

fitesa

AR-2020

ANNUAL REPORT

**OUR INNOVATIVE NONWOVEN SOLUTIONS
MAKE WORK EASIER AND LIFE BETTER**

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CHAPTER ONE

INTRODUCTION

Words from **OUR CEO**

GRI 102-14

The events that took place during 2020 challenged our business model in unprecedented ways. Our facilities around the globe experienced the impact of the COVID-19 pandemic as it developed and spread from country to country, continent to continent. It was soon apparent that the nature of our business required not only continuity but also the expansion of our operations.

During 2020, Fitesa was able to successfully understand and quickly act to fulfill a prominent role during the pandemic. We approved and implemented a number of new capacity expansions to support the healthcare market, while moving forward with another series of projects that were already ongoing. We completed new acquisitions while limiting travel both during negotiation and integration. And, just as



importantly, we were fortunate to avoid any major virus outbreaks within our facilities.

On the other hand, we must acknowledge that we have not been able to live up to our expectations with employee safety; but I am confident in our teams and their ability to implement the necessary actions to resume a positive trend in this area.

Due to the pandemic a heightened focus on safety initiatives and protocols were in the forefront of most discussions; however, it is important to mention that sustainability has remained near the top of consumers' priorities. For more than a decade, Fitesa has worked with biobased nonwovens and contributed to increase the sustainable content of a significant number of products

that were commercialized for the first time in large scales during 2020.

In closing, I want to take an opportunity to thank our teams, customers and suppliers for their dedication and devotion to our business over the last 12 months. We have always said that Fitesa is a company created and managed for the long term, and times like this give us the chance to substantiate our words with actions. I hope this report will convey how serious we take this commitment, as well as the impact and the value we create in the process.

Enjoy your reading!

Silverio Baranzano
CEO

About THE REPORT

GRI 102-42 • 102-44 • 102-46 • 102-47 • 102-49

> READING TOOL

Along the Report, you will find the symbol GRI XXX-X indicating where the data for each GRI indicator is reported. In the attachments, on page 79, you will find the complete GRI CONTENT INDEX, with the explanation of each indicator and the pages where they were mentioned throughout the text.

Welcome to Fitesa's 2020 Sustainability Report. While reading, you will learn how our business generated value for our customers, consumers, employees, suppliers, society and the environment in the period between January 1st and December 31st, 2020.

Guided by the best international practices in corporate sustainability reporting, we developed this document in accordance with the Global Reporting Initiative (GRI) Standards, a set of guidelines used on a voluntary basis by organizations around the world. Fitesa publishes a report annually but chooses not to externally assure it.

The content of the document was defined based on Fitesa's materiality matrix, which helps us identify the sustainability issues that matter most to our business and stakeholders.

In 2020 we revised our materiality matrix to maintain adherence to our stakeholders' most relevant concerns in a fast-changing world. The process included an analysis of the main market mechanisms for sustainability, a benchmark of the best practices in our sector and the opinion of our business' main stakeholders.

















For the materiality study, we have identified the main stakeholders for the business, by mapping our value chain.

STAKEHOLDERS CONSULTED IN THE MATERIALITY PROCESS



During the consultation, the stakeholders involved prioritized the themes with the greatest impact to the business. After analysis of the stakeholders' perspectives coupled with a review of our business strategy, we defined seven material topics, classified within three groups.

All material topics are linked to one or more United Nations' SDGs (Sustainable Development Goals – learn more on page 8). This helps us understand and communicate more clearly how our company impacts society by means of an internationally recognized external benchmark.

TOPIC GROUP	MATERIAL GROUP	SDG LINK
Health & Quality of Life	 Safety and Convenience for customers	 
	 Employment and well-being	
Responsible Business	 Ethics and fight against corruption	
	 Risk management	
Positive Impact	 Environmental impacts	     

Report Scope

GRI 102-45

Fitesa is a privately held subsidiary of Évora, a Brazilian holding company. This report addresses the results and initiatives of all Fitesa operations worldwide. Accordingly, the following legal entities are represented: Fitesa S.A., Fitesa Naotecidos S.A., Fitesa Limited, Fitesa Sweden AB, Fitesa Italy Srl, Fitesa US LLC, Fitesa Washougal Inc., Fitesa Nonwoven Inc., Fitesa Simpsonville Inc., Fitesa Germany GmbH, Fitesa China Holdings BV, Fitesa (China) Airlaid Company Limited, Fitesa (Tianjin) Nonwovens Company Limited, Fitesa Mexico Holdings Limited,

FitesaNonwovens Holdings Mexico SA de CV, FitesaNonwovens Mexico SA de CV, FitesaNonwovens Services Mexico SA de CV, Fitesa Peru SAC, Pantex International SpA, Pantex Mena FZ LLC, Pantex Americas LLC and FitesaCNC Co Limited, FitesaCNC Japan Co Limited. The 2020 report does not include quantitative data pertaining to the recently acquired facilities in Diadema (Brazil), Terre Haute (USA), High Point (USA), Kerkrade (Netherlands) Rétság (Hungary) and Pune (India).

2020 HIGHLIGHTS

Facing COVID-19

The **COVID-19** pandemic presented humanity with unprecedented challenges in the most diverse areas, from health and safety to economy and social relations. In our business it was no different.

The nonwovens produced by Fitesa are critical raw materials for the manufacturing of some of the most needed Personal Protective Equipment (PPE) used to fight the pandemic, such as surgical and N95 face masks.

The virus outbreak drained the world's production capacity overnight, and we had to work diligently with our customers and suppliers to guarantee a stable supply amidst a global shortage marked also by several restrictions to international trade.

Therefore, our production lines had to run non-stop throughout the year. We have successfully debottlenecked processes and approved new investments, in record time, that significantly increased our capacity to serve the healthcare market.

These movements had a profound impact on our business identity. We pledged our best efforts in continuing to serve our hygiene customers with excellence, while also making a strong commitment to become a global player in the healthcare market. We made this commitment official by updating our corporate mission and vision to include the healthcare industry as one of our focus businesses for the long term.

Simultaneously, we established strict protocols to prevent an outbreak within our facilities, implementing a large number of cleaning, social distancing, and PPE distribution measures to achieve the final goal of protecting our employees' health.

We have also made significant donations of nonwovens for the production of face masks and protective gowns, especially in Brazil, where we have been market leaders in this segment for several years.

Capacity Expansion

In 2020 Fitesa continued to expand its capacity with the start-up of on-going projects and the announcement of US \$180 million in new investments:

- started one multi-beam Reicofil 5 line in Thailand;
- started construction to install one multi-beam Reicofil 5 line in Cosmópolis (BR);
- investment in 5 new meltblown lines – approved in record time – for Brazil, Italy, Germany and the United States – all of them in production by January 2021; and
- completed several process improvements and debottlenecking initiatives worldwide.

Learn more about our recent investments on page 17.

ESG Committee

We have established an ESG (Environmental, Social and Governance) Committee, reporting directly to the CEO, to support tailoring the company’s strategy to meet society’s expectations.

Learn more on page 36.

Acquisitions

During 2020, we completed the acquisition of Fitesa Jacareí (former Freudenberg Hygiene Brasil) and acquired 2 new companies: the former Tredegar Personal Care and Fiber Dynamics. In doing so, we have extended our geographical footprint to include 3 new countries, consisting of 7 new facilities.

Learn more about our recent acquisitions on page 15.

> ACTIONS TO FIGHT COVID-19

Health & Safety protocols for COVID-19



We have set global protocols to be implemented in all sites, and intensified the exchange of best practices in fighting the pandemic among our facilities:

- Follow the guidelines of the World Health Organization;
- Identify risk group employees and implement home office or other initiative that avoids face-to-face contact;
- Restrict travel and face-to-face meetings;
- Established guidelines to ensure the safety of employees who remained in the facilities.



COVID-19 Committees



We have set up committees to follow up the Covid-19 cases and establish security measures for our employees.

Investments



Investments over US \$65 million expanded our ability to deliver materials to healthcare clients, with a focus on Latin America, United States and Europe.

Donations



Donation of more than 1.9 million PPE units for institutions and public agencies.

In a partnership between Fitesa and Braskem Petrochemical Company, 92 tonnes of nonwovens to make face masks and aprons were donated.

CHAPTER TWO

FITESA AT A GLANCE

Who we are and **HOW WE GOT HERE**

GRI 102-1 • 102-2 • 102-3 • 102-4 • 102-5 • 102-7

Fitesa is a Brazilian multinational company with 47 years of history, the last 31 dedicated to manufacturing nonwoven fabrics for the hygiene, healthcare and industrial markets.

We produce spunmelt, carded and airlaid nonwovens, elastic, perforated and embossed films and laminates. We have one of the largest sustainable portfolios in the industry and our customers are served with innovative solutions through the work developed in 23 facilities and 5 innovation centers around the world.

Fitesa is owned by Évora, a Brazilian private organization. Évora is a family-owned holding company founded by the late Sheun Ming Ling, a Chinese immigrant. Since 2007, Évora has been run by professional executives, with the founding family represented on the company's Board.

Our headquarters is in Porto Alegre (Brazil) and we have executive offices in Simpsonville, SC (United States), Sulmona (Italy) and Rayong (Thailand) and a sales office in Tokyo (Japan).

Fitesa operates in Thailand through FitesaCNC, a joint venture with CPPC.

A GLOBAL COMPANY



**Present in
13 countries**



**One of the
largest
nonwoven manufacturers
according to the Nonwovens
Industry ranking**



**23 manufacturing
Locations**

To learn more, access:
nonwovens-industry.com



**5 innovation
centers**



**us
\$1,113 million
in sales**



**2,562
Employees
number including
the acquisitions
during the year**



**Brazilian company
with the largest
international
presence
for 4 consecutive
years according to the
Dom Cabral Ranking**

To learn more, access:
fdc.org.br



> 2020 MARKED THE PASSING OF OUR FOUNDER, SHEUN MING LING

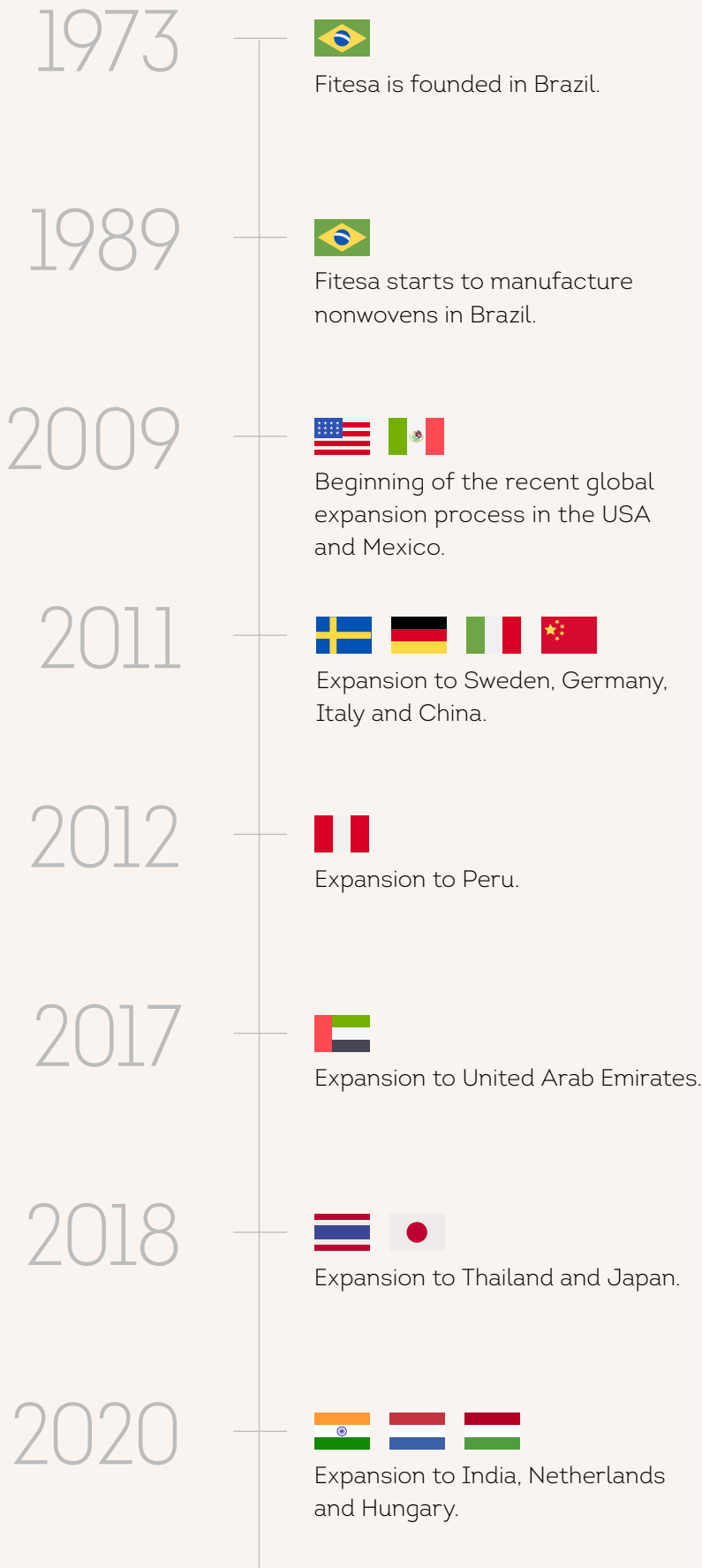
Sheun Ming Ling came to Brazil in the early 50's, where he started working as a raw material buyer in an oil industrialization company. In 1955, together with a friend he acquired a company in the same business. The company prospered and during the following decades the two partners diversified activities into cans, fertilizers, petrochemicals and even computers. It was only in 1973 that Fitesa was founded to produce PP packaging, carpet backing and fibers for textile applications. In 1988 the two partners split the businesses, and in the next year Fitesa, that stayed under the Ling's administration, started producing nonwovens in Gravataí (Brazil).



Our international expansion began more than a decade ago with the aim of diversifying our business to mitigate risks. Over the years, the process has been carried out through joint ventures, acquisitions, and construction of new facilities ("green fields").

At the end of 2020, we employed 2,562 people across 13 countries, achieving record sales of US \$1,113 million.

> OUR GEOGRAPHIC EXPANSION



New Investments

GRI 102-10

In 2020, Fitesa completed three acquisitions and continued to expand its production capacity in several of the existing facilities.

ACQUISITION OF FITESA JACAREÍ

At the end of 2019, we announced the purchase of Freudenberg PM's South American hygiene business. The deal was completed in February 2020, after the approval of the relevant antitrust authorities. The site, now known as Fitesa Jacareí, is located in the state of São Paulo (Brazil) and continues to produce carded nonwovens since 1985.



“The COVID-19 pandemic imposed additional challenges to the integration of our recently acquired facilities since international travel was not possible. In this scenario, our teams worked hard to extract the most from technologies such as videoconferencing for establishing robust communication channels to convey our values and management practices while welcoming our new employees onboard.”



Anders Fogelberg
Safety, Quality, HSE and Management System Global Director

Acquisition of Fitesa Films & Elastics

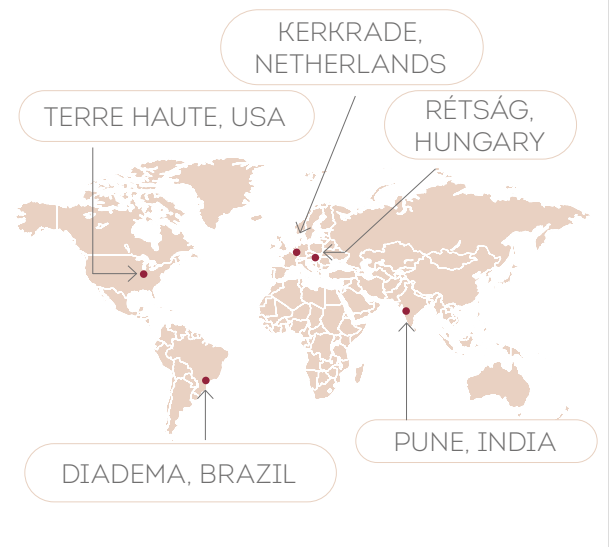
In October 2020, we acquired the personal care film business of Tredegar Corporation. The operation included approximately 400 employees worldwide, including facilities in Diadema (Brazil), Kerkrade (Netherlands), Pune (India), Rétság (Hungary) and Terre Haute (USA).

