

ENVIRONMENTAL PERFORMANCE COMMUNICATION 2025

Certified under ISO 14001 and ISO 9001

At TIBA Portugal, sustainability and continuous improvement are fundamental pillars of our activity. The implementation of the Environmental Management System has consistently contributed to enhancing our environmental performance by defining and achieving clear objectives aligned with our strategy.

This system enables the identification and assessment of significant environmental aspects, considering the specificities of the organization, namely resource consumption and waste generation. Achieving these objectives results from the involvement and commitment of the entire team, whose contribution is essential to the success of the initiatives implemented.

As part of this commitment, environmental targets were established, and several actions were developed focusing on reducing paper consumption, reducing electricity usage, and monitoring CO₂ emissions. Below, we present the results obtained in 2025 and the objectives defined to reinforce our environmental performance in the future.

ENVIRONMENTAL RESULTS



CO₂ Emissions Monitoring

In 2025, TIBA Portugal recorded **28,740.89 kg of CO₂ emissions**, representing a **10.55% reduction** compared to the previous year, reflecting the effectiveness of the measures implemented.



Increase in Paper Consumption

- ✓ An increase in paper acquisition was recorded compared to the previous year; however, this does **not affect the annual printing count**, as it corresponds to stock replenishment.
Additional contributing factors:
- ✓ Reduced focus and adoption of digital process consolidation, increasing the need for printing.
- ✓ Decreased use of scrap paper and inconsistent use of double-sided printing as a standard practice.



Reduction in Electricity Consumption

- ✓ Electricity consumption in our facilities decreased by **2.5%**.
Ongoing initiatives include:
- ✓ Continued replacement of conventional light bulbs with LED.
- ✓ Continued use of presence sensors to ensure efficient lighting.

Actions Implemented to Achieve Objectives

✓ Digitalisation and Responsible Paper Use

- Digitalisation of processes (e-FILE) and promoting the use of electronic signatures.
- Internal awareness actions encouraging:
 - Printing only strictly necessary documents
 - Reusing paper for drafts
 - Using double-sided printing as the default setting
- Strengthening digital communication internally and externally

✔ Energy Efficiency

- Conscious use of equipment and switching off devices when not in use
- Optimisation of air-conditioning and lighting consumption in common areas (installation of timers)

The results achieved demonstrate that adopting good practices and behavioural change has a significant impact. We remain committed to continuous improvement and strengthening our environmental culture.

✔ Environmental Compensatory Measure

As part of TIBA Portugal's ongoing commitment to sustainability and mitigating environmental impacts, a **beach clean-up activity** was carried out in 2025.

This initiative is part of the compensatory measures adopted to help offset some of the CO₂ emissions associated with company operations.

The action enabled the **collection of 100 kg of waste**, contributing to the preservation of coastal ecosystems, reducing marine pollution, and strengthening environmental awareness among our teams.

This initiative complements our reduction, monitoring, and efficiency practices, reinforcing TIBA's commitment to promoting a positive environmental impact.

 **Together, we make a difference! Small collective actions contribute to meaningful environmental impact.**

Did you know...

*In 2025, at TIBA, the total number of printouts associated with each opened booking is **50 sheets**.*

Environmental Objectives for 2026

- ◆ **Reduce paper consumption by 3.5%**, through increased digitalisation initiatives
- ◆ **Reduce electricity consumption by 3.5%**, through additional energy-efficiency measures
- ◆ **Strengthen sustainable culture**, promoting awareness and training initiatives for the whole team
- ◆ **Monitor carbon footprint**, assessing the environmental impact of our activities and identifying opportunities for improvement

Sustainability Facts

 **One ton of recycled paper can save up to 26,000 litres of water and prevent the cutting of around 20 trees.**

 **A single computer left in standby mode can represent up to 10% of an office's annual energy consumption.**

Small actions make the difference! We remain committed to improving our practices and strengthening our sustainability culture.

 **Together, we build a more sustainable future!**