



Sustainability Report  
2024



# Summary

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# Message from the Leadership

GRI 2-22



## Lightning Strikes in the Same Place

Gone are the days when an investment should only be designed to survive the severity of the four mathematical operations. Now we must overcome the fury of the weather, an imponderable each day more predictable.

The year 2024 saw devastating rains in Rio Grande do Sul and drought in the Amazon River basin, exactly where our factories are located.

It was also a continuation of the global petrochemical downturn, aggravated by the global flood of Asian resins, favored by Russian natural gas as a cheaper input compared to our source.

In last year's message, for this report, I argued that the Company's most precious product is reliability: once again, we have been put to the test.

The flood blocked the area around our petrochemical plant in Triunfo (RS) and stopped production, but our polystyrene (PS) customers continued to be supplied by the petrochemical plant in Manaus (AM).

In the same way, the Amazon drought and its impact on river transport from Manaus did not prevent us from serving our plastics and resins customers through an expensive and complex naval mobilization. Everything we learned during the previous year's drought was put into practice and improved in order to handle both the inflow of raw materials and the outflow of our finished products, bioriented polypropylene (BOPP) films, polystyrene (PS) and polypropylene (PP) reels, as well as plastic beverage caps.

In the petrochemical area, we have mirrored industrial operations: North and South. In the processed plastics segment, according to the decision of the Administrative Council for Economic Defense (CADE), we may have the same strategy for BOPP films soon, with the acquisition of Polo Films industry.

Despite the climate and even because of its effects, the pages of this 2024 Sustainability Report will show industrial capacity expansions at all our plants: Innova was the first company in Brazil to submit projects to the Extended Special Regime for the Chemical Industry (REIQ), which stimulates investments.

This company's mantra is to always make available the best product under any condition: that's how it's always been. We invest under the laws of the four mathematical operations and in the knowledge that, yes, we need to be prepared: lightning strikes in the same place.

Enjoy your reading!

Lirio A. Parisotto

# About the report

GRI 2-2,2-3,2-14

Innova's 2024 Sustainability Report presents a comprehensive picture of the main achievements and initiatives carried out throughout the year in the environmental, social, operational, financial and governance pillars. The document presents data and results for the period from January 1 to December 31, 2024.

Its has been annually published since 2019, under the guidelines established by the Global Reporting

Initiative (GRI), and the preparation involves a careful analysis conducted by the Board of Directors, Executive Board and Sustainability Committee, which evaluated and validated the Materiality Matrix, as well as the whole information presented.

The structure of the Sustainability Report is organized into chapters that reflect the material issues identified as priorities for the Company's strategy, under permanent dialogue with its stakeholders.



Plant II, Triunfo (RS), petrochemical: implementation of the biomass patio cover, renewable energy.



## Materiality Matrix

GRI 3-1,3-2

The Materiality Matrix defines the priority themes in Innova's sustainability strategy. It was developed with the support of a specialized consultancy and approved by the Board of Directors. It was built in the following stages:

- Definition of the purpose, scope and methodology for identifying material issues;
- Mapping and analysis of stakeholders: customers, industry associations, employees and suppliers;
- Prioritization of topics based on the relevance attributed by stakeholders, executives and experts;
- Evaluation of results, considering socio-environmental and financial impacts;
- Validation by the Board of Directors and Senior Management, consolidating the strategic themes that make up this Sustainability Report.

The process is based on the concept of Dual Materiality: it evaluates both the financial and operational impacts and the socio-environmental consequences of Innova's actions.

## Material Themes 2024: Sustainable Development Goals



The materiality matrix provides a clear view on how the Company's operations can be aligned with the Sustainable Development Goals (SDGs) and the global sustainability agenda:

|                                       |  |  |  |
|---------------------------------------|--|--|--|
| Circular economy and post-consumption |  | Quality and safety of the product or service |  |
| Health, well-being and safety         |  | Climate change                               |  |
| Waste management                      |  | Water and effluent management                |  |
| Energy efficiency                     |  | Diversity, inclusion and equity              |  |
| Ethics, integrity and Compliance      |  | Air quality                                  |  |

## Stakeholder Engagement

GRI 2-29

The company maintains an active relationship with various stakeholder groups: customers, shareholders, employees, outsourced workers, suppliers, local communities, associations and sector organizations, through various communication channels.

The goal is to build solid, long-term bonds, understand the needs, expectations and opportunities of each group, manage risks and meet regulatory requirements. Communication is transparent and continuous, as is dialog.



## Profile

GRI 2-3

Videolar-Innova S/A is a privately-held, for-profit company with its head office at Avenida Torquato Tapajós, nº 5.555, Tarumã, Manaus (AM).

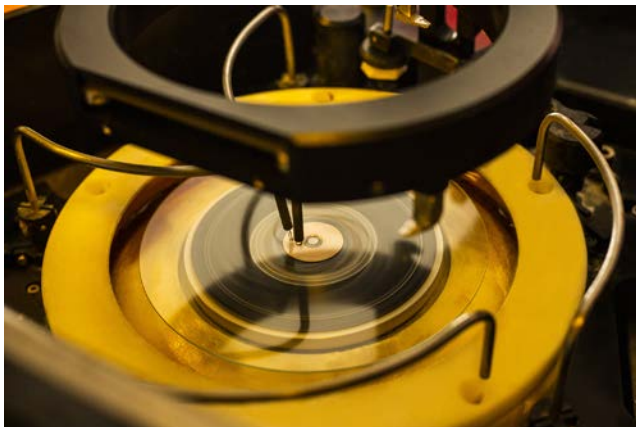
We are a Brazilian petrochemical company and manufacturer of transformed plastics. In the petrochemical area, we operate in the styrenic products segment, manufacturing ethylbenzene (EB), styrene monomer (SM) and polystyrenes: general use (GPPS), high impact (HIPS), expandable (EPS), ECO-PS® and PS-3D.

In plastics processing, we manufacture bioriented polypropylene (BOPP) films, polystyrene (PS) and polypropylene (PP) reels, as well as plastic caps for mineral waters, juices and soft drinks. Our products are at the heart of the economy and the production chain.

Our factories are strategically located: two in Manaus (Amazonas) and one in Triunfo (Rio Grande do Sul). Always close to our customers, industries from the north to the south of the country, and out to the world. The sales and administrative areas are located at the Head Office in Alphaville, Barueri (São Paulo).

Check out our movies

### Videolar, A History of Reinventions



### Innova: Products and Presence



## Who We Are Today and Where We Came From



Innova's DNA brings the history of its native company, Videolar, a manufacturer of blank and pre-recorded physical media carriers: VHS video tapes, audio cassettes, floppy disks, pen drives, CDs, DVDs and Blu-ray.

At the end of the 1990s, Videolar saw the chance to bring the company from its condition of the country's largest consumer of polystyrene to the new position of resin manufacturer. Polystyrene was the raw material for VHS tape cartridges and CD cases.

In 2002, the company built the first petrochemical plant in the North, supplying its own demand and that of industries such as the electronics and household appliances industries as well as office and school supplies, all located in the Manaus Industrial Pole. Thus, the media industry reinvented itself as a petrochemical industry.



## 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.



Plant II, Triunfo (Rio Grande do Sul), petrochemical: tanking area, doubled in 2023.

# 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

## Manaus (Amazonas)

Plant IV



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

## Alphaville, Barueri (São Paulo)

Headquarters



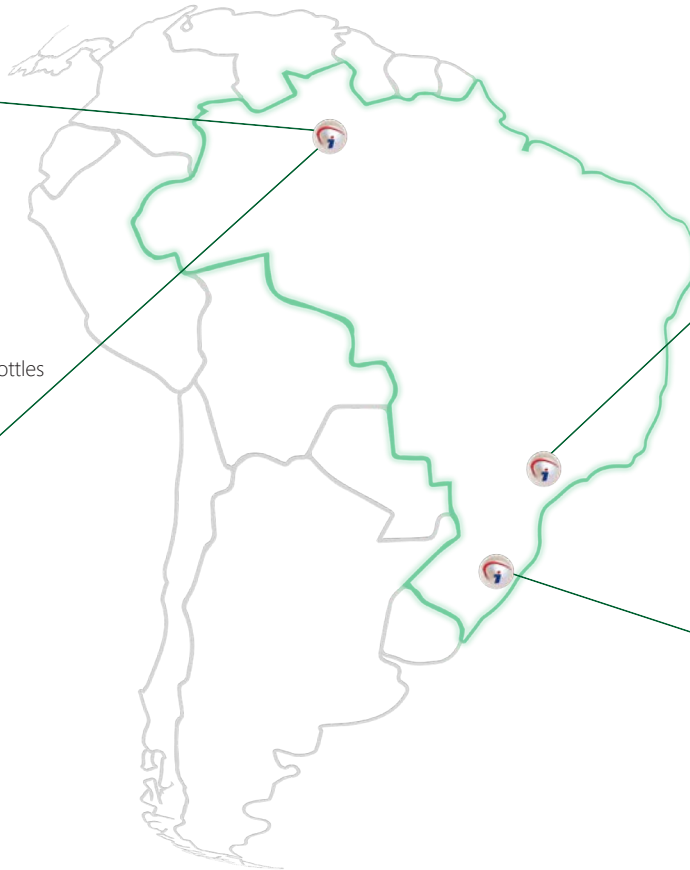
- Sales and Administration

## Triunfo (Rio Grande do Sul)

Plant II



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

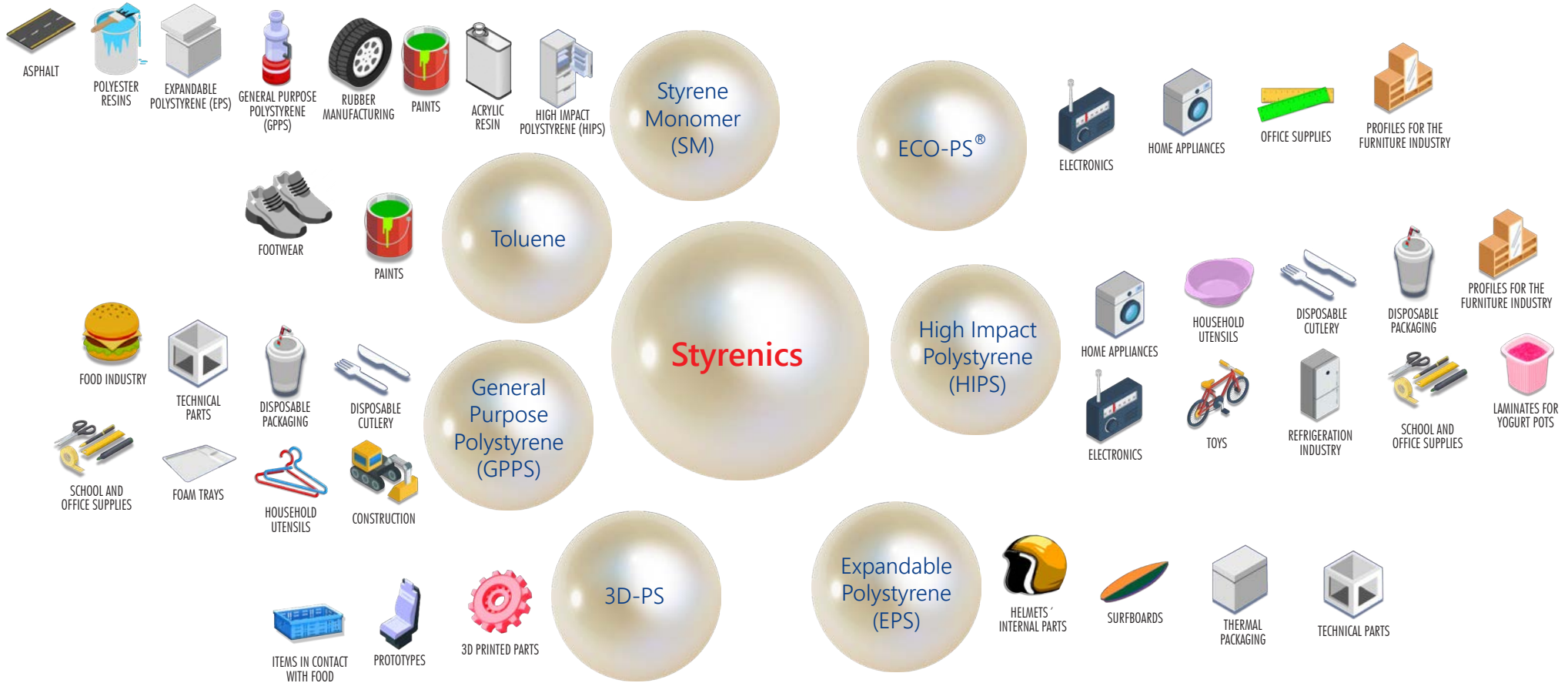


### SALES DISTRIBUTION

|           |     |         |     |
|-----------|-----|---------|-----|
| SOUTHEAST | 60% | NORTH   | 13% |
| SOUTH     | 17% | MIDWEST | 1%  |
| NORTHEAST | 6%  | EXPORTS | 4%  |

# Our Operations

GRI 2-6



## Styrene Monomer (SM)

Product used in chemical reactions to obtain resins. It is an essential raw material for our petrochemical resins.

## Toluene

Toluene is a high purity aromatic solvent. It is added to fuels as an anti-knock agent and used as a thinner for paints, coatings, rubbers and resins. One of the main characteristics of this product is its rapid evaporation, combined with its high solvency power.

## General Purpose Polystyrene (GPPS)

A 100% recyclable product, it is a transparent, rigid and non-toxic resin. Developed in grades that meet the specific needs of different market segments.

## High Impact Polystyrene (HIPS)

A 100% recyclable product, it is a resin with up to 12% rubber added, providing greater impact resistance. Developed in grades that meet the specific needs of different market segments.

## Expandable Polystyrene (EPS)

A 100% recyclable product, rigid cellular plastic with thermal and acoustic insulation properties. Innova's technology enables the production of expandable polystyrene beads that expand up to 50 times their size, a more sustainable alternative to the traditional process since it uses less water during production.

