

Review of skills

In October 2024, we started a strategic project to review the skills for officers, managers and coordinators, aiming to further align COPAG's leadership with the needs of the business and the company's strategies. This process aims to ensure that our managers are prepared to face the market challenges, while promoting a collaborative and efficient working environment with their teams.

The review covers fundamental aspects such as the development of management skills, communication, innovation and decision-making, which are essential for strengthening the organizational culture and the company's sustainable growth. The idea is that leaders not only align themselves with corporate strategies, but also become benchmarks in leading their teams, fostering motivation and collective performance.

This project is ongoing, with periodic monitoring and adjustments to meet changes in the market and the company's new demands. With this initiative, we seek to ensure that COPAG's management remains aligned with the demands of the present and prepared for the future, always with a focus on strengthening our team and achieving our strategic objectives.

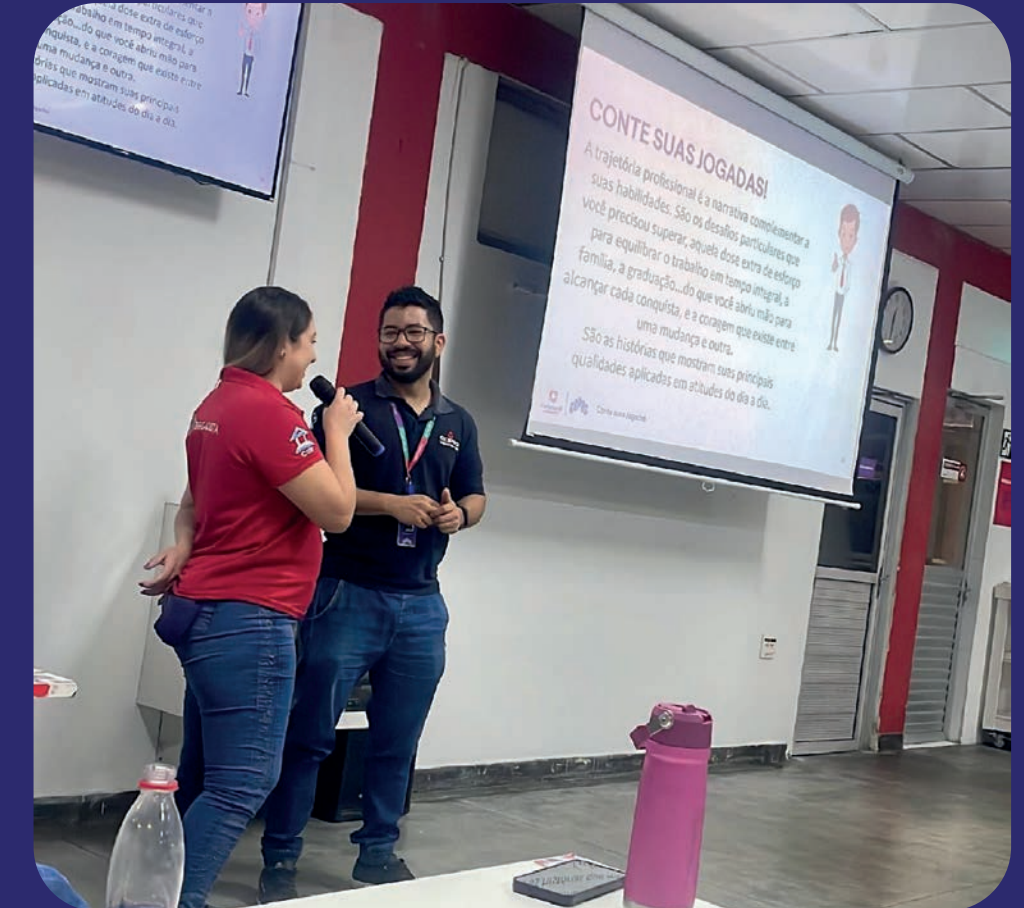


Town Hall

In 2024, COPAG reaffirmed its commitment to active listening and transparency by continuing and strengthening Town Hall. Meetings, increasingly integrated into our organizational routine, have become essential spaces for strategic alignment and strengthening the bonds between teams and leaders.

During the year, Town Hall has evolved not only in format, with face-to-face and hybrid editions, but also in content, covering topics that are relevant to the daily lives of employees and the direction of the cooperative. These meetings were fundamental to ensuring that everyone was up to date on COPAG's challenges, achievements and goals, reinforcing an atmosphere of mutual trust and collaboration.

