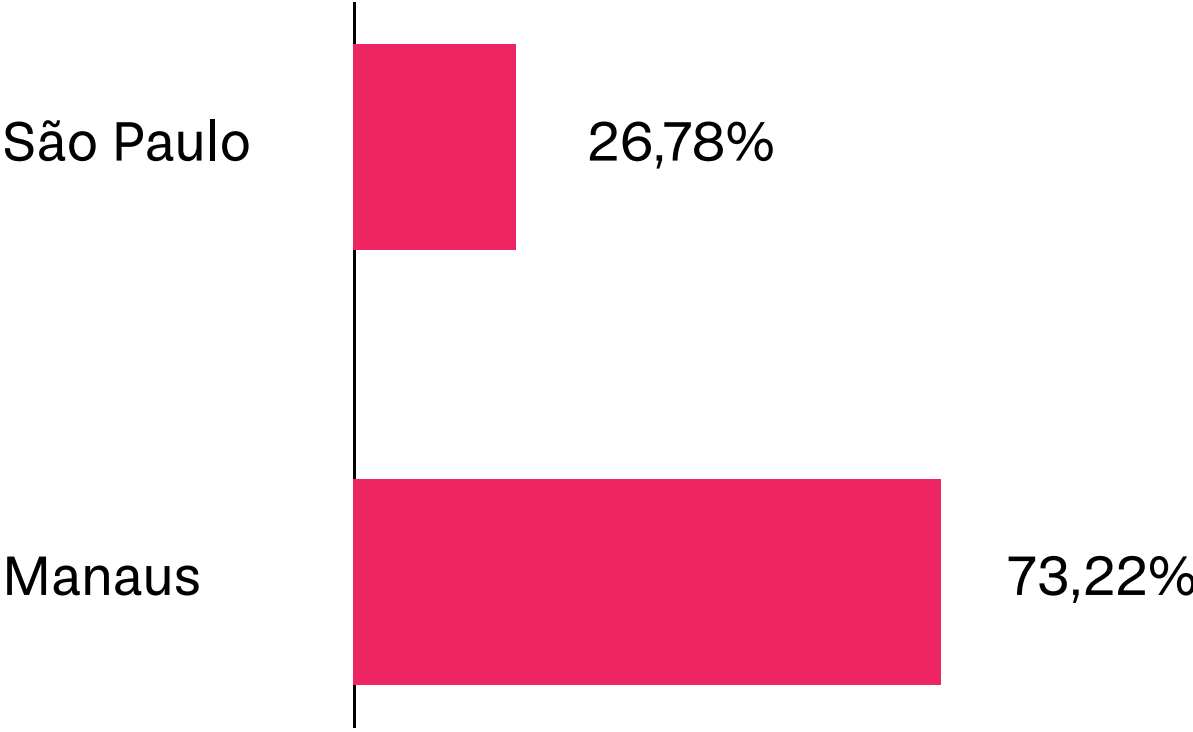


# Socio-environmental sustainability and labor relations

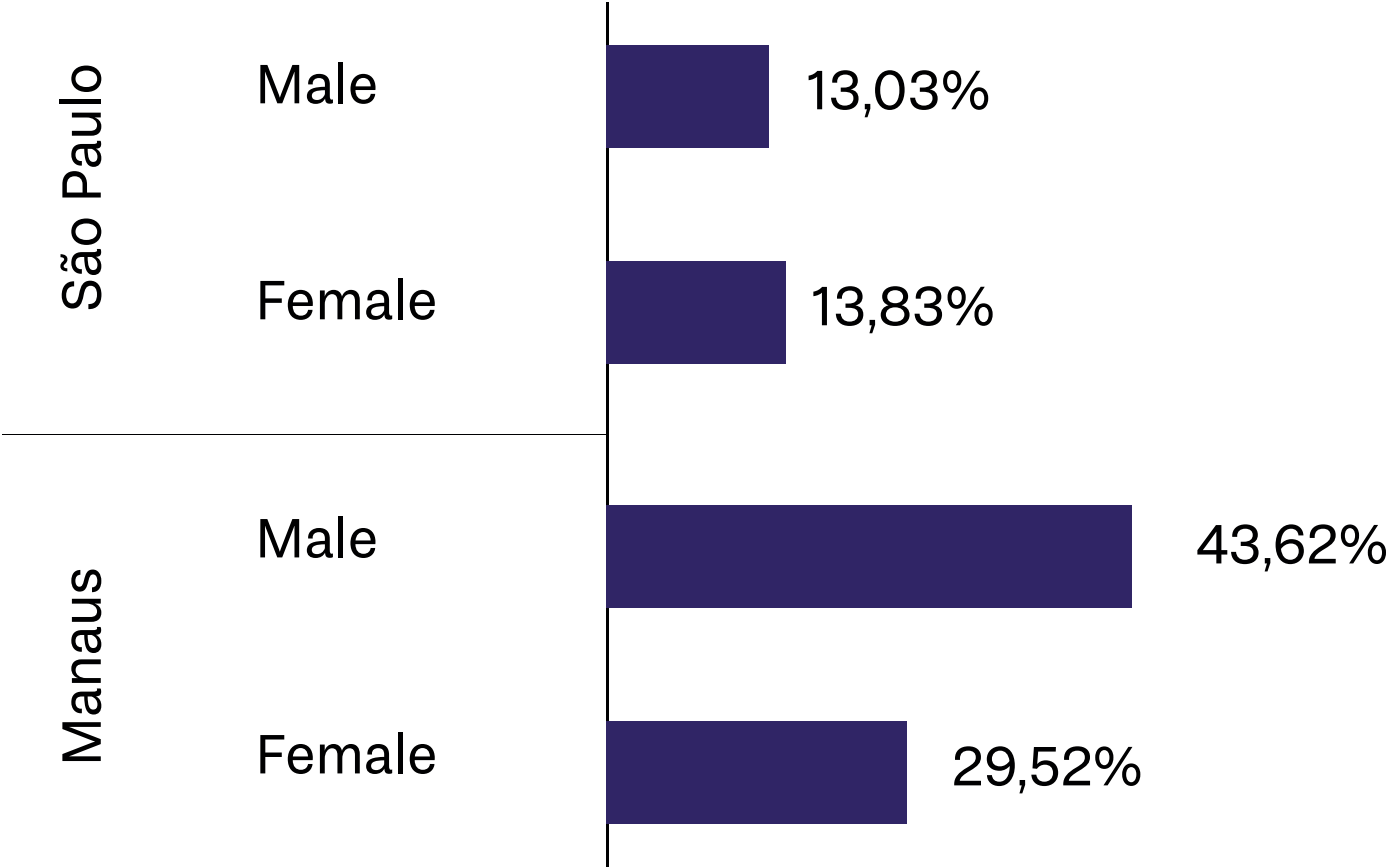
## Diversity

By December 2024, our team was made up of 376 employees, and 6 Big Bang employees, all aligned by the goal of creating experiences that bring joy and connection between people. Recognizing the importance of promoting a work environment that is collaborative, inclusive and fair. We highlight some important data below:

