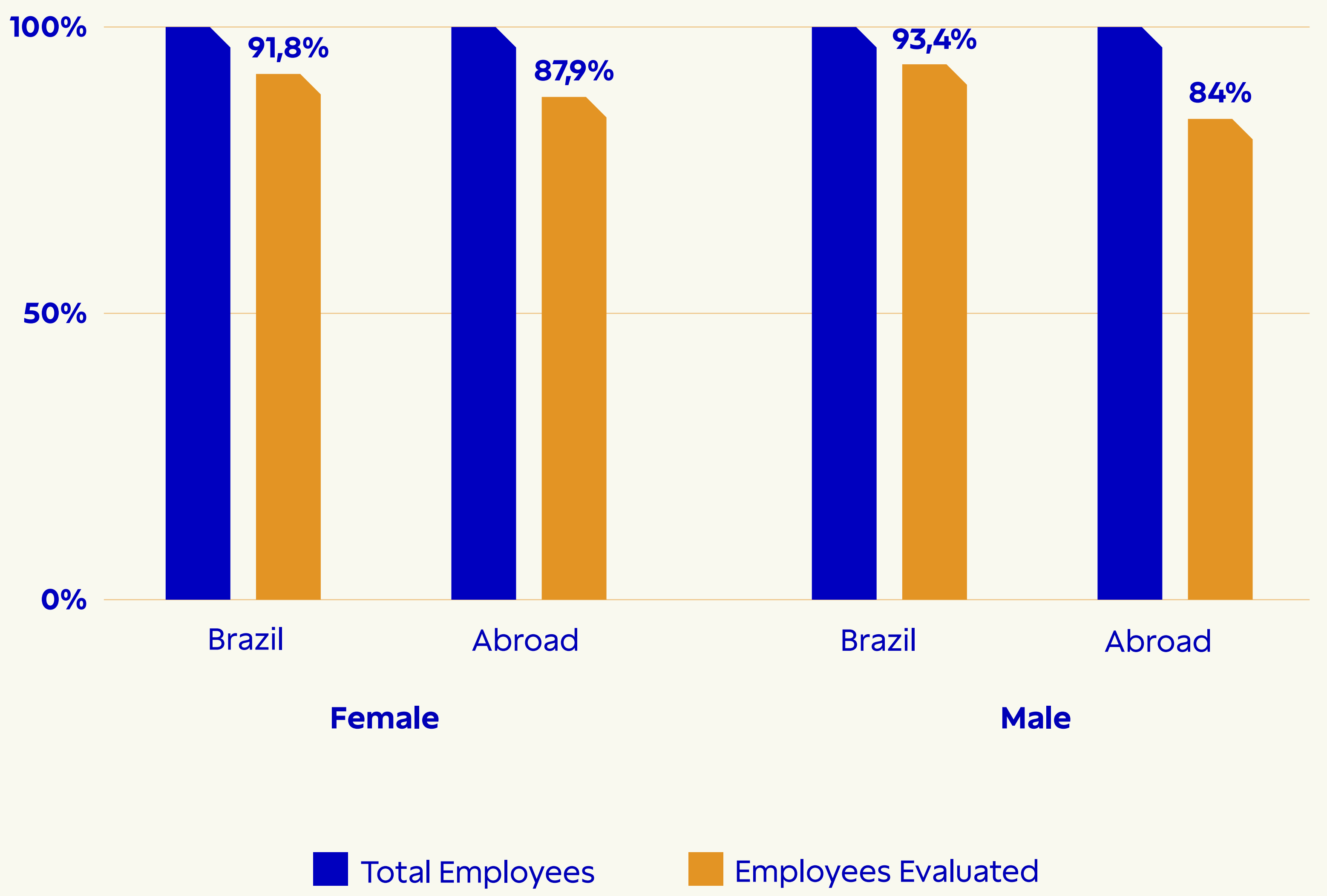
Through structured evaluation processes and a culture of continuous feedback, we endeavor to align employees' activities and behaviors with strategic business objectives.

At the same time, we identify development opportunities, strengthen competencies and recognize the hard work of teams.

In 2025, 92.2% of the total workforce participated in formal performance review or development processes, with direct oversight by the leadership.

To ensure fairness and transparency, the company monitors these indicators by breaking them down by factors such as gender, location of facilities (in Brazil and abroad) and functional levels, reinforcing its commitment to consistent, data-driven people management.

Percentage of Employees Evaluated by Gender and Region



Employee training and career transition assistance programs

At Tramontina, human appreciation and continuous learning are strategic pillars. Our focus is on promoting our teams' employability by expanding their professional development beyond day-to-day activities.

To support the development of new skills and keep professionals up-to-date in a dynamic market, we offer a robust ecosystem of training and educational benefits, accessible to all employees regardless of their role or leadership position.

Reflecting this commitment,
10,8 millones
was invested in our education and human development initiatives.

Skills Development and Lifelong Employability

At Tramontina, people development is essential to business sustainability, security and innovation. We continuously invest in the professional development of our employees, fostering a culture of continuous learning that prepares them not only for current challenges but also for their career growth.

In 2025, we recorded a total of 296,183 training hours, considering 10,803 employees (Brazil and Abroad). The global average for training hours in the organization was 27.42 hours per employee.

To ensure equity and properly focus our investments in corporate education, we track metrics by gender and job category. The total and average number of training hours dedicated to each group is broken down on the side.

Training Hours by Gender – Brazil and Abroad

Gender	Total Training Hours	Total Employees Trained	Average Training Hours per Employee
Female	96.882	4.060	23,9 hours
Male	199.301	6.743	29,6 hours
Total	**296.183**	**10.803**	**27,4 hours**

Global data consider the sum of units in Brazil and Abroad.

Training Hours per Functional Category – Brazil

Current Functional	Total Training Hours	Total Employees Trained per Functional Category	Average Training Hours per Functional Category
Management (Coordinator, Supervisor, Manager, Director)	33.516	546	61,2 hours/ employee
Administrative / Support / Apprentices	150.261	3800	39,3 hours/ employee
Production / Technical	98.199	6237	15,4 hours/ employee

The number of training hours per functional category were rounded.

For this indicator, the breakdown by functional category includes only Tramontina's units in Brazil, where the majority of the workforce is concentrated. International units were not included in this cycle due to differences in human resources management systems, which are currently being standardized to enable the inclusion of this level of detail in future reports. The accounting considers only formal training programs aimed at personal and professional development, with a focus on career advancement, skill building and leadership development, including initiatives such as MBAs, courses, workshops, lectures and seminars. It also states the partial and temporary omission of segmentation by functional level with respect to international units. For methodological reasons, operational training sessions directly related to the performance of daily activities were excluded, such as technical instructions, operational procedures and occupational health and safety content. Although essential to daily operations and operational safety, these actions are not included in the metric, which is designed to evaluate long-term investments in corporate education.

We support self-development and qualification refreshing through various internal initiatives:

Ivo Tramontina Education Center (CEIT)

With the primary goal of providing educational benefits and training, this space serves as a hub for the professional development of our staff.

In 2025, training was provided in the following areas of knowledge:

- Self-development
- Technical and Behavioral Competencies
- Technology and IT
- Technicians and Industrial Management
- Languages and Communication
- Management, Business and Leadership Programs
- Legislation, Safety and Sustainability
- MBAs

Educa+ Platform

Educa+ is Tramontina's online learning platform, designed to support personal and professional growth through free, accessible, high-quality courses.

The platform offers content that enables employees to learn, develop their skills and grow at their own pace, covering everything from technical topics to leadership, ESG and project management, meeting both professional and personal educational needs.

The courses are categorized into the following learning tracks:

- Do It Yourself
- Personnel Development
- Leadership
- Communication
- Sales and Negotiation
- Financial Management
- ESG

▪ **In-Company Skills Development Course group**

Develop to Transform Program

Focused on in-house requalification and career mobility. In units such as Cutelaria, employees who change roles or are promoted go through this structured training program before taking on their new positions, ensuring that they are prepared and the transition goes smoothly.

On this same front, the company is committed to the ongoing development of its leaders, including team leaders, supervisors and managers, strengthening alignment between the organizational culture and the technical and behavioral competencies that are essential for these leaders to excel in today's environment and be ready to take on new challenges.

Educational Financial Aid

The company invests in the professional development of its employees by offering financial assistance for Undergraduate, Graduate and Technical programs lasting more than 800 hours. The benefit amounts to 45% of the monthly fee for ATF member employees.

The courses included are divided by educational level and grouped by the following areas of knowledge:

Technical

- Industry, Mechanics and Maintenance
- Electronics and Automation
- Management and Industrial Processes
- Technology, Health and others

Higher Education

- Engineering
- Management and Business
- Information Technology Design and Communication
- Humanities, Biological Sciences and Health Sciences

Tramontina encourages continuing education by supporting Graduate and MBA programs (in-person or distance learning, with a minimum course load of 360 hours), while also offering a 45% subsidy for specialization programs aligned with the same fields as the reimbursed undergraduate programs.

▪ Tramontina TEEC Employee

Training that drives the digital transformation

In line with its strategy of integrating technology and practice into the development of people and businesses, Tramontina has completed another edition of its in-company MBA program in Technology for Business, offered in partnership with PUCRS.

In all, 69 employees from the Cutelaria, Eletrik, Head Office, Farroupilha, Garibaldi, Multi and TEEC units took part in the training, which began in May 2023 and was organized into four modules and 21 subjects.

The program is designed to support continuous learning and prepare Tramontina teams for an increasingly digital, collaborative and innovation-oriented environment. The graduation ceremony was held on July 4 at Trattoria 1911, Tramontina Sports Park (PET), in Carlos Barbosa (RS).

▪ Technology for Business MBA graduation ceremony

Practices at International Units

In the context of Tramontina's international operations, career development and transition practices are adapted to comply with the laws and cultural dynamics of each location.

With regard to continuous development, most of our units abroad operate using structures based on Job Descriptions and Job Organization Manuals.

In these operations, career advancement and the assignment of responsibilities are steered by performance evaluations, academic qualifications, experience and the development of interpersonal skills.

This flexibility makes it possible to align each employee's profile with internal growth opportunities and business needs, promoting well-being and efficiency in the workplace.

With regard to preparation for retirement, although there is no standardized global program, some units offer specific local support during this transition.

Notable initiatives include the provision of specialized financial advisory services and company matching contributions to retirement savings plans (such as the 401(k) plan in the United States), as well as voluntary retirement savings programs.

These local programs take a preventive and comprehensive approach, assisting employees in the years leading up to retirement by providing guidance on physical and emotional health, retirement planning, maintaining social relationships and new life plans, always in strict alignment with local public policies.

Transition Assistance and Preparation for Retirement

We believe that taking care of people should extend beyond the active working period at the company.

We continue to implement initiatives aimed at ensuring a respectful, structured and secure transition to retirement.

- **New Horizons Program – Tramontina Farroupilha**

It aims to prepare employees for retirement by offering support for planning their departure from the company and transitioning to a new phase of life.

The program sets no minimum age requirement and is intended for workers who are:

- retired but continue working;
- awaiting retirement via INSS;
- plan to retire in the next three years.

The content is organized into modules that cover psychological aspects, relevant legislation, maintaining social relationships, health (aging, physical activity and nutrition), and financial planning/life planning.

The modules are developed by a psychologist, a nutritionist, a geriatrician, a physical educator, a financial advisor and the facility's HR representative. The program is offered every three years.

Health and Wellness

GRI 401-2 | 401-3 | 403-6 | 403-8
403-9 | 403-10

Employee Health and Safety

Tramontina maintains a comprehensive Occupational Health and Safety (OHS) management system, structured in a decentralized manner to address the specific needs of each facility, ensuring compliance with applicable laws and the adoption of industry best practices.

Some operations rely on ISO 45001-certified systems, while other units operate in accordance with the Tramontina Management System (SGT) or legal requirements, such as the Risk Management Program (PGR) and the Occupational Health Medical Monitoring Program (PCMSO).

In 2025, the company made progress toward standardization by implementing a corporate tool for managing legal OHS requirements, thereby strengthening monitoring and compliance across all its facilities in Brazil.

Hazard identification and risk assessment are conducted on an ongoing and preventive basis, with the support of specialized technical teams and application of the control hierarchy, prioritizing the elimination of risks at the source.

Active employee participation is encouraged through communication channels, committees such as CIPA, and mechanisms that guarantee the right to refuse work in risky situations without any form of retaliation.

Occupational Health and Safety (OHS) management also includes a structured analysis of incidents, with a focus on identifying root causes and implementing corrective and preventive actions, as well as providing in-house or outsourced occupational health services that ensure clinical care and monitoring of exposure to risks.

In addition, Tramontina works to mitigate impacts throughout the value chain by establishing health and safety requirements for suppliers and service providers, reinforcing its commitment to protecting life, continuous improvement and creating increasingly safe work

▪ Tramontina Delta Employee

Occupational Health and Safety

Tramontina ensures that Occupational Health and Safety (OHS) guidelines are comprehensively applied to all employees under its oversight, regardless of their employment status or location.

The management scope covers 100% of direct employees as well as outsourced workers who work in environments under the organization's control, with no exceptions.

The management system, based on international standards, the Tramontina Management System (SGT) and strict compliance with legislation, covers 100% of direct employees, totaling 10,803 professionals.

Of this total, 9,873 are allocated to Brazil (including 9,515 employees and 358 apprentices) and 930 are placed abroad.

Coverage also extends to outsourced employees and service providers working in environments under the organization's control, with no exclusions, whether on a permanent or temporary basis, although the company is still in the process of consolidating quantitative data on this group and is committed to making progress in future cycles.

The effectiveness of this system is reinforced by assurance and auditing routines. All operations underwent regular safety inspections, while formal internal audits were conducted at strategic facilities in Brazil and abroad.

In addition, a significant portion of the company's operations is externally certified under the ISO 45001 standard, including facilities such as Tramontina Cutelaria and Tramontina Farroupilha, which together account for 4,158 employees, equivalent to 42% of the workforce in Brazil and 38% of the global total. These certifications entail independent audits and also cover outsourced staff working in these environments.

Other units, such as Multi and international operations, also underwent external audits throughout 2025, reinforcing the company's commitment to continuous improvement.

During this period, no category of employee, activity or workplace under the organization's control was excluded from the scope of the occupational health and safety (OHS) management system. The data presented is based on consolidated figures from the Human Resources department, ensuring methodological consistency and transparency in reporting information.

Risk assessments indicate that the main factors with the potential to impact health in Tramontina's operations are related to ergonomic issues, such as repetitive movements, posture and manual handling of materials.

To mitigate these risks at the source, the company takes a structured preventive approach, combining continuous health monitoring with interventions in production processes.

In this context, the occupational medicine department actively monitors situations with the potential to lead to illness, enabling more assertive identification of occupational links and the implementation of preventive measures before health problems arise.

At the same time, implementation of the hierarchy of controls has driven investments in automation and ergonomic improvements, with the introduction of robots and technologies that reduce physical strain and exposure to hazards, promoting better working conditions and greater well-being for workers.

Participation in health and wellness programs is strictly voluntary. Tramontina ensures the confidentiality of medical data in compliance with the Brazilian General Data Protection Act (LGPD).

This information is not shared with direct supervisors and, in accordance with the Code of Conduct, is never used for HR decisions, performance evaluations or any type of unfavorable treatment of employees.

▪ Tramontina Multi Employee

Worker health is continuously monitored by SESMT, in accordance with the PCMSO, ensuring early detection of potential work-related illnesses.

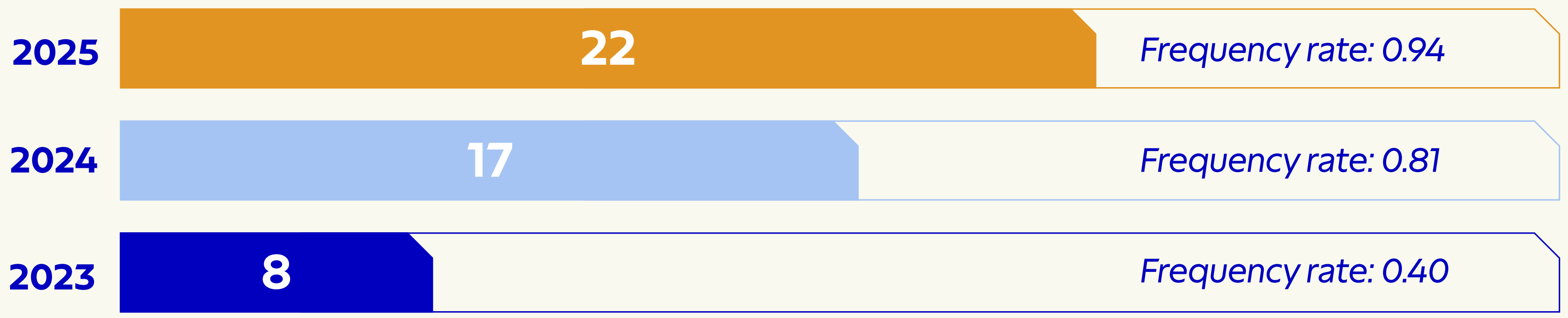
As a result of these practices, direct employee occupational health and safety performance in 2025 is presented below.

Tramontina recorded no fatalities resulting from occupational illnesses.

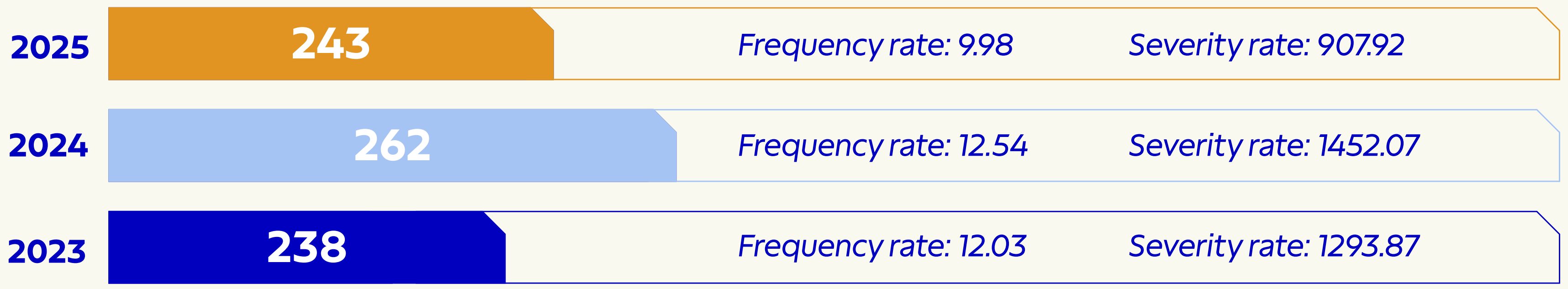
There were also no reports of any cases of occupational diseases that required reporting (confirmed technical link / CAT issued for an occupational disease).

Occupational health and safety indicators show a significant reduction in frequency and severity rates compared to previous years, demonstrating the effectiveness of controls and preventive practices put into place by Tramontina.

Total High-Consequence Accidents
Brazil



Total Accidents with Required Reporting
Brazil



Methodology and Scope (GRI 403-9-d, e, f)
Basis and Calculation of Rates: All reported rates were calculated based on 1,000,000 hours worked.
Frequency rate = (No. of accidents / hours worked) x 1,000,000.
Severity rate = (No. of hours lost / hours worked) x 1,000,000.
Serious injury rate = (Number of serious injuries / hours worked) × 1,000,000.
Data on accidents involving employees at units abroad, third-party employees or service providers working at sites under the company's control: there is a lack of consolidated data on hours worked and lost due to accidents involving these employees, making it impossible to calculate the frequency and severity rates for these accidents. This situation constitutes a permitted disclosure omission under the GRI Standards, and the company is working to improve its data collection in the future. Inclusion/Exclusion Criteria: No group of employees was excluded from the scope of this report. Situations that required only first aid were not counted as reportable injuries, in strict compliance with GRI guidelines. Commuting accidents were included in Brazil's total count of reportable injuries, in accordance with the requirement under national social security legislation to treat them as equivalent to work-related accidents.

Abroad, 21 reportable accidents were recorded during the period, with no breakdown by type, and one incident was classified as serious.

With regard to third-party employees or service providers working at sites under the company's control, there were 7 accidents reported in Brazil, 2 of which resulted in serious injuries, without fatalities, underscoring the company's ongoing monitoring and commitment to safety in all operations.

Occupational Health and Safety Risk Management

Hazards with the potential to cause serious injuries are identified in advance through the Risk Management Program (PGR) and Tramontina Management System (SGT) audits, enabling a preventive and structured response.

During this period, the most common reportable injuries were cuts, contusions and crush injuries with intact skin, generally associated with the handling of sharp objects and the operation of machinery.

Also noteworthy is the occurrence of 43 commuting accidents, accounting for 17.7% of all reportable injuries, 21 of which involved motorcycles, evidencing the relevance of external factors related to urban mobility.

After analyzing each incident, the units implement corrective measures based on the hierarchy of controls, prioritizing the elimination and mitigation of risks at the source.

In this context, it is worth noting the ongoing investment in engineering solutions, such as automation on production lines, as well as the review of operating procedures and the strengthening of specific training programs, all of which contribute to continuous improvement of safety standards.

OHS Training and Education

Ongoing training on Occupational Health and Safety (OHS) is one of the pillars of Tramontina's prevention culture, guiding employees to work safely in the face of the risks identified in the Risk Management Program (RMP) and in the management systems in place, such as the Tramontina Management System (SGT) and ISO 45001.