We believe that transparent dialog drives engagement. In 2024, Town Hall was one of the main tools to foster this engagement, encouraging active employee participation and creating a safe space for suggestions, questions and contributions. We continue strengthening our organizational culture, focusing on listening, valuing people and growing together.



Climate survey and seals

Proud to belong

The organizational climate survey carried out in 2024 was an important milestone for COPAG, as it provided a clear view of the work environment, employee perceptions and the areas requiring attention to continuously improve our organizational culture. The results of this survey were essential in outlining strategic actions that reinforce our commitment to the well-being and development of our teams.

We had 82% of our employees participating in the survey, which demonstrates the trust and desire of our employees to cooperate in the search for an increasingly better working environment, making it an excellent place to work. Our favorability rating reached 79 points, which shows that people like working for our company.

Furthermore, in 2024, we were honored to receive two important recognitions that reflect our commitment to fostering a healthy and motivating work environment. The GPTW (Great Place to Work) Seal reaffirms COPAG as one of the best companies

to work for, highlighting our focus on an inclusive, collaborative and constantly evolving environment. In 2024, we also received the Great People Seal for the first time, a recognition that stresses our commitment to valuing our employees and building a solid culture focused on results and everyone's well-being.

These seals are the result of the continuous work of the whole team and COPAG's dedication to providing a space where each person feels valued and can grow. We will continue to listen to our employees, adjust our practices and always seek the best for everyone.



Human and organizational development

Throughout the year, COPAG carried out activities that played a fundamental role in the sustainable development and well-being of the parties involved in the organization, which were essential for creating a safe working environment, protecting the health of employees and promoting practices that minimize environmental impacts.



Birthdays of the Month

Climate actions

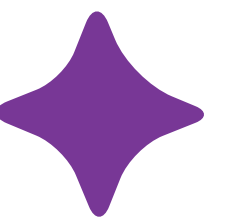
Birthdays of the month

In 2024, COPAG continued its tradition of celebrating the month's birthdays in a special way, reinforcing the spirit of integration and appreciation within the company. Monthly, we set aside time to celebrate birthdays, promoting an atmosphere of fraternization and strengthening ties.

On the birthday of each member of the COPAG team, the company offers them time off to enjoy a well-deserved rest. Moreover, we organize a monthly event that includes a small party with cake, sweets and a space for everyone to share this moment. These celebrations not only mark each person's

personal cycle but also reinforce the importance of each employee to our collective growth.

In 2024, we are looking to make these celebrations even more thematic and fun. These actions not only make birthdays more memorable, but also help creating an atmosphere of belonging, where each celebrant feels valued and recognized.



Coffee with Employee Program

In 2024, the Coffee with Employee program brought even more closeness and open dialogue to the company. The purpose of this quarterly meeting is to provide an informal space for male and female employees from different areas to talk directly to the Executive Board, strengthening relationships and promoting more transparent communication within the company.

Since its inception, the program has been an important tool for bringing teams closer together, allowing everyone's ideas, suggestions and perceptions to be heard by the leadership. During the meetings, which take place in a welcoming and relaxed atmosphere, we seek to foster the exchange of experiences and promote more humane and accessible management. The dynamics of the program are simple but effective. Every quarter, during the celebration of the month's birthdays, we hold a draw to



invite non-managerial employees to take part in the meeting. In this way, we seek to ensure that everyone has the chance to get involved, creating an inclusive space where every voice is heard.

During the coffee, we start with a light moment of presentation, in which officers share their stories and experiences, and guests also have the opportunity to talk about their careers at COPAG. The exchange of experiences, both personal and professional, is one of the most enriching parts of the meeting. We then discussed important issues for the workplace.

The Coffee with Employee program is an initiative that goes beyond a simple get-together, as it is an opportunity to listen, learn and continuously improve the organizational culture. In 2024, we were able to deepen this practice even further, with new meetings that reinforce the importance



of everyone for COPAG's success. The program is a result of our commitment to open communication and management that is ever closer to everyone.

The traditional question "What decision would you make if you could take our place for a day?" always stimulates ideas and actions that foster success between teams and the company, and strengthens the bond between leaders and those they lead.