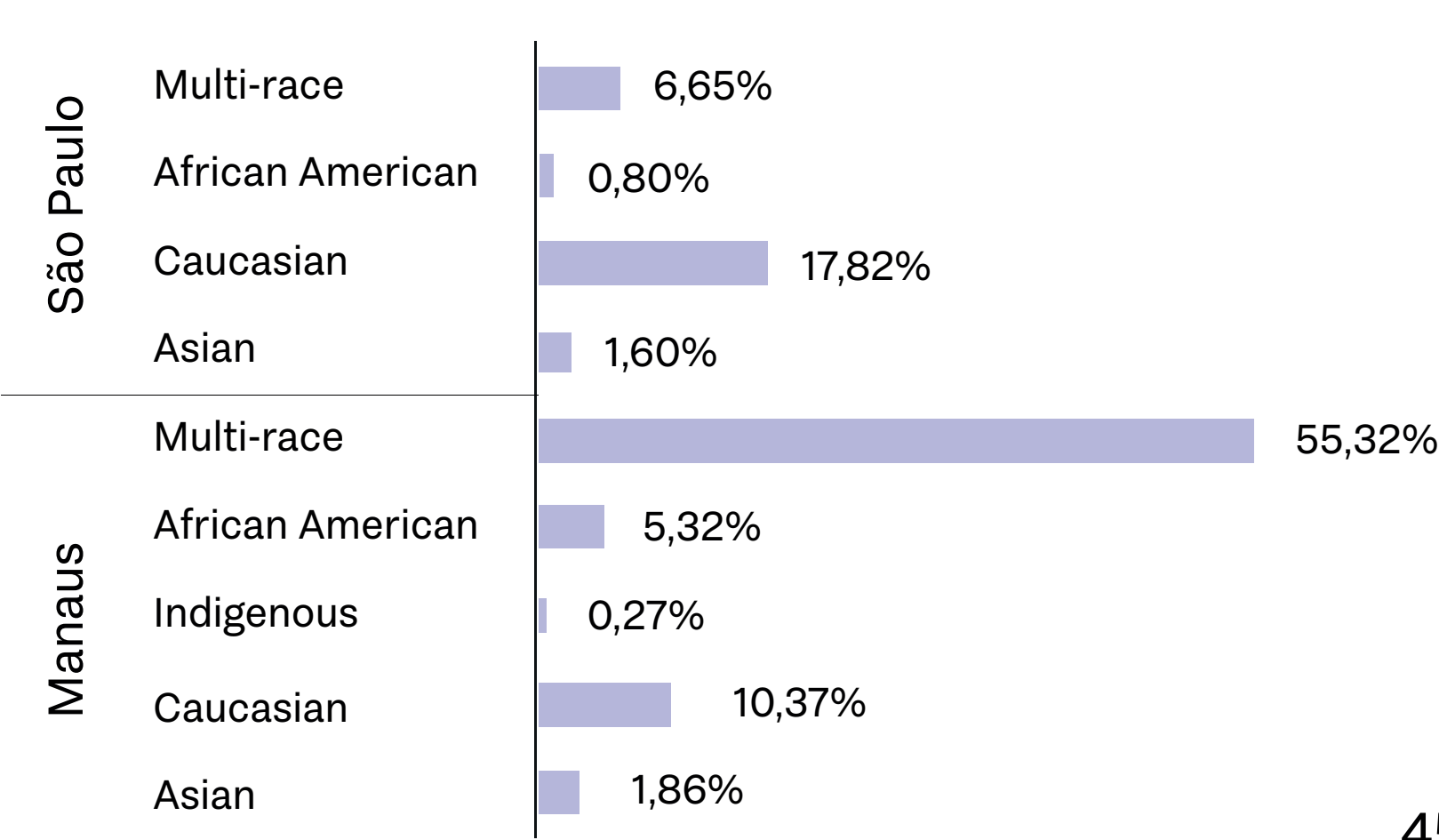
EMPLOYEES PER UNITY



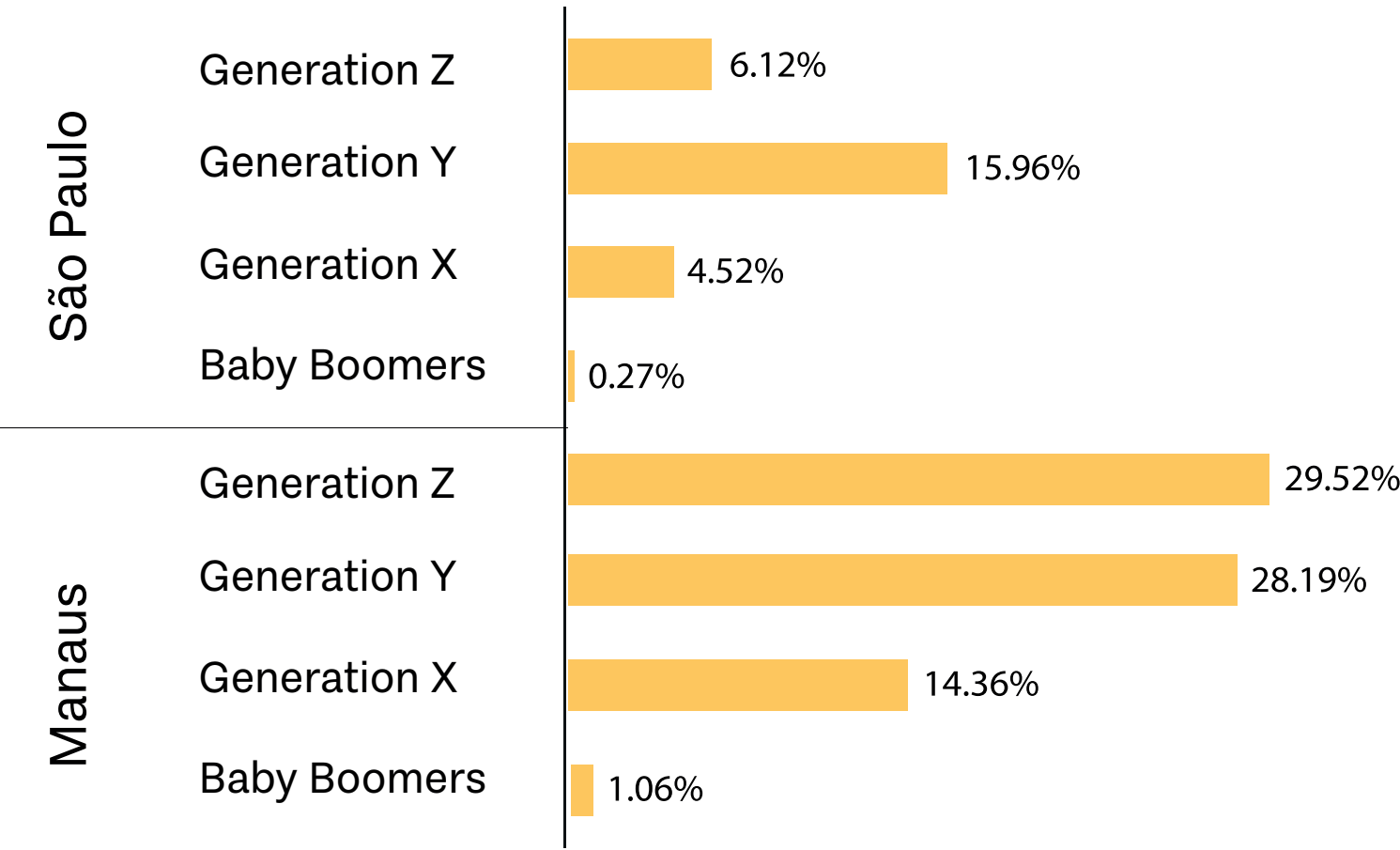
EMPLOYEES BY GENDER AND UNITY



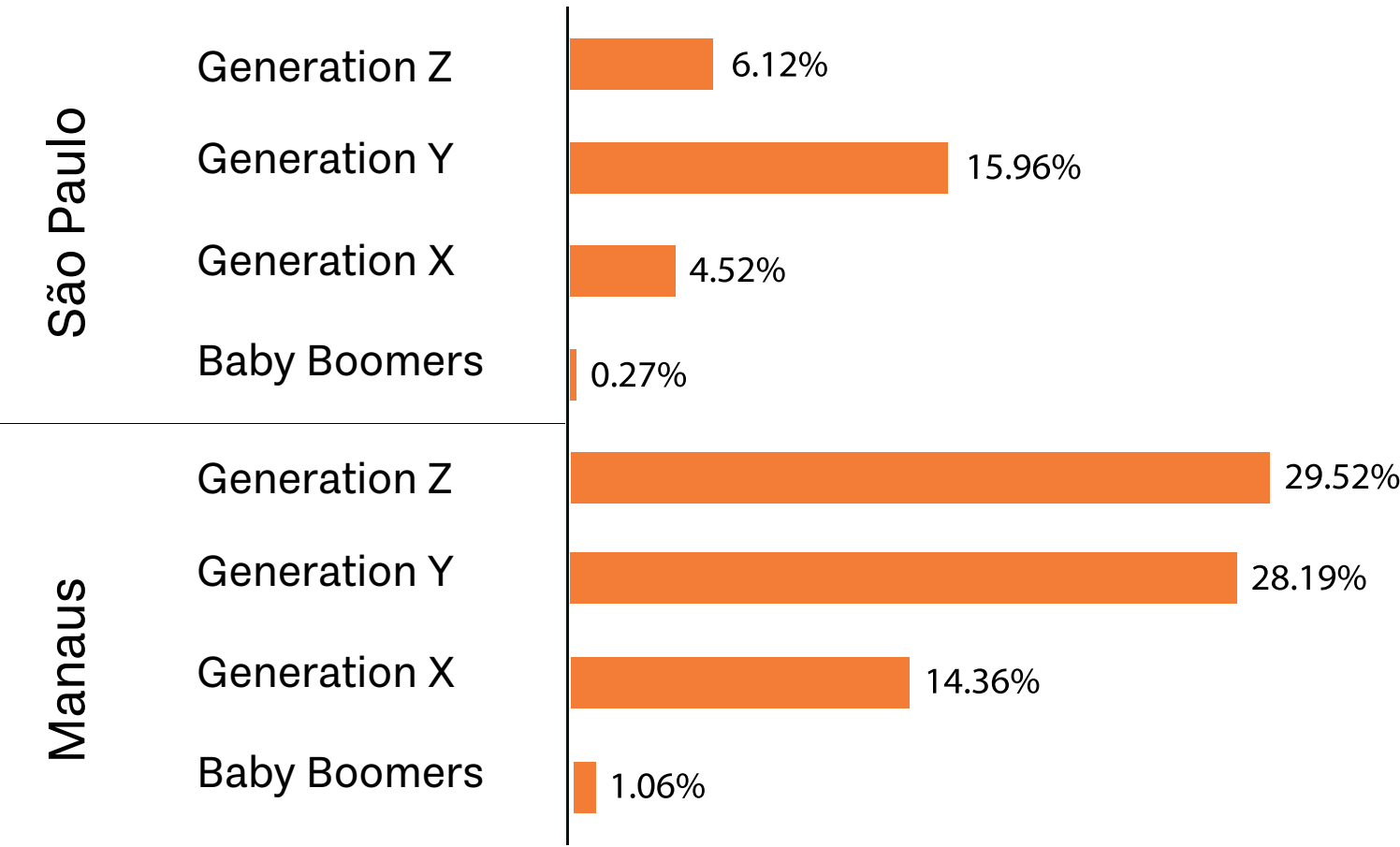
EMPLOYEES BY ETHNICITY



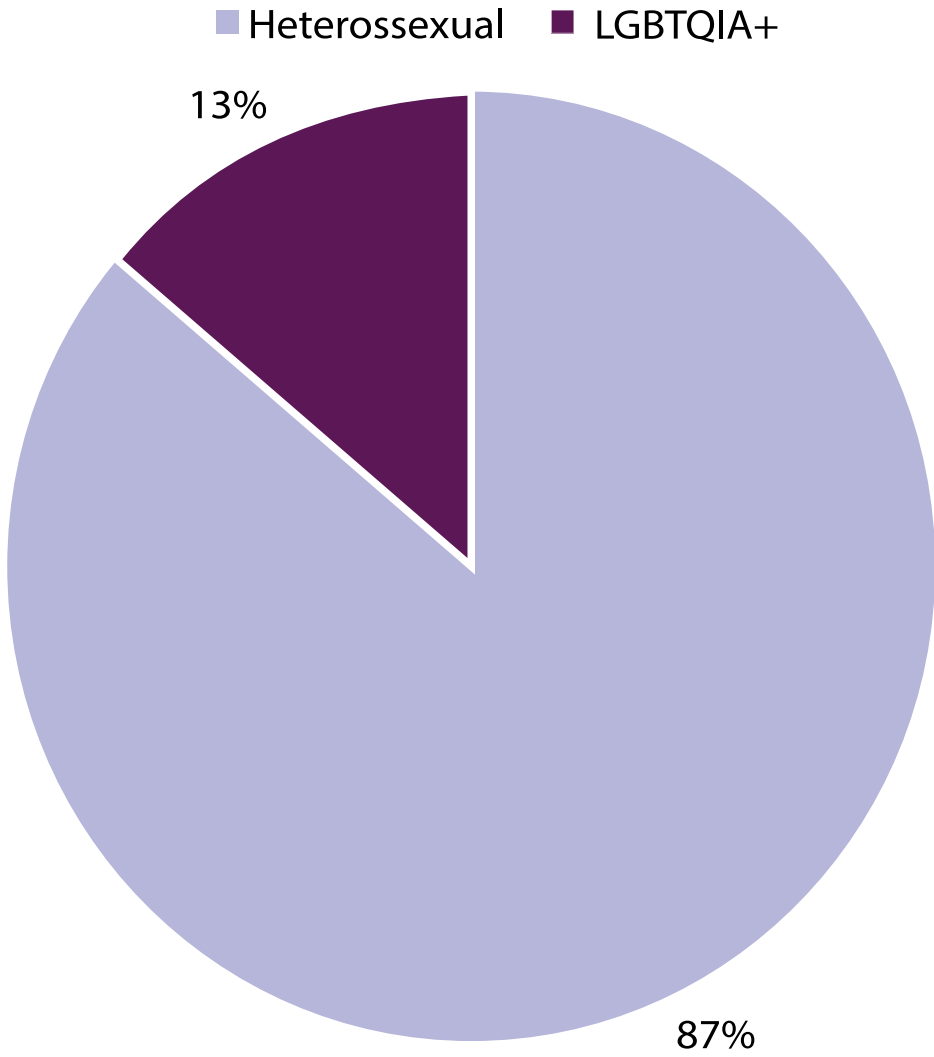