The acquisition strengthened our films and elastics business, which had started in 2017 with the acquisition of Pantex. It also marked the extension of our footprint to 3 new countries: Hungary, India and Netherlands.

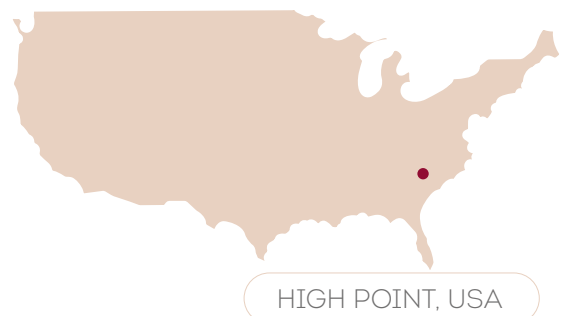
Acquisition of Fitesa High Point

In September 2020, we announced the acquisition of the assets of Fiber Dynamics Inc, located in High Point, NC (USA). The facility, now known as Fitesa High Point, manufactures nonwovens for the healthcare segment, mainly disinfectant wipes.

ACQUISITION OF FITESA FILMS & ELASTICS



ACQUISITION OF FITESA HIGH POINT



Organic Growth

At the beginning of 2020 we only had planned for one start-up, in Thailand. However, the pandemic outbreak presented us with the need to extend our expertise in the healthcare market from South America to the other regions where we operate. By January 2021, we had successfully started 5 new production lines, implemented debottlenecking projects and initiated construction to install another new production line, adding up to US \$180 million in investments.

- In September, we completed the installation and commissioning of one multi-beam Reicofil line in Thailand. The travel restrictions imposed by the pandemic diminished our access to the highly specialized workforce needed for the installation of such state-of-the-art equipment. But in spite of this challenge and with the support of our suppliers,

we persevered, and the additional capacity has been serving the growing demand of the local market.

- The first of our four new meltblown assets started operations in Gravataí (Brazil) in August, followed by start-ups in Peine (Germany), Trezzano Rosa (Italy) and a second new line in Gravataí (Brazil) by the end of the year. All of these machines were designed to serve the respiratory protection market, supporting the local production of much-needed surgical face masks and respirators.
- In January 2021, Fitesa announced the investment in a new state-of-the-art Reicofil 5 for its site in Simpsonville, SC (USA), planned to start-up in the second half of 2022.

“Our growth strategy is based on being close to the places where our materials are most needed, that is, the places where our customers operate. This enables us to offer a quick turnaround, as well as products and services tailored to specific regional needs. At the same time, we reduce the carbon footprint related to the transportation of our products.”

Mateus Inacio
Managing Vice-President Latin America & Global Operations



GLOBAL FOOTPRINT

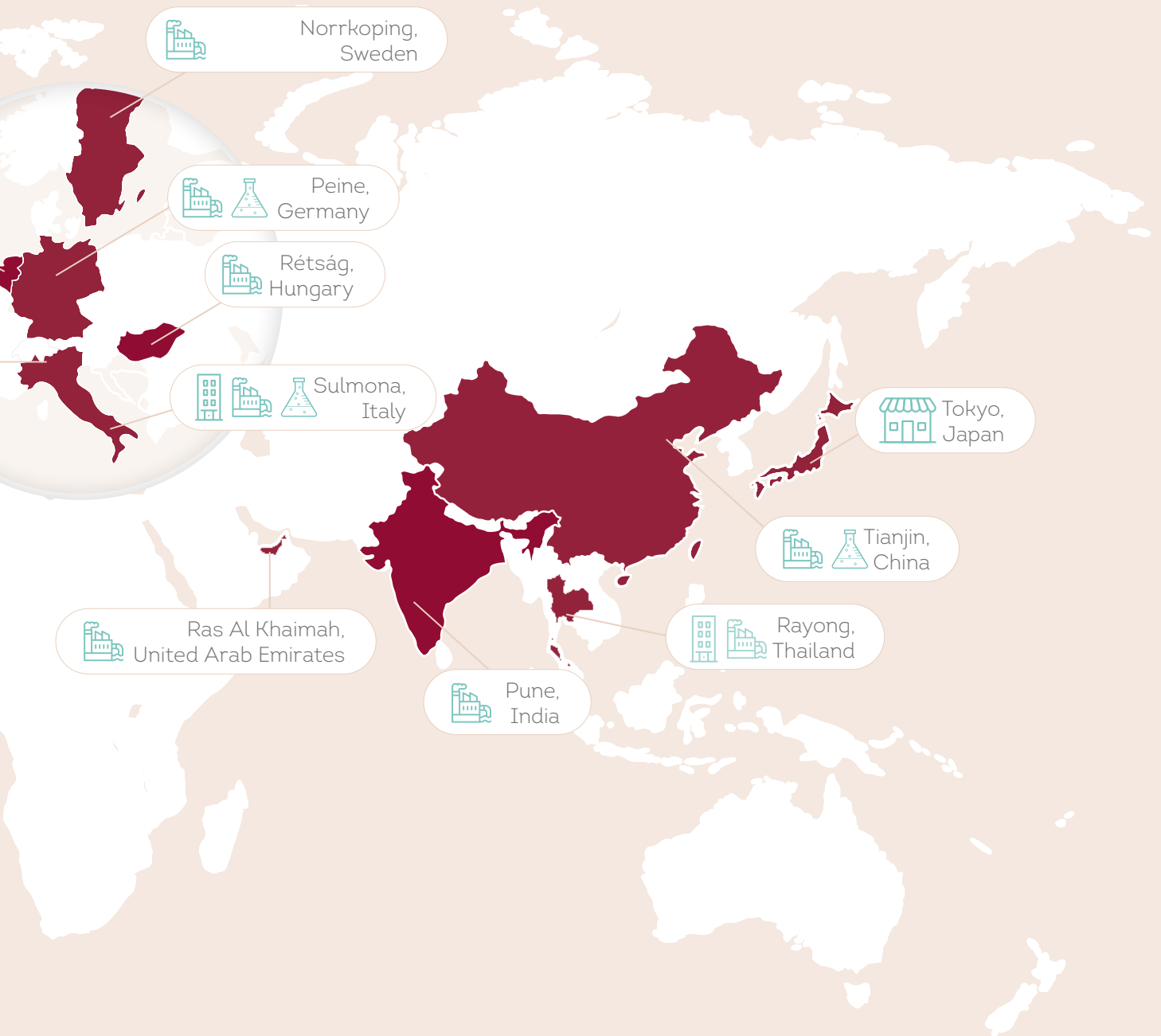
GRI 102-4 • 102-6

FITESA AT A GLANCE

18



 HEADQUARTERS OR EXECUTIVE OFFICE |  SALES OFFICE



INNOVATION CENTER



MANUFACTURING LOCATION

Markets We Serve

GRI 102-6

Fitesa nonwovens, films and elastics are used as raw materials in multiple industries, as shown below:



> MARKET SEGMENTS



END PRODUCTS



OUR CUSTOMERS



Hygiene

BABY DIAPERS;

FEMININE TOWELS;

INCONTINENCE PRODUCTS.

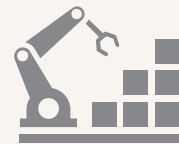


Healthcare



FACE MASKS;
SURGICAL GOWNS;
SURGICAL DRAPES;
SANITIZATION WIPES;
STERILIZATION WRAPS.

Industrial



AIR AND WATER FILTRATION;
**SORBENT PADS FOR OIL
AND OTHER LIQUID
CONTROL;**
AGRICULTURE;
FURNITURE;
BEDDING.

Innovative solutions **THAT MAKE WORK EASIER AND LIFE BETTER**

> TECHNOLOGY PORTFOLIO

We operate with a range of nonwoven technologies to serve different applications and markets with the highest performance and quality levels.

Spunmelt

Spunmelt nonwovens are produced through the extrusion of a variety of polymers, such as polypropylene (PP), polyethylene (PE), or polylactic acid (PLA), into filaments that are consolidated thermally into a flexible, fabric like web with excellent mechanical properties.

Spunmelt fabrics are used in the hygiene, healthcare and industrial markets, offering a wide range of physical and aesthetic properties.

We are one of the largest spunmelt manufacturers worldwide. Most of Fitesa nonwovens' operations manufacture these products, except for Tianjin (China), Green Bay (United States), Jacareí (Brazil) and the Films & Elastics business unit.

We are also leaders in processing renewable source resins, have the world's largest installed bicomponent spunbond production capacity, offer multiple colors and a range of proprietary and non-proprietary bonding patterns.

Meltblown

Meltblown nonwovens are produced through the extrusion of polypropylene (PP) into micro filaments, forming a web with increased surface area. This configuration can be optimized for superior absorbency or barrier, according to the desired application.

Meltblown fabrics are most known for their use as filters for face masks and respirators but can also be applied in oil sorbents and wipes, among others.

Fitesa has been a leader in the supply of pure meltblown nonwovens in South America for many years. During 2020, we extended our expertise to our US and European operations.

Carded

Carded nonwovens are produced from the consolidation of a variety of fibers, such as PP, PP/PE, PE/PET bico, PET, PLA, Rayon and cotton, into a soft, lofty web through chemical, mechanical or thermal processes. Fitesa employs air-through bonding (ATB), Resin bonding (RB) or Thermal bonding (TB) technologies in its production process.

Carded fabrics are widely used in hygiene products, especially in stretch ears and acquisition and distribution layers of baby diapers.

We produce carded nonwovens in all regions where we operate.

Airlaid

Airlaid nonwovens are produced from fluff pulp and consolidated into a web through chemical or thermal methods and can be further enhanced with Super Absorbent Polymer (SAP) for superior absorbency.

Airlaid fabrics are ideally suited for feminine hygiene and diaper product applications, high quality dry or pre-moistened wipes, as well as dry converted products for food pads, tabletop, and medical substrates due to their unique combination of physical properties.

Fitesa's unit in Tianjin (China) produces several types of airlaid nonwovens, including Multi-Bond, Latex Bond, Thermal Bond and Hydrogen Bonded Airlaid.

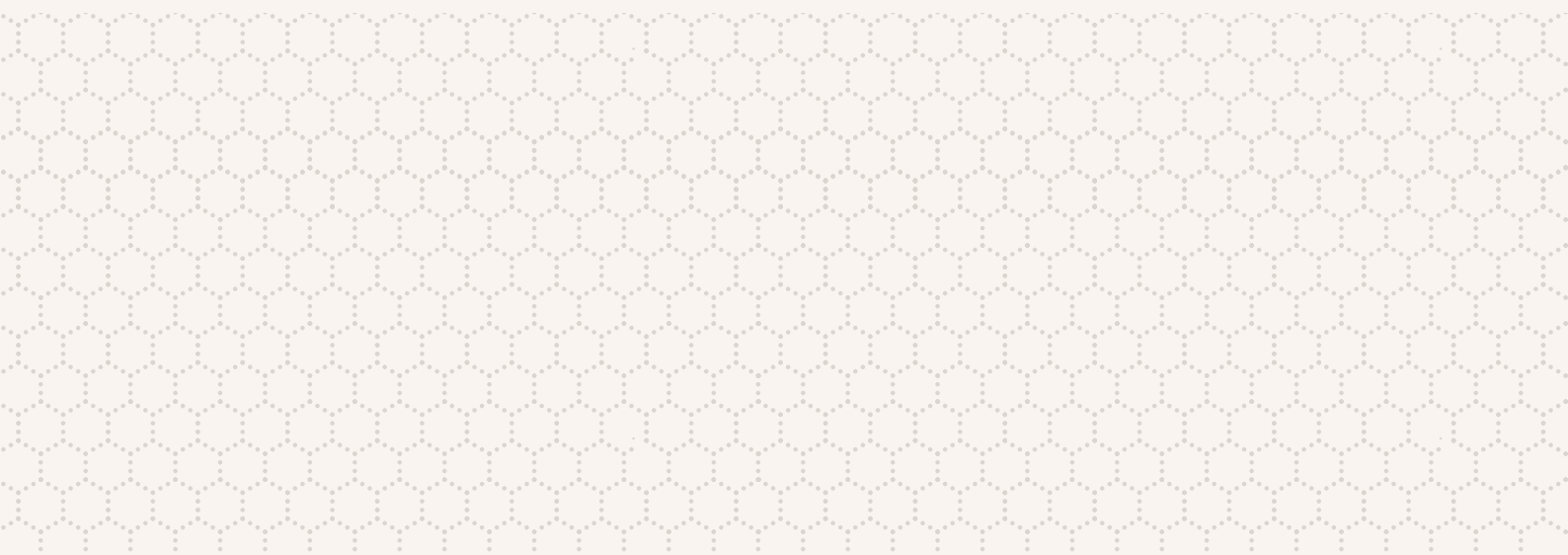
Films & Elastics

Our films are produced through the cast extrusion of a variety of polymers, mostly polyethylene (PE) and elastomers. We produce elastic and non-elastic films, that can also be laminated with one or more nonwoven layers and/or embossed and perforated.

Our elastic films and laminates are used in diapers' fastening system like waistbands and ears, as well as in ear loops face masks.

Perforated nonwovens, films and laminates are largely used as topsheet and acquisition and distribution layers in absorbent hygiene products. We apply different embossing and perforation technologies to create designs that contribute to improve the visual aspect and fluid management performance of the finished articles.

We are one of the world's largest manufacturers of films & elastics for absorbent hygiene products, with production sites in sin Brazil, Hungary, India, Italy, Netherlands, UAE and United States.



INNOVATION

We are the only spunmelt manufacturer with five Innovation Centers distributed around the world and pilot lines that can reproduce the same capabilities of our commercial lines, along with other state-of-the-art features. The work performed by our scientists allow us to engage in high level projects with customers and suppliers, speeding up product ramp-up.

Product development is also performed at the commercial level by our technical service and process engineering teams.

Our innovation efforts are motivated by the most important trends that drive consumers' purchasing behavior, and consequently our customers' needs. Due to the COVID-19 pandemic,

safety was in the spotlight throughout the year, and Fitesa made headlines around the world by launching an **antimicrobial nonwoven verified effective against coronavirus (MHV-3)**. We have also extended our visual ID and sustainable product families with the introduction of a new **high visibility bonding pattern, 3D perforation** and the pre-launch of a **biobased SMS**.

Our global operation runs 24 hours a day, 7 days a week and 365 days a year, meaning every hour of every day of the year at least one of our 23 facilities and one of our 5 innovation centers is in operation, adding real time business value to our partners.



> FITESA SHIELD

Fitesa Shield AV nonwovens have silver ions incorporated to their structure. The process technology secures a lasting effect throughout the lifecycle.



Inhibits 99.9% of coronavirus in up to 15 minutes of contact*



Non-toxic



Does not affect other product properties

Potential applications**:



Surgical drapes and gowns



Sterilization wraps



Head covers, shoe covers, bed linen, laminates, etc



Face masks and respirators



* Test results for Fitesa® SMS Shield AV Phobic OE 40 gsm. More information is available upon request.

** Our products are intended for use as components for further manufacturing. Use of our products in any finished device may require applicable regulatory approval or clearance.

> **VISUAL ID AND SUSTAINABLE PRODUCTS**



High Visibility Bonding Pattern

Fitesa Triangles is a high visibility bonding pattern that inspire the perception of softness due to its unique design.