To this end, the company maintains structured training guidelines and frameworks at all its facilities, ranging from mandatory onboarding procedures for new employees and contractors (including an overview of policies, risks and emergency procedures) to specific technical and regulatory training, in line with legal requirements and the unique characteristics of each operation.

Accessibility and reach of these training programs are also priorities. All training sessions and materials are provided free of charge and are preferably held during working hours. When performed outside regular working hours, the time is duly remunerated, ensuring compliance with the law.

In addition, the content is structured using clear language tailored to different audiences, promoting greater understanding and engagement among professionals at all operational levels.

This ongoing investment in training and awareness is accompanied by mechanisms to assess effectiveness, including attendance controls, practical and theoretical tests and the monitoring of safety indicators.

As a result, there has been a consistent improvement in OHS performance, reflected in fewer incidents and the strengthening of a culture of prevention, as shown in the following charts:

Total OHS Training Hours

In 2025, a total of 35,740 hours of Occupational Health and Safety training were recorded, of which 26,454 hours were dedicated to Regulatory Standards and 9,286 hours to other topics related to prevention, with 9,102 participants attending the training sessions.

This volume underscores the consistency of training initiatives promoted by Tramontina, highlighting the company's ongoing commitment to strengthening its safety culture, improving staff skills and reducing operational risks.

▪ **Emergency Brigade Training**

Benefits and Quality of Life

Brazil Standard Corporate Benefits

Tramontina structures its corporate benefits as an essential part of its strategy of "knowing people's worth," seeking to offer conditions that promote security, well-being and recognition throughout an employee's entire career.

In Brazil (the company's main place of operation), the corporate benefits policy is standardized for all employees hired under the Consolidated Labor Laws (CLT), covering both full-time and part-time positions.

Only temporary employees are excluded from this scope because, in accordance with the hiring model and current laws, the provision and administration of their benefits are the responsibility of third-party employers.

Tramontina Employee Association (ATF – Associação Tramontina de Funcionários)

Tramontina believes that caring for people extends beyond the workplace, which is why it invests in providing its employees in Brazil with access to health and wellness services.

In this context, the Tramontina Employee Association (ATF) serves as the primary platform for providing benefits, establishing a support network that includes health care, education, recreation and quality of life for employees (both full-time and part-time) and their dependents.

In 2025, the ATF served 13,933 people, with revenue from corporate donations and member dues totaling BRL 43.2 million, which was allocated to these initiatives.

In international operations, depending on specific legal and market conditions, units have the autonomy to structure their own benefits packages, which may include health insurance, life insurance, retirement plans and various other benefits.

ATF 2025 Highlights

Benefits	Value	Members benefited
Graduate/MBA	BRL 42,000	35
Undergraduate	BRL 3,170,000	1.242
Technical	BRL 194,300	190
High School	BRL 147,300	43
Primary/Preschool	BRL 908,900	210
Training, Health and Wellness	BRL 36,100,000	-
Tramontina Sports Park (PET)	-	Over 58,000 accesses
Confraria Garibaldi	-	97 events | 3,480 people
Farroupilha Base	-	351 events | 12,111 people
Dental Services	-	19,383 services

▪ Tramontina Sport Park (PET) – Carlos Barbosa (RS)

▪ Wellness Space – Ivo Tramontina Education Center

Programas Voluntarios de Promoción de la Salud y el Bienestar

The organization implements a variety of initiatives focused on holistic health, disease prevention and quality of life, depending on the location of each facility, for example:

▪ **Prevention and Immunization:** At some of its locations, the company offers the flu vaccine to employees annually, in some cases extending the vaccine offering to family members at a reduced cost. In 2025, 3,509 vaccine doses were administered to employees at the Brazil facilities and 805 to their family members.

▪ **Supplementary Therapies:** ATF continues to offer chiropractic care, physical therapy, acupuncture, speech therapy and osteopathy benefits. During 2025, a total of 7,438 supplementary therapy sessions were provided.

▪ **Comprehensive and Family Support:** Notable among these are specialized assistance programs (psychological/mental health, legal and financial support) and maternal/paternal health initiatives, such as the "Gestação do Amor" Training Program. Through its partnership with SESI to provide psychological counseling, the company provided 595 counseling sessions to employees and their relatives during the year.

▪ **Nutrition:** Restaurants in the facilities offer nutritionally balanced meals, along with a program to raise awareness to fight food waste that has been in place for over 5 years. In addition, through a partnership with SESI professionals, the company provided 1,226 nutritional consultations to employees and their families during the year.

▪ **Leisure Infrastructure:** Investment in sports and social activities is evidenced in the Tramontina Sports Park (PET), the Confraria in Garibaldi and the Sports Complex in Farroupilha. Together, these facilities received more than 74,000 visits/uses in 2025.

▪ **Awareness Programs and Campaigns:** The units carry out internal campaigns focused on health promotion and disease prevention, addressing topics such as high blood pressure, diabetes, obesity, mental health, physical inactivity, healthy habits, cancer prevention and oral health, among others.

SIPATs at facilities in Brazil aim to cover topics related to worker health.

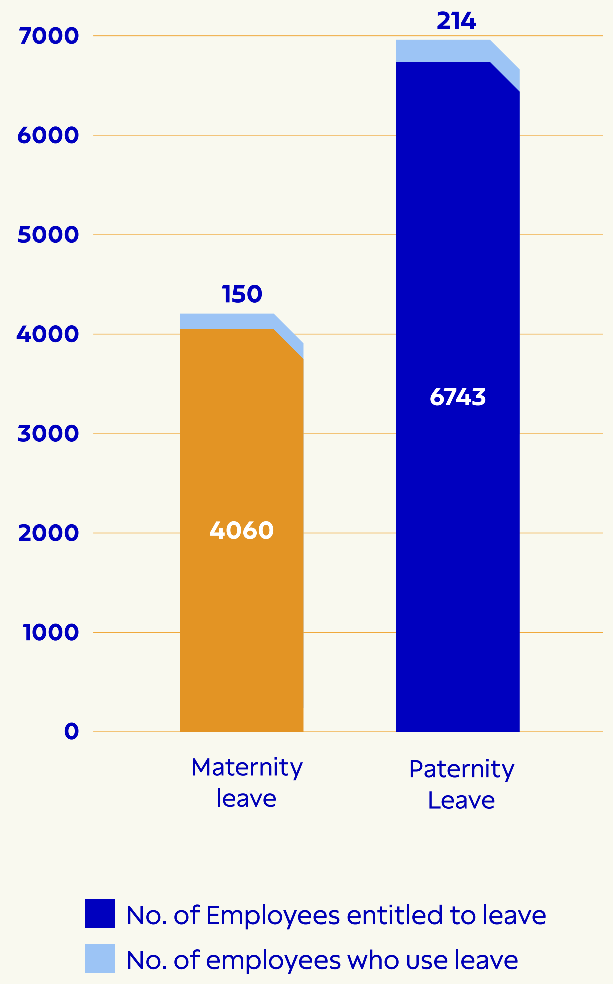
Some units offer psychological support programs, with first-line counseling provided within the company.

Parental Leave

Tramontina recognizes the importance of family life and of supporting its employees during key moments in their lives.

In accordance with current labor laws and its human resources management practices, the company guarantees the right to maternity and paternity leave to all employees with formal employment contracts.

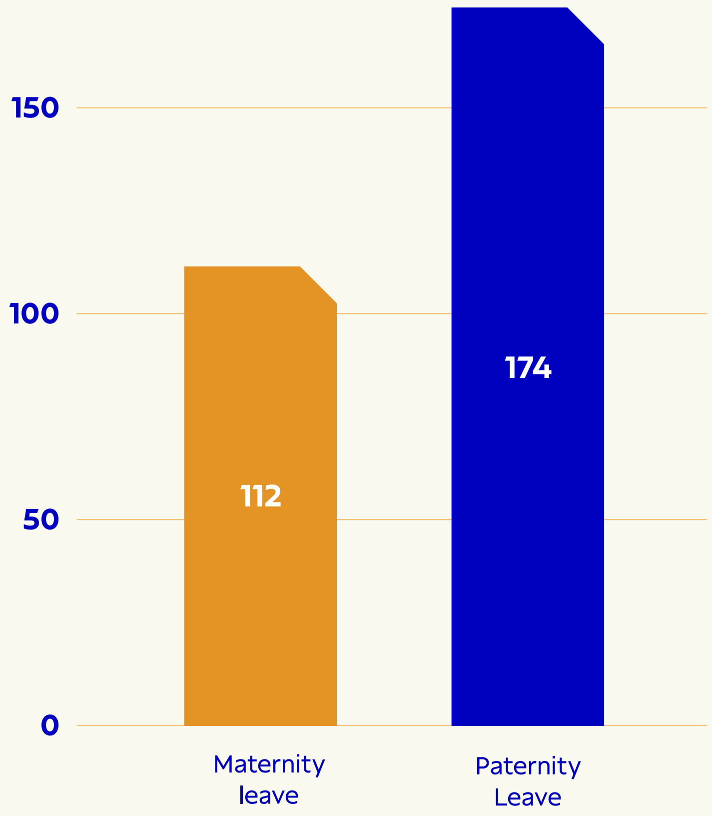
Parental Leave



Parental Leave (Citizen Company): Extending paid maternity leave by an additional 60 days (for a total of 180 days) and paternity leave by an additional 15 days (for a total of 20 days).

Looking out for employee well-being and creating a more humane and balanced work environment is also reflected in benefits such as the Daycare Assistance Program, which provides reimbursement for expenses related to daycare centers, private schools, nannies or caregivers, with amounts stipulated in the Collective Bargaining Agreement.

Employees who returned to work at the end of Parental Leave in 2025

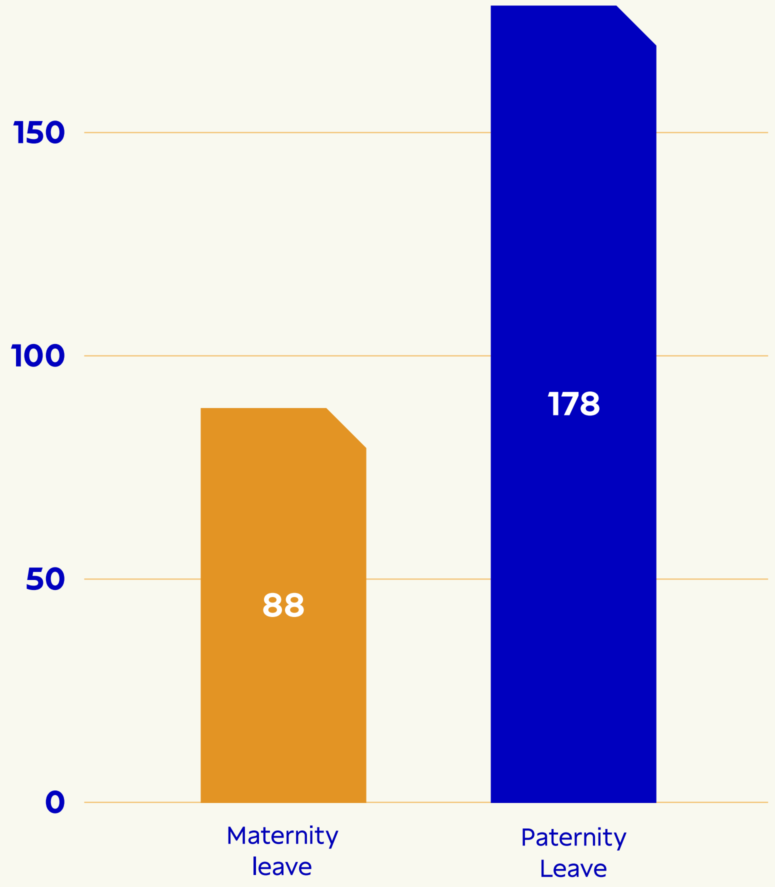


In 2025, return-to-work rates were high, reaching 98.9% for paternity leave and 88.2% for maternity leave, indicating strong professional reintegration following the leave period.

In addition, the retention analysis shows that 88% of employees who returned from paternity leave in 2024 remained with the company after 12 months, while for maternity leave, that rate was 74.4%.

These results underscore the role of parental leave policies in promoting employee retention and strengthening employees' ties to the organization.

Employees who returned to work after Parental Leave ended in 2024 and remained employed for 12 months after their return



	Return to Work Rate (2025)	Retention Rate (2024)
Paternity Leave	98,9%	88,0%
Maternity leave	88,2%	74,4%

Calculation methodology: To ensure the transparency of the rates presented, Tramontina made the following assumptions, in line with GRI: (i) the number of employees eligible for leave corresponds to the total number of active employees (headcount) on 12/31/2025; (ii) the return rate considers all employees who resumed their duties in 2025, regardless of when their leave began; and (iii) the retention rate is calculated based on employees who returned in 2024, tracking how many remained with the company after 12 months.

Legacy for Communities

Tramontina believes that its work with communities is an essential part of its purpose of creating shared value and promoting positive change.

Steered by the guideline of “Growing to transform lives. Creating bonds to evolve together,” the company strengthens these ties through initiatives that combine education, well-being and local development, expanding opportunities and contributing to the creation of a more inclusive and sustainable society.

This commitment is reflected both in structured programs, such as the Educa+ platform, and in ongoing initiatives to engage with different audiences.

This approach is underpinned by ongoing dialogue, active listening and responsible impact management, ensuring that initiatives are aligned with the needs and specific characteristics of each region.

Present in 100% of our operations, our relationship with communities takes the form of development programs, support for local projects, encouragement for volunteering and partnerships with organizations and community leaders.

These initiatives and their impacts are monitored transparently, particularly through articles in Transforma Magazine, which document and lend visibility to the actions taken, underscoring Tramontina’s commitment to social transformation and collective well-being.

Purpose

GRI 203-1 | 413-1

Tramontina believes that growing means much more than expanding operations, developing products or achieving financial results. For the company, growth means creating opportunities, strengthening relationships and positively transforming the lives of the people who are part of its journey. This is the vision that underpins our purpose of "Growing to transform lives. Creating bonds to evolve together," which is reflected in our relationships with employees, customers, partners and communities, always with a focus on building a more inclusive and sustainable future.

This purpose takes shape through two core causes: fostering inclusion through education and promoting quality nutrition for a quality life. By investing in knowledge, Tramontina expands opportunities, strengthens people's autonomy and contributes to the development of the communities where it operates.

It was based on this vision that the Educa+ platform was launched in 2024, created to democratize access to learning and facilitate the professional development of both internal and external audiences.

Free, digital and open to the public, Educa+ offers a flexible learning experience, allowing each participant to progress at his/her own pace. In 2025, the platform recorded 34,971 visits, offered more than 200 courses and registered 6,329 courses completed, figures that underscore the initiative's importance as a tool for continuing education. More than just a course platform, Educa+ represents the belief that education is one of the most powerful pathways to transforming lives and creating a lasting positive impact.

GO TO OUR PURPOSE

VISIT EDUCA+

▪ Participants in the Corporate Education Symposium

Tramontina promotes the Corporate Education Symposium

On August 15, Tramontina hosted the Corporate Education Symposium – Train to Transform, in partnership with SOU, which manages the Educa+ platform.

The event took place at the Ivo Tramontina Education Center (CEIT) in Carlos Barbosa, bringing together internal leaders, HR and training teams, as well as representatives from education departments, schools in the Serra Gaúcha region, partner companies and other guests.

The program was also live-streamed to expand access to the content. The event highlighted the strategic role of education in the development of people and communities, with a focus on innovation, a culture of learning and sustainable results.

Among the main topics discussed were the rediscovery of a culture of learning and the connection between training and transformation, emphasizing Tramontina's commitment to continuing education and the evolution of its educational practices.

Programa Prato limpo

Sem desperdício, com consciência.

(Clean Plate) Program Fighting waste, with a conscience.

Tramontina's efforts to curb food waste began in 2018 with awareness campaigns targeting the cafeterias at its manufacturing facilities.

Starting in 2019, the initiative was structured more comprehensively through the Environmental Committee, with targets related to food waste per meal and monitoring of the amount of food wasted per employee.

Over the years, these campaigns have encouraged behavioral changes and mobilized employees around more mindful and sustainable practices. The results achieved made it possible to turn waste reduction into concrete acts of solidarity.

Between 2021 and 2025, the facilities donated food, food staples baskets and financial resources to social organizations, charitable institutions and communities affected by weather events.

In 2025, for example, Tramontina Cutelaria donated 1,435 kg of food, Tramontina TEEC converted 275 kg into BRL 3,600.00 for social projects, and Tramontina Delta delivered more than 3,000 kg of food to the social services department in Moreno (PE).

As the initiative took root in the units, the campaigns progressed and evolved into a Corporate Environmental Program, expanding their reach to all facilities in Brazil.

Thus, in 2025, the "Prato Limpo – Sem Desperdício, com Consciência" (Clean Plate – No Waste, With Awareness) Program was officially launched, bringing together different company departments around a common goal: to reduce waste, make the most of food and raise social and environmental awareness.

More than just reducing food waste in cafeterias, the program reinforces Tramontina's commitment to education, responsible consumption and social change.

The initiative is based on the understanding that small, everyday actions can have a positive impact on people, the environment and communities, fostering a culture of respect for resources and shared responsibility.

Programa de visita ambiental

Connecting Community and Sustainability

Tramontina's Environmental Visitation Program brings the community closer to the sustainability practices followed by the company, promoting knowledge, transparency and awareness.

Now in its second decade, the program welcomes groups for an up-close look at production processes, environmental management initiatives and projects aimed at conserving natural resources.

The tours include visits to factories, wastewater treatment facilities, waste management centers and other facilities related to the company's environmental operations.

+700 visitors in 2025

In addition to showcasing technologies and solutions used in everyday life, the initiative aims to demonstrate that reconciling productivity, innovation and social and environmental responsibility is possible.

More than just opening the doors to its operations, Tramontina is strengthening its ties with the community, promoting environmental education and helping

to foster a more conscientious and engaged society.

It's an opportunity to witness our sustainable practices and environmental commitment up close. Visits can be scheduled via email to visitas.ambientais@tramontina.com

Support and investments

GRI 2-28 | 201-1 | 203-1 | 413-1

Impact Management and Engagement with the Local

Tramontina understands that its development is directly related to the strength of the communities around its operations. For this reason, it structures its operations around ongoing dialogue, active listening and responsible impact management, striving to build relationships based on trust and generating shared value.

As part of this approach, the company systematically monitors the presence of community engagement initiatives, impact assessments and development programs across its operations, ensuring that its activities in the region are positive, consistent and aligned with local needs.

Currently, 100% of operations include community engagement initiatives tailored to their specific circumstances: manufacturing facilities develop structured programs for local engagement and development; distribution centers offer donations, support for events and encouragement for volunteering; the brand's official stores contribute by donating products; and Tramontina Central (Carlos Barbosa and Porto Alegre) maintains recurring partnerships with organizations and encourages volunteer activities.

This relationship is supported by ongoing contact with local leaders, trade associations and municipal councils.

In addition, the company takes a preventive approach to impact management, monitoring factors such as truck traffic and industrial noise based on environmental and social assessments in its areas of influence.

To strengthen dialogue, the company provides formal communication channels and ombudsman services — such as the Tramontina Customer Service Center (CAT), the Whistleblower Channel, the Human Resources departments and the Communities Working Group — ensuring a structured flow for receiving requests, addressing concerns and continuously improving relations with the surrounding community.

Local Development Programs

Based on the needs mapped through these interactions with the community, the company structures its social investments to promote skills development, health and culture, extending beyond its industrial boundaries.

In 2025, Tramontina invested a total of

+ BRL R$ 11,4 million,

in social projects and initiatives, including donations, sponsorships and initiatives focused on safety, education, culture, sports and social welfare.

Below, we highlight the following areas of activity:

▪ Education and Professional

Ivo Tramontina Education Center (CEIT): Far beyond simply training employees, CEIT extends essential benefits to family members, such as psychological and nutritional counseling, as well as Pilates and yoga classes, promoting health and wellness for families within the community.

▪ Strategic Partnerships:

Collaboration with SESI and SENAI to ensure that legally mandated funds are allocated to health services, technical training and courses directly for the community and their families.

▪ Health, Inclusion and Well-being:

Semeando Sorrisos Program (Farroupilha-RS): In 2025, the project provided dental care to 372 children, 89 of whom are currently wearing braces funded by the initiative.

▪ Support for Inclusion (APAE and APADEV):

Ongoing monthly funding for institutions catering to people with visual, physical and intellectual disabilities, supporting approximately 450 local students. Sabores do Bem Project: An ongoing, structured initiative whereby employees' voluntary contributions through coffee purchases are donated in full to the Women's League for the Promotion of Life, the Volunteer Fire Department and the Crescer Education Center.

▪ Culture and Citizenship:

Coral Infanto Juvenil (Child and Youth Choir) (Farroupilha-RS): Support for the cultural development of 160 children and adolescents by covering the salaries of two instructors and conductors through Rotary.

▪ Circular Economy and Social Innovation:

In an innovative action that combined environmental and social pillars, we collected disposable cups in partnership with Braskem. The material was transformed into raw material to manufacture 250 sets of tables and chairs, which were donated to the Inspire Movement and other regional organizations.