EMPLOYEES BY GENERATION



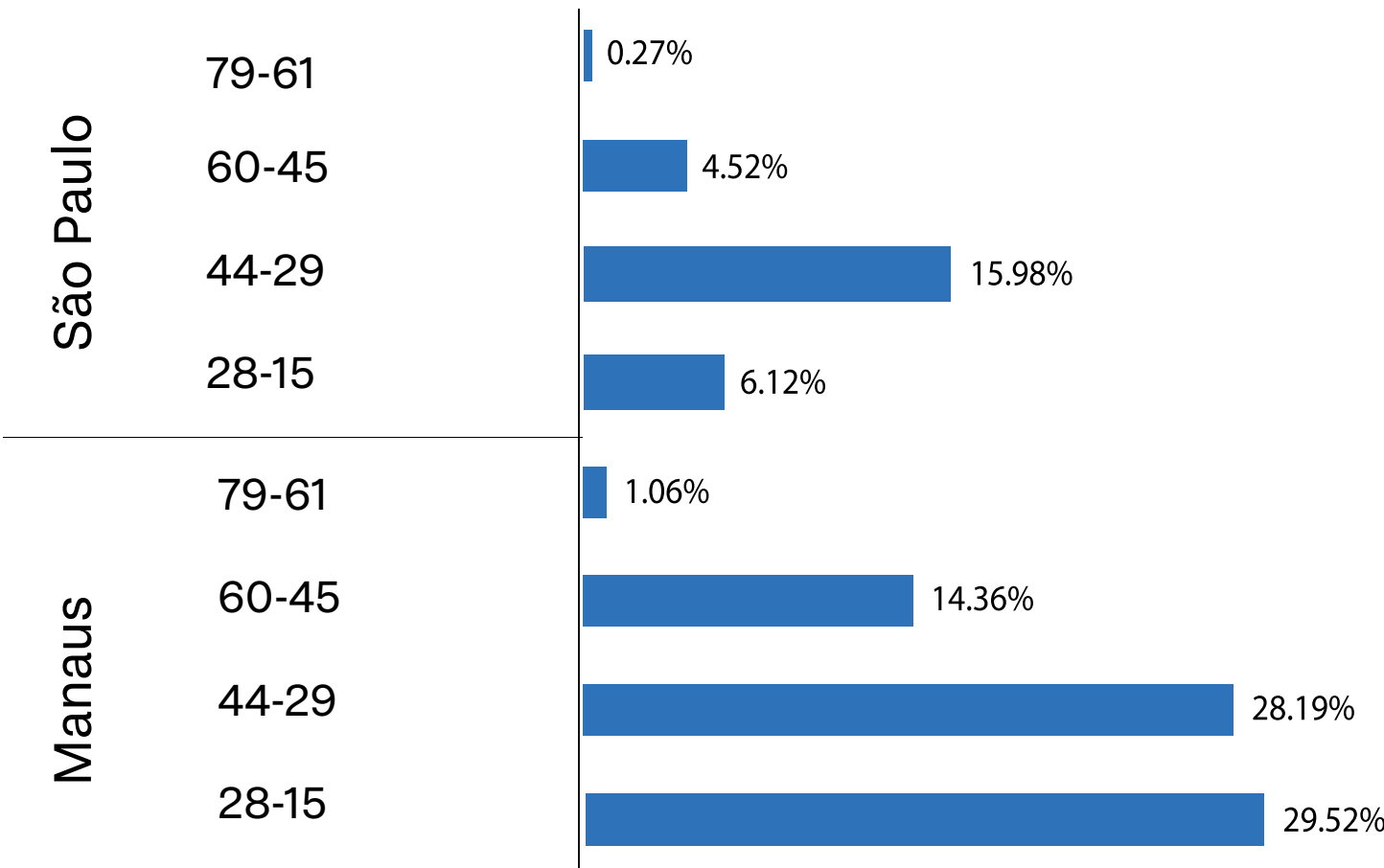
DISABLED EMPLOYEES



SEXUAL OPTION



AGE BRACKET OF EMPLOYEES



## SA8000 and Ethics Week

COPAG reaffirms its commitment to conducting its business in accordance with high ethical and commercial standards, always following international requirements and standards. This attitude extends to all our partners and suppliers, whom we encourage to adopt similar behaviors to ensure that our practices are always transparent and responsible.

