



SUSTAINABILITY REPORT 2023



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About the Report

GRI 2-2, 2-3



We present Innova's 2023 Sustainability Report, an overview of the main achievements in the environmental, social, operational, financial and governance areas for the period from January 1 to December 31, 2023.

Our Sustainability Report has been published annually since 2019, and this edition was prepared in accordance with the standards of the Global Reporting Initiative (GRI), version 2021.

The Board of Directors, Executive Board and Sustainability Committee analyze and approve the Materiality Matrix, as well as all the other information contained in the Report.

The structure is based on the Company's material themes, described hereafter.

Questions, criticisms or suggestions can be sent to comunicacao@innova.com.br.

Enjoy your reading!





















Materiality

GRI 3-1, 3-2

The Materiality Matrix defines the topics that make up the Company's sustainability strategy, covered in this report. It was defined in 2022, with the support of Report consultancy, through the following stages:

1. Definition of purpose, scope and tools.
2. Identification of stakeholders and refinement of the list of topics through sectoral analysis and opinions from clients and industry associations, employees and suppliers.
3. Prioritization of topics based on the opinions of stakeholders, executives and experts.
4. Analysis of results.
5. Analysis by the Board of Directors and Senior Management and general validation.

The topics were evaluated in light of their socio-environmental and financial impacts, as well as their relevance to stakeholders, in a process known as Dual Materiality.

CHAPTER	THEME	MOST COMMENTED THEMES BY STAKEHOLDERS	 SUSTAINABLE DEVELOPMENT GOALS
Acting safely	Employee health, well-being and safety	Employees Suppliers and service providers	
	Product and service quality and safety	Clients Employees Suppliers and service providers	
Climate strategy	Climate change	Employees Suppliers and service providers	
	Energy efficiency	Employees Suppliers and service providers	  
	Air quality	Employees	 
Resource efficiency	Water and wastewater management	Clients Employees Suppliers and service providers	 
	Waste management	Employees Suppliers and service providers	
	Circular economy and post-consumption	Employees	
Caring for people	Diversity, inclusion and equity	Employees Suppliers and service providers	  
Governance	Ethics, integrity and Compliance	Clients Employees Suppliers and service providers	 

Message from the Leadership



Lirio A. Parisotto, by Liz Vanin Parisotto.

Reliability is Value

At the end of every year, I use to draw up a sort of balance sheet, on a single piece of paper: the busy 2023 was no exception. It was, above all, a year rich in insights into what I see as the Company's greatest value. Before conclusions, the facts:

We kept our sales volumes intact against a backdrop of crushed margins, when the Brazilian chemical industry had to fight off imports of Asian resins at much lower prices, favored by Russian natural gas as an energy input.

This time, the petrochemical industry's expected global downturn was anabolized by a nefarious cocktail: war between Russia and Ukraine, sky-high Brazilian interest rates, world recession and a fall in the exchange rate.

If that was not enough, something else awaited us: the historic drought that brought the Amazon rivers to their lowest levels in 121 years. This made us mobilize, in Manaus, a daring logistical operation of naval pilotage, at very high costs, with ships traveling on a knife edge, bringing in inputs and finished products to mitigate impacts on our supply to the markets of bioriented polypropylene (BOPP), polystyrene (PS) and polypropylene (PP) reels and closure caps for mineral waters, juices and soft drinks.

In the petrochemical area, our investment in strategical positioning, north and south, in Manaus (Amazonas) and Triunfo (Rio Grande do Sul), assured supply of the polystyrene (PS) resin national demand.

At the same time as we were dealing with the drought in Manaus, north, our petrochemical plant in Triunfo, south, undertook the largest scheduled maintenance shutdown in the company's history. Before it, we doubled our tankage area to over 100,000 tons to guarantee customers full supply of styrene monomer (SM).

The Triunfo petrochemical plant is today fully powered by biomass from plant waste used in our Steam and Power Generation Plant, replacing mineral oil and coal. This operation was improved in 2023, and we achieved an 84% reduction in the rate of greenhouse gas emissions compared to the 2018 baseline, and 63% use of renewable energy in the company's production processes.

When I look at our response to all these adverse conditions, I see the bottom line of my balance sheet of this troubled 2023: we delivered to our customers the most valuable and main product, reliability.

Enjoy your reading!

Lirio A. Parisotto



Who We Are



Innova

We are a Brazilian company with recognized leadership in petrochemicals and plastics transformation. Our products are at the heart of the economy and production chain, part of society's daily life, in essential areas ranging from food and health to transportation, infrastructure and construction.

In the petrochemicals sector, we produce styrene products: ethylbenzene (EB), styrene monomer (SM), general purpose polystyrene (GPPS), high impact polystyrene (HIPS), expandable polystyrene (EPS), ECO-PS® and PS-3D.

ECO-PS® is a pioneering development from Innova that paves the way for circular economy: the first resin

with up to 30% recycled post-consumption material in its composition and capable of retaining properties like those of a 100% virgin product.

In plastics transformation, we produce bioriented polypropylene films (BOPP), polystyrene (PS) and polypropylene (PP) reels and plastic closure caps for mineral water, juices, and soft drinks.

We are strategically located in the north and south of the country, with petrochemical plants in Manaus (AM) and Triunfo (RS), always close to our customers.

Our origins lie in Videolar, a manufacturer of audiovisual media carriers, once the country's largest consumer of polystyrene (PS) resin as a key feedstock for VHS and floppy disk cartridges, as well as CD cases.

Throughout its history, the company envisioned the strategy of becoming a polystyrene manufacturer and, in 2002, built the first petrochemical plant in Manaus (Amazonas), north of Brazil, supplying its own consumption, as well as the demand of other manufacturers in Manaus Industrial Pole, especially in the areas of electronics, hygiene, school and office materials.

Videolar's media carriers were, in fact, plastics items and the company went on with other products: in 2011, a factory was set up in Manaus to produce plastic caps for mineral water, juice and soft drink bottles.

In the following year, the company built a new state-of-the-art industrial plant, also in Manaus, to manufacture bioriented polypropylene (BOPP) films, as well as polystyrene (PS) and polypropylene (PP) reels, essential items for the food packaging industry.

In 2014, Videolar bought petrochemical company Innova from Petrobrás, located at the Triunfo Petrochemical Pole (Rio Grande do Sul), an integrated manufacturer of ethylbenzene (EB), styrene monomer (SM), general purpose polystyrene (GPPS) and high impact polystyrene (HIPS). Under Videolar's management, the company started manufacturing expandable polystyrene (EPS).

This move consolidated the company's current configuration and its strategic positioning: north and south, with petrochemical plants always close to customers.

Check out our corporate videos:



Innova: Products and Presence



Videolar, A History of Reinventions



Mission

To be a leader in our business segment, by developing trustworthy and strong ties with customers and employees, assuming a sustainable attitude towards the environment, and ensuring the returns for our shareholders.



Vision

Knowing how to listen, develop and deliver: there is always a clear need.

A leading Company offers solutions.



Values

Committed and transparent conduct;

The ability to adapt;

Full focus on customer needs.

Operations Map



MANAUS (Amazonas)

PLANT I

- Bioriented polypropylene films (BOPP)
- Polystyrene (PS) and polypropylene (PP) reels
- Plastic closure caps for mineral water, juices and soft drinks bottles



PLANT IV

- General Purpose Polystyrene (GPPS)
- High Impact Polystyrene (HIPS)
- ECO-PS®



ALPHAVILLE, BARUERI (São Paulo)

HEADQUARTERS

- Sales and Administration



TRIUNFO (Rio Grande do Sul)

PLANT II

- Ethylbenzene (EB)
- Styrene Monomer (SM)
- General Purpose Polystyrene (GPPS)
- High Impact Polystyrene (HIPS)
- Expandable Polystyrene (EPS)
- PS-3D
- Steam and Power Generation Plant
- Styrenics Technology Center

SALES DISTRIBUTION

SOUTHEAST	51%	NORTH	7%
SOUTH	22%	MIDWEST	1%
NORTHEAST	8%	EXPORTS	11%

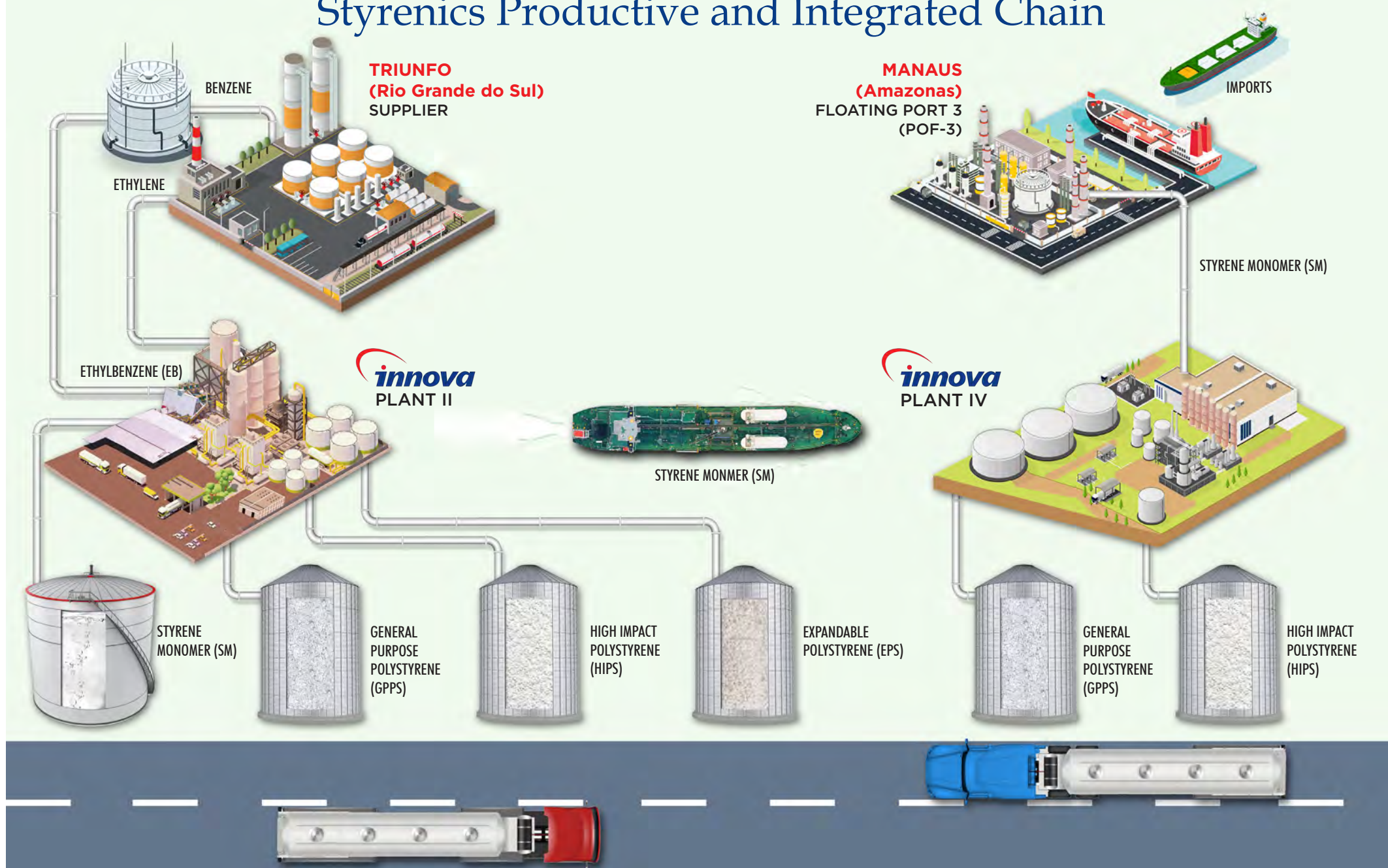
Our Operations

GRI 2-6

Learn About Our Products and Their Applications

STYRENICS										PROCESSED PLASTICS									
STYRENE MONOMER (SM)		THERMOPLASTIC RESINS								FLEXIBLE FILMS		LAMINADOS PLÁSTICOS EM BOBINAS		PLASTICS CAPS					
		GENERAL PURPOSE POLYSTYRENE (GPPS)		HIGH IMPACT POLYSTYRENE (HIPS)		EXPANDABLE POLYSTYRENE (EPS)		ECO-PS®		PS 3D		BIORIENTED POLYPROPYLENE (BOPP) FILMS		POLYSTYRENE (PS) REELS		POLYPROPYLENE (PP) REELS			
Product used in chemical reactions to obtain resins. It is an essential raw material for our petrochemical resins.		A 100% recyclable resin, transparent, rigid and non-toxic. Developed in grades to meet specific needs of different market segments.		A 100% recyclable resin, with up to 12% rubber added, providing greater impact resistance. Developed in grades to meet specific needs of different market segments.		A 100% recyclable resin, rigid cellular plastic with thermal and acoustic insulation properties. Innova's technology enables beads that expand up to 50 times their size, a sustainable alternative to the traditional process, with less water usage.		A 100% recyclable resin, with up to 30% post-consumer (recycled) material in its composition, with mechanical properties similar to those of a product made with 100% virgin resin.		A polystyrene grade developed for three-dimensional printers' filaments: 100% Brazilian resin, with competitive and logistical advantages over imported resins currently used in this segment.		Plastic films oriented in both directions, longitudinally and transversely, providing them high resistance and flexibility: BOPP guarantees an effective barrier to food contact with oxygen and humidity.		100% recyclable polystyrene (PS) reels.		100% recyclable polypropylene (PP) reels.		Closure caps, 100% recyclable, compression molded, with sealing technology that guarantees high efficiency in retaining carbon dioxide (CO ₂).	

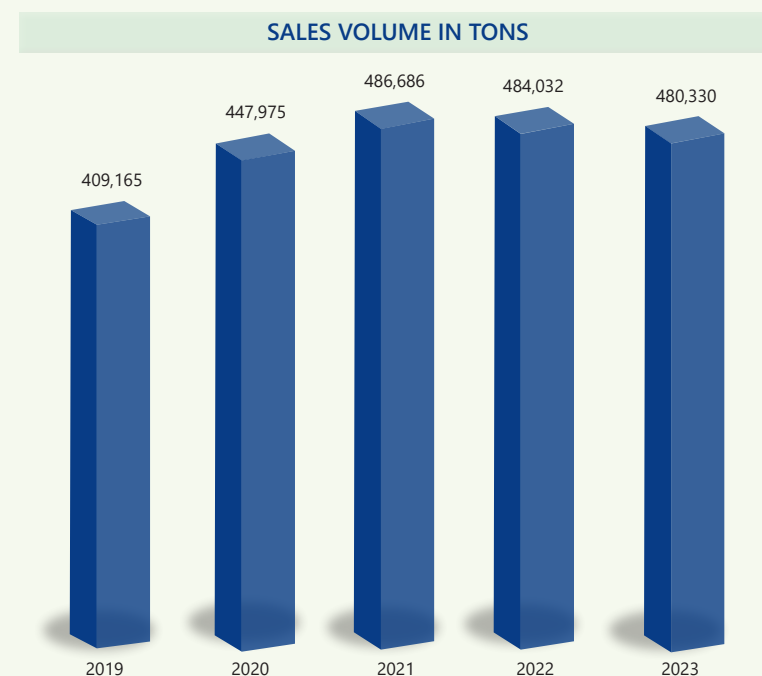
Styrenics Productive and Integrated Chain



Highlights 2023

Sales Volume Preserved Under Multiple Adverse Circumstances

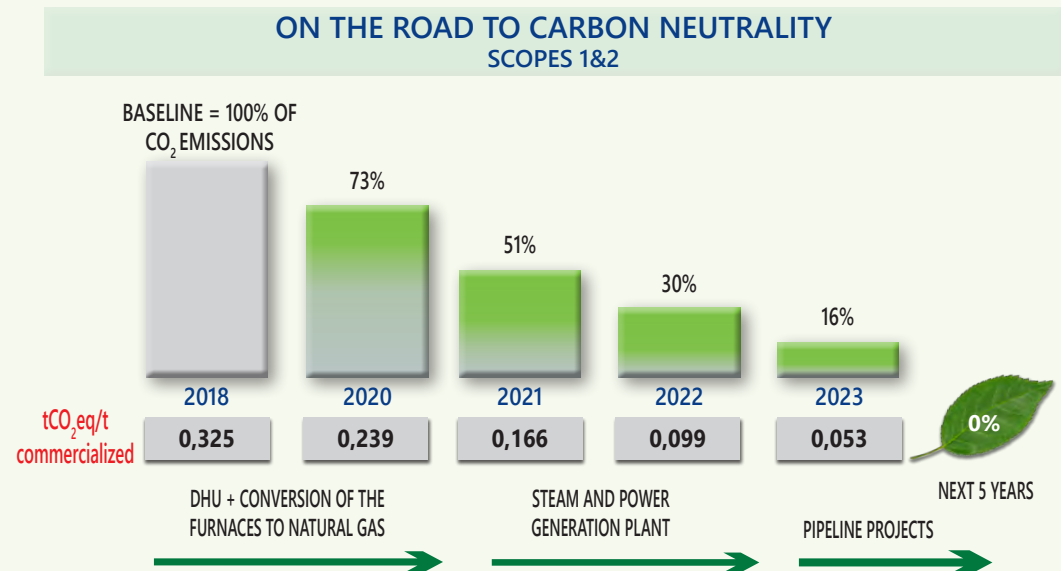
- Down cycle in the global petrochemical industry: margin squeeze with a direct impact on sales and profitability across the globe.
- Geopolitical forces generating changes in the map of energy inputs: Asia benefits from the possibility of manufacturing cheaper resins and triggers a surge of imports into Brazil, crushing utilization rate of the national chemical industry installed capacity to 64%, the lowest level in the last thirty years, according to the Brazilian Chemical Industry Association (ABIQUIM).
- Global economic recession, with high inflation and interest rates in developed economies; fall in the average exchange rate by around 3%; high interest rates in Brazil.
- Significant additional production capacity entering the international scenario, especially in Asia.
- Biggest drought in 121 years in Manaus, with an intense logistical impact on water transportation of inputs and finished products. Need for special logistics operations at high additional cost.



