

ESG REPORT 2021

A decorative graphic on the left side of the page. It features a dark blue rounded rectangle at the top containing the text 'ESG REPORT 2021'. Below this, there are several horizontal lines in blue, purple, orange, red, and green. These lines are partially enclosed by overlapping circles of the same colors, creating a layered, abstract effect.

Contents

Welcome

2030 ESG Strategy

2021 highlights

Message from our leadership

About Beontag

Driving sustainability across the value chain

Our approach to quality and safety

Our governance

Driving transformations

Our team

Local communities

Environmental stewardship

Emissions

Energy

Waste

Economic and financial performance

GRI content index

Credits and corporate information

Welcome

GRI 102-45, 102-46, 102-50, 102-53



In this ESG Report we describe our journey towards hastening transformations that are catalyzing the development of society while also exceeding our customers' and the market's expectations.

The data and disclosures in this report cover the operations of Beontag in Brazil, Argentina, Finland, Italy, France and Uruguay. Any exceptions are noted in comments and footnotes throughout the text.

This report has been developed in accordance with the Global Reporting Initiative (GRI) Standards. It refers to the period between January 1 to December 31, 2021. This publication describes our progress in building the future to which we aspire and look forward. To learn more about its contents, please contact our ESG team by email:



esg@beontag.com

**We hope you find this report
useful and informative.**

2030 ESG Strategy

GRI 102-12, 102-13

The Decade of Action is a call on governments, civil society and the private sector to take concrete measures to achieve the Sustainable Development Goals (SDGs). To support these goals, we have created a corporate ESG division responsible for designing and leading our related sustainability initiatives.

In 2021 we joined the UN Global Compact and developed our 2030 ESG Strategy, setting out commitments and targets that will guide our actions over the coming years around issues such as sustainable products, waste management, and diversity and inclusion. This agenda has been built in line with the SDGs and our materiality matrix.

Our 2030 goals and targets



Promote sustainability across the value chain by offering sustainable products

Graphic and Label Materials (GLM)

- **85%** out of the total annual sales are sustainable products
- **100%** certified paper fiber

Digital Transformation Enabler (DTE) solutions

- **70%** out of the total annual sales are sustainable products



Manage business impacts on the environment

Graphic and Label Materials (GLM)

- **90%** of waste diverted from landfills

Digital Transformation Enabler (DTE)

- **100%** of waste diverted from landfills



Promote gender equality in the workplace

- **50%** of women in leadership positions (management and above)
- **40%** of women in the workforce

Materiality

GRI 102-40, 102-42, 102-43, 102-44, 102-47, 103-1

Our materiality matrix is an essential part of our ESG Strategy. It was developed using best practices in corporate sustainability, including a review of documents and ESG indices, employee workshops, interviews with our leadership team and external stakeholders, and benchmarking against peers. This exercise yielded a list of 17 material topics and 11 priority topics. **GRI 102-47**

The material topics that based the choice of GRI standards for this report were 1 through 4, 6 and 8.

● Priority

● Very important

● Important

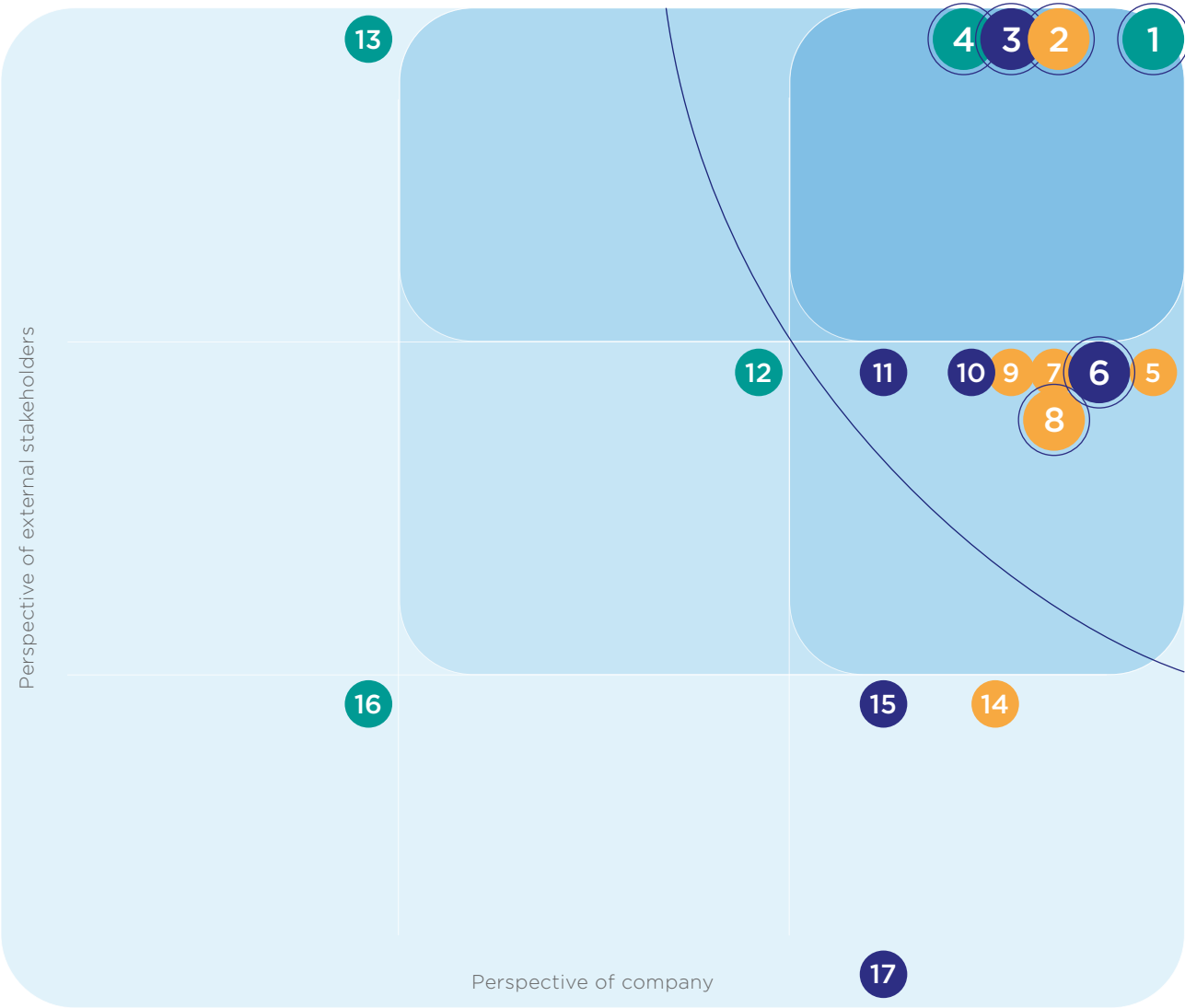
● Secondary

● Environment

● Governance

● Social

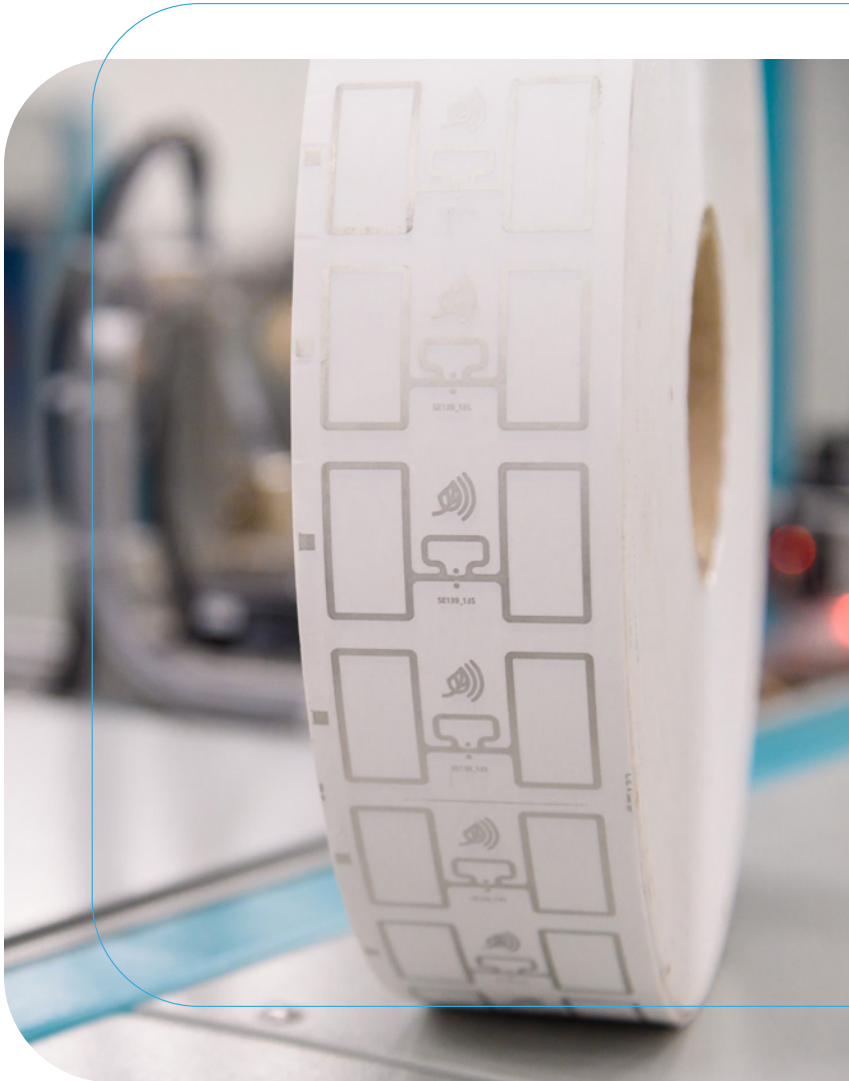
○ Material topics that based the choice of GRI standards for this report