In addition to São Paulo, the Coffee with Employee program is now also being held at the Manaus unit, further expanding the reach of this initiative to promote open and transparent dialogue between everyone at COPAG.

Easter

Easter is a date that symbolizes renewal, hope and solidarity, values that are deeply aligned with COPAG's mission. More than just a religious holiday, Easter invites us to reflect on the importance of unity and caring for others.

In 2024, we celebrated Easter with a special event for all employees, aiming to foster a more welcoming environment and promoting moments of unity and fellowship. The date, as well as being a moment of celebration, is also an opportunity to reinforce our commitments to solidarity and to valuing everyone who is part of our organization.



Mother's Day

Mother's Day celebrates the affection, dedication and unconditional love of mothers all over the world. This date goes beyond a simple celebration; it is an opportunity to recognize the fundamental role that mothers play in our lives, both personally and professionally.

The celebration of Mother's Day reminds us of the importance of fostering an environment of support and respect for our employees' different journeys, recognizing the different ways of being a mother and the multiple responsibilities they carry.



Father's Day

Father's Day is a date dedicated to recognizing and celebrating the role of fathers in our lives, valuing the dedication, care and love they offer daily.

It is an opportunity to reflect on the importance of father figures, whether biological, adoptive or affective, who play a fundamental role in our families and in society.



Card Deck Day

On September 13th, 2024, the COPAG unit in Manaus celebrated Card Deck Day with a special program aimed at the integration and well-being of its employees.

The date was celebrated with a lively poker tournament, promoting moments of relaxation, strategy and sportsmanship among the participants.



Children's Day

On Children's Day, COPAG recognizes and values the importance of every child in the lives of our employees, thus promoting moments of joy and conviviality for everyone.

In 2024, COPAG prepared an action dedicated to Children's Day, in which all employees took part in a relaxed day with playful activities that represent childhood.





Halloween

Halloween is traditionally associated with games, costumes and a relaxed atmosphere. In 2024, COPAG decided to hold a special day to mark Halloween, to create a more relaxed and celebratory atmosphere.



Get-together

The COPAG Annual Celebration is an important moment for our employees, an opportunity to celebrate the year's achievements and strengthen the bonds that unite our team. More than just a party, the get-together is an event that symbolizes unity, respect and appreciation for all those who are part of COPAG's history. Each year is a cycle of challenges overcome and victories achieved. With this spirit of celebration, we bring the entire team together for an event that marks the closing of one cycle and the preparation for the next.

In 2024, COPAG held its get-togethers at the São Paulo and Manaus units to promote integration between everyone and recognize the efforts and individual contributions that contributed to another year of positive results.

In São Paulo, the get-together was held at Caulí Dinner Bar on December 16th. The gathering was also an opportunity to honor the retiree William de Almeida Souza, who has dedicated years of his journey to the company and contributed to the growth and success of COPAG.



São Paulo retirees



Get-together in São Paulo

In Manaus, the get-together took place in a special hall in December and brought employees together to celebrate another successful year.

The graduates honored at the event were Adriana Ferreira Fernandes Berbare, Leticia Alves dos Santos, Rayanne da Silva Canto, Valdileia Pereira da Costa Gomes, Giancarlo Frederick Hinostroza Pereira, Ester Albuquerque Brito, Cícero Roberto de Carvalho Brandão and Rogério Gomes de Oliveira.



Get-together in Manaus

Both events were marked by moments of relaxation, interaction and celebration. Once again, COPAG sought to create an inclusive and welcoming environment where everyone could feel part of one big family, valuing collective work and effort and further strengthening the bond between the company and its employees.



Get-together in Manaus

Health and safety Actions

White January: it is good for the mind to take care of ourselves

COPAG started 2024 by reinforcing its commitment to employee well-being through the White January campaign, aimed at raising awareness of the importance of mental and emotional health. The campaign sought to prevent illnesses such as anxiety, depression and panic disorder, which can be triggered by factors such as stress, genetics, substance use and trauma.

As part of the actions, psychologist Roberta Garrido gave a lecture to encourage mental health care, promoting therapeutic conversations and the inclusion of practices that strengthen emotional well-being.

In the cafeteria, a booth was set up with therapeutic essential oils, known for their health benefits and their central role in aromatherapy, helping with relaxation and stress relief. Flavored water was also made available so that the COPAG team could refresh themselves and reinvigorate their energies.