The company has a strong concern for the working conditions of its employees, and is continually striving to promote improvements in this regard, being committed to ensuring a safe, healthy and respectful working environment, always in accordance with the guidelines provided for in our Code of Conduct and Ethics, which is available on our website, bulletin boards and intranet, facilitating access and understanding for all stakeholders, allowing any deviation to be flagged up and addressed appropriately.

To ensure that the guidelines of the Code of Conduct are followed, COPAG has several communication channels, including the Conduct and Ethics Channel, where it is possible to report any situation that may violate the established principles. The link to this channel is <https://www.canalintegro.com.br/COPAG>, guaranteeing total accessibility and transparency.





Moreover, to promote ongoing awareness of the principles that govern the company, we hold an annual Social Responsibility and Ethics Week. During this week, several activities are carried out focusing on the guidelines of our Code of Conduct, covering all work shifts. The activities include talks, quizzes and fun activities, with the participation of our Social Development team, Social Responsibility advisory firm and our legal partner. These activities are fundamental to stressing the commitment of all our employees to the values that COPAG stands for.

We believe that strengthening an ethical and responsible culture is essential for the sustainable development of the company and for promoting a fair and collaborative working environment.



Lecture “I Throw the Ball to You” with Socorro Serrão



Lecture on harassment with Priscilla Duarte, lawyer



SA8000 Week



# Women's Day

International Women's Day, celebrated on March 8th, is a significant date for us to reflect on the achievements of women throughout history and the importance of continuing the fight for equal rights and opportunities. At COPAG, we understand that this date goes beyond a symbolic celebration; this is a time to recognize the women who are part of our team and to reflect on the fundamental role they play in our organization.

In 2024, COPAG dedicated itself to promoting a special action in honor of Women's Day, aiming to reinforce our commitment to valuing diversity and equity within the company. The initiative aimed to create a reflective and welcoming environment, highlighting the work and contributions of women in all areas of the company.

We remain committed to creating a company where all voices are heard, and where gender equity is treated with seriousness and commitment, not just on Women's Day, but throughout the year.





# Family Day

In April 2024, COPAG opened its doors so that family members could get to know our employees' workspaces and interact with the different types of family that make up our workforce, on a recreational morning that fostered respect for family diversity.





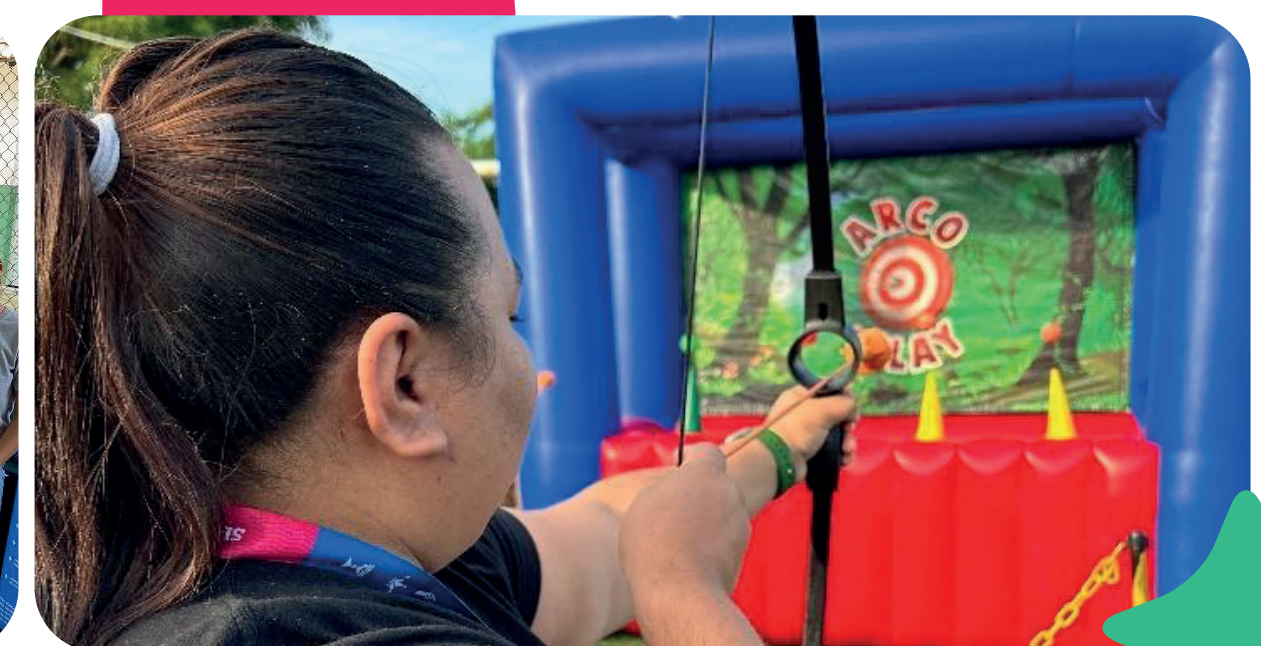
# COPAG na Roça

In 2024, the “COPAG na Roça” event brought not only fun, but also a strong sense of unity and solidarity. The interactive activities brought the whole team together in a spirit of empathy and collaboration.

Once again, the event was much more than just a get-together. It was an opportunity to encourage reflection on the importance of collaborating with the community to foster well-being, which has a positive impact on social issues.

The donations collected this year during the event went to Instituto OELA – Oficina Escola de Lutheria da Amazônia, a non-governmental, non-profit organization founded in 1998. The institute focuses on sustainability and social inclusion, promoting educational projects and facilitating access to public policies.