3D Perforation

Fitesa's perforated materials combine visual effect with differentiated fluid management properties. The 3D apertures improve performance while also providing a unique touch to the selected substrate.



Biobased SMS

Fitesa Biobased is now available also in SMS configuration, enabling the further increase of green content for a broad range of applications.



Consult our sales and technical service teams to learn more about our latest developments.

OUR IDENTITY

GRI 102-16 • 102-17 • 103-1 • 103-2 • 103-3 • 205-2

The most fundamental way of describing Fitesa, what we do and what we stand for, is expressed in our Vision, Mission, Values and Management Practices.

> OUR MISSION

Fitesa develops nonwoven solutions for the hygiene and healthcare industries. We manufacture and sell our products across the globe and build our business on the aligned values of the company and our employees. We are constantly seeking new ways to evolve and grow in a dynamic and responsible way.

> OUR VALUES

- Trust;
- Simplicity and Frugality;
- Respect for Individuals;
- Transparency;
- Honesty and Integrity.

> OUR VISION

To be the preferred choice for the supply of nonwoven solutions to the global hygiene and healthcare industries.

> OUR PRACTICES

- Empowerment and Responsible Autonomy;
- Teamwork;
- Meritocracy;
- Employee Development;
- Always Do More and Better with Less.

Due to the profound impact of the COVID-19 pandemic in our business, during 2020 we updated our mission and vision statements to include the healthcare industry as one of our focus businesses for the long term.

Representation from each level within our governance structure plays a part in the development of Fitesa's strategy and clear definition of our identity. Our values and management practices are shared with Évora and our sister companies.

At Fitesa, every employee is expected to operate with the highest standards of integrity and ethics in everything we do. Although it is impossible to issue a written policy that defines proper and ethical conduct for every situation, in our code of conduct we describe guidelines on the following topics:

- Compliance with laws and regulations;
- Accounting records and financial integrity;
- Market abuse and inside information;
- Political contributions and activities;
- Charitable donations;
- Gifts and entertainment;
- Conflicts of interest;
- Fair dealing;
- Anti-harassment;
- Anti-discrimination and nepotism;
- Fair competition;
- Company assets;
- Confidentiality.

The Human Resources (HR) department is responsible for updating the code of conduct and introducing it to new employees during the on-boarding process. Our Managers are responsible for organizing refresher training sessions for their teams as needed. Middle and Senior management, as well as governance bodies, receive an additional routine corporate driven refresher training on topics related to anti-bribery/anti-corruption, Competition Law and Business Ethics.

During 2020, 444 employees completed the ACAB (anti-bribery and anti-corruption) refresher training, and 447 employees completed the Code of Conduct refresher training.

Any employee who becomes aware of a violation of any law, regulation or any Fitesa policy is expected to report it immediately. We enable reporting by offering outsourced hotline services that can be contacted by phone or e-mail, in the local language, in all our facilities. Complaints may be anonymous and are duly investigated.

Learn more about policies that guide our conduct towards society on page 33.

COMPLIANCE TRAINING

FUNCTIONAL CATEGORY	NUMBER OF EMPLOYEES	TRAINED EMPLOYEES	PERCENTAGE
Management	204	154	75%
Operative	1,371	127	9%
Office	227	88	39%
Professional	303	47	16%
Sales	45	31	69%
Executive Management	9	8	89%
Total	2,159	455	21%

ESG: AT THE HEART OF OUR STRATEGY

GRI 102-12

We know our actions have a broad impact on society and we believe in the power of our values and practices to manage our business in an environmentally, economically and socially sustainable manner.

We made our commitment public in 2019 by signing the United Nations (UN) Global Compact, the world's largest corporate sustainability initiative. Signatory companies pledge to align their strategies and operations to fundamental responsibilities in human rights, labor, environment, and anti-corruption.



> THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT

Human Rights

Principle One: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle Two: make sure that they are not complicit in human rights abuses.

Labor

Principle Three: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle Four: the elimination of all forms of forced and compulsory labor;

Principle Five: the effective abolition of child labor; and

Principle Six: the elimination of discrimination in respect of employment and occupation.

Environment

Principle Seven: Businesses should support a precautionary approach to environmental challenges;


Principle Eight: undertake initiatives to promote greater environmental responsibility; and

Principle Nine: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle Ten: Businesses should work against corruption in all its forms, including extortion and bribery

WE SUPPORT



To learn more about the commitment, access: www.unglobalcompact.org

As part of this commitment, we also support the Agenda 2030 by tracking the impact of our business in the Sustainable Development Goals (learn more on page 8).



To learn more about the SDG, access: sdgs.un.org/goals

Environment

The main environmental impact of our facilities is energy consumption, and the resulting CO₂ emissions. We are also watchful of the waste to landfill, especially because of the impacts from our expansion projects and specific materials for which alternative end-of-life solutions are not yet available. Our production process does not generate hazardous waste and does not consume a significant amount of water.

In 2017, we set the goal of significantly reducing the environmental impact of our operation by the end of year 2025 by:

- Reducing our energy consumption by 10% (KWh/tonne of Q1 product);
- Reducing the fossil CO₂ emissions from our operations by 10% (tonne of Scope 1 + Scope 2 CO₂/tonne of Q1 product);
- Reducing our manufacturing waste to landfill by 50% (kg of MWTL/tonne of Q1 product).

But if you look at the big picture, you also must consider the impact on end-of-life of single use products manufactured with our materials. Even though most of Fitesa products are completely recyclable or compostable, there are several technical and regulatory limitations for hygiene goods or medical supplies to go through these processes after use. Therefore, most of our nonwovens, films and elastics are sent to landfill or incineration for energy extraction, generating solid waste, electrical energy and releasing carbon in the atmosphere.

For more than a decade Fitesa has tackled this problem by leading the development and commercialization of renewable and compostable alternatives to traditional fossil fuel-based nonwovens. We also calculate the CO₂ footprint of our products, helping customers to choose the right solution to meet their needs and effectively reduce our supply chain's environmental footprint.

Learn more about the value we create for the environment on page 62.

“When developing environment-friendly solutions, it is imperative to start by acknowledging we are dealing with a multifaceted problem. We need to look beyond our biases and tailor solutions to cultural and regulatory frameworks, as well as local energy generation and waste management infrastructures.”

Rene Ruschel
Vice President of Innovation and Technology

Society

Our strategy aims to create value for our diverse stakeholders, including:

- **Employees**

In addition to the guidelines described in our code of conduct (learn more on page 29), the relationship with our employees is guided by global policies that further describe our approach to important topics including workplace violence, equal employment, and anti-harassment. Our Open Communication Policy states that every managers' door is always open, and employee safety is our #1 priority.

- **Supply Chain**

The development and growth of our business is also linked to lasting relationships with our supply chain. Those relationships are based on mutual trust and alignment on ethical and compliance practices.

- **Communities**

Corporate social investment projects are voted on by the Board following Évora's strategic philanthropy policy. In understanding and respecting the different priorities and needs across each region where we operate, facilities have the autonomy to define their local strategy in this area.

Go to page 72 to learn more about the value we create to society through the relationship with our stakeholders.



Governance

GRI 102-11 • 102-18 • 102-19 • 102-20 • 102-21 • 102-22 • 102-29 • 102-30 • 102-31 • 102-33 • 102-34 • 103-1 • 103-2 • 103-3

Our corporate governance structure is designed to ensure all our business divisions are conducted with the same responsibility, ethics, and purpose. Some of its main components are:

- **Board of Directors:** composed of members from our parent company’s (Évora) board with a two-year term of office. The main responsibility of the Board of Directors is to oversee Fitesa’s business.
- **Monthly Business Review Meetings:** Fitesa’s monthly results are discussed at all levels of the organization. Each team reports on its KPIs to the direct leadership, building up the reporting structure that ends with the CEO presenting and discussing the consolidated results with the Board of Directors.
- **Corporate Structure:** we have a cross functional corporate structure to guarantee global standards are implemented and synergies are taken advantage of.
- **Global Committees:** we use global committees sponsored by the top management to promote collaboration on best practices and challenges.
- **Periodic Audits:** We invest in external audits conducted by reputable companies to ensure adherence to all relevant compliance and governance

topics. We also conduct internal audits to guarantee adherence to the Fitesa Management System.

- **Critical concerns communication:** Any critical concern related to the business would be elevated to the highest level in our governance structure; however, in 2020 zero critical concerns were reported.

BOARD OF DIRECTORS

William Ling	Fitesa Board
Wilson Ling	Fitesa Board
Geraldo Enck	Fitesa Board and CEO Évora
Eduardo Lubisco	Fitesa Board and CFO Évora

Sustainability initiatives are led by Fitesa’s Global Director of QA, HS&E, MS & Process Improvement with the full support of Fitesa’s Executive Team and input from all global committees. Using this approach, we are able to delegate responsibility and some authority for sustainable efforts throughout all levels of the organization.

Fitesa Executive Management and the Fitesa Board are ultimately responsible for and intimately involved in evaluating and managing of economic, environmental and social impacts our business has on our stakeholders and society. Thus, participants at each level of our governance structure are involved in the development of our sustainability strategy during our annual strategic planning process.

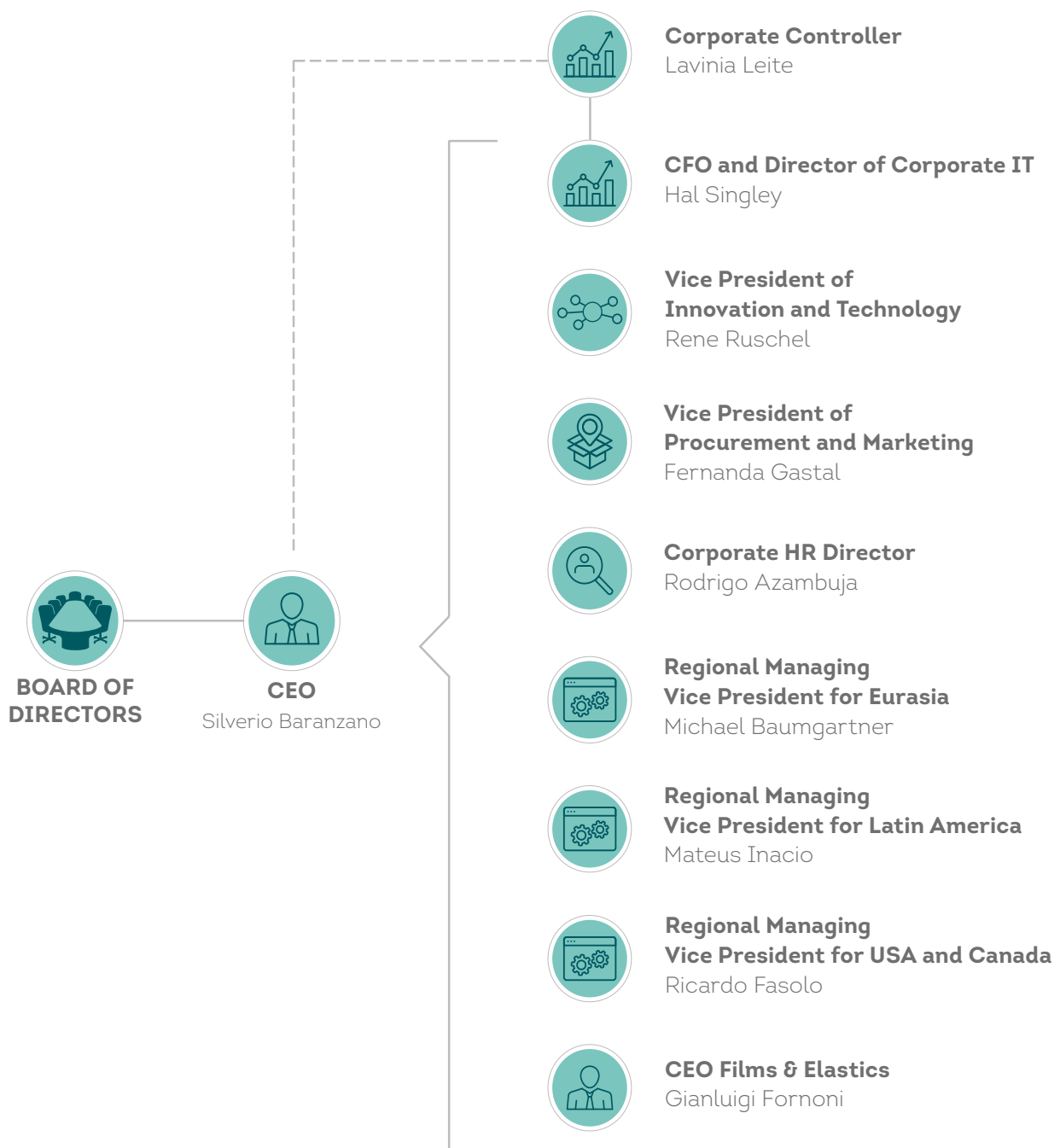
Consistent with Principal 15 of The Rio Declaration on Environment and Development, Fitesa’s governing body also supports the use of precautionary principle in its approach to risk management during its strategic planning and policy implementation.

In January 2021, Anthony Ling took over Geraldo Enck's position on the Board, following the executive's retirement.

Silverio Baranzano combined the functions of Fitesa's and Évora's CEO. This has led to a redesign of Fitesa's organizational structure, including the following changes:

- The Innovation, Technology and Engineering area now reports to the Regional Managing VP for Latin America, who is also responsible for global operations.
- The Films & Elastics business now reports to the Regional Managing VP for Eurasia.

These changes are effective January 2021.



ESG Committee

For many years Fitesa has championed the introduction of renewable raw materials in the nonwovens market (learn more on page 64). We have also been intensely working to reduce and whenever possible eliminate the negative impact of our operations on the environment (learn more on page 62).

Even so, it was time sustainability transitioned from a product and operational strategy to a business strategy. For this reason, in 2020 we established the ESG Committee: a permanent multidisciplinary team chaired by a senior executive and reporting directly to the CEO. It aims to support tailoring the company's strategy to meet society's expectations. Because some of the most latent of these demands are related to the environmental sustainability of single-use products manufactured with our materials, the committee received the nickname of "Green Team".

Within its first months of existence, the Green Team fueled several initiatives:

- Virtual meetings with customers and suppliers to discuss perspectives on sustainability;
- Promotion of CO₂ footprint and sustainability score as the standard to measure the sustainability of nonwoven products;
- Capital investment proposals to optimize the production capacity of our green products.





“During 2020 we strengthened our engagement with customers and suppliers to learn more about their perspectives and develop new strategies to approach the sustainability of our supply chain.”

Fernanda Gastal
Vice-President of Global Procurement,
Marketing and Chairwoman of the ESG
Committee (“Green Team”)

The Fitesa MANAGEMENT SYSTEM

GRI 102-16

The Fitesa Management System

(FMS) summarizes who we are, what we do and our operational strategies, providing guidance on the expected standards to be followed at all facilities.



To learn more about our policies, access: www.fitesa.com/pt/company/

What we do

Everything we do is driven by one (or more) of our Company Drives, which serves their related stakeholders.

Our approach to each Drive is defined within its related policy, which also details how we will put this approach into practice in our daily work.

COMPANY DRIVE

RELATED STAKEHOLDER



Safety



Employees



Quality



Suppliers



Customers



Consumers



Efficiency



Investors



Sustainability



Community



HEALTH AND SAFETY POLICY

For Fitesa, safety is the number one priority, and we are fully committed to having a healthy and safe workplace for all of our employees.

We will achieve this by:

- Understanding and fully complying with all applicable legal and other requirements regarding Health and Safety. Following the law is the minimum standard, not the maximum;
- Creating a working environment where all of our employees take responsibility for their own health and safety, and for that of their colleagues. No activity is so urgent that it cannot be performed in a safe manner;
- Proactively working towards prevention of work-related injury and ill health through continual improvement. All injuries are avoidable;
- Considering health and safety aspects when planning changes in the organization, work content and methods, work environment and procurement of new equipment and services. We think before we do.