▪ Humanitarian Aid and One-Time Philanthropy:

In addition to long-term projects, we remain sensitive to emergency demands in neighboring areas. In 2025, this included the distribution of 300 food staple baskets through the Moreno Municipal Department, a donation of toys to 185 children by the Inspire Movement, and gifts for more than 200 students at the Zumbi dos Palmares School, in addition to winter clothing drives.

▪ Wellness Space – Ivo Tramontina Education Center

Tramontina allocates resources to investments that can leave a lasting legacy for society.

In 2025, infrastructure support focused on three pillars: urban mobility, public safety, and cultural and educational preservation.

The company understands that local development depends not only on safe roads and improved traffic conditions, but also on adequate spaces for education, recreation and the preservation of historical heritage, thereby promoting access to culture and the well-being of communities where it operates.

In the period, the total amount allocated to these public interest initiatives exceeded

BRL 1.55 million.

Educational Infrastructure: Architectural and related projects for the Center for Integrated Arts – expansion of the Crescer Education Center (CEC) in Carlos Barbosa (RS)

Impact and Benefit: A project supported by the Federal Culture Incentive Act, with the goal of creating 150 new openings per shift during after-school hours. The project will make it possible to expand educational, cultural and sports programs, with the goal of getting rid of the waiting list and significantly improving the quality of service provided by the organization, which currently caters to 500 children.

Contribution: Technical support (pro bono) through the allocation of 300 hours by the in-house Civil Engineering team to oversee the architectural and related projects, in addition to BRL 9,500 invested in specialized consulting services for preparation and processing of the cultural project.

Cultural Infrastructure: Renovation and Upgrading of the Mãe de Deus Cultural Center and the Maria Fumaça Cultural Center in Carlos Barbosa (RS)

Impact and Benefit: Restoration of a historic landmark to transform it into a cultural space accessible to the entire community of Carlos Barbosa, estimated to benefit up to 100,000 people living in the northeastern region of Rio Grande do Sul (Carlos Barbosa, Garibaldi, Salvador do Sul, Barão, São Pedro da Serra, Boa Vista do Sul, São Vendelino and Coronel Pilar).

Contribution: Technical support (pro bono) through the allocation of 122 hours by the in-house Civil Engineering team and BRL 640,000.

Urban Mobility and Safety: Project for a New Roundabout and Access Road Renovation in Carlos Barbosa, Rio Grande do Sul (Tramontina Cutelaria)

Impact and Benefit: Project for road improvements on the main access route to Carlos Barbosa. The project aims to get rid of a long-standing traffic bottleneck, ensuring safety for thousands of employees (from the largest manufacturing facility and others who need to pass through this area to reach their destinations) and improving the flow of tourist and commercial traffic in the city.

Contribution: Technical support (pro bono) through the allocation of 88 hours by the in-house Civil Engineering team to oversee the road project, in addition to BRL 18,500 invested in specialized consulting for the technical design of the section.

Urban Road Safety: Road Improvement Project in Carlos Barbosa (RS) (Intersection of João Dêntice Street and Nossa Senhora do Caravaggio Street)

Contribution: Technical support (pro bono) through the allocation of 20 hours by the in-house Civil Engineering team to oversee the road project, in addition to BRL 52,000 invested in materials and labor for demolition and rebuilding of the wall.

Impact and Benefit: Voluntary relocation of a wall to correct a blind spot caused by the topography. The project mitigated the risk of accidents at a critical intersection, going beyond requirements of the municipal master plan and improving safety for residents and drivers in the surrounding area.

Public Maintenance: Landscaping and Public Road Maintenance in adjacent areas in Carlos Barbosa (RS)

Impact and Benefit: Ongoing maintenance of the gardens at the Crescer Education Center (CEC) and revitalization of the outdoor gardens along the access roads. The initiative ensures urban cleanliness, improves visibility for drivers (safety) and enhances the public space shared by the community.

Contribution: BRL 266,884

Support for Public Service: Rio Grande do Sul Public Safety Apparatus Incentive Program (PISEG RS – Programa de Incentivo ao Aparelhamento da Segurança Pública do Rio Grande do Sul)

Impact and Benefit: Contribution toward the purchase of 1 vehicle for the Military Police, and a joint contribution with other companies toward 1 vehicle for the Civil Police and 1 fire truck for the Fire Department. The investment will improve overt policing and emergency response services for more than 72,000 residents of the municipality of Farroupilha.

Contribution: BRL 565,000.00

Nature of Investments:
The investments listed above were made primarily on a pro bono basis or through tax incentive mechanisms aimed at public goods, without any direct commercial consideration exclusively for the company's operations.

▪ Mãe de Deus Cultural Center – Carlos Barbosa (RS)

TRAMONTINA

Tramontina maintains an active policy on institutional relations, seeking to partner with the leading professional associations, labor unions and business committees related to its business. Listed below are the associations considered strategic to the organization, with priority given to those in which the company holds positions on governing bodies (boards of directors and executive management), participates in technical committees, or provides support for strategic projects, going beyond the simple payment of regular membership dues.

Institutional activities are structured around three strategic pillars:

1. Industry and Trade Associations (Industrial Advocacy)

- **Metalworking and Tooling Industry:** Strong action with the Union of Metallurgical, Mechanical and Electrical Material Industries in Caxias do Sul and Region (SIMECS – Sindicato das Indústrias Metalúrgicas, Mecânicas e de Material Elétrico de Caxias do Sul e Região), where the company holds a vice-chair position and is part of the Environment and Occupational Health and Safety (OHS) Committees. At the unit Garibaldi is a member of the Brazilian General Tool Industry Association (ABFA – Associação Brasileira da Indústria de Ferramentas em Geral), where it holds positions on the Board of Directors and has voting rights, in addition to being a member of the São Paulo Union of the Non-Ferrous Metal Products Industry (SIAMFESP – Sindicato da Indústria de Artefatos de Metais Não Ferrosos de São Paulo).

- **Regional Industrial Representation:** Active participation in federations and chambers of commerce, such as the Rio Grande do Sul State Federation of Industries (FIERGS), Pernambuco State Federation of Industries (FIEPE), and various branches of the Chamber of Industry and Commerce (CIC) in Farroupilha and Garibaldi, serving on industrial boards and tourism committees.

- **Plastic and Furniture Industry:** The Delta unit (Plastics and Porcelain) is a member of the Brazilian Plastics Industry Association (ABIPLAST), Abimóvel and regional unions such as the Pernambuco State Plastics Industry Union (SIMPEPE) and the Union of Employees in the Plastics Industry (SINTRAPLAST), defending the interests of the production chain.

2. Chambers of Commerce and International Operations

Organizations that act as business facilitators, offering legal support, networking, quality standardization and representing the interests of their members before the government and the retail sector.

- **International Representation:** Tramontina UK (Tramontina United Kingdom) is a voting member of LOFA (Leisure and Outdoor Furniture Association) and is also a member of GIMA (Garden Industry Manufacturers' Association) and BHETA (British Home Enhancement Trade Association), which are essential for defending its interests in the gardening and houseware market in the United Kingdom.

3. Public Policy and Citizenship Councils

Participation in governing bodies that set public policy, where Tramontina contributes its management expertise and business vision.

- **System S:** Collaboration with SESI and SENAI, focusing on professional training and worker health, through participation in advisory councils and executive boards.

Sustainability and Education: Participation in ABREE – Associação Brasileira de Reciclagem de Eletroeletrônicos e Eletrodomésticos (Brazilian Association for Portable Electronic and Household Appliance Recycling)

Participation as a member of the National Road Safety Observatory (ONSV – Observatório Nacional de Segurança Viária) through the "Laço Amarelo" Cooperation Agreement, under which the company contributes funds to the initiative that certifies companies committed to road safety.

The partnership provides educational tools and content to engage employees and the public to reduce accidents.

4. Community Engagement and Volunteering

In addition to business-oriented corporate associations, the company encourages its employees to volunteer and take on leadership roles in various social and philanthropic organizations, local councils and trade associations (in line with its community engagement practices).

- **Social and Community Commitment:** In line with its policy of encouraging citizen participation, the company and its employees play leadership roles in organizations that are vital to the communities where they operate.

- **Health and Safety:** Support for and participation in management of Tacchini Hospital (Support Committee) and the Volunteer Fire Department (including serving as chair).

- **Rights of Children and Adolescents:** Chair of the Carlos Barbosa Municipal Council for the Rights of Children and Adolescents and Chair of the Crescer Education Center (CEC) Community Association.

- **Culture and Volunteering:** Involvement with the Santa Rosa Cultural Association, APAEs and APADEV, GAAV (Friends and Volunteers Support Group), the Meninos Cantores Cultural Institute, MABs, CTGs, Lions and Rotary clubs, student and university associations, neighborhood and community associations, sports organizations, religious groups and others.

ECONOMIC GUIDELINE

doing things right in business

For Tramontina, doing things right in business means acting with integrity, responsibility and transparency in all decisions, relationships and processes. The company believes that ethical management is essential to sustaining growth, strengthening bonds of trust and ensuring the business's long-term success.

This commitment translates into sound governance based on responsible leadership, strict compliance with applicable laws and continuous review of practices and operations.

Tramontina strives to ensure that its operations are always in compliance, with a focus on fiscal transparency, risk management and the consistency of its internal processes. More than just meeting legal requirements, doing things right means conducting business in a way that is consistent with the company's values and the future it wants to build. By strengthening the trust of employees, customers, suppliers, investors and communities, Tramontina reaffirms its commitment to sustainable, ethical and lasting development.

53,8% of the procurement budget for local suppliers (Brazil)

+12,8 mil suppliers in Brazil and abroad

R$9,9 bi BRL in revenue

1.103 industrial and service robots

+530 mil consumers assisted through the Customer

+70 mil customers worldwide

Leadership and Transformation

Tramontina has a sound, decentralized governance structure that allows it to balance operational independence, streamlined decision-making and strategic alignment across its various units and businesses.

This model strengthens the company's ability to adapt, while ensuring consistency in corporate guidelines and responsible management of its operations.

Transforma Magazine features an interview with the company's leadership, offering deeper insights into governance and management challenges at Tramontina.

VISIT OUR TRANSFORMA MAGAZINE

Corporate governance

GRI 2-9 | 2-10 | 2-11 | 2-12 | 2-13
2-23 | 2-24

Tramontina's governance structure is led by the Administrative Board, the company's highest decision-making body, which is responsible for defining strategic guidelines, overseeing their implementation and steering decisions toward generating long-term value.

This model aims to ensure a balance between strategic vision, sound management and protection of the Group's interests and those of its stakeholders.

In line with the ongoing evolution of its governance practices, Tramontina rolled out a major upgrade to its organizational structure in 2025, with the creation of a dedicated Corporate Executive Board.

This move reinforced the separation between the strategic functions handled by the Board and day-to-day executive management, thereby enhancing the professionalism and efficiency of decision-making processes.

The governance model is supplemented by permanent, multidisciplinary corporate committees that support the technical analysis and management of priority issues, such as human resources, ethics, finance, the environment and sustainability.

In this context, the ESG Committee plays a key role by directly advising the Administrative Board on establishing guidelines and goals related to the social and environmental agenda, thereby reinforcing the integration of sustainability into Tramontina's strategy.

Composition, Diversity and Responsibilities of the Board

At the end of the period covered by this report, Tramontina's Administrative Board included 5 members, 1 executive and 4 non-executive, with no independent board members.

In keeping with the makeup of the owner families, the board is formed entirely by men: 1 member between 30 and 50 years old and 4 over the age of 50.

The Board's responsibilities cover areas essential to overseeing the company's economic, environmental and social impacts, including industrial management, market strategy and sustainability.

To ensure appropriate dedication to Tramontina's activities, board members serve on an exclusive basis and do not hold seats on the boards of other organizations.

Chair of the Highest Governance Body

In line with the ongoing evolution of its corporate governance practices, Tramontina has reached an important milestone in the restructuring of its senior management in the 2025 transition.

Until the end of the 2024 fiscal year, the Chair of the Administrative Board also served in an executive capacity at the Central Administration Office. This dual role reflected the company's historical model, which was characterized by the close and direct involvement of owner family representatives in the day-to-day management of the business, ensuring agile decision-making and strong cultural alignment. During the period when these functions were combined, potential conflicts of interest were mitigated through board discussions.

Starting in 2025, the company implemented a new organizational structure by formally establishing a dedicated Corporate Executive Board. With this change, the Chairman of the Administrative Board no longer holds executive responsibilities. This segregation of roles strengthens the Board's independence, allowing it to focus primarily on strategic oversight, protecting long-term interests and monitoring management, while ensuring that the Corporate Executive Board has the autonomy and exclusive focus needed to oversee the operational execution of the Group's units.

Corporate Ethics Guidelines

Tramontina's ethical guidelines and business practices are enshrined in formal governance documents, notably the Sustainability Policy, approved in 2023, and the Code of Conduct, updated in 2022.

These documents steer the company's operations by establishing ethical principles and guidelines for managing environmental, social and governance (ESG) risks.

Tramontina operates in accordance with current legislation and recognized standards, such as the Brazilian Federal Constitution, the Universal Declaration of Human Rights and ILO conventions.

Its policies apply to all units and also guide its relationships with suppliers, partners and customers, covering topics such as human rights, non-discrimination, privacy and data protection.

To ensure consistency and transparency, these policies are approved by the Administrative Board, made publicly available on the company's website and are supported by a structured Whistleblowing Channel, which ensures the receiving and confidential handling of reports regarding potential ethical violations.

The following sections lay out the main mechanisms underpinning these actions.

Embedding and Managing Policy Commitments

Tramontina follows a decentralized management approach, with operational independence at its units in Brazil and abroad.

To ensure alignment with the company's political and ethical commitments, the units follow corporate guidelines defined by the Administrative Board, which will be coordinated by the Corporate Executive Board as of 2025, with support from the Corporate Committees.

Monitoring and Strategic Alignment

Compliance with these guidelines is monitored through bimonthly meetings between the Administrative Board and the Corporate Executive Board, and between the Corporate Executive Board and executive management at the various units.

These meetings make it possible to monitor the implementation of institutional policies and the organization's fulfillment of its commitments.

Training and Compliance

Tramontina maintains ongoing training programs on technical, management and compliance topics.

Implementation of the Code of Conduct is monitored by unit leaders and overseen by the Ethics Committee, thereby strengthening the culture of integrity and risk mitigation.

SAP at Tramontina: integrating processes and preparing the company for the future

SAP implementation at Tramontina marks a milestone in the company's organizational transformation, going beyond the adoption of a management system to establish itself as an enabler for professionalization of management and the advancement of corporate governance.

In 2025, the Multi, TEEC and Garibaldi units were successful with their go-live, marking the beginning of a new operational chapter.

The main challenge of this first year was helping teams adapt to a more integrated, standardized and data-driven work model, which required a significant training effort, cultural change and process stabilization, especially in the early months.

At the same time, it was necessary to reconcile the continuity of industrial operations with the ongoing improvement of the system and the development of best practices in using the information generated.

Despite the challenges, significant gains are already evident in day-to-day operations, notably greater integration between production, administrative, tax and financial departments; a reduction in rework and duplicate controls; and improvements in the traceability of materials, production orders and costs.

Standardizing processes across units and providing more streamlined and reliable access to information strengthen operational efficiency and management quality.

In inventory control, there have been significant improvements in management, eliminating the possibility of adjustments made outside the system and ensuring greater traceability, standardization and reliability of data.

SAP also plays a central role in supporting the new corporate governance structure by providing a standardized, auditable and integrated database that enhances the transparency and reliability of information for the CEO and corporate directors.

This foundation strengthens data-driven decision-making, internal controls, compliance and strategic alignment between units.

In an increasingly competitive global market, data standardization also helps strengthen the company's credibility with shareholders, customers, partners and authorities, ensuring consistency, compliance and security in financial reporting.

As the project progresses, the goal is to consolidate integration of the remaining units, further standardizing processes and achieving additional efficiency gains and operational synergies.

SAP is viewed as a long-term strategic platform, with plans to expand into new areas and make increasingly widespread use of data for management analytics and decision-making support.

This is another important step for the company to make progress in efficiency, governance, sustainability and innovation, supporting its growth in a structured and consistent manner.

Impact Management

GRI 2-13 | 2-25 | 201-2 | 413-2

Identifying and remedying Negative Impacts

Tramontina takes a strategic approach to identifying, preventing and mitigating economic, environmental and social impacts related to its operations.

This process begins with Strategic Planning, which entails mapping risks and opportunities, followed by defining action plans that are monitored through the Management System.

These efforts are supplemented by operational controls, such as monitoring of effluents, emissions and waste, environmental permitting and health and safety programs.

The company also has formal channels in place for receiving and handling complaints and suggestions, such as the Whistleblowing Channel, the Tramontina Customer Service Center (CAT), managers and Human Resources departments.

These mechanisms are reinforced by the Communities Working Group, which works to strengthen relationships with stakeholders and expand active listening.

The information received is evaluated periodically and may result in process adjustments, corrective actions and improvements to internal controls.

The effectiveness of these initiatives is monitored through reports, indicators and climate surveys, thereby strengthening our culture of ethics, transparency and continuous improvement.

These impacts are managed in a decentralized manner. Starting in 2025, the Administrative Board began delegating responsibilities directly to the Corporate Executive Board and unit leaders, preserving the operational autonomy needed for each operation to address its specific impacts.

This process is monitored during the Board's periodic meetings, ensuring alignment between the corporate strategy and the reality of each unit.

Preventive Management of Impacts on Communities

In 2025, continuous monitoring of manufacturing facilities and distribution centers indicated that negative socio-environmental impacts were kept at levels that were not significant for local communities.

Tramontina believes that these risks should be mitigated preventively through environmental permitting, strict operational controls and internal management policies.

Among the main potential impacts being monitored are an increase in heavy vehicle traffic, industrial noise and environmental risks associated with processes such as casting, painting, electroplating and polishing.

To mitigate these effects, the company implements measures such as logistics route and schedule management, soundproofing of machinery, emissions monitoring, and waste and effluent management, in addition to ongoing investments in cleaner technologies and treatment facilities.

Environmental management follows best practices and guidelines aligned with ISO 14001, including the ongoing identification of environmental aspects and impacts, monitoring of indicators and continuous improvement of processes.

This initiative aims not only to ensure legal compliance, but also to protect the health and well-being of communities and the quality of local ecosystems.

Tramontina maintains permanent listening channels, such as the Tramontina Customer Service Center (CAT), the Whistleblowing Channel and the Human Resources departments, to receive and address feedback from the communities.

During the last cycle, no complaints related to these issues were reported, reinforcing the positive perception about the company and its importance to local development.

Climate Risks and Opportunities

Tramontina has been strengthening its climate management based on the Sustainability Strategy approved in 2023.

The floods in Rio Grande do Sul in 2024 underscored the importance of this issue by affecting operations, logistics, employees and communities.

Since then, the company has been increasing its identification of physical, regulatory and financial risks associated with climate change.

Among the main risks being monitored are water shortages, extreme weather events, new regulatory requirements — such as the European CBAM — and rising costs of natural and energy resources.

These factors can affect operational continuity, competitiveness, production costs and market access.

At the same time, Tramontina identifies opportunities related to the development of products focused on climate adaptation, water and energy efficiency, the use of renewable energy and circularity.

Projects involving wastewater reuse, the replacement of natural gas with biomethane and green hydrogen initiatives underscore the potential to reduce the carbon footprint and strengthen the brand. These topics are managed by the Sustainability Center, with support from the Environmental Committee and the Energy Mix Working Group.

In 2025, the company made progress in developing a climate risk matrix and analyzing the embedded carbon in its products, while also involving the supply chain and preparing the organization for future regulatory and market requirements.

Identified Climate-Related Risks

- **Physical and operational risks:** water shortages and extreme weather events, such as floods. Associated impacts: interruption in operations, logistical damage, impacts on communities and reduced production capacity.

- **Regulatory and market risks:** new climate legislation, requirements related to carbon, recycled content and renewable energy, as well as reputational risks. Associated impacts: increased costs, loss of competitive standing and reduced market share.

- **Financial risks:** appreciation or scarcity of natural and energy resources. Associated impacts: increased production and marketing costs.

Opportunities Identified

- **Product development:** solutions focused on irrigation and agriculture, water and energy efficiency, and solutions for equipment electrification and lower-impact energy consumption.

- **Ecoefficiency and energy transition:** projects for the reuse of wastewater, use of biomethane, renewable energy and green hydrogen. Associated impacts: improved operational resilience, a smaller carbon footprint, strengthened reputation and the opening of new markets.

Risk and Opportunity Management Methods

- Climate risk matrix, developed by the Corporate Board with the support of specialized consultants.

- Strengthening the Energy Matrix Working Group, which is part of the Environmental Committee and the company's Sustainability Strategy, to accelerate decarbonization and capitalize on opportunities.

- Progress in carbon management and supply chain engagement, particularly with regard to CBAM requirements.

Tramontina is still developing systems to quantify the financial impact of climate risks and the specific costs of mitigation measures.

Currently, the company is prioritizing the qualitative detailing of initiatives such as biomethane, solar power and green hydrogen, while moving forward with the accounting framework needed to isolate these climate investments.

Culture of Integrity

GRI 2-15 | 2-16 | 2-26 | 205-1
205-2 | 205-3 | 206-1 | 418-1

Tramontina's culture of integrity is rooted in a commitment to ethics, transparency and strict compliance with applicable laws in all of its operations.

This commitment guides the actions of leaders, employees, partners and suppliers, reinforcing responsible business ethics that are aligned with the company's values.