The “COPAG na Roça” action has established itself as a reflection of the values that the company seeks to cultivate: solidarity, empathy and social responsibility.



Donations to Instituto OELA



# International Day of Afro-Latin American and Afro-Caribbean Women

In July, COPAG's Diversity Committee, in partnership with Cartamundi Entertainment, promoted a special event in honor of the International Day of Afro-Latin American and Afro-Caribbean Women, celebrated on the 25th of the same month.

The date originated in 1992, when a group of Afro-American women from Latin America and the Caribbean met to discuss ways to combat the violence and inequality that disproportionately affect this population. From this meeting, the Network of Afro-Latin American and Afro-Caribbean Women was born, which, with the support of the UN, established July 25th as an international milestone of recognition and struggle.

In Brazil, the date has also celebrated the National Day of Tereza de Benguela and of Afro- American Women since 2014, paying tribute to historical figures who symbolize resistance and leadership in the face of enslavement.

Aiming to reflect on the central role of Afro-American women in society and promoting greater equity, COPAG has shared suggestions for films, books and podcasts that address their stories, struggles and achievements.

## Filmes

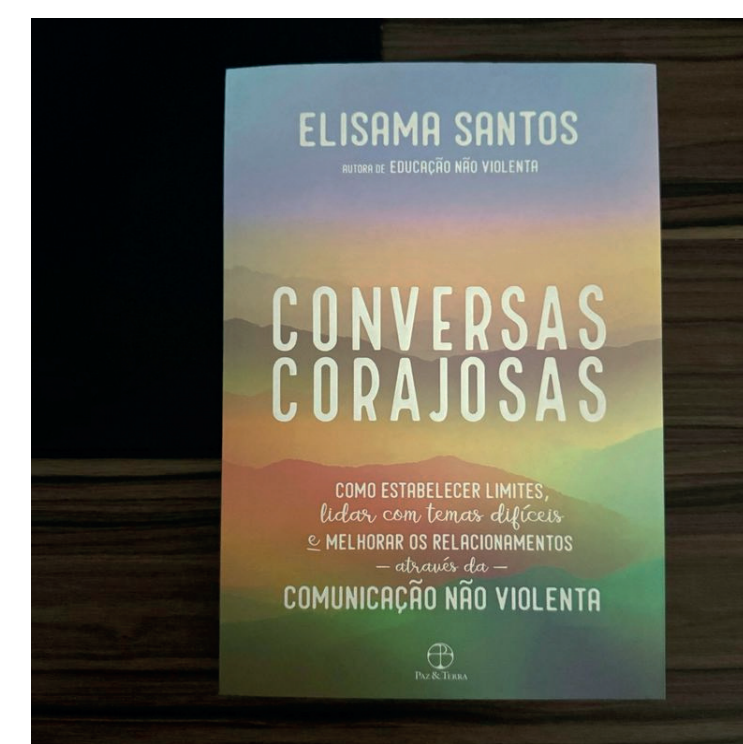


Um filme brasileiro que explora as desigualdades sociais e raciais através da história de uma empregada doméstica e sua filha.



Um clássico que narra a luta de uma mulher negra para encontrar sua identidade e liberdade.

## Livro



Como estabelecer limites, lidar com temas difíceis e melhorar os relacionamentos através da comunicação não violenta.

## Podcast



Mano a man é um podcast brasileiro do gênero sociedade lançado em agosto de 2021. Apresentado pelo cantor e compositor Mano Brown, é uma produção assinada pelo Spotify Studios

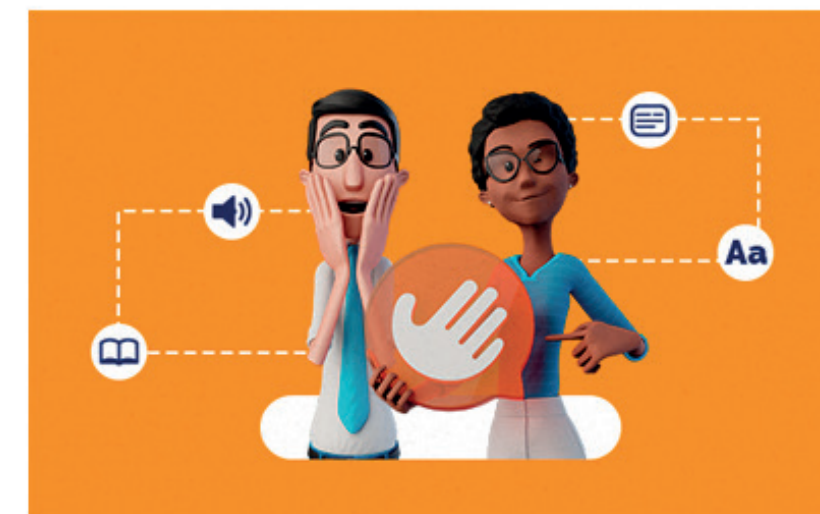


# National Day of Persons with Disabilities

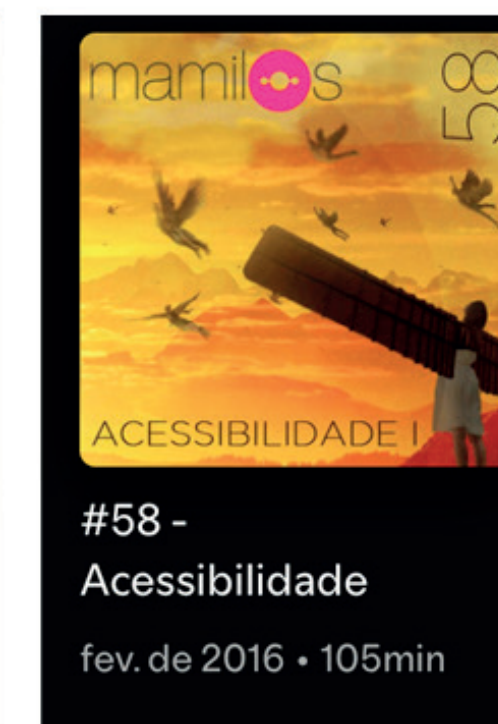
On October 21, COPAG celebrated the National Day of People with Disabilities. The date was marked by special communication aimed at raising awareness on the importance of building a fairer and more accessible society for all. The action focused on valuing the abilities and achievements of people with disabilities, especially through the inspiring example of Brazilian athletes at the Paralympic Games. The campaign highlighted the determination of these athletes, who overcome physical limits and defy stigmas every day in pursuit of excellence in sport — a true lesson in overcoming and strength.