- 1 Environmental Solutions and the Circular Economy
- 2 Health & Safety
- 3 R&D and Innovation
- 4 Energy & Climate Change
- 5 Attracting and Developing Talents
- 6 Governance, Ethics and Integrity
- 7 Product Safety and Quality
- 8 Inclusion, Diversity & Equity
- 9 Communities and Local Development
- 10 Organizational Culture
- 11 Sustainable Relationships
- 12 Biodiversity
- 13 Water
- 14 Data Safe
- 15 Human Rights
- 16 Effluents
- 17 Impact on Concious Consumption

Material topic*	Description
Environmental Solutions and the Circular Economy	This includes the quantities and types of materials used, recycled and recyclable materials, and waste in the production process; the product lifecycle; natural resource efficiency; and adding recycled materials back into the value chain.
Health & Safety	Ensuring the safety of our operations and facilities; fire protection; safeguarding the physical and mental health and well-being of our employees.
R&D and Innovation	Product engineering (reducing grammage and chemical content); being at the forefront of developing solutions that deliver increased efficiency and lower environmental impact, coupled with improved product quality and customer satisfaction.
Energy & Climate Change	Water consumption; renewable energy sources; clean and efficient operational processes; GHG emissions; air quality; product carbon footprint; and transition to a low carbon economy.
Attracting and developing talents	Attracting skilled talent; training to develop corporate skills and efficiently operate machinery; engagement; and career support.
Governance, Ethics and Integrity	Establishing effective corporate governance in line with industry best practices; building a global business from Brazil, and strong expansion momentum; managing effective teams; promoting and ensuring ethics and integrity in all dealings with stakeholders; zero corruption and bribery.
Product Safety and Quality	Managing suppliers to minimize impacts; certifications; meeting customers' product and quality specifications.
Inclusion, Diversity & Equity	Nondiscrimination; minority inclusion and equity, especially regarding gender, race, PwDs and LGBTQIAP+.
Communities and local development	Supporting local development through local hiring (including youth hiring and career development); local engagement; environmental education in communities; creating positive impacts; and sourcing from and developing local suppliers.
Organizational Culture	Maintaining a fair and consistent organizational culture, focused on people and for people.
Sustainable relationships	Building positive relationships with and ensuring the satisfaction of our suppliers and customers; developing sustainable partnerships and projects that deliver solutions and new products and advance the circular economy and cutting-edge innovation.

*All impacts occur both within and outside the organization.



2021 highlights



Economic and financial performance and innovation

Approximately
US\$ 200 million
in net revenue*

Approximately
US\$ 30 million
in EBITDA (recurring)*

2,000+ products in
our portfolio

25% sales revenue
from internally developed
technology

Present in
8 countries

9 manufacturing sites

6 acquisitions in 2021

Around
US\$ 1.1 million
invested in research and
innovation, and more than
US\$14.3 million
in state-of-the-art
machinery



People

1,200+
employees

440+
new hires

21% of women in
leadership positions
(management and
above)

28% of women
in the workforce



Environment

Graphic and Label Materials (GLM)

67% sustainable
products sold

26% waste diverted from
landfills

65% certified paper fiber
used

Digital Transformation Enabler (DTE)

3.5% sustainable products
sold

35.2% waste diverted from
landfills

Acquired technology to
produce ECO RFID Tags®.
These fully recyclable
tags have one single layer
versus multiple layers in
conventional RFID tags,
and generate half the CO₂
emissions per unit (*read
more in page 18*).



Ethics and transparency

ESG Strategy developed
and approved by the
Board of Directors

Materiality matrix
developed

**Nearly 100% of
employees trained** on
our Compliance Policy in
our Brazil¹ operations

Implementation of
an oversight and
governance model for
managing financial
performance.

* Net revenue and EBITDA pro-forma (consider full year of acquisition's figures).

¹ Not including the Syntpaper
plant in São Paulo

Message from our leadership GRI 102-14

In 2021 Beontag became a global business. Through six strategic acquisitions, we expanded our portfolio and entered new markets.

The company has now more than half of its operations outside Brazil, with state-of-the-art manufacturing sites in eight different countries. Achieving this in a year marked by the manifold impacts from the Covid-19 pandemic is a testament to our resilience and the strength of our culture.

In the economic and financial performance field, we reached an EBITDA of US\$ 30 million — the result of a strategy robust enough to successfully navigate the macroeconomic challenges.

Our brands are organized into two business divisions: Digital Transformation Enablers (DTE) and Graphic and Label Materials (GLM). In 2021 we delivered a strong performance on both fronts: in the GLM segment, we tapped into the e-commerce boom and new consumer trends and patterns; on the DTE front, we are well-positioned to meet a wide range of market demands, especially through our omnichannel and supply chain solutions for applications requiring connectivity between digital and physical items.

Essential to say that this year we saw growing demand for radio frequency identification (RFID) technology as a solution that creates new possibilities not only in inventory management, but also in traceability applied to sustainability. With our now country-wide presence,

we have the capabilities to capture this growth and further cement our leadership in this industry.

As part of our strategy to expand and grow the business, we have also taken steps to consolidate our operations and integrate our culture and processes across the globe. We strengthened the support divisions and developed technology to capture synergies across our businesses, forming a network of professionals with wide-ranging expertise.

These transformations have built on our ongoing people management efforts, which gained further traction in 2021 with a particular focus on employee health and safety, development and training, talent management, diversity, and culture.

As we continue to expand the business, we are working to foster synergies and integrate cultures

“Our focus is to be an **ESG enabler to our clients**, while **mitigating our environmental impacts and closing the gender gap** in our operations”

This year was also a milestone to our ESG agenda. After developing our materiality, we designed an ESG Strategy with a robust set of targets that will guide our efforts through 2030 among which should be an ESG enabler to our clients, while also mitigating environmental impacts and working to address the gender gap in our operations. As a case in point on how sustainability is central in our business strategy, ESG criteria is being used in our M&A efforts as we prospect for new acquisitions that can incorporate sustainable products and solutions into our portfolio. Considering the importance of knowledge exchange and peer learning, in 2021 we joined the UN Global Compact and formalized our commitment to the initiative's Ten Principles.

Although proud of what we have built together so far, we know this is just the beginning. Beontag is charting a solid course of innovation, and we will pursue our targets and goals through a highly engaged team and by sharing best practices and initiatives across our brands.

I would like to thank our employees for their sterling work and dedication throughout 2021, a year that demanded resilience and continued efforts to expand the business. Going forward, we will work to ensure our operations are aligned with our culture, purpose, vision and pillars as we continue to address each front in our 2030 ESG Strategy and to catalyze positive transformations in the market and in wider society.

Ricardo Lobo
CEO





About Beontag

About Beontag

GRI 102-1, 102-2, 102-3, 102-4, 102-5, 102-6, 102-7, 102-13

As an innovative business group, Beontag helps to transform the industries where it operates through solutions that support technology uptake while also aligning its portfolio with the ESG movement.

An established industry leader in multiple markets, Beontag expanded its operations in 2021 to become a multinational enterprise, with commercial operations in more than 40 countries. As part of this process, we reformulated our brand to support the continued global expansion of the business from our headquarters in São Paulo (SP), Brazil.