To support this model, Tramontina has policies, guidelines and governance mechanisms in place focused on legal compliance, the prevention and mitigation of conflicts of interest, the fight against corruption, data protection and information security. These tools are supported by ongoing communication, training and monitoring efforts, which help prevent risks and build trust among stakeholders.

Prevention and Mitigation of Conflicts of Interest

Tramontina implements practices and processes to prevent, identify and mitigate potential conflicts of interest at all levels of the organization.

Given that controlling interest is concentrated in two owner families, corporate governance establishes strict mechanisms to ensure that strategic and operational decisions are made impartially, prioritizing long-term business sustainability and the company's interests.

This oversight is supported by three main fronts: ethical guidelines, operational management and transparency mechanisms. The Code of Conduct guides the conduct of board members, executives and employees, while independent external audits assess the compliance of our processes.

In relationships with suppliers, the approval and review processes are supported by the Procurement Committee, which is formed by representatives from various units and overseen by a board member.

In addition, Tramontina maintains a Whistleblowing Channel accessible to both internal and external audiences, allowing for the secure and anonymous reporting of situations involving potential conflicts of interest, while also ensuring transparency in the disclosure of any transactions with related parties.

Communication of Crucial Concerns

Crucial concerns are communicated to the Administrative Board on an ongoing and structured basis, primarily through bimonthly meetings with the Corporate Executive Officers.

At these meetings, strategic, operational and compliance issues related to economic, environmental, social and accounting matters are discussed.

Corporate Committees play an important role in this flow of information, providing in-depth technical analysis of the issues before they are submitted to the Board. Issues involving greater operational complexity or with the potential for significant business impact are escalated to strategic leadership for guidance.

With regard to integrity, the Ethics Committee is responsible for reviewing and addressing the reports it receives, referring only the most serious cases to the Board.

During the period covered by this report, no critical concerns of high severity were reported to the Administrative Board.

Integrity, Anti-Corruption and Free Competition

Tramontina manages corruption risks as an integral part of its governance practices, in accordance with the guidelines set forth in its Code of Conduct.

Although the development of a specific framework is still underway, the company maintains preventive controls over suppliers, partners and relevant third parties, including due diligence processes and preliminary reviews of contracts and partnerships. These measures are intended to mitigate risks related to bribery, irregularities in bidding processes, noncompliance in the supply chain and a history of breaches.

At the same time, efforts during the reporting period to promote ethics and fight corruption focused on the onboarding of new employees, who received specific training on Code of Conduct guidelines. For other internal audiences and governance bodies, the culture of integrity was reinforced through regular communications and permanent channels for consultation and guidance.

In 2025, Tramontina reported no cases of unfair competition or violations of antitrust and antimonopoly laws, continuing the trend from previous years.

The company bases its business practices on ethics, free competition and compliance with applicable laws, fostering transparent and responsible relationships with its stakeholders.

Code of Conduct and Whistleblowing Channel

Tramontina's operations are guided by its Code of Conduct, which was implemented in 2018 and updated in 2022 and which establishes guidelines regarding ethics, integrity, corruption prevention, conflicts of interest and transparency.

The document reinforces the company's commitment to complying with applicable laws, rejecting unlawful practices and promoting a culture of responsible governance. To support the implementation of these guidelines, Tramontina has maintained an independent Whistleblowing Channel since 2022, available 24 hours a day to both internal and external stakeholders.

Reports are received by a specialized company, which guarantees anonymity, confidentiality and protection against retaliation, after which they are forwarded to the Ethics Committee for investigation.

In addition, the company conducts training sessions and provides guidance on how to use the channel and on the Ethical standards expected in its institutional materials.

↗ CODE OF CONDUCT

↗ WHISTLEBLOWING CHANNEL

Information Security and Data Privacy

In 2025, Tramontina made progress in strengthening its governance in the areas of privacy and information security, consolidating documents, processes and strategic initiatives that reinforce the company's commitment to ethics, transparency and data protection.

Throughout the period, corporate policies, standards and procedures related to the processing of personal data and the security of systems used across all units were prepared, reviewed and approved.

Specific training sessions were also provided for teams involved in Authorized Economic Operator (AEO) operations, raising awareness and enhancing risk prevention capabilities.

During the period covered by this report, no substantiated complaints related to breaches of customer privacy were recorded, either by external parties or regulatory agencies, resulting in a total of zero incidents.

Likewise, no cases of customer data

Strengthening Privacy and Information Security Governance

Through the Data Subject Service Portal, 398 requests were recorded, including 357 requests for data deletion and 41 requests for data inquiries.

In addition, 300 requests for registered data inquiries were recorded at the Tramontina Customer Service Center (CAT).

These records relate exclusively to the regular exercise of data subjects' rights, in accordance with the Brazilian General Data Protection Act (Law 13.709/2028), and do not constitute privacy incidents or breaches.

↗ TRAMONTINA DATA SUBJECT ASSISTANCE PORTAL

TRAMONTINA

Connectivity and Sustainability: the digital evolution in HR

Digital transformation is already a reality and a strategic pillar at Tramontina, keeping pace with the evolution of processes, technologies and ways of working. In this context, the Human Resources department has made significant progress in implementing the Digital Signature system, an initiative that has brought greater efficiency, integration and sustainability to corporate routines.

The project began in 2025 at the Head Office, Multi and South Distribution Center locations, and will be expanded to the company's other operations in Brazil in 2026, further strengthening the company's culture of innovation and efficiency.

The solution allows documents to be digitally signed in a simple and secure manner, using CPF (Individual Taxpayer ID) authentication, facial biometrics and digital signatures.

Integrated with the T Você platform, the tool provides a more user-friendly experience for employees: whenever a document needs to be signed, a notification is sent automatically, guiding the employee through the steps of the signing process.

In addition to reducing red tape and optimizing internal workflows, the initiative strengthens connectivity between people, processes and technology.

These gains are also reflected in the organization's ESG pillars. Eliminating physical documents has reduced the use of paper, printing supplies, storage and the transportation of pouches, thereby lowering environmental impacts and increasing operational eco-efficiency.

From the economic standpoint, costs related to logistics, printing and documentation management went down. As for transparency and access to information, implementation of the Digital Directory (Pasta Digital) system has improved document security and traceability, ensuring easy access to records for HR and providing employees with signed copies in a convenient and secure manner. The next step involves expanding the solution to other areas of the company, thereby consolidating Tramontina's position as an organization that combines tradition and innovation with social and environmental responsibility.

Financial Performance

GRI 201-1 | 201-4 | 203-2 | 207-1
207-2 | 207-3

Tramontina's tax management is based on the principles of ethics, transparency and compliance, ensuring strict adherence to applicable laws in all jurisdictions where it operates. This approach is underpinned by a robust governance and tax compliance framework that incorporates standardized processes, continuous monitoring and risk assessment, ensuring integrity of information and accurate tax calculation.

Tax management is aligned with the company's corporate strategy and ESG commitments, seeking not only tax efficiency but also the creation of sustainable value for the business and for society.

In this context, Tramontina maintains robust internal controls and governance practices that ensure the traceability of operations, transparency in financial reporting and adherence to best market practices.

Based on legal compliance, ethics and transparency, Tramontina manages its tax affairs by recognizing taxes as an essential contribution to the economic development around its operations.

The tax approach is integrated into the corporate culture and guided by a conservative stance toward risk, avoiding artificial framing or planning arrangements that do not reflect the economic substance of transactions.

The tax strategy is supported by a three-tier governance structure that includes the Administrative Board, Administrative Directorates and the Finance Committee, reinforced by the Code of Conduct which establishes guidelines on integrity, ethics and anti-corruption that also apply to tax practices.

The company remains closely involved in key tax and regulatory discussions, participating in forums organized by Sefaz and events hosted by leading firms such as Deloitte, PwC, KPMG and EY, as well as strategic partners.

In 2025, Tramontina was invited to participate in the Sefaz-RS pilot project focused on assisted audits under the Consumption Tax Reform, a recognition that underscores the trust placed in its operational practices.

The company also participates in the AEO program, with facilities certified in Security and Compliance, and received an A rating in the Federal Revenue Service's Sintonia program, reflecting its high level of tax and customs compliance.

Tax governance is decentralized, with each business unit responsible for managing its own tax practices, always in accordance with corporate guidelines.

Risk identification and mitigation are ongoing processes that consider changes in legislation, operational risks and tax interpretations, supported by independent external audits and automated controls integrated into the ERP system.

In addition, compliance mechanisms such as the Whistleblowing Channel strengthen the integrity of the control system, while transparent communication with stakeholders ensures alignment and the proper handling of questions, concerns and issues related to tax management.

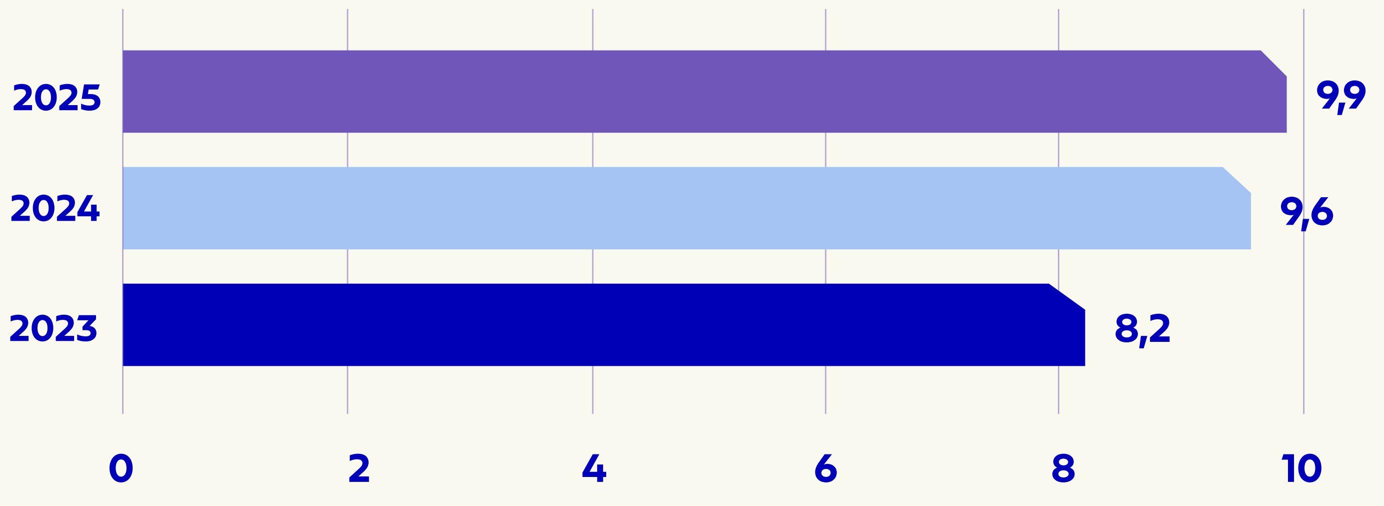
The financial results for the period reflect challenges and shifts in the global landscape, while also demonstrating the organization's ability to continue generating value and ensuring the sustainability of its operations. During the period, the economic value generated, in thousands of reais, totaled 10,300,661, of which 9,794,168 were distributed and 506,493 were retained by the operation.

The charts showing revenue and net income indicate that revenue in reais was impacted by the decline in the value of the dollar from late 2024 through 2025, in addition to the effects of the global economic environment resulting from tariffs imposed by the USA. Even so, slight growth can be seen, a trend similar to that of net revenue.

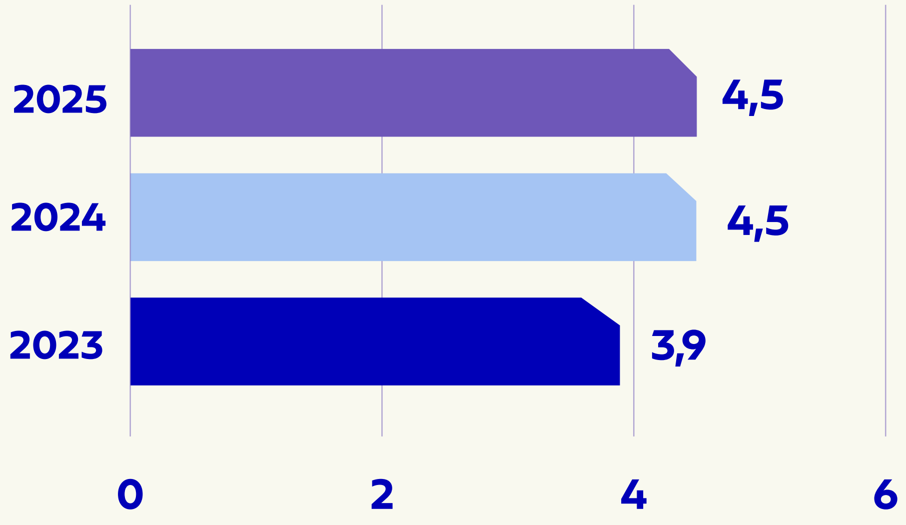
Finally, as shown in the balance sheet charts, despite a year in which margins were lower than in 2024, net equity remained stable. The observed increase in net debt is the result of a number of factors, but it remains within expectations given the challenges faced during the period.

Indicators such as annual growth and value-added statements, included as a GRI Annex in this report, emphasize this integrated perspective, highlighting the company's financial strength and the way in which the value generated is distributed among its key stakeholders.

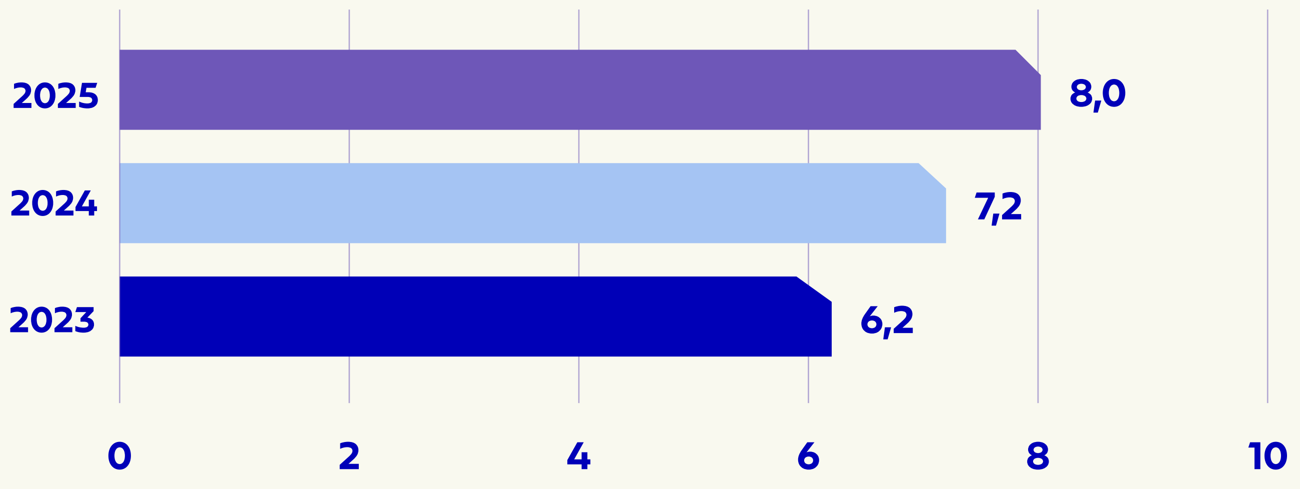
Revenue (billion BRL)



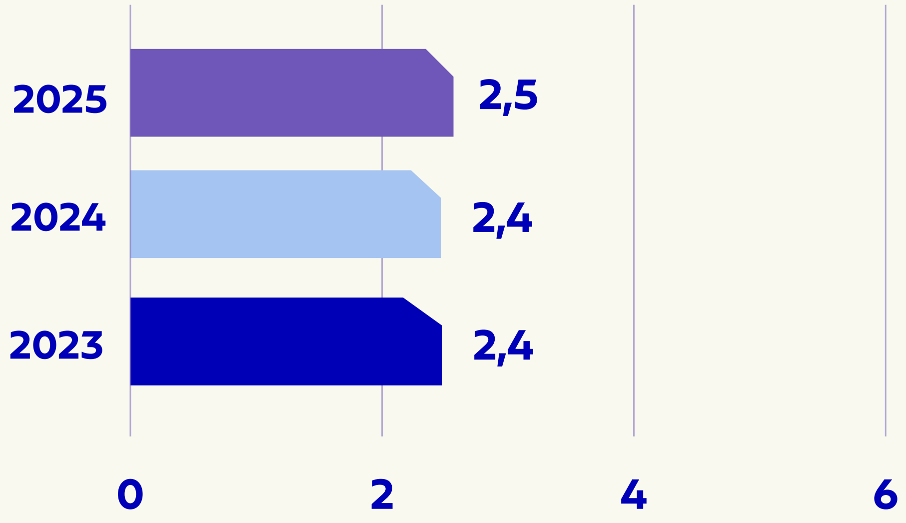
Net Equity (billion BRL)



Net Income (billion BRL)



Net Debt (billion BRL)



Economic Value Retained3: "Direct Economic Value Generated" less "Economic Value Distributed".

Economic Value
(thousands of reais):

During the period covered by this report, Tramontina received BRL 35,436,281.3 in financial assistance, tax incentives and social benefits, all of which were directly related to its operations in Brazil.

No incentives of this nature were received at the international units and distribution centers, nor do government entities at any level hold any interest in the company's shareholding structure.

These incentives are managed with technical rigor and in line with ESG commitments, structured around pillars that ensure consistency and transparency.

Benefits are classified according to their impact, such as the Employee Meal Program (PAT), which strengthens the social pillar, and the Lei do Bem, which drives innovation and the development of more sustainable solutions.

At the same time, the company adopts standardized accounting methodologies and continuous improvement practices, preparing itself to meet the most demanding regulatory requirements.

These incentives are maintained through structured monitoring and compliance processes, with due diligence routines that ensure full compliance with legal requirements and mitigate risks.

In this context, strategic use of the Lei do Bem (Law No. 11.196/2005) stands out. This law facilitates investments in Research and Development (R&D) with rigorous controls to ensure the eligibility, validation and proper accounting of projects, reinforcing Tramontina's commitment to innovation, competitiveness and sustainability.

In the context of financial performance, the positive indirect impacts are also noteworthy. These include development of the supply chain, with 53.8% procurement from local suppliers in Brazil (BRL 2.15 billion), promotion of industrial tourism (298,000 visitors) and regional professional training, all of which underscore Tramontina's commitment to sustainable economic and social development.

Value Chain and Innovation

Tramontina believes that sustainable management depends on consistent relationships along the entire value chain and the ongoing pursuit of more efficient and responsible solutions.

For this reason, the company invests heavily both in strengthening its relationships with suppliers and in developing innovations that help reduce environmental impacts and increase the company's competitiveness.

In this context, the following pages outline the key initiatives related to supplier management and sustainable innovations, topics that underscore Tramontina's ability to build a supply chain that is more resilient, collaborative and aligned with the demands of the future.

Relationships in the value chain

GRI 203-2 | 204-1 | 308-1 | 308-2
407-1 | 408-1 | 409-1 | 414-1 | 414-2

Supplier Environmental Assessment

Tramontina takes a preventive approach to managing its supply chain, viewing legal and environmental compliance as essential requirements for its relationships with business partners.

For critical suppliers, especially in the industrial and direct input categories, the submission of a valid Operating License, certificates and other regulatory documents is considered a mandatory requirement for contracting and maintaining active registration.

In addition to ensuring compliance with regulatory, tax and technical requirements, this process helps reduce social and environmental risks and strengthen supply chain reliability.

Supplementary documents, such as compliance reports, technical data sheets and certifications, are also required depending on the nature of the products and services provided.

Tramontina uses environmental compliance as an elimination criterion in the screening process for critical suppliers.

Although the company does not yet have a percentage breakdown of new suppliers evaluated based on environmental criteria, screening is ensured through the documentation requirements applied to the contracting process.

An analysis of licenses, permits and public documents shows that these partners' activities have been evaluated by the relevant agencies, thereby reducing environmental risks and strengthening preventive management throughout the value chain.

For suppliers classified as high-risk, maintaining an active registration requires periodically updating their licenses and other required documents. The lack of a valid Operating License prevents the issuance of Purchase Orders and continuation of supplying.

In addition, each Purchase Order is accompanied by Tramontina's Code of Conduct, which reinforces the ethical, legal and socio-environmental guidelines expected of all business partners.

Tramontina believes that continuous monitoring of these requirements is essential to ensure relationships that are safer, more transparent and aligned with the company's social and environmental guidelines.

Therefore, the lack of required documentation or a valid environmental permit may result in operational disruptions and termination of the business relationship.

Supplier Social Assessment

Another important point is the incorporation of social criteria into the procurement process and partner registration, making adherence to ethical commitments a mandatory requirement for contracting.

Although there is no breakdown by specific social criteria type, all new suppliers contracted during the reporting period were subject to the company's ethics and compliance guidelines.

This oversight is formalized by including the Code of Conduct with each Purchase Order. Acceptance of the guidelines contained in this document, which prohibit practices such as child labor, forced labor and noncompliance with health and safety standards, is required before establishing or continuing the business relationship.

Social impacts in the supply chain are also managed using mechanisms for continuous monitoring and channels for active listening.