To engage employees, an interactive quiz on the Paralympic Games was organized, aiming to reinforce learning in a light and participatory manner. Participants who answered correctly in the shortest time were entered into a prize draw.

## HANDTALK



## Podcasts



## Comitê Paralímpico no YouTube





# Volunteering

At COPAG, volunteering is part of our essence. We believe that time dedicated to others is one of the most valuable contributions. That is the reason the celebration in honor of the volunteers took place in a pizzeria, as a way of recognizing the commitment and dedication of everyone who gets involved in volunteer activities throughout the year. This was a moment of fraternization and gratitude, in which we managed to express our gratitude to every employee who dedicates their time and energy to making a difference in other people's lives.

The evening was marked by good conversations, laughter and the certainty that volunteering is a fundamental part of our culture, reflecting our commitment to collective well-being and to building a better future for all.



COPAG volunteer team



## Project Herculano

Project Herculano, conceived and dedicated by employee André Santana, is an initiative that aims to provide educational and development opportunities for children and teenagers. In operation since April 2024, the project currently serves 60 children and teenagers aged between 4 and 15.

Two volunteer teachers taught the classes, André and his brother-in-law, who dedicate their time and knowledge to making a positive impact on the lives of these young people. The project runs on Mondays, Wednesdays and Fridays from 5:30 pm to 8:30 pm, offering a welcoming and educational environment.

The work of people like André, who dedicate themselves to social causes, is an example of how we can all contribute to changing the reality around us. COPAG is proud to recognize the importance of this work carried out by our employees.



André Santana

# Sustainability

Sustainability continues to be a core component in our corporate trajectory. In 2024, we are moving forward with our actions, always in line with the group's global sustainability strategy, focusing on four main areas:

**Live with Joy:** This pillar addresses our products and the impact they generate. We are committed to offering products that bring joy to our customers without compromising the environment.

**Live with Nature:** Related to our operations, this pillar highlights our quest for efficiency and less environmental impact in all our activities.

**Live with Respect:** We deeply value our employees and the communities where we operate. This pillar reinforces our commitment to cultivating respectful and collaborative relationships.

**Live with Integrity:** Reflects our commitment to integrity in all our business practices and behaviors, maintaining high ethical standards in everything we do.

In 2024, we made significant advances in implementing an ESG Framework, setting clear targets and tracking

data to guide our decision-making. For the first time, we measured our sustainability targets, linked to the Sustainability Linked Loan (SLL), focusing on reducing carbon emissions, engaging our supply chain by signing the Global Supplier Code of Conduct and evaluating our sustainable practices through Ecovadis, with a positive and satisfactory result. We also integrated ESG practices into our investments and started implementing an internal carbon pricing system, reaffirming our commitment to sustainability.

For 2025, our focus will be on intensifying training and awareness initiatives, continuing to strengthen our practices and ensuring alignment with ESG principles in all areas of the company.



# Environment Week

During the Environment Week, held from June 3rd to 7th, 2024, several activities were held to engage the team and reflect on current environmental challenges.

In commemoration of the World Environment Day on June 5th, COPAG kicked off the week with an approach on the topic “Accelerating land restoration, drought resilience and the progress of desertification.” A competition was organized, in which employees from all shifts took part in a dynamic that simulated surviving the climate crisis, promoting reflection on the actions needed to face environmental challenges.

Furthermore, awareness-raising videos were provided, addressing the impacts of the climate crisis on industries, such as the scarcity of natural resources and difficulties in the supply chain. On June 7th, an online sustainability workshop was held, addressing how COPAG is incorporating sustainable practices into its operations, with the participation of the São Paulo and Manaus offices.

During the Environment Week, an environmental quiz was also held in Manaus. All the shifts in the plant took part, and gifts were distributed to the employees who stood out in the game.