EFFICIENCY POLICY

Fitesa will ensure long term success by managing our time and efforts so investments in people and resources are optimized. We will achieve this by:

- Designing our processes so they deliver the required results smoothly and without stress. Do it right the first time;
- Ensuring flexibility in our processes so we adapt to new realities without overburdening. Adapt to change in a controlled manner;
- Minimizing wastes in our processes by continually improving our working methods and procedures. Accept the existence of wastes but always strive to reduce them;
- Combining discipline, knowledge and creativity in our everyday work. The limits to what we can achieve are set by ourselves.



QUALITY POLICY

Fitesa understands the foundation of reaching our goal of being the preferred choice in the market is built through excellence in quality and customer satisfaction. We will achieve this by:

- Creating an environment where all of our employees understand the impact of their work on Quality and are driven by a culture that every detail matters. We are never stronger than our weakest link.
- Fully understanding the needs and expectations of our present and potential customers. We know our business and our products better than anyone else.
- Investing in know-how and state of the art assets to be able to provide world class products and quality assurance that meet our customers' requirements and expectations. We deliver what we promise:
 - Supplying the right product, in the right amount at the right time;
 - Ensuring that our product is free from contamination and unwanted component;
 - Delivering product that meets all the requirements for physical properties;
- Continuously developing and improving our management processes, products and services with the aim of being one step ahead of market demands. We come with the solution before the customer comes with the problem.





SUSTAINABILITY POLICY

Fitesa champions the responsible management of resource use and is committed to working towards a sustainable society. We will achieve this by:

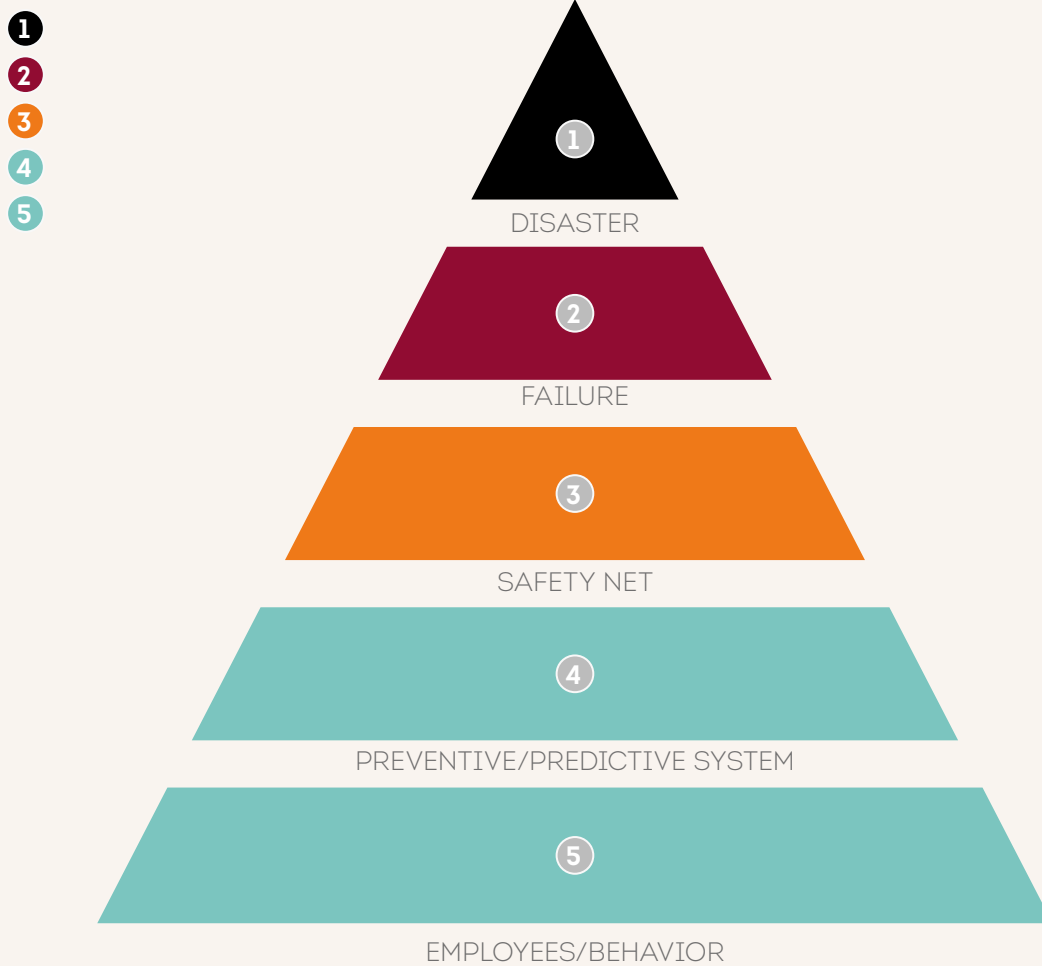
- Ensuring company stability and profitability, enabling us to share with society through employment opportunity, taxation and social contribution. Sustainability is reached through progression, not regression.
- Understanding and fully complying with all applicable legal and other requirements regarding Environmental and Social issues. Following the law is the minimum standard, not the maximum.
- Working continuously towards reducing our environmental impact:
 - Minimizing the amount of material sent to landfill from our operations. Reduce, reuse, recycle;
 - Improving our energy profile through choice of energy type, choice of energy source and reduction of direct specific energy use. Our energy systems serve our needs without compromising the needs of future generations;
 - Addressing the issue of climate change by reducing our Green House Gas footprint. We do not inherit the earth from our ancestors; we borrow it from our children.
- Taking social and moral responsibility in the regions we are present. Do good, be just.

Operational Strategies

Our operational strategy is best described in a pyramidal structure, comprised of five tiers with specific purposes. The largest of them is the base, from which we should work to minimize or prevent the need to act in upper levels.

- **Employees & Behavior (Tier 5):**
Our base tier is related to our employees and their behaviors. Our goal is to provide the knowledge and training to do the right things in the right way, based on the right values. Business success is established here!
- **Preventive/Predictive Systems (Tier 4):**
This tier is connected to our Systems, which are designed to predict and prevent unexpected issues from arising. Having robust and systematic approaches will ensure discipline, stability and reliability in order to meet our business goals.
- **Safety Net (Tier 3):**
A tier through which we identify weaknesses in our lower tiers and establish countermeasures before they progress to the higher tiers of the pyramid. Through it, we anticipate failures or disasters and points that negatively affect business health.
- **Failure (Tier 2):**
This tier represents a flaw in our strategy or the execution of our strategy. If we must focus time and attention to this tier, we have experienced a breach in one or more of our lower tiers which has to be identified and corrected.
- **Disaster (Tier 1):**
The top of the pyramid is known as the Disaster Zone. We work constantly at the lower levels to avoid reaching that point. The longevity and economic vitality of the business is dependent on never operating in this tier.

OUR OPERATIONAL AND STRATEGIC PYRAMID



Our strategic pyramid can be applied to each of our Drives independently, and at the same time, to our daily operating routine. Ultimately, this is how we implement the Operational Strategy and manage the Company's Guidelines, with direct impact on operational, economic and socio-environmental performance.

Control Strategies

We employ different control strategies to guarantee adherence to the Fitesa Management System:

- Through our mission, vision, values, management practices and company drives, we clearly define who we are and avoid the risk of uncertainty about the organizations’ purpose;
- Our code of conduct defines what is not allowed, helping employees to always do right;
- We measure our performance to avoid lack of focus or resources;

- We communicate and interact through committees, internal audits and management by walking around (MBWA), creating opportunity for innovation and continuous improvement.

Certifications

Every year, all our facilities undergo a rigorous internal audit to verify compliance with key regulatory, customers’ and FMS requirements. Some of our units also hold external certifications, according to the relevance at the local level.

OUR CERTIFICATIONS

ENVIRONMENTAL	EMPLOYEES	PRODUCTS
<p>ISO 14001:2015 Environmental Management System Peine (GER); Pantex Sulmona (ITA); Trezzano Rosa (ITA); FitesaCNC Plants 1 and 2 (THA); Jacareí (BRA).</p>	<p>ISO 45001:2018 Health and safety of employees Tianjin (CHI); Peine (GER); Trezzano Rosa (ITA); Norrköping (SWE); Pantex Sulmona (ITA.)</p>	<p>ISO 9001:2015 Product Quality Tianjin (CHI); Peine (GER); Pantex Sulmona (ITA); Trezzano Rosa (ITA); Norrköping (SWE); Washougal (USA); Gravataí (BRA); FitesaCNC Plants 1 and 2 (THA); Jacareí (BRA).</p>
<p>ISO 50001:2011 Energy Management Peine (GER).</p>	<p>OHSAS 18001:2007 Health and safety of employees Pantex Sulmona (ITA); Norrköping (SWE).</p>	<p>Oeko Tex Confidence in fabrics Peine (GER); Trezzano Rosa (ITA); Jacareí (BRA).</p>
		<p>Green Label (ISO 14024 Type 1 Ecolabel) Sustainable products FitesaCNC Plant 2 (THA)</p>
		<p>ABNT Ecological Label Sustainable products Gravataí (BRA).</p>
		<p>IFS HPC Safe and quality products/process Pantex Sulmona (ITA)</p>

Safety and Quality: **OUR TOP PRIORITIES**

GRI 103-1 • 103-2 • 103-3 • 403-1 • 403-8 • 416-1

Every day we impact the health, safety, and general well-being of millions of people around the world, most distinctively our employees, customers and the final consumers that use the products manufactured with our nonwovens, films and elastics.

We take this responsibility very seriously, and are always investing in new technology, training, and corporate systems to guarantee that we deliver our value proposition to make work easier and life better. And we believe this starts with the safety of our operations and the quality of our products.

Our health and safety strategy requires all sites to have a management system that is certifiable according to ISO 45001 and maintain a Behavioral Based Safety Program. Our corporate systems to maintain a strong safety performance include safety risk assessment, lock out tag out (LOTO), general PPE requirements, specific guidelines for risk areas and fire protection.

We also utilize safety near miss reporting, internal audits, close interaction between managers and employees and a systematic approach to investigate accidents to guarantee continuous improvement in this area. (Learn more about our tools to ensure employee safety on page 58).

Our **quality assurance** strategy requires all sites to have a management system that is certifiable according to ISO 9001 and that all employees act in accordance with our Quality Assurance Policy. Our corporate systems to maintain a strong quality performance include risk assessment (FMEA), process control, validation/change control, in line QA systems, standardization and testing and material release.

We also utilize quality near missing reporting, internal and external audits, close interaction with customers and employees and a systematic approach to investigate claims to guarantee continuous improvement in this area.

Our quality policy also addresses **product safety**, with the goal of ensuring that our product is free from contamination or unwanted components. This is particularly important because most of our nonwovens, films and elastics are raw materials for products that make direct contact with consumers' most sensitive body areas — from baby diapers to face masks.

Our regulatory department takes care of the compliance with legal and product safety requirements. We perform rigorous safety tests of the raw materials in 100% of our nonwoven's categories, evaluating, when required, properties ranging from toxicity to skin contact irritability.

CHAPTER THREE

THE VALUE WE CREATE

GRI 102-40 • GRI 102-43

THE VALUE WE CREATE

46

The relationship with our stakeholders is based on mutual trust and respect, which is reinforced by constant and transparent communication. We adopt a personal approach to understand their priorities and perspectives, in addition to quickly

solving possible concerns and questions that may arise.

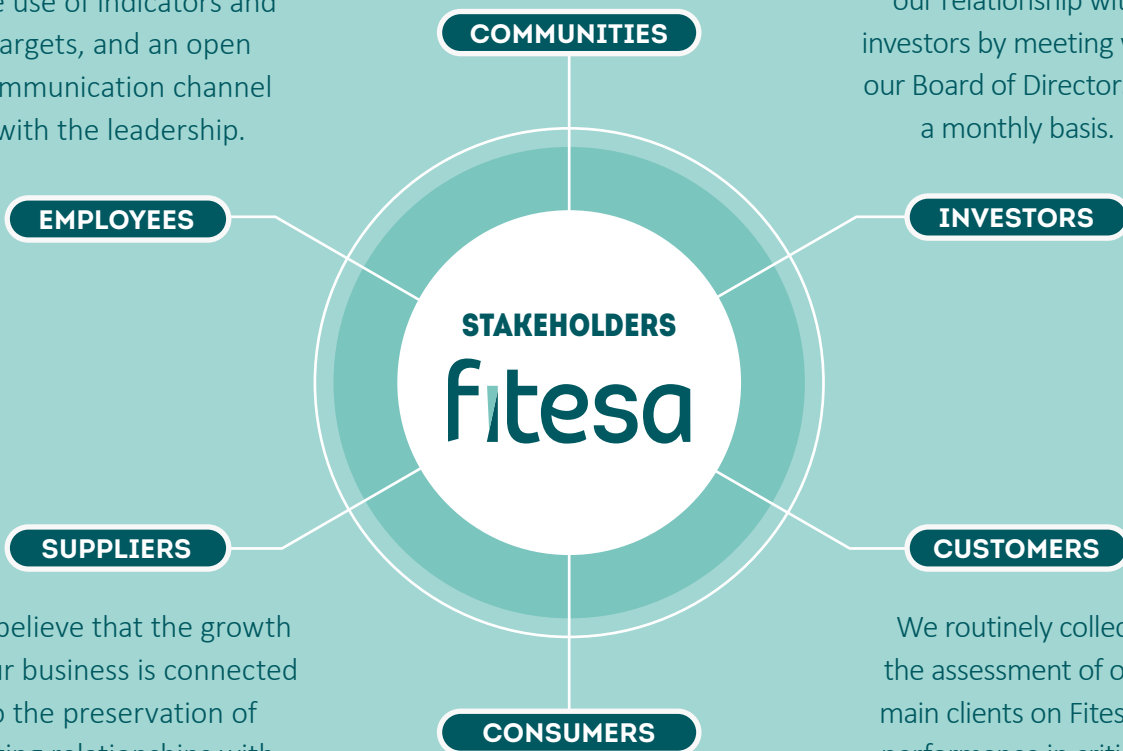
The following are examples of the different ways we engaged with our stakeholders during 2020:



To understand the opinion of our employees, we conduct a periodic Engagement Survey within the Workplace Environment, besides performance evaluation, the use of indicators and targets, and an open communication channel with the leadership.

We are proud to support the needs of the communities where we have facilities. We impact these stakeholders by creating jobs and paying taxes, as well as partnering with local non-profit organizations.

As a privately held company, we maintain our relationship with investors by meeting with our Board of Directors on a monthly basis.



We believe that the growth of our business is connected to the preservation of lasting relationships with our supply chain. We support fair negotiations based on the information exchange during the review cycles and the exchange of feedback. Even as a global company, we strive to maintain local contact with critical suppliers through our purchasing teams.

We connect with end-consumers through our customers, market research, and event participation. We also have technical teams working with key customers to design innovative solutions to meet the needs of end consumers.

We routinely collect the assessment of our main clients on Fitesa's performance in critical areas, in addition to dedicating technical and sales resources to encourage continuous communication.

Our value proposition is better understood by breaking down our positioning by the different stakeholders we connect in the process of making, selling and delivering our products and services:

- Customers;
- Consumers;
- Society;
- Shareholders.



CUSTOMERS

Innovative solutions and exceptional service to meet our customers' expectations.



CONSUMERS

High quality products and transparent communication to ensure consumer's safety, health and peace of mind.



SOCIETY

Efficient and responsible processes that respect society and the environment.



SHAREHOLDERS

Fast and decisive organization, to be faster in today's business environment.