Highlights 2023

84% Reduction in the Greenhouse Gas (GHG) Emission Rate Compared to the 2018 Baseline Year.

- The company achieved 63% of renewable energy usage in production processes.
- For the second consecutive year, our Greenhouse Gas (GHG) Report was verified by Instituto Totum, including scopes 1, 2 and 3.
- Our 2022 emissions inventory awarded the Gold Seal by Brazilian GHG Protocol Program for transparency and quality of the calculations of greenhouse gas (GHG) emissions.
- 100% evaluation of biomass suppliers, main feedstock of our Steam and Power Generation Plant. The scopes: environmental, social, and occupational safety.

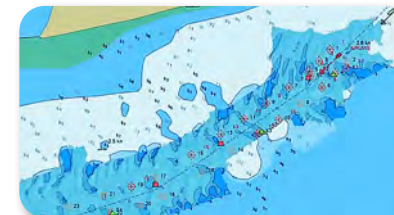


Highlights 2023

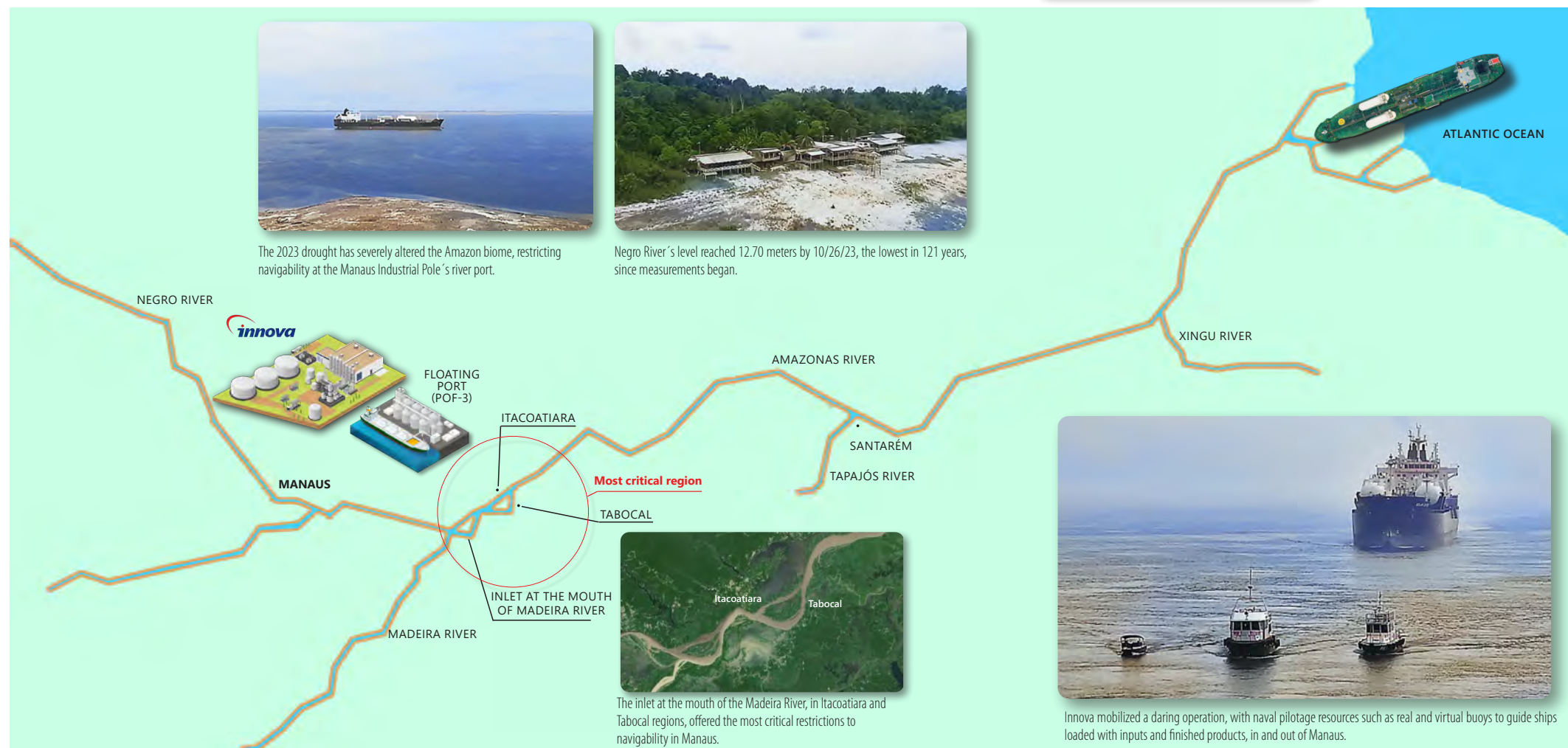
Water Crisis in Amazonas: Our Mobilization

The prolonged drought in the Amazon Basin in 2023, the longest in 121 years, impacted river navigability and created severe logistical challenges for our two industrial plants in Manaus.

It was overcome by a strategic mobilization of alternative modes such as road and ferry transport, at high additional costs.



Depth conditions changed very quickly and were mapped in real time, along with the maneuvers.



Highlights 2023

Expansion of the Tanking Area at Triunfo Petrochemical Plant (Rio Grande do Sul): Increase of reliability and safety for the market

Together, the tankage capacity for ethylbenzene (EB) and styrene monomer (SM) for Innova's production plants exceeds 100,000 tons.



Plant II, Triunfo (Rio Grande do Sul): tanking area.

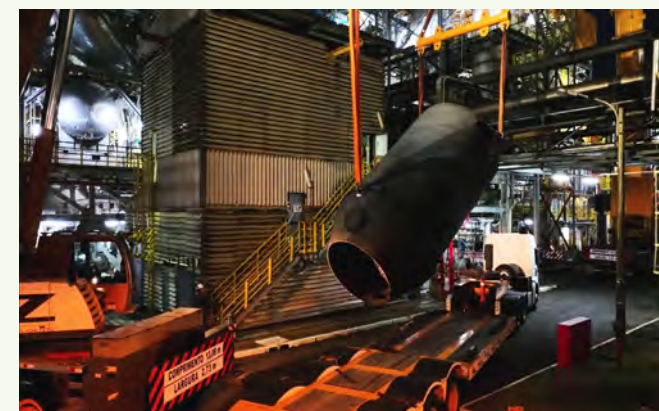
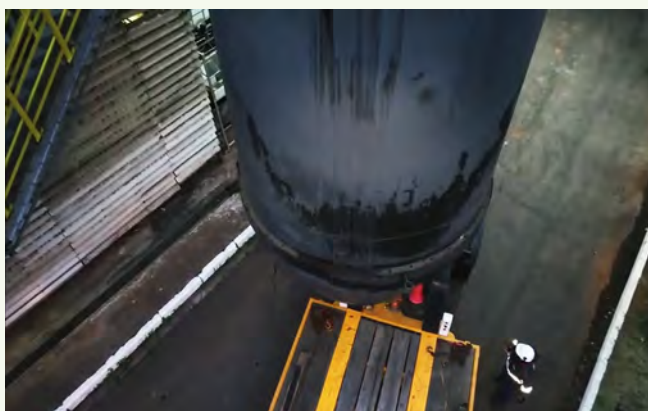
Highlights 2023

The largest scheduled maintenance shutdown in the Company's history was successfully conducted at Triunfo (Rio Grande do Sul) petrochemical plant.

R\$ 131.600.000
invested

1.100 professionals
involved

359.000
working hours



- ECO-PS® project awarded in the Amazonas Quality Program.



- 93% of employees took part in the People Cycle, with performance evaluations and feedback for all employees.



- Innova Reverse Logistics Program: collection of 11,528 big bags and 1,556 pallets.



Suellen Brasil Franca: Quality Control Laboratory,
Plant IV, Manaus (Amazonas)



Acting Safely

Employee Health, Welfare and Safety

GRI 3-3, 403-1

The well-being and health of employees is at the center of attention in all the company's operations: Innova puts the culture of safe work and risk control into daily practice, with unceasing work on awareness campaigns, training and under the mandatory exercise of the Golden Rules of Safety.

All actions focus on the safety of both people and production processes.

Health and quality of life are focused by initiatives that promote good habits, with an emphasis on sports, mental health and individual monitoring.

The Integrated Quality, Safety, Environment and Health Policy, as well as the Health and Safety Management System, covers all plants and applies to both employees and third parties. The system complies with the International Labor Organization, laws and regulations (NRs) by the Ministry of Labor and Employment, Civil and Criminal Codes, collective agreements and conventions, sector regulations, licensing requirements and permits.

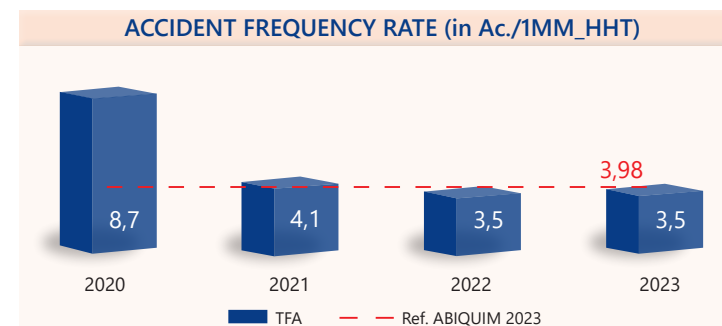
In the petrochemical area, Innova has been certified since 2021 by the Responsible Care Program® of the Brazilian Chemical Industry Association (ABIQUM), a worldwide initiative for safe management in the industry and improvement of environmental, social, health and safety indicators. The program has sixteen certified Brazilian companies, out of 108 effective ABIQUIM members, in a universe of 961 chemical industries in the country.

In 2024, the ISO 45001 certification project will begin, reinforcing our commitment to the best practices and a health and safety management system.

Occupational Safety and Processes

GRI 3-3, 403-2, 403-7, 403-9

In 2023, we recorded the same rate of personal accidents as the previous year, with and without lost time, 12% lower than the average indicated by the Brazilian Chemical Industry Association (ABIQUM)



*Rate of personal accidents with and without lost time, using the base of 1 million man-hours worked as a reference.

In the area of process safety, except for one low severity event (Tier 2 Class), the Company's rate is 80% lower than the average for the Brazilian Chemical Industry Association (ABIQUM).



*Tier 1 and Tier 2: Process Safety Incidents classified according to the American Petroleum Institute (API) 754 and using as a reference the base of 1 million man-hours worked.

Risk Management

GRI 3-3, 403-2

Innova applies the Risk Management Program to identify hazards and risks and establish controls to eliminate or reduce them. Field operations and special activities are subject to Preliminary Risk Analyses (APR), with Work Permits (PT) being issued, along with the Hazard and Risk Assessment (LPR).

The mapping of hazards and risks covers activities carried out by workers at the company's operations or those of business partners over which the company has no control.

GRI 403-7

The processes developed by the company involve the use of chemical substances in production, handling flammable and combustible liquids, working at heights, in confined spaces, with energized systems, operating machinery and continuous production processes. The implemented control methods aim to eliminate or reduce risks through collective safety strategies, work organization and individual protection.

In addition, the LOTO (Lockout & Tagout) program is in place to lockout and tagout high-risk energies. All high-risk chemical products are evaluated, ensuring that the relevant information is accessible to employees and contractors.

Innova has procedures for reporting accidents, incidents and deviations, including investigations and proposals for improvements to the Management System.

Training

GRI 403-2, 403-5

The Training Matrix is fundamental to the efficiency of the Health and Safety Management System. Both employees and third parties undergo initial training to access the facilities, as well as specific health and safety training related to their duties, in accordance with the relevant legal requirements, such as firefighting, handling dangerous chemical substances and working in confined spaces.

Employee Participation

GRI 403-2, 403-4

All employees are invited to contribute to safety in the workplace by reporting any unsafe situation or behavior, as well as possible accidents or incidents.

Innova assures employees that they will not be reprimanded or persecuted for reporting hazards and dangerous situations, as expressed in the Corporate Policy and Code of Ethics. It also maintains policies and procedures that guarantee workers' right to withdraw from work situations that could cause accidents or occupational illnesses.

All our Industrial plants have Internal Accident Prevention Committees (CIPA) and open communication channels to all employees and partners, such as the Reporting Channel, e-mail, intranet, committees, routine meetings, direct

communication, suggestion box or book. Daily Safety Dialogues (DDS) and awareness campaigns are also promoted.

Employee representatives can also take part through trade unions, via Collective Bargaining Agreements, jointly built and recognized by both parties.

Employee Health

GRI 403-3, 403-6, 403-10

The company launched the Wellness Program in 2023, with practices such as occupational gymnastics, an oral health clinic and work on ergonomics. The Innova no Pique group for outdoor runs is one of the examples.

In the mental health area, a series of events and talks mobilized our teams throughout the year.

The Supera program was launched with participation of a specialist consultancy to provide psychological and legal advice to employees on a totally confidential basis. The idea was raised during the Climate Survey.

The Medical Control and Occupational Health Program (PCMSO) monitors the health of employees through periodic examinations and consultations. All the industrial plants have outpatient clinics and trained professionals available during administrative hours, as well as trained first aiders on shift and at weekends for cases where medical attention is needed.

The services available to employees include occupational risk assessment, accident prevention programs, accident and incident investigation, health and safety audits and the preparation of legal documentation.

The workers in areas with a potential risk to the chemical agent benzene at Triunfo petrochemical plant (Rio Grande do Sul) receive a double blood evaluation.

The channels for accessing and disseminating information about the services include internal communication, workshops and training, campaigns, printed material, e-mail, committees and the intranet.

Confidentiality is maintained, with security and restricted access, and personal information related to workers' health is preserved, in accordance with applicable legislation and the company's privacy policy.



Product and Service Quality and Safety

GRI 3-3, 416-1, 417-1

Innova invests permanently in developing new products and meeting customer demands, especially in terms of sustainability, through strict criteria for selecting raw materials, monitoring production processes and logistics.

Product development prioritizes the responsible use of natural resources, reduction in waste generation and, whenever possible, the use of recycled or renewable materials. It is worth noting that a significant proportion of the products manufactured by Innova is destined for the food industry packaging segment. Our food safety management system policy is aligned with the international FSSC 22000 Certification.