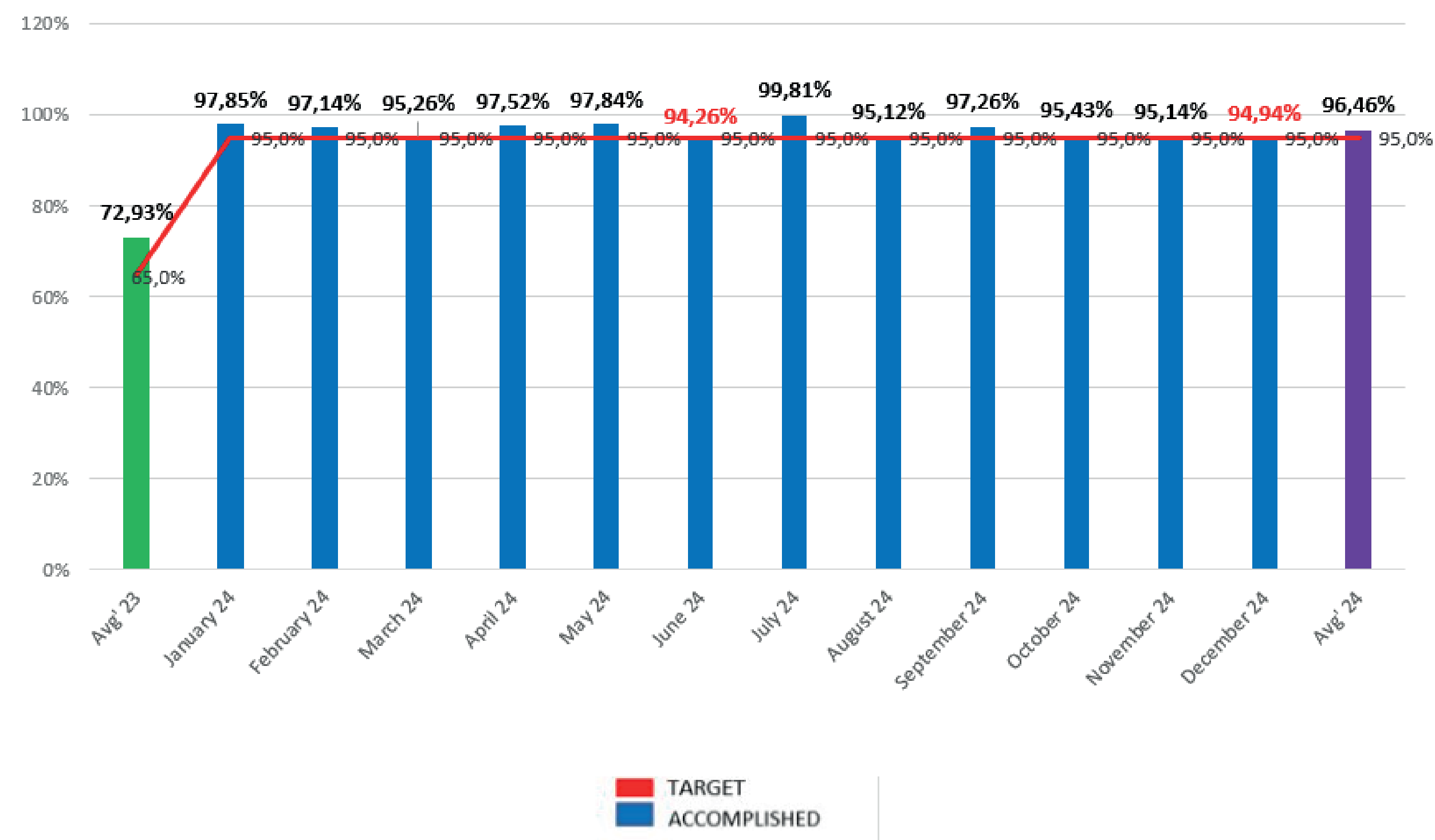


# Management of waste

COPAG has also dedicated itself to waste management. In 2024, the company achieved a 7.5% reduction in the generation of hazardous waste (Class I), representing an important step for its environmental management. Moreover, COPAG maintained a recycling rate of 96.46% of its recyclable waste, exceeding the target of 95%.



## Reciclagem de Resíduos Waste Recycle Rate



## Reverse logistics

As part of reverse logistics, the company continued to work on collecting its packaging nationwide, offsetting 206.6 tons of paper and 39.7 tons of plastic through recycling certificates, thus helping to reduce the environmental impact caused by the improper disposal of these materials.

## Quality Week

Between November 11th and 14th, 2024, COPAG held the 3rd edition of Quality Week, with the topic “Compliance to Performance.” The main focus of the initiative was to promote understanding of the importance of ensuring that products, services and processes are aligned with established performance and efficiency standards, involving employees from all sectors



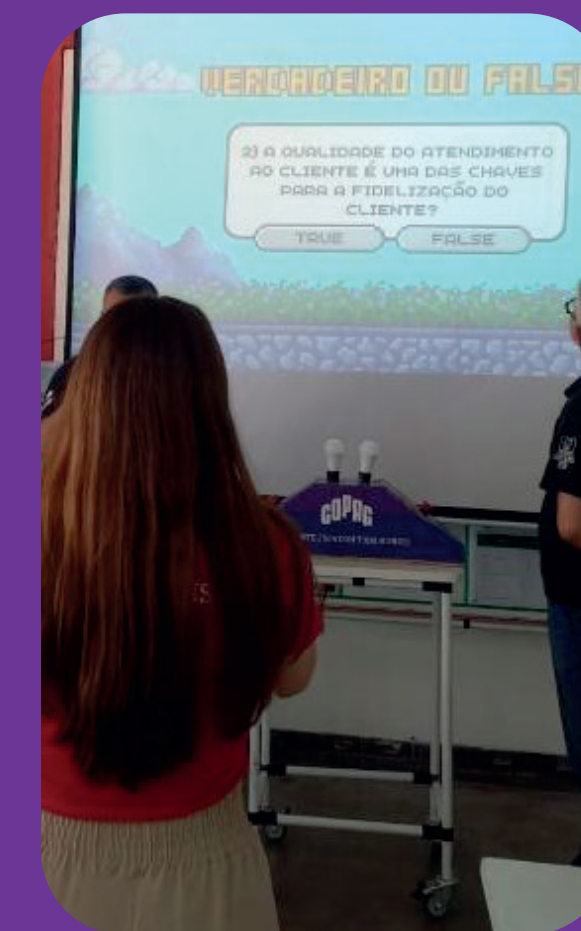


During the period, several activities were carried out to raise awareness and engagement with the topic. The program included the dissemination of internal communications with specific content related to compliance and performance, as well as dynamics such as the Quiz Show and the Quality Questions game, which encouraged collective participation in an interactive way.

There was also a dynamic to recognize internal auditors and audits, highlighting the importance of this role in maintaining and improving quality processes within the company.



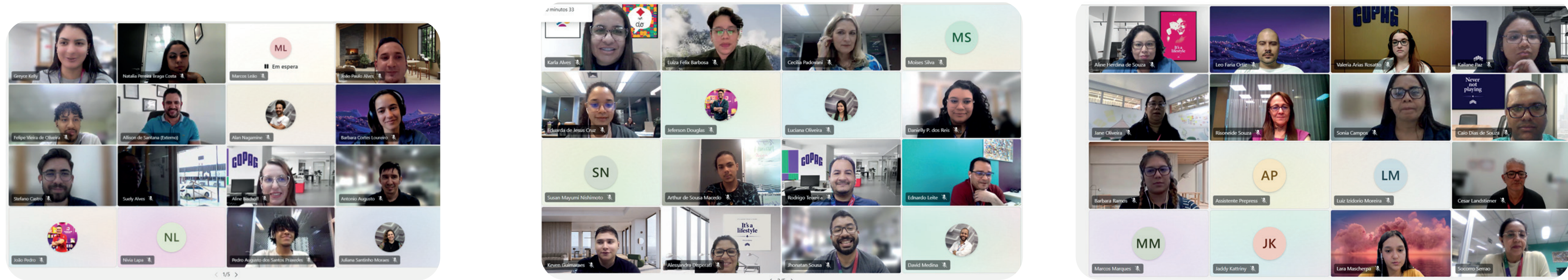
Perguntados da Qualidade



Quiz show



As part of the actions, an online lecture was held via Teams on the topic “Quality: a value for all,” which reinforced the organization’s commitment to integrating quality into daily work practices, considering all stages of production and service processes.



The purpose of Quality Week was to broaden understanding of how compliance with technical and operational requirements contributes to customer confidence, risk reduction, continuous improvement and the company’s sustainable performance. By involving employees in all phases of the initiative, COPAG is reaffirming its commitment to improving processes and strengthening the quality culture in the workplace.