

ESG Report

2023/2024





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Introduction / Company overview

1.1 Company description

We are recognized as a leader in the chemical distribution market, renowned for our quality, speed, competitiveness, and commitment. Our goal is to take various opportunities and convert them into positive results by leveraging connections, with an emphasis on sustainable, mutual growth.

Founded in 1941 by Mr. Frederico Krueder, Química Anastacio began its activities in Vila Anastácio, São Paulo, with the production of animal glycerin. Later, in 1950, it expanded its product line to include the production of stearic acids and oleic acids. In 1997, to augment the portfolio of manufactured products, it invested in technology and equipment to produce vegetable glycerin and vegetable fatty acids.

In 2001, Química Anastacio entered the chemical distribution market, establishing domestic and international partnerships with market leaders. Since that time, the company has expanded to offer a full lineup of products across various markets, such as cosmetics, pharmaceuticals, human and sports nutrition, animal nutrition, veterinary products, fragrances, agribusiness, water treatment, rubber, cleaning products, EPS (expanded polystyrene), lubricants and greases, industrial oils, metals, polyurethanes, PVC, plants, paints and construction, and textiles.

We continue to scale up our portfolio to better serve our customers. We are now the most significant distributors of chemicals and ingredients in Brazil, and one of the largest in Latin America.



Distribution centers in Brazil



VILA ANASTÁCIO/SP
 • 13,010.02 m²
 • 3,663 pallet positions
 • Storage tanks with a capacity of 2,099 m³



BARUERI/SP
 • 21,500 m²
 • 15,534 pallet positions



OSASCO/SP
 + 400 tons storage of base oils



FRANCO DA ROCHA/SP
 + 1,500,000m³ storage of base oils



SUMARÉ/SP
 • 16,500m²
 • 10,000 pallet positions



ITAJAÍ/SC
 • 12,400m²
 • 7,100 pallet positions



GARUVA/SC
 • 4,000m²
 • 2,700 pallet positions



ILHOTA/SC
 • 13,500 m²
 • 12,000 pallet positions



CANOAS/RS
 • 2,500 m²
 • 450 pallet positions
 • 360,000 liters – bulk tanks





IPOJUCA/PE
 • 16,000 pallet positions

Infraestructuras y servicios


 ~540
 employees


 10 DCs
 strategically located


 +1,400
 storage capacity


 +11,000
 customers served


 +400
 global suppliers


 +1,700
 products offered


 ~60 countries
 where business activities are conducted


 6TH place
 in the ICIS Latin America Ranking, 2024

1.2 Message from Management

ESG practices are deeply embedded in the values of Química Anastacio, influencing the company's leadership and employees to strengthen their commitment to market best practices, aligning them with the overall strategy of the company.

We firmly believe that the chemical industry plays a key role in the transition to a more sustainable future.

In response to this, we have taken a proactive approach to maximizing our positive social and environmental impact, as well as ensuring transparency and accountability in our corporate governance.



Message from CEO, Jan Krueder

"It's our great pleasure to share with you another chapter of our journey towards a more sustainable and ethical future. At Química Anastacio, we feel that a commitment to the best environmental, social and governance practices is vital to building a lasting positive impact.

Over the past year, we've taken significant steps to reinforce that responsibility. We created our 6th value, 'We promote ethics and sustainability', solidifying this commitment within our organizational culture. We have also become signatories to the UN Global Compact, aligning our strategies with the Sustainable Development Goals (SDG).

In terms of our environmental initiatives, we migrated our factory's energy matrix to renewable sources—thereby reducing our carbon footprint—and launched our 1st Greenhouse Gas Emissions Inventory. We also joined the Brazilian GHG Protocol Program, strengthening the transparency and management of our emissions.

From a social impact perspective, we took a tremendous step forward with the opening of the Instituto Anastacio (Anastacio Institute), reinforcing our commitment to the development of the communities in which we operate. We have also incorporated 'ESG Week' into the company's annual calendar, promoting internal engagement and awareness of sustainable practices.

Our hard work and dedication have been recognized: we rose into the top 35% position on Ecovadis, highlighting the strides we've made in socio-environmental responsibility and governance.

We realize there is still so much to do. But we remain determined to move forward, guided by our values and the belief that sustainable growth is the only possible path. We thank everyone who has come along with us on this journey – our employees, customers, suppliers, and partners – and reaffirm our commitment to an increasingly responsible and innovative future."



Message from CFO,
Jorge Soares

“With such a dynamic and challenging global landscape, corporate responsibility has taken on a crucial role for organizations. Our company’s commitment to ESG best practices is an essential part of the strategy and reflects our prospects for long-term growth. In 2024, we made impactful strides forward in our ESG journey, which includes expanding investments and initiatives that promote environmental responsibility, having a positive impact on society, and achieving excellence in governance.”



Message from CHRO,
Priscilia Sales

“In 2024, we took great pride in showcasing the positive impact of ESG initiatives as an integral part of our Organizational Culture, making the commitment in our new statement of Values. Promoting strong and well-established principles is crucial for continued growth, development, and engagement of talent, in addition to providing benefits to society and ensuring a sustainable future.”



Message from CMO – Life Science,
Marco Rezende

“Química Anastacio is active in over 19 segments and operates in several countries. This diversity of businesses allows us to quickly adapt to the nuances of the market with agility and confidence.

We closed out the year filled with pride over the progress we’ve made in our ESG initiatives, as well as our financial and operational performance.”



Message from CPO,
Camila Fuziama

“The eyes of the 50 children and adolescents assisted by even just one of the educational programs offered by the Instituto Anastacio serve as beacons of inspiration for our ESG practices: they illuminate the achievements of 2024 and point out the path we should take to improve. Each child supported embodies the unwavering commitment of the company to engage its professionals, customers, and suppliers in solid and integrated social transformation initiatives, and inspires our course of action along this path of disruption. Indeed, we face the ongoing challenge of reconciling balance and promoting more impact in the three specific areas: sustainability, governance, and actions within society. Knowing that we deliver the best products with maximum competitiveness, aligned with the principles of ESG, makes us stronger and more confident to continue on this journey to reshape the industry. And all this with a firm belief in the power and strength that comes from unity and working together.”



Message from COO,
Ricardo Abrão

“Automation, digitization, and artificial intelligence have made processes more streamlined and accurate. With connected and flexible activities, we respond quickly to change. We integrate technology and ESG into operations to create long-term sustainable value, boosting competitiveness, trust, and meeting customer expectations. Turning opportunities into results calls for vision, collaboration, and innovation. The path to more efficient and sustainable operations is being paved now, fostering a prosperous and responsible future.”

1.3 Commitment to ESG

Environmental, social and governance responsibility has always been part of our mission:

“Add value to customers, employees, shareholders, suppliers, community and the environment, promoting the marketing, production and distribution of products and services in an efficient, agile, personalized and flexible way.”

In 2024, we reaffirmed this commitment by integrating ESG as one of our values:

1. We make it happen.
2. We are agile and simple.
3. We communicate clearly.
4. We believe in partnerships.
5. We inspire confidence.
6. We promote ethics and sustainability.



And in order to formalize this commitment, we made the decision in 2023 to join the UN Global Compact in Brazil, a United Nations (UN) initiative for companies around the world to align their operations and strategies with ten universal principles related to human rights, labor, environment, and anti-corruption.

With over 21,000 participants spread across 65 local networks, the initiative assembles 18,000 companies and 3,800 nonprofits organizations based in 101 countries, making it the largest corporate sustainability initiative in the world, with coverage and engagement in 162 countries. By adhering to the Global Compact, the organization commits to annually reporting our progress in relation to the Ten Principles. As such, the initiative encourages the ongoing development of internal sustainability practices. We also use the 2030 Agenda and the Sustainable Development Goals as pillars and guides for our activities and strategies.



1.4 Reporting period and frequency

The purpose of this report is to present the measures implemented by Química Anastacio during the years 2023 and 2024, highlighting the ongoing challenges and projects while also demonstrating the Company’s management structure and its guidelines on environmental, social, and corporate governance aspects.

The report is grounded in and supported by the GRI Standards (Global Reporting Initiative, an international organization that creates guidelines on preparing sustainability reports). In addition to considering its guidelines as a foundational framework, the report was also developed using, as an axis, themes and indicators present in the 2030 sustainable development agenda and environmental indicators relevant to our company and follow-up.

The purpose of this second ESG Report is to continue following the best practices adopted by Química Anastacio in each of these areas, detailing the impacts observed and the advancements made since the previous report. We therefore intend to enhance the communication channel between the company and its stakeholders to forge an even closer, collaborative, and transparent relationship.

In this second report, we provide details on the evolution of the initiatives that have been in place from the time of the first document, including new approaches and improvements that have been implemented. As with the previous report, this document was not submitted to an independent third-party audit. However, it was prepared by the ESG staff in partnership with various departments within the Company and members of senior management.