In the search for improvements, all of the company's product categories are assessed for their impact on health and safety. Innova complies with the RoHS Directive (Restriction of Use of Certain Hazardous Substances in electrical and electronic equipment) and the food contact legislation of the National Health Surveillance Agency (ANVISA).

The material Safety Data Sheets give details of use, composition, precautions and disposal guidelines.

All our products are assessed for their labeling requirements. Compliance is ensured by rigorous quality tests. In cases of non-compliance, there are established procedures for proper segregation, reprocessing or disposal, ensuring the satisfaction and safety of our customers through possible returns or commercial compensation.



Airton Guasina Lopes: general purpose polystyrene (GPPS) and Nicole Manuela Klein: styrene monomer (SM)
Plant II, Triunfo (Rio Grande do Sul)

Customer Service

The profile of the Company's customers is very versatile, both in Brazil and around the world, operating in sectors that are vital to the economy: food packaging, refrigeration, infrastructure, construction, household appliances, among many others.

In all contexts, our essential premises apply: quick responses, ontime deliveries, competitive prices, continuous research into the best feedstocks, and negotiations that ensure efficient product quality and availability.

The Satisfaction Survey, carried out every year by a specialized company, shows our customers' perceptions in great detail. It serves as a thermometer of our quality of service, with a consistent increase in overall satisfaction and in the net promoter score (NPS®). In 2022, the company scored 4.45 (5 being the maximum) in the satisfaction index and 73 in the NPS®.



The survey for 2023 was due to be carried out between October and December but was postponed to the first quarter of 2024 due to the drought in Amazonas rivers and its impact on operations.

CERTIFICATIONS

Responsible Care Program



We are certified by the Responsible Care Program® of the Brazilian Chemical Industry Association (ABIQUM), which promotes safe and responsible management in the sector, continuous improvement of environmental, social, health and safety indicators. Our petrochemical plants achieved certification under this program for the first time in 2021. The program has 16 certified Brazilian companies, among the 108 effective members of ABIQUIM, in a universe of 961 chemical industries in the country.



International Organization for Standardization (ISO)

We are certified to ISO 9001 (Quality Management System), ISO 14001, (Environmental Management) and FSSC 22000 (which brings together ISO 22000 requirements and additional criteria recognized by the Global Food Safety Initiative, GFSI). FSSC 22000 is related to risk management in the production of plastic closure caps at our Plant I (Manaus, AM).

RoHS



Restriction of Certain Hazardous Substances (RoHS)

We have a RoHS (Restriction of Certain Hazardous Substances) certificate of conformity for Petrochemical Plants II and IV. RoHS regulates the presence of heavy metals and other hazardous substances in products marketed in the electronics sector to the European Community and the United Kingdom.

Own Equipment Inspection Service (SPIE)

The petrochemical plant in Triunfo (Rio Grande do Sul) is certified by its Own Equipment Inspection Service (SPIE), granted by the Brazilian Institute of Oil, Gas and Biofuels (IBP), recognized by INMETRO as a Product Certification Body.

SPIE validates the operation of boilers, pressure vessels, pipes and tanks in accordance with applicable regulations and effective management practices.

AWARDS

Amazonas Quality Program (PQA)

The ECO-PS® project, the first polystyrene with up to 30% post-consumer material in its composition, was awarded by the Amazonas Quality Program (PQA).

A benchmark since 1984, the 2023 PQA 2023 theme was "Quality in Connection with Sustainability for Amazonian Industrial Development". Innova won the silver trophy among the largest companies in the Manaus Industrial Pole.



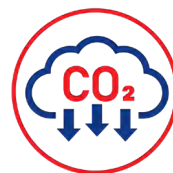
Proof, Not Promises

Innova received the Proof, Not Promises award from the global company Veolia for optimizing chemical treatment during the styrene monomer (SM) manufacturing process.

The rational use of product dosages has resulted in increased efficiency, with annual savings of US\$ 940,000.

The Proof, Not Promises award places Innova as an international benchmark in the segment.





Climate Strategy

Innova has demonstrated significant practical results in reducing its greenhouse gas (GHG) emissions and improving energy efficiency.

This path began at the petrochemical plant in Triunfo (RS) in 2018, with the first change in the energy matrix to natural gas, replacing the consumption of 10,000 tons/year in fuel oil, resulting in the first 30% reduction in greenhouse gas emissions from the process furnaces.

The second virtuous impact was brought about by the implementation, in the same plant, of cutting-edge technology pioneered in the global petrochemical industry: the Direct Heating Unit (DHU) to replace the conventional process.

The DHU reuses the gas generated by the process itself to heat the charge in the new reactor. This replaces around 20% of the steam consumed per ton of styrene monomer (SM) produced, which was previously generated by fossil fuels.

The big shift to the new renewable energy matrix came with the implementation of the Steam and Power Generation Plant at the Triunfo petrochemical plant (Rio Grande do Sul), powered by biomass from plant waste (chips, rice husks and sawmill leftovers) to replace fossil fuels (coal and mineral oil).

The Steam and Electricity Generation Plant has an installed capacity of 30,000 kW, which is equivalent to the consumption of a city with 450,000 inhabitants.

We identify new opportunities for our decarbonization plan, looking at the cost-benefit ratio and the impact of projects through the Marginal Abatement Cost Curve (MACC).

We assess climate-related risks and opportunities based on the principles of the Task Force on Climate-related Financial Disclosure (TCFD).

The analysis also draws on data from sources such as the International Energy Agency (IEA) and the Intergovernmental Panel on Climate Change (IPCC).



Steam and Power Generation Plant: petrochemical plant in Triunfo (RS), powered by renewable energy from plant waste biomass.

Climate Change

GRI 3-3, 305-2, 305-3, 305-4

Greenhouse Gas Emissions Inventory



Since 2017, we have been publishing our Greenhouse Gas (GHG) and Regulated Pollutant Inventory, covering scopes 1 and 2. In 2023, for the first time, we published scope 3 data.

We follow The Greenhouse Gas (GHG) guidelines and the specifications of the Brazilian GHG Protocol Program on accounting, quantification and publication, including third-party verification.

In 2023, for the first time, our emissions inventory was awarded the Gold Seal by the Brazilian GHG Protocol Program, an initiative that aims to increase the transparency and quality of calculations in relation to greenhouse gas (GHG) emissions. (<https://registropublicodeemissoes.fgv.br/participantes/4502>).

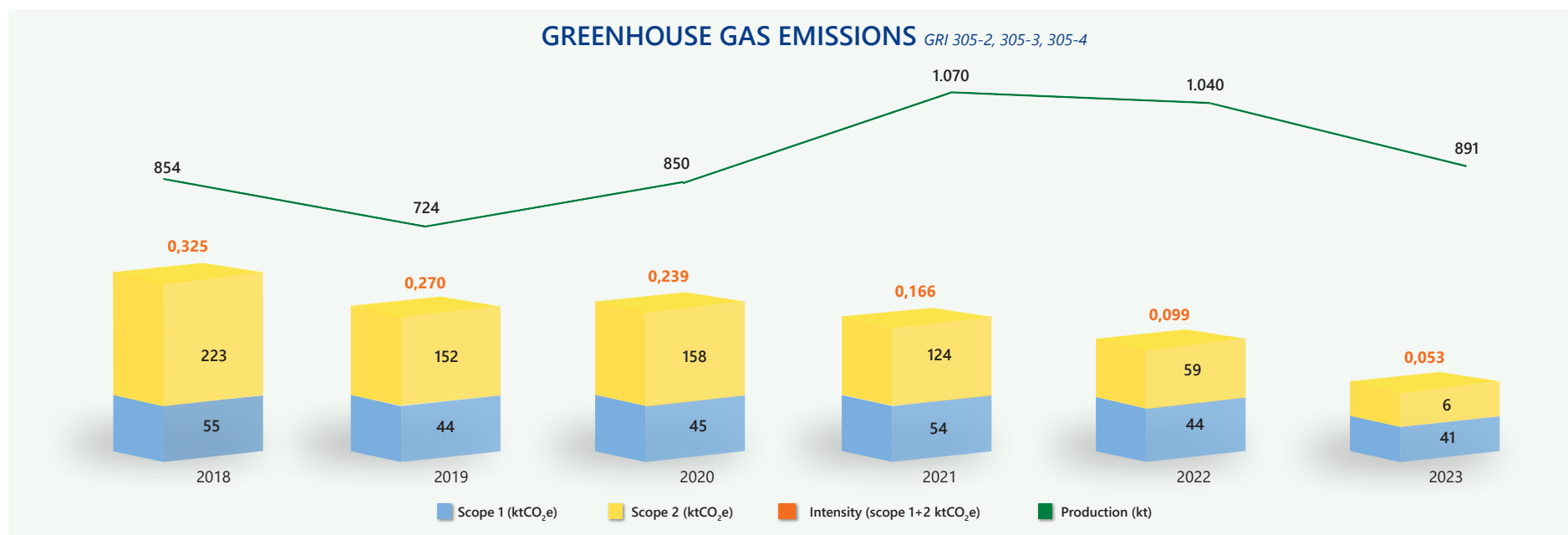
The recognition was awarded for the 2022 inventory, the first year in which the company joined the Public Emissions Registry platform.

In 2023, we achieved a 46% reduction in the intensity of greenhouse gas emissions for scopes 1 and 2, compared to 2022, due to the greater consumption of steam and self-generated energy at the Triunfo petrochemical plant (Rio Grande do Sul). This reduced external demand for fossil energy, with an impact on scope 2 emissions. In the second two months, we eliminated the consumption of steam generated from burning fossil fuels.

Compared to the 2018 base year, the 2023 results show an 84% reduction in the intensity of GHG emissions in scopes 1 and 2. In absolute numbers: 230,104 tCO₂e reduced.

The data for scope 3 is being released by Innova for the first time.

In addition, the first verification of the greenhouse gas (GHG) inventory for scope 3 was carried out, covering two main categories: purchased goods and services and product processing. These two categories account for 95% of the company's scope 3 emissions.





In 2023, 1,500 tons of polystyrene were delivered to customers using transport powered by natural gas. The use of this fuel reduces greenhouse gas emissions by 12% and pollutants such as particulate matter by 70% compared to diesel-powered transportation.

Climate Change: Risks and Opportunities

GRI 3-3, 305-2, 305-3, 305-4

Innova has mapped its risks and opportunities related to climate change according to the methodology of the Task Force on Climate-Related Financial Disclosures (TCFD):

● Risks of a Physical Nature:

Extreme weather events that could cause damage to infrastructure, economic losses and other impacts. This increases energy demand, raises operational risks, costs, impacts the supply chain and insurance.

Water scarcity raises operating costs, entails regulatory risks and vulnerability to extreme events.

● Opportunities in Renewable Energies:

Investments in renewable energies and energy transition, with a reduction in energy generation costs at the same time as a reduction in carbon emissions.

The methods used to manage the risks and opportunities include fuel substitution, the use of low-carbon renewable energy, improving energy efficiency, reducing the release of methane into the atmosphere and fugitive emissions.

Energy Efficiency

GRI 3-3, 302-1, 302-3, 302-4

Greenhouse Gas Emissions Inventory

Our management system measures indicators such as consumption of renewable (biomass) and non-renewable fuels, use of electricity from the National Interconnected System (SIN), production and consumption of high and low pressure steam, among others.

The Utilities Report gives transparency to the monthly presentation of absolute and specific consumption, as well as comparisons of performance and associated costs.

The knowledge acquired from operating the Steam and Power Generation Plant brought performance improvements: adjustments to equipment, mapping of boiler problems and solutions, optimization as a whole. As a result, we will achieve 63% of our energy generation from renewable sources by 2023, exceeding the target of 60%.

In 2023, total energy consumption was 4,187,757 GJ, made up of 1,061,199 GJ of non-renewable fuels (25%), 464,386 GJ of electricity from the SIN (11%), and 15,254 GJ of steam supplied by the Southern Petrochemical Complex.

In 2024, the Steam and Power Generation Plant will increase electricity and steam generation from a 100% renewable source, biomass, consolidating the trend towards total replacement of fossil-based energy sources (fuel oil and coal used by the previous steam supplier).

There was also the sale of 11,383 GJ of surplus electricity from Steam and Power Generation Plant. The remaining 2,658,302 GJ (63%) came from renewable fuel consumed at Steam and Power Generation Plant.

Total energy consumption in the 2018 baseline was 4,166,147 GJ, with an energy intensity of 4.88 GJ/t, made up of different sources of non-renewable and renewable fuels, including electricity and steam.

As a result of energy efficiency projects and the ongoing quest for operational excellence, the energy intensity indicator remains at 4.7 GJ/t, despite a 14% reduction in the organization's total production.

It is worth noting the 4% reduction in the energy intensity indicator when comparing operations in 2023 with the company's baseline, which is 2018.

Air Quality

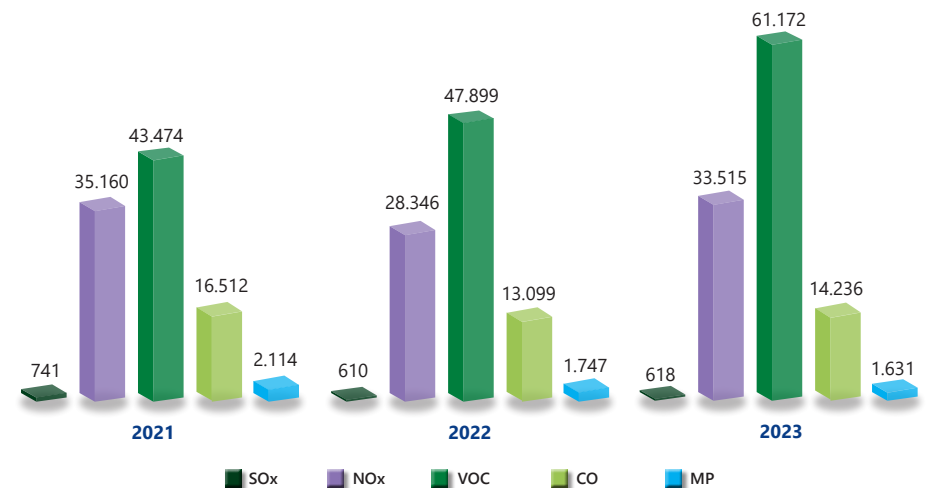
GRI 3-3, 305-7

We regularly monitor emissions of atmospheric pollutants NOx, SOx, CO VOC (volatile organic compounds) and PM (particulate matter) through specialized companies. The criteria for emissions are based on Brazilian laws and the Operating Licenses specific to each industrial plant.

We adopt the practices recommended by the Brazilian Association of Technical Standards (ABNT), the São Paulo State Environmental Company (CETESB) and the United States Environmental Protection Agency (EPA).

We carry out operational control and preventive industrial maintenance measures with the aim of improving the efficiency of combustion equipment, with a consequent reduction in fuel consumption and an improvement in the quality of emissions sent into the atmosphere. When emissions do not comply with legal requirements, a detailed analysis of the causes is carried out, in order to correct the non-conformities identified.

ATMOSPHERIC EMISSIONS GRI 305-2, 305-3, 305-4





Resource efficiency

We follow the guidelines established by ISO 14001, Responsible Care® Program Certification, applicable legislation, as well as the United Nations (UN) Sustainable Development Goals (SDGs).

Our Integrated Quality, Safety, Environment and Health Policy is not limited to compliance with legislation, but is geared towards becoming a philosophy put into practice, continuous improvement and increased operational performance, seeking increasingly sustainable operations, with protection and prevention of environmental risks in operations and in the value chain.

The implementation of Life Cycle Analysis (LCA) of our products is planned for 2024, in order to make our process more reliable and achieve improvements in the development of new products and eco-efficiency.

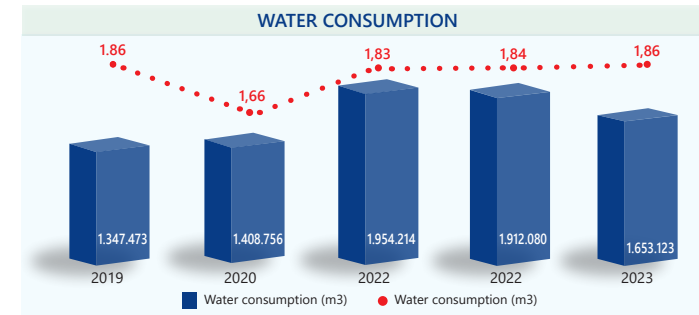
Water and Wastewater Management

GRI 3-3, 303-1, 303-2, 303-3, 303-4, 303-5

The company guarantees legal compliance and sustainability of processes by obtaining all water abstraction licenses from the competent regulatory bodies, with proper inspection of water resources and appropriate use permits. The water withdrawal is measured, considering each kind of supply source (surface, underground and third-party), as well as its disposal.