During the reporting period, Tramontina did not identify any operations with confirmed significant risks related to violations of freedom of association, child labor, forced labor or other fundamental rights. When irregularities are identified, the company prioritizes remedying the situation through notifications and corrective action plans, resorting to restriction only in serious cases or when there is a lack of cooperation.

Local Procurement and Supply Chain

Prioritizing local suppliers is a key driver of Tramontina's procurement strategy, helping to strengthen regional economies and reduce the environmental and logistical impacts associated with its operations.

During the reporting period, 41.5% of the total procurement budget deemed relevant for the operating units was allocated to local suppliers.

The total budget for these units amounted to BRL 5.19 billion, of which BRL 3.40 billion (65%) was for direct inputs.

Of the total amount invested, BRL 4 billion (77%) was invested in Brazil and BRL 1.19 billion (23%) abroad, maintaining relationships with 12,887 business partners.

Expenses were distributed as follows:

- **Local procurement (same state):**
  BRL 2.15 billion (41.5%)
- **National procurement (other states):**
  BRL 1.84 billion (35,5%)
- **International procurement:**
  BRL 1.19 billion (23%)

For this indicator, Tramontina defines a local supplier as one headquartered in the same state as the factory responsible for the purchase. The calculation fully includes the seven factories in operation at the end of the period, excluding the Belém facility which is no longer part of the company's scope due to its divestiture.

Maintaining a substantial base of local suppliers strengthens the company's integration with the regions where it operates, driving regional development and contributing to greater operational efficiency.

In Brazil,

53,8%

of spending on suppliers went to local partners, reinforcing Tramontina's commitment to regional development and strengthening the economy in the communities where it operates.

Green Steel and Sustainable Value Chain

▪ **Tramontina Employees and Aperam at OIKÓS – Aperam Environmental Education Center**

Tramontina maintains a strategic partnership with Aperam, the leading supplier of stainless steel used in the manufacture of cookware, flatware, sinks, trash cans, barbecue grills and other industrial products and equipment.

In 2025, representatives of Tramontina's Environmental Committee conducted a technical visit to the company's facility in Minas Gerais to get a closer look at the production process for what is known as Aperam Green Steel.

The visit included a tour of Aperam BioEnergia's facility in the Jequitinhonha Valley, where charcoal is produced from planted eucalyptus forests.

The group examined practices such as responsible forest management, biological pest control, genetic improvement and decarbonization technologies that reduce atmospheric emissions. Co-products, such as bio-oil and biochar, were also presented, with potential applications in various solutions for the transition to a low-carbon economy.

In addition to the environmental aspects, visitors were able to explore social projects supported by Aperam, such as the Raízes do Vale program, which helps more than 260 families develop family farming and generate local income.

The agenda also included initiatives for environmental conservation and the empowerment of surrounding communities.

In the final stage, Tramontina representatives visited the Aperam plant in Timóteo, in the Vale do Aço region, where they observed the transformation of sustainable charcoal, iron ore and metal alloys into stainless steel with a smaller carbon footprint.

The visit underscored the importance of partnerships aligned with environmental, social and innovation values, thereby strengthening a more responsible and sustainable supply chain.

Freedom of Association and Collective Bargaining

During the reporting period, Tramontina did not identify any operations that posed a significant risk of violating the right to freedom of association or collective bargaining.

All of the Group's manufacturing operations are located in Brazil, where these rights are guaranteed by labor laws and the Federal Constitution.

The company complies with Collective Bargaining Agreements currently in effect for the professional categories it employs, ensuring that employment relationships are formalized and that employees are represented.

In the supply chain, this risk is mitigated through the approval processes and the guidelines set forth in the Supplier Code of Conduct, which prohibits anti-union practices and requires full compliance with labor laws.

Any indications of irregularities can be reported through the Whistleblowing Channel and may lead to corrective actions or a review of business relationships.

Child Labor and Forced Labor

As of the issue date of this report, Tramontina has not identified any operations with a significant risk of child labor or the exposure of young people to hazardous activities.

The organization maintains a strict zero-tolerance policy toward these practices and is not aware of any incidents of this nature in its supply chain.

In accordance with the Universal Declaration of Human Rights, Tramontina implements preventive measures to curb any violation of these principles. It does not tolerate practices related to forced or child labor in its operations or business relationships, nor does it maintain ties with companies or individuals that violate these principles.

Tramontina also has a Whistleblowing Channel accessible to both internal and external stakeholders, designed for reporting irregularities and seeking redress. The channel ensures confidentiality and protection for whistleblowers acting in good faith, thus strengthening the culture of integrity and enabling the investigation of potential violations, including issues related to labor rights.

Forced or Compulsory Labor

Tramontina takes a strict stance on respecting human rights, implementing measures aimed at preventing violations related to forced or compulsory labor. The organization does not tolerate such practices in its operations and does not do business with companies or individuals who violate these principles.

As of the issue date of this report, no suppliers or operations had been identified as posing significant risks associated with forced or compulsory labor.

These commitments are formalized in the Code of Conduct, which is widely distributed and made available to suppliers at the manufacturing facilities via a link included in each Purchase Order. The document outlines clear guidelines regarding the prohibition of child labor and protection for young employees against hazardous activities.

In this way, Tramontina strengthens its commitment to promoting human rights, ensuring the prevention of labor violations in all its activities and business relationships based on well-defined policies and control mechanisms that are consistently applied.

Creating Value Beyond Operations

Tramontina recognizes its role as a key economic player in the communities where it operates, contributing to local development by creating jobs, strengthening the value chain and promoting professional training. Retail and industrial tourism operations also have positive indirect impacts on regional economies. The T Factory stores and visitation initiatives in cities such as Carlos Barbosa and Farroupilha attracted approximately 298,000 visitors in 2025, boosting sectors such as hospitality, dining, transportation and local commerce.

The company also invests in training for the regional workforce through partnerships with SENAI, SESI and local universities. Among the highlights is the robotics course held at CEIT, which prepares students for technological challenges and expands employability in the region.

In addition, Tramontina monitors the indirect impacts of its operations on urban infrastructure, particularly in areas such as mobility, logistics flows and demand for public services. To support balanced growth, the company engages in dialogue with government authorities, participates in municipal councils and invests in infrastructure and safety improvements in the communities where it operates.

Innovation in Process and Product Development

GRI 416-1 | 416-2 | 417-1 | 417-2 | 417-3

Innovation is an integral part of how Tramontina conducts its business, strengthens its competitiveness and expands its contribution to society.

More than just developing new products, innovation is evident in the continuous improvement of processes, the incorporation of new technologies and the pursuit of solutions that are more efficient, sustainable and aligned with market needs.

For Tramontina, “Innovating to Strengthen” reflects this commitment to building a business that is increasingly prepared for the challenges of the future.

In practice, this means investing in more efficient production processes, products with better durability and performance, the responsible use of natural resources, digitization, automation and new ways of engaging with customers, suppliers and communities.

This vision of innovation is directly linked to the Sustainability Policy guidelines of doing things Well, Beautifully and Right.

Doing Things Well is present in the development of solutions that increase operational efficiency and reduce environmental impacts.

Doing Things Beautifully is reflected in the creation of products and experiences that generate value for people and strengthen relations with consumers and communities.

Doing Things Right, on the other hand, promotes the adoption of technologies, practices and processes guided by ethics, transparency and business sustainability.

By integrating innovation into its day-to-day operations, Tramontina strengthens its ability to adapt, increases its resilience and creates opportunities for growth.

T Connection: Data and artificial intelligence as drivers of change

The Conexão T project was launched as the materialization of Tramontina's digital acceleration strategy, placing data and artificial intelligence at the heart of management and decision-making.

Developed in partnership with leading technology companies such as Google Cloud and Databricks, the project goes beyond just implementing tools: it is a structural transformation aimed at integrating systems, automating processes and fostering a data-driven culture.

The initiative was driven directly by senior leadership, showing that this topic is considered a strategic priority for the company's future.

The starting point was a comprehensive assessment of operations, which identified bottlenecks, risks and opportunities in various areas.

Based on this process, use cases with the greatest potential for value creation were prioritized and organized into categories such as technology, finance, administration and sales.

The main challenges mapped included data fragmentation, heavy reliance on spreadsheets, difficulty tracking campaign results and the lack of integrated views of customers and the market.

With this in mind, Conexão T proposes building a modern, scalable data architecture capable of connecting systems such as SAP, SiT, Zendesk and others, creating a single, reliable foundation for analysis and decision-making.

▪ **Google Cloud Brasil during a visit to Tramontina in Carlos Barbosa (RS) – Ricardo Tramontina, Emilio Vicente Raia, Danilo Di Prinzio, Marcos Tramontina, Ricardo José Fernandes, Clarisa M. T. Trombini, Isaac Sartori Jr., Marcelo Augusto Diniz Belens and Giovane Capitani**

Currently in the active implementation phase, the project is moving forward with the construction of its infrastructure and the development of its first use cases, while also promoting team training and fostering an analytical culture.

The initiative is already projected to yield significant benefits, such as greater operational efficiency, cost reductions, the elimination of errors in financial analysis, an improved customer experience and improved business competitiveness through more accurate decisions. With regard to governance, Conexão T strengthens compliance, information security and transparency by ensuring standardized, traceable and auditable data to support strategic decisions.

More than just a technology project, Conexão T positions Tramontina to reach a new level of digital maturity, where artificial intelligence enables more predictive, integrated and efficient operations. Despite the challenges, the opportunities are significant: from building a 360º view of the customer to significant gains in productivity and innovation.

In this context, the project has established itself as an essential enabler for sustaining the company's growth, strengthening its competitiveness and preparing it for the challenges of an increasingly dynamic and data-driven market.

3D and Digital Scanner Digital: innovation applied to product

Tramontina has been expanding its use of additive manufacturing and 3D scanning technologies to make product development faster, more precise and more efficient.

The integration of 3D printing and digital scanning makes it possible to quickly turn ideas into functional prototypes and capture complex geometries with high-level fidelity, reducing rework and improving quality throughout the entire production process.

This group of technologies is part of an innovation-focused ecosystem that is now also being made available to other companies through service offerings, supplementing the initiatives of Tramontina Soluções Integradas (TSI) and expanding market access to these solutions. You can read about other initiatives in Transforma Magazine.

In 3D printing, the company uses equipment capable of producing high-precision prototypes and parts, working with different materials, colors and textures in the same process.

This makes it possible to simulate finishes and expand development possibilities. Highlights include solutions designed for both prototyping and the production of final parts, offering high-quality finishes and repeatability, as well as printers that enable the fabrication of larger items with a high level of detail.

The use of 3D scanners supplements this total by enabling the fast and accurate scanning of parts, supporting applications such as reverse engineering, dimensional validation and continuous product improvement, including in the industrial environment.

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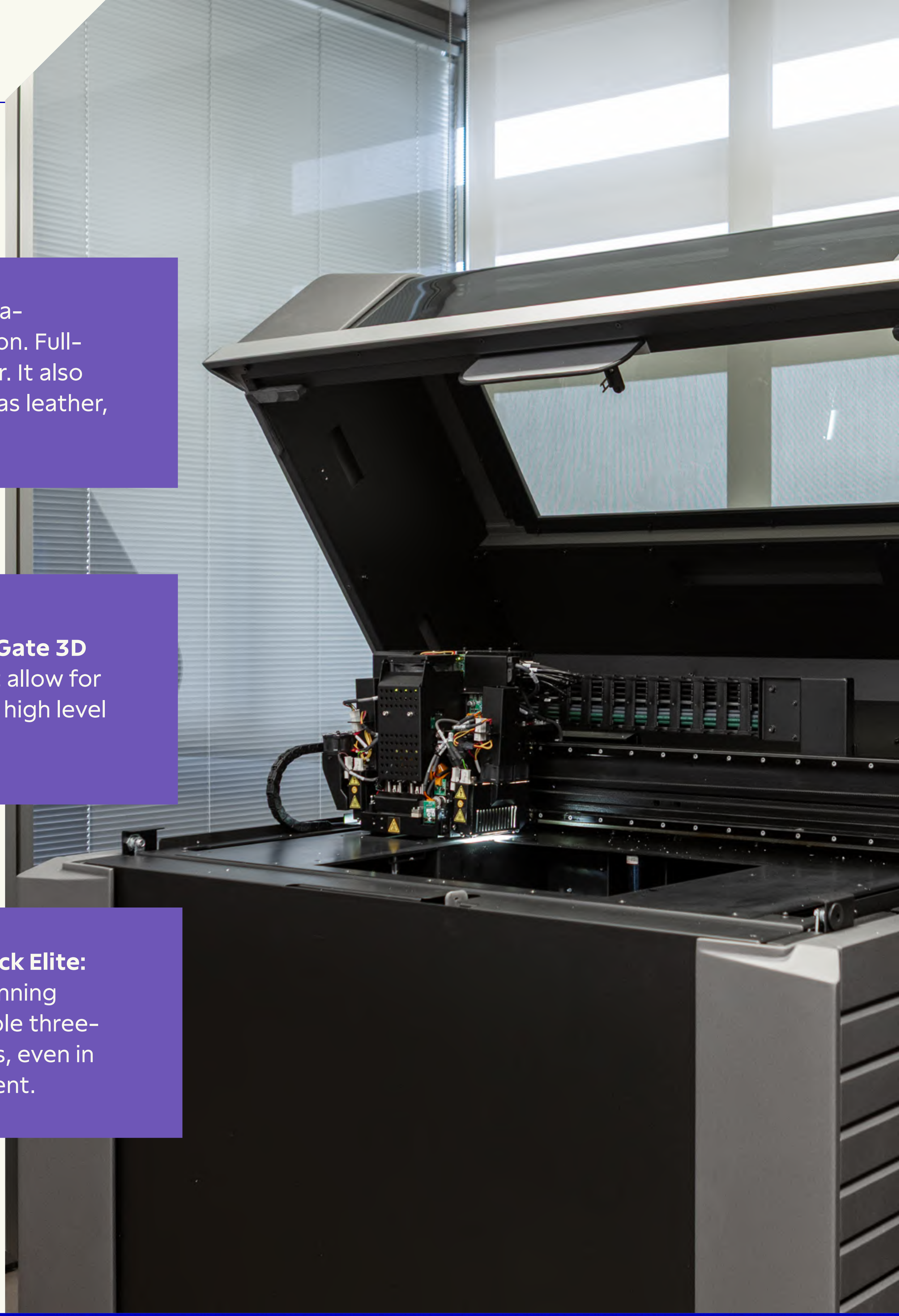
Stratasys J850 Prime: Ultra-realistic prototyping solution. Full-color, multi-material printer. It also reproduces textures, such as leather, wood and others.

Stratasys Origin One and Gate 3D Evo 852: resin printers that allow for manufacturing parts with a high level of detail and precision.

Creaform HandySCAN Black Elite: Metrological-grade 3D scanning that ensures fast and reliable three-dimensional measurements, even in a manufacturing environment.



Process Innovation

Tramontina continually invests in automation as a way to improve the efficiency, safety and quality of its production processes.

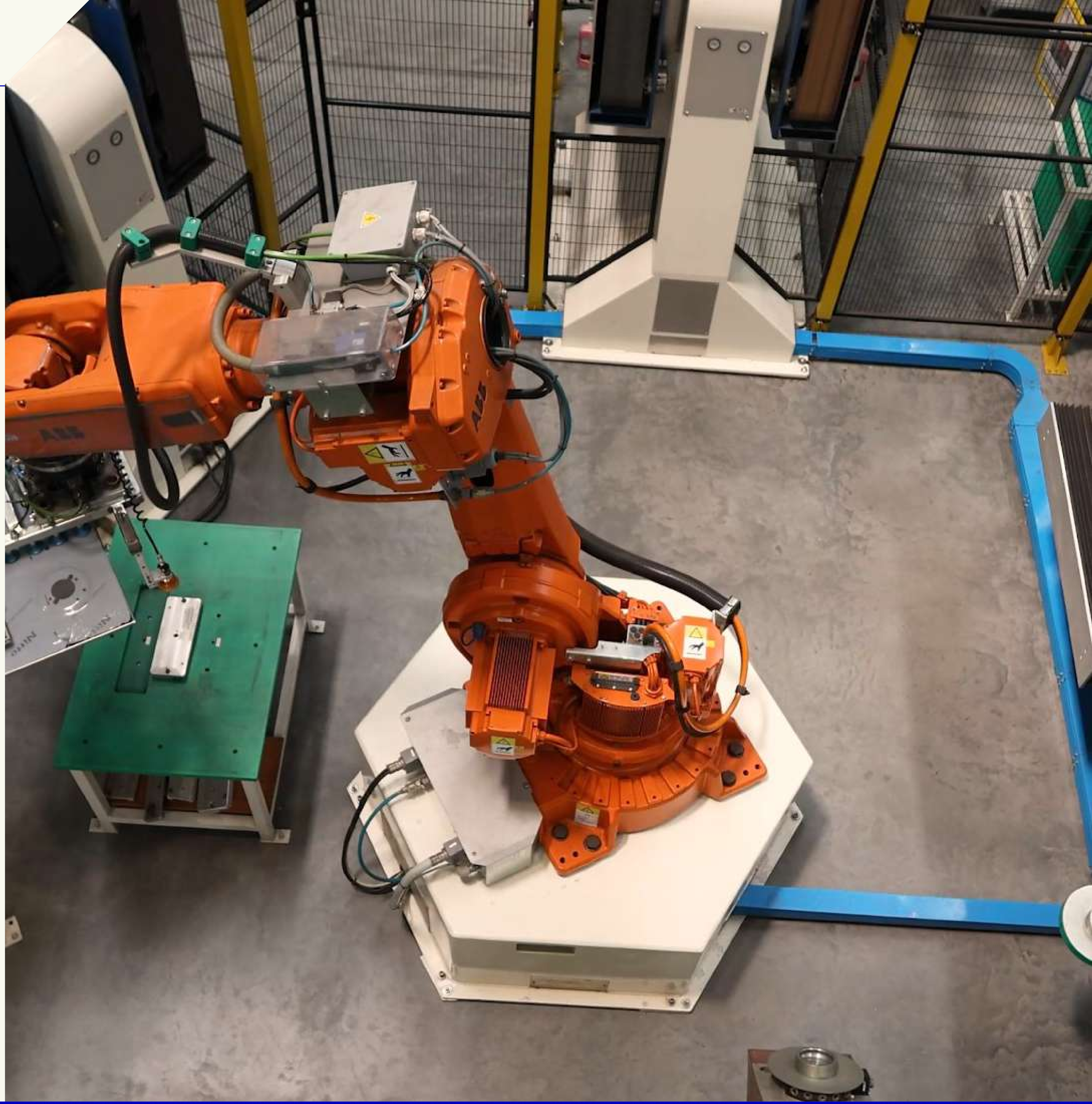
In 2025, the company had 992 industrial robots — including articulated, collaborative and Cartesian robots — deployed at various stages of its operations, as well as 111 service robots designed to support specific activities.

This structure strengthens the production capacity of facilities, reduces repetitive tasks and contributes to greater precision, productivity and competitiveness.

Technological evolution goes hand-in-hand with the development of people. Between August 2024 and December 2025, 30 employees from the production and operations departments participated in the Lean Operations Management course, held in partnership with Produttare.

The training covered topics such as value stream mapping, identifying losses, the Theory of Constraints, workstation organization, maintenance, quality, safety and ergonomics.

By strengthening its teams' skills, Tramontina ensures that innovation and automation are supported by professionals who are prepared to turn knowledge into tangible results.



Product Innovation

Throughout its history, Tramontina has continually expanded its product portfolio, keeping pace with changes in consumer behavior, technology and lifestyles.

What began as products designed for everyday household use has evolved into a wide variety of solutions for the kitchen, gardening, construction, the electrical sector, agriculture, industry, hospitality, culinary and corporate environments, always striving to combine functionality, design, durability and efficiency.

Product innovation is part of this evolution. Tramontina invests in the development of products that make people's daily lives easier, promote better use of resources, reduce waste and enhance comfort and convenience.

This trend ranges from products made with greater water and energy efficiency to solutions that address new demands in mobility, automation, ergonomics and well-being. Product innovation results from integrating engineering, technology and applied knowledge.

One of the main examples of this progress is the work of Tramontina Integrated Solutions (TSI – Tramontina Soluções Integradas), founded in 2025 to develop customized industrial projects and support the Group's operations.

The unit brings together expertise in automation, robotics, machining, 3D printing, reverse engineering and Industry 4.0, creating solutions such as robotic cells, logistics conveyors, presses, tools and industrial systems for operations in Brazil and abroad.

This topic is explored in greater depth in Transforma Magazine, which highlights how Tramontina combines technology, research and development to strengthen its business and create value for society.

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Recognition in the market

The ability to innovate, maintain high quality standards and build strong relationships with consumers and partners is also reflected in the recognition Tramontina has received over the years.

The awards and honors it has earned underscore its importance in various markets and highlight the consistency of its performance, which is guided by trust, excellence and the ability to anticipate trends.

Grupo Amanhã Innovation Champions:
Among the awards it received in 2025, Tramontina was named one of the top 20 Innovation Champions in the awards organized by the Amanhã Group. The study, conducted more than two decades ago with technical support from the IXL Center in Cambridge (USA), highlights the most innovative organizations in southern Brazil.

Good Design Award 2025:
The Guru ThermoGuide Black Series product has also received international recognition by winning the 2025 Good Design Award in the Kitchen and Household Appliances category. Considered one of the world's most traditional and prestigious design awards, this recognition honors solutions that stand out for their innovation, sustainability, functionality and aesthetics.