## ECO-PS®

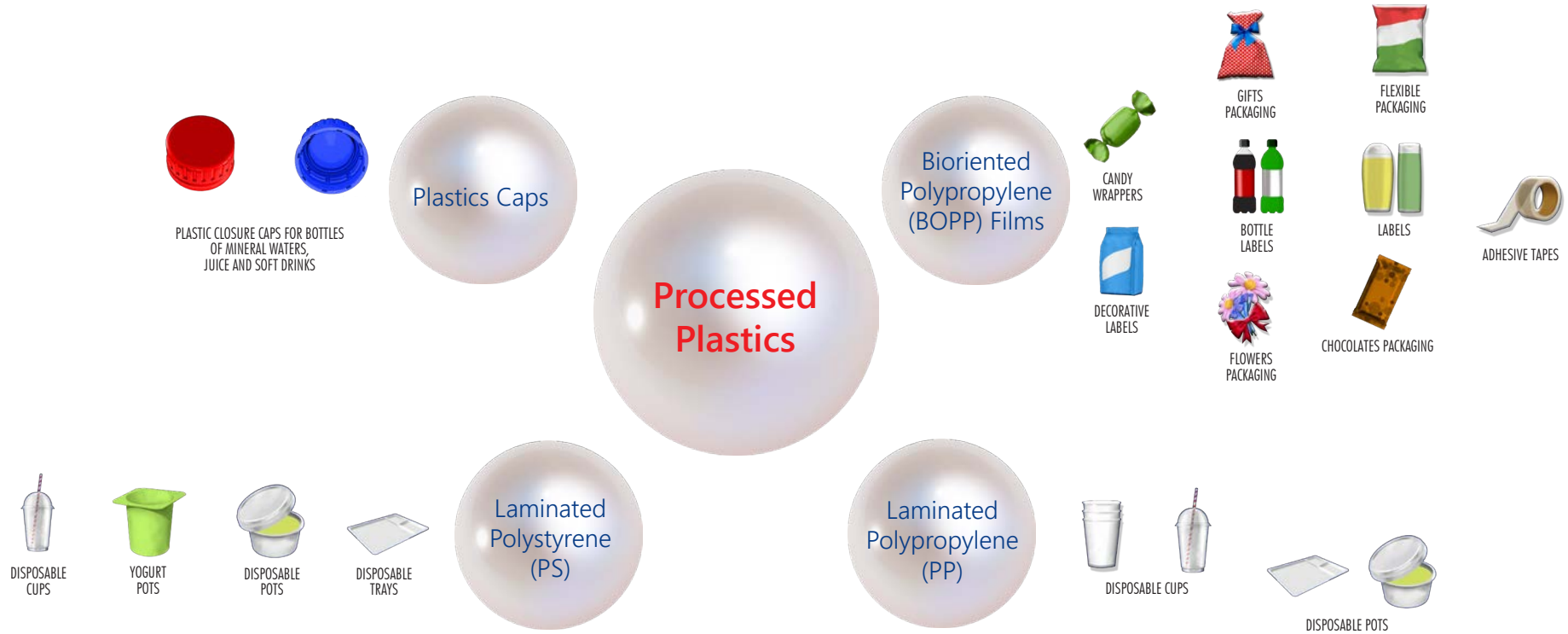
A 100% recyclable polystyrene, produced with up to 30% post-consumer (recycled) material in its composition and with mechanical properties similar to those of a product made from 100% virgin resin.

## 3D-PS

100% recyclable polystyrene, produced with up to 30% post-consumer (recycled) material in its composition and with mechanical properties similar to those of a product made from 100% virgin resin.

# Our Operations

GRI 2-6



## Bioriented Polypropylene (BOPP)

Films oriented in both directions, lengthwise and which gives them high resistance and flexibility. BOPP guarantees an effective barrier to prevent food from coming into contact with oxygen and humidity.

## Polystyrene (PS) reels

100% recyclable plastic laminates made in reels from polystyrene (PS) resins.

## Polypropylene (PP) reels

100% recyclable plastic laminates made in reels from polypropylene (PP) resins.

## Plastics Caps

100% recyclable products, the plastic caps are compression molded and their sealing technology guarantees high efficiency in retaining carbon dioxide (CO<sub>2</sub>). They are FSSC 22000 certified (Food Safety System Certification), a risk management standard for food and drink safety.

# Styrenics Productive and Integrated Chain



# Highlights 2024

## Huge Challenges, from the Climate to International Prices

The year 2024 saw a worsening of the global petrochemical industry's downturn while the company had its margins and profitability, even though sales volumes increased by 4%, gross sales by 15% and market share was preserved, in an unprecedented challenge:

### The New Climate Reality

GRI 3-3

#### May: rains in Rio Grande do Sul

The rains that hit the state of Rio Grande do Sul in May left the Triunfo (RS) petrochemical plant isolated. Even so, we ensured uninterrupted customer service from the petrochemical plant in Manaus (AM), while the mobilization in the south focused on helping employees affected by the weather catastrophe.

#### October: droughts in Amazonas

In October, the drought in the Amazon Basin affected the riverbeds and sharply increased logistics with a complex system of ferries and naval pilotage.

Innova has responded quickly to new environmental imperatives thanks to previous investments in production and storage capacity, as well as its strategic positioning in the north and south of the country, offering agile and regionalized service.



BR 386, Tabai-Canoas highway, Polo Petroquímico do Sul (Rio Grande do Sul)



Banks of the Rio Negro (Amazonas)

# Highlights 2024

## International Prices in Free Fall

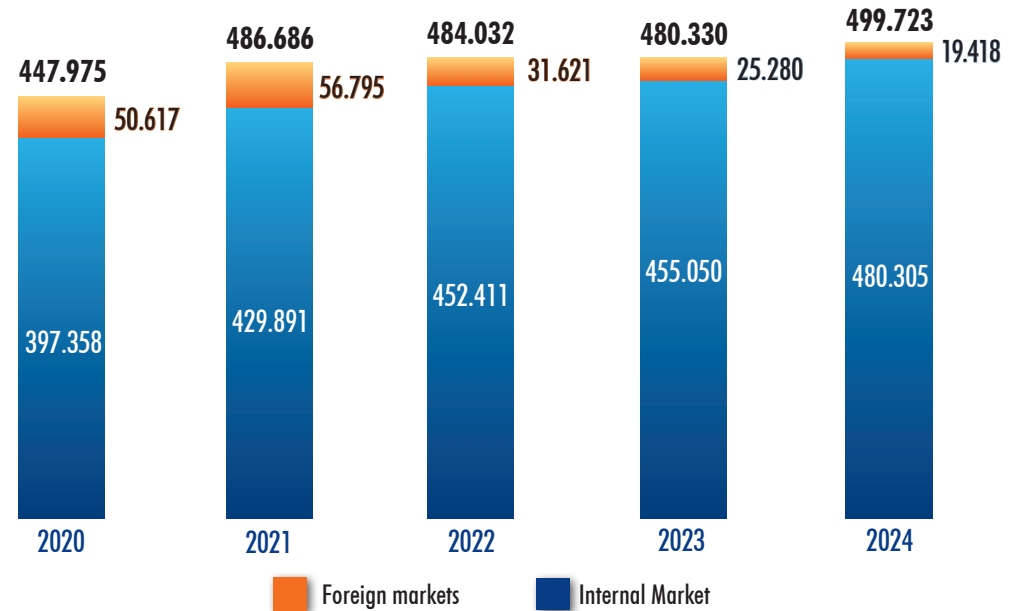
From October onwards, the free fall in international prices for our main products had its impact on the Company's prices.

On the international scene, the war between Russia and Ukraine and, as a consequence, the displacement of Russian natural gas to Asian countries, with their previously expanded industrial capacities, has caused a global oversupply of cheaper resins, undermining our competitiveness.

Still looking at the global scenario, there was a slowdown in consumption due to the general rise in interest rates: in the US, to unprecedented levels. In Japan and Europe, respectively, from zero and negative to positive.

Supply and demand were deeply affected, resulting in lower margins.

Sales volume in tons



# Highlights 2024

## New Cycle of Productive Capacities Expansions

The Company was a pioneer in submitting projects to the so-called Expanded REIQ, a version of the re-established Special Regime for the Chemical Industry (REIQ), suspended since 2022, which promotes production capacity investments.

On 04/03/2024, the first Term of Commitment was signed with the Ministry of Development, Industry, Commerce and Services (MDIC), with investments of around R\$49 million. Over the course of 2024, another four Terms of Commitment were signed,

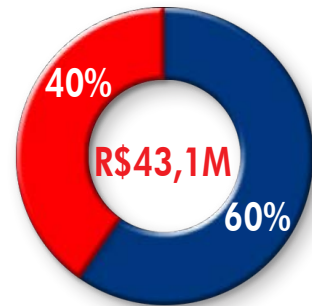
amounting to approximately R\$24 million, making a total of more than R\$73 million.

The investments, mobilized in the short term at our industrial plants in Triunfo (RS) and Manaus (AM), will be implemented between March 2024 and August 2025, with 42% earmarked for civil works and construction, 56% for machinery and equipment and 2% for other expenses.

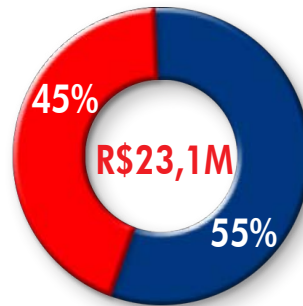
**R\$73,3 MI**  
TOTAL INVESTMENTS

**R\$44,3 MI**  
REALIZED IN 2024

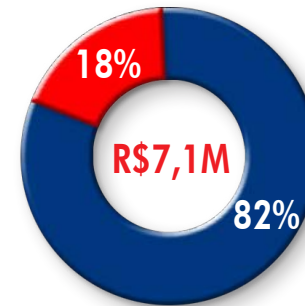
**R\$29,0 MI**  
EXPECTED IN 2025



Plant I, Manaus (Amazonas)



Plant II, Triunfo (Rio Grande do Sul)



Plant IV, Manaus (Amazonas)

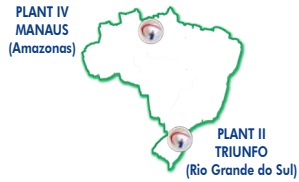
● Investments made 2024

● Planned Investments 2025



# Highlights 2024

## Expansion of ECO-PS®



Innova's investments follow an agenda of insertion into the circular economy, as is the case with ECO-PS® , the first Brazilian polystyrene with up to 30% post-consumer (recycled) material in its composition, preserving the mechanical properties of virgin resin.

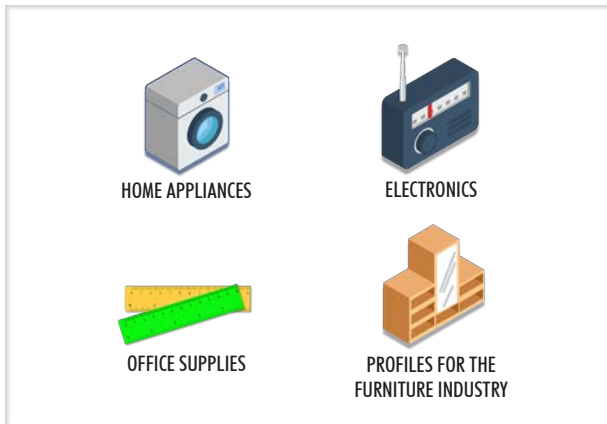
In addition to promoting the rational use of natural resources, the ECO-PS® project also moves the selective collection production chain, as is already happening in the city of Manaus, in a joint project between Innova, the Amazonas Association of Recyclable Materials Collectors (ASCARMAN) and the Sustainable Amazon Foundation (FAS).

# + 15,200

TONS/YEAR OF PRODUCTION CAPACITY

# R\$ 5,8 MI

INVESTMENTS



# ECO-PS®



# Highlights 2024

## Styrene Monomer (SM) Capacity Expansion



The new Rice Husk Storage and Dosing System as well as the Biomass Storage Yard Cover optimize the renewable fuel mix at the Steam and Power Generation Plant, increasing the effective capacity of the styrene monomer (SM) plant.

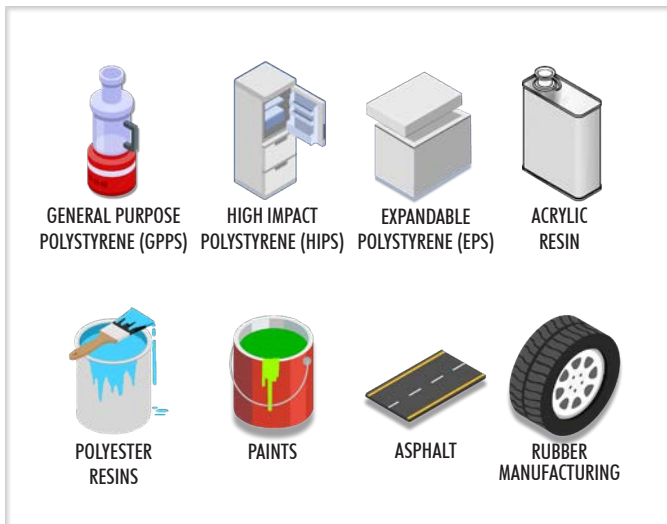
- Rice husk storage and dosing system:**  
 The two new elevated silos for the specific storage of rice husks (storage capacity of 1300 m<sup>3</sup>/silo) and elevators with capacity of 15.8 t/h to the transition silo of the boilers grant the correct dosage of chip and rice husk biomass.
- Covering the Biomass Storage Yard:**  
 The biomass yard cover keeps it protected from bad weather, such as rain, and preserves its calorific value, preventing fuel with high humidity.

# +8,000

**TONS/YEAR OF PRODUCTION CAPACITY**

# R\$ 18 MI

**INVESTMENTS**



Plant II, Triunfo (Rio Grande do Sul), petrochemical plant: installation of the biomass patio cover.

# Highlights 2024

## Polystyrene (PS) Capacity Expansion



The project increases the production capacity of general purpose polystyrene (GPPS) at Plants II and IV, the petrochemical plants in Triunfo (RS) and Manaus (AM) respectively, boosting agile and regionalized service to customers from the north to the south of the country.

It consists of the implementation of a new system for reprocessing polystyrene (PS) mills at Plant II in Triunfo (RS) and the installation of a Centrifugal Cooling Plant capable of removing volatiles from polystyrene (PS) at Plant IV in Manaus (AM).

**+ 14,000**  
TONS/YEAR OF PRODUCTION CAPACITY

**R\$ 6,4 MI**  
INVESTMENTS



# Highlights 2024

## Plastic Caps Production Expansion

PLANT IV  
MANAUS  
(Amazonas)



The project increases the production capacity and efficiency of plastic caps, with lighter and more sustainable items by replacing the weight from 2.50 grams to 2.10 grams per cap: rational use of resources and choice of monomaterial product, avoiding the mixing of resins and making it easier to recycle.

The plastic caps manufactured by Innova, 100% recyclable, are compression molded and their sealing technology guarantees high efficiency in retaining carbon dioxide (CO<sub>2</sub>), even in adverse conditions of temperature variation.

Innova's plastic caps manufacturing is FSSC 22000 certified (Food Safety System Certification), a globally recognized standard in risk management for food and beverage safety.