OUR
 INNOVATIVE
 NONWOVEN
 SOLUTIONS
**MAKE
 WORK
 EASIER
 AND LIFE
 BETTER**

- ✓ One of the largest green portfolios in the industry;
- ✓ One of the largest soft portfolios in the industry;
- ✓ Variety of solutions to address the different market trends.

- ✓ Standardized process control;
- ✓ State-of-the-art inspection systems, including proprietary and patented technologies;
- ✓ Cross audits among plants;
- ✓ Monthly committees to discuss issues and opportunities;
- ✓ We are always clear and transparent regarding our products, practices and processes.

- ✓ 2025 sustainability goals: reduce manufacturing waste to landfill, energy consumption and CO₂ emission;
- ✓ We recycle almost 100% of our process waste;
- ✓ 4 plants with 0% waste to landfill;
- ✓ Ongoing energy saving initiatives in all facilities;
- ✓ Sustainability report published every year, available at our website.

- ✓ Lean organizational structure, will few leadership levels;
- ✓ Empowerment and responsible autonomy.

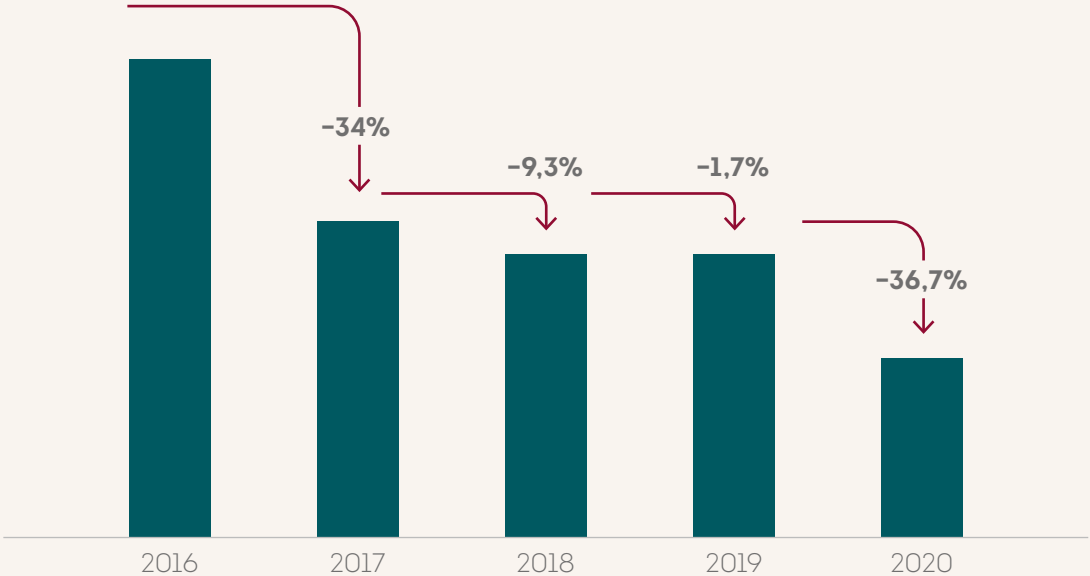
Value for our CUSTOMERS

In addition to Innovation (learn more on page 25), quality is a fundamental pillar in creating value to our customers, as described in our Company Drives (learn more on page 38). Among the innumerable initiatives to meet customers' expectations in this area, we highlight:

SOI Strategy:

Fitesa has developed and is currently rolling out a Substances of Interest (SOI) strategy to monitor and control trace levels of substances. This strategy includes monitoring of raw materials and internal processes to identify possible sources of these substances.

CLAIMS (%) NONWOVENS BUSINESS UNIT



Claims level (% of revenue):

Through the extensive work of understanding customer and consumer needs and developing a process control strategy that is able to reduce variability of our products to a very narrow window, Fitesa has been able to greatly improve customer satisfaction and reduce the amount of reported reject material.

Critical Claims

Over the past years, Fitesa has been monitoring Critical Claims, a KPI that does not take into consideration reject volume but the nature of the customer perceived defect to reduce risk of damage to brand equity.

Fitesa has unified information management systems so that all documents, capital projects, improvement initiatives, investigations, product development projects, validation and change control are handled under one intuitive and globally accessible platform. With this, based on our cultural pillar of trust and responsible autonomy, Fitesa has now more lateral information flow that allows autonomy and agility to the sites to fulfill the customer needs faster.

Value for our EMPLOYEES

GRI 102-8 • 102-41 • 103-1 • 103-2 • 103-3 • 401-1 • 405-1

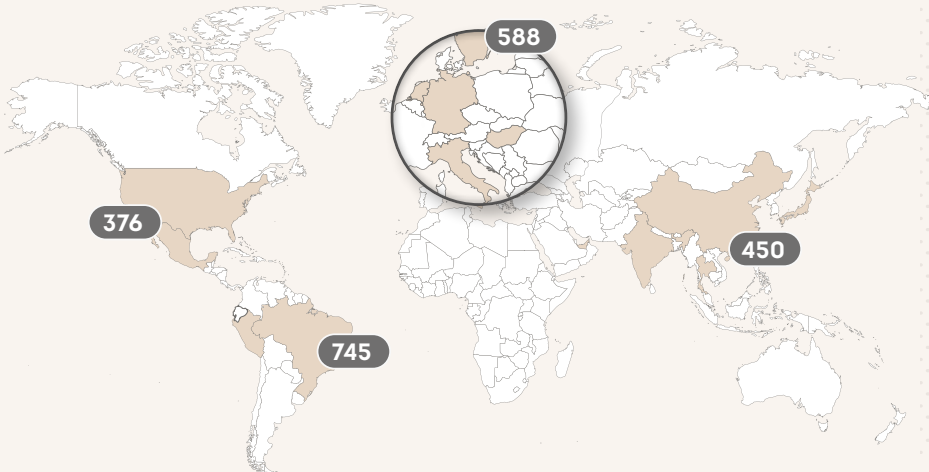
THE VALUE WE CREATE

52

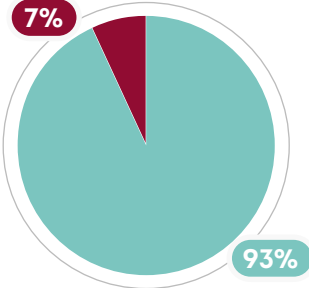
The Fitesa team is distinguished by its cultural diversity. The majority of our employee base is hired locally and represent the different communities that make up our global identity.

At the end of 2020 Fitesa employed 2,159 people, distributed geographically according to the map below. When considering the recent acquisitions, this number goes up to 2,562. As expected, based on our industry, the majority of our workforce hold operational positions, meaning they are hands on with the production of our products.

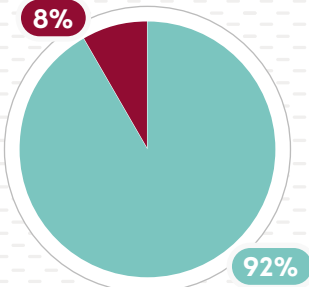
> OUR EMPLOYEES' DISTRIBUTION



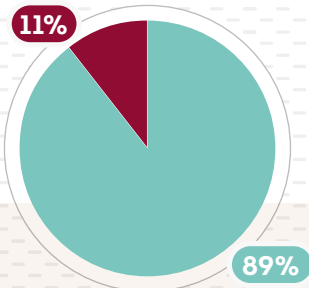
UNITED STATES BY CONTRACT TYPE



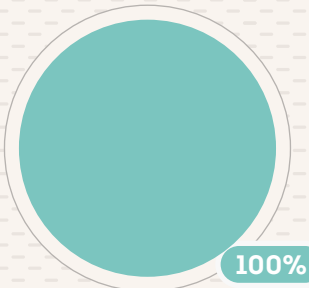
LATIN AMERICA BY CONTRACT TYPE



EUROPE BY CONTRACT TYPE

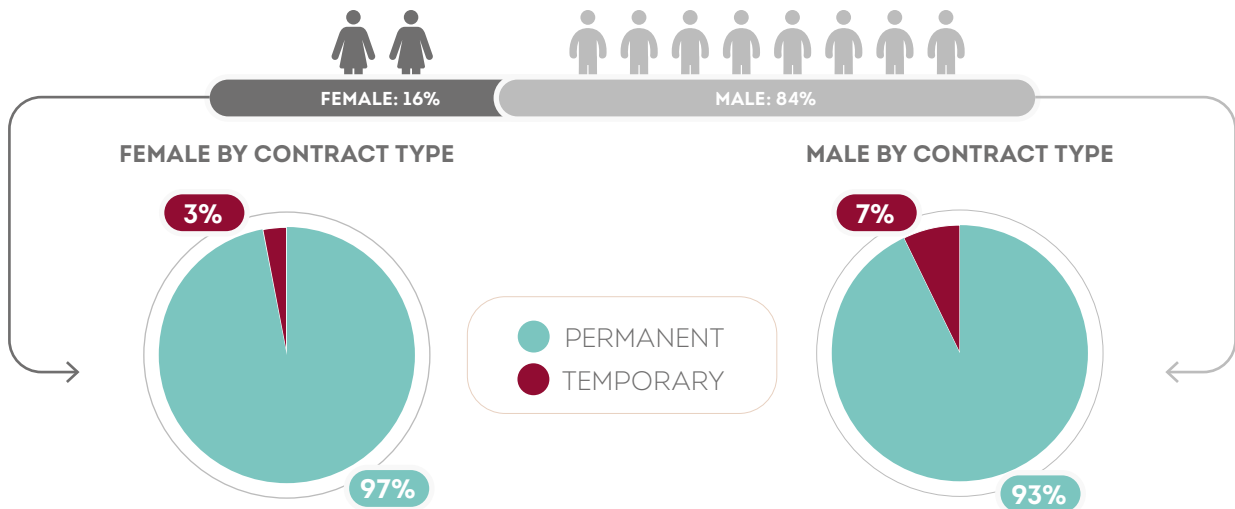


ASIA BY CONTRACT TYPE



GRAND TOTAL OF EMPLOYEES: 2,159

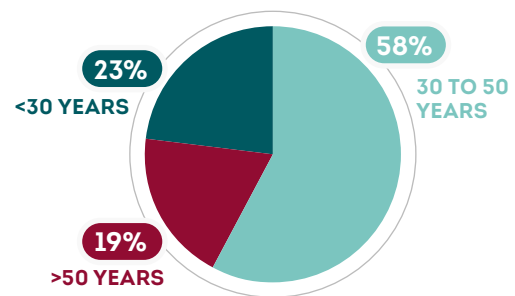
Gender



EMPLOYEES BY WORKING TIME

	MALE	FEMALE	Total
By Gender			
Full-time	1,810	334	2,144
Part-time	2	13	15

AGE GROUP



JOB CREATION IN 2020

	TOTAL HIRES	TERMINATIONS	HIRE RATE	TURNOVER
By Region				
United States	177	112	47%	30%
Latin America	82	68	11%	9%
Europe	47	22	8%	4%
Asia	20	27	4%	6%
By Gender				
Male	277	189	15%	10%
Female	49	40	14%	12%
By Age Group				
Under 30 years old	150	60	30%	12%
Between 30 and 50 years old	157	135	13%	11%
Over 50 years old	19	31	5%	8%
Total	326	229	15%	11%

DIVERSITY OF EMPLOYEES

	NO. OF EMPLOYEES
Executive/Senior Management	9
Middle Management	204
Office/Clerical	227
Operators	1.371
Professional	303
Sales	45

Fitesa participates in collective bargaining in multiple countries where either Trade Unions or Employee Unions are present: United States, Europe, Brazil, Mexico and China to name a few. A total of 64% of Fitesa workforce is covered under collective bargaining agreements. Fitesa is committed to participate in these negotiations to ensure proper adherence to local laws, find common ground with Trade Unions and in good faith regulate relations between our employees and our company.

Even though women still represent a minority in our headcount, they

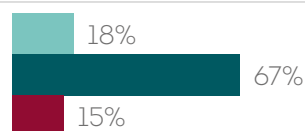
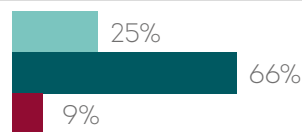
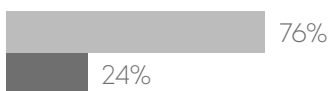
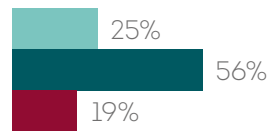
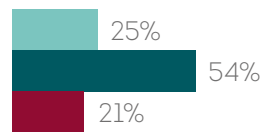
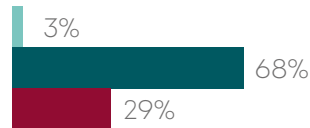
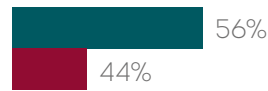
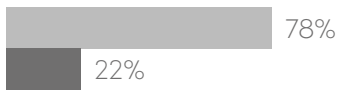
do represent 22% of our Executive Management team and 28% of our Senior and Middle Management Team. We have a fairly diverse workforce age range with 19% of our employees being 50 years or above, and 23% under 30 years of age.

Fitesa offers benefits according to the applicable legislation in each of its facilities.

We strongly value our employees' relation with the company values and the expertise gained through experience. For this reason, we

GENDER
 ● MALE | ● FEMALE

AGE GROUP
 ● <30 | ● 30 TO 50 | ● >50



choose to utilize a vast majority of full-time employees to work under permanent contracts and whenever possible we choose to promote from within. As a result, even with the significant increase in headcount resulting from recent acquisitions, we were able to record a 67% rate of leadership positions held by people internally promoted to these roles.

We are honored and proud to acknowledge the dedication of our employees to our successful track record. In 2020, 29 members of our Middle/Senior/Executive Management

team achieved their 10+ year work anniversary, with 19 of 29 having been in the company for more than two decades, which means they have witnessed and contributed to the significant growth of Fitesa throughout its 47-year history.

Our latest global engagement survey was conducted in 2019 and recorded an overall result of 68%.

We remain watchful of turnover results especially in the United States, where the current job market conditions contribute to an increased regional turnover rate.

Employee Development

GRI 404-3

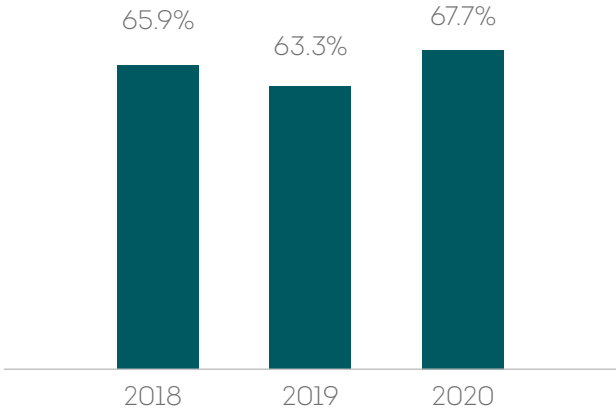
To increase employee engagement and prepare each person for continuous growth in both personal and business aspects, we promote training throughout all levels of the organization.

We have global training programs to share best practices among the facilities, and each unit has the autonomy to establish local training plans.

Even though the pandemic forced us to cancel most in person sessions planned for 2020, we were still able to maintain the average training hours per employee at the same level of 2018. The fast adoption of virtual conferencing and the training in our new global ERP system had a strong positive impact on this indicator.

To measure our teams’ evolution and create actions for development, we conduct annual individual and regional performance evaluations. In 2020, 67.7% of our employees received performance reviews.