We ended 2021 with a workforce of 1,281 employees — 906 men and 375 women — distributed across 16 sites in 8 countries. With a growing international presence, we are taking steps to ensure our operations are integrated around our culture — while also embracing the local diversity of experiences and backgrounds (*read more in page 23*).

Beontag is building global leadership with an innovative and sustainable portfolio

Beontag networks within the industries where it operates as a member of trade associations such as the Brazilian Tag and Label Industry Association (ABIEA); the Brazilian Printing Industry Association (ABIGRAF); the Brazilian Packaging Association (ABRE); the Brazilian Flexographic Printing and Digital Conversion Association (ABFLEXO); the RAIN RFID Alliance; and the Swedish Label Association.

Beontag operates through two main business divisions

The Digital Transformation Enabler (DTE) Business Division

provides a wide range of solutions based on radio frequency technology (RFID), including tags, labels and other products developed for industries, retailers, logistics and transportation, among other sectors. The DTE business division also develops proprietary technology in R&D centers around the world and provides services, software applications and hardware distribution – being present for the industry and having know-how of its whole supply chain (from the development of the solution to the project implementation and roll-out).

Beontag's Graphic and Label Materials (GLM) Business Division

is one of the leading manufactures of self-adhesive for the label printing industry. It provides a wide range of self-adhesive solutions, synthetic papers and office labels for inkjet and laser printers. The division's product portfolio encompasses a large range of face materials including paper, films, thermal, thermal transfer and linerless technology, with hot melt and acrylic adhesives. The self-adhesives are used for converting labels and tags in all types of printing.

Our **Culture** GRI 102-16

Our purpose

Empower companies, brands and individuals to express their best selves

Our vision

To **provide a voice** to trillions of everyday items in the most sustainable way.

Our pillars

NO BORDERS

We think big.
Our goals do not limit us.

We dare to think differently, making agile and innovative decisions.

Being Pro-Business means that we like to play the game – we constantly challenge ourselves and we imprint our way of doing things along the journey.

We know that our journey will be multicultural and diverse across borders, and we find this to be both challenging and fascinating.

WE MAKE IT HAPPEN

We value the ability to execute.

We are simple by philosophy, flexible by nature, and pragmatic by conviction: this is what makes us agile.

Everyone at Beontag thinks and acts like owners, focusing on what is important to the customer. Our conversation is open, transparent, and straightforward. But we know we have to walk the talk—and that what we say and do need to make sense.

We are determined to incorporate all lessons learned and to increasingly make our processes more consistent.

TOGETHER

We are an organization run by people for people.
We are informal. Our doors open both ways.

Our passion is to play as a team. We celebrate our achievements together – work hard, play hard.

We trust each other – we value meaningful conversations, and we know that here we can be authentic.

Our journey GRI 102-10

1980's-2010

2011-2018

2019-2020

2021

Foundation, 1980



Launch of facility in Campo Mourão, Brazil, 1999



Conversion unit Uruguay



Acquisition of BTG Pactual PE fund Merger of Colacril and RR 2011



Foundation of BU - RFID 2012

Launch of Argentina unit



Structure investment - +50% capacity

New acquisitions



Launch of US unit in Houston



Rebrand launch



Worldwide Expansion DTE & GLM



New slithering centers



Digital Transformation Enabler (DTE)

The Digital Transformation Enabler (DTE) Business Division provides a wide range of solutions based on radio frequency technology (RFID), including tags, labels and other products developed for industries, retailers, logistics and transportation, among other sectors. The DTE business division also develops proprietary technology in R&D centers around the world and provides services, software applications and hardware distribution – being present for the industry and having know-how of its whole supply chain (from the development of the solution to the project implementation and roll-out).



Digital Tags

Digital Tags specializes in the design and development of RFID tags and labels in customized, value-added projects. It has a strong presence and solid track record in the luxury segment, including several European brands. Digital Tags solutions are primarily used for identification and logistics applications, including item tracking, security and preventing counterfeiting.

Click [here](#) to learn more.



LAB ID

LabID specializes in the development of RFID tags and labels in customized, value-added projects. It has a well-established presence in the luxury market, including several European upmarket brands in this segment. LAB ID solutions are primarily used for identification and logistics applications, including item tracking, security and preventing counterfeiting.

Click [here](#) to learn more.



Zecode Technology

Zecode Technology provides services and maintenance for Automatic Identification and Data Capture (AIDC) hardware based on RFID and bar code technology. The company has a strong expertise on managing projects for different industries, based on data capture and system automation.

Click [here](#) to learn more.



R&B – Rastreabilidade Brasil

Specialized in the development of software solutions for traceability and logistics, R&B has a strong background in the healthcare and pharmaceutical sectors. Also, it has been expanding its operations in the retail segment by offering project consultancy and software solutions related to the RFID technology.

Click [here](#) to learn more.



Beontag Finland

Beontag Finland is a R&D center facility, located in Tampere, Finland, originally owned by Stora Enso and acquired by Beontag in 2021. The R&D center is specialized in the development of the ECO RFID Tag technology, a unique patented technology that produces RFID tags that are 100% made of fiber-based paper and has no plastic substrate.

Click [here](#) to learn more.

Graphic and Label Materials (GLM)

The Beontag's Graphic and Label Materials (GLM) Business division is one of the leading manufactures of self-adhesive for the label printing industry. We provide a wide range of self-adhesive solutions, synthetic papers and office labels for inkjet and laser printers. The product portfolio encompasses a large range of face materials including paper, films, thermal, thermal transfer and linerless technology, with hot melt and acrylic adhesives. The self-adhesives are used for converting labels and tags in all types of printing.



Colacril

Colacril is one of the largest self-adhesive producers in Latin America. Colacril products are used for converting labels and tags into a wide range of printed items for the manufacturing, retail and services sectors. We have a modern manufacturing facility in Campo Mourão, southern Brazil, with state-of-the-art equipment and a team of engineers specializing in quality and developing new solutions. Colacril has expanded its presence in Latin America and currently has operations in Argentina and Bolivia.

Click [here](#) to learn more.



Colacril Office

This business unit offers a comprehensive portfolio to help organize and identify everyday materials, such as office labels for inkjet and laser printers, multipurpose labels and labels for dot matrix printers. Colacril Office also offers a versatile range of items that are complementary to its product line: transparent and colored adhesive films, adhesive tapes, adhesive blocks and bookmarks.

Click [here](#) to learn more.



Syntpaper

Syntpaper is the leading distributor of synthetic papers and special films in Brazil. It imports and distributes more than 200 metric tons of synthetic papers and special films per month, serving the entire South American market. Syntpaper markets recyclable, non-toxic, neutral PH products.

Click [here](#) to learn more.



RR Etiquetas

RR Etiquetas is one of Brazil's leading converters of labels, as well as operating in the visual communication market with an offering of canvas and vinyl printing services. RR Etiquetas has operations in Brazil and Uruguay, boasting state-of-the-art flexographic and digital printing equipment.

Click [here](#) to learn more.



Pimaco

With over 65 years of history as a company, Pimaco is Brazil's market leader in standard-sized labels for inkjet and laser printing, and has a broad portfolio of products for corporate, home and school applications. Its main product lines are inject, laser, multipurpose, special, CD, DVD and Pimatab labels and labels for direct printing.

Click [here](#) to learn more.