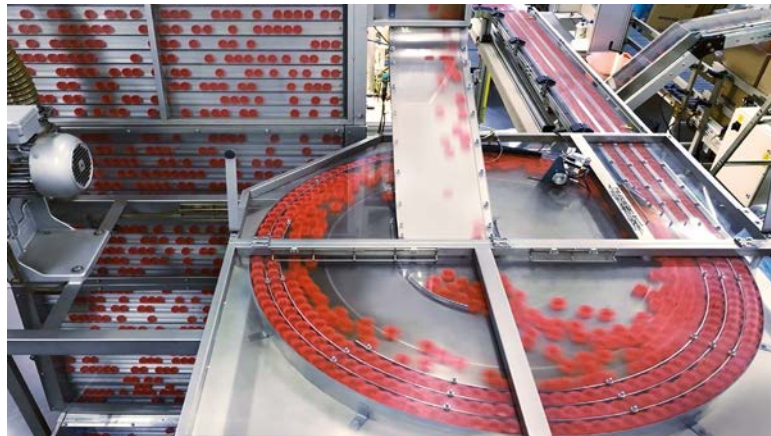


# + 1,2

**BILLION/YEAR OF PRODUCTION CAPACITY**

# R\$ 41,4 MI

**INVESTMENTS**



Plant I, Manaus (Amazonas): manufacture of plastic caps for mineral waters, juices and soft drinks.

# Highlights 2024

## Polystyrene (PS) and Polypropylene (PP) Reels Capacity Expansion

PLANT IV  
MANAUS  
(Amazonas)

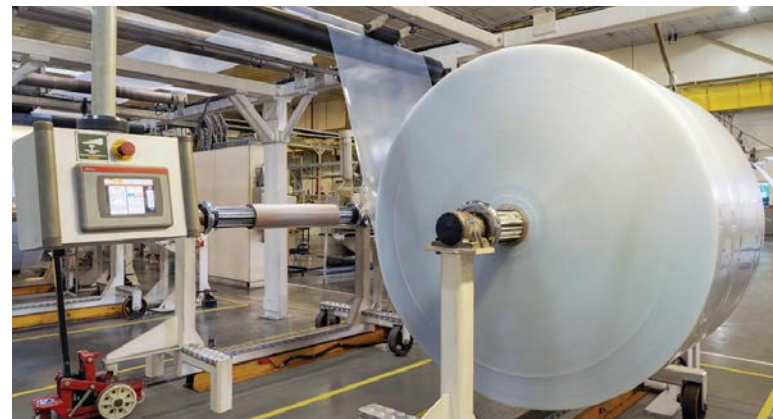


The project promotes an increase in production capacity and an improvement in the final quality of polystyrene (PS) and polypropylene (PP) reels, reducing machine adjustment time when changing coils, increasing reliability in the substrate thickness measurement process and reducing the reject rate and losses due to reprocessing.

The estimated capacity gain equals to 1,728 tons per year, an increase of approximately 10% in production capacity.

**+ 1,700**  
**TONS/YEAR OF PRODUCTION CAPACITY**

**R\$ 1,6 MI**  
**INVESTMENTS**



Plant I, Manaus (AM): manufacture of polystyrene (PS) and polypropylene (PP) reels.

# Highlights 2024



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

## Acquisition of Polo Films

*GRI 2-2*

In October 2024, the company signed an agreement to acquire Polo Films, a manufacturer of bioriented polypropylene films (BOPP) in Montenegro (RS). The operation aims to expand its presence in the BOPP segment, which the company has been producing since 2012 in Manaus (AM).

The investment follows a strategy previously adopted in the petrochemical business, with industrial plants located in Manaus (AM) and Triunfo (RS), in the north and south of the country: the model will allow greater flexibility in serving domestic and international BOPP customers, who will have production plants at their disposal at both ends of the country.

The aim is to increase the level of service in production and delivery to customers, guaranteeing greater product availability, even in the face of climatic difficulties experienced in 2023 and 2024. The transaction is subject to approval by the Administrative Council for Economic Defense (CADE).

# Highlights 2024

## Innovamos: Continuous Improvement Program



The Company has strengthened and expanded the program which seeks solutions and ways forward for operations based on the ideas of its own employees. In 2024, twenty-one new ideas were implemented, highlighting projects to increase production capacity, simplify processes and optimize resources, with an estimated financial benefit of R\$8 million/year.





# Corporate Governance

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-16, 2-19, 2-20, 2-21

In 2024, Innova added an independent member to its Board of Directors.

The Company also expanded its Performance Evaluation process with 360° feedback for leaders.

Innova's Corporate Governance is structured in accordance with applicable legislation, market principles and best practices, guided by the roles and responsibilities established in the Company's Bylaws.

The Board of Directors, is the company's highest guidance body and the link between shareholders and management, putting into practice transparency and agility in the sharing of information.

Innova adopts the Three Lines of Defense model, which comprises Audits, Internal Controls and Compliance.

The Internal Audit area is responsible for monitoring, evaluating and recommending improvements to internal controls, while the Independent Audit ensures the integrity of the financial statements.

The Corporate Governance Secretary reports to the Board of Directors and is responsible for supporting the operation of the company's governance system and helping to implement best practices.

Since its implementation in 2023, the Governance Portal has been an essential tool for improving governance processes and corporate issues. In 2024, it started being used on periodic meetings of the executive body, including Directors and Managers. In addition to transparency, agility and security in decision-making processes, it contributes to more efficient accountability in line with best practices.

Innova follows a structured process for the remuneration policies that includes established objectives, remuneration philosophy, market analysis, annual performance evaluations and periodic reviews. This takes place through continuous dialog with stakeholders, ensuring that the policies meet the expectations and needs of all interested parties.

Specialized consultants are also involved in the process, contributing to the definition of remuneration packages and ensuring alignment with the market.

During the year, the average increase in the total annual remuneration of all employees was 4.67%, considering adjustments applied by collective bargaining, merit or promotions.

Support committees, statutory and non-statutory:

- Sustainability Committee
- Credit and Collection Committee
- Audit Committee
- Tax Committee
- Compliance Committee
- Insurance Committee

## Statutory Committees

Innova's Board of Directors is supported by three statutory committees:

- **Sustainability Committee:**  
Design strategies so that sustainability, in all its aspects of responsibility is incorporated into the company's management.
- **Compliance Committee:**  
It promotes an organizational culture largely based on integrity, ethics and transparency. Operates in the detection, prevention and mitigation of risks, as well as ensuring compliance with standards applicable to the Company's business. The material received through the Reporting Channel is treated in their meetings, as well as the indicators from integrity assessments and training of suppliers.
- **Audit Committee:**  
Its mission is to support the Board of Directors in monitoring the integrity, quality and conformity of the accounting practices adopted in the preparation of the financial statements. The Committee also assesses the adequacy of policies, processes and internal controls related to management risks, ensuring compliance with applicable legal and regulatory requirements.

The rules of each committee, as well as their respective members and terms of office, are available on Innova's institutional website.

The process of choosing the members of the Board of Directors and its Committees considers as essential criteria their unblemished reputation, expertise and strategic vision, also certifying that they have no links with competitors or conflicting interests.



# Governance Structure

GRI 2-9, 2-11, 2-13, 2-16, 2-17, 2-18, 2-19

## Board of Directors

Innova's Board of Directors is responsible for defining and reviewing the strategic plan, including updating the purpose, Mission, Vision, Values, strategies and policies related to economic, environmental and social aspects and the budget, approving expansion and investment projects, defining capital remuneration, risk and contingency management, as well as establishing criteria and targets for employee profit sharing.

Operational management of these issues is assigned by the CEO to senior management executives, in accordance with the guidelines established by the Board. The appointment of executive-level positions and functions is decided at meetings of the Board of Directors and formalized by the CEO.

In the context of sustainable development, the Board plays a fundamental role by establishing guidelines, providing strategic oversight and approving policies and objectives. The Executive Board, in turn, leads the development and implementation of strategies, supervises their execution and carries out external communication, guaranteeing the integration of sustainability into business practices.

The Board of Directors is made up of five members, four men and one woman, elected individually by the Shareholders' Meeting for a three-year term, with the possibility of re-election.

In 2024, the Board met monthly to discuss strategic issues such as planning and budgeting, operational performance, sustainability, risk management, mergers and acquisitions relevant to the conduct and continuity of the Company's business.

The positions of Chairman of the Board of Directors and Chief Executive Officer of Innova are held by Lirio Albino Parisotto, the company's founder and controlling shareholder.

The members of the Board of Directors have specific training to perform their duties and keep their knowledge up to date with internal and external training, forums, congresses and events promoted by the associations of which the Company is a member.

The company does not have a formal process for evaluating the performance of the Board of Directors, either as a collegiate body or individually. However, the implementation of this process is planned.

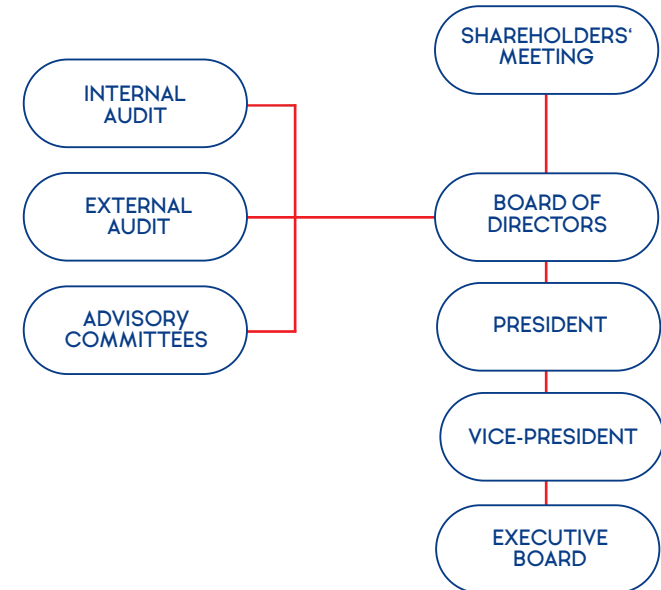
## Composition of the Board of Directors

Election and investiture in accordance with the Minutes of the Ordinary General Meeting held on 22/03/2022, as well as the Minutes of the Extraordinary General Meeting held on 06/08/2024 (Independent Director):

| Member                         | Position                 | Executive |
|--------------------------------|--------------------------|-----------|
| Lirio Albino Parisotto         | President of the Council | Yes       |
| Liz Vanin Parisotto De Gregori | Advisor                  | No        |
| Elie Linetzky Waitzberg        | Advisor                  | No        |
| Raphael David Wojdyslawski     | Advisor                  | No        |
| Luiz Fernando Furlan           | Independent Director     | No        |

Three-year term: until the 2025 Annual General Meeting.

Innova's governance is organized as follows:



The composition of the Board of Directors:

*GRI 2-11*

### Board of Directors

|                               |                               |
|-------------------------------|-------------------------------|
| Lirio Albino Parisotto        | CEO                           |
| Reinaldo José Kröger          | Vice-President                |
| Claudio da Rocha Filho        | Sales and Operations Director |
| José Lemos de Carvalho Junior | Chief Financial Officer       |
| Christian Barg                | Industrial Director           |

### Executive Board

The Executive Board, together with its teams, develops and implements sustainability strategies, carries out risk and opportunity assessments, promotes innovation and research, monitors the company's sustainable performance and ensures compliance with regulations and standards.

It is also responsible for ensuring the sustainability of operational processes, promoting stakeholder engagement and periodically publishing sustainability reports.

Critical issues are discussed at monthly meetings of the Board of Directors or at extraordinary meetings called by Senior Management. The company's performance is assessed through presentations of results and real-time monitoring reports, accessible to all executives and members of senior management, in addition to the annual management report.

Innova's governance also includes weekly executive meetings between the Board of Directors and Managers to monitor business goals and challenges, as well as impact mitigation strategies.

### Composition of the Advisory Committees of the Board of Directors

Three-year term synchronized with the Board of Directors and the date of the 2025 Annual General Meeting.

### 1) Audit (Impact Management: Risks/Controls)

| Member                        | Position                               |
|-------------------------------|--|
| Lirio Albino Parisotto        | CEO and Chairman of Board of Directors |
| Reinaldo José Kröger          | Vice-President                         |
| José Lemos de Carvalho Junior | Chief Financial Officer                |

Note: all are executives and no members are independent.

### 2) Sustainability (Impact Management: Environmental, Social and Governance)

| Member                         | Position                           | Executive |
|--------------------------------|------------------------------------|-----------|
| Liz Vanin Parisotto De Gregori | Advisor                            | No        |
| Reinaldo José Kröger           | Vice-President                     | Yes       |
| José Lemos de Carvalho Junior  | Chief Financial Officer            | Yes       |
| Claudio Rocha Filho            | Commercial and Operations Director | Yes       |
| Christian Barg                 | Industrial Director                | Yes       |

Note: no member is independent.

### 3) Compliance (Impact Management: Ethics and Integrity)

| Member                         | Position                | Executive |
|--------------------------------|-------------------------|-----------|
| Liz Vanin Parisotto De Gregori | Advisor                 | No        |
| Reinaldo José Kröger           | Vice-President          | Yes       |
| José Lemos de Carvalho Junior  | Chief Financial Officer | Yes       |

Note: no member is independent.



## Participation in Associations

GRI 2-28

Innova actively participates in various sector associations, contributing to the development of the industry and listening widely to debates on the challenges and opportunities of the markets in which it operates:



**Brazilian Chemical Industry Association (ABIQUIM):** Innova's Vice-President, Reinaldo José Kröger, holds a strategic position as a member of ABIQUIM's Board of Directors. The company also coordinates the Energy and Raw Materials Committee, as well as participates in the Expandable Polystyrene (EPS) Committee and the Responsible Care Program. In 2024, with the incorporation of the PLASTIVIDA Institute by ABIQUIM, environmental education actions were expanded, promoting conscious consumption and responsible disposal, as well as strengthening cooperation in the plastics chain.



**Brazilian Plastics Industry Association (ABIPLAST):** Innova actively participates in the committees for disposables, plastic caps (COFATAMPLAS), films (COFILMES), as well as being part of groups focused on technology and sustainability.



**Network for the Circularity of Plastics:** since its foundation in 2018, Innova has contributed to the initiative, which promotes the circular economy through innovation and engagement in the production chain. The company is active in the Design Hub and in the Life Cycle Analysis working group.



**Brazilian Packaging Association (ABRE):** Innova is a member of the Sustainability Commission and the Food and Beverages Committee, contributing to the development of tools such as the Environmental Self-Declaration Guide, which supports sustainable management in the sector.



**Industrial Development Committee of Polo-Sul Triunfo (COFIP):** Innova participates in the Consultative Community Council (CCC) and collaborates with initiatives that foster industrial development in the region, strengthen the production chain and promote improvements in local and regional infrastructure.



**Gaucha Association of Forestry Companies (AGEFLOR):** in 2024, Innova joined this organization, a benchmark in the forestry sector in Rio Grande do Sul. AGEFLOR provides data and statistics on cultivated forests, as well as essential economic indicators for the efficient management of natural resources, enabling the company to identify new opportunities, optimize processes and mitigate risks.