We also encourage physical activity, which plays an important role in maintaining mental health, in partnership with the SESICLUBE, which offers employees leisure and quality of life options.

With these initiatives, COPAG reinforces its concern for the overall well-

being of its staff and contributes to building a healthier and more balanced working environment.



Campaign to prevent sexually transmitted infections (STIs)

Between February 5th and 9th, COPAG held a campaign to prevent Sexually Transmitted Infections (STIs). The initiative included the distribution of condoms and the provision of practical information on prevention, seeking to make employees aware of the care needed to maintain their health and well-being, especially during Carnival.

The campaign also featured a themed workplace gymnastics session called “Bloquinho Carnaval com Proteção COPAG,” using carnival accessories to reinforce the prevention message in a lighthearted and engaging way.

Considering the increase in cases of STIs during the festive period, the action also highlighted the importance of self-care and responsibility, addressing issues such as alcohol consumption and safe driving. Guidance was offered on how to enjoy Carnival with respect and citizenship, emphasizing COPAG’s commitment to the health and safety of its staff.



Influenza vaccination program

On March 26th, COPAG's health sector, in partnership with Sesi Saúde, promoted the biannual influenza vaccination program. The purpose of the event was to protect employees against the flu virus, an essential preventative measure for the workplace, where people are constantly in contact with each other.

Vaccination not only protects employees but also contributes to maintaining the general health of the team, reducing the risk of absenteeism due to respiratory diseases. By promoting this program in the workplace, COPAG reaffirms its commitment to the well-being of its employees, creating a healthier and more productive environment. It also helps reducing the spread of the virus in the community and protecting more vulnerable groups.



Green April: occupational accident awareness and prevention month

In April, the month dedicated to raising awareness and preventing occupational accidents and illnesses, COPAG's Occupational Health and Safety department (SESMT) carried out several actions aimed at the well-being and safety of the team.

The campaign included the distribution of care and precaution tips, as well as the installation of signs in different sectors of the company with messages reinforcing the importance of prevention. "Safety pills" were also handed out in a playful format, aiming to encourage the correct use of Personal Protective Equipment (PPE) and the practice of ergonomics in administrative areas.

To close the campaign, the safety team took part in a creative action, following a popular trend, with the production of a video entitled "I'm from occupational safety and of course...", highlighting in a light-hearted and educational way the importance of safety in the workplace.



Emergency brigade training reinforces safety

In April, COPAG held a training session for the emergency brigade, aiming to train 55 brigade members to act effectively in emergency situations such as fires, accidents and other risks. The training took place on April 13th, 20th and 27th at PrevenFire, a company specializing in security and fire prevention.

Over the three days of training, the brigade members received instructions on the correct use of firefighting equipment, emergency evacuation procedures and first aid. Different ways of addressing risky situations were also covered, preparing the team to act quickly and safely.

This training was essential to reinforce the preparation of brigade members and ensure compliance with occupational safety regulations, promoting a safer working environment for everyone.



Blood Donation Campaign: Red June

In June, COPAG held the Red June campaign, aiming to raise awareness about the importance of donating blood and encouraging participation in solidarity actions that can save lives. As part of the initiative, an educational talk was held to highlight the importance of being a blood donor, clarifying doubts and promoting the engagement of participants.

The plant was also energized by the symbolic presence of the “Blood Drop,” which reinforced the campaign’s theme in a visually engaging and interactive way. A Q&A booth, in partnership with Hemoam, was available to employees to provide information about the donation process. To facilitate participation, COPAG provided transportation to the Hemocenter, ensuring greater convenience for those who decided to donate.

Employees who donated received a key ring “I’m aDonor” to recognize and encourage their spirit of solidarity. The campaign aims to help increasing blood stocks in the region and shows COPAG’s commitment to promoting social action and solidarity.



Emergency drill

In 2024, COPAG held emergency drills to train its employees in evacuation, firefighting and victim rescue procedures. The activities took place on July 17th, December 11th and 12th, involving all the company's shifts (commercial, first, second and third).

The drill took place on COPAG's premises and included the participation of all areas. During the training, participants were exposed to simulated situations that required them to carry out quick and safe evacuations, as well as using firefighting techniques and rescue procedures.

The objective was to prepare them to act efficiently in risk situations, ensure safety in the workplace and identify possible points for improvement in emergency protocols.