2023 / 2024 Highlights



Creation of our **6th value**
“We promote ethics and sustainability”



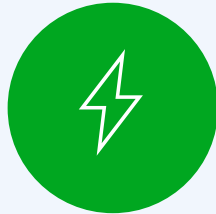
R\$ 994,895.00 invested in social projects



Signatories of the **Global Compact**



Creation of **new Policies** such as Sustainable Purchasing Policy, Anti-Harassment Policy, Anti-Retaliation Policy and Health, Safety, Environment and Sustainability Policy



Migration of the factory’s energy matrix to **renewable sources**



Launch of the **1st Inventory** of greenhouse gas emissions



Top 35 Bronze in **Ecovadis ranking**



6th place in the ICIS Top 100 Chemical Distributors ranking



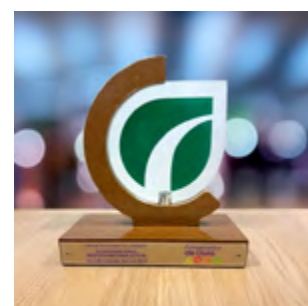
GPTW (Great Place to Work) certification for the **4th consecutive time**



1.5 Awards and recognitions



“Inspirar Pirelli” Project Award in the Sustainability and Social Responsibility category



Ourofino’s Gold Supplier Award in the Diversity & Inclusion category



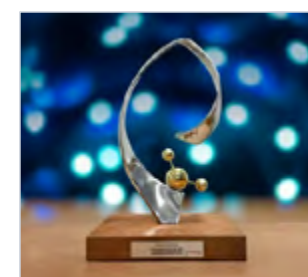
Finalists in the Highlight of the Year category at ESG SUMMIT BRASIL



2024 TopRubber Award in the Featured Company category



Top Distributor at the BIS Award event in 2024



Best Supplier of sanitizing products of 2023 by Sindquímica CE



Distributor of the Year Excellence in Polyurethanes Award



Finalists in the National Manufacturers and Importers of Active Pharmaceutical Ingredients category in the 28th Sindusfarma Quality Award



Paint & Painting Award Finalists in the Chemical, Oil and Derivatives and Coalescents Distributor categories

02 Environmental performance



2.1 Environmental compliance

Química Anastacio maintains a solid commitment to environmental compliance, strictly adhering to all applicable environmental regulations, both nationally and internationally.

During the analysis period, no environmental infractions or penalties were reported, which demonstrates the strength and effectiveness of our environmental management policies. This positive outcome underscores our continued commitment to preventing and mitigating impacts, in line with industry best practices and regulatory requirements.

We feel that being compliant is more than just merely satisfying legal requirements. It represents our responsibility to protect the environment and ensure safe and sustainable operations.



2.2 Energy

Hemos fijado **un objetivo de consumo mensual de 50.000 kw/h KWh**, un volumen que satisface adecuadamente las necesidades operativas de la planta, permitiendo que las actividades de producción se mantengan de forma eficiente, con un desperdicio y un consumo mínimos. Aunque el objetivo de la empresa es el crecimiento sostenible y el aumento de la producción, es importante subrayar que el establecimiento de objetivos de reducción del consumo de energía podría entrar en conflicto con nuestra estrategia de expansión.

Por lo tanto, en la búsqueda de soluciones eficientes e innovadoras para optimizar el uso de la energía, alineados con el compromiso de reducir las emisiones de gases de efecto invernadero y la Agenda 2030, Química Anastacio implementó iniciativas de eficiencia energética y la transición a fuentes renovables en 2024, de acuerdo con el Objetivo de Desarrollo Sostenible (ODS) 7 - Energía Limpia y Accesible.

En colaboración con Engeform Energia, división de soluciones en energía limpia y renovable del grupo Engeform, hemos completado la transición total de la matriz energética de nuestra fábrica.

En la actualidad, la producción de Química Anastacio se alimenta al 100% de energía renovable, un hito importante en nuestro camino hacia la sostenibilidad.

Esta iniciativa se inscribe en un contexto más amplio de transición energética en Brasil, especialmente en el sector industrial, que desempeña un papel clave en la descarbonización de la economía. El país, que tiene uno de los mayores potenciales de energías renovables del mundo, está estratégicamente posicionado para liderar esta transformación. La sustitución de fuentes fósiles por renovables, como la energía que consumimos de Engeform Energia, no sólo reduce el impacto ambiental de la producción, sino que también contribuye directamente a reducir las emisiones de GEI (gases de efecto invernadero).

ENGEFORM
ENERGIA

2.3 Water consumption and effluents

Química Anastacio acknowledges that the sustainable management of water resources is crucial, especially considering its obligation to contribute to the Sustainable Development Goals (SDG), particularly SDG 14: Life Below Water. Although our operations require only a minimum amount of water consumption — mainly used for washing the facilities and internal consumption by employees — we strictly monitor our monthly use to ensure that we do not exceed our efficiency targets, which up to September 2024 was **200 m³ per month**. After that, we began to dilute a new product at the factory and adjusted the target to **500 m³ per month**, maintaining the objective of using only what is necessary for production efficiency. Water preservation is not only

a matter of compliance, but an active environmental protection strategy, recognizing that conscious use of this resource is critical to the future of generations and the health of ecosystems.

Recognizing the importance of proper effluent disposal, all industrial effluents from Química Anastacio undergo rigorous technical analyses to ensure that they meet the environmental standards established by Decree No. 8,468, of September 8, 1976, specifically in accordance with Article 19-A. Our effluent treatment processes are designed to minimize any negative environmental impact, ensuring that the results of the analyses are within the permitted limits.

Adopting these practices is part of our commitment to operating responsibly and in accordance with the best environmental practices, minimizing the risk of water pollution and protecting the quality of water bodies.





2.4 Waste management

At Química Anastacio, we follow a strict waste management process in accordance with the National Solid Waste policy, ensuring that all material generated in our activities is treated and disposed of in accordance with current legislation.

Before deciding where or how the waste will ultimately be disposed of, the waste is carefully classified based on its physical and chemical characteristics, which allows us to define the most appropriate and safe method for its disposal. This process not only ensures regulatory compliance, but also minimizes environmental impacts, reinforcing our commitment to the circular economy and reducing waste.

In the administrative and operational areas of our factories, we have implemented a selective waste collection system. We have collectors strategically positioned to maximize the separation and reuse of recyclable materials. These collectors are duly identified according to Conama Resolution No. 275, promoting the correct segregation of papers, plastics, and other recyclable materials. The recyclable waste is then transported to specialized companies, licensed by CETESB. These companies ensure the processing and reintegration of the waste into the production chain.

Our chemical waste and materials considered hazardous are sorted and disposed of safely. To ensure proper disposal, we work with a third-party company specializing in the management and disposal of hazardous waste. This company adheres to all relevant environmental and safety standards, ensuring that no hazardous waste generated by our operations is disposed of improperly, thereby protecting the environment and complying with legal requirements.

We also separate any waste generated at our office in Pinheiros, sorting it for later recycling. Additionally, we encourage the collection of plastic caps and aluminum seals, which are sent to partner NGOs as part of our social responsibility initiatives. In 2024, we collected an average of 60 kilograms of PET caps, contributing to both solidarity and environmental actions that strengthen our performance in the field of social responsibility.

We are equally committed to the proper disposal of electronic waste, such as laptop casings and hardware parts.

In partnership with Wave Reverse, a company specializing in the reverse logistics of computer assets, we make sure that these materials are put back on the market or, when needed, disposed of in an environmentally responsible manner.

Wave plays a key role in promoting the reuse and recycling of electronic equipment by helping to reduce technological waste. In 2024, we allocated 942.40 kilograms of electronic waste, reaffirming our commitment to sustainability and responsible management of technological waste.

40,000 PET caps, on average, collected and allocated for NGOs

107,228 kg of waste designated for recycling in 2023

83,120 kg of waste intended for recycling in 2024

942.40 kg of electronic waste sent for Wave Reverse

2.5 GHG emissions

In 2024, we joined the Brazilian GHG Protocol Program (PBGHG), becoming part of a group of organizations that account for and publicly report their greenhouse gas (GHG) emissions.

The Brazilian GHG Protocol Program was created in 2008 by the Center for Sustainability Studies of the Getúlio Vargas Foundation (FGVces) and the World Resources Institute (WRI), in partnership with the Ministry of the Environment, the Brazilian Business Council for Sustainable Development (CEBDS), the World Business Council for Sustainable Development (WBCSD) and 27 founding companies. The program adapts the international GHG Protocol method to the Brazilian reality, and offers tools to calculate and estimate GHG emissions, facilitating the development of corporate and sectoral inventories.