In Manaus (AM), Innova collects water from underground sources through licensed wells, while in Triunfo (RS) it purchases water from third parties and surface sources, specifically the Cai River. These activities are monitored using indicators and the results are evaluated monthly by the technical teams.

In 2023, there was a slight increase in the rate of water consumption (m³/t produced) compared to 2022.



We have implemented water reuse processes in our plants. In the Manaus (Amazonas) petrochemical, 100% of the effluent generated is reused.

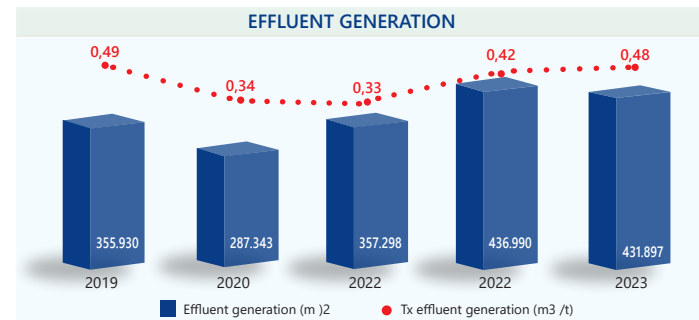
In 2023, we reused 1.25 billion liters of water in our industrial plants. In 2024, the aim is to increase this figure.

We have not detected any substance that causes irreversible damage to the body of water, the ecosystem or human health in the water we dispose. The standards for priority substances for disposal have been defined in accordance with each site's local legislation.

Effluents are treated in our own or outsourced Effluent Treatment Plants (ETEs) using physical-chemical and biological methods, with the quality of the treatment verified by accredited laboratories. Deviations are rigorously investigated for corrections or preventive actions.

Effluent generation was 15% higher in 2023 due to the petrochemical scenario and the scheduled maintenance stoppage at the Triunfo (RS) petrochemical plant.

The increase in rainfall, especially in the petrochemical area of Triunfo (RS), has had an impact on the generation of effluents, since all the rainfall in the industrial area is sent to the treatment system.



Our commitments:

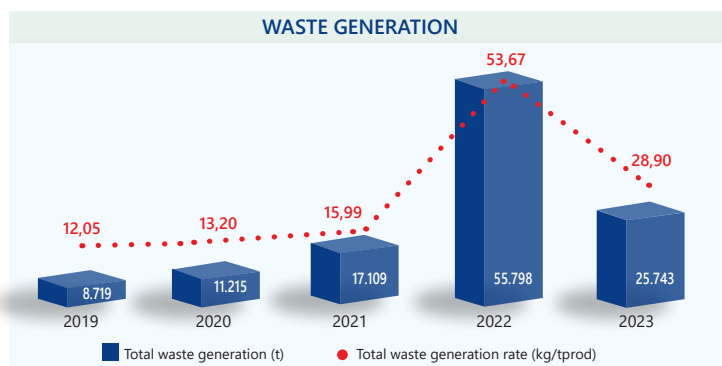
- Increase reuse water consumption by implementing new internal reuse projects;
- Reduce specific water consumption (m³/tprod.) by optimizing production processes and eco-efficiency.

Waste Management

GRI 3-3, 306-2, 306-3

We adopt practices to prevent the generation of waste in our production processes through efficient technologies and appropriate management solutions. When unavoidable, measures are taken to increase eco-efficiency rates, reduce costs and prevent environmental liabilities. Our management follows the guidelines established by ISO 14001, certification in Responsible Care® Program, as well as applicable legislation and prioritizes the non-generation, reduction, reuse, treatment and final disposal of waste.

All of the company's industrial plants have Waste Management Plans and specific management procedures. Waste is identified and classified in accordance with current legislation. Once classified, they are sent to licensed treatment companies, chosen through audits carried out by technical teams, with the aim of ensuring correct disposal or recycling. We give preference to partnerships with companies capable of recovering and reusing this waste, either by converting it into energy or for other uses.



In 2023, we implemented improvements in the handling of ash resulting from the biomass energy generation process at the Steam and Electricity Generation Plant, reducing the amount produced by 12%. In 2023 we achieved a rate of 0.044 tons of ash per ton of biomass consumed, compared to 0.050 in 2021 and 2022.

Our commitments:

- Expand studies into the best internal and external use of the waste generated;
- Reduce the specific generation of waste by improving production processes and reducing it at source.

Since 2020, we have been part of the Operation Clean Sweep program, adopting best practices to prevent the loss of our resins at all our industrial plants.

Circular Economy and Post-Consumption

GRI 3-3, 301-2, 301-3

Innova prioritizes the circular economy.

The Research & Development area focuses on developing new products using sustainable raw materials, as well as supporting external projects that encourage the collection and proper disposal of plastic.

ECO-PS®

GRI 301-2

ECO-PS®, the company's pioneering product at the forefront of the circular economy, is a polystyrene that uses up to 30% post-consumer material in its composition, with mechanical properties compatible with those of virgin resin.

It was born in Manaus and plays an important role in the city's recycling thanks to the partnership between Innova and the Sustainable Amazon Foundation (FAS) in support of the Amazonas Association of Waste Collectors (ASCARMAN).

The ECO-PS® project was also presented at the Circular Economy Forum in Gramado (RS).

There are still major challenges to the full use of ECO-PS® due to the color variations inherent in the recycled product. In 2023, we began studies on the use of post-consumer polystyrene materials from predetermined sources to define color-related parameters.

Aesthetic limitations occur due to the color variations inherent in the recycled product. In 2023, we began studies on the use of post-consumer polystyrene materials from predetermined sources to define color-related parameters.

Once the first stage of product development has been completed, the implementation of ECO-PS lines integrated with polystyrene (PS) plants at the Manaus (AM) and Triunfo (RS) petrochemical plants is scheduled for 2024.



Bioriented Polypropylene Films (BOPP)

We have also started industrial tests to use recycled polypropylene (PP) in bioriented polypropylene (BOPP) films, in applications that do not require contact with food, such as labels.

We have produced 15 tons of BOPP with 30% recycled polypropylene (PP) (or 5 tons of recycled material), in homologation tests at some customers.

In 2023, Innova used less than 1% recycled material in relation to total raw materials. Our goal is to include materials with recycled content in the entire product portfolio.

Reverse Packaging Logistics

GRI 301-3

The company runs a reverse logistics project for the packaging that contains and transports polystyrene (PS) resin. After use, the big bags carrying the polystyrene are collected from customers and returned to Innova, where they are sanitized, assessed for quality requirements, resistance, aesthetic aspects and labelling. They are then reused to package the polystyrene.

The pallets are collected, assessed for strength and, where necessary, the fixings are maintained.

In 2023, 11,528 units of big bags and 1,556 units of pallets were collected from customers.

Plastic waste collection initiatives

Innova supports important initiatives for the collection and proper disposal of plastic waste:

SUSTAINABLE AMAZON FOUNDATION

Innova has a partnership with the Sustainable Amazon Foundation (FAS) in a project for the selective collection of packaging with polystyrene (PS) resin in the city of Manaus: they become inputs in the manufacture of ECO-PS®.

The project involves environmental education workshops, the provision of logistical support for the collection of recyclables and recycling equipment to the Amazonas Association of Waste Pickers (ASCARMAN), as well as the maintenance of Voluntary Delivery Points (PEVs).

The initiative with the Sustainable Amazon Foundation (FAS) helps clean up streams and urban areas and generates income for waste collectors.

ECO-PS®'s project with FAS, called Innpacto Amazônia, was presented at the 2nd Circular Economy Forum, in Gramado (RS), with the participation of government entities, academics, representatives from the petrochemical and plastic processing industries, as well as retail brands.



VIRADA SUSTENTÁVEL MANAUS

The partnership with the Sustainable Amazon Foundation (FAS) also took place at Virada Sustentável Manaus, an event which held various cultural activities in the city to promote environmental and social awareness. Our employees took part in the event by collecting waste at the Igarapé do Gigante waterfront, where 1.2 tons of waste were collected.



RECICLA CIDADES

The Recicla Cidades project is present in twenty cities in the state of São Paulo, including the twelve cities of the Alto Tietê Development Consortium (CONDEMAT), the seven members of the Grande ABC Intermunicipal Consortium and the city of Guarujá.

The project has the support of the NGO Espaço Urbano, public authorities, influencers and industries interested in encouraging the recycling and proper disposal of plastic materials.

The edition supported by Innova served as an incentive to expand the project to other beaches: in 2023, it was the turn of Recicla Praia Grande and Recicla Bertioga.



TAMPINHA LEGAL

This socio-environmental program has closure caps collection points in the states of Rio Grande do Sul, Santa Catarina, Minas Gerais, São Paulo, Alagoas, Pernambuco, Goiás, the Federal District and Bahia.

The closure cap collectors are distributed in all of the company's plants and head office. A competition has been set up to reward the best performers: a total of 59,880 caps were collected in 2023.



ISOPOR AMIGO

We take part in this project to mobilize industries, entities in the plastics sector, public authorities, universities and the population to properly dispose of expandable polystyrene (EPS).

The initiative is based on four fundamental pillars: environmental education, community participation in the correct disposal of waste, reverse logistics and shared responsibility. In 2023, the project collected and sent 4.6 tons of expandable polystyrene (EPS) for recycling.



EPS REUSE PROJECT WITH THE VILA BOM JESUS ENVIRONMENTAL EDUCATION CENTER (CEA)

We took part in this initiative to reuse expandable polystyrene (EPS) resin to fill cushions, mattresses, travel headrests, toys and other items.

Innova contributes by loaning equipment for post-consumer material processing.



REVERTE PROJECT, WITH TRASHIN AND IFOOD

We supported the Reverte project, developed by waste management company Trashin and delivery company iFood, with the aim of assessing the recyclability of expandable polystyrene (EPS) and expanded foamed polystyrene (XPS).

In 2023, the project began its second phase, with improvements to recycling equipment and an increase in productivity and product quality.



Plant I, Manaus (Amazonas): 100% recyclable bioriented polypropylene (BOPP) plastic films.



Caring For People

Employee Management

In 2023, the company put into practice important initiatives, such as the Tactical People Development Plan, the People Cycle, with the Performance Assessment. In addition, the Climate Survey organization for the following year.

Attracting, Selecting and Retaining Talent

The selection processes gained an automated system that enables entire process monitoring by the job manager, including candidates' performance. This feature improves efficiency, transparency and candidates can also track information on all stages.

Talent retention has also become more personalized, looking specifically at the challenges and needs of each industrial plant and office, taking into account the characteristics of the different regions of the country where they are located.

The Triunfo (Rio Grande do Sul) petrochemical plant received the Operator Training Program, in collaboration with the National Industry Service (SENAI), opening up a career path for new hires. Similar initiatives are planned for 2024 for the Manaus (AM) plants

The need to accelerate leadership development was identified and coaching processes tailored to the needs of each manager were implemented during the year.

In 2023, the employee profile remained stable. The company's turnover rate is lower than the market average.

Remuneration and benefits

The Remuneration Policy establishes principles and guidelines for structuring positions and salaries.

Management of positions and salaries is carried out by the Human Resources department, which conducts an annual market analysis with the support of external consultants, taking into account salaries, benefits and ensuring best market practices.

The Profit Sharing Program (PLR) takes into account the set of goals developed in the company's strategic planning.

Performance Evaluation



In 2023, the third People Cycle was carried out, aimed at all hierarchical levels of the company, from operations to the Board of Directors. Performance and skills were assessed using methodologies such as Nine Box [GRI 404-2](#)

A total of 93% of employees took part. The evaluation process varies between 90 degrees, 180 degrees and 360 degrees. The results are discussed in calibration committees using the Nine Box model, a matrix in which the axes of potential and performance define nine quadrants, identifying employees who stand out and those who need further development.

The calibration meeting provides input for the construction of the feedback process and the Individual Development Plan (IDP).

Development

[GRI 404-2](#)

The Leadership Academy expanded its approach in 2023, including essential skills such as managing different profiles, conducting challenging conversations and fostering team engagement. The modules were designed for senior leaders, in face-to-face and online formats, and then adapted for middle management.

The Conquer platform, contracted for online courses, is aimed at other employees and covers topics such as: compliance and ethics, project management, technology and internal tools, communication skills, techniques for own operations, safety at work, leadership skills, data security, emotional intelligence, time management, productivity management, Excel and Power BI training.

The company also has partnerships with educational institutions for discounts and additional learning opportunities in free courses, languages or postgraduate courses.

Climate Survey



Every two years, the Company undertakes its Organizational Climate Survey, the improvements it pinpoints are implemented in the following year. The last one took place in 2022, and the next one is scheduled for 2024.

The Climate Ambassadors are made up of four committees with six members, representing each of the company's plant and focused on solutions for the most sensitive issues identified by the Climate Survey.

The following initiatives have been implemented and have received the Climate Survey 2022 seal, for their positive impact on the work environment:

In the Career and Development pillar: we established partnerships with educational institutions, such as Fundação Getúlio Vargas (FGV), Mackenzie and Conquer School.

In the Quality pillar: we started Innovamos, a Continuous Improvement Program that encourages team spirit and innovative ideas for the company's daily routine.

In the Health and Well-being pillar: we introduced Innova no Pique, an outdoor group running program.

In the Integration pillar: we created the Chat with HR.

In the Psycho-emotional Support pillar: we implemented the Supera (Overcoming) Program, with the support of a specialized consultancy.



Diversity, Inclusion and Equity

GRI 3-3

The Company is constantly dedicated to creating and preserving an environment that grants all employees equal opportunities to reach their full potential and contribute to the business success.

We do not tolerate discrimination of any kind: race, color, nationality, religion, gender, age, sexual orientation or disability, in any aspect of work, whether in hiring, promotion or otherwise.

A project is currently underway to obtain a detailed demography of the company, composed by people from the north, south and southeast of the country.

The PCD (People with Disabilities) quota is fully met, as established by Law 8,213/1991, guaranteeing inclusion and the fair distribution of employment opportunities to people with disabilities.

The company carried out a survey of its practices, considering the new Equal Pay Law (14.611/2023), and has confirmed that many of them are already in line with the recommendations of the law, which aims to promote equal pay for men and women.

Cultural diversity reflects the regional variety of the plants and enriches the Company's environment, promoting the exchange of experiences from different perspectives.

Community Relations

GRI 413-1

Innova plays a notable role in the development of the communities in which it operates, both through its economic impact and its strong presence in socio-environmental projects.

Partnerships are based on the governance and scope of the projects and their purpose for the well-being of society.

An emblematic example is our support for the Ayrton Senna Institute (IAS) for 17 years, heading into its second decade.

Innova's employees run their own volunteer program, Faz Bem, which in 2023 provided support to institutions around the plants, including donations of food and clothing.

Find out more about the main projects supported by Innova:



Ayrton Senna Institute (IAS)

A non-profit organization that develops studies and diagnoses to guide the implementation of public education policies, offering the necessary tools to public managers and educators.



Sustainable Amazon Foundation (FAS)

A non-governmental organization that works to develop conservation and sustainable development projects and programs in the Amazon, with a focus on valuing traditional populations and the use of clean technologies.

Innova is a co-founder of FAS and, in 2023, supported the Integral Development of Children and Adolescents from the Amazon River (DICARA) Project, aimed at children and young people aged 0 to 17 and their families, with free courses in the areas of preventive health and complementary education, in the municipalities of Manicoré (AM) and Beruri (AM).



Prato Cheio (Full Plate)

Serves the socially vulnerable population of Manaus (AM). Innova runs the branch at Compensa neighborhood, in partnership with the Amazonas State Government and Sodexo. Through this initiative, the restaurant offers around 6,000 balanced meals every month, with a menu prepared by nutritionists. The restaurant serves the needy population.