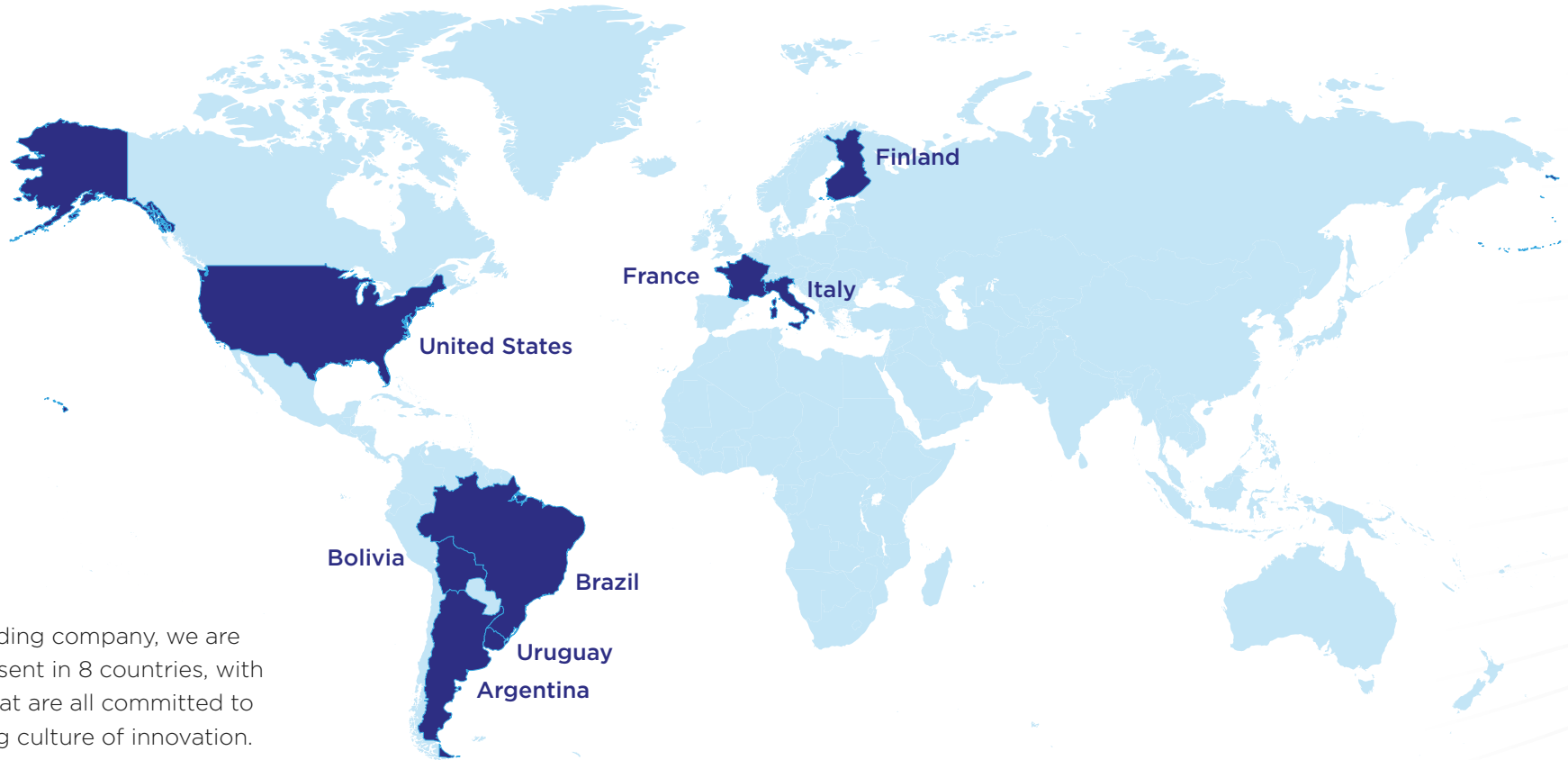
Printcola

Printcola is an e-commerce business specialized in digitally printed labels, and also operates in the visual communication market, with canvas and vinyl printing services. Printcola also provides special finish options.

Click [here](#) to learn more.

Our global footprint GRI 102-3, 102-4, 102-10

8 countries,
16 operations



South America

- Brazil
- Uruguay
- Argentina
- Bolivia

North America

- United States

Europe

- France
- Finland
- Italy

As a fast-expanding company, we are proud to be present in 8 countries, with 16 operations that are all committed to building a strong culture of innovation. We are headquartered in São Paulo, and have offices in each of the countries where we operate, using a decentralized management model.

Driving sustainability across the value chain



Sustainability is a crosscutting priority spanning all our departments and business units. As a matter of fact, our business expansion in 2021 was planned so as to capture sustainable solutions that can help to align our portfolio with our 2030 ESG Strategy.

One of the core pillars of our strategy is offering sustainable products. In determining whether a product is sustainable, we use the following, internally defined criteria:

Sustainable product criteria



**Material
reduction**



**Recycled
content**



**Responsible
sourcing**



**Enable
recycling**

In the GLM business division we have set the target that 85% of total annual sales should consist of sustainable products. In the DTE business division our target is 70%. Another of our goals for 2030 is to achieve 100% certified paper fiber in our products, and monitor the percentage of products containing short-distance supply inputs*.

* We define short-distance supply inputs as inputs purchased on the same continent (Tier 1).

Our primary strategy when it comes to raw materials is reducing imports, maximizing local sourcing (*read more in page 29*) and minimizing environmental impacts. We also have programs designed to identify more sustainable raw materials, in line with our sustainability targets – especially papers containing recycled pulp, PET film with recycled content and RFID antennas made of paper.



Research & Development

Innovation and technological development are an imperative for our company to continue to act as an enabler of sustainability across value chains. In 2021 our Research & Development (R&D) department performed more than 160 tests amounting to a total of 430 machine hours and focused on the development of new products.

In 2022 our priority for the GLM and DTE business division will be further building on our efforts to develop a more sustainable portfolio, especially by using face paper containing recycled pulp fibers, upgrading our R&D laboratory, and capturing synergies across sites to share best practices and technologies.

Sustainable portfolio

ECO RFID Tag® by Beontag

In 2021 we acquired a Finnish technology which enables the most sustainable ECO RFID Tag production process in the world today. Instead of using PET or aluminum to encase the antenna within the tags, this product prints an environmentally-friendly soluble metal dust directly onto paper.

ECO Tags are fully recyclable and generate less than half CO₂ emissions when compared to conventional RFID tags. This new sustainable technology will now be rolled out at other business units, which will employ it to expand production.



ESG Wise

Uniquely positioned to support brand owners committed to ESG goals related to:



Reduction of GHG emissions (scope 3)



Waste generated by products that have reached the end of their life cycle



Sustainability

Printed, **fully recyclable antenna**, manufactured by fully additive process

No harmful substances in production and assembly

Less than half CO₂ emissions in comparison to PET tags



Performance

Performance equal to PET tags

Suitable for **Thermal transfer printing**



Reliability

Simplified design that decreases product and manufacturing complexity reducing errors

Passing **Industry standard reliability** tests

Our approach to quality and safety

GRI 102-11, 102-44, 103-2, 103-3 | 301

At Beontag we work to maintain high standards in product quality by promoting high performance amongst our workforce at the workplace and in the production process as a whole.

Through quality management systems certified to international standards, we deliver products that use innovative technology, are sustainable, and enable our customers to minimize waste and optimize their supply chains.

Our efforts in this area are governed by a Quality Management System and an Environmental Management System certified to ISO 9001 and 14001 — while our operations in Finland are also certified to ISO 45001, a standard on Occupational Health and Safety Management Systems.

Beontag’s Quality Management System covers our Customer Service Desk and Technical Support, employee training on production-process standards and quality, raw material and work-in-process inspections, drills, and other procedures.

In addition, our Colacril and Colacril Office divisions have the FSC® – Forest Stewardship Council® certification, which attests that the raw materials used have been sourced from compliantly managed forests.

Beontag’s approach to risk management spans three fronts: environmental aspects and impacts — in which we conduct risk assessments and analyses to identify any risk factors and required controls; preliminary risk and opportunity

analyses; and change management — to prevent deviations in implementing changes in general.

This also extends to our business relationships with suppliers. We conduct due diligence before engaging new suppliers, and ensure our employees act in accordance with our Policy on Dealings with Competitors, Customers and Suppliers (learn more [here](#)).

Customer satisfaction surveys provide an important tool in measuring the quality of our products and services. We have previously conducted surveys for two of our operations — Pimaco and Colacril — and plan to extend them to other Beontag sites in the coming years.

Material GRI 301-1	Used in end product or packaging*	2021 (%)
Paper	End product	65
Stretch Film	Packaging	0.20
Polymer Film	End product	8
Adhesive	End product	26
Silicone	End product	1

** Materials used by companies acquired in 2021 are not included. We only report the most significant materials in terms of costs for the company. Also, cardboard drums, cardboard boxes, RFID chips and antennas have not been included as this information is classified as sensitive.*

Our governance GRI 102-18, 103-2, 103-3 | 205, 205-1, 103-2, 103-3 | 206

Our four basic principles of governance are **transparency, equity, accountability and corporate responsibility**. They enable us to **build trust with our stakeholders** through the processes and governance bodies that form our management structure

Strengthening our governance structure is essential to build a solid foundation for the initiatives within our 2030 ESG Strategy. This allows for greater maturity in our discussions and decision-making, in line with industry best practices.

We adhere to four basic principles of governance: transparency, equity, accountability and corporate responsibility. These principles enable us to build trust with our stakeholders through the processes and governance bodies that form our management structure.

All newly hired employees have access to our Governance Policy ([read more here](#)) and are required to sign a statement committing to abide by it. Over the last ten years our Group has been independently audited on tax and accounting matters.

Our governance structure consists of a Board of Directors and an Executive Board, which are responsible for

decision-making in line with our values and identity in occasions such as meetings of the Board of Directors and Annual and Extraordinary General Meetings. The head of the Legal department serves as our governance secretary, and attends all meetings of the Board of Directors.