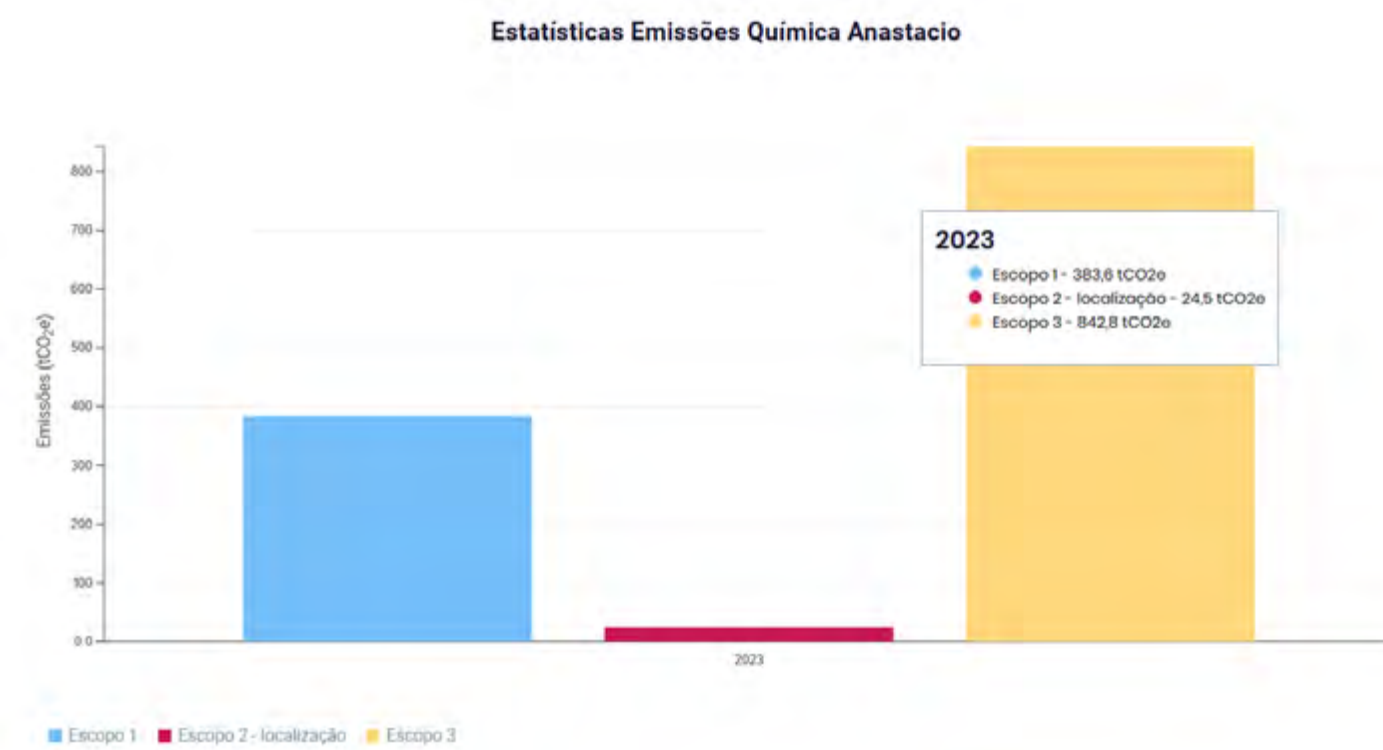
We received the silver seal that recognizes the accurate accounting and reporting of GHG emissions. This certification attests to our commitment to applying standardized methodologies for monitoring its emissions, in addition to reporting all 3 scopes with the relevant information to our follow-up in accordance with international guidelines adapted to the Brazilian context.

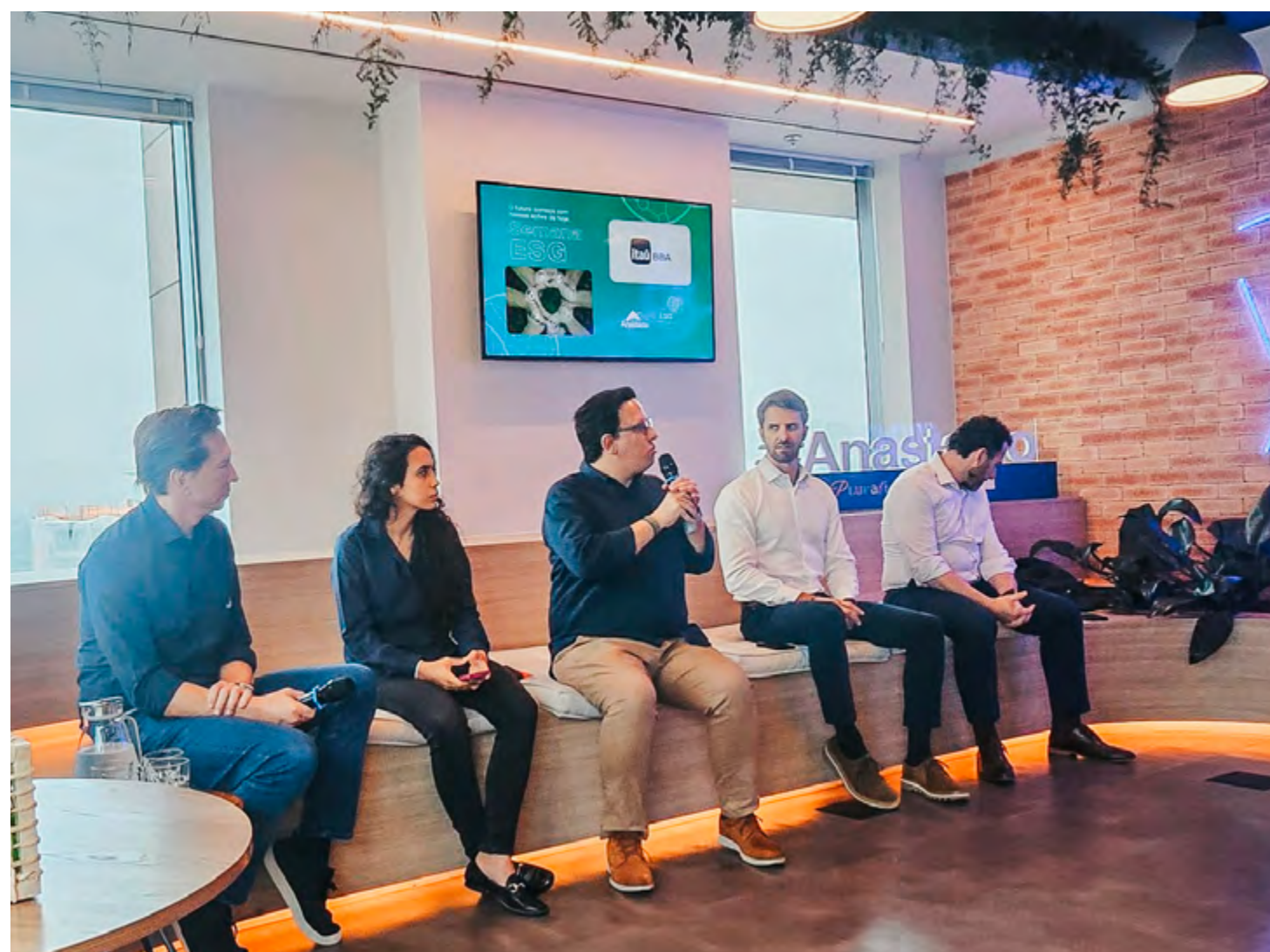
Química Anastacio's emissions inventory, with data for the entire 2023 operation, is available for public review through the Public Emissions Registry platform, the largest inventory of GHG reports in Latin America. Access on the official website (link: <https://registropublicodeemissoes.fgv.br/estatistica/estatistica-participantes/7403>).

In line with Agenda 2030 and SDG 13. Climate Action, we also became members of the Net Zero Ambition Movement, an initiative focused on accelerating climate commitments in the business sector. Supported by the UN Global Compact, this movement encourages companies to establish science-based climate action targets, focusing on the integration of Sustainable Development Goal 13 (Climate Action). Joining this movement reinforces our alignment with carbon management practices, as well as our commitment to reducing GHG emissions.



Our goal is to reduce our direct emissions by 30% by 2030 (Scope 1 and 2), an initiative that is already underway. This involves studies, projects, and actions, such as transitioning the energy matrix of the Factory (Scope 2), see page 12.





2.6 Sustainable supply chain management and stakeholder engagement

We believe that sustainability is not an isolated objective, but rather a collective effort that should be reflected throughout the production chain. This has been done to make a positive impact throughout our supply chain. As such, Química Anastacio has implemented the [Sustainable Purchasing and Supplier Conduct Policy](#). This policy is designed to document the criteria and procedures that provide guidance on the procurement of inputs, products, and services, promoting responsible practices at all stages of the production chain.

Sustainable supply chain management is a crucial element in ensuring that environmental, social and governance practices are adopted in an integrated manner in our operations. By establishing clear and transparent guidelines, we are looking to make sure that our partners share the same values of responsibility and commitment to sustainability, aligning with our long-term principles and objectives.