Innova supports and participates in the Annual Meeting of the Chemical Industry (ENAIQ), the most important event for the chemical sector in Brazil. The meeting promotes debates between government representatives, chemical industry leaders and academics, discussing future prospects, innovation and sustainability in the sector.

# Ethics, Integrity and Compliance

*GRI 3-3, 2-15, 2-23, 2-24, 2-25, 2-26, 406-1*

Innova has drawn up a set of clear and comprehensive internal policies to guide its activities: Anti-Corruption and Anti-Bribery Policy, Donations and Sponsorship Policy, Third Party Integrity Assessment Policy, Conflict of Interest Policy, as well as the Code of Conduct for Employees and Code of Conduct for Suppliers.



Among the commitments made are transparency in communication, periodic risk assessment and the direct involvement of senior management in strengthening the culture of compliance. The quantitative targets include indicators for training, compliance, complaints received, average resolution time and the issuing of reports, all of which will be fully met by 2024.

Throughout the year, the company expanded its training initiatives with face-to-face and online training for managers, as well as expanding the scope of suppliers subject to the Integrity Assessment Policy, ensuring their alignment with an ethical and transparent business environment.

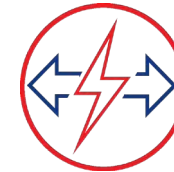
In 2024, Innova joined the Brazil Pact for Business Integrity, an initiative of the Office of the Comptroller General (CGU) that encourages companies to voluntarily make a public commitment to business integrity. As part of this guideline, the company carries out due diligence and integrity assessments of third parties so that all business relationships are established with suitable, ethical and upstanding partners.

Innova's practices are also in line with international human rights guidelines: the Universal Declaration of Human Rights, the Fundamental Conventions of the International Labor Organization (ILO) ratified by Brazil, the United Nations Guiding Principles on Business and Human Rights and the guidelines of the Global Reporting Initiative (GRI).

The company's employees are familiar with the commitments made and must apply them in their daily activities. Annual training on compliance issues covers the fight against corruption, harassment, discrimination, valuing diversity and the proper use of the Whistleblowing Channel.

## Conflicts of Interest

Innova adopts a rigorous process for identifying and managing potential conflicts of interest: the topics for discussion and deliberation by the governance bodies are previously organized by the Corporate Governance Secretariat, with the support of the Compliance and Legal departments. Before being included on the agenda, the topics are discussed with the Chairman of the Board of Directors to identify possible conflicts and adopt the appropriate measures, ensuring compliance with the Company's Bylaws, codes and internal policies.



If a possible conflict of interest is identified involving members of the decision-making bodies (Shareholders, Directors or Officers), the Company follows the guidelines of the Brazilian Corporate Law, which determines that the conflicting member abstain from voting on the matter in question. The measures adopted include analysis by specific committees, detailed records of all decisions, measures to isolate the parties involved, external monitoring and legal compliance.

Any conflicts of interest are widely disclosed in advance or during monthly meetings, ensuring total transparency. In the case of transactions between related parties, these are formalized through contracts and documented in the minutes of Shareholders' Meetings and meetings of the Board of Directors. These transactions are duly recorded in the company's internal controls and submitted for review by the independent external auditor, and are reflected in the annual financial statements.

Innova's clear and transparent corporate structure contributes to the agile and objective conduct of its business, minimizing the risk of conflicts of interest. The company ensures the disclosure of any context such as cross-shareholdings in other management bodies, cross-shareholdings with suppliers or stakeholders and guarantees alignment with the best corporate governance practices.

## Fighting Corruption

*GRI 205-1, 205-2, 205-3, 206-1*



In 2024, Innova improved its assessment of risks related to corruption and implemented the Conflict of Interest Policy, as well as the Self-Declaration procedure, applicable to all employees. During the period, no cases of corruption were reported or identified, and no legal action related to the issue was initiated.

## Reporting Channel

*GRI 417-1, 406-1*

Innova's Compliance department acts as a consultative and directive area, providing support to clarify doubts and ample educational material for instruction and risk mitigation throughout the organization. The creation and revision of corporate policies must be approved by the Internal Controls and Compliance departments, ensuring alignment with the company's guidelines and best governance practices.

Innova maintains its Reporting Channel, operated by an independent specialist company, available 24 hours a day, 7 days a week via website, telephone or app. Complaints are analyzed by a committee with the participation of senior management, and their indicators are shared with the external audit and, when necessary, with the internal audit.

The Reporting Channel reports to senior management on a monthly basis and to the Compliance Committee on a quarterly basis, in order to continuously monitor and improve governance and compliance practices.

The tool grants confidentiality and anonymity to whistleblowers, ensuring that all complaints are investigated properly, impartially and with strict procedures to avoid any kind of retaliation. In 2024, management was taken over by a new supplier, Contato Seguro, in a healthy move of alternation to continue improving and making the process more transparent.

The Complaints Channel also allows anonymous communication for suggestions for improvement.

Innova provides mandatory training on the use of the Reporting Channel to all employees and third parties who frequently work at its Plants. In addition, visual communication materials, such as signs and banners, have been strategically installed in high-traffic areas, including meeting rooms, changing rooms and restaurants.

In 2024, the company received forty-four reports through the Reporting Channel, thirty-two of which related to inappropriate conduct, five to violations of rules and seven suggestions for improvement. Of the total, twenty were considered well-founded, fourteen unfounded and ten inconclusive due to insufficient information for the investigation. Nine cases of misconduct were confirmed, resulting in the dismissal of two employees.

No cases of discrimination were recorded during the year. Innova pays constant attention to this issue, with successive training sessions on harassment, discrimination and diversity.

In addition to the Complaints Channel, Innova offers other means of receiving complaints and suggestions, such as the Ombudsman's Office, the Center's Community Advisory Council (at Plant II, in Triunfo, RS) and a specific system for managing Quality, Health, Environment and Safety (QHSE).



# Business Performance

## Sector and Market Context

In 2024, Innova operated in a challenging scenario, still against the backdrop of the global petrochemical downturn and the global interest rate hike: supply and demand were deeply affected.

The Asian resin, produced with the cheaper input of Russian natural gas, has undermined the country's competitiveness.

At the same time, two weather disasters directly affected the areas where the industrial plants are located, Triunfo (RS) and Manaus (AM) respectively.

All these opposing forces were countered by the company's essential strategy of maintaining industrial operations mirrored in the North and South, particularly in two aspects:

From the point of view of customer service reliability, the polystyrene produced in Manaus (AM) guaranteed

supplies when the petrochemical plant in Triunfo (RS) was interrupted by the weather catastrophe in May. The opposite happened in October, during the drought in the Amazon basin.

From a cost point of view, the possibilities of importing styrene monomer (SM) to the Manaus petrochemical plant as well as manufacturing it at the Triunfo (RS) petrochemical plant has acted as a price hedge for this essential raw material.

At the end of the year, tax rates were changed provisionally by the List of Exceptions to the Common External Tariff (LETEC). This includes 100 products from the Mercosur Common Nomenclature (NCM) on which it is possible to apply an import tax different from the tariff agreed between the members on purchases made by countries outside the South American bloc.

Styrene monomer (SM) was not included. Similarly, there was no practical effect on our polystyrene resin because a significant volume of imports into the country come from Colombia, under the Andean Pact's differentiated regime.



Plant II, Triunfo (Rio Grande do Sul): Steam and Electricity Generation Plant.

## Operational Efficiency and Performance

In 2024, Innova continued to invest in optimizing its production processes and improving the working environment, always taking into account operational excellence and employee well-being.

In terms of operational efficiency, the main project of the year was the optimization of the M2 high-impact polystyrene production plant in Manaus, resulting in an increase in its production capacity. A centrifuge was also installed to supply chilled water to the production process, ensuring the plant's operational reliability.

Another strategic milestone of the year was the consolidation of the operation of the Steam and Electricity Generation Plant at Plant II, the petrochemical plant in Triunfo (RS). It operated at full capacity throughout 2024, making it possible to save on steam costs. This efficiency was achieved despite logistical and climatic challenges, such as the interruption of the biomass supply due to flooding in Rio Grande do Sul.

Even under the conditions imposed by the floods at the Triunfo Petrochemical Pole (RS), the Steam and Electricity Generation Plant did not run out of biomass. The savings projected by its operation were actually delivered to an estimated value of R\$90 million.

At Plant II, the petrochemical plant in Triunfo (RS), a complete maintenance shutdown was carried out during the year, a significant step forward for the industrial operation. This action, which takes place every three years, required complex equipment replacements, guaranteeing operational excellence for the next cycles.

The expansion of the rice husk storage and dosing system and the covering of the biomass storage yard optimized the fuel mix at the Steam and Electricity Generation Plant, increasing the effective capacity of the styrene monomer (SM) plant.

In 2024, the migration of the SAP ECC system to SAP S/4HANA was completed, a strategic milestone: the new platform provides a more robust and secure base, aligned with market best practices and prepared for sustainable business growth.

The company gains in performance, reliability and scalability, supporting faster and more accurate decisions.

In addition, the pillars of information security and sustainability are strengthened, with a modern, efficient architecture aligned with digital transformation.

### Monthly Production Records

In July 2024, Innova achieved historic monthly production milestones, reflecting its ongoing commitment to operational excellence and the engagement of its industrial teams. The main results achieved during the period:



**Ethylbenzene (EB)**  
**38,183 ton**  
**Plant II**



**Bioriented Polypropylene Films (BOPP)**  
**5,828 ton**  
**Plant I**



**Polystyrene (PS)**  
**15,045 ton**  
**Plant IV**





Thomas Brenner Sousa Feitosa and Geter William Rebelo Silva: Plant I, Manaus (Amazonas)

## Quality and Safety of Products and Services

GRI 3-3

Innova establishes objective guidelines for developing new products and satisfying customer demands, especially with regard to sustainability. Strict criteria are used when selecting raw materials, monitoring production processes and managing logistics. Initiatives prioritize the responsible use of natural resources, reducing waste generation and, whenever possible, incorporating recycled or renewable materials into products. Today, a significant portion of Innova's production goes into packaging for the food industry, meeting the highest safety and quality standards.

The company is committed to exceeding the expectations of all stakeholders and offering safe products, following the principles and guidelines of the Integrated Management System Policy (SGI) and ABIQUIM's Responsible Care Program. Always with a focus on the continuous improvement of processes and operations and on the safety and health of employees and third parties.



The Integrated Management System (IMS) policy is aligned with the international FSSC 22000 certification, ensuring compliance with the best global practices in the food sector. In addition, all product categories are

continually assessed in relation to their impact on health and safety, in compliance with standards such as ISO 9001:2015 (Quality Management), ISO 14001 (Environmental Management), the RoHS Directive (Restriction of Hazardous Substances in Electrical and Electronic Equipment) and regulations from the National Health Surveillance Agency (ANVISA) for contact with food. Legal compliance is reviewed annually with the support of specialized consultants, guaranteeing full compliance with regulatory requirements.

Environmental and occupational impacts are identified and assessed using specific tools, such as the Environmental Aspects and Impacts Survey (LAIA) and the Hazards and Risks Survey (LPR). These make it possible to identify the real and potential impacts of the company's operations, establishing mitigating and preventive actions that ensure the protection of the environment and the health and safety of employees.



Innova Quality Week offers an extensive program for sharing between areas and expanding the knowledge that is essential to the standard of product excellence.

There were 481 participations in six lectures and 277 participations in face-to-face activities.

# Certifications



In the petrochemical sector, Innova stands out for its certification in the Responsible Care Program® of the Brazilian Chemical Industry Association (ABIQUM), obtained in 2021. This global initiative seeks the safe management of the chemical industry and the continuous improvement of its environmental, social, health and safety indicators. Currently, the certification is granted to only 16 Brazilian companies among the 108 effective members of ABIQUIM, out of a universe of 961 chemical industries in the country.



In 2024, Innova received its fourth star in the Zero Pellet Program - Operation Clean Sweep (OCS®), consolidating its commitment to reducing the loss of pellets, flakes and plastic powder into the environment. The certification, granted by ABIQUIM, reinforces the sustainable practices adopted by the company and its actions in line with the principles of the Plastics Sector Forum - For a Clean Sea.



Another important achievement for the company is the ISCC Plus certification (International Sustainability and Carbon Certification), obtained for the production of styrene monomer (SM) and bio-attributed and bio-circular polystyrenes (PS). The recognition attests to compliance with strict sustainability criteria, including the reduction of carbon emissions, the efficient use of resources and the promotion of responsible practices throughout the value chain. This certification represents a strategic advance in line with global best practices, strengthening Innova's position as a benchmark for sustainable development in the industrial sector.

In 2025, the company will begin the process of certification to ISO 45001, an international standard for occupational health and safety management, strengthening its processes and positioning as a benchmark for safety and quality in the sector.

# Quality Recognition

Innova was selected as a Supplier Excellence Awards 2024 supplier by Whirlpool, consolidating the company as a benchmark in the sector.





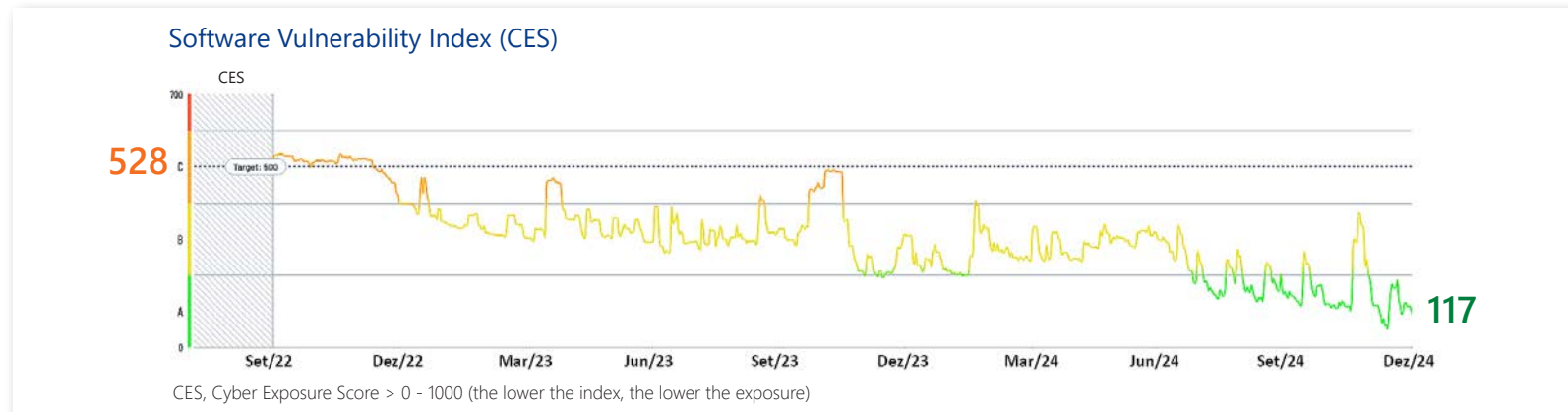
## Cybersecurity

Innova is intensely committed to cybersecurity and invests in mitigating vulnerabilities by updating software and strengthening the security culture with training and awareness-raising actions for employees. Today, the company is in Category A in vulnerability management, according to the international Cyber Exposure Score (CES).