General Meeting

The General Meeting is a discussion and voting forum for shareholders which is responsible for decision-making on matters pertaining to the company. Annual and Extraordinary General Meetings adopt resolutions in the interest and to support the development of the company.

Board of Directors

The Board of Directors is responsible for strategic decision-making and for overseeing the activities of the Executive Board. Board decisions are informed by reports periodically submitted by executives on their day-to-day discussions and decisions.

Executive Board

The Executive Board meets periodically and is responsible for managing the business in accordance with general guidance established by the Board of Directors. We work to continuously improve communication between our governance bodies in order to ensure information is accurate, complete and up to date.

Ethics and compliance

GRI 103-2, 103-3 | 406

Our commitment to improving governance maturity extends to the standards of conduct we require of all stakeholders in our value chain. We have implemented a set of tools and policies addressing the most pressing issues for the workplace environment and for the business.

Beontag has formal policies and a Code of Conduct—which is disseminated to all employees—addressing matters such as: anti-corruption, contracting, corporate governance, bullying and sexual harassment, expense reimbursement, dealings with competitors (as well as customers and suppliers), donations and sponsorship, and data protection in compliance with the Brazilian General Data Protection Regulation (BR GDPR), for which we have formalized policies and procedures.

As part of our supply chain practices, we have mechanisms in place for screening suppliers and standardized procurement processes designed to prevent corruption

and fraud. This also extends to our governance practices, which include tools designed for procurement and payment processes. In 2021, 89% of employees in our Brazil operations received communication and training on anti-corruption policies.

Our Compliance teams advise employees on any concerns and in identifying situations that could represent violations of our Code. We regularly conduct due diligence to identify compliance risks and any deviations from good practices in our value chain.

Governance board members who have received communication and training on anti-corruption policies and procedures

GRI 205-2

Region	2021	
	Informed	Trained
Brazil	number	16
	%	100

Whistleblowing Hotline

Violations or suspected violations of our Code of Conduct or policies are reported via our Whistleblowing Hotline. Whistleblowers can report concerns via a toll free number (0800 512 7702) or at www.contatoseguro.com.br/beontag. All whistleblowers are kept anonymous and are not retaliated against.

The Whistleblowing Hotline metrics that we track include: main concerns, response time and case status. The Compliance Committee reviews and investigates each case, and recommends the proper actions in response. These metrics are reported to the heads of the departments involved.

Concerns GRI 103-2	2021
Filed through grievance mechanisms	38
Addressed	38
Resolved	38
Filed prior to the reporting period that were resolved during the reporting period	0



Driving **transformations**



We are committed to
focusing on developing
and creating value to our
human resources

Our team GRI 102-8, 103-2, 103-3 | 202, 103-2, 103-3 | 405, 405-2

Beontag's expanding global presence now encompasses increasingly diverse cultures and geographies. Our mission is to implement initiatives and programs to integrate these different operations and promote the Beontag way of doing business while also valuing different viewpoints across our team.

As part of our 2030 ESG Strategy, we encourage initiatives to foster diversity and inclusion within Beontag. Taking further steps to achieve our targets in this area is a priority for our company, beginning with gender: 50% of women in management positions or above, and over 40% of women in the overall workforce.

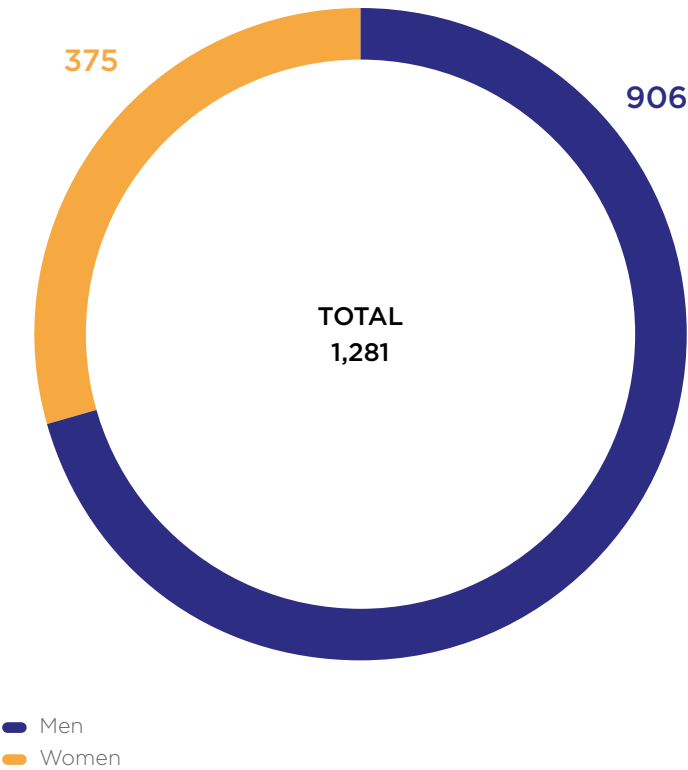
In 2021, 21% of employees in management positions and 28% of our overall workforce were women. As part of our efforts to increase diversity in our team, in addition to gender-related initiatives, we plan to conduct a census in 2022 to profile our workforce and identify priority topics for the company.

During 2021 we took steps to increase the number of women in male-dominated positions. In Campo Mourão (PR), for example, we hired our first female production coordinator and identified female employees interested in working in factory-floor roles.

As another front within these efforts, our leadership team has been instructed to encourage women's hiring in line with our targets. Also, we plan on implementing internal communication initiatives to emphasize the importance of this issue in our culture.

In 2021 Beontag was certified by Great Place to Work (GPTW) for the first time. We invited employees in our Brazil operations to answer a survey, with a response rate of 60% and an overall score of 81. Employee feedback informed initiatives such as expanding our Leadership Development Program and English Program at all locations in Brazil, creating a culture program, and reviewing our benefits and infrastructure.

Workforce by gender*



* All employment contracts are permanent and full time

Ratio of standard entry-level wage compared to local minimum wage¹ GRI 202-1

2021	Men	Women
	110.89	115.51

^{*} The data refers to our operations in Brazil; information for operations in other countries is currently being compiled by the Human Resources department;
¹ Our collective bargaining agreement establishes a role-appropriate entry-level wage for each category, which is annually adjusted in negotiations with the relevant union.

Workforce by employment contract and region GRI 102-8

Region	Indefinite term
Brazil	1,149
France	10
Uruguay	34
Argentina	12
Italy	56
Finland	20
TOTAL	1,281



Proportion of senior management hired from the local community **GRI 202-2**

2021	(%)
Senior management hired from the local community	100

Individuals within the organization's governance bodies, by gender* **GRI 405-1**

2021	(%)
Men	81
Women	19

* The reported information is for our operations in Brazil.

Individuals within the organization's governance bodies, by age group* **GRI 405-1**

2021	(%)
Under 30	6.3
30 to 50	50
Over 50	43.8

* The reported information is for our operations in Brazil.

Apprentices and interns, by gender (%)* **GRI 405-1**

2021	Men	Women
Apprentices	56.3	43.8
Interns	53.3	46.7

* The reported information is for our operations in Brazil.

Percentage of employees, by employee category and by gender* **GRI 405-1**

2021	Men	Women
Vice president	100	0
Director	66.7	33.3
Middle management	80	20
Leaders/coordinators	74.7	25.3
Analysts	39.3	60.75
Administrative	35.3	64.7
Technical	90.3	9.7
Operational	81.7	18.3
TOTAL	70.4	29.6

* The reported information is for our operations in Brazil.

Workforce, by employee category and age group (%)* GRI 405-1

2021	Under 30	30 to 50	Over 50
Vice President	0	71.4	28.6
Director	0	83.3	16.7
Middle management	2.2	77.8	20
Leaders/coordinators	15.7	76	8.4
Analysts	57	43	0
Administrative	34.1	54.5	11.4
Technical	24.2	62.9	12.9
Operational	41.2	52.2	6.6
TOTAL	36.5	55.5	8

* The reported information is for our operations in Brazil.

Ratio of basic salary and remuneration of women to men, by employee category* ** GRI 405-2

2021	
Director	0.74
Middle management	0.88
Leaders/coordinators	1.25
Analysts	1.00
Administrative	0.96
Technical	0.90
Operational	0.84

* The reported information is for our operations in Brazil;

** The reported information refers to basic salary ratio, excluding remuneration.

Workforce, by employee category and age group (%)* GRI 405-1

2021	Under 30
Interns	100

* The reported information is for our operations in Brazil.