SIPAMAQ 2024 promotes safety, innovation and quality of life at COPAG

Between August 19th and 23rd, COPAG held SIPAMAQ 2024, an awareness week focused on preventing occupation accidents, environmental preservation, innovation and promoting quality of life in the workplace. The event brought together lectures, training sessions and interactive activities to address topics that are essential to the health, safety and well-being of employees.

The activities included lectures on the correct use of Personal Protective Equipment (PPE), occupational safety, technological innovations, mental health and environmental preservation. Dynamics and interactive games were used to engage participants in a collaborative and practical manner. Moreover, information booths from partner institutions addressed topics such as traffic safety, education and health.

One of SIPAMAQ's attractions was THE VOICE COPAG, where employees performed creative parodies related to the themes of the week, promoting awareness in a relaxed and inclusive way.

With the theme "Play with Prevention and Win with Safety," the event confirmed COPAG's commitment to safety and sustainability, promoting responsible attitudes in the workplace and in employees' daily lives.

To complement this, a lecture on environmental impact brought concepts on environmental aspects and impacts, focusing on the reality of Manaus and the impacts generated by solid waste. Furthermore, another environmental contest called "Corrida da Laia," was held during lunch and dinner, in which participants, by answering questions, advanced in the race and won gifts.



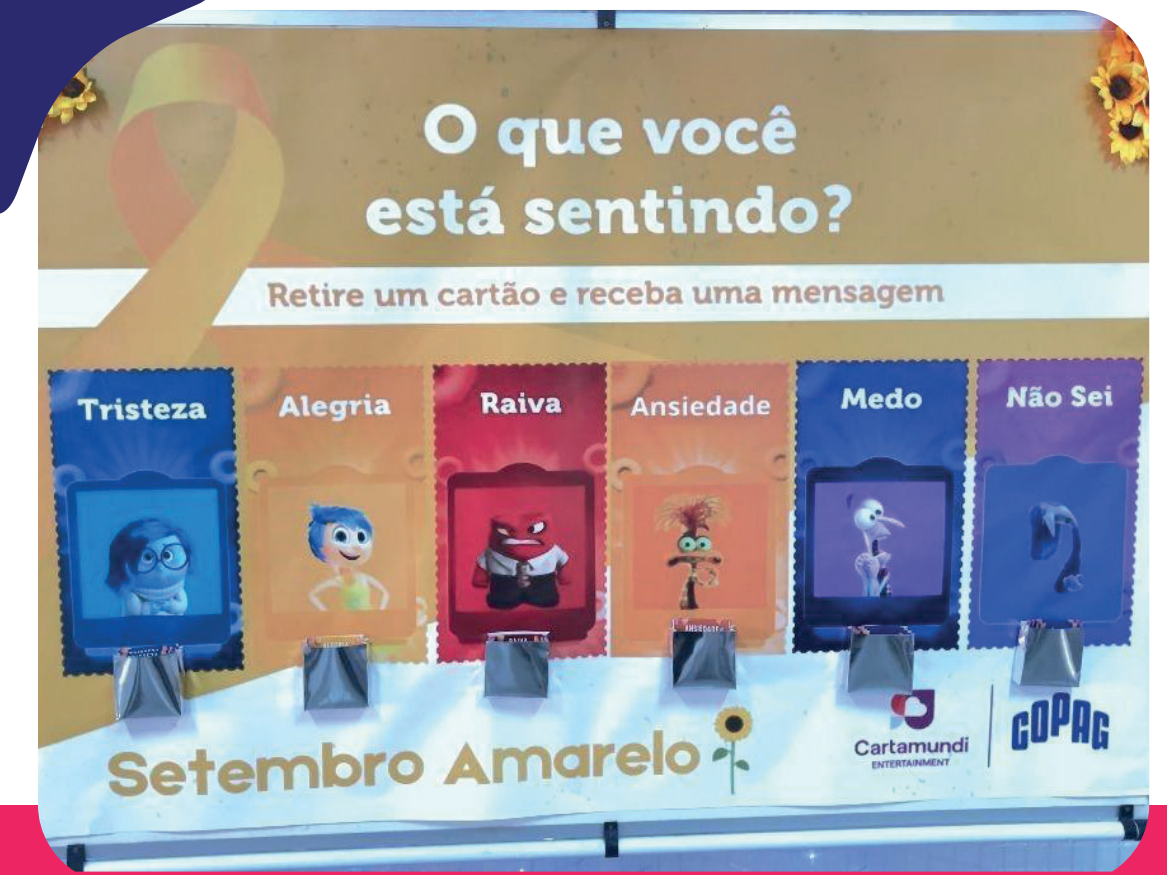


Yellow September campaign to prevent suicide and promote mental health

In September, COPAG supported the Yellow September campaign, which aims to raise awareness about suicide prevention and mental health. The initiative sought to break taboos, reduce stigmas and encourage people to seek and offer help.