We are focused on improving and enhancing our network of suppliers by promoting responsible actions and helping to develop a fair and sustainable business ecosystem for future generations.

Additionally, in an effort make the concept of ESG and its application in business and our corporate strategy less complex by clarifying any misconceptions or confusion surrounding it, we also held **the first ESG Week at Química Anastacio in 2024, a landmark event that is now part of our annual calendar.**

Over that week, we brought together external experts, representatives of partner companies, suppliers, and stakeholders for a themed discussion session with employees of Química

Anastacio. Our goal was to promote a true “exchange” of ideas and practices between companies, enriching and diversifying these shared experiences.

The week was divided into 4 blocks:

1st We discussed the **strategies and initiatives taken by businesses** for a sustainable future involving Fabio Luiz Guido, sustainability manager at Itaú BBA, Millena Freitas, KA account manager, Marco Resende, sales director, and the presence of the esteemed CEO and CFO of Química Anastacio, Jorge Soares and Jan Krueder.

2nd The conversation took place alongside a group of exceptional people from the Future Climate Group: Guilherme Augusto, Felipe Rocha and Luís Henrique, and our in-house experts Karina, Gabriela, Cássio Araújo. The discussion centered on **Climate Change**.

3rd Along with RODRIGO FIORESE, legal manager and member of Cosan’s compliance committee, Natalie Zarzur, co-founder & COO of SafeSpace, Sofia Hüne, Leandro Ferraz and Fernanda Conrado, the subject touched on **Ethics and Compliance**.

4th Finally, we wrapped things up by talking about the Social pillar, focusing on our **volunteer program** and **Instituto Anastacio**, with the presence of Isabele Ladeira, corporate relationship analyst at TETO Brasil, Ana Carolina, vice president of Alicerce Educação, Monica Velloso, business and volunteer manager, and Juliana Oliveira, HR business partner.

A microphone was made available for both in-person attendees and those joining through the Teams platform, ensuring that everyone felt comfortable getting involved and asking questions. The intention was to create a forum for interaction. Different from a traditional “top down” lecture format, where information is typically delivered in a one-way manner from a speaker to an audience, this space fostered an environment where everyone could actively participate.

2.7 Differentials and innovation



Certificación RSPO: We warrant that our palm oil is sustainable, grown, processed, distributed, and sold in a socially and environmentally responsible manner.



GHG Silver Seal: The Brazilian GHG Protocol Program is an initiative created to help companies and organizations in Brazil calculate, report, and manage their greenhouse gas (GHG) emissions. It is an adaptation of the GHG Protocol (Greenhouse Gas Protocol), one of the most widely used standards worldwide for GHG emissions inventories. The Silver Seal indicates that our GHG inventory is complete, meaning that it includes all Scope 1 and Scope 2 emission sources applicable to the organization.



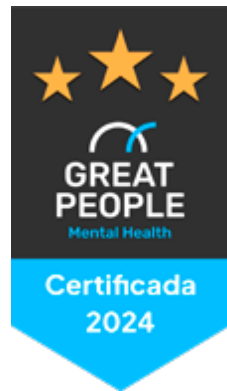
ISO 9001: International standard that verifies the high quality of the company’s Quality Management System (QMS). The certification establishes standards of excellence and efficiency in our processes and products. It also provides a broad organizational vision, which allows the integrated management of processes and promotion of practices that satisfy market requirements.



Great Place to Work: GPTW is a globally recognized certification that identifies the best companies to work for. Created more than 30 years ago, this initiative reviews organizations based on criteria such as trust, innovation, organizational performance, and employee satisfaction.



CDP (Carbon Disclosure Project): is an international nonprofit organization that provides an environmental impact disclosure system for use by both the private and public sector. Disclosing data to CDP allows the organization and stakeholders to monitor advancements and calculate scores for each entity that provides information, helping assess their sustainability efforts.



Great Place to Work Mental Health: Companies that are recognized with the Great Place To Work® certification can become GPTW in other more specific areas. During the certification process, feedback from the company’s employees is analyzed, identifying the details that make it an excellent work environment. Great Place to Work Mental Health recognizes Química Anastacio’s commitment to creating a healthy and supportive work environment.



Ecovadis Top 35% Bronze Seal: We earned the Ecovadis certification/seal, one of the largest and most reliable platforms for evaluating suppliers in terms of sustainability. In 2024, our score rose by an average of 22.64% compared to the previous year.



Aliados da Educação (Education Allies): A seal that reflects our commitment to social transformation through education. As Aliados da Educação, we are actively involved in structuring a more inclusive and promising future for socially vulnerable children.

03 Social performance

3.1 Employment

Our commitment to employees is one of the fundamental pillars for the sustainable development of our business. We truly believe that our personnel are the company’s greatest asset, essential for the performance of operations and the realization of our strategy. The continuous engagement of our employees is vital if we are to achieve our long-term goals and build an organization that is agile, innovative, and prepared for the challenges of the future.

To ensure a safe, inclusive, and diverse work environment, we make continuous investments in training and professional development. We also try to provide positive employee experience that focuses on well-being and safety, which is directly reflected in our organizational performance.



*Anastacio maintains an average of **8% of internal opportunities** within the “Química de Talentos” Program. This provides employees with the chance to transition to new careers and seek out new internal opportunities, designed to help retain talent and support the growth and development of employees.*

*In addition, **80% of our youth apprentices** are hired into new opportunities.*

Through Organizational Development, Anastacio is based on the Internal Guide of Positions and Salaries and the Goal Plan to ensure equity, meritocracy recognition and career management, within the internal practices and opportunities linked to the Anastacio Purpose.

Salary Transparency Report

In compliance with Law No. 14,611 of July 4, 2023, MTE Ordinance No. 3,714 to Decree No. 11,795/2023, we disclosed the equal pay report of Química Anastacio S/A in 2024.

The data in the reports are anonymized according to the General Data Protection Law (LGPD) 13,709/2018.

The information was grouped by the Ministry of Labor and Employment according to the Large Groups of the CBO (Brazilian Classification of Occupations). The CBO is a system that organizes and classifies the existing professions in Brazil and was employed as the basis for preparing the report.

See the Salary Transparency Report [clicking here](#) 

Note: The published report included the eSocial data from 2023.



3.2 Diversity and equal opportunities

Química Anastacio is committed to creating an inclusive, respectful, and discrimination-free environment where everyone, without exception, can develop and grow with equal opportunities. Our mission is to appreciate and respect the individuality of each person, whether employee, supplier or stakeholder, ensuring a fair and safe work environment where everyone’s potential is acknowledged and encouraged.

Fair and Non-Biased Processes

We pledge to treat everyone equally and not to discriminate against anyone because of their race, ethnicity, gender, gender identity, sexual orientation, age, social class, disability, religion, nationality, or political beliefs. This is reflected in our internal recruitment, promotion, training, benefits, and other processes.

Zero Tolerance for Prejudice, Discrimination or Harassment

In 2024, we launched our Anti-Harassment and Anti-Retaliation Policy, [available here](#).

There is no room at Química Anastacio for discriminatory or harassing behavior. We ensure respect for the dignity and human rights of everyone in the workplace. Violations of this policy are treated as serious infractions, subject to the penalties provided for in our Code of Conduct and Policies.