Associação Voz Ativa, Manaus (AM)

Organizer of the Flag Football project, franchisee of the Gerando Falcões non-governmental organization. Flag soccer is a variant of American soccer that uses flags instead of physical contact to mark possession of the ball. The project's main target audience is low-income young people from underprivileged communities in Manaus. The sport is used as a tool for inclusion and a starting point for various courses.



Elderly Project at Santa Casa da Misericórdia in Porto Alegre (RS)

The project is dedicated to acquiring medical and hospital equipment for six hospitals in Rio Grande do Sul, with the aim of speeding up diagnoses and improving therapeutic quality.



Expo Bassano

The annual Expo Bassano initiative promotes economic and cultural activities for the benefit of the younger generations in the city of Nova Bassano (Rio Grande do Sul).



Beit Yakov Educational Institute

The institution runs two Jewish schools in São Paulo.

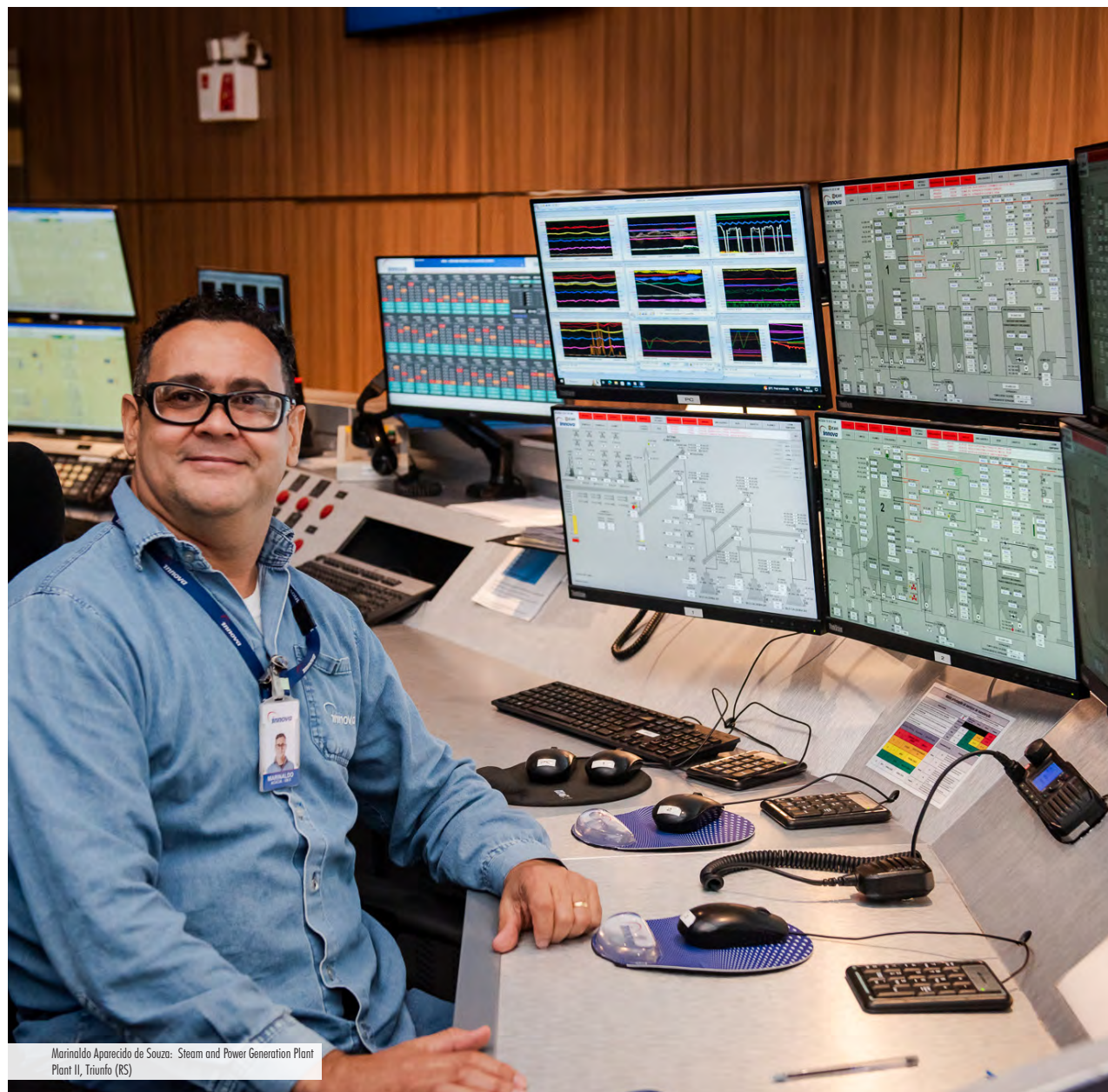


Annual Meeting of the Chemical Industry (ENAIQ)

The ENAIQ 2023 Annual Meeting of the Chemical Industry is one of the largest and most traditional chemical industry events in Brazil.



It features debates and presentations with government representatives, leaders of the chemical industry and various sectors of the national industry and academics who discuss the sector's future prospects, as well as the release of data on the year's performance.



Marinaldo Aparecido de Souza: Steam and Power Generation Plant Plant II, Triunfo (RS)



Business Performance

Sector and Market Context

The year 2023 was marked by the effects of the notorious downturn in the global petrochemical industry: squeezed margins, with a directly proportional impact on the industry's turnover and profitability.

Geopolitical factors reoriented the map of energy inputs, placing Asia at the center of the production of cheaper resins and generating a surge of imports into Brazil: as a result, the utilization of the national chemical industry installed capacity was compressed to 64%, the lowest level in the last three decades, according to data from the Brazilian Chemical Industry Association (ABIQUIM).

At the same time, in 2023, significant industrial capacity on the international stage started operating.

All these facts took place against a backdrop of global economic recession, high inflation and interest rates in developed economies, a fall in the average exchange rate of around 3% and equally high interest rates in Brazil.

In the face of this multifaceted adverse situation, it is important to note that Innova's sales volume has remained stable, which endorses our leading role in the market.

In Brazil, general industry data indicated a 0.2% rise in production, according to the Monthly Industrial Survey (PIM) of the Brazilian Institute of Geography and Statistics (IBGE). This result puts production at a higher level than pre-pandemic, but still 16.3% below the highest level ever recorded, in May 2011. The extractive industries, petroleum products, biofuels and food products were the most noteworthy¹.

The ABIQUIM/FIPE index, however, recorded a 10.1% drop in production and 10.9% in exports of chemicals for industrial use, when compared to the previous year.

The Brazilian Chemical Industry Association (ABIQUIM) pointed to the increase in imports, which grew by 7.8% to occupy 47% of the market, as a worrying fact: a highly challenging scenario for the national industry. Demand fell by 1.5% and the country's installed capacity operated at 64%².

Sources:

¹ Agência Brasil - <https://agenciabrasil.etc.com.br/economia/noticia/2024-02/producao-da-industria-fecha-2023-com-alta-de-02>

² Abiquim - <http://abiquim.org.br/comunicacao/noticia/11199>

Resumption of the Special Regime for the Chemical Industry (REIQ)

The re-establishment of the Special Regime for the Chemical Industry (REIQ) was a significant achievement and brings a positive outlook for producers: the tax incentive reduces the PIS and COFINS rates on the acquisition of raw materials by the country's chemical and petrochemical industries and favors investment in increasing production capacity.

The REIQ was created in 2013 to maintain the sector's competitiveness and was suspended in mid-2022. Its new use, however, depended on regulation by the Federal Government.

The company got ahead of the game and was a pioneer in submitting projects to expand production capacity under the expanded REIQ, submitting them to the Ministry of Development, Industry, Trade and Services (MDIC) in 2023, with all the documents and information needed to sign the Term of Commitment to Expand Installed Capacity, which was signed on March 4, 2024.

All of these investments, which include the three industrial plants, will be 100% implemented in the short term: between March 2024 and June 2025, with 30% earmarked for civil works and construction and 70% for machinery and equipment.

Innova's investments follow an agenda of inclusion in the circular economy and recycling, as is the case with ECO-PS®, the first Brazilian polystyrene with up to 30% post-consumer material in its composition, preserving the resin's characteristic properties. ECO-PS® was born in Manaus and will be implemented at the petrochemical plant in Triunfo (RS).

Polystyrene (PS) resin production at the Manaus (AM) petrochemical plant will have its capacity increased.

The plant for the manufacture of plastic caps for mineral water, juices and soft drinks, also located in Manaus (AM), will receive expansion investments that will result in lighter products, with optimized use of raw materials and energy resources.

Economic and Financial Results

The company made it through the challenging scenario of 2023 underpinned by the conditions provided by its financial discipline.

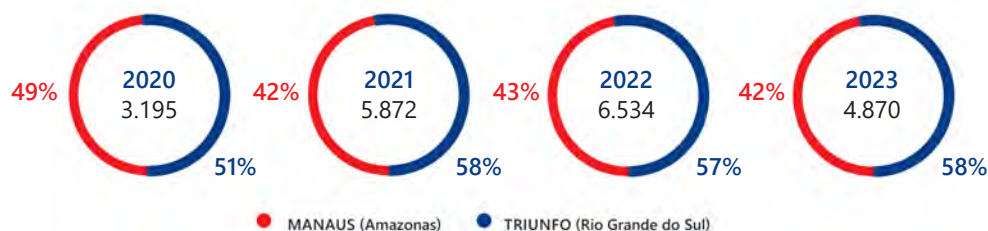
The international price of petrochemical inputs and exchange rate fluctuations mainly contributed to lower revenue, with average values per ton significantly reduced compared to the previous year

Direct economic value generated and distributed (R\$ thousand) GRI 201-1

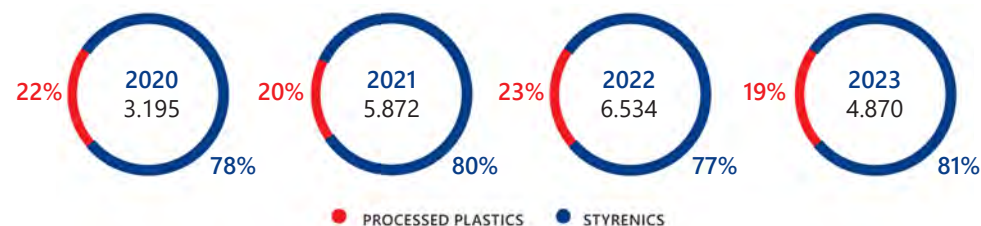
	2021	2022	2023
Gross revenue	6.142.894	6.793.093	5.116.788
Economic value distributed	3.910.006	4.302.757	3.464.629
Retained economic value	2.232.888	2.490.336	1.652.159

The regime adopted for direct economic value, generated and distributed, is the accrual regime.

GROSS SALES BY GEOGRAPHICAL ORIGIN (R\$ MM)



GROSS REVENUE BY BUSINESS (R\$ MM)



In the plastics processing segment, good margins were kept, even with a reduction in absolute EBITDA compared to the previous year.

Net sales were R\$4,853,393 and net revenues were R\$4,282,660.

[GRI 2-6](#)

VIDEOLAR-INNOVA S/A ECONOMIC AND FINANCIAL PERFORMANCE (IN THOUSANDS OF R\$)

	2023	2022	2021
TOTAL ASSETS	4.515.202	4.225.983	3.817.645
EQUITY	3.819.601	3.611.696	2.788.518
DEBT	-	-	-
GROSS OPERATING REVENUE	4.870.123	6.534.332	5.872.628
NET OPERATING REVENUE	4.282.660	5.729.123	5.174.223
GROSS PROFIT	701.770	1.284.795	1.551.938
EBITDA	677.990	1.355.584	1.308.347
EBITDA MARGIN (%)	15,83%	23,66%	25,29%
FINANCIAL RESULT	81.836	43.755	(71.079)
NET INCOME	530.541	1.027.323	833.813
INVESTMENTS MADE (CAPEX)	208.793	156.356	116.687



Efficiency and Operational Performance

The industrial plants ran smoothly throughout 2023. The largest scheduled maintenance shutdown in the company's history was carried out at the ethylbenzene (EB) and styrene monomer (SM) plants of the Triunfo (RS) petrochemical, in order to increase operational efficiency, improve integrity and reliability, as well as comply with regulatory aspects related to equipment inspection.

The shutdown involved high-level planning and investment and was completed ahead of schedule. Investments in expanding the tankage area ensured that customers were fully supplied during the maintenance stoppage: the storage capacity for styrene monomer (SM) was doubled.

All the equipment that will guarantee four years of uninterrupted production for the styrene monomer (SM) manufacturing plant during the maintenance stoppage was inspected, and the catalyst replaced, an essential item that enables chemical reactions and can have a useful life of up to four years. New equipment, acquired over the last two years, has also been integrated into the operation, increasing energy efficiency and the rational use of resources.



The SAP S/4 Hana system was implemented in 2023, an investment that will bring high connectivity between the company's databases, increased performance and big data analysis that helps in the planning of all areas, making it possible to complete complex transactions in less time.



Cassio Batista de Mattos: styrene monomer (SM) and Lindonei Silveira dos Santos Junior, Steam and Power Generation Plant, Plant II, Triunfo (Rio Grande do Sul).

Research & Development

The company's projects for Research and Development (R&D) promote sustainable practices, more efficient production, encourage circularity and meet a wide range of customer requirements.

The main initiatives developed during the year:

- Development of the post-consumer plastics collection chain with recycling technologies and their incorporation into the production process, meeting the concepts of circularity.
- Implementation of process control models using Industry 4.0 methodologies and machine learning: greater agility in decision-making, minimizing deviations and generating operational stability and product properties.
- Development of countertype grades at the Manaus (Amazonas) and Triunfo (Rio Grande do Sul) petrochemical plants to ensure flexibility for customers in supplying polystyrenes with special properties, capturing logistical opportunities, reducing delivery times guaranteeing product availability.
- Structuring the chain for the return and sanitization of packaging and pallets sent to polystyrene (PS) customers, mitigating inappropriate disposal and reusing materials.
- Development of new inputs for the production of crystal polystyrene (GPPS), high-impact polystyrene (HIPS) and expandable polystyrene (EPS), reducing costs and the risk of unavailability of raw materials.

In 2023, attended academic and industrial events, presenting our innovations to the public:

- 17th Brazilian Congress of Polymers (CBPol), where we presented the paper "The Performance of Polyethylene Waxes in the Nucleation of Expandable Polystyrene (EPS) and Relation to its Thermal Transitions".
- 24th Brazilian Congress of Chemical Engineering (COBEQ), with the presentation of the project "Development of Expandable Polystyrene with the Addition of Recycled Post-Consumer EPS to Virgin Resin".
- 43rd Annual Meeting of the Latin American Petrochemical Association (APLA), supporting the cycle of conferences on the future and sustainability.



Lucijane Jesus Garcia: closure caps manufacturing, Plant I, Manaus (AM).



Governance

Governance Structure

GRI 2-9, 2-10, 2-11, 2-12

Our governance structure is made up of the General Shareholders' Meeting, Board of Directors, Board Advisory Committees, Internal and External Audit, Executive Board (including the Chief Executive Officer) and Governance Area.

Board of Directors

The Board of Directors plays an essential role for the Company by establishing guidelines, overseeing strategies, approving policies and objectives related to sustainable development.

The Directors are responsible for defining and reviewing the strategic plan, budget, expansion and investment projects, capital remuneration, risk and contingency management, as well as the criteria and targets for employee profit-sharing.

All decisions must be based on the premise of responsible and sustainable action for the company's business and products.

Board members must have an unblemished reputation and not hold positions with competitors or represent conflicting interests. The selection of members takes into account their professional background, technical knowledge, strategic vision, availability of time to carry out their duties, alignment and commitment to Innova's principles and values.

Composition of the Board of Directors in 2023 GRI 2-9

Member	Performs an executive function?	Holds other positions (in other organizations or in other bodies of the organization itself)?	Gender
Lirio Albino Parisotto	Yes	Yes. CEO / Coordinator of the Audit Committee	Male
Liz Vanin Parisotto	No	Yes. Coordinator of the Sustainability and Compliance Committees	Female
Elie Linetzky Waitzberg	No	No	Male
Raphael David Wojdyslawski	No	Yes. Business Director at another company	Male

The Board of Directors is made up of four members, one of whom is a woman (25%), one of whom holds an executive position in the company (25%) and one of whom holds a position in another organization (25%). No member is independent, and none belongs to an under-represented social group or represents any stakeholder group. The term of office of the Board of Directors is three years.