Employees in vulnerable groups (%)* ** GRI 405-1

2021	PWD's	Indigenous people	Black people	Brown people
Vice President	-	-	-	28.6
Director	-	-	-	8.3
Middle management	-	-	2.2	6.7
Leaders/coordinators	2.4	-	1.2	26.5
Analysts	1.9	-	5.6	20
Administrative	4.8	-	9	21.6
Technical	1.61	-	24.2	16.1
Operational	3.5	0.5	9.5	36.5
Interns ¹	-	-		6.7
Apprentices ¹	-	-	3.1	31.3
TOTAL	3	-	9	29

* The reported information refers to our operations in Brazil;

** Information on race/ethnicity was obtained from a voluntary survey (with a response rate of 90%) through which employees could self-identify;

¹ For the purposes of this table, interns and apprentices were deemed to be included as "employees".



Health and **safety** GRI 103-2, 103-3 | 403, 403-1, 403-2, 403-8

In the last two years, the Covid-19 pandemic has made it clear that taking care of people needs to be a priority within organizations. At Beontag, we implemented recommended health protocols, guidelines and procedures to protect our team throughout the pandemic.

These included testing, telecommuting for office positions, daily toolbox talks, providing information, placing employees from risk groups on leave, canceling events, and distributing facemasks and alcohol gel at our premises.

We also closely monitored our occupational safety practices for employees in all positions and operations, providing full support in record-keeping, monitoring, training and process improvement. Occupational health and safety indicators are periodically reviewed.

In the event of an accident or incident, we conduct and act upon the findings from investigations, and develop strategies to prevent recurrence. We have enhanced our training on safety standards and procedures, especially regarding regulatory standards NR10, NR12, NR33 and NR35.

All operations have their Occupational Health and Safety representative working toward a goal of zero accidents. We are currently revisiting our Occupational Health & Safety Management System to improve and optimize our related routines and procedures. As part of this process, we are developing an Occupational Health & Safety Policy; Golden Rules, an Occupational Health & Safety Handbook for employees, an Instruction Guide for Contractors, key performance indicators, and adjustments for compliance with applicable regulations, including NR-07 and NR-01.

Beontag has a Risk Management Program (PGR) and an Occupational Health Surveillance Program (PCMSO) through which we identify hazards and risks. As part of these programs, we conduct both one-off as well as planned on-site audits. In monthly and extraordinary meetings of our Internal Accident Prevention Committee (CIPA), and through our Specialized Occupational Health and Safety Service (SESMT), employees are encouraged to report unsafe situations and to refuse to perform tasks that are hazardous.

Safety risks warranting refusal include: any serious or imminent risk for occupational accidents or illnesses, or hazards inherent to the relevant task, including physical, chemical, biological, ergonomic or accident-related hazards. We also implement area-specific actions and plans addressing factors affecting each department.

In 2021 there were a total of 19 work-related injuries out of more than 12 million hours worked, which results in an injury frequency rate of 0.31%*.

GRI 403-9

* The reported information refers to Brazil operations only.



We are currently conducting a comprehensive review of our Occupational Health & Safety System to improve procedures, routines, guidelines and documents

Management system* GRI 403-8

2021	Employees	
Total number of individuals ¹	No.	1,281
Individuals covered by a management system based on legal requirements and/or recognized standards/guidelines ²	No.	767
	%	60
Individuals covered by such a system that has been internally audited. ²	No.	767
	%	60

* There are no workers at Beontag who are not employees but whose work and/or workplace is controlled by the organization;

¹ The reported information refers to our global operation;

² The reported information refers to Campo Mourão site in Brazil.

Local communities

GRI 102-9

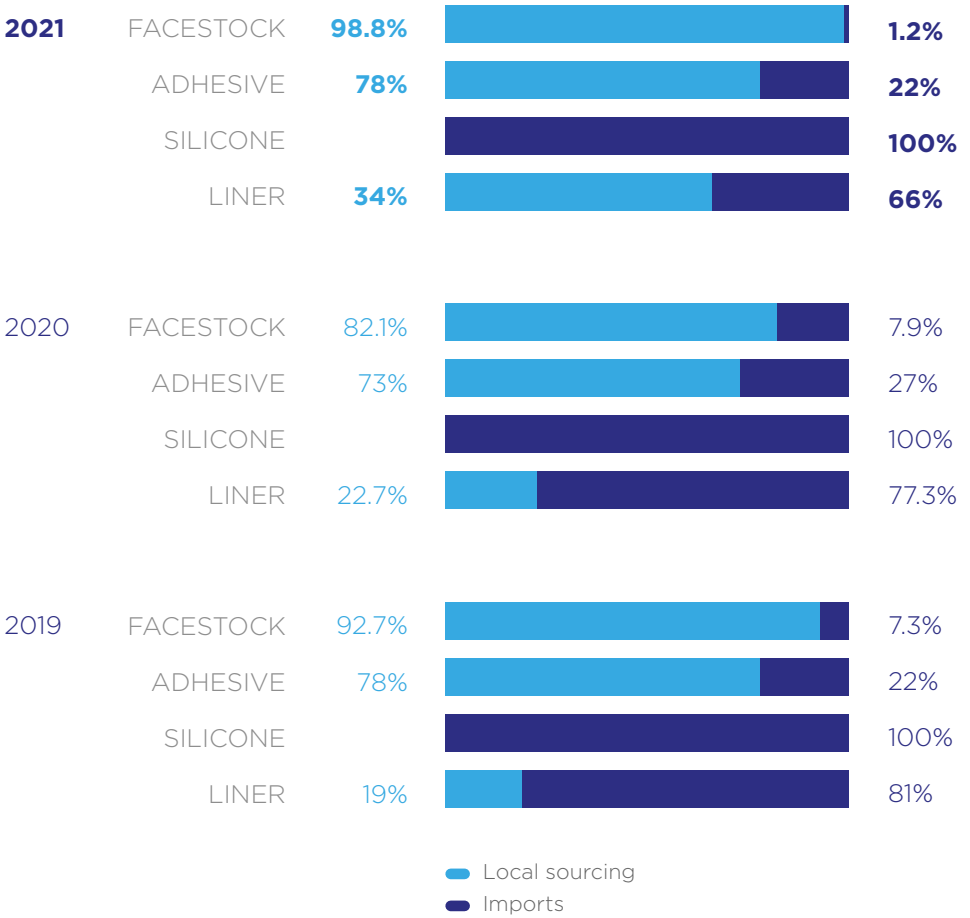
Recognizing our social role and our commitments, we support initiatives that improve well-being in the local communities where we operate, ensuring we leave a positive social legacy. These initiatives promote social inclusion, human rights and environmental preservation.

In our approach to managing the impacts from our operations on society, we follow a comprehensive framework of standards and requirements on health, safety, protection and social performance. Our General Business Principles provide a set of standards that inform our employees, business partners and investors about our approach to social development and human rights.

Another way we build closer engagement with local communities is by selecting suppliers from the regions where we operate. In recent years we have increased the share of local suppliers to 98% in facestock materials – while liner materials went from 19% in 2019 to 34% in 2021.

In recent years we have increased our share of local suppliers to 98% in encasement materials – while liner materials went from 19% in 2019 to 34% in 2021

Spending on local suppliers





Environmental stewardship

Environmental stewardship

At Beontag, M&A is used as another tool within our ESG strategy, which has a strong approach to **sustainable products and circularity**

In a society increasingly alert to negative impacts on the environment, implementing practices and solutions in areas such as decarbonization and circular economy has become urgently important.

We recognize that environmental responsibility is more than just about understanding the potential impacts of our operations; our role is to make a positive contribution towards mitigating those impacts. And, in order to achieve this goal, we work with non-government organizations, governments, research institutions and local communities.

Beontag operates in compliance with local laws and regulations and international standards and guidelines. We have set the following priorities in environmental issues: reducing greenhouse gas emissions, minimizing waste, and preventing hazardous spills.



Emissions

GRI 103-2, 103-3 | 305

Amid the current climate crisis, Beontag is taking steps to reduce its carbon footprint, given that our value chain – including our suppliers, exports and imports – is energy-intensive.

In 2021 we produced our first greenhouse gas emissions* inventory to provide an accurate assessment of the environmental impacts of our operations.

We manage our emissions through a dedicated software system in which Group companies enter data on a monthly basis and monitor performance daily.