3.3 Promoting diversity, equity, and inclusion

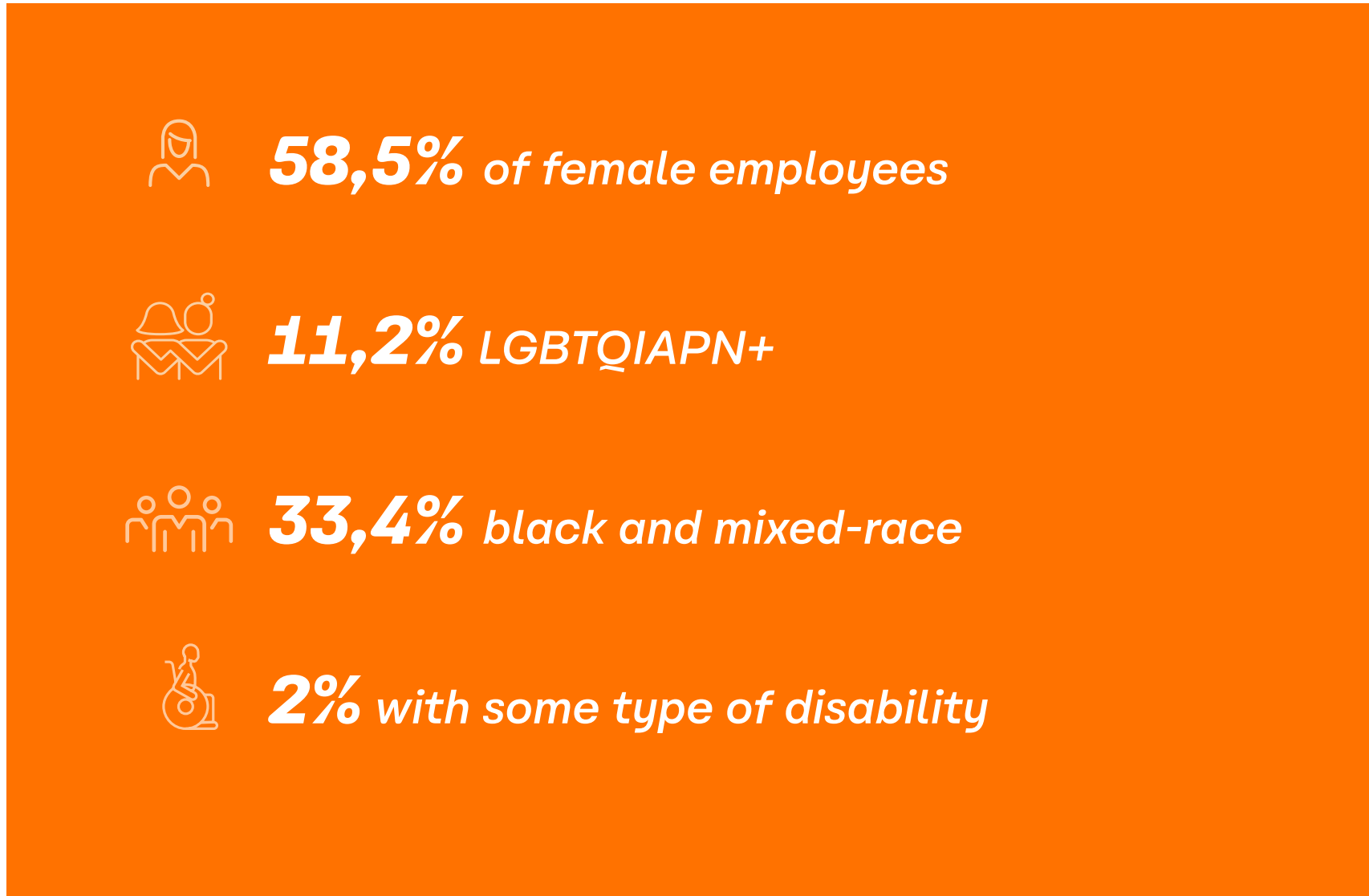
“We create a safe, diverse and inclusive environment where the way people interact and relate to one another is characterized by respect and equity.”

We believe that diversity is an essential value for the growth and innovation of our company. This is why we actively work to increase understanding and awareness about the importance of respecting diversity by carrying out campaigns, training, and educational activities both internally and externally.

In November 2022, we introduced the DE&I Program. It included a series of lectures, discussion groups and debates on the subject, and in 2023 we began implementing affirmative action as part of our recruitment process, reaffirming our commitment to inclusion and equity.

More than respecting diversity, Química Anastacio celebrates the plurality of talents, promotes equal opportunities, and fosters the inclusion of all people in our corporate environment.

This is reflected in our numbers. Our last Diversity Census, conducted in 2024 and responded to by **71% of our employees**, showed that:



3.4 Movimento Elas Lideram 2030: Gender Parity in Senior Leadership

What is the Movimento Elas Lideram 2030?

The **Movimento Elas Lideram 2030** is an initiative designed to promote gender equity in companies, **with the goal of reaching 30% of women in senior leadership positions by 2025 and 50% by 2030**. By adopting clear goals and constant monitoring, the movement seeks to accelerate the path to equality in the corporate environment

Química Anastacio's commitment to gender parity

Química Anastacio recognizes the importance of building a more equal and fair future. As part of this commitment, the company signed the Movimento Elas Lideram 2030 Commitment Letter, **committing to increasing the participation of women in senior leadership positions and working to achieve the goal of 30% by 2025**

Monitoring and lasting impact

By becoming part of the movement, Química Anastacio is promising to regularly track and assess its progress annually through indicators established by the 2030 Observatory, ensuring transparency and accountability in achieving the established goals. This practice will enable the company to contribute to meaningful and lasting change, both internally and in society.

A more equal future

Through its support of the Movimento Elas Lideram 2030, Química Anastacio reaffirms its role as a leader in promoting gender equality, inspiring other organizations to do the same. By setting ambitious goals and committing to transformation, the company is building a future where everyone's potential is valued, resulting in benefits not only for the organization, but for society as a whole.

EMPRESA COMPROMETIDA



UMA INICIATIVA DO PACTO GLOBAL DA ONU NO BRASIL E ONU MULHERES





DE&I Week

In 2024, we promoted activities and events to further strengthen and promote diversity in our work environment. We now officially have “Diversity Week”, which includes various talks and external speakers covering a range of topics on the theme “diversity”.

In addition to our “Affinity Squads”, which aim to create groups among employees to discuss the topics, develop actions and raise awareness, we currently have the squads below:

LGBTQIAPN+ - Promote an environment free of discrimination based on affective-sexual orientation or gender expression identity, seeking to ensure equity.

People with Disabilities - Include people with disabilities through recruitment, retention, and development initiatives through an accepting and representative policy.

Ethnic-Racial - Promote a work environment free from racial and ethnic discrimination that is not only free from such discrimination but also mindful of unconscious biases and fosters an organizational culture that actively opposes racism.



Ageism - Appreciating generational diversity by promoting a forum where younger people and those over 50 share knowledge and experiences with each other.

Gender - Promote equity and a free space through actions that involve women’s empowerment and equal opportunities.



3.5 Occupational health, wellness, and safety

In 2024, we organized a special edition of the Internal Week for Accident Prevention at Work (SIPAT), a time dedicated to promoting the health, safety, and wellness of all employees. This is an annual commitment that is more than just fulfilling the obligation in our Pinheiros, SP, and Vila Anastácio, SP, units.

In 2023-2024, Anastacio reinforced its commitment to quality of life in the workplace through special initiatives. This was in addition to lectures and educational activities related to mental health and listening and support for employees through the mediation of a specific psychologist during our SIPAT. Functional gymnastics classes were offered, designed to stimulate mobility, posture, and energy in daily life, as well as moments of relaxation, providing stress relief and more mental balance.

As part of our continuous efforts to care for health, we will also offer subsidies for the flu vaccine to our employees and their families. This initiative serves to contribute to prevention and overall well-being of everyone. Together, we build a healthier, safer, and more productive environment!

We are also committed to providing more focus on the main health and well-being campaigns led by the World Health Organization. Images attached to the email.

In the 2023-2024 period, Química Anastacio **did not register any cases of occupational illnesses, deaths or occurrences of occupational illnesses that require mandatory reporting**, as established by legislation. This result is a direct reflection of the company's commitment to implementing effective policies to prevent and monitor risks to the health and safety of its employees.

During the period covered in the report, **95% of operational employees were given training focusing on raising awareness about workplace hazards, best practices for accident and illness prevention, and compliance with regulatory requirements.**





3.6 Great Pleace to Work

The mental health of employees is a crucial component for the success and sustainability of companies. Promoting actions that ensure the emotional well-being of teams goes beyond an ethical commitment – it is a strategic differential that directly impacts productivity, engagement, and retention of talent. Initiatives such as lectures, psychological support, active listening programs and inclusive environments make all the difference.

This distinguishing factor was a key reason for Química Anastacio proudly receiving the **GREAT PLACE TO WORK seal for the 4th consecutive time.**

The GPTW Certification is earned after the company's organizational climate is reviewed and is based on the perception of the employees who are part of it. Through anonymous and confidential research, it is possible to identify strengths and opportunities for improvement in the organization. For the company to qualify for the GPTW Certification seal, the company must not only ensure that a minimum sample of employees participates in the survey, but also that 7 out of 10 employees rate the company favorably.

Plus, in 2024, we also received the **Great Place to Work Mental Health seal, a recognition of Química Anastacio's commitment to creating a healthy and supportive work environment.**

This seal validates our mental health practices and reinforces that we are on the right path to ensure the well-being of those who make our company what it is. Together, we continue to build a place where everyone feels valued, respected and, above all, cared for.