Employees who received performance reviews



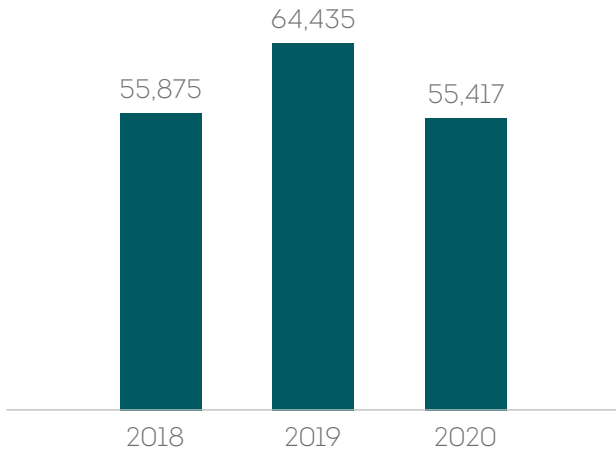
BY GENDER

Male	67.2%
Female	70.3%

BY FUNCTIONAL CATEGORY

Management	98.6%
Office/Clerical	99.1%
Professional	99.0%
Sales	66.7%
Operational	50.8%
Total	67.7%

Total Training Hours



“In 2020 we introduced two new features to our cloud-based HR platform. WeGrow is an online competency-based assessment that will digitalize this process for about 70% of our administrative team. The Fitesa Learning Hub connects our teams with high quality content for self-development. In the future, we plan to continue extending our HR toolkit, focusing on improvement of the employee experience.”

Rodrigo Azambuja
Corporate HR Director

TRAINING HOURS PER EMPLOYEE

BY REGION

United States	9,147
Latin America	29,695
Europe	5,756
Asia	10,820
Total training hours	55,417
Average training hours per employee	25,67



POSITIVE IMPACT

THROUGH THESE ACTIONS, WE CONTRIBUTE TO:



SDG 8 Decent work and economic growth



SDG 4 Quality Education

Health and Safety

GRI 103-1 • 103-2 • 103-3 • 403-2 • 403-4 • 403-9

The health and safety of our employees is Fitesa’s number 1 priority. Our commitment and the tools employed on a global scale are described in our Health and Safety Policy and Strategy (learn more on page 39).







Fitesa has defined a corporate procedure to record, manage and investigate Health and Safety events in a timely manner. Information about safety incidents is communicated quickly to all locations who

are encouraged to implement relevant changes that arise from the investigation (such as equipment and infrastructure investments or updates in procedures).

Employees are continuously challenged to identify and report unsafe conditions that may pose a risk to them or a fellow employee. Each facility has a formal process for documenting and following-through these reports.



IN RESPONSE TO ACCIDENTS, WE FOCUSED ON:

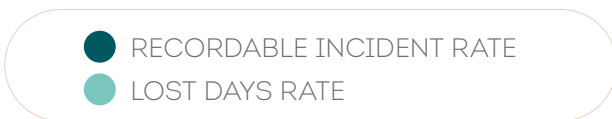
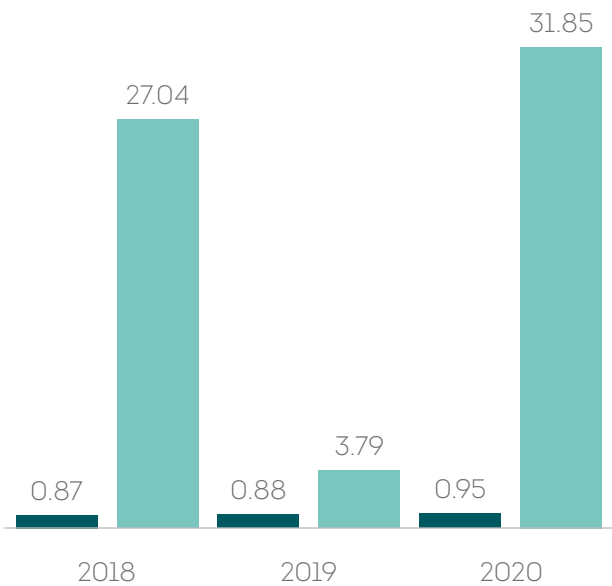
-  Accident analysis and action plan implementation;
-  Machine safeguarding improvements
-  Safety walks deployment
-  New safety procedures and standards implementation
-  Safety reinforcement training
-  Risk mitigation

HEALTH AND SAFETY INDICATORS

RECORDABLE INCIDENT RATE LOST DAYS RATE

Fitesa	0.95	31.85
Latin America	0.59	6.23
United States	2.21	21.80
Europe	0.96	56.43
Asia	0.75	54.84

Health And Safety Indicators



We also perform systematic risk assessments for routine and non-routine activities. Identified risks are ranked and action plans developed to reduce and whenever possible eliminate them. In 2020, we reduced top risks identified by 20%.

Despite our best efforts, in 2020 our lost days rate increased by more than 8 times due to 3 separate accidents that together represented 568 days away from work. The employees have fully recovered and returned to work.

It also saddens us to report one fatal accident at our Gravataí (Brazil) facility. One of our maintenance technicians was fatally injured conducting a routine activity while the machine was down (not running). At the end of 2020, the investigation was still on-going and Fitesa continues to work closely with local authorities to identify the root cause of the accident.

The impact of COVID-19

The nonwovens produced by Fitesa are critical raw materials for the manufacturing of some of the most needed Personal Protective Equipment (PPE), such as surgical and N95 face masks. Therefore, our operations ran non-stop throughout 2020, imposing significant changes in the way we work to protect the health of our employees.

In addition to the use of face masks and stricter cleaning and disinfecting protocols, some of the practices adopted during this period include:

- Identification of employees in risk groups and allowance of working arrangements that supported social distancing, such as home office;
- Restriction to visits, travel and training;
- Reduction of the number of participants in meetings that could not be cancelled, such as shift change;
- Medical evaluation of employees with symptoms or that had been in contact with a positive person.

Throughout all of 2020, Fitesa's operations were not interrupted due to any widespread outbreaks.





Value for **THE ENVIRONMENT**

Our sustainability goals for 2025

> 2025 ENVIRONMENTAL GOALS PERFORMANCE



Reduce the manufacturing waste sent to landfill by

50%

(kg of MWTL/
tonne of product)

Current result:
33% reduction



Reduce energy consumption by

10%

(kWh/
tonne of product)

Current result:
1% reduction



Reduce fossil CO₂ emissions from our operations by

10%

(tonne of Scope 1
and Scope 2 of CO₂/
tonne of product)

Current result:
12% reduction

Baseline for the 2025 environmental goals is 2017



Efficient use of Materials

GRI 102-48 • 103-1 • 103-2 • 103-3 • 301-1 • 301-2 • 306-2

Most of our nonwovens are made from polymers derived from non-renewable fossil fuels sources, such as natural gas and petroleum. Aware of the environmental impact of these materials, we apply three strategies to reduce their use:

- adoption of more efficient processes, which reduce the amount of material used in the manufacturing process;
- utilization of renewable raw materials (learn more on page 65);
- utilization of recycled materials.

In 2020, we used 410,3 thousand tonnes of materials to produce our nonwovens, a value 10% higher than the previous year. But when we consider the increase in our production during the year, we kept material consumption per kilogram of nonwoven fabrics manufactured at a similar level to the previous year.

▶ OUR USE OF MATERIALS

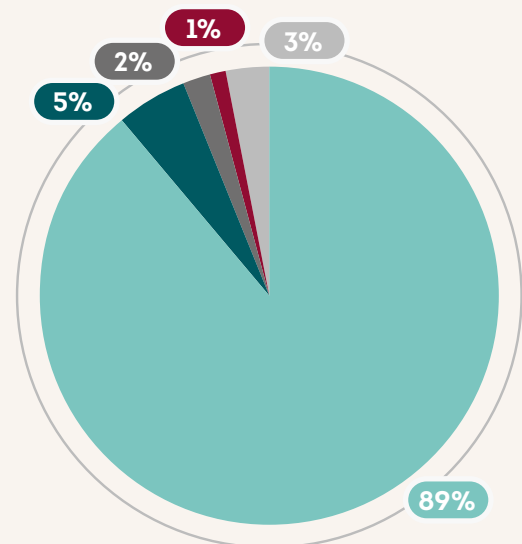
RATIO BETWEEN THE WEIGHT OF MATERIALS AND THE WEIGHT OF PRODUCT PRODUCED

(TONNE/TONNE Q1)

2018	2019	2020
1.14	1.05	1.05

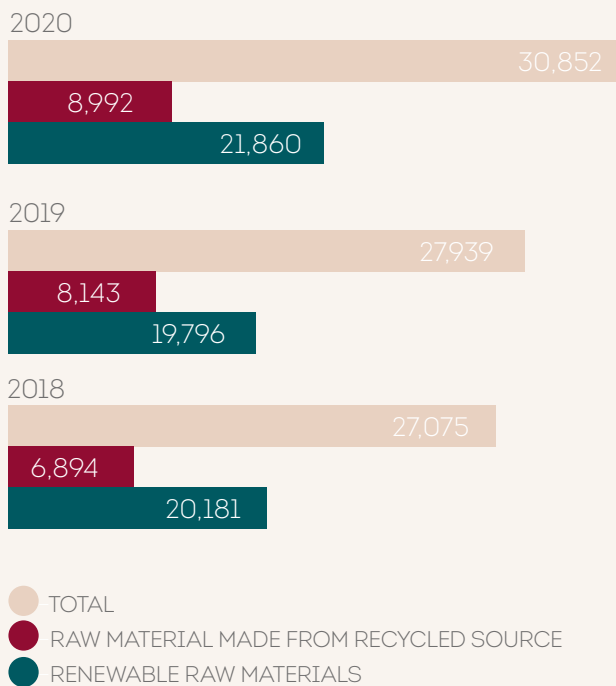
* The data for 2018 and 2019 have been revised according to a new methodology and are different from those presented in previous reports.

Source of materials consumed

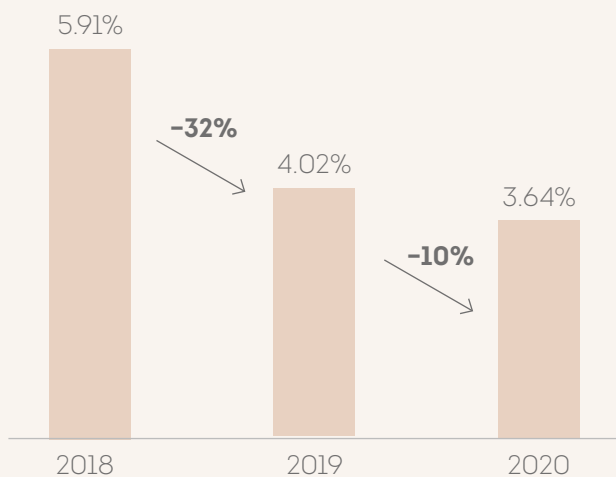


- NON-RENEWABLE RAW MATERIAL
- RENEWABLE RAW MATERIAL
- RAW MATERIAL MADE FROM RECYCLED SOURCES
- ADDITIONAL COMPONENTS
- ADDITIVES

Consumption of Recycled and Renewable Raw Material (tonnes)



Scrap Sales (%)



At the same time, the proportion of renewable raw materials used in our production process has steadily increased over the past three years, reaching 5% of our total materials consumed by end of year 2020. This growth reflects the increasing effect of sustainability awareness on consumers' actual purchasing behavior.

As for the use of recycled materials, most of our facilities have the ability to recycle the waste generated in their own production, making the process more efficient while reducing the selling and disposal of waste.

Monthly, we record the percentages of raw materials that were not recycled internally through an indicator called scrap sales. In 2020, our global percentage of scrap sales decreased by 10%, the lowest percentage recorded in the last four years.

Our ability to recycle certain products internally is still limited, just as it can be difficult to obtain external recyclers for certain waste products. Therefore, the percentage of scrap sales depends on our sales portfolio mix during the year.

Energy

GRI 102-48 • 103-1 • 103-2 • 103-3 • 302-1 • 302-3

At Fitesa, we are committed to reducing our environmental impacts by supporting a low carbon economy. We concentrate our efforts on reducing energy consumption and consequently CO₂ emissions into the atmosphere, as we recognize this factor as the most critical aspect of our operation.

To this end, we focus our environmental strategy on reducing the use of polluting fuels and pursuing a more efficient operation.

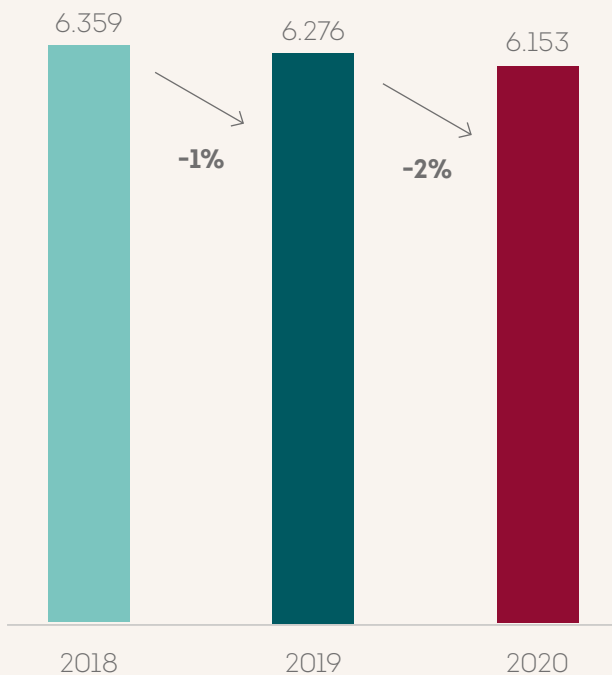
Our Energy Committee serves as a knowledge and best practice exchange point on a global level and has representatives at all facilities.

In 2020, we consumed 2,401 million GJ of energy in our operations, a figure 8% higher than in 2019. When we compare the value to the growth in our production, we recorded a reduction of 2% in relative energy consumption between 2019 and 2020.

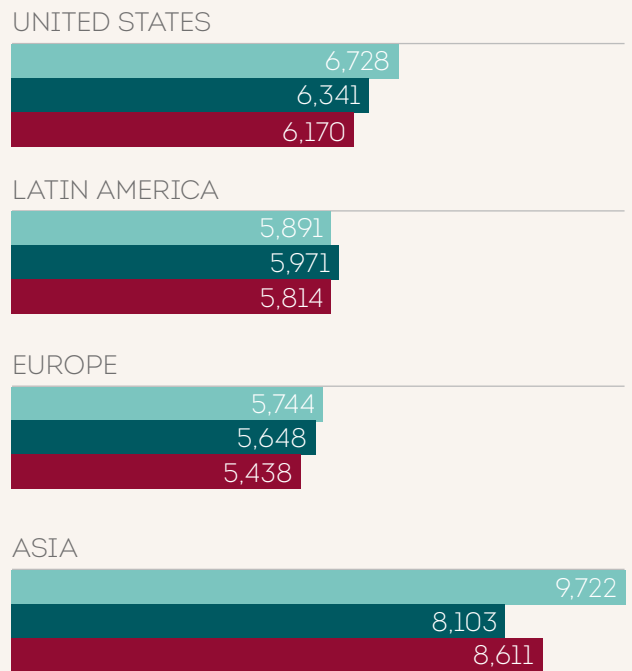
THE VALUE WE CREATE

66

Total Energy used/production (GJ/tonne Q1)



Energy consumption by region (GJ/Tonne Of Q1)



TOTAL ENERGY CONSUMPTION (GJ)

2018	2019	2020
1,965,466	2,215,712	2,401,220

* The data for 2018 and 2019 have been revised according to a new methodology and are different from those presented in previous reports.