Advisory Committees

Our committees deal with the following topics:



**Sustainability and
Corporate Social Responsibility**



Tax



Ethics and Compliance



Credit and Collection



Audit



Insurance

The following committees oversee and make decisions on topics related to the organization's impact on the economy, the environment and people: Sustainability Committee (environmental topics), Compliance Committee (social topics), Audit Committee (topics related to risks and controls) and Tax Committee (economic topics).

Executive Board

Executive-level positions and functions are chosen during meetings of the Board of Directors and appointed by the CEO.

The CEO delegates to each of the senior management executives the attributions and authorities on economic, environmental and social topics, i.e. operational management, along the lines established by the Board.

The top executives, in turn, have the role of leading the company, developing strategies, implementing and supervising external communication, all contributing to the sustainable development guidelines.

New Governance Management Tool

In 2023, the Company implemented a system for managing governance meetings and documents, with significant progress.

The transition to the new model brought efficient centralization of corporate documents, such as minutes of meetings and assemblies, as well as improving the flow of governance processes and corporate issues.

The system meetings scheduling and issuing of mandatory notices, fulfilling legal requirements such as calling meetings of Shareholders, the Board of Directors and Advisory Committees, as well as making documents available.

Information security is a strong point of the system, with features such as watermarking for tracking purposes.

The platform has an application available for Board Members and Shareholders with robust authentication mechanisms.

The Governance Portal contributes to raising the level of maturity and reinforces the company's commitment to the principles of corporate governance: Transparency, Integrity, Equity, Accountability and Sustainability.

Ethics, Integrity and Compliance

GRI 3-3

The company is committed to building a sustainable business model and contributing to a more fair, more environmentally balanced and economically prosperous society, positively and proactively influencing each partner and others involved in the production chain.

An Integrity Program has been developed and internal controls are in constant improvement. The effectiveness of these measures is assessed by the Internal Audit.

The pillars of Ethics, Integrity and Compliance actions are:

- **Support from Senior Management**
- **Risk assessment**
- **Code of Conduct and Compliance Policies**
- **Internal Controls**
- **Training**
- **Communication**
- **Reporting Channel**
- **Internal Investigations**
- **Due diligence processes**
- **Audits and monitoring**
- **Diversity and inclusion of employees**

Commitments and Policies

GRI 2-23, 2-24, 3-3

Innova formalizes its commitments to responsible business conduct through public consultation documents:

- **Code of Conduct;**
- **Supplier Code of Conduct;**
- **Anti-Corruption and Anti-Bribery Policy;**
- **Donations and Sponsorship Policy;**
- **Human Rights and Labor Policy;**
- **Policy for Preventing and Combating Harassment.**

The company also has complementary rules:

- **Third Party Integrity Assessment Policy;**
- **Corporate Gifts and Entertainment Policy;**
- **Reporting and Non-Retaliation Channel Policy.**

In 2024, the Conflict of Interest Policy will be implemented. All documents are approved by the Executive Board and apply equally to all the Company's activities and its business relationships.

In 2023, we changed the external auditors from KPMG to PwC, as part of a process of alternation for continuous improvement.

Following the same principle, a new internationally renowned company will be hired in 2024 for the Reporting Channel, following the principle of alternation in the search for improvements.

The ethical commitments made in the documents are in line with internationally recognized intergovernmental instruments:

- **United Nations Guiding Principles on Business and Human Rights**
- **Labor Standards of the International Labor Organization (ILO)**
- **United Nations Global Compact (UN Global Compact)**
- **United Nations Sustainable Development Goals (SDGs)**
- **Organization for Economic Cooperation and Development (OECD)**

These commitments include carrying out due diligence, applying the precautionary principle and respecting human rights. The prioritized stakeholders groups are employees, contractors, customers, local communities and suppliers.

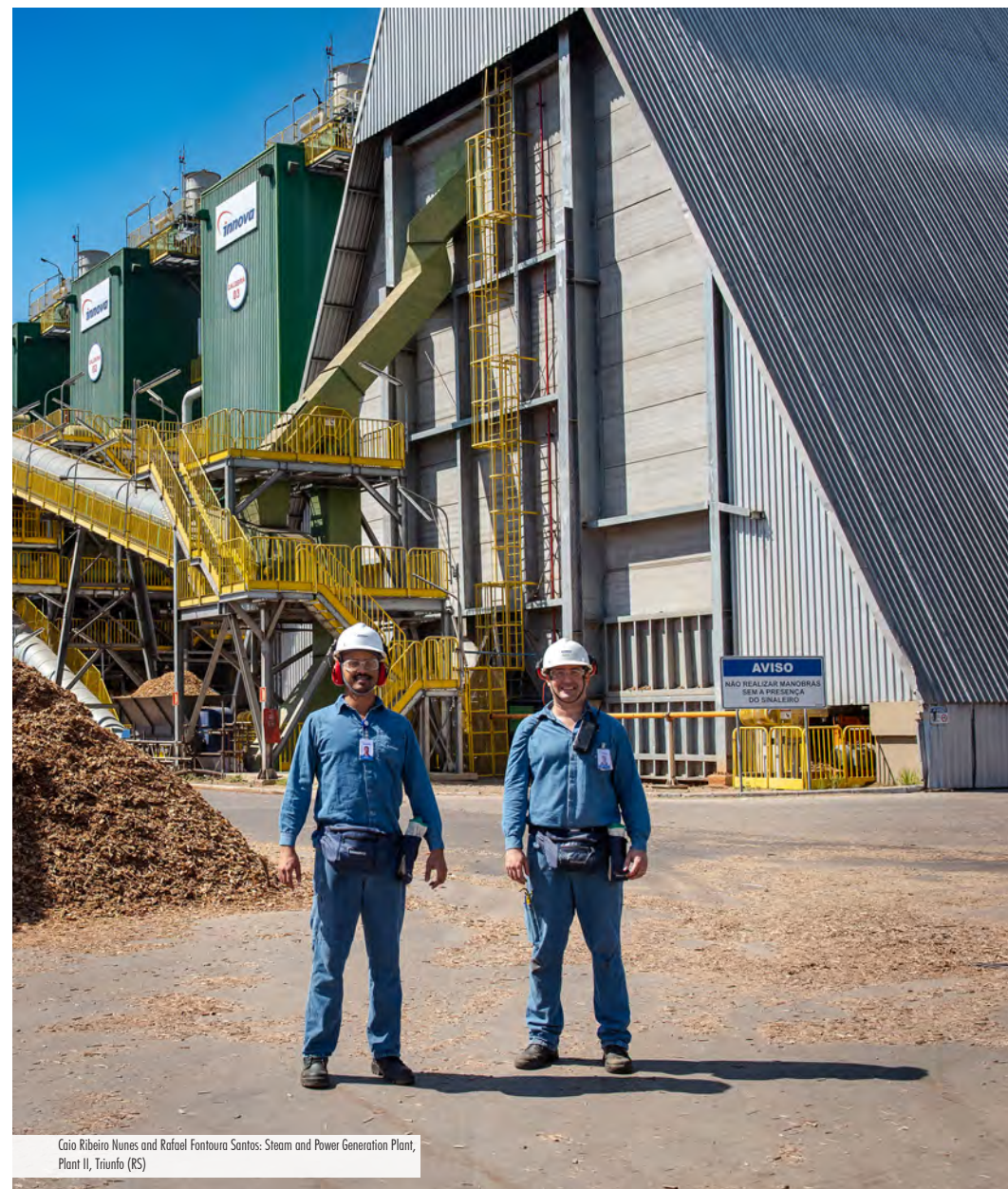
Prioritization includes groups at risk or vulnerable, such as children and adolescents, people with disabilities and women.

The Board of Directors is the highest-ranking body responsible for overseeing the incorporation of the commitments, delegated to the different organizational levels by setting targets, assigning responsibilities, accountability, effective communication, establishing monitoring systems, promoting collaboration and teamwork.

The integration of commitments into organizational strategies, policies and operations includes the development of procedures, training and awareness, impact assessments, due diligence, transparent reporting, among others.

The company makes a careful selection and periodic assessment of business partners, with a view to integrating its commitments into the value chain, including their description in contractual clauses. Audits, training and continuous improvement are other instruments used with this audience.

It also has a Compliance Committee which promotes the company's culture of integrity, ethics and transparency. This committee seeks to prevent and minimize risks, ensuring compliance with applicable standards, and reporting results to the Board of Directors.



Caio Ribeiro Nunes and Rafael Fontoura Santos: Steam and Power Generation Plant, Plant II, Triunfo (RS)

Communication and Training on Anti-Corruption Policies and Procedures

GRI 205-2

We communicate and offer training on anti-corruption policies and procedures:

By geographical category:

- At the Head Office, in Barueri (SP), out of the 116 employees, 100% were communicated and 93.97% trained.
- At Plants I and IV, in Manaus (AM), 100% of the 649 employees were communicated and 90.45% trained.
- At Plant II, in Triunfo (RS), 100% of the 265 employees were informed and 96.98% trained.

By functional category:

- Vice-Presidency and Senior Management, Board of Directors, Management and Coordination: 100% were informed and trained.
- Operational employees: out of the 915 employees, all were informed and 91.80% were trained.
- Suppliers: out of the 2,067 suppliers, 81.53% were informed and 19.7% trained.

Of the total number of suppliers active in the SAP system, those who received the Supplier Code of Conduct by email accepted the document and signed a contract with an anti-corruption clause with the company were considered to have been informed and trained.

Impacts and Risk Management

GRI 2-12, 2-13

The Board of Directors oversees the processes for identifying and managing the impacts of operations on the economy, the environment and people, assessing results and opportunities on an ongoing basis. Some processes applied for this purpose include due diligence, assessments of financial risks, environmental and social impacts, supply chain and cost-benefit analyses.

We also apply good practices in corporate social responsibility, environmental and people management and monitoring of economic indicators.

The Board of Directors engages with stakeholders in various ways, through meetings, consultations, information disclosure and external audits. Some functions in impact management can be delegated to executives, such as developing sustainability actions and strategies, ensuring compliance with regulations and standards, promoting innovation and research, and assessing risks and opportunities.

Reporting to the Board of Directors is done on an ongoing basis through meetings, reports and committees.

The internal control and risk management environment is constantly evolving with the preparation of the risk and internal control matrix and, at the end of each cycle, the results are presented to the control owners and process owners and the Audit Committee.

The evaluation process is continuous, with action plans contracted to address ineffective controls, annual tests carried out by Internal Audit and fraud dealt with by a committee made up of Governance, Compliance and Audit. Monthly reports are delivered to the Executive Board and the Board of Directors, monitoring compliance actions and the results of stakeholder surveys.

The results are applied to business management in a variety of ways, including reviewing reports, analyzing metrics, making strategic decisions and communicating externally.

Critical concerns are shared at monthly meetings of the Board of Directors or extraordinary meetings called by the Executive Board.

The Board and Management come together at the Executive Meeting to discuss goals, solutions and new challenges. The support groups formed by the committees assist in discussions and direct strategic priorities.

Conflicts of Interest

GRI 2-15

Innova has adopted a simple corporate structure, which makes it possible to conduct business transparently and reduces the possibility of any conflicts of interest. Some of the processes adopted by the organization to avoid conflicts include external monitoring, the establishment of an Ethics Committee, keeping records of decisions and good compliance practices.

In order to identify potential conflicts of interest, the topics to be deliberated at meetings of the governance system are previously analyzed by the Corporate Governance Secretariat, with the help of the Compliance and Legal departments if necessary, and discussed with the chairman. If a conflict is identified, action is taken in accordance with the Company's Bylaws, codes and policies. If one of the members of the decision-making bodies is involved, the provisions of the Corporations Law apply, i.e. the conflicting member must abstain from voting.

Any conflicts may include cross-shareholdings in other management bodies or cross-shareholdings with suppliers and other stakeholders. These are always disclosed to stakeholders, either in advance or during monthly meetings. In the event of transactions between related parties, these are registered and formalized by contract, recorded in the company's controls and reviewed by the independent external audit, and included in the annual financial statements.

Reporting Channel

GRI 2-26

Since 2017, we have provided a confidential channel for reporting irregularities associated with the company's operations, managed by an independent entity, guaranteeing compliance with the Brazilian Anti-Corruption Law and ensuring total anonymity and protection of the whistleblowers' privacy.

Reports can be made at any time, 24 hours a day, every day of the week, by telephone or website.

Reports of inappropriate behavior or violations of Innova's principles and policies are essential to preserving an ethical and safe corporate environment. Senior management is informed on a monthly basis about the reports received, and detected fraud is managed by a dedicated committee made up of the Governance, Compliance and Audit teams, with corrective measures being monitored and reported on regularly.

Of the 38 complaints received, confirmed and dealt with, two related to harassment in the workplace and the employees involved were dismissed.

In addition to the Reporting Channel, Innova maintains other means of receiving complaints and grievances, including the Ombudsman's Office, the Polo's Community Advisory Council (Plant II, Triunfo, RS) and a specific system for Quality, Health, Environment and Safety issues, reinforcing its commitment to transparency and integrity.

Supplier management

We offer equal opportunities to suppliers and promote an ethical and transparent selection process. We have a Purchasing Policy and a Supplier Code of Conduct, ensuring compliance with the standards and guidelines established by the company. In 2023, we carried out an integrity analysis with some partners, deepening the study according to the sensitivity of the contract.

Our chain encompasses the petrochemical and plastic resin markets. We have national and international suppliers, small, medium and large, in the fields of activity of products, services or inputs. In 2023, 2,067 suppliers were accessed, with the monetary value of payments accounting for R\$3.3 billion during the year.

GRI 2-6

The procedures used to select suppliers include evaluation, establishing environmental criteria, audits and verifications. Regarding environmental criteria, we address legal compliance, certifications and supply chain traceability. The approval process is managed according to the category of material or service supplied, with requests for environmental documents and risk self-assessment.

GRI 308-1

We have introduced a new registration management tool for a more comprehensive and rigorous assessment of the supplier base. The goal is to increase the number of suppliers selected based on environmental criteria by 5%. Out of 507 new suppliers contracted in 2023, 83 (or 16%) were selected based on environmental aspects.

GRI 308-1

An environmental, social and safety assessment of active biomass suppliers was also carried out to mitigate risks, covering 100% of the category.

GRI 308-2

During the year, 64% of the company's purchases were made nationally and 36% were imported. The survey covered a total of 1,952 local and 115 international suppliers.

Nationally, the main suppliers were biomass suppliers, as well as the local polybutadiene supplier, Arlanxeo Brasil (RS). Most of the input was previously purchased abroad and there has been a reduction in logistical impacts with an improvement in the level of service. Our goal is to increase local purchases of this important input to 70%.

GRI 204-1



GRI Annex

General contents

GRI 2-1 - Details of the organization

The Company's legal name is Videolar-Innova S/A, a for-profit organization, a Closed Joint Stock Company with headquarters in Manaus (AM) and industrial operations in Brazil: in Manaus (Amazonas) and Triunfo (Rio Grande do Sul).

GRI 2-2 - Entities included in the organization's sustainability report of the organization

Videolar-Innova S/A, which has control and a majority stake, is included in the financial report and the sustainability report.

No information has been changed as a result of minority shareholdings.

There were no mergers, acquisitions or disposals in 2023.

There are no cases of different approaches in the treatment of material topics and/or chapters throughout the report.

GRI 2-3 - Reporting period, frequency and point of contact

This report covers the period from January 1 to December 31, 2023. Every year, we publish our reports in accordance with the GRI standards. For information about the report or Innova's sustainability management strategy, please contact: andreia.ossig@innova.com.br

GRI 2-6 - Activities, value chain and other business relationships

The company operates in the petrochemical and plastics transformation sector, currently marketing ten groups of products.

No products are sold or services provided that are prohibited or subject of public concern or debate. The markets served by the organization are industries in Brazil and other countries around the world.