3.7 Blood donation

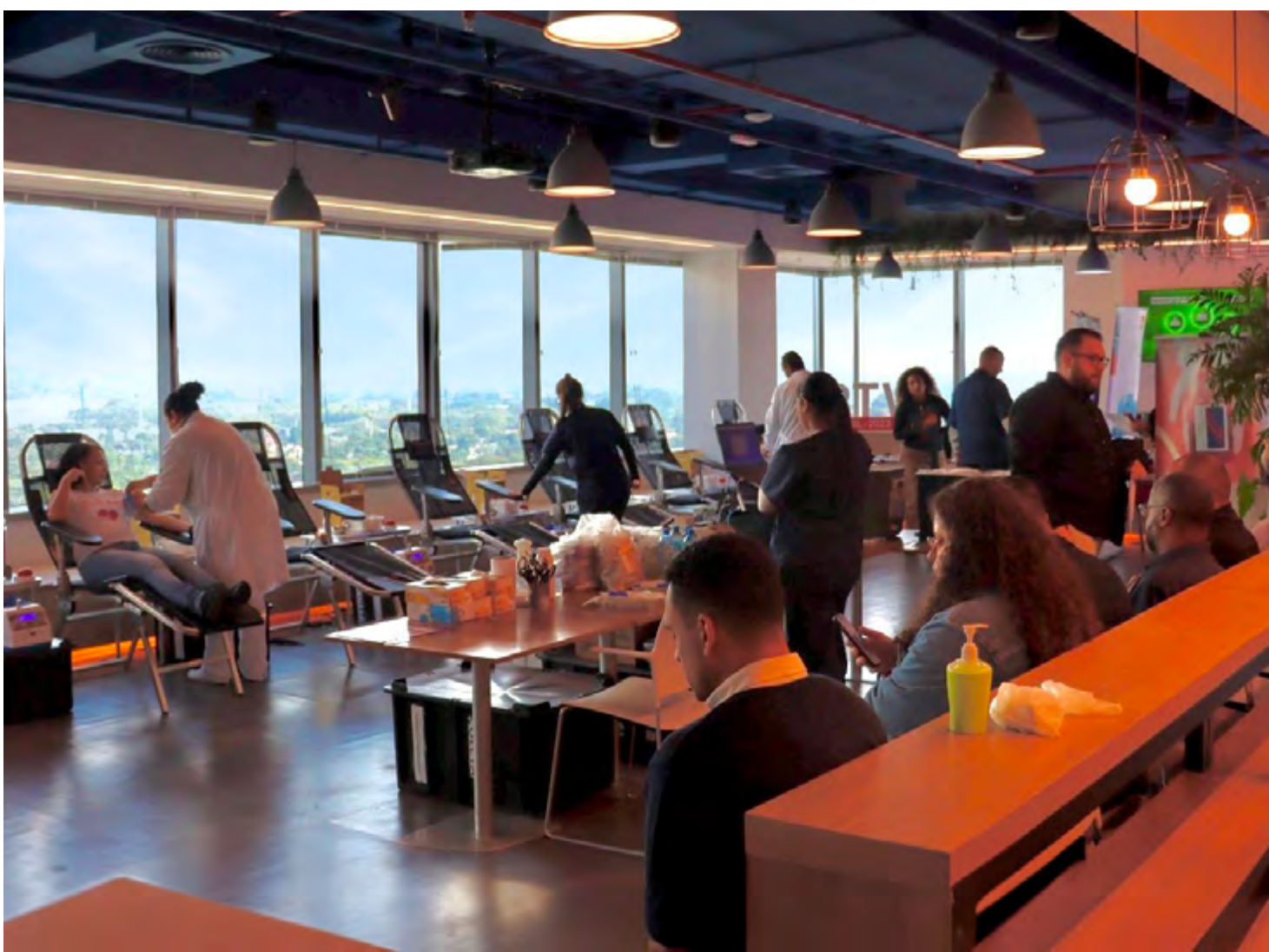
Recognizing the importance of blood donation for both the recipient and the donor, we carried out blood collections in 2024 at our office located in Pinheiros. The campaign was conducted in partnership with the São Lucas Blood Center, a renowned private association specialized in transfusion medicine in Brazil.

To make the donation feasible, we have restructured our workspace, adapting it to accommodate the necessary stretchers and equipment. Our employees sign up beforehand, undergo a screening process with the nursing team and, if deemed eligible, proceed to donation.

In the first edition of the campaign, we had **61 donors participating**, while the second had **58 employees**, highlighting the commitment of the team to the cause.

Each donation of blood helps obtain many different components, such as red blood cells, platelets, plasma, and cryoprecipitate, which means that, with the **119 donations** made to date, we have directly **benefited 476 lives**. All donors also receive a login to access the blood center platform with the findings from examining the donated blood.

This initiative reinforces our commitment to social responsibility and community well-being, reflecting the spirit of solidarity that we seek to cultivate in all our activities.





3.8 Training and development

Focusing on people, Química Anastacio promotes the personal and professional development of its employees. Some of these main initiatives include:

ANASTACIO ACADEMY

A platform for employee training and development, it also contains all business content designed to encourage employees to discover new possibilities for growth and professional opportunities.

LEADERSHIP ACADEMY

Training sessions aligned with the Leadership pipeline, with training in the Great Place to Work For All standard.

SUBSIDY POLICY

Química Anastacio provides financial assistance for courses aimed at developing certain skills or language development.

TALENT CHEMISTRY

An in-house talent program that creates channels and provides opportunities for career advancement, helping to generate value and retain talent within the organization.

YOUTH APPRENTICE PROGRAM

Intending to foster inclusion, Química Anastacio hires youth apprentices in several areas, and the program boasts a high success rate of hiring permanently.

Number of hours dedicated to training in 2023 and 2024:

 **15697.23**



QA + Teens

During “children’s month”, Química Anastacio maintained the tradition of celebrating special moments between parents and children with events focused on learning and practical experience.

In October 2023, the QA+ Teens event was held. It was a program in which young people were given the opportunity to learn about different professions within the company. In addition to visits to the laboratory and operational unit, they participated in a workshop on ESG, discussing the importance of responsible citizenship. The event also featured lectures and a chat with the CEO, providing a period in which participants could share and exchange knowledge, ideas, and reflections.



QA+ Kids

In October 2024, the QA+ Kids was held, which took place in two separate instances. On the 16th, the employees’ children participated in activities that started off at the company’s office in Pinheiros, SP, and included a tour of Animalia Park. On the 29th, children from the Educando para a Vida project of the Instituto Anastacio also took part in the initiative.

The project assists vulnerable youths in situations of social and economic vulnerability and is intended to restore students’ educational base and prepare them for the job market. To enhance this experience, 20 children visited Animalia Park in an educational activity on environmental preservation, fauna, flora, and natural resources.

The events provided specific opportunities to facilitate learning and interaction, reinforcing educational values and social responsibility.



Language Platform: Rosetta Stone

A significant milestone in the training of employees was also introduced: the new Corporate Language Policy. This initiative reflects the company’s commitment to promoting the ongoing development of its professionals and preparing them for the challenges of an increasingly globalized market.

As part of this policy, the new language provider was introduced along with launch of the Rosetta Stone platform, recognized worldwide for its effectiveness in language teaching. The initiative covers the entire Brazil and the Latin American region (Latam), offering courses in English, Spanish, and Portuguese – key languages for working in multicultural environments and international projects, benefiting 50 employees.

The Benefits of the Career Language Subsidy

The language subsidy, now officially established by the policy, offers employees the opportunity to improve their language skills which can, in turn, enhance their career paths. Some of the main benefits include:

- **Global market readiness:** Mastering languages such as English and Spanish allows professionals to participate in international negotiations and projects with confidence and efficiency.
- **Expansion of internal opportunities:** With improved language skills, employees are more likely to assume strategic positions, including transfers to other Latam countries.
- **Personal and professional development:** Learning a new language not only expands communication skills, but also improves memory, stimulates reasoning, and increases the adaptability of professionals.
- **Strengthening multicultural communication:** The ability to interact in different languages encourages teamwork, especially in teams made up of various nationalities.
- **Professional valuation:** Being fluent in other languages is a competitive advantage that makes professionals more employable and boosts their CVs.



3.9 Social impact on local communities

Instituto Anastacio

In 2024, the Instituto Anastacio transitioned from being just a project to becoming an integral part of the Química Anastacio’s ecosystem, serving as a catalyst for actions that extend beyond the company’s boundaries and contribute to a more just, inclusive, and sustainable world. It encompasses the projects, programs, campaigns and ESG initiatives of Química Anastacio, aligned and committed to social, corporate and sustainability responsibility.