Since its first edition in 2015, the campaign has gained momentum, with an increasing number of people recognizing the importance of talking about suicide, with the proper approach and care.

During September, the health team at COPAG's outpatient clinic organized activities such as setting up a panel with cards containing motivational and supportive phrases, aiming to provide a welcoming and reflective environment for employees.

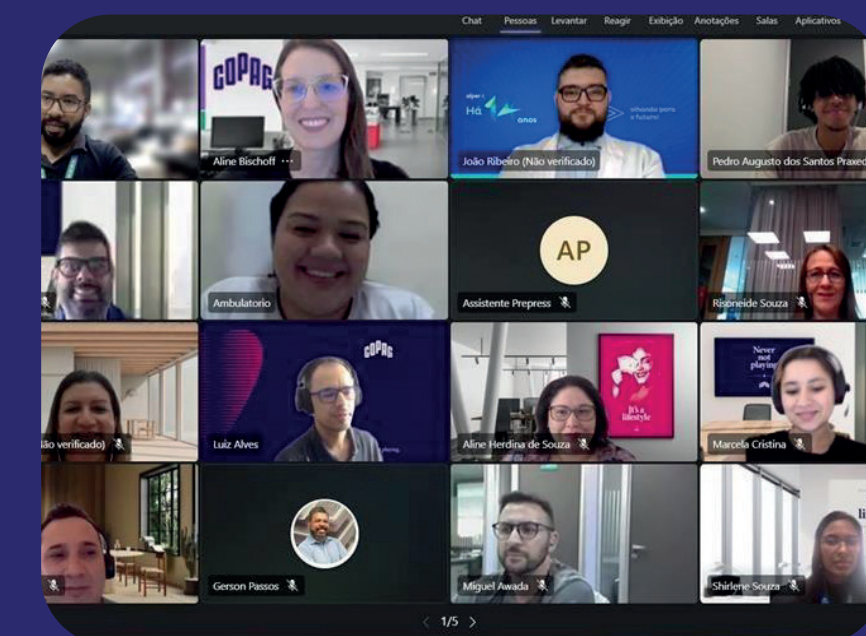
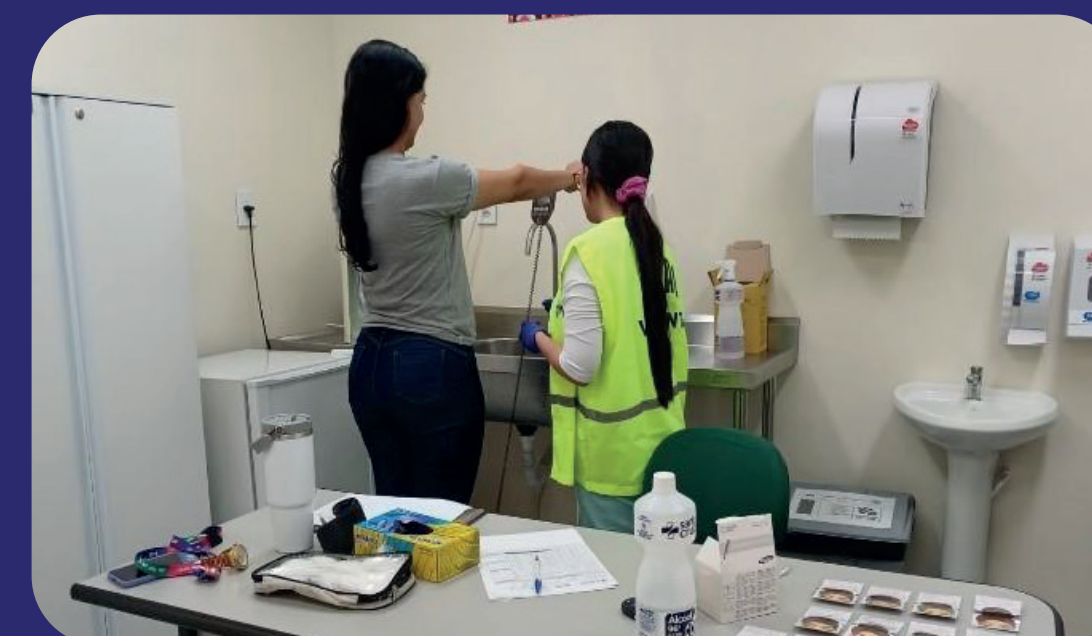