In 2024, the company implemented cybersecurity monitoring in the industrial areas of bioriented polypropylene films (BOPP) and the Steam and Electricity Generation Plant, reducing vulnerabilities by 50% on the monthly average. This progress made it possible to classify the risk as Low (Class A), according to the assessment carried out by the Tenable tool.

Continuing the progress made in recent years, a new Advanced Email Protection and DLP Email feature has been implemented, providing greater security in corporate communications and prevention against cyber threats.

Innova uses renowned cybersecurity tools for SOC, SIEM, Advanced Email Protection and DLP, EndPoint Protection and Response, Vulnerability Management, Patch Management, Firewall, Inventory, Monitoring, as well as regular information security training, phishing simulations and pentests.



## Product quality and safety

*GRI 416-1, 416-2, 417-1, 417-2, 417-3*

The company provides Material Safety Data Sheets (MSDS) detailing the use, composition, precautions and disposal guidelines for all its products. Each one undergoes rigorous quality tests to ensure compliance with labeling requirements. In cases of non-compliance, there are clear and effective procedures for segregation, reprocessing or disposal, guaranteeing customer safety and satisfaction, as well as return or commercial compensation, when necessary.

The year 2024 passed without any cases of non-compliance in relation to product safety and, likewise, there were no records of legal infractions that resulted in fines, penalties or warnings for non-compliance with regulatory standards or any non-compliance.

# Economic and Financial Results

GRI 201-1

In 2024, Innova recorded growth of 4% in consolidated sales volume and 15% in gross operating revenue. The EBITDA margin remained stable in relation to 2023, reflecting austere financial management, maintaining liquidity, generating cash and distributing dividends to shareholders.



## Direct Economic Value Generated and Distributed

[GRI 201-1]

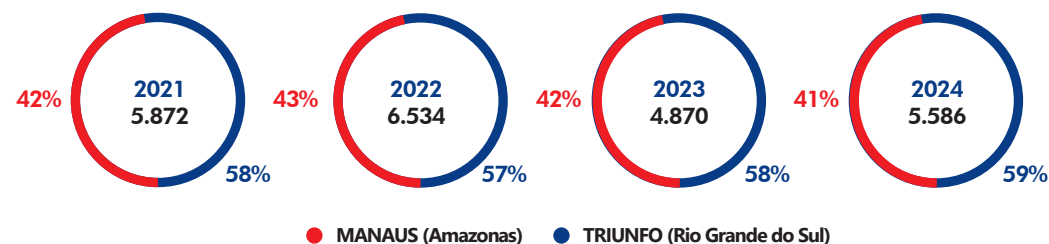
| In Thousands of Reais      | 2021      | 2022      | 2023      | 2024      |
|----------------------------|-----------|-----------|-----------|-----------|
| Generated Economic Value   | 6.142.894 | 6.793.093 | 5.116.788 | 5.765.493 |
| Economic Value Distributed | 3.910.006 | 4.302.757 | 3.464.629 | 3.879.062 |
| Retained Economic Value    | 2.232.888 | 2.490.336 | 1.652.159 | 1.886.431 |

## Economic and Financial Performance Videolar-Innova S/A

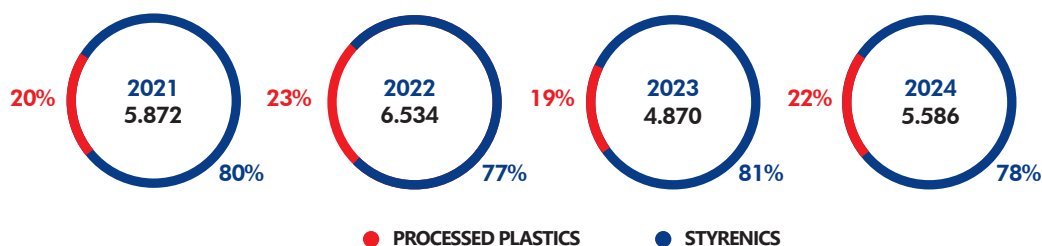
[GRI 201-1]

| In Thousands of Reais        | 2021      | 2022      | 2023      | 2024      |
|------------------------------|-----------|-----------|-----------|-----------|
| Total Assets                 | 3.817.645 | 4.225.983 | 4.515.202 | 4.768.080 |
| Shareholders' equity         | 2.788.518 | 3.611.696 | 3.819.601 | 3.977.060 |
| Indebtedness                 | -         | -         | -         | -         |
| Gross Operating Revenue      | 5.872.628 | 6.534.332 | 4.870.123 | 5.586.441 |
| Net Operating Revenue        | 5.174.223 | 5.729.123 | 4.282.660 | 4.854.246 |
| Gross Profit                 | 1.551.938 | 1.284.795 | 701.770   | 831.259   |
| EBITDA                       | 1.308.347 | 1.355.584 | 677.990   | 718.685   |
| EBITDA Margin (%)            | 25,29%    | 23,66%    | 15,83%    | 14,81%    |
| Financial Results            | 71.079    | 43.755    | 81.836    | 58.460    |
| Net Profit                   | 833.813   | 1.027.323 | 530.541   | 514.824   |
| Investments Realized (CAPEX) | 116.687   | 156.356   | 208.793   | 136.724   |

## Gross Sales by Geographic Origin (in R\$ MM)



## Turnover by Segment (in R\$ MM)





# Human Development

## Employee Management

GRI 404-2

The well-being and engagement of employees is an essential pillar at Innova: the company offers constant training and career development for everyone.

In 2024, Innova improved its People Cycle development assessment system by expanding the Nine Box methodology, with a more precise calibration of employee performance and potential. A network of evaluators with multiple perspectives was implemented: peers, clients, subordinates, immediate leadership evaluation for professional positions and self-assessment, increasing the transparency and assertiveness of the process.

Throughout the year, the Leadership Academy introduced new topics, such as crisis management, inclusive leadership and talent retention strategies. Participation was maintained for newly promoted or hired coordinators and specialists, and extended to Senior Sales Executives, covering middle to senior leadership levels.

The Conquer online course platform provides other employees with content in strategic areas: compliance and ethics, project management, technology, internal tools, communication, job security, data security, emotional intelligence, time management and productivity, as well as technical training in Excel and Power BI. In addition, the company has partnerships with educational institutions, offering discounts and opportunities for additional learning in free courses, languages and postgraduate courses.

In the Head Office, the new Living Room was delivered, a space designed to offer better resting conditions during lunch breaks, providing a more comfortable and cozy environment.

In the table below, the company presents the main figures in relation to employee management, with a history of previous years:

GRI 2-7

### Total number of employees, broken down by gender and region:

| Region       | City/State                  | 2022       |            |             | 2023       |            |             | 2024       |            |             |
|--------------|-----------------------------|------------|------------|-------------|------------|------------|-------------|------------|------------|-------------|
|              |                             | Men        | Woman      | Total       | Men        | Woman      | Total       | Men        | Woman      | Total       |
| Southeast    | Barueri - São Paulo         | 69         | 52         | 121         | 61         | 55         | 116         | 64         | 63         | 127         |
| North        | Manaus - Amazonas           | 564        | 98         | 662         | 552        | 97         | 649         | 592        | 104        | 696         |
| South        | Triunfo - Rio Grande do Sul | 234        | 43         | 277         | 225        | 40         | 265         | 230        | 52         | 282         |
| <b>Total</b> |                             | <b>867</b> | <b>193</b> | <b>1060</b> | <b>838</b> | <b>192</b> | <b>1030</b> | <b>886</b> | <b>219</b> | <b>1105</b> |

### GRI 2-8 - Non-employee workers

b. Total number of workers who are not employees and whose work is controlled by the organization, by sector in which they work.

| Sector  | 2023       | 2024       |
|---|------------|------------|
| Food and Restaurants                              | 33         | 23         |
| Security  | 26         | 33         |
| Cleaning  | 62         | 72         |
| Maintenance and Repair of Machinery and Equipment | 58         | 57         |
| Logistics, Toiletries and Production              | 58         | 52         |
| <b>Total</b>                                      | <b>237</b> | <b>237</b> |

### Total number of employees by type of work, broken down by gender and region:

| Gender       | 2021                  | 2022                  | 2023                  | 2024                  |
|--------------|-----------------------|-----------------------|-----------------------|-----------------------|
|              | Full-time (Permanent) | Full-time (Permanent) | Full-time (Permanent) | Full-time (Permanent) |
| Men          | 827                   | 867                   | 838                   | 886                   |
| Women        | 193                   | 193                   | 192                   | 219                   |
| <b>Total</b> | <b>1020</b>           | <b>1060</b>           | <b>1030</b>           | <b>1105</b>           |

| Gender       | CITY STATE                  | 2021                  | 2022                  | 2023                  | 2024                  |
|--------------|-----------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
|              |                             | Full-time (Permanent) | Full-time (Permanent) | Full-time (Permanent) | Full-time (Permanent) |
| Southeast    | Barueri - São Paulo         | 107                   | 121                   | 116                   | 127                   |
| North        | Manaus - Amazonas           | 659                   | 662                   | 649                   | 696                   |
| South        | Triunfo - Rio Grande do Sul | 254                   | 277                   | 265                   | 282                   |
| <b>Total</b> |                             | <b>1020</b>           | <b>1060</b>           | <b>1030</b>           | <b>1105</b>           |

GRI 2-4

In the 2023 report, of the 1,030 workers, 117 were classified as Without Workload Guarantee. However, this classification was wrong, as 100% of employees are permanent and work full time.

In 2024, there was a significant increase in hiring and a reduction in the turnover rate compared to the previous year, indicating progress in Innova's talent retention policies.

GRI 404-1

| Category     | 2023      |             |            |               | 2024       |             |           |               |
|--------------|-----------|-------------|------------|---------------|------------|-------------|-----------|---------------|
|              | Hiring    | Hiring rate | Shutdowns  | Turnover rate | Hiring     | Hiring rate | Shutdowns | Turnover rate |
| Men          | 57        | 7%          | 95         | 11%           | 113        | 13%         | 74        | 8%            |
| Women        | 18        | 9%          | 28         | 15%           | 46         | 21%         | 25        | 11%           |
| <b>Total</b> | <b>75</b> | <b>7%</b>   | <b>123</b> | <b>12%</b>    | <b>159</b> | <b>14%</b>  | <b>99</b> | <b>9%</b>     |

| Category     | 2023      |             |            |               | 2024       |             |           |               |
|--------------|-----------|-------------|------------|---------------|------------|-------------|-----------|---------------|
|              | Hiring    | Hiring rate | Shutdowns  | Turnover rate | Hiring     | Hiring rate | Shutdowns | Turnover rate |
| Barueri      | 12        | 10%         | 19         | 16%           | 23         | 18%         | 12        | 9%            |
| Manaus       | 46        | 7%          | 74         | 11%           | 98         | 14%         | 66        | 9%            |
| Triunfo      | 17        | 6%          | 30         | 11%           | 38         | 13%         | 21        | 7%            |
| <b>Total</b> | <b>75</b> | <b>7%</b>   | <b>123</b> | <b>12%</b>    | <b>159</b> | <b>14%</b>  | <b>99</b> | <b>9%</b>     |

| Category                | 2023      |             |            |               | 2024       |             |           |               |
|-------------------------|-----------|-------------|------------|---------------|------------|-------------|-----------|---------------|
|                         | Hiring    | Hiring rate | Shutdowns  | Turnover rate | Hiring     | Hiring rate | Shutdowns | Turnover rate |
| Under 30                | 30        | 16%         | 32         | 17%           | 84         | 38%         | 44        | 20%           |
| Between 30 and 50 Years | 43        | 6%          | 71         | 10%           | 66         | 9%          | 49        | 7%            |
| Over 50                 | 2         | 1%          | 20         | 14%           | 9          | 6%          | 6         | 4%            |
| <b>Total</b>            | <b>75</b> | <b>7%</b>   | <b>123</b> | <b>12%</b>    | <b>159</b> | <b>14%</b>  | <b>99</b> | <b>9%</b>     |

GRI 401-1

| Category                              | 2022       |            |            | 2023       |            |            | 2024        |             |             |
|---------------------------------------|------------|------------|------------|------------|------------|------------|-------------|-------------|-------------|
|                                       | Men        | Women      | Total      | Men        | Women      | Total      | Men         | Women       | Total       |
| Vice-Presidency and Senior Management | 25%        | 0%         | 20%        | 25%        | 0%         | 20%        | 25%         | 0%          | 25%         |
| Board of Directors                    | 100%       | 0%         | 100%       | 100%       | 0%         | 100%       | 100%        | 0%          | 100%        |
| Management                            | 100%       | 100%       | 100%       | 100%       | 100%       | 100%       | 100%        | 100%        | 100%        |
| Coordination                          | 100%       | 71%        | 92%        | 100%       | 100%       | 100%       | 100%        | 100%        | 100%        |
| Operational                           | 9%         | 41%        | 14%        | 98%        | 80%        | 95%        | 100%        | 100%        | 100%        |
| <b>Total</b>                          | <b>18%</b> | <b>45%</b> | <b>23%</b> | <b>98%</b> | <b>82%</b> | <b>95%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> |

In 2024, Innova reached the milestone of 100% of employees receiving regular performance and career development reviews in all categories, demonstrating significant progress compared to previous years.

GRI 404-1

## Training

In 2024, Innova made progress in training its employees with the implementation of the Skills Matrix, a structured model for mapping and developing essential skills in its operations. Classes were also formed for the Plastics and Petrochemicals Transformer Operator Program, aimed at technical qualification in the industrial units, and the Logistics Operator Program.

The company also carried out activities to develop middle management, continuing the training programs for managers.

| 404-1 Average number of training hours per year, per employee, per gender | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|
| Men   | 24   | 27   | 53   | 38   |
| Women   | 18   | 11   | 65   | 70   |

| 404-1 Average number of training hours per year, per employee, per functional category | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|------|
| Vice-Presidency and Senior Management  | 1    | 0    | 10   | 13   |
| Board of Directors   | 3    | 24   | 14   | 34   |
| Management   | 4    | 37   | 48   | 57   |
| Coordination   | 26   | 22   | 119  | 87   |
| Operational  | 23   | 24   | 42   | 48   |





Alison Claudio Karg: Plant II, Triunfo (Rio Grande do Sul)

## Health, Well-being and Safety

*GRI 3-3, 403-1, 403-7*

Innova comprehensively promotes the health and safety of its employees and third parties. In 2024, the company improved its Well-being Program, expanding initiatives such as workplace exercise, dental and nutritional care, as well as expanding the Innova no Pique outdoor running program. The Ergonomics Committee (COERGO) was set up at all industrial units.