 [Click here](#) to visit Instituto Anastacio’s website

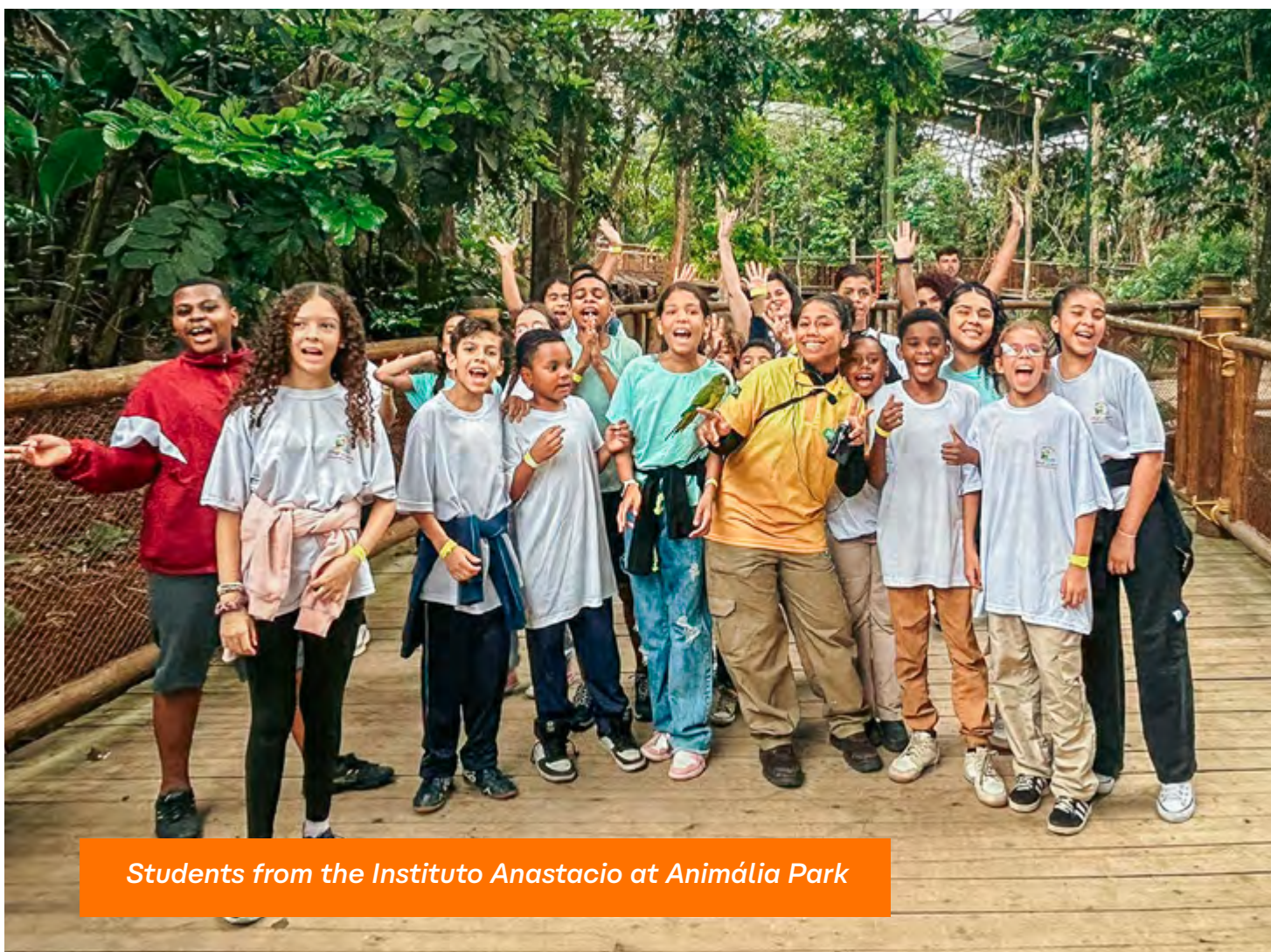


Support to Projects and NGOs

Understanding the importance of Industry and the private sector for the sustainable development process as an entity that wields substantial economic influence and drives innovations and technologies, Química Anastacio supports various NGOs and projects that are aligned with the SDGs: **1.** No Poverty; **2.** Zero Hunger and sustainable agriculture; **4.** Quality Education; **10.** Reduced Inequalities and **11.** Sustainable Cities and Communities.

Between 2023 and 2024, we allocated an average of **R\$ 994,895.00 through our own resources**, incentive laws and donation of input to various projects and institutions, such as:





Students from the Instituto Anastacio at Animália Park

Corporate Volunteering

Within our corporate volunteering program, we encourage our employees to get involved in social and socio-environmental campaigns throughout the year. This program is noted for employees' engagement in defining and carrying out projects, ensuring that their ideas and interests are aligned with the initiatives we promote.

ESG volunteers from Química Anastacio exert a significant influence on society and the environment. Their actions help promote sustainability and social responsibility, creating a lasting positive impact. By volunteering for causes aligned with ESG principles, they not only help the company meet its sustainability goals but also support the creation of a fairer society and a healthier environment.

The program begins with a kickoff meeting with all registered employees. During this session, we introduced relevant topics related to ESG practices (environmental, social and governance), as well as carrying out group dynamics. These activities are designed to divide volunteers into specific areas – environmental and social – and from there, each group is encouraged to develop and submit project ideas within a set deadline.

Once proposals are submitted, projects are assessed by the company's head office, based on criteria such as potential impact compared to the effort required to implement them. Once a proposal is selected, we begin the planning and execution of the actions with the help of the volunteers and other teams involved, all according to a structured schedule to ensure the success and effectiveness of the projects.



Volunteer visit to the Pequeno Cotoengo Paulista Organization



Voluntary initiative in partnership with the Organização Banho Solidário Sampa (Solidarity Bath Organization of São Paulo)





Voluntary initiative in partnership with TETO Brasil



Research suggests that corporate volunteer programs not only play an important role in the well-being of the community, but also significantly contribute to the professional development of employees. Participating in volunteer initiatives enhances an employee's sense of belonging to the company, while improving teamwork skills and encouraging the development of interpersonal and leadership skills.

It also demonstrates that **70% of employees** who take part in volunteer programs feel more engaged with the company, and **60% have a positive perception of the brand**, which can result in greater retention and attraction of talent.

These benefits are widely documented in research, such as those conducted by the Corporation for National and Community Service and the Harvard Business Review. These papers highlight the positive impacts of volunteering for both individuals and businesses.

In 2024, an average of **R\$ 994,895.00** was allocated to charities and social projects, with an average of **220 employees involved in voluntary initiatives**. These actions included fundraising efforts, visits, blood donations, construction, teaching classes at the institute, and many others. This dedication amounted to an average of **977 hours spent on planning and implementing volunteer projects** over the course of the year, and **18 projects/institutions/NGOs supported**.



Voluntary initiative in partnership with TETO Brasil



In 2023, our Volunteer Program was a finalist in the “Highlight of the Year” category at ESG SUMMIT, a national award.

[\(Click to see more\)](#) 

Donations and execution of projects

In addition to applying its own funds, Química Anastacio also supports projects through incentive laws. Various projects were supported in 2024 that focused on health and well-being, environmental preservation, and social responsibility.

Supporting events that encourage citizenship, well-being, quality of life, education and reduction of inequalities are aligned with our values and the agenda of 2030 Sustainable Development Goals (SDGs).



Bienal do Lixo (Culture)

Bienal do Lixo is an event that suggests using art as a means to achieve positive transformation in society and to promote a life that is waste free. It's a space where creativity and information come together to explain the strength of our impact and our responsibility in terms of the fate of the planet. The Bienal do Lixo offers an intriguing challenge to artists: making art from garbage by using innovative techniques that brings awareness to a contemporary and critical aesthetic reflection of our times.



EcoRun (Sport)

A race that takes place in the parks around the city of São Paulo, its purpose is to promote and raise awareness about the importance of sustainability and preservation of the environment.



Conecta Project (Elderly)

The Conecta digital education project aims to promote training actions focused on the digital autonomy of the senior public to achieve the appreciation of the elderly, guaranteeing dignified, active, and healthy aging and reducing ageism, facilitating reintegration into the world of work.



Cidade Viva Project (Culture)

The Project seeks to connect urban art to people and cities, revitalizing and humanizing public spaces, fostering an emotional bond between people and places, and simultaneously transforming the urban landscape and aesthetics of cities in a positive way.



Grupo Ecociente (FMDCA)

The Grupo Ecociente is engaged in the idea of motivating young people to actively participate in making the municipality of Dourado more environmentally friendly. In addition to theoretical classes and practical workshops, the group carries out various interventions with the local community seeking to encourage young people to adopt a different attitude influenced by the knowledge and experiences they gain from participating in the project.





Educating for Life Project

Education is a fundamental component in helping to form individuals. It directly impacts the cognitive, social, and emotional development of a person. Through education, we acquire knowledge, skills, values, and attitudes that help us to understand and behave in the world around us, in addition to being a fundamental human right and a determining factor in reducing poverty, promoting equality and achieving sustainable development.

According to UNICEF, more than 4 million children and adolescents in Brazil faced educational difficulties before the pandemic, such as school delay and dropout. The health crisis has aggravated this scenario, increasing the inequality of access to education and compromising literacy throughout the country. Current estimates state that there are 2 million youths between 11 and 19 years old out of school in Brazil. The data also shows that more than 60% of children and teens up to 17 years old live in poverty, facing multiple deprivations, such as inadequate access to sanitation, food and housing.

Believing in education as a tool for social transformation, we created the Educando para a Vida Project in partnership with Alicerce. This is a social impact initiative that serves young people in situations of social and economic vulnerability. Our goal is to restore students' educational base and prepare them for the job market.