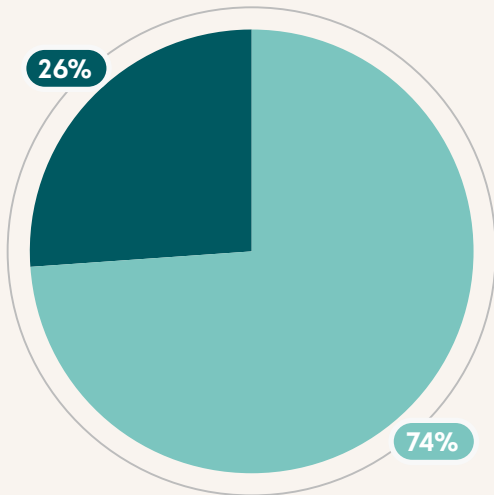
These figures reinforce our commitment to our energy efficiency goal for 2025 and help us quantify that we are on the right track (learn more on page 62).

Of the total energy consumed in 2020, 74% came from electricity and 26% from natural gas. Through a series of energy efficiency initiatives, we reduced our ratio between energy consumption and the

weight of product produced by 1% for electricity and 6% for natural gas.

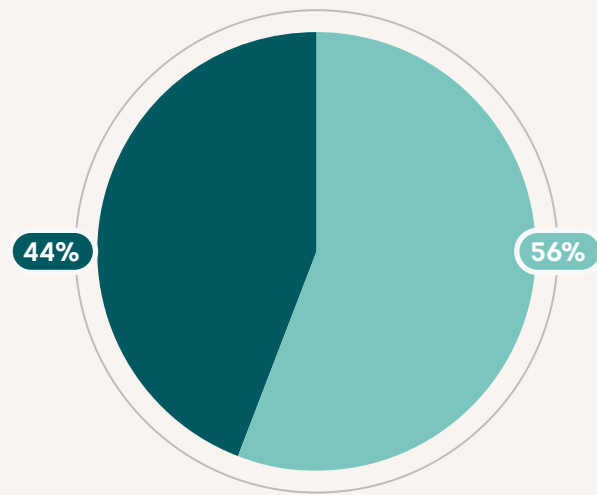
As we are committed to reducing our environmental impacts, 44% of the amount of energy consumed in our operations comes from renewable sources. The figure is four percentage points higher than in 2019, mitigating the impact of our facilities on the environment.

Consumption by energy source



- ELECTRICITY
- NATURAL GAS

Consumption by type of energy



- NON-RENEWABLE ENERGY
- RENEWABLE ENERGY



POSITIVE
IMPACT

THROUGH THESE ACTIONS, WE CONTRIBUTE TO:



SDG 7 Affordable and Clean Energy

Emissions

GRI 102-48 • 305-1 • 305-2 • 305-4

We understand the urgency of actions to mitigate the climate crisis that already affects our planet. That is why, at Fitesa, we are committed to working hard to continually reduce our carbon footprint as part of our sustainability efforts.

In 2020, we emitted 188,961 tCO₂, a value 5% higher than in 2019. However, when we compare the value with the increase in our production for the year, we register a reduction of 6% in emissions relative to 2019.

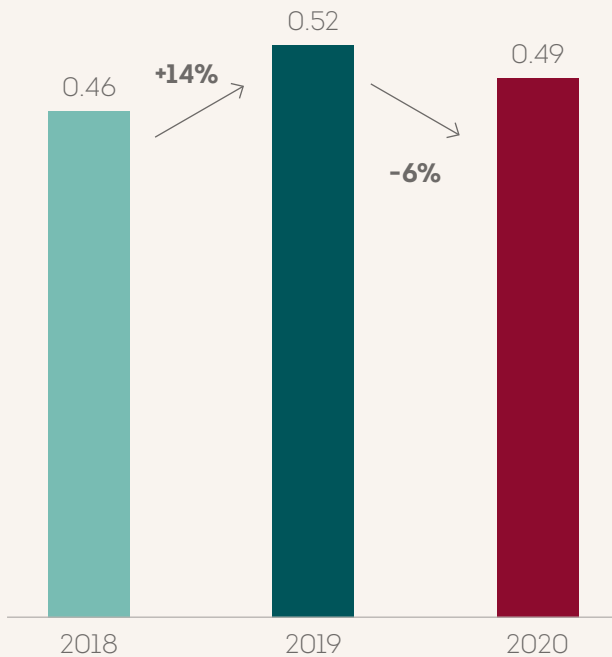
The main source of emissions in our operation is the burning of fuels to generate the electrical energy used in our facilities

(Scope 2), being responsible for 64% of the CO₂ we emit. The burning of fuels directly in the operation (Scope 1) was responsible for 17% of the emissions.

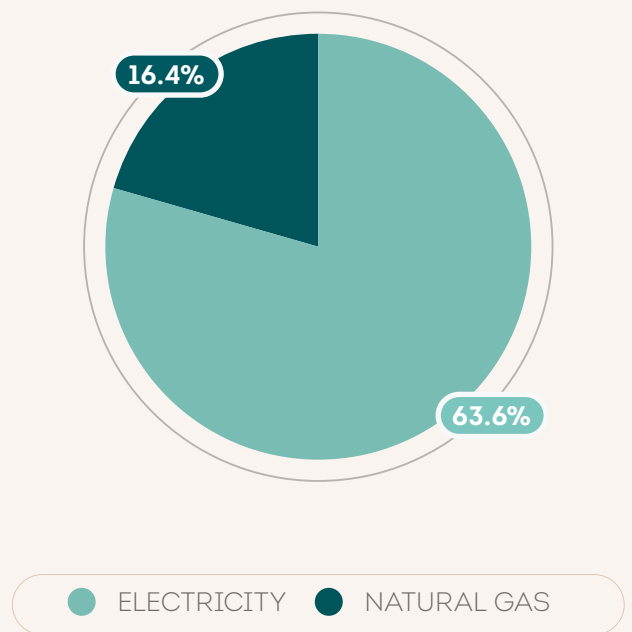
We follow the GHG Protocol standard to track our emissions performance and use DEFRA 2018 for our conversion factors for GHG emission calculations. The primary emissions from our operations are CO₂ and the indicator is standardized for production.

These numbers demonstrate that we are on the way to reach the goal of reducing emissions by end of year 2025, with some facilities having already reached their targeted result (learn more on page 62).

Total emissions/production (tCO₂/tonne Q1)




CO₂ Emissions by Energy Source



TOTAL CO₂ EMISSIONS (TCO₂)

2018	2019	2020
150,456	180,098	188,961

* The data for 2018 and 2019 have been revised according to a new methodology and are different from those presented in previous reports.



POSITIVE
IMPACT

THROUGH THESE ACTIONS, WE CONTRIBUTE TO:



SDG 13 Climate Action

Water

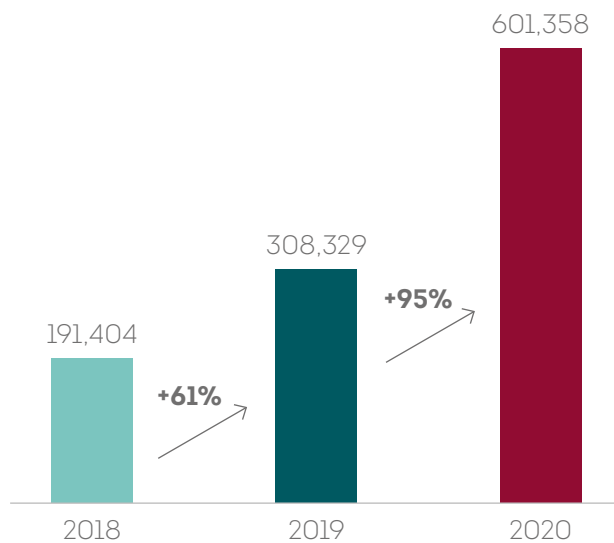
GRI 102-48 • 103-1 • 103-2 • 103-3 • 303-4

Water consumption is relatively low in our operation and does not represent a significant environmental impact. Most of the water consumed in our production process is used in closed loop - to cool the equipment - and returns to the process to be reused in other steps.

In 2020, we consumed a total of 601,358 m³, an increase of 95% compared to 2019. During the year, at our facility in Peru, we implemented a project to improve the wastewater treatment plant, which required the cleaning and shutdown of the facility for three weeks. The initiative consumed 259,000 m³ of water, explaining the consumption rise registered during the year.

Most of the water consumed in our facilities is used in closed loop.

Water Consumption (m³)



* The data for 2018 and 2019 have been revised according to a new methodology and are different from those presented in previous reports.

Waste Management

GRI 102-48 • 103-1 • 103-2 • 103-3 • 306-2 • 306-3 • 306-4 • 306-5

In our solid waste management strategy, reducing, reusing and recycling are priorities, with even greater attention to the internal reuse and recycling of materials (learn more on page 64). All our facilities manage their waste, separating them according to type.

In 2020, we generated a total of 17.8 thousand tonnes of waste and sent 1.6 thousand tonnes to landfill. As classified by the local legislations where we operate, 5% was considered hazardous and 95% non-hazardous.

Although the quantity has grown in relation to the previous year, the ratio between the weight of waste sent to landfill and the total weight of products manufactured showed a reduction of 43.6%.

These results are in line with our commitment to our goal of reducing waste to landfill (learn more on page 62). In 2020, three facilities achieved zero waste to landfill: Cosmopolis (BR), Trezzano Rosa (IT) and Norrkoping (SW). Jacarei (BR), San Jose Iturbide (MX) and Simpsonville (US) diverted part of their waste to more environment-friendly destination routes, contributing for the improvement in this indicator.

The destination of these waste fractions can be made by external recycling or waste management companies, and are subdivided into: waste sent to landfills, reused, recycled, incinerated, recovered or sent to composting.

Manufacturing waste sent to landfill (Thousand of tonnes)

	2018	2019	2020
United States	2.742	2.277	1.318
Latin America	0.605	0.310	0.261
Europe	0.013	0.016	0.038
Asia	0.000	0.004	0.009

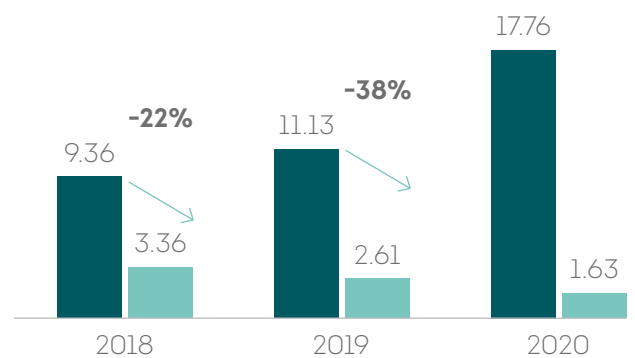
Ratio between the total weight of waste generated versus the weight of the product produced (Tonne Q1)

	2018	2019	2020
	0.03	0.03	0.05

Relationship between the weight of the waste sent to landfill and the weight of the product produced (Kg/Tonne Q1)

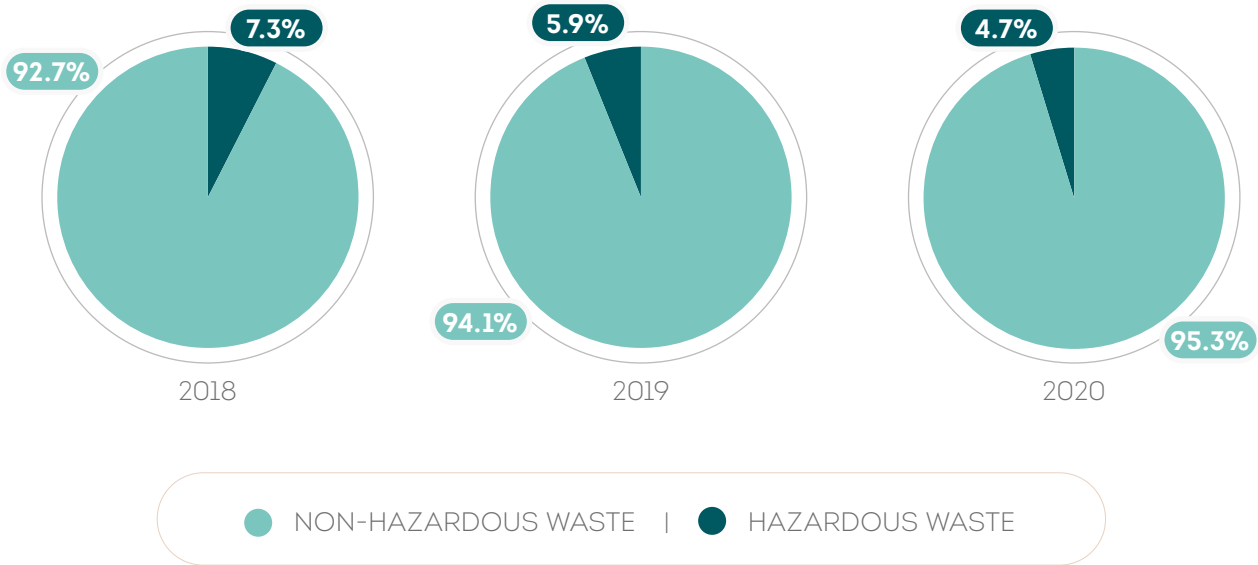
	2018	2019	2020
	10.87	7.39	4.17

Manufacturing waste sent to landfill (Thousand of tonnes)



● TOTAL WASTE
● WASTE SENT TO LANDFILL

Proportion Between the Types of Waste Generated



* The data for 2018 and 2019 have been revised according to a new methodology and are different from those presented in previous reports.

DISPOSAL OF HAZARDOUS WASTE

(% PER SUBCLASS)

	2018	2019	2020
Landfill	12.62%	8.24%	5.93%
Reuse	0.43%	0.00%	1.95%
Recycling	3.28%	8.17%	2.78%
Incineration	79.46%	77.67%	74.66%
Recovery	4.22%	5.91%	14.68%
Composting	0.00%	0.00%	0.00%

DISPOSAL OF NON-HAZARDOUS WASTE

(% PER SUBCLASS)

	2018	2019	2020
Landfill	37.73%	24.37%	9.31%
Reuse	0.37%	10.20%	4.63%
Recycling	48.50%	51.60%	80.84%
Incineration	7.19%	5.30%	3.40%
Recovery	5.84%	8.12%	1.92%
Composting	0.36%	0.40%	0.25%

Value for **SOCIETY**



THE VALUE WE CREATE



72

Social Investment

We believe that our global presence can be a strength to enhance our social impact, positively influencing a large number of people in a variety of cultures. We therefore remain aware of our responsibility to the communities where we operate, seeking to make investments in organizations whose values and practices are aligned with ours.

Our social investments are divided through global and local contributions, and philanthropic donations are guided by the Strategic Philanthropy Policy of our parent company, Évora.

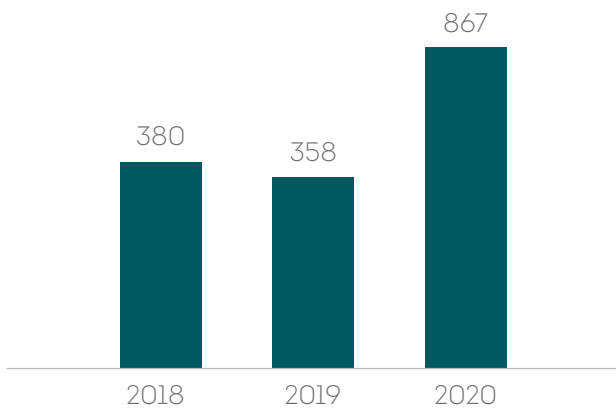
Global contributions are chosen at the corporate level and voted by the Board of Directors. At the same time, we encourage the autonomy of each region, so that social investment strategies are also chosen based on the needs of their local communities.

In 2020, the largest portion of donations focused on fighting COVID-19. Our operations focused on the strategic position of being a preferred supplier of nonwovens for the production of Personal Protective Equipment (PPE) to help prevent the spread and combat the disease (learn more on page 60).



> OUR GLOBAL CONTRIBUTIONS

**Social Investments
(in Thousands of US \$)**



> LING INSTITUTE

Ling Institute is our primary partner to generate the positive impact in the communities where we operate.