Value chain activities: purchasing, raw materials, suppliers, inbound logistics, operations, outbound logistics, marketing and sales, services, infrastructure, human resources management, technology development, organizational operations, distribution and end of life of the product or service.

2-7 - Total number of employees, broken down by gender and region

	2021			2022			2023		
	MEN	WOMAN	TOTAL	MEN	WOMAN	TOTAL	MEN	WOMAN	TOTAL
BARUERI	55	52	107	69	52	121	61	55	116
MANAUS	561	98	659	564	98	662	552	97	649
TRIUNFO	211	43	254	234	43	277	225	40	265
TOTAL	827	193	1020	867	193	1060	838	192	1030

Note: All employees are full-time and have permanent employment contracts.

2-7 Total number of employees, broken down by gender and region 2023

Men	89
Woman	28
Total	117

2-7 Employees without guaranteed working hours by gender 2023

Barueri	40
Manaus	46
Triunfo	31
Total	117

The total number of employees is based on the data at the end of the reporting period. All employees registered and with an active contract on December 31, 2023 are considered, including apprentices, Directors and Statutory Officers. There were no significant fluctuations in the period.

GRI 2-8 - Non-employee workers

The total number of workers who are not employees but provide services to the company is 237. All of them are outsourced and work in the following sectors: food and restaurant (33); security (26); cleaning (62); maintenance and repair of machinery and equipment (58); logistics, tableware and production (58).

We used direct counting as the methodology for calculating the total number of workers. The total number of workers is based on the data at the end of the reporting period. There were no significant fluctuations during the period.

GRI 2-16 - Communication of critical concerns

Critical concerns are communicated to the highest governance body through weekly Executive Meeting sessions that bring together the Executive Board and all managers, from all plants, via videoconference.

In addition to this meeting with reports from all areas of the Company, there are regular reports, formal Board meetings, communication through governance committees, internal and external audit reports, written notifications, periodic updates from Senior Management, risk and compliance reports, financial performance presentations, strategic analyses and business plans, reviews of legal and regulatory issues, sustainability and corporate social responsibility reports, as well as crisis and emergency communication.

These concerns are also shared at monthly meetings of the Board of Directors or at extraordinary meetings called by Senior Management.

The Directors evaluate monthly performance through presentations of results and reports issued daily, in addition to the annual management publication. Weekly meetings are held with executives, directors and managers to address targets, business challenges and discuss ways of managing and mitigating negative impacts. Support groups formed by committees, both statutory and non-statutory, assist in discussions, ensuring agility and objectivity for strategic priorities.

In 2023, the Corporate Governance Portal was implemented, optimizing the flow of communication, consolidating information and documents in one place to make decision-making and control processes more agile, secure and transparent, contributing to better accountability. The crucial concerns reported cover environmental, social, human rights, economic, governance and sustainability strategy aspects.

GRI 2-17 - Collective knowledge of the highest governance body

The Company's Board of Directors maintains a permanent forum for discussions on sustainability goals and strategic plans to put them into practice in all industrial processes, the Company's day-to-day operations and supporting sustainable development initiatives and specialized committees and working groups.

GRI 2-20 - Process for determining remuneration

The process for developing remuneration policies includes market analysis, annual performance assessments and periodic reviews.

GRI 2-26 - Mechanisms for providing advice and raising concerns of concerns

Issues of conduct and non-compliance with laws and regulations have an effective, fully confidential mechanism in the Whistleblowing Channel.

GRI 2-27 - Compliance with laws and regulations

There were no cases with a potential reputational, social, environmental or financial impact affecting the company's operations in 2023.

GRI 2-28 - Participation in associations

Innova is a member of various industry associations, influencing the debate on market challenges and opportunities. The main ones are:

Brazilian Chemical Industry Association (ABIQUM): we are a member of the Board of Directors and a member of the EPS and Plastics (COPLAST), Competitiveness and Economy committees.

Brazilian Plastics Industry Association (ABIPLAST): we are members of the sectoral committees for disposables, plastic caps (COFATAMPLAS), films (COFILMES) and the technology and sustainability committees.

Brazilian Packaging Association (ABRE): we are members of the Sustainability Commission and the Food and Beverages Committee.

Comitê de Fomento Industrial do Polo do Sul-Triunfo (COFIP): aims to stimulate industrial development in the region and in the production chain, as well as improving local and regional infrastructure conditions.

PLASTIVIDA: we are founding members and members of the Board of Directors of the organization, which seeks to solve environmental issues through rational consumption and responsible disposal.

Rede pela Circularidade do Plástico (Plastic Circularity Network): a Brazilian initiative in favor of the circular economy through innovation and engagement of the entire chain. We have been a member since it was founded in 2018, participating in numerous projects.

GRI 2-29 - Approach to stakeholder engagement

The stakeholder groups with which the company engages are: customers, employees and other workers, suppliers, shareholders, local communities, associations and sector organizations. Engagement takes place through communication channels, sustainability reports, training and awareness-raising, with the aim of building lasting relationships, understanding needs and expectations, managing risks and opportunities and complying with regulatory requirements. We seek to ensure meaningful engagement through open and transparent communication, with a view to developing long-term relationships.

GRI 2-30 - Collective bargaining agreements

100% of employees are covered by collective bargaining agreements.

Material topics

Employee health, well-being and safety

	2022		2023	
403-9 - Accidents at work	Employees	Non-employee workers (third parties)	Employees	Non-employee workers (third parties)
Number of hours worked	1.859.359	973.759	1.812.584	1.318.964
Base number of hours worked (200,000 or 1,000,000)	1.000.000	1.000.000	1.000.000	1.000.000
Number of occupational accidents (including fatalities)	9	1	8	3
Index of occupational accidents (including fatalities)	4,84	1,03	4,41	2,27

Integrated rate that includes all industrial units and the Central Office.

The types of accidents that occurred at work were: exposure to chemical substances, burns, equipment accidents, electric shock injuries, trauma injuries and accidents at heights. There were no accidents with serious consequences in the period reported.

There is no exclusion of workers in the data reported.

Climate change

305-1 Direct GHG emissions - Scope 1 (t CO ₂ equivalent)	2018	2021	2022	2023
Stationary combustion	53.474	52.246	42.920	40.086
Mobile combustion	219	244	215	204
Fugitive emissions	1.115	1.358	985	914
Total GHG emissions - Scope 1	54.808	53.847	44.120	41.203
Gases included in the calculation	Todos	Todos	Todos	Todos
Total Biogenic CO2 emissions - Scope 1		222.055	245.836	248.640

305-2 Indirect GHG emissions - Scope 2 (t CO ₂ equivalent)	2018	2021	2022	2023
Emissions from energy purchases	222.864	123.662	58.875	6.290

Base year: 2018.

We used the GHG Protocol and ISO 14064 standards to calculate emissions.

Gases included in the calculation: carbon dioxide (CO₂); methane (CH₄); nitrous oxide (N₂O); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs); sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃).

305-3 - Other indirect greenhouse gas emissions - Scope 3 (t CO ₂ equivalent)	2023
Goods and services purchased	1.029.711
Capital goods	-
Activities related to the fuel and energy sector (not included in Scope 1 or Scope 2)	2.946
Transportation and distribution (upstream)	46.695
Waste generated in operations	285
Business travel	39
Employee transportation	2.975
Upstream leased assets	-
Other upstream categories	-
Downstream transportation and distribution	70.099
Processing of products sold	1.270.994
Total	2.423.744

The gases considered in the calculation were carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O). The base year adopted was 2023, marking the first year of calculation of the Scope 3 inventory. There were no significant changes in emissions that justified the need for recalculations for the base year.

305-5 Reduction of GHG emissions (t CO ₂ equivalent)	Escopo 1	Escopo 2
Emissions in base year	54.808	222.864
Emissions in reporting year	41.203	6.290
Reduction in emissions	13.606	216.575

The gases included in the calculation were: carbon dioxide (CO₂); methane (CH₄); nitrous oxide (N₂O); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs); sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃).

Energy efficiency

302-1 ENERGY CONSUMED WITHIN THE ORGANIZATION BY TYPE (GJ)	2018	2021	2022	2023
Fuels from non-renewable sources *	1.302.655	1.402.198	1.300.206	1.061.199
Fuels from renewable sources **	-	1.939.094	2.340.209	2.658.302
Energy consumed	2.863.492	1.714.373	1.179.094	479.640
Electricity	617.419	592.709	607.590	464.386
Steam	2.246.073	1.121.664	571.504	15.254
Energy sold	-	7.117	-	11.383
TOTAL (GJ)	4.166.147	5.048.548	4.819.509	4.187.757

(*) The following non-renewable fuels consumed were considered: natural gas (NG), liquefied petroleum gas (LPG), diesel, petrochemical oil (BTE), fuel oil (OTE XISTO), purges from the styrene unit (offgas), dimethyl ether (DME), heavy waste from the ethylbenzene and styrene units (TAR) and purges from the polystyrene unit (SEB).

(**) The renewable fuel consumed was biomass from solid vegetable waste of pine and eucalyptus wood, rice husks and sawmill leftovers in the form of chips. The Steam and Electricity Generation Plant went into commercial operation in accordance with ANEEL Order No. 1,594/2021.

302-3 Energy intensity	2018	2021	2022	2023
Total energy consumed (GJ)	4.166.147	5.048.548	4.819.509	4.187.757
Production (t)	853.149	1.069.188	1.039.891	891.046
Energy intensity (GJ/t produced)	4,88	4,72	4,63	4,70

Types of energy included: fuel, electricity, heating, cooling, steam. Metric defined for the denominator: tons produced.

Water and effluents

303-3 Water abstraction (ML)	2021	2022	2023
Surface water	-	-	-
Groundwater	295	323	302
Sea water	-	-	-
Produced water	-	-	-
Third-party waters	1.659	1.589	1.351
Total	1.954	1.912	1.653

The historical water consumption figures for 2021 and 2022 by type of source have been revised, as there has been a change in the methodology used to compute the figure (*GRI-2-4*).

303-4 Water discharge (ML)	2021	2022	2023
Surface water	32	20	17
Water sent to third parties	326	417	415
Total	357	437	432

303-5 Water consumption (ML)	2021	2022	2023
Total water abstraction	1.954	1.912	1.653
Total water discharge	357	437	432
Total	1.597	1.475	1.221

Waste management

306-3 - Waste generated (t)	2022	2023
Hazardous waste	573	1.360
Non-hazardous waste	55.225	24.383
Total	55.798	25.743

The data is compiled by the technical areas and monitored monthly using indicators. The official source of information on generation is the report on the shipment of cargo for final disposal, issued on the websites of the environmental agencies (Waste Transportation Manifest).

In terms of hazardous waste generation, there was a significant increase of 177% due to the scheduled maintenance stoppage at one of our units (1.53kg/t in 2023 and 0.55kg/t in 2022). If we disregard the generation of construction waste (7,870 tons), Innova's waste generation rate was 20.07 kg/t produced, i.e. 28% higher than in 2022.

306-4 - Waste not destined for final disposal (t)	2021		2022		2023	
	Dangerous	Non-hazardous	Dangerous	Non-hazardous	Dangerous	Non-hazardous
Reuse	-	760	-	37.613	-	6.921
Recycling	56	3.320	68	3.548	53	5.683
Composting	-	11.186	-	12.853	-	9.994
Reuse (animal feed)	-	36	-	-	-	18
Decontamination for reuse	63	-	23	-	67	-
Re-refining	7	-	22	-	13	-
TOTAL	126	15.302	113	54.014	133	22.617

306-5 - Waste destined for final disposal (t)	2021		2022		2023	
	Dangerous	Non-hazardous	Dangerous	Non-hazardous	Dangerous	Non-hazardous
Incineration (burning)	544	1	275	2	380	1
Landfill	3	402	0	1.034	0	1.043
Co-processing	282	448	185	25	340	513
Autoclaving	0	-	0	-	0	-
Effluent treatment	1	1	1	150	507	210
TOTAL	830	851	460	1.211	1.227	1.767

The data is compiled by the technical areas and monitored monthly using indicators. The official source of information on generation is the report on the shipment of cargo for final disposal, issued on the websites of the environmental agencies (Waste Transportation Manifest). The reduction in waste generation in 2023 was due to the lower number of expansion works (civil construction) throughout the year.

Circular economy and post-consumption

301-1 Materials used by weight (t)	2021	2022	2023
Non-renewable materials	519.651	524.669	455.176

The data comes from direct measurements.

In the last quarter of 2023, business in the state of Amazonas was heavily impacted by the severe drought, limiting the transportation of inputs to factories located in the region and the shipment of finished products to customers located in other states. This can be seen in the reduction in the consumption of materials used.

Diversity, inclusion and equity

405-1a - Percentage of individuals who make up the organization's governance bodies by gender	2022	2023
Men	75%	75%
Women	25%	25%

405-1a - Percentage of individuals who make up the organization's governance bodies by age	2022	2023
Under 30	0%	0%
Between 30 and 50	50%	50%
Over 50 years old	50%	50%

405-1b - Percentage of employees, by functional category and gender	2022		2023	
	Men	Women	Men	Women
Vice-Presidency and Senior Management	80%	20%	80%	20%
Directors	100%	0%	100%	0%
Management	86%	14%	80%	20%
Coordination	74%	26%	74%	26%
Operational	82%	18%	82%	18%
Total	82%	18%	81%	19%

405-1b - Percentage of employees by functional category by age	2022			2023		
	<= 30	31-50	> 50	<= 30	31-50	> 50
Vice-Presidency and Senior Management	0%	40%	60%	0%	40%	60%
Directors	0%	100%	0%	0%	100%	0%
Management	0%	73%	27%	0%	70%	30%
Coordination	1%	80%	18%	1%	80%	18%
Operational	21%	67%	12%	21%	67%	12%
Total	19%	68%	13%	18%	68%	13%

405-2 Ratio of basic salary and remuneration received by women and those received by men	2022		2023	
	Homens	Mulheres	Homens	Mulheres
Vice-Presidency and Senior Management	-	-	-	-
Directors	-	-	-	-
Management	0,89	0,96	0,83	0,85
Coordination	1,05	0,94	1,07	0,93
Operational	1,06	0,87	1,03	0,85

To calculate this indicator, the company considers all operating units. Figures based on average salary and remuneration by level and gender.

Non-material topics

401-1 New hiring and turnover by age group	2021				2022				2023			
	Hiring	Hiring rate	Shutdowns	Rate of turnover	Hiring	Hiring rate	Shutdowns	Rate of turnover	Hiring	Hiring rate	Shutdowns	Rate of turnover
Under 30	59	32%	28	15%	67	34%	28	14%	30	16%	32	17%
Between 30 and 50	67	9%	63	9%	129	18%	114	16%	43	6%	71	10%
Over 50	4	3%	10	8%	9	7%	24	18%	2	1%	20	14%
Total Hires	130	13%	101	10%	205	19%	166	16%	75	7%	123	12%

401-1 New hires and turnover by gender	2021				2022				2023			
	Hiring	Hiring rate	Shutdowns	Rate of turnover	Hiring	Hiring rate	Shutdowns	Rate of turnover	Hiring	Hiring rate	Shutdowns	Rate of turnover
Men	112	14%	87	11%	147	17%	109	13%	57	7%	95	11%
Women	18	9%	14	7%	58	30%	57	30%	18	9%	28	15%
Non-binary	-	-	-	-	-	-	-	-	-	-	-	-
Total	130	13%	101	10%	205	19%	166	16%	75	7%	123	12%

401-1 New hires and turnover by region	2021				2022				2023			
	Hiring	Hiring rate	Shutdowns	Rate of turnover	Hiring	Hiring rate	Shutdowns	Rate of turnover	Hiring	Hiring rate	Shutdowns	Rate of turnover
Barueri	19	18%	18	17%	38	31%	25	21%	12	10%	19	16%
Manaus	79	12%	57	10%	121	18%	116	18%	46	7%	74	11%
Triunfo	32	13%	26	11%	46	17%	25	9%	17	6%	30	11%
Total	130	13%	101	11%	205	19%	166	16%	75	7%	123	12%

404-1 Average hours of training per year, per employee, by gender	2021	2022	2023
Men	24	27	53
Women	18	11	65

404-1 Average hours of training per year, per employee, by functional category	2021	2022	2023
Vice-Presidency and Senior Management	1	0	10
Directors	3	24	14
Management	4	37	48
Coordination	26	22	119
Operational	23	24	42

Implementation of training management systems. Implementation of new development and training programs for middle management.