Pink October and Blue November campaigns

In 2024, COPAG carried out the Pink October and Blue November campaigns to raise awareness among its employees about the importance of prevention and early diagnosis of breast cancer and prostate cancer. The initiatives highlighted self-care as a fundamental part of health, promoting informative and welcoming actions.

The campaigns started on October 28th, when women were offered preventive examinations such as pap smears, bioimpedance, blood pressure and blood glucose checks. The following day, a booth was set up with products and tips aimed at the well-being and health of female employees. On the 30th, men and women took part in a welcome session, with relaxing massages, skin cleansing and guidance on body care. On the 31st, all employees were able to visit a booth with products and tips on health and well-being.

On November 1st, the men received PSA (Prostate Specific Antigen) tests, bioimpedance, blood pressure and blood glucose checks. The week ended with a lecture reinforcing the importance of prevention and early diagnosis, with practical advice on how to maintain good health.



Induction of new CIPA members

In 2024, COPAG held elections to choose the new members of the Internal Accident Prevention Commission (CIPA). The voting and counting took place on November 26th, and the new representatives formally took office on December 12th, with the signing of the minutes of office.

The process was conducted transparently, with direct voting by the employees. The officialization of the new CIPA team guarantees the continuity of accident prevention actions and the improvement of working conditions, in accordance with the requirements of labor legislation.

With the new management, the expectation is to strengthen the company's safety culture, helping to reduce accidents and promote better ergonomic and health conditions. The next steps include training the new members and implementing measures aimed at prevention and well-being in the workplace.



People development

COPAG Training: precise moves, winning strategies

At COPAG, we believe that the growth and development of our employees is fundamental to the company's success and to building a more inclusive and dynamic working environment. Throughout 2024, we held several training sessions that sought not only to improve technical skills, but also to promote self-knowledge, the exchange of experiences and personal and professional development.

These training sessions were offered in face-to-face formats, remotely and through online platforms, seeking to meet the needs of all employees in São Paulo and Manaus. We use different methodologies, such as workshops, lectures, interactive games, podcasts and practical activities, always with the purpose of creating a more accessible and enriching learning environment.

Among the actions that stood out, we can mention the Marketing Trail, which was structured to prepare our professionals for the challenges and transformations in the industry. This training addressed the new profile of the marketing professional, focusing on skills such as creativity, innovation and digital strategies. The program also worked with employees on how to adapt to the current market scenario, always with an emphasis on inclusive and assertive communication.



Training multipliers



The New Marketing Professional Trail



Another important point was the Printers' Training, a program aimed at employees responsible to produce our products. They are the heart of COPAG, as they print the company's best cards and plays, guaranteeing the quality and excellence of our materials. This training was essential to reinforce good production practices, printing techniques and to raise awareness of the importance of each stage of the process for the success of our brand.



Formation of printers

In 2024, we continued to strengthen the culture of continuous improvement through training actions that directly impact the routine and results of the operation. The Total Productive Maintenance (TPM) training was one of the initiatives that contributed to the adoption of more efficient practices, with a focus on reducing waste and optimizing production processes.

We also increased our efforts in leadership development, with programs aimed at training managers who are better prepared to face daily challenges and engage their teams more consistently. Moreover, we promote health, safety and environment training, guaranteeing suitable working conditions and reinforcing our commitment to the continuous development of our employees.