** Sources: IPCC, Brazilian GHG Program, Kyoto Protocol. The conversion factors used are according to global warming potential (GWP).*

Direct GHG emissions – Scope 1 (tCO₂e)* ** GRI 305-1

2021	
Production of electricity, heat or steam	3,931.94
Transportation of materials, products, waste, employees and passengers	211.20
Fugitive emissions	1.36
Total tCO₂e (Scope 1)	4,144.5

** This disclosure includes the following gases: CO₂, CH₄, N₂O and HFCs;*

*** The data are for Group companies in 2021, except Zecode.*

Biogenic CO₂ emissions – Scope 1 (tCO₂e) GRI 305-1

2021	3.93
-------------	-------------

Indirect GHG emissions from energy aquisition – Scope 2 (tCO₂e) GRI 305-2

2021	1,343
-------------	--------------

** This disclosure reports emissions of carbon dioxide (CO₂).*

Other indirect GHG emissions – Scope 3 (tCO₂e) GRI 305-3

2021	
Upstream	
Goods and services purchased	1,043.29
Upstream transportation and distribution	346.34
Waste generated in operations	9,500.55 ¹
Business travel	234.64
TOTAL	11,124.82

** This disclosure includes the following gases: CO₂, CH₄ and N₂O;*

*** The data are for Group companies in 2021, except Zecode;*

**** The Group has no downstream emissions.*

¹ Includes Colacril in Campo Mourão, RR Etiquetas Brazil, RR Etiquetas Uruguay, Syntpaper SP, Syntpaper AM, LabID, Digital Tags Finland

Biogenic CO₂ emissions – Scope 3 (tCO₂e) GRI 305-3

2021	13,41
-------------	--------------

Emissions of ozone-depleting substances (ODS) in tCFC-11e GRI 305-6

2021	
ODS produced	0.01

** This disclosure includes HCFC-22;*

*** The data refers to Group companies in 2021, except Zecode;*

**** The Group has no imported or exported ODS substances;*

***** Emissions were calculated based on their Ozone Depleting Potential (ODP) as defined in the Montreal Protocol. Values obtained at: <http://www.epa.gov/ozone/science/ods/index.html>.*

Significant air emissions (t) GRI 305-7

	2019	2020	2021
NO _x	1,567	2,092	3,527

** The data refers to the Campo Mourão – Colacril site.*

Energy

GRI 103-2, 103-3 | 302, 302-1

Throughout the year we worked to identify areas where greater energy efficiency was needed and implemented the necessary operational improvements. This included LED lighting retrofits, high-efficiency motors, soft-starting systems and continuously modulating LPG burners.

This agenda has gained further traction through a partnership with a specialized firm to analyze proposals, negotiate electricity contracts, track indicators and discuss new projects. Each of these initiatives involves our senior leadership team.

In 2022 we plan to carry out assessments to explore renewable energy sources and potential applications in our processes, with an initial focus on selected sites. Examples include biomass, which could reduce LPG consumption by 95% at our main site, located in Campo Mourão (PR), Brazil, and photovoltaic panels, with potential savings of 20% to 25%.

Energy consumption within the organisation (GJ) GRI 302-1

Fuel consumption – non-renewable	
	2021
Diesel	254.28
Gasolina	646.14
GLP	64,083.84
Natural gas	510.85
SUB TOTAL	65,495.11
Purchased electricity	
Electricity	36,484.42
TOTAL	101,979.54

** Although conservatively categorized as non-renewable fuels, "Gasoline - Brazil" and "Diesel - Brazil" contain additions of renewable fuels (i.e. ethanol and biodiesel, respectively).*

Energy consumption outside the organization (GJ) GRI 302-2

	2021
Total energy*	7,966.04

** Includes diesel, gasoline, jet fuel and fuel oil*

Waste

GRI 103-2, 103-3 | 306, 306-1, 306-2

At our main site, located in Campo Mourão (PR), Brazil, all activities are preceded by assessments of environmental aspects and impacts according to ISO 14.001 requirements. Our processes do not involve significant actual or potential impacts from waste, due to the materials we use and our recycling practices.

Our operations generate class 1 and 2 waste materials, which are collected by certified third-party companies in accordance with applicable legal requirements. We are currently focused on developing products with increasingly sustainable materials and on reducing losses through measures such as maximizing the volumes transported per vehicle per trip.

Waste generated GRI 306-3

Category	Type (hazardous or non-hazardous)	Quantity generated (%)
Plastic/Paper	Non-hazardous	15.55
Electronics	Hazardous	0.02
Destruction of trimmings	Non-hazardous	0.12
Pallets	Non-hazardous	7.30
Contaminated solids	Hazardous	1.20
Thermal oil	Hazardous	0.06
Trimmings	Non-hazardous	67.42
Dirty solvents	Hazardous	1.01
Tubes	Non-hazardous	1.25
Adhesive/silicone sludge	Non-hazardous	4.41
Scrap/Copper	Non-hazardous	1.65

** Operations included: Campo Mourão (PR). Other sites within the organization have not yet been assessed.*

Waste diverted from disposal GRI 306-4

2021	
Composition	(%)
Dirty thermal oil	0.18
Electronic Waste	0.07
Metals/copper	5.36
Plastic/Paper	50.58
Tubes	4.08
Paper Trimmings	36.45
Dirty Solvent	3.28

Total hazardous waste diverted from disposal by recovery operation GRI 306-4

2021	Offsite (%)
Recycling	3.53

Total non-hazardous waste diverted from disposal by recovery operation GRI 306-4

2021	Offsite (%)
Recycling	96.48

Waste directed to disposal GRI 306-5

2021	
Composition	(%)
Silicone/Adhesive Sludge	7.13
Contaminated Solids	1.94
Paper/Adhesive Film Trimmings	90.93

Total hazardous waste directed to disposal by disposal operation GRI 306-5

2021	Offsite (%)
Industrial landfill	100

Total non-hazardous waste directed to disposal by disposal operation GRI 306-5

2021	Offsite (%)
Incineration (without energy recovery)	0.20
Landfill	99.80

Products and packaging reclaimed in 2021 GRI 301-3

2021	
Material	% recycled input materials used
Thermal	0.02
Matte white	0.01
Resin-coated	0.27
BOPP	0.24
Thermal transfer	0.53

** The reported data are for our Colacril Campo Mourão site in Paraná. No materials are reclaimed for RFID and Pimaco products. Companies acquired in 2021 not included.*



Economic and financial **performance**

Economic and financial performance GRI 103-2, 103-3 | 201, 201-1



Approximately
US\$ 200 million
in net revenue*

Approximately
US\$ 30 million
in EBITDA
(recurring)*

* Net revenue and EBITDA pro-forma (consider full year of acquisition's figures).

The year of 2021 was marked by strong expansion of our business activities and revenues. Our global operations registered an important growth, while our leadership in Brazil was strengthened in all the market's segments where we operate.

As an example, the Graphic and Label Materials Business Division had a significant growth amidst the e-commerce boom and new consumer trends and patterns. In Digital Transformation Enabler Business Division, RFID technology is becoming progressively mainstream in omnichannel operations, increasing connectivity among physical items.

Domestically, Beontag was well positioned to navigate the worsening economic landscape, with rising interest and inflation rates. During the year, we maintained our company's financial health, notably through a disciplined capital structure.

As part of our financial management practices, we conduct monthly reviews of market trends and financial indicators. These reviews cover our different business lines, with a focus on recurring EBITDA, per-site margins, general manufacturing expenses, variable, administrative and selling expenses, CAPEX, cash flow, working capital, and leverage.