404-3 Percentage of employees who receive regular performance and career development reviews	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Vice Presidency and Senior Management	25%	0%	20%	25%	0%	20%	25%	0%	20%
Management	100%	0%	100%	100%	0%	100%	100%	0%	100%
Management	100%	100%	100%	100%	100%	100%	100%	100%	100%
Coordination	100%	100%	100%	100%	71%	92%	100%	100%	100%
Operational	0%	0%	0%	9%	41%	14%	98%	80%	95%
Total	9%	8%	9%	18%	45%	23%	98%	82%	95%

Note: Data for 2021 and 2022 has been revised.

GRI 205-1 - Operations assessed for risks related to risks

The Company subjected 100% of its operations to assessments of corruption-related risks in 2023. The assessment processes included: business assessment; identification of high-risk areas; third-party assessment; assessment of specific risks; analysis of policies and procedures; training and awareness; communication and whistleblowing channels; ongoing review and assessment; ongoing monitoring and performance reporting.

The main corruption-related risks identified were gifts and hospitality; high-risk suppliers and intermediary agents; and conflicts of interest.

GRI 2-20 - Process for determining remuneration

The process for developing remuneration policies comprises several stages, including the establishment of objectives and the remuneration philosophy, market analysis, performance evaluations and periodic reviews. The opinions of stakeholders, including shareholders, are taken into account through dialog. In addition, remuneration consultants play an important role in determining remuneration packages. Stakeholders, including shareholders, are consulted not only on remuneration itself, but also on governance remuneration.

GRI 306-1 - Waste generation and significant impacts related to waste impacts

		2023
Processes		Items
Material inputs		Raw materials
		Packaging
Activities		Chemicals and toxic substances
		Purchase of raw materials
		Processing and production
Material outputs		Use and consumption
		Finished products
		Defective products
		Packaging
		Surplus material
		Production waste
		Chemicals and hazardous waste
		Obsolete equipment
Upstream		Purchase of raw materials
Downstream		Distribution

GRI 403-6 Promoting employee health

We offer full-time, permanent or temporary workers: complementary health plans, reimbursement of medical expenses, on-site clinics or health centers, wellness programs and psychological assistance.

The on-site clinics or health centers also cover part-time workers, those without a guaranteed workload, those on fixed-term contracts or third parties. At the Triunfo petrochemical plant in Rio Grande do Sul, we run the Emergency Medical Care Center (PAME), which operates as an on-site health center.

With regard to programs and initiatives to promote health and prevent non-work-related illnesses, we offer full-time, permanent or temporary workers: a weight control and nutrition program, vaccination campaigns, an oral health program, health screening, cancer prevention campaigns, sexual health awareness campaigns and a mental health and emotional well-being program. Employees can make use of the services and programs, which are also available to family members, during working hours.

GRI 409-1 - Operations and suppliers with a significant risk of forced or compulsory labor.

Using risk mapping in the supply chain, we have identified supplier niches with greater vulnerability and susceptibility to possible non-compliance with current labor standards. As a result, we have implemented mechanisms such as prior due diligence and on-site audits to mitigate this risk.

The company's industrial operations use inputs supplied by family producers who are susceptible to legal violations of child, slave or slave-like labor. These suppliers are located in Manaus (AM) and Triunfo (RS). The company has not had any operations which presented a risk of cases of young workers being exposed to hazardous work.

The measures taken by the company to reduce this risk in its operations are: declaration of non-tolerance of the practice in official documents, establishment of policies on the subject, verification of documentation, training of employees, provision of reporting channels, collaboration with trade unions, monitoring and audits.

GRI 403-10 Occupational diseases

There were no records of occupational illnesses related to the performance of work activities in the reporting period. The workers included in the occupational illness data are full-time employees, permanent employee and temporary workers. Contracted/outsourced workers are informed and reported directly by their companies for our monitoring and follow-up.

GRI 416-2 - Cases of non-compliance in relation to health and safety impacts caused by products and services health and safety impacts caused by products and services

The company has recorded one case of non-compliance with laws or voluntary codes in relation to health and safety.

GRI 417-2 - Cases of non-compliance in relation to product and service information and labeling labeling of products and services

The company recorded one case of non-compliance in relation to labeling.

GRI Content Summary

Declaration of use	INNOVA has reported in accordance with the GRI Standards for the period 01/01/2023 to 31/12/2023		
GRI 1 used	GRI 1: Fundamentals 2021		
STANDARD GRI / OTHER SOURCE	CONTENT	LOCATION	
GRI 2: General Contents 2021	2-1 Details of the organization	46	
	2-2 Entities included in the organization's sustainability report	3 e 46	
	2-3 Reporting period, frequency and point of contact	3 e 46	
	2-4 Restatements of information	49	
	2-5 External verification	-	

Declaration of use	INNOVA has reported in accordance with the GRI Standards for the period 01/01/2023 to 31/12/2023		
GRI 1 used	GRI 1: Fundamentals 2021		
STANDARD GRI / OTHER SOURCE	CONTENT	LOCATION	
General contents			
GRI 2: General contents 2021	2-6 Activities, value chain and other business relationships	10, 37, 45 e 46	
	2-7 Employees	46	
	2-8 Non-employee workers	46	
	2-9 Governance structure and composition	41	
	2-10 Appointment and selection of the main governance body	41	
	2-11 Chairman of the main governance body	41	
	2-12 Role of the main governance body in overseeing impact management	41 e 44	
	2-13 Delegation of responsibility for impact management	44	
	2-14 Role of the main governance body in sustainability reporting	-	
	2-15 Conflicts of interest	44	
	2-16 Communication on critical issues	46	
	2-17 Collective knowledge of the main governance body	47	
	2-18 Performance evaluation of the main governance body	The organization does not evaluate the highest governance body in relation to its performance in overseeing impacts on the economy, the environment and people	
	2-19 Remuneration policies	The organization does not have remuneration policies for Senior Management and the Board of Directors that are linked to the management of economic, social and environmental impacts	
	2-20 Process for determining remuneration	47 e 52	
	2-21 Annual total remuneration index	-	
	2-22 Statement on sustainable development strategy	-	
	2-23 Policy commitments	42	
	2-26 Mechanisms for consultation and raising issues	45 e 47	
	2-27 Compliance with laws and regulations	47	
	2-28 Membership of associations	47	
	2-29 Approach to stakeholder engagement	47	
	2-30 Collective bargaining agreements	47	
	2-24 Incorporation of policy commitments	42	
	2-25 Processes for redressing negative impacts	-	

Declaration of use INNOVA has reported in accordance with the GRI Standards for the period 01/01/2023 to 31/12/2023		
GRI 1 used GRI 1: Fundamentals 2021		
STANDARD GRI / OTHER SOURCE	CONTENT	LOCATION
Material topics		
GRI 3: Material Issues 2021	3-1 Process for defining material topics	4
	3-2 List of material topics	4
Climate Change		
GRI 3: Material Themes 2021	3-3 Management of material issues	23, 25 e 48
GRI 201: Economic Performance 2016	GRI 201-2 Financial implications and other risks and opportunities arising from climate change	-
GRI 305: Emissions 2016	GRI 305-1 Direct emissions (Scope 1) of greenhouse gases (GHG)	48
GRI 305: Emissions 2016	GRI 305-2 Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy purchases	23, 25, 26 e 48
GRI 305: Emissions 2016	GRI 305-3 Other indirect emissions (Scope 3) of greenhouse gases (GHG)	23, 25, 26 e 48
GRI 305: Emissions 2016	GRI 305-4 Intensity of greenhouse gas (GHG) emissions	23, 25 e 26
GRI 305: Emissions 2016	GRI 305-5 Reduction of greenhouse gas (GHG) emissions	48
GRI 305: Emissions 2016	GRI 305-7 Emissions of NOX, SOX and other significant atmospheric emissions	26
Ethics, integrity and compliance		
GRI 3: Material Themes 2021	3-3 Management of material issues	42
GRI 205: Fighting corruption 2016	GRI 205-1 Operations assessed for risks related to corruption	52
GRI 205: Fighting corruption 2016	GRI 205-2 Communication and training on anti-corruption policies and procedures	44

Declaration of use INNOVA has reported in accordance with the GRI Standards for the period 01/01/2023 to 31/12/2023		
GRI 1 used GRI 1: Fundamentals 2021		
STANDARD GRI / OTHER SOURCE	CONTENT	LOCATION
Ethics, integrity and compliance		
GRI 205: Fighting corruption 2016	205-3 Confirmed cases of corruption and measures taken	No cases of corruption were reported or identified in 2023
GRI 206: Unfair competition 2016	GRI 206-1 Legal actions for unfair competition, trust and monopoly practices	The Company does not have any lawsuits regarding unfair competition, trust and monopoly practices
Circular economy and post-consumption		
GRI 3: Material Themes 2021	3-3 Management of material issues	28 e 49
GRI 301: Materials 2016	GRI 301-1 Materials used, broken down by weight or volume	49
GRI 301: Materials 2016	GRI 301-2 Raw materials or recycled materials used	28
GRI 301: Materials 2016	GRI 301-3 Products and their reused packaging	28 e 29
GRI 308: Environmental assessment of suppliers 2016	GRI 308-1 New suppliers selected on the basis of environmental criteria	45
GRI 308: Environmental assessment of suppliers 2016	GRI 308-2 Negative environmental impacts of the supply chain and measures taken	45
Energy efficiency		
GRI 3: Material Themes 2021	3-3 Management of material issues	26 e 48
GRI 302: Energy 2016	GRI 302-1 Energy consumption within the organization	26 e 48
GRI 302: Energy 2016	GRI 302-2 Energy consumption outside the organization	There is no energy consumption outside the organization.
GRI 302: Energy 2016	GRI 302-3 Energy intensity	26 e 49

Declaration of use INNOVA has reported in accordance with the GRI Standards for the period 01/01/2023 to 31/12/2023		
GRI 1 used GRI 1: Fundamentals 2021		
STANDARD GRI / OTHER SOURCE	CONTENT	LOCATION
Energy efficiency		
GRI 302: Energy 2016	GRI 302-4 Reduction in energy consumption	26
GRI 302: Energy 2016	GRI 302-5 Reductions in energy requirements for products and services	We have no products with energy consumption reduction differentials.
Water and effluent management		
GRI 3: Material Themes 2021	3-3 Management of material issues	28 e 49
GRI 303: Water and effluents 2018	GRI 303-1 Interaction with water as a shared resource	49
GRI 303: Water and effluents 2018	GRI 303-2 Management of impacts related to water disposal	28
GRI 303: Water and effluents 2018	GRI 303-3 Water collection	28 e 29
GRI 303: Water and effluents 2018	GRI 303-4 Water disposal	45
GRI 303: Water and effluents 2018	GRI 303-5 Water consumption	45
Waste management		
GRI 3: Themes Materials 2021	3-3 Management of material issues	28 e 49
GRI 306: Waste 2020	GRI 306-1 Waste generation and significant impacts related to waste	52
GRI 306: Waste 2020	GRI 306-2 Management of significant impacts related to waste	28
GRI 306: Waste 2020	GRI 306-3 Significant spills	29 e 49
GRI 306: Waste 2020	GRI 306-4 Waste not destined for final disposal	49
GRI 306: Waste 2020	GRI 306-5 Waste destined for final disposal	49

Declaration of use INNOVA has reported in accordance with the GRI Standards for the period 01/01/2023 to 31/12/2023		
GRI 1 used GRI 1: Fundamentals 2021		
STANDARD GRI / OTHER SOURCE	CONTENT	LOCATION
Employee health, well-being and safety		
GRI 3: Material Themes 2021	3-3 Management of material issues	48
GRI 403: Occupational health and safety 2018	GRI 403-1 Occupational health and safety management system	18
GRI 403: Occupational health and safety 2018	GRI 403-2 Hazard identification, risk assessment and incident investigation	18 e 19
GRI 403: Occupational health and safety 2018	GRI 403-3 Occupational health services	19
GRI 403: Occupational health and safety 2018	GRI 403-4 Worker participation, consultation and communication with workers regarding occupational health and safety	19
GRI 403: Occupational health and safety 2018	GRI 403-5 Worker training in occupational health and safety	19
GRI 403: Occupational health and safety 2018	GRI 403-6 Worker health promotion	19 e 51
GRI 403: Occupational health and safety 2018	GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	18 e 19
GRI 403: Occupational health and safety 2018	GRI 403-8 Workers covered by an occupational health and safety management system	All direct and third-party workers are covered by the Occupational Health and Safety Management System
GRI 403: Saúde e segurança do trabalho 2018	GRI 403-9 Accidents at work	18 e 48
GRI 403: Saúde e segurança do trabalho 2018	GRI 403-10 Occupational diseases	19 e 51

Declaration of use INNOVA has reported in accordance with the GRI Standards for the period 01/01/2023 to 31/12/2023		
GRI 1 used GRI 1: Fundamentals 2021		
STANDARD GRI / OTHER SOURCE	CONTENT	LOCATION
Diversity, inclusion and equity		
GRI 3: Themes Materials 2021	3-3 Management of material issues	34 e 50
GRI 405: Diversity and equal opportunities opportunities 2016	GRI 405-1 Diversity in governance bodies and employees	50
GRI 405: Diversity and equal opportunities opportunities 2016	GRI 405-2 Ratio of basic salary and remuneration received by women to those received by men	50
GRI 406: Non-discrimination 2016	GRI 406-1 Cases of discrimination and corrective measures taken	There were no cases of discrimination during the reporting period.
Product or service quality and safety		
GRI 3: Material Themes 2021	3-3 Management of material issues	-
GRI 416: Consumer health and safety 2016	GRI 416-1 Assessment of health and safety impacts caused by categories of products and services	20
GRI 416: Consumer health and safety 2016	GRI 416-2 Cases of non-compliance in relation to health and safety impacts caused by products and services	The company recorded one case of non-compliance with laws or voluntary codes relating to health and safety.
GRI 417: Marketing and labeling 2016	GRI 417-1 Requirements for product and service information and labeling	20
GRI 417: Marketing and labeling 2016	GRI 417-2 Cases of non-compliance regarding product and service information and labeling	There were no cases of non-compliance in marketing, advertising, promotion and sponsorship during the period.
GRI 417: Marketing and labeling 2016	GRI 417-3 Cases of non-compliance in relation to marketing communications	There were no cases of non-compliance in marketing, advertising, promotion and sponsorship during the period.

Declaration of use INNOVA has reported in accordance with the GRI Standards for the period 01/01/2023 to 31/12/2023		
GRI 1 used GRI 1: Fundamentals 2021		
STANDARD GRI / OTHER SOURCE	CONTENT	LOCATION
Air quality		
GRI 3: Themes Materials 2021	3-3 Management of material issues	26
Non-material issues		
GRI 201: Performance Performance 2016	GRI 201-1 Direct economic value generated and distributed	37
GRI 204: Procurement practices 2016	GRI 204-1 Proportion of spending on local suppliers	45
GRI 401: Employment 2016	GRI 401-1 New hires and employee turnover	50
GRI 404: Training and education 2016	GRI 404-1 Average hours of training per year, per employee	50
GRI 404: Training and education 2016	GRI 404-2 Programs for improving employee skills and career transition assistance	32
GRI 404: Training and education 2016	GRI 404-3 Percentage of employees receiving regular performance and career development evaluations	We have not had any cases of child labor reported in Innova's operations or in our supply chain.
GRI 408: Child labor 2016	GRI 408-1 Operations and suppliers with significant risk of child labor cases	51
GRI 409: TFORCED or compulsory labor 2016	GRI 409-1 Operations and suppliers at significant risk of incidents of forced or compulsory labor	51
GRI 413: Local communities 2016	GRI 413-1 Operations with local community engagement, impact assessment and development programs for the local community	34
GRI 413: Local communities 2016	GRI 413-2 Operations with significant actual or potential negative impacts on local communities	The Company has no operations that generate negative impacts on local communities. These impacts are of a potential nature and likelihood: environmental pollution and noise pollution and audits



SUSTAINABILITY REPORT 2023

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