The project was conceived and planned in February 2023, and the classes were inaugurated on August 28, 2023. Using the evaluation model devised by Alicerce Educação, the extent of an educational gap among students was diagnosed so that we could adapt the lesson content. The results indicated that, on average, students are 5.14 years behind in reading and 4.5 years behind in mathematics

compared to the expected academic standards for their age or grade. Based on this assessment, each child's learning is monitored individually, understanding and respecting the difficulties and needs of each student.

The teaching method is based on the educational pillars of Alicerce Educação: Educational base in literature, writing, mathematics and English. To consolidate students' educational base, they developed a knowledge track based on PISA skills.

In 2024, we received the “Aliados da Educação” certification, which recognizes companies that stand out as agents of transformation and that believe that education transforms.

Our project also received recognition through the following awards:



“Inspiração Pirelli” Project: Sustainability and Social Responsibility

[Click to see more](#)



Ourofino's Gold Supplier Award

[Click to see more](#)

04 Governance



4.1 Ethics and integrity

Education is a fundamental component in helping to form individuals. It impacts in the ESG context: a solid compliance and governance structure is the basis for building and sustaining a responsible and reliable reputation. Química Anastacio understands that modern and efficient governance reduces risks, ensures the integrity of operations and promotes alignment with international best practices. The commitment to compliance reflects the company’s commitment to act in an ethical and responsible manner, respecting regulations and supporting sustainability in all its activities.

4.2 Governance structure

The **Strategic Committee** is the governance body of Química Anastacio, with a structure focused on promoting the transparency and sustainable strategic direction of the company. Composed of the president and four directors, the Committee leads fundamental decisions for ESG, maintaining the long-term vision and commitment to ethical and responsible practices.

Supported by multidisciplinary committees and managers from various Divisions, the Committee holds periodic meetings to review strategic projects that impact both the business environment and the community.



Jan Krueder
CEO



Ricardo Abrão
COO
Chief Operating Officer



Camila Fuziama
CPO
Chief Procurement Officer



Marco Resende
CMO – Life Science
Chief Marketing Officer Latam



Jorge Soares
CFO
Chief Financial Officer



Priscilia Sales
CHRO
Chief Human Recurses Officer

4.3 ISO 9001 certification

ISO 9001 certification is fundamental in the governance of Química Anastacio, establishing standards of excellence and efficiency in the company’s processes and products. The company uses this certification to continuously implement improvements at all levels, seeking not only quality, but also consistency and reliability in deliveries. The certification also provides a broad organizational vision, which allows the integrated management of processes and promotes practices that meet market requirements, reinforcing the value of products and customer service.



4.4 Non-compliance and compliance management

Química Anastacio has a strong, effective, and well-developed program designed to address and prevent non-compliances. The program is guided by root cause analysis and is based on a culture of continuous improvement. The agile identification and treatment of non-compliances ensures that the company meets external standards, such as ISO standards, and internal standards, such as operational procedures. This structure is vital for enhancing the effectiveness of processes and it ensures that the company meets regulatory and market requirements, while promoting governance that is based on efficiency and transparency.

At present, the Compliance Booklet is the main document that presents procedures, rules and internal controls to comply with current regulatory regulations. The booklet contains:

- **Code of ethics and conduct**
- **Anti-corruption policy**
- **Regulations that govern how gifts, presents, donations and contributions should be handled**
- **Policy on the proper use of corporate cards and funds**
- **Reporting policy**
- **Confidentiality provisions**

In addition to the Compliance Booklet, the company also has a LGPD Booklet, with guidelines for processing personal data that includes various internal policies, such as the flow policy and levels of authority. The structure of the Program includes the Compliance Committee, Reporting Channel, periodic risk analysis, continuous training, internal team, platform and communication channels for service and document governance software. Acting ethically and creating a culture of integrity is a commitment of Química Anastacio and everyone’s duty.

Between 2023 and 2024

380 employees *have gone through compliance training and refresher courses,*

a total of 262 hours *dedicated, and all employees need to be in accordance with our policy when working with us, with a signature required to confirm that they are aware of the content.*

Compliance Booklet, go to > https://www.anastacio.com/docs/1606_Anastacio_Cartilha_Compliance-Mai22_v3.pdf 

LGPD Booklet, go to > <https://www.anastacio.com/docs/Anastacio-I-Cartilha-de-LGPD-Portugues.pdf> 



4.5 Reporting channel and policy

Química Anastacio provides a Reporting Channel through the SafeSpace platform. Employees or third parties can use this platform to report situations involving the violation of laws, rules, internal policies, Code of Ethics and Conduct, Compliance Booklet, values, principle, purpose and mission that govern the activities of Química Anastacio, and the report may be made anonymously.

Some examples of situations that may be reported through the Reporting Channel include:

- *Deviations from behavior and rules of conduct.*
- *Inappropriate relationships with government representatives and authorities.*
- *Fraud of any nature (of internal or external origin) covering corruption.*
- *Acts of discrimination or harassment with co-workers.*
- *Acts that violate Anastacio's internal policies.*
- *Acts that violate our Purpose, Mission, Vision, Values and Quality Policies.*

There is no place at Química Anastacio for discriminatory or harassing behavior. We ensure respect for the dignity and human rights of everyone in the workplace. Violations of this policy are treated as serious infractions, subject to the penalties provided for in our Code of Conduct and Policies.

That's why, in 2024, to reinforce our responsible governance pillar, reflecting the values of equality and respect, we also launched the Non-Retaliation and Non-Discrimination Policies, which are fundamental to creating an inclusive, safe and fair working environment where all employees feel respected and valued. It demonstrates the commitment to ethics and human rights, promoting an organizational culture that recognizes diversity as a strategic asset and that inhibits any form of prejudice, inequality and retaliation.

All reports made through the Reporting Channel will be received by Química Anastacio, who will treat them confidentially and, after prior analysis, will establish if internal investigations need to be conducted by the Organizational Department and Compliance Committee of Química Anastacio.

The full Reporting Policy is available in Chapter VIII of the Compliance Booklet of Química Anastacio.

The Reporting Policy can be, [found here](#) 

The Non-Retaliation and Non-Discrimination Policy can be, [found here](#) 



4.6 Financial and economic performance

Química Anastacio achieved a remarkable economic performance in 2023 and 2024, with double-digit growth in both volume and revenue, while overcoming economic and logistical challenges. Sectors such as base oils, lubricants, paints, industrial processes and agribusiness, as well as strategic markets such as Argentina, Brazil and Mexico, have shown resilience, contributing significantly to these results.

In the second half of 2024, the gradual recovery in prices, driven by rising commodity values, created a favorable environment for expected double-digit revenue growth. The life sciences sector, including cosmetics, pharmaceuticals and personal care, has emerged as a leader, with growth rates above the economic average.

Química Anastacio’s strategy, consolidated as one of the **100 largest chemical distributors according to ICIS** (Independent Commodity Intelligence Services) and among the **1,000 Largest Companies in Brazil**, according to **Isto É Dinheiro Magazine**, is based on operational efficiency and sturdy partnerships with suppliers and customers.

We prioritize competitive pricing strategies, efficient international management and optimized local logistics solutions, making certain that they are aligned with best governance practices and comply with current legislation. We conduct annual independent audits and maintain a Code of Ethics and Conduct that governs our relationships with customers, suppliers, competitors, and with the public and private spheres both nationally and internationally. Our anti-corruption policy covers all the critical points of these relationships.

Our focus remains on organic growth in the markets of Brazil, Argentina and Mexico. We are also evaluating acquisitions and exploring opportunities for expansion to other geographic regions with attractive and competitive markets.

For 2025, Química Anastacio’s goals include expanding digitization and process optimization in order to improve our competitiveness and expand our market share, with an emphasis on the specialty segment. We are committed to consolidating our presence in Latin America, especially in Mexico and Chile, and exploring new opportunities in Africa and the Middle East.

In the ESG field, our goals are ambitious and focused on significant investments in education, support for projects, NGOs and social institutions, as well as reducing CO2 emissions and improving logistics and energy efficiency.

05 Credits and contact channels

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ESG and Sustainability Analyst

Jorge Soares
CFO

Content and Wording

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ESG and Sustainability Analyst

Editing and Proofreading

Bianca Alves
ESG and Sustainability Analyst

Luciana Santos
Marketing Manager

General Proofreading

Bianca Alves
ESG and Sustainability Analyst

Luciana Santos
Marketing Manager

Jorge Soares
CFO

Priscilia Sales
Chief Human Recurses Officer

Design and Layout

Agência ME

Collection and Analysis of Environmental Indicator Data

Marilene Godoy
Quality Manager

Diversity Data

Claudia Nunes
Analyst of Organizational and Human Development

Health and Safety Data

Gabriela Araujo
HSE Coordinator

Employability Data

Priscila Pontes
Personnel Management Coordinator

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