Direct economic value generated, distributed and retained (US\$ mm) GRI- 201-1

2021	US\$	%
Revenue	202.6	
Operating costs	134.9	68.2
Employee salaries and benefits	18.2	9.2
Payments to providers of capital	5.7	2.9
Payments to government	39.1	19.8
Community investments	0.05	0.02
Economic value distributed	197.8	
Economic value retained	4.7	

A **disciplined capital structure** was one of the main reasons Beontag was well positioned to navigate 2021's worsening domestic economic landscape, with rising interest and inflation rates

GRI Content Index

GRI 102-55

GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDGs
General disclosures				
GRI 101: Foundation 2016				
	GRI 101 contains no disclosures			
Organizational profile				
GRI 102: General disclosures 2016	102-1 Name of the organization	11		
	102-2 Activities, brands, products, and services	11		
	102-3 Location of headquarters	11, 16		
	102-4 Location of operations	11, 16		
	102-5 Ownership and legal form	11		
	102-6 Markets served	11		
	102-7 Scale of the organization	11		
	102-8 Information on employees and other workers	23, 24		8, 10
	102-9 Supply chain	29		
	102-10 Significant changes to the organization and its supply chain	11, 16		
	102-11 Precautionary principle or approach	19		
	102-12 External initiatives	4		
	102-13 Membership of associations	4, 11		

GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDGs
Strategy				
GRI 102: General disclosures 2016	102-14 Statement from senior decision-maker	8, 9		
Ethics and integrity				
GRI 102: General disclosures 2016	102-16 Values, principles, standards, and norms of behavior	12		16
Governance				
GRI 102: General disclosures 2016	102-18 Governance structure	20		
	102-38 Annual total compensation ratio		This information is confidential and sensitive.	
	102-39 Percentage increase in annual total compensation ratio	The percentage increase in annual total compensation ratio for our operations in Brazil was 2.8%, The department responsible is collecting information for other countries where we operate. In 2021, 100% of our employees worked full time.		
Stakeholder engagement				
GRI 102: General disclosures 2016	102-40 List of stakeholder groups	5		
	102-41 Collective bargaining agreements	In 2021, all employees in our Brazil operations were covered by collective bargaining agreements. The department responsible is collecting information for other countries where we operate.		8
	102-42 Identifying and selecting stakeholders	5		
	102-43 Approach to stakeholder engagement	5		
	102-44 Key topics and concerns raised	5, 19		

GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDGs
Reporting practices				
GRI 102: General disclosures 2016	102-45 Entities included in the consolidated financial statements	3		
	102-46 Defining report content and topic Boundaries	3		
	102-47 List of material topics	5		
	102-48 Restatements of information	Not applicable		
	102-49 Changes in reporting	Not applicable		
	102-50 Reporting period	3		
	102-51 Date of most recent report	Not applicable		
	102-52 Reporting cycle	Yearly		
	102-53 Contact point for questions regarding the report	3		
	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	37		
	102-56 External assurance	This report was not externally assured		



GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDGs
Material topics				
Economic performance				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	5		
	103-2 The management approach and its components	36		
	103-3 Evaluation of the management approach	36		
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	36		8, 9
	201-2 Financial implications and other risks and opportunities due to climate change	Beontag has not yet conducted an assessment of risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure.		13
Market presence				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	5		
	103-2 The management approach and its components	23		
	103-3 Evaluation of the management approach	23		
GRI 202: Market presence 2016	202-1 Ratio of standard entry level wage by gender compared to local minimum wage	24		1, 5, 8
	202-2 Proportion of senior management hired from the local community	25		8

GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDGs
Anti-corruption				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	5		
	103-2 The management approach and its components	20		
	103-3 Evaluation of the management approach	20		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	20		16
	205-2 Communication and training on anti-corruption policies and procedures	21		16
	205-3 Confirmed incidents of corruption and actions taken	Beontag has no active monitoring mechanisms in place, but does provide an (external and independent) whistleblowing channel for reporting suspected incidents of corruption.		16
Anti-competitive behavior				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	5		
	103-2 The management approach and its components	20		
	103-3 Evaluation of the management approach	20		
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Beontag is not party to any legal/ administrative proceedings on this matter.		16

GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDGs
Materials				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	5		
	103-2 The management approach and its components	19		
	103-3 Evaluation of the management approach	19		
GRI 301: Materials	301-1 Materials used by weight or volume	19	As this information is sensitive, we have elected to report the figures as percentage	8, 12
	301-2 Recycled input materials used		In 2021 we used no raw materials from renewable sources and did not monitor the raw materials used by companies acquired during the year.	8, 12
	301-3 Reclaimed products and their packaging materials	34		8, 12
Energy				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	5		
	103-2 The management approach and its components	33		
	103-3 Evaluation of the management approach	33		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	33		7, 8, 12, 13
	302-2 Energy consumption outside of the organization	33		7, 8, 12, 13

GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDGs
GRI 302: Energy 2016	302-4 Reduction of energy consumption		Due to higher production volumes and the expansion of our operations, we have experienced an increase in energy consumption and, although improvements have been made to our facilities to increase energy efficiency, and therefore reduce energy expenses, the outcomes from these initiatives have not been measured.	7, 8, 12, 13
	302-5 Reductions in energy requirements of products and services	Beontag has not conducted any assessments of reductions in energy requirements of products and services.		7, 8, 12, 13
Emissions				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	5		
	103-2 The management approach and its components	32		
	103-3 Evaluation of the management approach	32		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	32		3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions	32		3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	32		3, 12, 13, 14, 15
	305-6 Emissions of ozone-depleting substances (ODS)	32		3, 12
	305-7 NOx, SOx, and other significant air emissions	32		3, 12, 14, 15

GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDGs
Waste				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	5		
	103-2 The management approach and its components	33		
	103-3 Evaluation of the management approach	33		
GRI 306: Waste 2021	306-1 Waste generation and significant waste-related impacts	33		3, 6, 11, 12
	306-2 Management of significant waste-related impacts	33		3, 6, 11, 12
	306-3 Waste generated	33	As this information is sensitive, we have elected to report the figures as percentage	3, 6, 12, 14, 15
	306-4 Waste diverted from disposal	34	As this information is sensitive, we have elected to report the figures as percentage	3, 11, 12
	306-5 Waste directed to disposal	34	As this information is sensitive, we have elected to report the figures as percentage	3, 6, 11, 12, 14, 15
Occupational health and safety				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	5		
	103-2 The management approach and its components	27		
	103-3 Evaluation of the management approach	27		



GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDGs
GRI 403: Occupational health and safety 2019	403-1 Occupational health and safety management system	27		8
	403-2 Hazard identification, risk assessment, and incident investigation	27		3, 8
GRI 403: Occupational health and safety 2019	403-3 Occupational health services	The occupational health services that contribute to the identification and elimination of hazards and minimization of risks include: Assessing exposure; PGR and PCMSO; implementing engineering controls; routine instructions; compliance with rules and procedures; tone from the top; continuous monitoring.		3, 8
	403-4 Worker participation, consultation, and communication on occupational health and safety	Worker participation and communication on health and safety is ensured through monthly Occupational Health & Safety meetings.		8, 16
	403-5 Worker training on occupational health and safety	Worker training on occupational health and safety is provided through internal initiatives, including training administered by our Specialized Occupational Health and Safety Service (SESMT), and/or external training administered by suppliers.		8
GRI 403: Occupational health and safety 2019	403-6 Promotion of worker health	To promote worker health, in addition to onboarding, periodic, change-of-role and return-to-work checkups, we organize in-person meetings with the relevant department, the SESMT service and the CIPA committee to address specific health issues and referrals for care. Other relevant programs include: Occupational Risk Management and the Occupational Health Surveillance Program, and occupational health prevention campaigns.		3

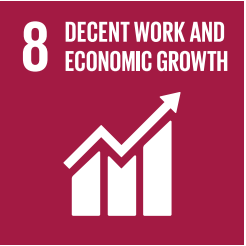
GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDGs
GRI 403: Occupational health and safety 2019	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships is ensured through Occupational Health & safety management systems that cover: management and employee commitment; systems for managing compliance with legal and regulatory requirements on health and safety; and per-site performance indicators. This topic is covered by our Occupational Health and Safety, Environmental and Quality Management Systems.		8
	403-8 Workers covered by an occupational health and safety management system	27, 28		8
	403-9 Work-related injuries	28		3, 8, 16
	403-10 Work-related ill health	In 2021 there were no recordable cases of work-related ill health and/or fatalities.		3, 8, 16
Diversity and equal opportunity				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	5		
	103-2 The management approach and its components	23		
	103-3 Evaluation of the management approach	23		
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	25, 26		5, 8
	405-2 Ratio of basic salary and remuneration of women to men	23, 26		5, 8, 10



GRI STANDARDS	DISCLOSURE	PAGE/URL	OMISSION	SDGs
Non-discrimination				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	5		
	103-2 The management approach and its components	21		
	103-3 Evaluation of the management approach	21		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	In 2021 there were no incidents of discrimination in our operations in Brazil. Information for other countries is not yet available.		5, 8

SUSTAINABLE DEVELOPMENT GOALS

- 1. No poverty
- 2. Zero hunger
- 3. Good health & well-being
- 4. Quality education
- 5. Gender equality
- 6. Clean water and sanitation
- 7. Affordable and clean energy
- 8. Decent work and economic growth
- 9. Industry, innovation and infrastructure
- 10. Reduced inequalities
- 11. Sustainable cities and communities
- 12. Responsible consumption and production
- 13. Climate action
- 14. Life below water
- 15. Life on land
- 16. Peace, justice and strong institutions
- 17. Partnerships for the goals



Credits

Project coordination

Beontag - ESG team

Content, design and GRI consulting

grupo report - rpt.sustentabilidade
www.gruporeport.com.br

Translation

América Latina Traduções