Innova periodically carries out organizational climate surveys. One of the actions implemented as a result of these surveys was the creation of programs focused on promoting mental health, such as Supera, which offers psychological and legal advice through specialized consultancy, under total confidentiality.

In the context of continuous improvement of the safety culture, the company promotes ongoing actions to raise awareness and reinforce the Golden Rules of Safety, as well as the Communicate! program, which encourages employees to report unsafe conditions and behaviors, as well as possible accidents or incidents. The reports are received anonymously or identified, guaranteeing a safer and more transparent working environment.

### Health and Safety Management

*GRI 403-2, 403-4, 403-5, 403-6*

Innova adopts a rigorous Risk Management Program (PGR) and Occupational Health Medical Control Program (PCMSO), focused on identifying and mitigating risks. Operations follow procedures such as Preliminary Risk Analyses (APR), Work Permits (PT), Task Safety Analyses (AST) and Hazard and Risk Surveys (LPR), guaranteeing safety in all activities, in-house and outsourced.

Innova's processes involve handling flammable chemicals, working at heights, confined spaces and energized systems, requiring strict safety measures. The company adopts collective protection measures, work organization and the appropriate use of personal protective equipment (PPE).

One of the practices implemented is the LOTO (Lockout & Tagout) program, which locks out and signals dangerous energies, preventing accidents. In addition, the highest risk chemical products are carefully evaluated to mitigate potential impacts on health and safety.

All employees, whether in-house or outsourced, take part in an initial induction session, in which they are introduced to the company's overview, its safety guidelines and the main operational risks. Innova offers ongoing training in line with legal requirements, reinforcing the safety culture and preparing professionals to act in emergency prevention and response.

All industrial plants have Internal Accident Prevention Committees (CIPA), accessible communication channels (Reporting Channel, e-mail, intranet, committees and meetings), as well as Daily Safety Dialogues (DDS) and awareness campaigns. Employee representatives are actively involved through their trade unions, with Collective Bargaining Agreements (CBAs) recognized by both parties.

Innova also offers a wide range of health benefits for its employees, whether they are permanent, temporary or outsourced. Full-time workers have access to complementary health plans, reimbursement of medical expenses, psychological assistance and wellness programs. The clinics and health centers on site at the units also cater for employees on different types of contracts, including those with variable working hours.

The company has an Emergency Medical Service (PAME) at all its industrial plants. It also promotes initiatives aimed at preventing non-occupational diseases, such as a weight control and nutrition program, vaccination campaigns, oral health, health screening, cancer prevention, awareness and support for mental health and emotional well-being.

### Well-being and Occupational Health

*GRI 403-3, 403-8, 403-10*

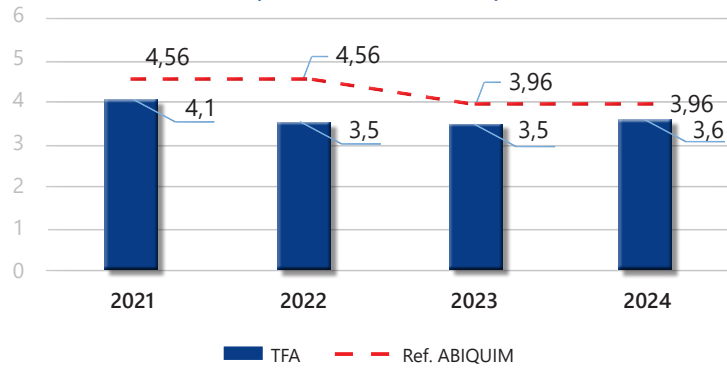
All the company's employees and third parties are fully covered by the Occupational Health and Safety Management System, which ensures the application of standardized practices for the prevention of occupational risks, promoting a safe working environment in line with the best regulatory and normative guidelines.

In the period reported, there were no records of occupational illnesses related to the performance of work activities. The occupational illness data includes full-time, permanent and temporary employees. In the case of contracted/outsourced workers, the reports are made by their companies for Innova to monitor.

In 2024, the Integrated Accident Rate, which covers all industrial units and the Central Office, including all own and third-party employees, was 3.62. This rate represents a reduction of 8.83% in relation to the chemical industry average, according to the Brazilian Chemical Industry Association (ABIQUIM).

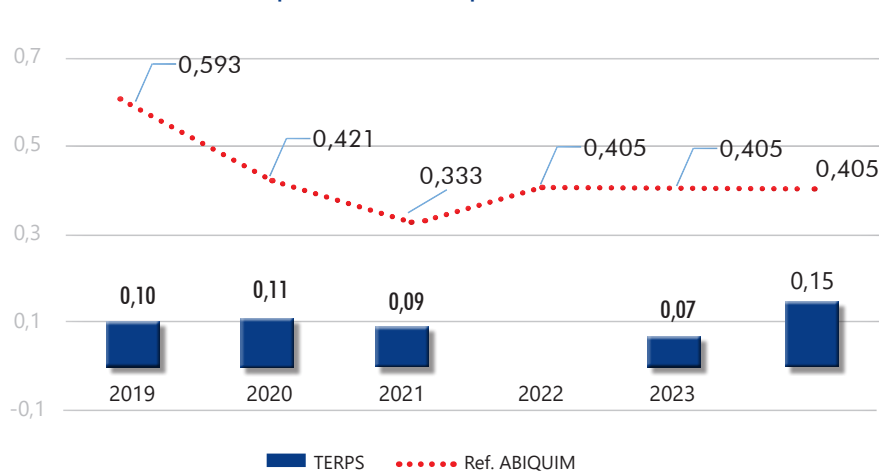
The main types of accidents recorded involved exposure to chemical substances, burns, equipment accidents, electric shock injuries and trauma. There were no incidents with serious consequences in the period.

Accident Frequency Rate - AFR (accidents per 1 million (of man-hours worked))



Process security

TERPS - Reportable Event Rate for Process Safety (TIER I AND II) Corporate (accidents per 200,000 man-hours worked)



## Diversity and Inclusion

### Diversity and Remuneration in Governance Bodies

GRI 405-1, 405-2

405-1a - Percentage of individuals in the organization's governance bodies by gender

|       | 2022 | 2023 | 2024 |
|-------|------|------|------|
| Men   | 75%  | 75%  | 80%  |
| Women | 25%  | 25%  | 20%  |

405-1b - Percentage of employees by job category and gender

|                                       | 2022       |            | 2023       |            | 2024       |            |
|---------------------------------------|------------|------------|------------|------------|------------|------------|
|                                       | Men        | Women      | Men        | Women      | Men        | Women      |
| Vice-Presidency and Senior Management | 80%        | 20%        | 80%        | 20%        | 83%        | 17%        |
| Board of Directors                    | 100%       | 0%         | 100%       | 0%         | 100%       | 0%         |
| Management                            | 86%        | 14%        | 80%        | 20%        | 77%        | 23%        |
| Coordination                          | 74%        | 26%        | 74%        | 26%        | 71%        | 29%        |
| Operational                           | 82%        | 18%        | 82%        | 18%        | 81%        | 19%        |
| <b>Total</b>                          | <b>82%</b> | <b>18%</b> | <b>81%</b> | <b>19%</b> | <b>82%</b> | <b>18%</b> |

405-1b - Percentage of employees by employee category by age

|                                       | 2022       |            |            | 2023       |            |            | 2024      |            |            |
|---------------------------------------|------------|------------|------------|------------|------------|------------|-----------|------------|------------|
|                                       | >=30       | 31-50      | >50        | >=30       | 31-50      | >50        | >=30      | 31-50      | >50        |
| Vice-Presidency and Senior Management | 0%         | 40%        | 60%        | 0%         | 40%        | 60%        | 0%        | 33%        | 67%        |
| Board of Directors                    | 0%         | 100%       | 0%         | 0%         | 100%       | 0%         | 0%        | 100%       | 0%         |
| Management                            | 0%         | 73%        | 27%        | 0%         | 70%        | 30%        | 0%        | 64%        | 36%        |
| Coordination                          | 1%         | 80%        | 18%        | 1%         | 80%        | 18%        | 1%        | 79%        | 20%        |
| Operational                           | 21%        | 67%        | 12%        | 21%        | 67%        | 12%        | 26%       | 61%        | 13%        |
| <b>Total</b>                          | <b>19%</b> | <b>68%</b> | <b>13%</b> | <b>18%</b> | <b>68%</b> | <b>13%</b> | <b>5%</b> | <b>67%</b> | <b>27%</b> |

405-2 Ratio of basic salary and remuneration received by women to those received by men

|                                       | 2022        |              | 2023         |             | 2024         |             |
|---------------------------------------|-------------|--------------|--------------|-------------|--------------|-------------|
|                                       | Base-Salary | Remuneration | Salário-base | Remuneração | Salário-base | Remuneração |
| Vice-Presidency and Senior Management | -           | -            | -            | -           | -            | -           |
| Board of Directors                    | -           | -            | -            | -           | -            | -           |
| Management                            | 89%         | 0,96         | 0,83         | 0,85        | 0,83         | 0,86        |
| Coordination                          | 105%        | 0,94         | 1,07         | 0,93        | 1,07         | 0,95        |
| Operational                           | 106%        | 0,87         | 1,03         | 0,85        | 0,97         | 0,82        |

When calculating the proportion of salaries between employee categories/gender, all operating units are taken into account; the figures are based on average salaries and remuneration by level and gender.



# Social Performance

## Relations with society

GRI 413-1, 413-2

Innova is committed to social development through structured projects and partnerships with a virtuous impact on the communities where it operates. The company invests in initiatives aimed at education, social inclusion and support for vulnerable groups, consolidating its role as a transforming agent.

In 2024, we highlight donations to families affected by floods in Rio Grande do Sul, the advance of benefits for employees and financial support for the most vulnerable.



In the fight against food insecurity, Innova supports the Prato Cheio (Full Plate) Project, which serves socially vulnerable populations in Manaus (AM). In partnership with the Amazonas State Government and the company Sodexo, Innova has a unit in the Compensa neighborhood, which offers around 6,000 balanced meals every month, with a menu prepared by nutritionists to guarantee the quality of food for the needy population.

Innova has no operations that have a direct negative impact on local communities and maintains preventive monitoring of environmental and noise pollution. Regular audits are carried out to ensure compliance with environmental standards and the minimization of risks, as well as fostering harmonious coexistence with the communities where it operates.

## Social Projects

GRI 413-1

The company is dedicated to the social development of the surrounding communities through various projects aimed at education, social inclusion, culture and assistance. One of the highlights is the Integral Development of Amazon Riverine Children and Adolescents Project (DICARA), carried out in partnership with the Sustainable Amazon Foundation (FAS), which serves indigenous riverine children and adolescents aged 0 to 17, as well as their families, offering free courses and thematic workshops focused on preventive health and complementary education in the Amazonas Conservation Units.

In 2024, the project served 560 families and 290 children and adolescents through different initiatives in Eirunepé, Manicoré, Maraã and Tefé.



In Eirunepé, six activities were carried out, including training for community health workers, environmental education workshops and computer and guitar courses, benefiting 94 families and 84 children and adolescents. In Tefé, the activities included a socio-educational workshop and two courses (guitar and IT), involving 291 families and 126 children and adolescents. In Maraã, a computer course was promoted, impacting 347 families and 771 children and adolescents.

In the municipality of Manicoré, the project only started in November 2024, due to the election period, with a baseline and an opening seminar.

The project has so far assisted 440 families and 262 children and adolescents.



The company supports the Ayrton Senna Institute, which develops studies and diagnoses to guide the implementation of public education policies, providing essential tools for public managers and educators.



Photo: Ayrton Senna Institute



In the health area, Innova supports Projeto Idoso, promoted by Santa Casa da Misericórdia de Porto Alegre (RS), which aims the acquisition of medical and hospital equipment for six hospitals in Rio Grande do Sul, providing faster diagnoses and better quality treatment for the elderly population.



In the field of education, the Virtuous Teachers Project, developed by VR Serviços Culturais, distributes free kits containing eight children's literature books and two pedagogical booklets to public school teachers and students.

### CASA DA CULTURA DE PARATY CÂMARA TORRES

Culture also has a place among the initiatives supported, such as the Paraty Symphony Orchestra Project, run by the Paraty House of Culture, which includes a two-year plan of activities for 2024/2025. This project aims to preserve cultural heritage, promote music and the arts, as well as providing educational activities and maintaining the cultural space.



The company participates in the Community Consultative Council (CCC) of the Southern Petrochemical Complex, through the Community Dialogue program, holding monthly meetings with community leaders to address local demands. In 2024, the Quarterly Face-to-Face Meeting was held with activities and talks. A highlight of the event was the presentation on the Coleta e Acerta project, the aim of which is to install four containers in the surrounding area so that the community can dispose of its waste properly and store recyclable waste.

During the year, the CCC also ran the SDG Project, with educational talks for community representatives and the drafting of proposals in line with the Sustainable Development Goals (SDGs). Due to the floods in Rio Grande do Sul, the project was reformulated to serve affected institutions, prioritizing actions to support local recovery.



Another important initiative is American Football (FAE FLAG), organized by Associação Voz Ativa, from Manaus, a franchisee of the NGO Gerando Falcões. The project brings Flag Football, a variation of American soccer without physical contact, to low-income young people in underprivileged communities in Manaus, using the sport as a tool for social inclusion and a gateway to educational courses and opportunities. Running since 2022, the project has already impacted 308 NGOs, 3,701 favelas and 205,245 people in 25 states.



# Environmental Performance

Innova's sustainability strategy is to use renewable energy sources and by 2024 it had achieved an 83% reduction in greenhouse gas emissions.

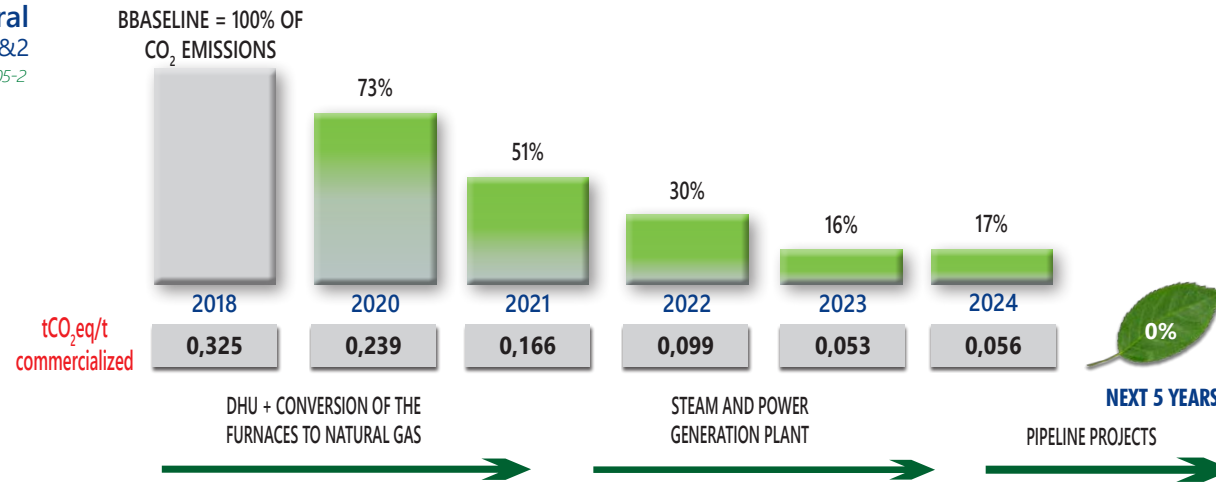
At Plant II, the petrochemical plant in Triunfo (RS), the Steam and Electricity Generation Plant runs the petrochemical plant from a 100% renewable source, biomass made from plant waste (chips, rice husks and sawmill leftovers) to replace fossil fuels (coal and fuel oil).