IF Design Award:
Tramontina also won the 2025 iF Design Award for its Guru ThermoGuide Black Series cooktop in the Kitchen Appliances category. Recognized as one of the world's leading design competitions, the award received approximately 11,000 entries from 66 countries in 2025. This achievement reinforces Tramontina's position among brands that stand out globally for innovation, functionality and excellent design.

Brazilian Design Award:
Another major achievement was the Brazilian Design Award (BDA), organized by ABEDESIGN since 2009. It is the leading showcase for Brazilian creativity and has awarded more than 2,500 projects for their economic and social impact. In this edition, excellence in innovation was recognized with the Bronze Trophy for the GURU ThermoGuide cooktop and the EPIC TSmart line of ovens, microwaves and warming drawers, reaffirming the status of these products as benchmarks in product design and technology.

Design For a Better World Award 2025:
The 2025 Design For a Better World Award celebrates design solutions that have a positive impact on the world. In this edition, Tramontina's ForAll Inclusive Cutlery, a project submitted by ZON Design, was recognized in the Product Design category, standing out for combining functionality and accessibility.

International Design Awards 2025
The 2025 International Design Awards is a prestigious global competition that recognizes visionary design. In this run, the Sublime line of knives, submitted by Design Único, won the Silver trophy in the Product Design category, reaffirming its technical and aesthetic excellence on the international stage.

European Product Design Award 2025
The 2025 European Product Design Awards (EPDA) recognize excellence and innovation in global design. In this run, the Tramontina Exata Thermal Flask, developed in partnership with the Design Único agency, was highlighted in the Home – Household Products category for its minimalist design, intuitive functionality and timeless aesthetics.

TRAMONTINA

Product Safety and Quality

Product safety and quality are part of Tramontina's commitment to consumer trust and operational excellence.

All major product categories undergo evaluations related to health, safety, performance and compliance, from the development stages through use and disposal.

This process is supported by an integrated management framework that combines internal procedures, certifications, technical standards and laboratory testing.

In addition to mandatory and voluntary certifications, Tramontina adheres to national and international standards, such as ABNT, ISO and INMETRO standards, as well as other specific requirements applicable to each product line.

The list of certifications presented on this page highlights the scope of this framework and reinforces the company's commitment to quality, traceability and safety throughout the value chain.

The Tramontina Innovation, Research and Development Centers (CIPeDs), which are integrated into manufacturing facilities, work in conjunction with the company's laboratories to ensure product quality, innovation and high performance.

Certifications

	Cutelaria	Delta	Eletrik	Farroupilha	Garibaldi	Multi	TEEC
ISO 9001	■	■	■	■	■	■	■
ISO 14001	■	□	□	■	□	□	□
ISO 45001	■	□	□	■	□	□	□
ISO 17025	□	■	□	□	■	□	□
Product Certification	■	■	■	■	■	■	■
FSC	■	□	□	□	□	■	□
NSF	□	□	□	■	□	□	□
SMETA	■	□	□	■	□	■	□
IATF 16949	□	□	■	□	□	□	□
AEO Safety	■	■	□	■	□	□	■
AEO Conformity	■	■	□	■	□	□	■
AEO Integrated	■	■	□	■	□	□	■
ICS	□	□	□	□	□	■	□

These structures play a central role in the process, supporting the development of solutions that are safer, longer lasting and aligned with regulatory requirements and consumer expectations.

These facilities house most of the company's technical and development laboratories, which total more than 37 units equipped with advanced technology.

In these environments, ongoing evaluations of strength, safety, performance and durability are conducted, along with physical, chemical and functional tests that ensure compliance with strict national and international standards. Working closely with the engineering and product development departments, multidisciplinary teams are involved in validating raw materials, continuously improving processes and creating new solutions through research on metal and polymeric materials.

CIPeDs are specialized by sector, covering areas such as flatware (knives and scissors), hand tools, electrical materials, with a modern facility opened in 2023, plastic furniture, porcelain, and kitchen equipment, with a focus on user safety.

Tramontina continues to invest in these facilities, constantly incorporating new technologies and reinforcing its commitment to innovation and excellence.

Laboratories

Tramontina Cutelaria
13 units
- Paint Development
- Quality Control (Starflon and Cutelaria)
- Pressure Cookers
- Mechanical Tests on Cookware
- Metallography (Starflon and Cutelaria)
- Optical and Electron Microscopy
- Corrosion
- Functional and Performance Testing
- Physical-chemical analyses
- Characterization of Polymeric Materials
- Climate Simulation and Packaging

Tramontina Farroupilha
2 units
- Industrial Kitchens
- Quality Control and Development

Tramontina Eletrik
7 units
- Quality
- Raw Material Analysis (Porcelain and Plastic)
- Practical Tests
- Plastic Chairs
- Wastewater Treatment Plant (ETE)

Tramontina Delta
6 units
- Quality
- Raw Material Analysis (Porcelain and Plastic)
- Practical Tests
- Plastic Chairs
- Wastewater Treatment Plant (ETE)

Tramontina TEEC
8 units
- Electrical safety and new product development
- Repeatability and General Uses
- Flow and Noise Tests
- Odor Filtering Efficiency
- Functional Tests
- Gas testing
- Gourmet Space
- Quality Control

Tramontina Multi
5 units
- Equipment
- Dimensional Mechanics
- Metallographic
- Chemistry
- Product Durability

▪ Tramontina Garibaldi

Tramontina Garibaldi
10 units
- Metallographic
- Physical-chemical analyses
- Insulated Tools
- Torque
- Mechanical Tests
- Noise Generation Tests
- Mechanical Testing for Metal Organizers
- Dimensional Metrology for Drill Bits
- Cyclic Tests
- High-Pressure Washer Testing

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TRAMONTINA

Labeling and Transparency for Consumers

Product packaging and labels display the required legal information, including the primary material, the product's origin, guidelines for safe use and instructions for disposal and recycling, in accordance with applicable laws.

Tramontina takes full responsibility for the compliance and traceability of its products, ensuring clarity and transparency at every stage of its relationship with consumers.

Management and prevention

Tramontina has structured processes in place for the development and validation of its product information and labeling, ensuring compliance with current legislation.

These controls are designed to prevent incidents and ensure the quality and clarity of information provided to consumers.

Continuous monitoring and improvement of processes reinforce Tramontina's commitment to regulatory compliance, transparency and customer trust.

Product communication and customer service

Tramontina believes that the consumer experience goes beyond purchasing and continues with every interaction occurring after products are used.

In this context, the Tramontina Customer Service Center (CAT) plays a key role by serving as a direct channel for customer engagement, guidance and feedback, helping to build consumer trust and support the continuous improvement of products and services.

More than just addressing questions and requests, the Customer Service Center (CAT) serves as an important source of information on consumer habits, expectations and opportunities for improvement.

The feedback we receive helps us identify trends, improve internal processes and reinforce the quality of the experience offered by the brand.

Satisfaction Level: 74%

Number of services: 535.562

Service Channels: 17 channels

- Self-service
- Messages
- Email
- Facebook
- Instagram
- LinkedIn
- Pinterest
- TikTok
- YouTube
- Marketing Proposals
- Reclame Aqui (Complain Here)
- Telephone
- Troque Fácil (Easy Exchange)
- Trustvox
- WhatsApp
- Forms
- Google My Business

Scope of Action:

- Tramontina B2B
- B2C E-Commerce
- Distribution Centers
- Tramontina Factories
- Tramontina Marketing
- All Tramontina stores

Trustvox:

9.319 evaluations

Positive 89%

Neutral 3%

Negative 8%

Reclame Aqui (Complain Here):

1782 evaluations

Average score 8.16

B2C Conversion BRL:

R$ 2.978.178,18

BOT Retention:

45% retention

GRI Disclosures Annexes

GRI 2-2: Tramontina Units included in the 2025 sustainability report, by type of operation and region.

Type of operation	Brazil Unit	Unit Abroad
Factory	Tramontina S/A Cutelaria Tramontina Delta S/A Tramontina Eletrik S/A Tramontina Farroupilha S/A Indústria Metalúrgica Tramontina Garibaldi S/A Indústria Metalúrgica Tramontina Multi S/A Tramontina TEEC S/A	Aequs Cookware Private Limited Tramontina Cookware Norteamerica
Distribution Center (DC)	Tramontina Nordeste S/A Tramontina Norte S/A Tramontina Planalto S/A Tramontina Sudeste S/A Tramontina Sul S/A	Tramontina Canada, INC. Tramontina de Chile S.A Tramontina UAE LLC Tramontina de Colombia S.A.S Tramontina del Ecuador S.A.C Tramontina de Mexico S.A. de C.V. Tramontina France SARL Tramontina Germany GMBH Tramontina Guangzhou Trading CO., LTD. Tramontina Ibérica SLU Tramontina India Private Limited Tramontina de Panamá S.A. Tramontina del Peru S.A.C. Tramontina Africa (PTY) LTD Tramontina Australia PTY LTD. Tramontina Singapore PTE. LTD. Tramontina Riga LTD. Tramontina United Kingdom LTD. Tramontina USA, INC.
Regional Sales Office	Tramontina Sudeste S/A – ERV BH Tramontina Sul S/A – ERV CTB Tramontina Sul S/A – ERV POA Tramontina Nordeste S/A – ERV REC Tramontina Sudeste S/A – ERV RJ	Tramontina Argentina Tramontina Caribe S.A Tramontina Comerc. y Represent. Uruguay S.A.

Services	Brazil Unit	Unit Abroad
Services	Tramontina Employee Association (ATF – Associação Tramontina de Funcionários) Tramontina Customer Service Center – (CAT) Ivo Tramontina Education Center – CEIT Tramontina Central de Administração LTDA Tramontina Sports Park – PET Tramontinaprev	Tramontina USA Logistics Tramontina (Guangzhou) Business Services Co., Ltd. Tramontina Household Trading
Official Stores	Tramontina Factory Carlos Barbosa Tramontina Factory Farroupilha Tramontina Store – Barra RJ Tramontina Store – BarraShopping – POA Tramontina Store – Belém-PA Tramontina Store – Belo Horizonte Tramontina Store – Brasília Tramontina Store – Campinas Tramontina Store – Casa Shopping Tramontina Store – Curitiba Tramontina Store – Fortaleza Tramontina Store – Goiânia Tramontina Store – Iguatemi – POA Tramontina Store – Lar Center Tramontina Store – Morumbi Tramontina Store – Ribeirão Preto Tramontina Store – Rio Sul/Botafogo Tramontina Store – Salvador Tramontina Store – Santos Tramontina Store – SJ dos Campos Tramontina Store – SJ Rio Preto Tramontina Store – Sorocaba Tramontina Store – Vila Velha	Abdullah Abdull Rahim Tramontina Store África Tramontina Store Chile – Costanera Tramontina Store Colômbia – Cacique Tramontina Store Colombia – Calle 109 Tramontina Store Colombia – El Tesoro Tramontina Store Colombia – La Colina Tramontina Store Colombia – Santafé Tramontina Store Peru – Chiclayo Tramontina Store Peru – Jockey Plaza Tramontina Store Peru – Miraflores Tramontina Store Peru – Plaza Norte Tramontina Store – Salaverry Tramontina Store – San Miguel Tramontina Store – Trujillo Tramontina Store Tools – Paloquemao

GRI 2-7

Total Employees by Gender
(Permanent and Temporary Workers/Apprentices)

Gender	Brazil	Abroad	Consolidated Total
Female	3.612	448	4.060
Male	6.261	482	6.743
Total	**9.873**	**930**	**10.803**

Employees with Intermittent Contracts

Region	Gender	Intermittent Work
Brazil (all regions)	All genders	0
Abroad	All genders	Unavailable

Employees by Region (Brazil)

Region	Total Employees (2025)
South	8.193
Northeast	980
Southeast	451
Midwest	131
North	118
Total	**9.873**

Employees by Shift Type and Region (Brazil)

Region	Full Time	Part Time
South	7.837	356
Northeast	933	47
Southeast	450	1
Midwest	130	1
North	113	5
Total	**9.463**	**410**

Employees by Contract Type and Region (Brazil)

Region	Permanent	Temporary
South	7.889	304
Northeast	933	47
Southeast	450	1
Midwest	130	1
Norte	113	5
Total	**9.515**	**358**

Methodological Notes: Calculation basis: Exact headcount counted on 12/31/2025. Apprentices: The 358 apprentices assigned in Brazil fall into the "Temporary Contract" and "Part-Time" categories. Intermittent Work: There were no hires under this arrangement (without guaranteed hours) in Brazilian operations during 2025.

Employees by Contract Type

	Brazil		Abroad	
Gender	**Permanent**	**Temporary**	**Permanent**	**Temporary**
Female	3.501	111	448	Unavailable
Male	6.014	247	482	Unavailable
Total	**9.515**	**358**	**930**	**Unavailable**

Funcionários por Gênero e Tipo de Jornada

	Brazil		Abroad	
Gender	**Full Time**	**Part Time**	**Full Time**	**Part Time**
Female	3.468	144	448	Unavailable
Male	5.995	266	482	Unavailable
Total	**9.463**	**410**	**930**	**Unavailable**

GRI 201-1

GRI Category 201-1	**Composition** (Data from the accounting DVA – 1/1/2025 through 12/31/2025)	Value in thousands of reais
1. Direct Economic Value Generated	**Sum of Gross and Financial Earnings**	**10.300.661**
Operating Income	Sales Revenue, Other Revenue and Asset Building	9.573.781
Financial Earnings	Financial Income and Other Transfers	726.880
2. Economic Value Distributed	**Where generated value was directed**	**9.794.168**
Operational Costs	Inputs Purchased from Third Parties	5.753.992
Salaries and Benefits	Personnel: Remuneration, Benefits and Severance (FGTS)	1.262.326
Payments to Providers of Capital	Interest, Rent (from Third Parties) and Dividends to Partners	851.090
Payments to Government	Federal, State and Municipal Taxes, Fees and Contributions	1.926.760
3. Retained Economic	**Value Generated (1) less Value Distributed (2)**	**506.493**
Real Test (Cash/Reserves)	Depreciation/Amortization (197,934) + Retained Profit (308,559)	506.493

GRI 306-4 Waste Diverted from Disposal

Hazardous Waste	Limit – Inside (t)	Limit – Outside	Total (t)
Reuse	0	0	0
Recycling	0	193,2	193,2
Other operations (Rerefining)	0	94,4	94,4
Total (t)	**0**	**287,6**	**287,6**

Non-hazardous Waste	Limit – Inside (t)	Limit – Outside	Total (t)
Reuse	208,1	119,9	328,0
Recycling	23.657,9	23.446,5	47.104,4
Other operations (Composting and other forms of disposal)	0	2.658,4	2.658,4
Total (t)	**23.866,0**	**26.224,8**	**50.090,8**

Details of Operations

Internal operations – On-site:
Of particular note are the recycling facilities, as well as the company's own industrial landfills, which are primarily used to receive metal shavings, scrap metal and polishing waste. In addition, on-site incineration of wood waste to generate thermal energy in boilers is a relevant practice that aligns with GRI 302 (Energy), as it enables the conversion of waste into a renewable energy resource.

External operations (off-site):
Particularly noteworthy are recycling options, with a focus on co-processing at cement plants as an alternative, through blending facilities that allow industrial waste to be used as an energy source. This approach helps reduce reliance on fossil fuels in the third-party supply chain and reinforces the company's waste-to-energy strategy.

GRI 306-5 Waste Directed to Disposal

Hazardous Waste	Limit – Inside (t)	Limit – Outside	Total (t)
Incineration (with energy recovery)	0	568,9*	568,9
Incineration (without energy recovery)	0	0	0
Landfill	255,4	37,2	292,6
Other disposal operations	169,0	596,8	765,8
Total (t)	**424,4**	**1.202,9**	**1.627,2**

*Nota: Inclui blendagem para coprocessamento em cimenteiras.

Non-hazardous Waste	Limit – Inside (t)	Limit – Outside	Total (t)
Incineration (with energy recovery)	1.524	2.035,3*	3.559,3
Incineration (without energy recovery)	0	0	0
Landfill	3.075,2	770,2	3.845,4
Other disposal operations	0	101	101
Total (t)	**4.599,2**	**2.906,5**	**7.505,7**

*Nota: Inclui blendagem para coprocessamento em cimenteiras.

GRI 401-1

Tramontina continuously monitors workforce turnover, seeking to foster an environment that is attractive to new talent and is focused on retaining its professionals.

During 2025, the organization recorded a total of 1,607 new hires and 1,570 terminations across its operations.

		Hires		Terminations	
		No. of Hires	Hire Rate	No. of Terminations	Termination Rate
By Gender	Male	1.002	9,6%	962	9,2%
	Female	605	5,8%	608	5,8%
By Age Group	Under 30 years old	1.017	9,7%	868	8,3%
	30 to 50 years old	563	5,4%	608	5,8%
	Over 50 years old	27	0,3%	94	0,9%
By Region	Brazil	1.414	13,5%	1.393	13,3%
	Abroad	193	1,8%	177	1,7%
Total Hires and Terminations / Overall Rate		**1.607**	**15,4%**	**1.570**	**15%**

In an effort to align with the best reporting practices, the methodology was updated in 2025.

The rates (hires and terminations) are now calculated by dividing the total number of personnel changes by the number of active employees at the end of the year, excluding apprentices (based on 10,445 employees on December 31, 2025).

The percentage breakdowns (by gender, age and region) reflect the proportion of each category compared to the organization's overall workforce. The "Abroad" region represents the sum of all international units.

GRI 404-3

Employees who received performance reviews (by Gender and Region)

The table below summarizes the total number of eligible active employees and the number of evaluations conducted during the period, breaking down domestic and international operations:

Region / Gender	Total Employees	Total Evaluated	Percentage
Brazil Units	**9.316**	**8.650**	**92,8%**
Female	3.385	3.109	91,8%
Male	5.931	5.541	93,4%
Units Abroad	**930**	**799**	**85,9%**
Female	448	394	87,9%
Male	482	405	84%
Tramontina Global Total	**10.246**	**9.449**	**92,2%**
Female	3.833	3.503	91,4%
Male	6.413	5.946	92,7%

Methodology and Eligibility:

Unlike the basis reported in the employee indicator (GRI 2-7), the eligibility criteria for performance evaluations in Brazil follow the rules of the Profit-Sharing Program (PPR/T). To calculate this indicator, the active base on 12/31/2025 was used, excluding: Employees who were under a trial agreement as of December; Employees on leave with a scheduled return date in December or with no scheduled return date.

Note: Employees who fall under these exceptions but were evaluated on an exceptional basis were included in the indicator calculation.

GRI 405-1 | 401-1

Percentage of New Hires by Functional Category and Age Group

	2023	2024	2025
Board			
Under 30 years old	0,0%	0,0%	0,0%
30 to 50 years old	0,0%	100%	100%
Over 50 years old	0,0%	0,0%	0,0%
Employees			
Under 30 years old	69,1%	69,2%	63,3%
30 to 50 years old	28,2%	28,2%	35,0%
Over 50 years old	2,7%	2,6%	1,7%
Apprentices			
Under 30 years old	-	-	100%
30 to 50 years old	-	-	0,0%
Over 50 years old	-	-	0,0%

The new directors reported under this indicator were already Tramontina employees and were promoted to the executive management in 2025. Data for this indicator related to apprentices started being tracked in 2025. As such, there is no historical series for comparison purposes. The numbers of people with disabilities abroad were not reported.