Founded by the Ling family in 1995, the organization’s main objective is to contribute to the transformation of Brazilian society by investing in education, offering scholarship grants and, starting in 2014, establishing a cultural center.

Since 2019, its activities have evolved to include health initiatives with the implementation of an Oncology center.

In 2020, we contributed US \$350 thousand to this partner.

> OUR LOCAL CONTRIBUTIONS



- Financial contributions
- Monetary contributions to non-profit organizations (raised by employees voluntarily);
 - Local company monetary contributions to worthy causes (pre-approved by Fitesa Executive Team).



- Volunteer hours
- Food delivery programs for shut ins community residence;
 - Reforestation events;
 - Community clean up days.



- Enrichment Opportunities
- Occupational training;
 - Job creation;



- Community Outreach
- Clothing and food drives;
 - Diaper donations.

DONATIONS



Surgical Masks 677,600 units



PFF2 masks 1,238,900 units



Surgical gowns 3,500 units



Safety goggles 1,000 units



Face shield 1,000 units

In this respect, we donated 1,922 thousand pieces of PPE to government health institutions and social organizations, with the intention of contributing to the safety of the local community.

Additionally, through partnership with Braskem Petrochemical Company, we donated 92 tonnes of nonwoven material for the manufacture of surgical masks and gowns. The finished products were made by partner companies and distributed to different governmental institutions, such as hospitals and health departments.



THROUGH THESE ACTIONS, WE CONTRIBUTE TO:



SDG 1 No poverty



SDG 2 Zero hunger



SDG 8 Decent work and economic growth



SDG 15 Life on land



Value for our SUPPLIERS

GRI 102-9

Fitesa depends on a large number of suppliers to serve its global footprint.

As one of the world's largest nonwovens manufacturers we generate a healthy, continuous demand for a variety of suppliers creating a positive impact throughout the supply chain.

Polymers represent the vast majority of our raw material purchases in volume and value. We partner with some of the world's largest companies to guarantee a reliable supply to each and every Fitesa facility.

Our corporate procurement team negotiates long-term contracts for critical raw materials and equipment and local purchasing teams execute purchasing orders and manage locally sourced items.

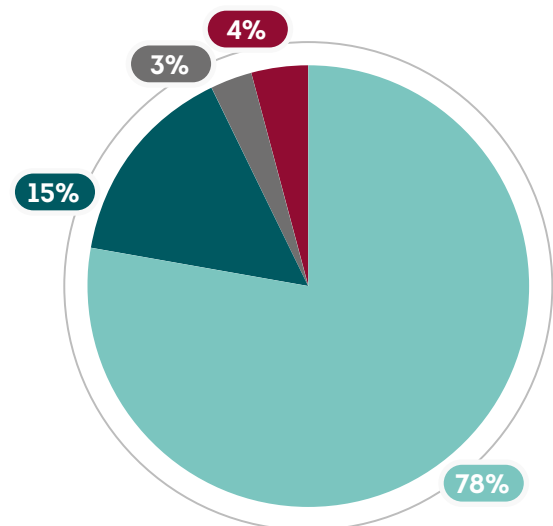
Our suppliers are expected to follow our Ethics Guidelines and Compliance Rules which include, among other topics, the eradication of child labor, forced labor and discrimination, employee health and safety, freedom of association and protection of the environment.



“Our global sourcing expertise combined with our long term business relationship with our strategic vendors are key to our growth strategy.”

Luiz da Poian
Corporate Procurement Manager

Strategic Raw Materials Purchases in 2020 (% based in US \$)



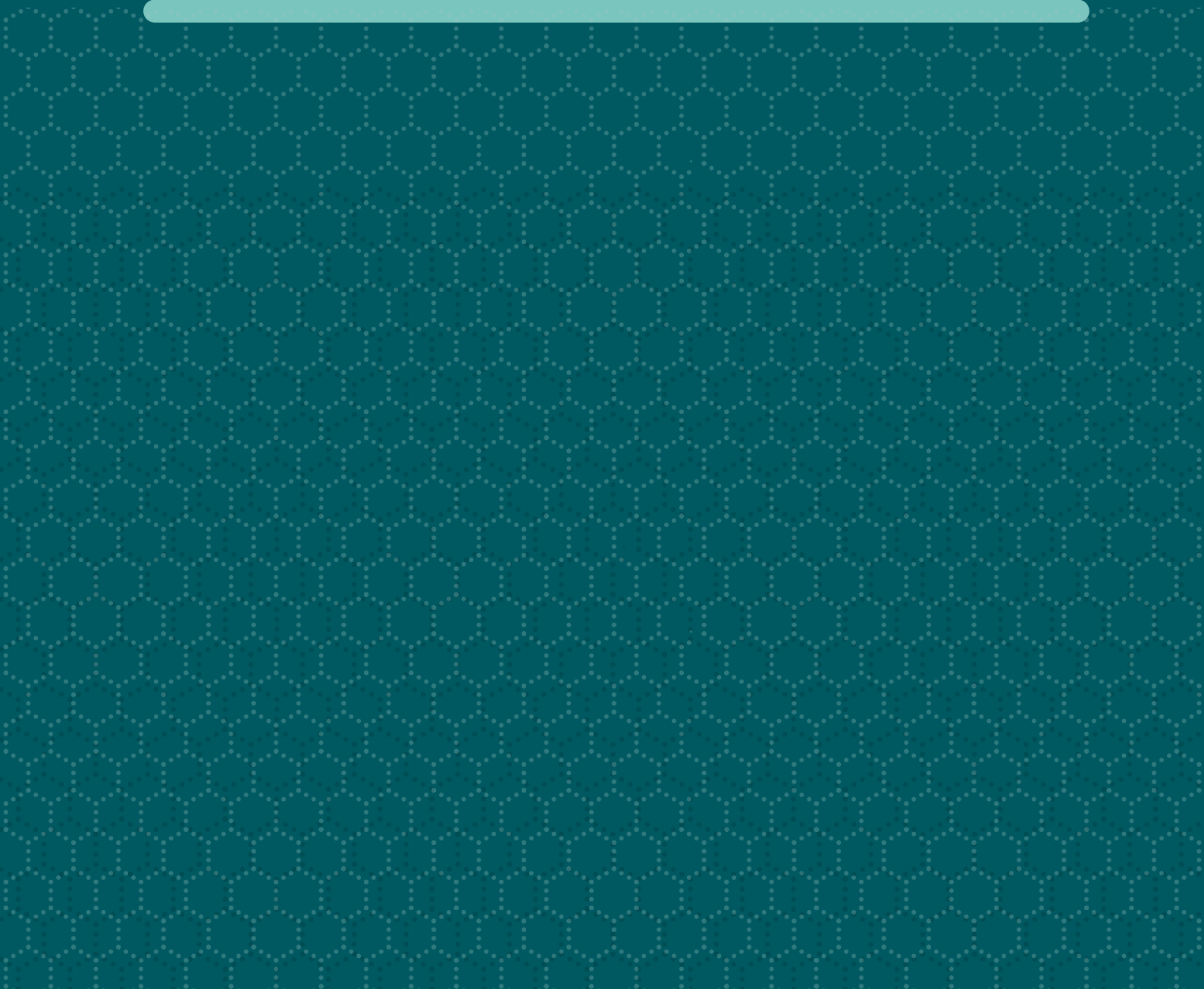
- POLYMERS
- CARDED RAW MATERIALS
- AIRLAID RAW MATERIALS
- OTHERS



fitesa

SUPRICE

APPENDICES



GRI Standards

CONTENT INDEX

GRI 102-55

GRI 101: FOUNDATION – 2016

STANDARD DISCLOSURES

REFERENCE/
DIRECT ANSWER

General Disclosures

GRI 102: General Disclosures

STANDARD	DISCLOSURES	REFERENCE/ DIRECT ANSWER
102-1	Name of the organization	Page 12
102-2	Primary brands, products, and services	Page 12
102-3	Location of the organization's headquarters	Page 12
102-4	Number of countries where the organization operates	Pages 12 and 18
102-5	Nature of ownership and legal form	Page 12
102-6	Markets served	Pages 18 and 20
102-7	Scale of the organization	Page 12
102-8	Information on employees and other workers	The information on employment and other workers is provided by Corporate HR for Executive Management and by Fitesa facilities for all other categories. Page 52
102-9	Supply chain	Page 76
102-10	Significant changes to the organization and its supply chain	Page 15
102-11	Precautionary Principle or approach	Page 34
102-12	External initiatives	Page 30
102-13	Membership of associations	Page 86

STANDARD	DISCLOSURES	REFERENCE/ DIRECT ANSWER
102-14	Statement from senior decision-maker	Page 4
102-16	Values, principles, standards, and norms of behavior	Pages 28 and 38
102-18	Governance structure	Page 34
102-19	Delegating authority	Page 34
General Disclosures		
GRI 102: General Disclosures		
102-20	Report whether the organization has appointed an executive level position or positions with responsibility for economic, environmental, and social topics and whether post holders report directly to the highest governance body.	Page 34
102-21	Consulting stakeholders on economic, environmental, and social topics.	Page 34
102-22	Composition of the highest governance body and its committees.	Page 34
102-33	Process for communicating critical concerns to the highest governance body.	Page 34
102-34	Total number and nature of critical concerns that were communicated to the highest governance body and mechanism(s) used to address and resolve them.	Page 34
102-40	List of stakeholder groups	Page 46
102-41	Collective bargaining agreements	Page 52
102-42	Identifying and selecting stakeholders	Page 6
102-43	Approach to stakeholder engagement	Page 46
102-44	Key topics and concerns raised	Page 6
102-45	Entities included in the consolidated financial statements	Page 8
102-46	Defining report content and topic Boundaries.	Page 6
102-47	List of material topics	Page 6
102-48	Restatements of information	Pages 64, 66, 69 and 70
102-49	Significant changes from previous reporting periods in the list of material topics and topic Boundaries	Page 6
102-50	Reporting period	January 1 st , 2020 to December 31 st 2020

STANDARD	DISCLOSURES	REFERENCE/ DIRECT ANSWER
102-51	Date of most recent report	January 1 st , 2019 to December 31 st 2019
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	fitesamarketing@fitesa.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI Content Index	Page 79
102-56	External assurance	This report has not been externally verified.

STANDARD	DISCLOSURES	REFERENCE/ DIRECT ANSWER
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Material topic: Safety and convenience for customers

Product safety and quality

GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Page 45
103-2	The management approach and its components	Page 45
103-3	Evaluation of the management approach	Page 45

GRI 416: Customer Health and Safety 2016

416-1	Assessment of customer health and safety impacts of product and service categories	Page 45
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Material topic: Employment and well-being

Occupational Health and Safety

GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Page 58
103-2	The management approach and its components	Page 58
103-3	Evaluation of the management approach	Page 58

GRI 403: Occupational Health and Safety 2016

403-1	Occupational health and safety management system	Page 45
403-2	Hazard identification, risk assessment, and incident investigation	Page 58

403-4	Worker participation, consultation, and communication on occupational health and safety	Page 58
403-8	Workers covered by an occupational health and safety management system	Page 45
403-9	Work-related injuries	Page 58

STANDARD	DISCLOSURES	REFERENCE/ DIRECT ANSWER
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Talent attraction and retention

GRI 102: General Disclosures

GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Page 52
103-2	The management approach and its components	Page 52
103-3	Evaluation of the management approach	Page 52

GRI 401: Employment 2016

401-1	New employee hires and employee turnover	Page 52
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GRI 405: Diversity 2016

405-1	Diversity of governance bodies and employees with percentage of individuals by gender, age group, minority or vulnerable groups and other indicators of diversity.	Page 52
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GRI 404: Training and Education 2016

404-3	Percentage of employees receiving regular performance and career development reviews, by gender and employee category.	Page 56
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STANDARD	DISCLOSURES	REFERENCE/ DIRECT ANSWER
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Material topic: Ethics and fight against corruption

GRI 102: General Disclosures - 2016

102-17	A description of internal and external mechanisms seeking advice about ethical and lawful behavior	Page 28
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GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Page 28
103-2	The management approach and its components	Page 28
103-3	Evaluation of the management approach	Page 28

STANDARD	DISCLOSURES	REFERENCE/ DIRECT ANSWER
GRI 205: Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	Page 28
Material topic: Risk and opportunity management		
Risk management framework and best practices		
GRI 102: General Disclosures - 2016		
102-29	Highest governance body's role in identifying and managing economic, environmental, and social topics	Page 34
102-30	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.	Page 34
102-31	Frequency of the highest governance body's review of economic, environmental, and social topics	Page 34
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	Page 34
103-2	The management approach and its components	Page 34
103-3	Evaluation of the management approach	Page 34
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	The company does not report its financial information for strategic reasons. Only the social investment data are reported.
STANDARD	DISCLOSURES	REFERENCE/ DIRECT ANSWER
Material topic: Environmental impacts		
Management of greenhouse gas emissions		
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	Page 68
103-2	The management approach and its components	Page 68
103-3	Evaluation of the management approach	Page 68

STANDARD	DISCLOSURES	REFERENCE/ DIRECT ANSWER
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Types of gases used in calculations: CO ₂ from fossil fuels; CH ₄ from energy consumption and N ₂ O from fossil fuels. Page 68
305-2	Energy indirect (Scope 2) GHG emissions	Types of gases used in calculations: CO ₂ from fossil fuels; CH ₄ from energy consumption and N ₂ O from fossil fuels. Page 68
305-4	GHG emissions intensity	Types of gases used in calculations: CO ₂ from fossil fuels; CH ₄ from energy consumption and N ₂ O from fossil fuels. Page 68
STANDARD	DISCLOSURES	REFERENCE/ DIRECT ANSWER

Energy use management

GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	Page 66
103-2	The management approach and its components	Page 66
103-3	Evaluation of the management approach	Page 66

GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Page 66
302-3	Energy intensity	Page 66

Waste Management

GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	Page 70
103-2	The management approach and its components	Page 70
103-3	Evaluation of the management approach	Page 70

STANDARD	DISCLOSURES	REFERENCE/ DIRECT ANSWER
GRI 306: Waste		
306-2	Management of significant waste-related impacts	Pages 64 and 70
306-3	Total weight of waste generated in metric tons	Page 70
306-4	Total weight of waste diverted from disposal in metric tons	Page 70
306-5	Total weight of waste directed to disposal in metric tons	Page 70
Use of materials		
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	Page 64
103-2	The management approach and its components	Page 64
103-3	Evaluation of the management approach	Page 64
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Page 64
301-2	Recycled input materials used	Page 64
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Credits

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EDITORIAL PROJECT, CONTENT WRITING, GRI CONSULTING AND TRANSLATION

RICCA Sustentabilidade

GRAPHIC DESIGN AND LAYOUT

RICCA Sustentabilidade

PHOTOS

Fitesa image bank

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Fitesa is interested in hearing from you. If you have any feedback or suggestions related to our reporting data or methodology we encourage you to contact us via email at fitesamarketing@fitesa.com

Fitesa is proud member of European Disposables and Nonwovens Association (EDANA), Brazilian Association of Nonwoven and Technical Textiles (ABINT) and Association of the Nonwovens Fabrics Industry (INDA).



Safe Harbor Statement

This report includes forward-looking statements. You can identify our forward-looking statements by words such as “anticipate”, “believe”, “estimate”, “expect”, “forecast”, “intend”, “may”, “plans”, “predict”, “project”, “schedule”, “seeks”, “should”, “target” or other words that convey the uncertainty of future events or outcomes. Although we believe that the expectations reflected in those forward-looking statements are reasonable, they have been based on certain beliefs and assumptions as to future events, and those expectations may prove to be incorrect.

These statements are not guarantees of future performance and involve certain risks, uncertainties and assumptions that are difficult to predict. Therefore, actual outcomes and results may differ materially from what is expressed or forecast in such forward-looking statements.

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