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. It creates a virtuous socio-economic impact, generating opportunities for Gaucho producers in the forestry chain within a radius of 380 km.

At the same time, the company is investing in improvements such as the reuse of internal streams, which reduces the generation of effluents and water consumption.

## On the Road to Carbon Neutral

ESCOPEES 1&2  
GRI 305-1, 305-2



Since 2017, the company has been preparing its GHG Inventory covering scopes 1 and 2, in accordance with the guidelines of The Greenhouse Gas (GHG) Protocol and the specifications of the Brazilian GHG Protocol Program. Emissions are monitored on a monthly basis, with indicators collected from the technical areas of the company's units.

Innova adopts strict control of projects aimed at reducing residual emissions and carries out technical and economic assessments for implementing improvements. The environmental impacts of new projects are always analyzed as a priority before implementation.

Twenty-six strategic suppliers were audited for potential environmental impacts in their supply chain, including nineteen suppliers of biomass for the Steam and Electricity Generation Plant.

The audits included the analysis of documentary compliance in health, safety and the environment, as well as the verification of labor aspects, such as the absence of child labor and labor analogous to slavery. Three suppliers were effectively blocked for failing to meet the established environmental criteria. Two of them implemented the required legal adjustments, which allowed them to return to the group in compliance.

## Climate Change

GRI 3-3



In 2024, the Company was once again recognized with the Gold Seal of the Public Emissions Inventory, awarded by the Brazilian GHG Protocol Program of the Getúlio Vargas Foundation (FGV). This recognition highlights the transparency in the management of Greenhouse Gas (GHG) emissions and the quality of data collection.

## Water transportation

Cabotage is a relevant alternative for transporting the production made at the Manaus units. In 2024, approximately 118,000 tons of finished products were transported in the North Region by cabotage, which emits less CO<sub>2</sub> per ton than road transport.

The company's logistics operations are based on sustainability, with the least possible impact, and the strategic geographical location of the industrial plants, North and South, optimizes delivery routes.

In the South, although road transport is usually used more to meet delivery deadlines, in 2024 the company transported approximately 13,400 tons by waterway, a choice that avoided the emission of 115 tons of CO<sub>2</sub>e, with a comparative reduction of 55%.

The table compares the environmental impacts of road and waterway transport, demonstrating the significant reduction in greenhouse gas (GHG) emissions:

| Modal        | Road (KM) | Emission (tCO <sub>2</sub> /ton) | Round trip emissions (tCO <sub>2</sub> /ton) |
|--------------|-----------|----------------------------------|--|
| Road GHG     | 364       | 0,196                            | 0,3915                                       |
| Waterway GHG | 352       | 0,087                            | 0,1745                                       |

## Decarbonization of the Chemical Industry

Innova showed an 83% reduction in greenhouse gas (GHG) emissions between 2018 and 2024, driven by its renewable energy matrix. This milestone was presented at the 1st Chemical Industry Decarbonization Strategy Workshop, held during World Environment Week in June 2024, bringing together representatives from the chemical sector and the government to discuss sustainable initiatives and the energy transition.

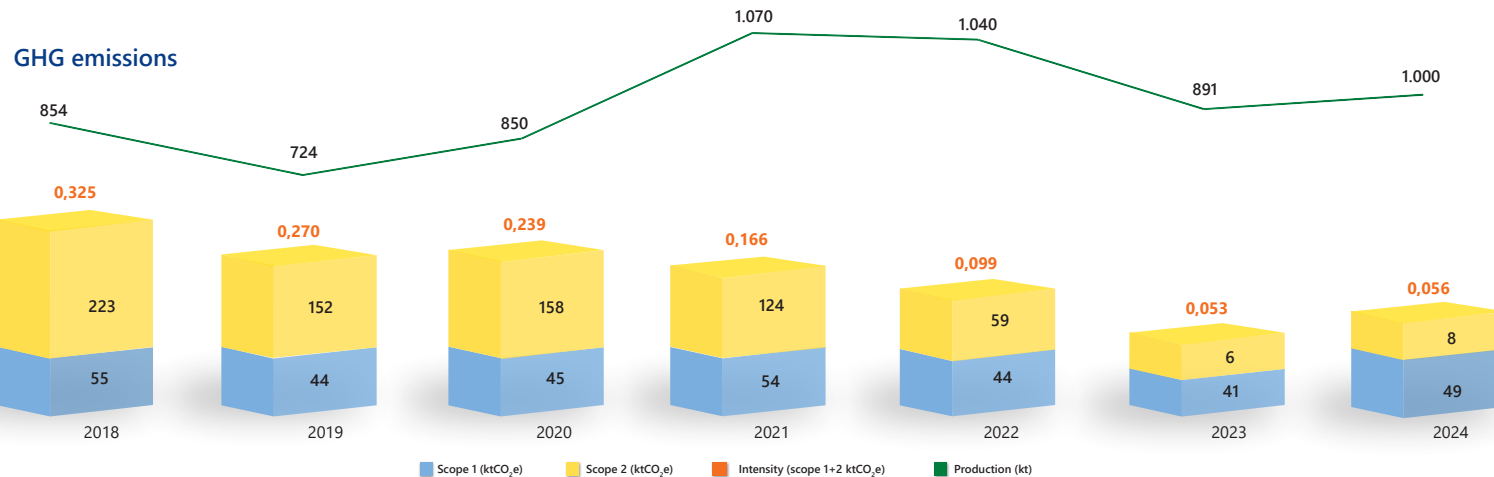


Dielinton Batista Moreira: Plant II, Triunfo (Rio Grande do Sul)

## Greenhouse gas (GHG) emissions

GRI 305-1, 305-2, 305-4

The results for 2024 are presented considering greenhouse gas (GHG) emission rates expressed in tCO<sub>2</sub>e and per ton of product (tCO<sub>2</sub>e/t prod.):



The 83% reduction in emissions in 2024 is slightly lower than the 84% achieved in 2023.

Innova is advancing the competitiveness, sustainability and decarbonization agendas for the coming years:

- Purchase of 100% renewable electricity for the Central Office in Barueri (SP);
- Electrification of furnaces in polystyrene production in Manaus (AM) and Triunfo (RS);
- Own generation and/or purchase of renewable electricity from the Interconnected System National (SIN) to the Manaus (AM) Plants.

## Climate management

One of the main initiatives in climate management in 2024 was the formation of strategic stocks of biomass and wood logs, ensuring the continuous supply of industrial plants, even in critical periods of restricted supply on the market.

Faced with the impacts of climate catastrophes, the mobilization was effective:

- In Manaus (AM), a complex ferry navigation system has been set up to overcome restrictions due to the drought and to allow the inflow of inputs and the outflow of finished products.
- In Triunfo (RS), the impacts of severe flooding were mitigated with the expansion of strategic stocks and the diversification of logistical alternatives, ensuring the supply and maintenance of operations.

Innova carries out operational simulations to analyze scenarios arising from climate change in the regions where its factories are located. These tests have made it possible to develop effective contingency plans.

In 2022, Innova carried out a detailed study on risks and opportunities related to climate change, following the methodology of the Task Force on Climate-Related Financial Disclosures (TCFD).

### Physical risks:

- Chronic: temperature rises and extreme heat events in all Plants.
- Acute: forest fires in Plants I and IV (Manaus, AM); flooding caused by extreme rainfall in Plant II (Triunfo, RS).

### Transition Risks:

- Political and Legal: increased pricing of greenhouse gas (GHG) emissions; new regulations for existing products and services; exposure to litigation.

### Technological Risks:

- Replacing products with low-emission alternatives;
- Costs associated with the transition to a low-carbon economy;
- Changes in consumer and customer behavior.

Innova invests in energy efficiency, the use of more sustainable raw materials and continuous assessment of climate impacts in order to mitigate identified impacts and capture opportunities..



## Reducing Emissions

GRI 201-2

Innova has significantly reduced its greenhouse gas (GHG) emissions through operational improvements and, above all, the energy transition.

The company has adopted the Marginal Abatement Cost Curve (MACC) approach, which makes it possible to assess the cost-benefit and impact of each project to reduce emissions and carries out periodic analyses to identify new opportunities in the use of natural resources and energy.

Emissions are calculated based on the GHG Protocol and ISO 14064 standards. The gases considered in the calculation include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>).

In 2024, Innova recorded a 19% increase in gross CO<sub>2</sub>e emissions and greenhouse gas (GHG) emissions compared to 2023. The growth was influenced by higher fuel consumption at Plant II in specific periods, mainly during the resumption of operations after scheduled shutdowns.

Adverse climatic events, such as the floods in Rio Grande do Sul, also caused impacts that contributed to this increase.

In scope 2, emissions were impacted by the higher coefficients of the National Interconnected System (SIN), resulting from the use of thermal energy.

## Air Quality

GRI 3-3, GRI 305-7

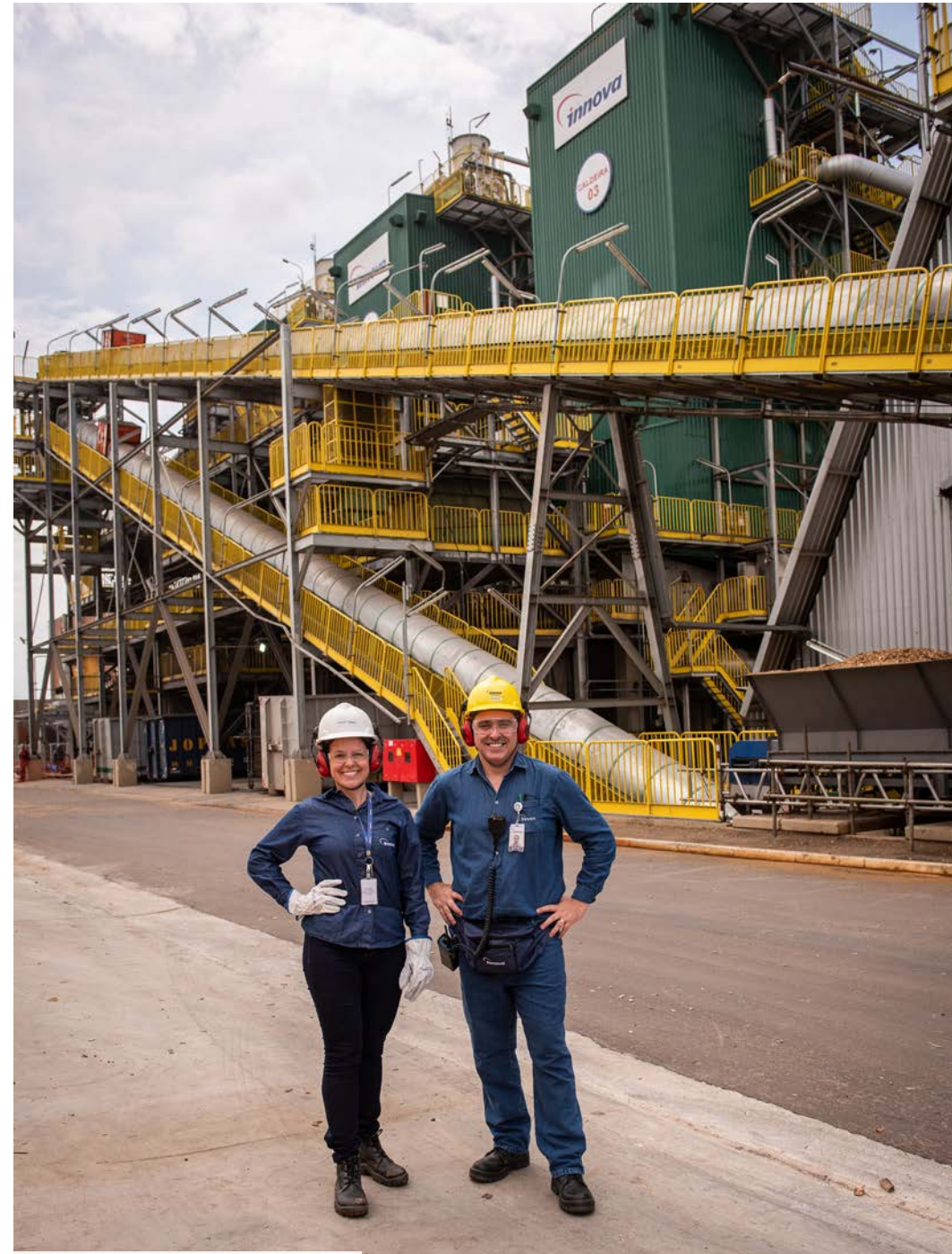
| Atmospheric emissions significant | 2021   | 2022   | 2023   | 2024   |
|-----------------------------------|--------|--------|--------|--------|
| SOx (Sulfur Oxides)               | 741    | 610    | 618    | 725    |
| NOx (Nitrogen Oxides)             | 35.160 | 28.346 | 33.515 | 33.697 |
| VOC (Volatile Organic Compounds)  | 77.109 | 94.376 | 78.121 | 79.092 |
| CO (Carbon Monoxide)              | 16.512 | 13.099 | 14.236 | 12.852 |
| PM (Particulate Matter)           | 2.114  | 1.747  | 1.631  | 1.426  |

Note: The historical series of Volatile Organic Compound (VOC) emissions was revised after identifying an error in the formula used, which underestimated actual emissions. The correction adjusted the values to more accurately reflect the emissions data. A slight increase in sulphur oxide (SOx) emissions was also observed in 2024, influenced by higher fuel consumption. The growth is associated with increased production and specific events, such as plant start-ups, which require higher energy consumption.

## Energy Efficiency

GRI 3-3

Energy efficiency is a strategic pillar for sustainability and operational excellence. From 2021, with the operation of the Steam and Electricity Generation Plant, the petrochemical company in Triunfo (RS) became self-sufficient.