Percentage of New Hires by Functional Category and Gender

	2023	2024	2025
Board			
Female	0,0%	0,0%	66,7%
Male	0,0%	100%	33,3%
Employees			
Female	39,6%	37,8%	37,7%
Male	60,4%	62,2%	62,3%
Apprentices			
Female	-	-	65,5%
Male	-	-	34,5%

Percentage of New Hires by Functional Category and Persons with Disabilities

	2023	2024	2025
Board			
Persons with Disabilities	0,0%	0,0%	0,0%
Employees			
Persons with Disabilities	2,7%	1,7%	2,4%
Apprentices			
Persons with Disabilities	-	-	0,0%

Percentage of New Hires by Functional Category and Race

	2023	2024	2025
Board			
Asian	0,0%	0,0%	0,0%
White	0,0%	100%	100%
Indigenous	0,0%	0,0%	0,0%
Mixed-race	0,0%	0,0%	0,0%
Black	0,0%	0,0%	0,0%
Other	0,0%	0,0%	0,0%
Employees			
Asian	0,8%	2,3%	1,2%
White	74,5%	65,0%	66,6%
Indigenous	0,8%	0,4%	0,7%
Mixed-race	16,9%	25,2%	21,8%
Black	6,5%	6,8%	6,9%
Other	0,5%	0,3%	2,8%
Apprentices			
Asian	-	-	0,3%
White	-	-	77,2%
Indigenous	-	-	0,0%
Mixed-race	-	-	18,9%
Black	-	-	3,6%
Other	-	-	0,0%

Sumário de Conteúdos GRI

GRI Standard | Disclosure	Location	Answer	Omission: Omitted Requirements	Omission: Reason	Omission: Explanation
2-1 | Organizational details	—	Trade Name: TRAMONTINA / Corporate Structure and Legal Form: The Tramontina Group is formed by business entities, with the manufacturing facilities and Distribution Centers (DCs) organized as Privately Held Corporations and the retail and service units organized as Limited Liability Companies. / Location of Headquarters: Av. Ivo Tramontina, 1024 – Triângulo, Carlos Barbosa – RS, 95185-000, Brazil Countries / Regions where it operates: detailed list under indicator GRI 2-2.	—	—	—
2-2 | Entities included in the organization's sustainability reporting	103	Table presented in the GRI Annexes	—	—	—
2-3 | Reporting period, frequency and contact point	4	The reporting period covers January 1 to December 31, 2025, aligned with the financial report. The publication is annual and was issued on May 28, 2026. Contact: atendimento@tramontina.com / nucleosustentabilidade@tramontina.com	—	—	—
2-4 | Restatements of information	—	Due to the sale of the Tramontina Belém manufacturing facility in 2025, some data under the organizational scope changed. To ensure comparability and analytical accuracy, the quantitative data for some GRI indicators in this report have been adjusted to exclude the historical data and impacts of this unit. Following are the indicators that were changed: GRI 301 (Materials): Tramontina Belém excluded and data from TUSA included. GRI 302 (Energy): Belém facility excluded from energy intensity and consumption data. GRI 303 (Water and Effluents): Reuse is now considered an efficiency indicator (excluded from water withdrawal). The 2024 effluent discharge figure was recalculated from 144.6 ML to 141.23 ML (excluding individual septic tanks and the Belém facility). GRI 2-7 (Employees): Counting improvement (total of 10,803). Independent directors reclassified to GRI 2-8; Young Apprentices segregated (temporary/part time). Belém excluded to adjust activity. GRI 305 (Emissions): Methodological adjustments made to Scope 1 and 2 inventories, in addition to the exclusion of operational data from the Belém facility. GRI 306 (Waste): Internal recycling and reuse incorporated into the total generated waste for better traceability. GRI 204 (Local Suppliers): Database adjusted to exclude the Belém facility (2025 scope). GRI 401 (Hiring and Turnover): Methodology for calculating rates updated; rates are divided by the total number of active employees at the end of the year (excluding apprentices). GRI 404 (Training): Scope of training hours fine-tuned, with a strict focus on professional development.	—	—	—
2-5 | External assurance	—	This report has not been submitted to external assurance.	—	—	—

GRI Standard | Disclosure	Location	Answer	Omission: Omitted Requirements	Omission: Reason	Omission: Explanation
2-6 | Activities, value chain and other business relationships	8, 9, 10, 11, 12 and 13	It operates in the household goods, tools, electrical materials, agricultural and construction equipment sectors, with a portfolio of 22,000 items. It runs 8 manufacturing units (Brazil and India) and caters to over 120 countries. The supply chain comprises 12,800 suppliers who adhere to ethical and quality guidelines (IQF). In the downstream segment, it serves 70,000 B2B clients and end consumers through e-commerce and 39 company stores in Brazil and abroad. Significant changes in 2025 include sale of the Belém unit and the start of industrial operations at the factories in Mexico and India.	___	___	___
2-7 | Employees	46, 47, 48, 49 and 105	10,803 active employees on 12/31/2025 (9,873 in Brazil; 930 abroad). The consolidated figure comprises direct employees, including apprentices (classified as temporary or part-time in Brazil). Full demographic breakdown available in the GRI Annexes.	GRI 2-7-b-ii-iii and v	Data not available	Data on temporary, part-time and intermittent contracts at locations abroad are not consolidated due to differences in systems and classifications in each country. Collection and standardization improvements are underway.
2-8 | Workers who are not employees	___	In 2025, Tramontina Brasil had 48 workers who were not directly employed by the organization, including 30 executives/board members (strategic management) and 18 interns (administrative/technical support). The organization also uses outsourced services, primarily in the areas of property security and logistics, for which the total quantitative data is currently undergoing a process of global standardization. The supply chain comprises 12,000 suppliers.	GRI 2-8-a	Data not available	Unavailability of data on temporary workers and units abroad. Awaiting development of a unified global system. Unavailability of data on temporary workers and units abroad. Awaiting development of a unified global system.
2-9 | Governance structure and composition	78	Governance is led by the Administrative Board, which is formed by 5 regular members (1 executive and 4 non-executive), with no independent directors. The group is 100% male and white, with one member between 30 and 50 years old and four members over the age of 50. The model is supported by Corporate Committees and the Corporate Executive Board.	___	___	___
2-10 | Nomination and selection of the highest governance body	78	Board members are selected and nominated in accordance with the Bylaws, prioritizing family representation and criteria such as ethics, experience and core competencies (industrial management, strategy and sustainability). There were no new nominations in 2025.	___	___	___
2-11 | Chair of the highest governance body	78	Eduardo Scomazzon is the Chairman of the Administrative Board, which no longer entails executive responsibilities, thereby reinforcing the separation of duties and the Board's supervisory independence.	___	___	___
2-12 | Role of the highest governance body in overseeing the management of impacts	78 and 79	The Administrative Board establishes strategic guidelines and oversees the management of ESG risks and opportunities as part of the Strategic Planning process. The Board, executive management and the ESG Committee monitor application of the Sustainability Policy and track its impacts on a bimonthly basis.	___	___	___
2-13 | Delegation of responsibility for managing impacts	81	The Corporate Executive Board is responsible for operational management and execution. The ESG Committee and the Sustainability Center provide technical support and manage economic, environmental and social impacts, reporting on performance to the Administrative Board.	___	___	___
2-14 | Role of the highest governance body in sustainability reporting	4	The Administrative Board reviews and approves the Sustainability Report and material topics, following a prior analysis and recommendation by the ESG Committee, in line with the company's key impacts and performance.	___	___	___
2-15 | Conflicts of interest	83 and 84	Conflicts of interest are governed by the Code of Conduct and the Bylaws, which require disclosure of conflicts and abstention from voting on conflicting matters. Oversight is reinforced by external audits, the Procurement Committee, the Whistleblowing Channel and transparency in transactions with related parties.	___	___	___

GRI Standard | Disclosure	Location	Answer	Omission: Omitted Requirements	Omission: Reason	Omission: Explanation
2-16 | Communication of critical concerns	83 and 84	Crucial concerns are reported to the Administrative Board through the Ethics Committee, the Whistleblowing Channel and, on an ongoing basis, during bimonthly meetings with the Corporate Executive Board. In 2025, the communication flow ensured that relevant topics were forwarded to top governance.	—	—	—
2-17 | Collective knowledge of the highest governance body	—	Board members enhance their collective knowledge through ongoing discussions on strategy, governance and global ESG trends. Their core competencies, such as industrial management and sustainability, are supported by the company's ongoing training and compliance programs.	—	—	—
2-18 | Evaluation of the performance of the highest governance body	—	The Administrative Board's performance is monitored to ensure agility and transparency in decision-making processes, with a focus on the quality of discussions and strategic alignment, in line with the evolution of governance in 2025.	GRI 2-18-a and b	Data not available	The company carries out internal reviews. The exact frequency and external evaluation data are not available.
2-19 | Remuneration policies	50 and 51	Remuneration management aims for equitable and competitive pay. Board Members and Directors receive fixed pro-labore payments and an annual bonus, with no clawback. Although there are no specific, formal sustainability goals, ESG factors are considered in this group's performance evaluations and decision-making.	—	—	—
2-20 | Process to determine remuneration	50 and 51	Remuneration (pro-labore payments and bonuses) for Board Members and Directors is determined by the Board and approved in the General Shareholders' Meeting. For employees, the practices follow the Standard Table (INPC and Collective Bargaining Agreements). Since 2020, the company has been using salary surveys conducted by an external consulting firm to ensure competitiveness and alignment with the market.	—	—	—
2-21 | Annual total compensation ratio	—	In 2025 in Brazil, the ratio between the highest-paid employee's total annual compensation and the median compensation of other employees was 25.23. The percentage increase in this individual's pay compared to the organization's average was 0.43. The methodology took into account earnings of employees who were active on 12/31/2025 (with 12 full payroll periods), excluding new hires, employees on leave, directors without an employment contract, interns and apprentices, in order to avoid misstatements. The results reflect the company's predominantly operational context.	GRI 2-21-a, b, c	Data not available	Unavailability of data from units abroad. Preparation of a global system is planned for the upcoming cycles.
2-22 | Statement on sustainable development strategy	3	The Chairman of the Board reaffirms Tramontina's commitment to sustainability to ensure the company's long-term success. The focus is on governance evolution, impact mitigation, eco-efficiency, the transition to a low-impact economy and people development.	—	—	—
2-23 | Policy commitment	78 and 79	The commitments are laid out in the Sustainability Policy and the Code of Conduct. The company's operations comply with the Universal Declaration of Human Rights and ILO standards. It also has preventive guidelines in place against violations, supported and monitored by its internal decentralized management, and it provides a comprehensive Whistleblowing Channel.	—	—	—
2-24 | Embedding policy commitments	78 and 79	These commitments are embedded across the board. Internally, Executive Management and Committees implement guidelines, which are monitored bimonthly by the Board. Compliance is promoted through ongoing education, including Code of Conduct training as part of the onboarding process for new employees. Partners are required to comply through approval and mandatory inclusion of the Code of Conduct with every Purchase Order.	—	—	—

GRI Standard | Disclosure	Location	Answer	Omission: Omitted Requirements	Omission: Reason	Omission: Explanation
2-25 | Process to remediate negative impacts	81 and 82	Negative impacts are identified and addressed through structured channels, such as the Tramontina Customer Service Center (CAT), Human Resources and the Whistleblowing Channel. Accessible to everyone, the Whistleblowing Channel allows for the secure and anonymous reporting of irregularities, ensuring confidentiality and protection against retaliation for whistleblowers acting in good faith.	—	—	—
2-26 | Mechanisms for seeking advice and raising concerns	83 and 84	The company offers permanent channels: direct leadership and Human Resources. To report concerns and deviations, Tramontina provides an independent Whistleblowing Channel that allows for anonymous, secure and confidential reporting, with protection against retaliation for whistleblowers acting in good faith.	—	—	—
2-27 | Compliance with laws and regulations	—	The company works in strict compliance with the law. In 2025, there were no significant reports of legal noncompliance in the economic, environmental or social spheres and no relevant fines or non-monetary sanctions were imposed. The company defines a significant nonconformity as any legal violation that has the potential to cause severe economic impacts or significant reputational damage, as well as those that result in serious operational sanctions.	—	—	—
2-28 | Membership associations	75	The company's institutional activities are structured around three pillars: Trade Associations, Chambers of Commerce/Regional Chambers, and Public Policy and Citizenship Councils. Tramontina holds leadership positions and strategic roles (executive board, vice-chair, advisory boards and voting positions) in national organizations (SIMECS, ABFA, Sistema S) and international organizations (LOFA, United Kingdom).	—	—	—
2-29 | Approach to stakeholder engagement	—	The company engages its stakeholders (customers, employees, consumers, shareholders, suppliers, service providers, sales representatives, the third sector, government agencies, communities, labor unions and employer associations, the media and financial institutions) through dialogue and active listening to generate shared value. This engagement is ongoing, part of daily operations and formal consultations (i.e.: Materiality) and structured channels (Customer Service, HR, Working Groups and the Whistleblowing Channel).	—	—	—
2-30 | Collective bargaining agreements	—	Tramontina respects freedom of association and collective bargaining. In Brazil, where 91% of employees and all manufacturing facilities are located, 100% of direct employees are covered by Collective Bargaining Agreements or Conventions, in accordance with guidelines on wage alignment and working conditions.	—	—	—
3-1 | Process to determine material topics	5	Our current materiality was defined through consultation with stakeholders and internal analyses. In 2025, the company began a review for Dual Materiality. The process, which included benchmarking, internal reviews and consultations with stakeholders (customers, employees, suppliers and communities), will be completed in 2026.	—	—	—
3-2 | List of material topics	6	The 7 material topics from the previous cycle were maintained: 1) Employee health, well-being and development; 2) Transparent, inclusive and ethical relationships; 3) Responsible product and packaging life cycle; 4) Sustainable and low-carbon innovation; 5) 360° safety; 6) Eco-efficient, circular and low-carbon operations; 7) Local Development.	—	—	—

GRI Standard | Disclosure	Location	Answer	Omission: Omitted Requirements	Omission: Reason	Omission: Explanation
3-3 | Management of material topics	7	The management of material topics is guided by Tramontina's Sustainability Policy and implemented through corporate programs. This includes impact mitigation, monitoring of targets and stakeholder engagement, as detailed in the chapters of this Report.	—	—	—
101-1 | Policies to halt and reverse biodiversity loss	31	The company prioritizes biodiversity conservation and operates in compliance with the law to prevent impacts. Its policy protects APPs, Legal Reserves and native woodlands by implementing management practices aimed at soil stability and water conservation, which are essential to the balance of the ecosystems under its management.	—	—	—
101-2 | Management of biodiversity impacts	31	Biodiversity impact management follows the mitigation hierarchy, focusing on preventing and minimizing degradation through sustainable management practices that protect soil and water resources. The company conserves and restores ecosystems by strictly preserving APPs, Legal Reserves and native woodlands, thereby promoting ecological balance in its areas of operation.	—	—	—
101-3 | Access and fair and equitable benefit-sharing	31	—	GRI 101-3, all items	Not Applicable (N/A)	Due to the nature of its operations, the company does not conduct research or commercial activities based on access to genetic resources or traditional knowledge.
101-4 | Identification of biodiversity impacts	31	The company continuously identifies (actual and potential) impacts on biodiversity through the Environmental Aspects and Impacts Matrix at its operating units, in compliance with legal requirements and certifications. In 2025, the company began the transition to Dual Materiality, expanding its assessment of social and environmental risks and impacts (including nature) to the entire value chain.	—	—	—
101-5 | Locations of biodiversity impacts	31	The company assesses its impact on biodiversity by managing ecologically sensitive areas. It actively protects 2,331.5 hectares, including 846.5 hectares of APP, 952 hectares of Legal Reserve and 533 hectares of native woodlands.	—	—	—
101-6 | Direct drivers of biodiversity loss	31	—	GRI 101-6, all items	Data not available	The company is developing a system to measure precise metrics per unit, such as converted areas and pollutants generated, for reporting in future cycles.
101-7 | Changes to the state of biodiversity	31	—	GRI 101-7, all items	Data not available	Because it operates primarily in the manufacturing sector within established industrial areas, the company does not have consolidated quantitative studies on changes in the status of species (fauna and flora) in its areas of influence.

GRI Standard | Disclosure	Location	Answer	Omission: Omitted Requirements	Omission: Reason	Omission: Explanation
101-8 | Ecosystem services	31	The company depends on essential ecosystem services, particularly the provision and regulation of water resources, which are vital to its production processes. It manages this dependency and its impacts through efficient water use, rigorous effluent treatment (ensuring safe discharge back into the environment) and the preservation of Protected Areas (APPs), which promote groundwater replenishing and soil stability, benefits that positively impact watersheds and local communities.	—	—	—
201-1 | Direct economic value generated and distributed	71	Results in 2025 (in thousands of reais): Economic Value Generated: 10,300,661 Distributed Value: 9.794.168 Retained Value: 506,493	—	—	—
201-2 | Financial implications and other risks and opportunities arising from climate change	—	—	GRI 201-2-a	Data not available	The company is still developing systems to measure climate impacts from a financial standpoint.
201-3 | Defined benefit plan obligations and other retirement plans	53	Tramontinaprev (100% funded by sponsors). An actuarial assessment indicates that obligations are covered at 101.24%.	—	—	—
201-4 | Financial assistance received from government	88	In 2025, the company received BRL 35,436,281.3 in financial aid and government incentives (PAT and Lei do Bem), 100% of which was related to its operations in Brazil. There was no international receiving. Tramontina has no ownership stake in government entities.	—	—	—
202-1 | Ratios of standard entry level wage by gender compared to local minimum wage	51	The company operates primarily in Brazil (91% of its workforce). The starting salary, which is governed by collective bargaining agreements, does not differ by gender (1:1 ratio). In December 2025, the lowest wage paid varied by region compared to the national minimum wage (BRL 1,518.00): South (1.76), Southeast, Midwest and Northeast (1.35) and North (1.25).	GRI 202-1-a	Data not available	Unavailability of international data Mapping under development due to differences in local labor laws.
202-2 | Proportion of senior management hired from the local community	47	Tramontina operates primarily in Brazil, with 91% of its senior management (Administrative Board and Executive Management) hired locally and from the regions where it operates.	GRI 202-2-a	Data not available	Unavailability of international data Mapping under development due to differences in local labor laws.
203-1 | Infrastructure investments and services supported	71, 72, 73 and 74	In 2025, Tramontina invested BRL 11.4 million in social projects, allocating BRL 1.55 million to educational, cultural and safety (public and road) infrastructure. These contributions aimed to improve educational conditions, promoting local culture and enhancing safety in neighboring communities.	—	—	—

GRI Standard | Disclosure	Location	Answer	Omission: Omitted Requirements	Omission: Reason	Omission: Explanation
203-2 | Significant indirect economic impacts	90 and 91	The company's extensive operations boost the national economy with BRL 2.15 billion in procurement (53.8% from local suppliers). This boosts commerce, services, industrial tourism (298,000 visitors), indirect jobs, municipal tax revenue and regional development. There were no relevant indirect economic impacts.	—	—	—
204-1 | Proportion of spending on local suppliers	90 and 91	In 2025, 41.5% of the budget for the company's Brazilian factories (BRL 2.15 billion) was spent on local suppliers (in the same state), accounting for 53.8% of the total nationwide. 2025 data exclude the Tramontina Belém facility, which was sold during the year.	—	—	—
205-1 | Operations assessed for risks related to corruption	83	In 2025, the company monitored operational and compliance risks through internal controls and operational requirements, covering 100% of its significant manufacturing and commercial facilities in terms of anti-corruption controls (fraud, bribery, conflicts of interest). No significant risks of corruption were identified.	—	—	—
205-2 | Communication and training on anti-corruption policies and procedures	83 and 84	Ethics and anti-corruption policies (Code of Conduct) are communicated to 100% of senior management, employees and partners (via Purchase Orders). In 2025, all employees and new hires received anti-corruption training and guidance, with ongoing refresher training for senior management.	—	—	—
205-3 | Confirmed incidents of corruption and actions taken	83	In 2025, the company reported no confirmed cases of corruption (fraud, bribery or extortion), according to compliance monitoring and the Whistleblowing Channel. There were no layoffs, disciplinary actions, contract terminations or public legal proceedings related to corruption during the period.	—	—	—
206-1 | Legal actions for anti-competitive behavior, anti-trust and monopoly practices	83	The company operates ethically, based on free enterprise and in compliance with competition laws. In 2025, Tramontina did not face any legal actions (pending or concluded) related to unfair competition, antitrust or monopoly violations.	—	—	—
207-1 | Approach to tax	86	The company's tax approach, in line with its strategy and Code of Conduct, focuses on strict and ethical compliance with tax laws, mitigating risks and ensuring the correct payment of taxes to create value for society.	—	—	—
207-2 | Tax governance, control and risk management	86	The Corporate Board, which reports to the Administrative Board, oversees tax risk management. Accounting/legal departments and consulting services monitor regulatory changes and tax-related risks. Internal controls and annual independent audits assess the compliance and accuracy of the financial statements.	—	—	—

GRI Standard | Disclosure	Location	Answer	Omission: Omitted Requirements	Omission: Reason	Omission: Explanation
207-3 | Stakeholder engagement and management of concerns related to tax	86	The company maintains an ethical and transparent relationship with tax authorities, participating in tax-related discussions through trade associations (SIMECS and ABFA). Ethical, unethical or tax-related concerns can be reported safely and anonymously through the Whistleblowing Channel, with assurance against retaliation.	—	—	—
301-1 | Materials used by weight or volume	18 and 19	In 2025, the production process used 82.8% non-renewable materials (metals, polymers/ plastics and rubber) and 17.2% renewable materials (wood, paper and cardboard) in tons (Curve A). Details in the Ecoefficiency/Materials chapter.	GRI 301-1-a	Data not available	Data on exact segmentation by product category and international operations is unavailable due to a lack of traceability.
301-2 | Recycled input materials used	18 and 19	In 2025, Tramontina used 17.7% recycled materials in its "Curva A" inputs, highlighting the high circularity of metals (74.6%) and the use of recycled paper and cardboard (16.3%). The company prioritizes raw materials with less environmental impact in its key products.	GRI 301-2-a	Data not available	Data unavailable on the total weight of recycled materials and their breakdown by all product categories. This is due to the lack of end-to-end traceability in the supply chain and the complexity of integrating global data. Tramontina aims to improve data management and engage suppliers to make this report more accurate and comprehensive in the future.
301-3 | Reclaimed products and packaging	21, 22 and 23	In 2025, Tramontina recovered 1.1% of its products and recycled 32% of its packaging (Brazil) through reverse logistics. Its highly durable products are mostly taken in by local recycling programs after use.	GRI 301-3-a, b	Data not available	Data unavailable on the total weight of recycled materials and their breakdown by all product categories. This is due to the lack of end-to-end traceability in the supply chain and the complexity of integrating global data. Tramontina aims to improve data management and engage suppliers to make this report more accurate and comprehensive in the
302-1 | Energy consumption within the organization	26 and 27	Total energy consumption amounted to 1,585,657.4 GJ (a 3.5% decrease), with 52% of the energy matrix coming from renewable sources (824,505.0 GJ) and 48% from non-renewable sources (761,152.4 GJ). 97.7% of the electricity comes from renewable sources, with no significant consumption or sale of heating, cooling or steam.	—	—	—
302-2 | Energy consumption outside the organization	30	—	GRI 302-2-a	Data not available	The organization is in the process of implementing a methodology for collecting and consolidating quantitative energy data across the value chain.
302-3 | Energy intensity	28	In 2025, Tramontina achieved an energy intensity of 8.15 GJ/ton (1,585,657.4 GJ consumed to 194,491.93 tons produced).	GRI 302-3-a, d	Data not available	To ensure comparability of the metric, energy and production data from the Tramontina Belém facility, which was divested in 2025, were not included in the consolidated figures.
302-4 | Reduction of energy consumption	29	In 2025, Tramontina reduced its total energy consumption by 14,164.6 GJ (21 projects): 13,450 GJ of natural gas (biomethane and thermal upgrades) and 714.6 GJ (198.5 MWh) of electric power (modernized motors and LED). There was no reduction in heating/cooling. Steam and energy sold are included in indicator 302-1. Details in the energy chapter.	GRI 302-4-b and c	Data not available	The company states that the total reduction is greater than what was reported, but some of the data is still being consolidated. Currently, there is no standardized base year or single measurement methodology across all projects in the various units; the structuring of this reporting model is planned for upcoming cycles.