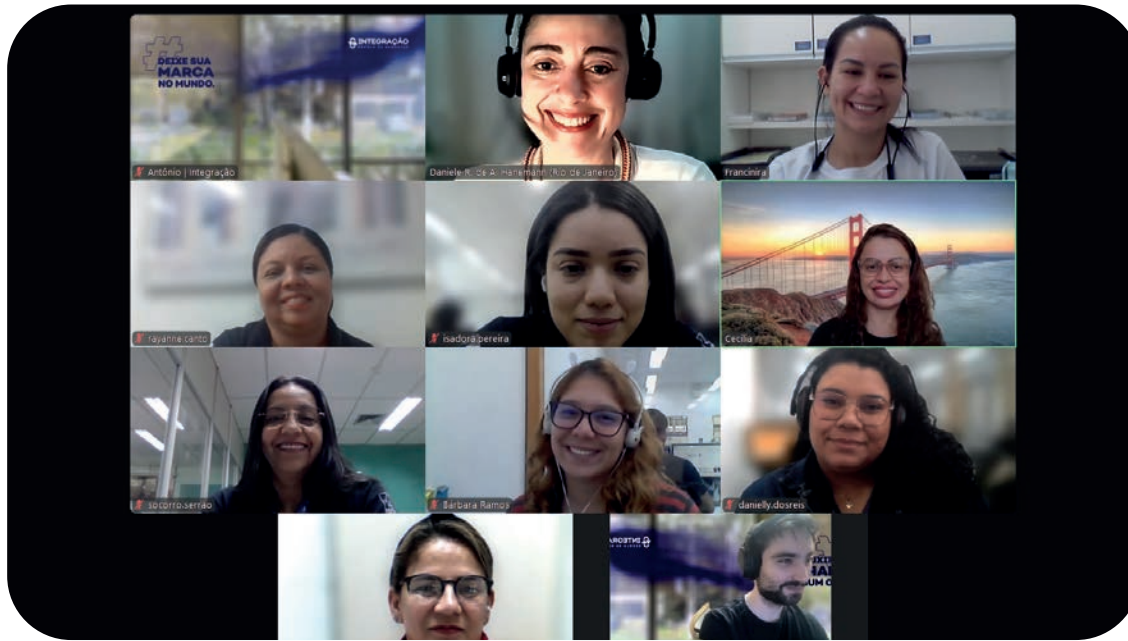
Conscious Communication



SP leadership training



AM leadership training



Diversity Committee



Young Apprentice Internship Program

At COPAG, we believe that the company's future is directly linked to the development of new generations of professionals. That is the reason we constantly invest in programs that offer young people the opportunity for practical and theoretical learning, aiming to prepare them for the challenges of the job market. In addition to practical training, they had a development journey during the year, which focused on their soft skills.

Young Apprentice Program

COPAG's Young Apprentice Program is one of the initiatives aimed at providing young people with an introduction to the corporate world, offering solid training that combines theory and practice. In 2024, we remain committed to opening doors to this talent, offering experiences that add value to the professional and personal development of each participant.

In addition to broadening their skills, the program also seeks to integrate young people into our organizational environment, where they have the chance to learn about the different sectors of the company.



Apprentices and trainees during a learning trail

Internship Program

COPAG is also committed to student development, offering internship opportunities that provide hands-on experience and a greater understanding of professional challenges in several areas. In 2024, our Internship Program continues to be an important pillar in talent development, offering significant opportunities for interns to apply their academic knowledge in the daily life of a large company.

Currently, the trainees play a fundamental role in our company's routine, bringing innovation, creativity and a fresh outlook on the activities carried out. This program contributes directly to training professionals who are better prepared for the job market, while offering immersive experience in the business environment.

We are happy with the progress made in 2024, but we continue to look to the future, always seeking to create new opportunities for those who are starting out on their career path.

Faz um Peex

The main objective of COPAG's "Faz um Peex" program is to promote mutual recognition among all employees, creating a collaborative, inclusive and valuing work environment. Through it, we recognize and value the individual contributions of each person in the organization, whether in technical skills, behavior or results achieved. This recognition is done through the PEEEX platform, which enables a collaborative evaluation, where co-workers themselves can evaluate each other, recognizing the competencies that align with COPAG's values.

The program is available to permanent employees, trainees and apprentices, aiming to ensure that everyone can be recognized for their contributions. With each evaluation, they accumulate "Powers", which are a way of recognizing the behaviors and attitudes that stand out within the team. The more Powers you accumulate, the greater the chance of winning a button, and by accumulating more Powers in different badges, you increase the possibility of winning the top prize: a trip between

the units in São Paulo and Manaus.

Evaluations are carried out every six months and there is no obligation to participate, but everyone is encouraged to take part. The rules are clear: each employee can be evaluated up to twice, but always with different badges, encouraging the construction of an organizational culture based on continuous growth.