GRI Standard | Disclosure	Location	Answer	Omission: Omitted Requirements	Omission: Reason	Omission: Explanation
302-5 | Reductions in energy requirements of products and services	30	Energy efficiency is a driver of innovation focused on: Solar, high-performance appliances (induction cooktops/dishwashers), Smart/LED Ecosystem (digital control) and Electric Mobility (vehicles). The Green Hydrogen hub in Carlos Barbosa (RS) stands out for industrial logistics decarbonization.	GRI 302-5-a, b, c	Data not available	The company reports on qualitative initiatives to reduce energy consumption in its portfolio. However, consolidated quantitative measurements (in joules or as percentages) of the reduction in product energy requirements during their use phase are not yet available; this is currently being studied by the R&D and Engineering departments for future reports.
303-1 | Interactions with water as a shared resource	35	Tramontina considers water to be essential and manages it in a decentralized manner, focusing on circularity (reuse), rainwater harvesting and wastewater treatment, adapted to local availability. The company also encourages conscientious use throughout the value chain.	—	—	—
303-2 | Management of water discharge-related impacts	37	The company strictly manages wastewater disposal at its 19 in-house wastewater treatment plants, in compliance with CONAMA Resolution No. 430/2011 in Brazil and local laws abroad. It monitors metals (aluminum, chromium, copper, iron, zinc), BOD, COD, oils, greases and coliforms through its own and certified external laboratories.	—	—	—
303-3 | Water withdrawal	36	In 2025, the company's total freshwater withdrawal was 395.2 ML (a 14.8% decrease), due to the reclassification of reclaimed water (148.7 ML) as an efficiency indicator. Reclaimed water and rainwater account for over 45% of consumption, relieving pressure on groundwater sources.	GRI 303-3-b	Data not available	Data from the Mexico facility are unavailable (local inconsistencies). North Distribution Center and the Delta Unit are awaiting technical segregation.
303-4 | Water discharge	37	In 2025, effluent discharge (fresh water) was reduced by 24.3% (106.9 ML) compared to 2024, due to the modernization of WWTPs and more extensive reuse. Of this total, 93.6% took place in areas with low water stress (according to the WRI – World Resources Institute), in accordance with local capacity.	GRI 303-4-a and d	Data not available	Data on waste disposal from the Mexico facilities, domestic distribution centers (DCs) and the Delta facility is unavailable due to a temporary inability to sort waste accurately.
303-5 | Water consumption	38	In 2025, Tramontina used 288.3 ML (Megaliters) of water (395.2 ML withdrawn less 106.9 ML discharged). For facilities without measurement data on wastewater discharge, the conservative methodology considers 100% of the water withdrawn as consumed, thereby preventing underreporting.	GRI 303-5-b	Data not available	Data on consumption segregation (T Mexico and TUSA) is not available due to ongoing internal improvements to calculate water stress accurately.
305-1 | Direct (Scope 1) greenhouse gas (GHG) emissions	32	In 2025, direct greenhouse gas (GHG) emissions reached 46,246.6 tCO_2e, generated primarily by stationary and mobile combustion. Biogenic emissions, reported separately, totaled 10,221.5 tCO_2e.	—	—	—
305-2 | Energy indirect (Scope 2) greenhouse gas (GHG) emissions	32	In 2025, indirect emissions from the purchase of electricity totaled 10,088.8 tCO_2e, using the location-based approach, reflecting the renewable energy matrix of the National Interconnected System (SIN).	—	—	—

GRI Standard | Disclosure	Location	Answer	Omission: Omitted Requirements	Omission: Reason	Omission: Explanation
305-3 | Other indirect (Scope 3) greenhouse gas (GHG) emission	33	The company does not currently calculate Scope 3 emissions, but there are plans to cover this topic in future reports.	GRI 305-3, all items	Data not available	In 2025, a consulting firm was hired to support the initial analyses regarding Scope 3 emissions.
305-4 | Greenhouse gas (GHG) emissions intensity	33	In 2025, the intensity calculated by the company was 0.27 tCO_2e/ton of gross weight produced, reached by dividing the total emissions (Scopes 1 and 2) of manufacturing facilities by physical production.	——	——	——
305-5 | Reduction of greenhouse gas (GHG) emissions	34	The company is endeavoring to transition to lower-impact energy sources, such as partially replacing natural gas with biomethane at the Cutelaria and Multi facilities. Within the value chain, it mitigates indirect emissions through chartered transportation (more than 2,700 employees per day) and the use of fuels with eco-additives in its fleet (in partnership with Viaggiotur) to optimize energy consumption.	GRI 305-5, all items	Data not available	Specific data on reductions are still being consolidated. Currently, there is no standardized base year or single measurement methodology across all projects in the various units; the structuring of this reporting model is planned for upcoming cycles.
305-6 | Emissions of ozone-depleting substances (ODS)	——	The company does not use Ozone-Depleting Substances (ODS). Fugitive emissions (Scope 1) consist of modern refrigerant gases (HFCs) with no ozone-depleting potential, which are strictly monitored. The ODS emissions indicator (in CFC-11 equivalent) is zero or negligible.	——	——	——
305-7 | Nitrogen Oxides (NOx), Sulfur Oxides (SOx) and other significant air emissions	——	In 2025, the company's significant air emissions (RAPP/IBAMA) totaled: 23.09 t of NOx, 26.73 t of COVs and 42.19 t of MP. The calculation of SOx, POPs and PAHs is currently undergoing a methodological review.	——	——	——
306-1 | Waste generation and significant waste-related impacts	39	The company prioritizes waste prevention and circularity, monitoring impacts through its Environmental Management System (EMS) and is governed by the Environmental Committee and the Waste Management Subcommittee. Preventive measures are required of suppliers in accordance with the Code of Conduct included in each Purchase Order.	——	——	——
306-2 | Management of significant waste-related impacts	39	Tramontina embraces the circular economy, mitigating impacts through the reuse of materials. The strategy includes extensive internal recycling of aluminum scrap and the use of sawdust (18.7% of the total) to produce briquettes as renewable thermal energy for both the company's own use and that of third parties.	——	——	——
306-3 | Waste generated	40	In 2025, total waste generation reached 59,511.36 t (tons), 99% from manufacturing facilities. Of this total, 57,606.99 t are non-hazardous and 1,904.37 t are hazardous. Note: Starting with this cycle, recycling and internal reuse are included in the total volume to ensure greater traceability.	GRI 306-3-a, b	Data not available	Data from retail units abroad and international DCs (except TUSA/TMex) is unavailable due to limitations in the central systems.

GRI Standard | Disclosure	Location	Answer	Omission: Omitted Requirements	Omission: Reason	Omission: Explanation
306-4 | Waste diverted from disposal	41	The company diverted 50,378.41 t (tons) of waste from disposal (84.6% of the total generated), of which 50,090.8 t was non-hazardous (internal recycling of aluminum and briquettes) and 287.6 t was hazardous (100% sent to external partners for recycling and oil rerefining).	GRI 306-4-a, b, c, d, e	Data not available	The same situation regarding the unavailability of data for GRI indicator 306-3, which applies to international operations.
306-5 | Waste directed to disposal	42	The total disposal amount was 9,132.95 tons (t) (15.4% of the total generated), of which 7,505.7 t was non-hazardous and 1,627.2 t was hazardous. Waste sent to industrial landfills dropped 16%. Co-processing at cement plants is prioritized, transforming waste into raw material and reducing third-party use of fossil fuels.	GRI 306-5-a, b, c, d, e	Data not available	No disposal data is available for retail and DC operations abroad (except for TUSA and T Mexico). Actions underway for data management are centralized in these locations. The company is working to integrate this information.
308-1 | New suppliers that were screened based on environmental criteria	90	Legal compliance (a valid Operating License and tax compliance) is a mandatory elimination criterion for 100% of active contracts with partners and direct suppliers, covering environmental regulatory requirements.	GRI 308-1-a	Data not available	The exact percentage of new suppliers screened and the number of contracts terminated based on environmental/social criteria have not yet been systematically compiled. The company is working to incorporate these quantitative indicators into future cycles.
308-2 | Negative environmental impacts in the supply chain and actions taken	90	The company takes a preventive approach by blocking purchase orders if a critical supplier fails to provide proof of an active license and submits negative documentary evidence. Compliance with the Code of Conduct governs all hiring practices.	GRI 308-2-d, e	Data not available	The exact percentage of new suppliers screened and the number of contracts terminated based on environmental/social criteria have not yet been systematically compiled. The company is working to incorporate these quantitative indicators into future cycles.
401-1 | New employee hires and employee turnover	108 and 110	In 2025, Tramontina hired 1,607 people (a rate of 15.4%) and terminated 1,570 (a turnover rate of 15%), based on a workforce of 10,445 active employees on December 31, 2025 (excluding young apprentices). The complete breakdown is included in the Personnel Management chapter of this report.	GRI 401-1-a, b	Data not available	The company is improving its global consolidation of HR data. The current breakdown covers primarily operations in Brazil.
401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees	52, 53, 57, 59, 64 and 65	The company offers employees in Brazil who are covered by the Consolidated Labor Laws (CLT) (full-time or part-time) health insurance, a supplemental pension plan (Tramontinaprev), an education subsidy and a profit-sharing plan (PPR/T), as well as discounted chartered transportation and an annual food staples basket (in December). Temporary and outsourced workers are not included. There is no standard corporate life insurance.	—	—	—
401-3 | Parental leave	66	The company offers parental leave to 100% of its 10,445 employees. In 2025, 364 professionals (214 men and 150 women) made use of it. 98.9% of men and 88.2% of women returned to work, with 88% and 74.4% retention (12 months after returning in 2024), respectively.	—	—	—
402-1 | Minimum notice periods regarding operational changes	—	The company fully complies with the notice periods established in labor law (CLT) and in current Collective Bargaining Agreements when notifying employees and unions about significant operational changes. The minimum notice period is 30 days, in accordance with federal law and collective bargaining agreements, which may vary depending on the nature of the transfer and the applicable collective bargaining agreement at each facility or region.	—	—	—

GRI Standard | Disclosure	Location	Answer	Omission		
			Omitted Requirements	Reason	Explanation
403-1 | Occupational health and safety management system	60 and 61	Tramontina's Occupational Health and Safety (OHS) Management System is based on legal (PGR and PCMSO) and regulatory requirements, covering 100% of employees and outsourcers. Units representing 35% of the workforce are ISO 45001 certified.	—	—	—
403-2 | Hazard identification, risk assessment and incident investigation	60 and 63	SESMT and CIPA continuously assess risks (through analyses and incident investigations), applying the hierarchy of controls. Employees can report risks confidentially and are entitled to refuse to perform a task (in the event of imminent danger) with protection against retaliation.	—	—	—
403-3 | Occupational health services	60	SESMT focuses on occupational and preventive health, monitoring worker health through the PCMSO and medical exams. It ensures the confidentiality of medical records, using the data solely to identify occupational risks.	—	—	—
403-4 | Worker participation, consultation and communication on occupational health and safety	—	Occupational Health and Safety (OHS) management ensures the active participation of employees through CIPA, DDS and reporting channels for improvements and unsafe conditions.	—	—	—
403-5 | Worker training on occupational health and safety	63	The company offers mandatory and specialized occupational health and safety (OHS) training (on machinery, ergonomics and regulatory standards), free of charge and during working hours.	—	—	—
403-6 | Employee health promotion	60	Tramontina promotes holistic, voluntary health services (campaigns, nutrition, exercise and emotional support). In accordance with the Brazilian General Data Protection Act (LGPD) and the Code of Conduct, it ensures complete confidentiality of health data, prohibiting its sharing with managers or its use in HR decisions or discrimination.	—	—	—
403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	—	OHS compliance is vital in the Tramontina supply chain. Service providers may only access the facilities if they have up-to-date security documentation and comply with the Code of Conduct.	—	—	—
403-8 | Workers covered by an occupational health and safety management system	60 and 61	The entire workforce (both in-house and outsourced) is covered by the occupational health and safety management system, with 35% of these employees working at facilities with external ISO 45001 certification.	—	—	—

GRI Standard | Disclosure	Location	Answer	Omission: Omitted Requirements	Omission: Reason	Omission: Explanation
403-9 | Work-related injuries	62	In 2025, the company recorded no workplace fatalities. There were 243 reportable workplace accidents involving the company's own employees, with a frequency rate of 9.98 (per 1,000,000 hours). The data reflect SESMT monitoring and mitigation efforts.	GRI 403-9-b	Data not available	The company is improving the statistical breakdown of accidents and hours worked specifically for service providers (outsourcers).
403-10 | Work-related ill health	62	In 2025, there were no fatalities resulting from occupational illnesses. The predominant health risks are ergonomic and are continuously addressed through production line automation, medical and physical therapy monitoring.	GRI 403-10-b	Data not available	An accurate statistical compilation of cases of occupational diseases with a confirmed causal link among outsourced workers is currently being improved.
404-1 | Average hours of training per year per employee	55	In 2025, the company recorded 296,183 training hours (an average of 27.4 hours per employee, 29.6 hours for men and 23.9 hours for women), highlighting the value of continuous learning. Global data include facilities in Brazil and Abroad, focusing on formal training.	GRI 404-1-a-ii	Data not available	The company is progressing in standardizing global HR systems and including the units abroad. Hours spent on external academic training and strictly operational training (ITs/OHS) were excluded from the metric.
404-2 | Programs for upgrading employee skills and transition assistance programs	54	In 2025, Tramontina invested BRL 10.8 million in education (CEIT, Educa+, 45-50% tuition assistance for undergraduate and graduate programs) and human development, including the "New Horizons Program" (retirement support). In the event of layoffs, the company pays the legally required severance pay, without providing outplacement services.	—	—	—
404-3 | Percentage of employees receiving regular performance and career development reviews	54	In 2025, 92.2% (9,449) of eligible employees worldwide received formal performance and career reviews, demonstrating a high degree of equity: 92.7% of the male audience and 91.4% of the female audience. Eligibility is determined according to the criteria of the Profit-Sharing Program (PPR/T).	GRI 404-3-a	Data not available	The company is currently in the process of structuring and standardizing its functional categories and improving its systems to report this level of detail in future cycles.
405-1 | Diversity of governance bodies and employees	47	The Administrative Board consists of 5 members: all men, white, without disabilities, with 80% over the age of 50 and 20% between the ages of 30 and 50. The overall workforce (10,803 employees) is 37.8% women. The racial breakdown is 75.2% white, 16.7% mixed-race and 4.8% black, including 4% persons with disabilities.	GRI 405-1-b	Data not available	The overall workforce is being consolidated. The breakdown by level and the data on persons with disabilities at international units (due to differing local procedures) are currently being adjusted or are pending. The standardization of systems aims to integrate global information into future reports.
405-2 Ratio of basic salary and remuneration of women to men	51	The company ensures pay equity upon hire for entry-level positions (a 1:1 gender ratio). In 2025 (Brazil), women's pay was 72.89% of men's base salary and 71.94% of men's total pay (for employees with 12 full pay periods during the year).	GRI 405-2-a	Data not available	The indicator does not include the exact breakdown of functional categories, which is currently being standardized at the corporate level for inclusion in future reports.
406-1 | Incidents of discrimination and corrective actions taken	—	In 2025, the Whistleblowing Channel received 3 reports of alleged discrimination (2 related to the same person). After thorough investigations, all of them were deemed unfounded. The year ended with zero confirmed cases and no disciplinary actions.	—	—	—

GRI Standard | Disclosure	Location	Answer	Omission: Omitted Requirements	Omission: Reason	Omission: Explanation
407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	93	In 2025, freedom of association and collective bargaining were not at risk of violation in Brazil, as activities complied with the law and Collective Bargaining Agreements. Supply chain risk is mitigated through certification and the Code of Conduct, which prohibits anti-union practices.	—	—	—
408-1 | Operations and suppliers at significant risk for incidents of child labor	93	The company has a zero tolerance policy regarding child labor. In 2025, there were no risks related to operations or suppliers. Combating this issue is a mandatory requirement in the Code of Conduct for 100% of the value chain.	—	—	—
409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor	93	Tramontina respects Human Rights. In 2025, there was no risk of forced or compulsory labor conditions in its operations or partnerships, as monitored through the Code of Conduct and compliance channels.	—	—	—
410-1 | Security personnel trained in human rights policies or procedures	—	Tramontina's outsourced security services require that partner security guards complete the Federal Police Training Course (including Applied Law and Human Rights) and adhere to the Code of Conduct (ethics and nonviolence).	—	—	—
411-1 | Incidents of violations involving rights of Indigenous peoples	—	The company respects the rights of traditional communities in its regions of influence. In 2025, there were no cases of violation of indigenous peoples' rights in connection with Tramontina's activities.	—	—	—
413-1 | Operations with local community engagement, impact assessments and development programs	68, 71 and 72	In 2025, 100% of operations involved the community. Factories led with structured programs (CEIT, Semeando Sorrisos – 372 children, and Sabores do Bem – 450 students). Distribution centers and stores joined forces with donations and volunteering. Customer Service Center and Communities Work Group ensure active listening.	GRI 413-1-b-i	Data not available	The company monitors and mitigates community impacts continuously. The strategic goal for upcoming cycles is to implement formal methodologies for assessing social impact, including mapping based on vulnerability levels.
413-2 | Operations with significant actual and potential negative impacts on local communities	81	In 2025, monitoring confirmed the absence of negative social and environmental impacts on communities. Industrial risks (traffic, noise, casting and painting) are mitigated through strict operational controls (soundproofing, route management), ISO 14001 certification and compliance with environmental permits (EIA/RIMA).	—	—	—
414-1 | New suppliers that were screened based on social criteria	90 and 91	Social and Human Rights compliance in the supply chain is mandatory. Systematic social screening is applied: all hiring and Purchase Orders require documentation and strict compliance with the Code of Conduct, which prohibits child labor, forced labor and discrimination.	GRI 414-1-a	Data not available	The methodology focused on reporting qualitative and contractual consequences. The specific quantitative breakdown of contract terminations by company name and segment has not yet been finalized.

GRI Standard | Disclosure	Location	Answer	Omission: Omitted Requirements	Omission: Reason	Omission: Explanation
414-2 | Negative social impacts in the supply chain and actions taken	90 and 91	Social impacts in the value chain are managed preventively, through the Code of Conduct and legal monitoring. Audit findings lead to notifications and action plans. Serious breaches or failure to cooperate will result in the revocation of accreditation and termination of the	GRI 414-2-d, e	Data not available	The methodology focused on reporting qualitative and contractual consequences. The specific quantitative breakdown of contract terminations by company name and segment has not yet been finalized.
416-1 | Assessment of the health and safety impacts of product and service categories	94, 100 and 102	Tramontina prioritizes safety and quality. All of its relevant products undergo rigorous assessment of their health, safety and lifecycle impacts, from R&D (with support from the 37 CIPeD laboratories) through labeling and safe-use guidelines.	—	—	—
416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services	100	In 2025, there were no nonconformities (zero incidents) related to the health and safety of products and services. Compliance is assured by strictly adhering to standards (ABNT, INMETRO, ISO, RoHS) and routine laboratory testing.	—	—	—
417-1 | Information and labeling requirements for products and services	102	In accordance with consumer protection laws and INMETRO regulations, 100% of the company's products display the required information on their packaging: country of origin, ingredients, instructions for use and disposal/recycling instructions.	—	—	—
417-2 | Incidents of non-compliance concerning product and service information and labeling	—	In 2025, Tramontina had one labeling nonconformity (incorrect spelling: "CM" instead of "cm" on porcelain), resulting in an administrative warning from INMETRO (no fine). The label was corrected. There were no noncompliances with voluntary codes.	—	—	—
417-3 | Incidents of non-compliance concerning marketing communications	—	In 2025, the company had no non-compliance issues (zero incidents) related to marketing, advertising, promotion or sponsorship regulations, nor did it receive any fines or warnings. All communications and campaigns (including those involving influencers) are reviewed in advance to ensure they comply with legal and ethical standards.	—	—	—
418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data	84	The company ensures data protection and compliance with the General Data Protection Act (LGPD). In 2025, there were no substantiated complaints (zero) from customers or regulators regarding privacy breaches or data leaks. The system processed 398 legal requests from data subjects during the period.	—	—	—

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2025 SUSTAINABILITY REPORT

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