Juliane Iara de Mello and Gabriel Ferri: Plant II, Triunfo (Rio Grande do Sul)

### GRI 302-1

In 2024, Innova's total energy consumption amounted to 4,695,900 GJ, of which 62% (2,914,296 GJ) came from renewable fuels used at the Steam and Electricity Generation Plant. Consumption of non-renewable fuels accounted for 27% of the total (1,297,710 GJ), while 11% (507,110 GJ) corresponded to electricity purchased entirely from the National Interconnected System (SIN).

| Total consumption from renewable sources (GJ) [GRI 302-1] | 2018 | 2019 | 2020 | 2021      | 2022      | 2023      | 2024      |
|---|------|------|------|-----------|-----------|-----------|-----------|
|   | 0    | 0    | 0    | 1.939.094 | 2.340.209 | 2.658.302 | 2.914.296 |

The renewable fuel consumed was biomass from solid plant residues of pine and eucalyptus wood, rice husks and sawmill scraps in the form of chips.

| Total consumption from non-renewable sources (GJ) [GRI 302-1] | 2018      | 2019      | 2020      | 2021      | 2022      | 2023      | 2024      |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
|   | 1.302.655 | 1.101.586 | 1.173.149 | 1.402.198 | 1.300.206 | 1.061.199 | 1.297.710 |

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 (OFFGÁS), dimethyl ether (DME), heavy waste from the ethylbenzene and styrene units (TAR) and purges from the polystyrene unit (SEB).

| Energy consumption (GJ)  | 2018      | 2019      | 2020      | 2021      | 2022      | 2023    | 2024    |
|--------------------------|-----------|-----------|-----------|-----------|-----------|---------|---------|
| Electricity consumption  | 617.419   | 652.562   | 723.723   | 592.709   | 607.590   | 464.386 | 507.110 |
| Fume consumption         | 2.246.073 | 1.514.439 | 1.599.418 | 1.121.664 | 571.504   | 15.254  | 0       |
| Total energy consumption | 2.863.492 | 2.167.001 | 2.323.141 | 1.714.373 | 1.179.094 | 479.640 | 507.110 |

| Energy sold (GJ) | 2018 | 2019 | 2020 | 2021   | 2022 | 2023    | 2024    |
|------------------|------|------|------|--------|------|---------|---------|
|                  | 0    | 0    | 0    | -7.117 | 0    | -11.383 | -23.216 |

| Total consumption (GJ) | 2018      | 2019      | 2020      | 2021      | 2022      | 2023      | 2024      |
|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
|                        | 4.166.147 | 3.268.587 | 3.496.290 | 5.048.548 | 4.819.509 | 4.187.758 | 4.695.900 |

Breakdown of the composition of the Sustainability Report (year 2024): (i) renewable fuels consumed, (ii) non-renewable fuels consumed, (iii) energy consumed (electricity and steam), (iv) energy sold (electricity) and (v) production (including intermediates) of Plants I, II and IV. [GRI 302-4] There is no energy consumption outside the organization. [GRI 302-5] The company has no products with energy consumption reduction differentials.

## Energy Intensity

GRI 302-3

A 4% reduction was achieved in the energy intensity indicator when comparing operations in 2024 and 2018 (the company's baseline).

Due to the strategic and competitive importance of energy in the petrochemical and plastics processing sector, the annual totals of renewable fuels consumed, non-renewable fuels consumed, electricity and steam consumption, and surplus electricity sold are publicly disclosed. [GRI 302-4](#)

| Energy intensity 302-3           | 2018      | 2019      | 2020      | 2021      | 2022      | 2023      | 2024      |
|----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total energy consumed (GJ)       | 4.166.147 | 3.268.587 | 3.496.290 | 5.048.548 | 4.819.509 | 4.187.758 | 4.695.900 |
| Production (kt)                  | 854       | 724       | 850       | 1.070     | 1.040     | 891       | 1.003     |
| Energy intensity (GJ/t produced) | 4,88      | 4,52      | 4,12      | 4,72      | 4,63      | 4,70      | 4,68      |

Types of energy included: fuel, electricity, heating, cooling and steam. Metric defined for the denominator: tons produced (including intermediates).

## Natural Resource Efficiency

In 2024, the company took a strategic step towards optimizing resources by implementing Life Cycle Analysis (LCA) of its products, with the aim of improving understanding of environmental impacts at all stages of the production cycle, from the selection of raw materials to disposal and recycling.

## Water and Wastewater Management

*GRI 3-3, 303-1, 303-2*

Innova guarantees legal compliance when collecting and disposing of water, obtaining the necessary licenses from regulatory bodies. The company monitors consumption from different sources (surface, underground and third-party) and adopts sustainable practices to optimize water use, reduce effluent generation and meet environmental requirements.

Effluent reuse is a constant practice: at Plant IV (Manaus, AM), 100% of the treated effluent is already reused in industrial processes. In 2024, Plant II (Triunfo, RS) implemented a project to reuse clean condensate at the Steam and Electricity Generation Plant, replacing the water previously used to replace cooling with a direct supply of demineralized water to the boilers. This initiative generated gains in energy efficiency and reduced water consumption.

Plant I (Manaus, AM) has begun technical and economic feasibility studies to implement a reuse model similar to the one adopted at Plant IV.

Each of the industrial plants adopts specific processes for the treatment and disposal of effluents:

- **Plant I (Manaus, AM): Biological Effluent Treatment Plant.**
- **Plant IV (Manaus, AM): Integrated chemical and wastewater treatment plant biological, which allows 100% of the effluent generated in the processes to be reused interns.**
- **Plant II (Triunfo): effluent is sent for external treatment by third parties, using physical-chemical processes and tertiary polishing.**

Effluent quality is monitored regularly, ensuring compliance with environmental standards and current operating licenses. In the event of non-compliance, corrective and preventive actions are taken.

In 2024, there was an 18% increase in the effluent generation rate, reaching 0.57 m<sup>3</sup> per ton produced, due to impacts on the quality of clarified water at Plant II. On the other hand, the water consumption rate remained stable at 1.81 m<sup>3</sup> per ton produced, reflecting the benefits of the reuse projects implemented.

## Waste Management

*GRI 3-3, 306-1, 306-2*

Innova adopts waste management based on good environmental practices, guaranteeing the prevention of pollution and the reduction of operational impacts. Following the guidelines of ISO 14001 and ABIQUIM's Responsible Care® Program, the company continually seeks more efficient technologies and sustainable solutions. The Integrated Quality, Safety, Environment and Health Policy (QSMS) guides actions aimed at compliance with environmental legislation and alignment with the Sustainable Development Goals (SDGs).

Based on local regulations and internal quality and approval procedures specific to each Plant, Innova adopts a systematic approach that prioritizes the non-generation, reduction, reuse, treatment and environmentally appropriate disposal of waste.

Currently, 93% of the waste generated by the company is destined for reuse, recycling, composting or energy recovery processes carried out externally, including materials such as paper, plastic and hazardous waste. Once sorted, the waste is sent to licensed companies audited by the company's technical areas, which guarantee compliance with environmental regulations. Whenever possible, priority is given to suppliers capable of recovering or reusing the waste, either by converting it into energy or for other purposes.

In 2024, Innova recorded a significant reduction in the generation of hazardous waste, with a 46% decrease compared to the previous year. This variation is directly associated with the absence of a scheduled maintenance stoppage at Plant II, which took place in 2023, with a higher volume of waste. The 2024 scenario reflects a return to normality.

With regard to the generation of non-hazardous waste, the company achieved a 22% reduction in 2024, influenced by the work carried out at Plant II and the maintenance stoppage in 2023, which had an impact on the volumes generated in the previous period.

Total waste generation fell by 23%. Furthermore, considering only the waste generated, not including that from construction sites, there was a 29% reduction in the generation rate, with the indicators showing 18.44 kg per ton produced in 2024 (the previous year, the total was 25.80 kg per ton produced). This sharp reduction is also directly related to the maintenance stoppage in the last cycle.

With regard to disposal, Innova has maintained its policy of prioritizing solutions that promote recycling, reuse, reuse or energy use, such as co-processing.

It is important to note that the figures for waste from construction sites in 2023 have been revised, causing adjustments to the previously published figures.

In 2024, the company demonstrated consistent results in its reuse policy. In cases where non-generation was not possible, it directed its efforts towards maximizing the reuse of the waste generated.

## Audits

Innova guarantees environmental compliance and the proper disposal of waste through periodic audits of suppliers, checking licenses and regulatory standards, including registrations with the Brazilian Institute for the Environment and Renewable Natural Resources (IBAMA). All Plants have Solid Waste Management Plans (PGRS), ensuring that materials are identified, classified and disposed of correctly. Awareness-raising activities are also carried out with employees and partners, reinforcing good practices for storage and sustainable disposal.

## Circular Economy and Post-Consumption

*GRI 3-3, 301-1, 301-2*

Innova has the circular economy as one of its strategic pillars, promoting the development of innovative and sustainable solutions for the efficient management of plastic waste. In this context, the Research & Development area plays a key role, investing in the creation of new products with recycled raw materials, as well as supporting external initiatives aimed at the collection and proper disposal of plastic, fostering partnerships with associations and communities to increase the positive impact on the sector.

ECO-PS® is one of the company's main advances in the circularity of materials, being a high-impact polystyrene that incorporates up to 30% post-consumer content without compromising its mechanical properties. This project began in Manaus (AM) and stands out for its contribution to local recycling, driven by the partnership with the Sustainable Amazon Foundation (FAS) and support for the Amazonas Association of Waste Pickers (ASCARMAN).

In 2024, ECO-PS® production was expanded to Plant II (Triunfo/RS), increasing the production capacity of the ECO-PS® lines to 12,500 tons per year. The move allowed for greater efficiency in the incorporation of recycled inputs, strengthening the competitiveness and sustainability of operations.



Production at the two plants facilitates the availability of ECO-PS® throughout Brazil and encourages the recycling of polystyrene (PS) with a focus on each region. Assembly was completed and operations began at Plant II in November 2024, consolidating the company's commitment to environmentally responsible solutions and diversifying its product portfolio.

Innova's ECO-PS® meets the market's demand for recycled, sustainable materials in line with the circular economy. The product caters for a wide range of applications, including electronics, household appliances, office supplies and industry in general. As well as promoting the efficient use of natural resources, the project boosts the selective collection production chain, as exemplified by the partnership with ASCARMAN and FAS in Manaus.



## Research & Development

In 2024, Innova's Research & Development (R&D) area made significant progress in innovation and sustainability, focusing on the circularity of polystyrene (PS), improving materials and obtaining strategic certifications (read more in the Certifications section on page 35).

One of the main highlights was the optimization of internal and external processes to improve the properties of ECO-PS®. Innova is currently facing the challenges of homologation for food contact packaging, under ANVISA regulation. There is also the goal of stabilizing color differences in the recycled material.

The company was present at national and international events on circularity, incorporating global technical and regulatory perspectives. Among the highlights were the 3rd ICIS Recycled Polymers Conference Europe, held in Berlin, and the Plastic Waste Free World Conference & Expo 2024, in Cologne, Germany. These meetings discussed developments and prospects for recycling technologies, the importance of waste management for correct disposal and recovery, as well as regulatory and legislative updates that will impact the recycled polymers market in the short and medium term.

Another advance in the R&D area was the development of types of polystyrene (PS) produced by extrusion, aimed at durable goods, household appliances and electronics, guaranteeing improved properties and meeting specific market requirements.



## Tampinha Legal

This social and environmental program has collection points in the states of Rio Grande do Sul, Santa Catarina, Minas Gerais, São Paulo, Alagoas, Pernambuco, Goiás, the Federal District and Bahia. All proceeds from the sale of plastic caps go to charitable organizations.

In all, 97,930 caps were collected in 2024.



## Recycle Cities

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

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

The event supported by Innova served as an incentive to expand the project to other beaches: Recicla Praia Grande and Recicla Bertioiga. Approximately 86 tons of plastic packaging correctly disposed of, clean and dry

In the area of expandable polystyrene (EPS), Innova has developed solutions for special applications, including a high-density product for helmets, with superior mechanical resistance.

In 2024, Innova also expanded its operations in reverse logistics and the incorporation of recycled materials, starting industrial tests for the inclusion of recycled polypropylene (PP) in the production of bioriented polypropylene (BOPP) films. Two of the main launches reinforce its commitment to the circular economy:

- **Bioriented polypropylene (BOPP) films for In Mold Label (IML), creating alternative to imports:** Technology, a global trend, facilitates recycling by integrate the label directly into the packaging, forming a single body of the same material. This not only improves the roundness of the plastics, but also reduces the carbon footprint, eliminating labeling steps and making it possible to reduce the weight of parts compared to other technologies
- **Bioriented polypropylene (BOPP) Antifog films:** waterproof material fogging developed for fruit, vegetable and fruit packaging. O product contributes directly to the reduction of retail losses, guaranteeing greater shelf life for perishable products and avoiding early disposal due to deterioration. Antifog BOPP reduces the carbon footprint associated with the production of food with more efficient packaging.

Other Research & Development (R&D) initiatives developed in 2024:

- **Industry 4.0 and Machine Learning:** implementing process control models with machine learning, providing greater agility in decision-making, minimization of operational deviations and stability in product properties.
- **Circularity of materials:** structuring the chain of return and sanitization of packaging and pallets, reducing improper disposal and promoting the reuse of materials.
- **Development of new inputs:** research and innovation for the production of general purpose polystyrene (GPPS), high impact polystyrene (HIPS) and expandable polystyrene (EPS), with a reduction of costs and mitigating the risks of unavailability of raw materials.

## Expandable Polystyrene (EPS) Shims Project

It aims to improve protection when transporting reels, guaranteeing greater resistance, lightness and sustainability. In the final phase of implementation, the new packaging was sent in a complete container to customers, consolidating the adaptation tests.

The expandable polystyrene (EPS) chocks offer high resistance to the weight of the reels and enable safe stacking of up to four units when used with intermediate wooden pallets. The solution eliminates damage during handling and transportation, as well as reducing the risk of contamination from moisture and microorganisms.

Expandable polystyrene (EPS) packaging, which is 100% recyclable, weighs less and optimizes logistics costs.

## Circular Economy Commitments and Policies

**Partnerships and sector engagement:** we support initiatives such as those developed by ABIPLAST, participating in surveys on the use of recycled resins, promoting forums on the circular economy and encouraging good practices in industries and communities.

**Prevention and mitigation of environmental impacts:** we implement informative labeling actions for the proper disposal of plastic waste, as well as maintaining continuous dialogue with clients to encourage sustainable practices.

**Environmental education and structuring recycling systems:** we invest in training and awareness-raising to strengthen the circular economy culture, promoting actions with clients, suppliers and end consumers.

## Recycling Expandable Polystyrene (EPS) and Extruded Polystyrene (XPS)

In 2024, the company continued to participate in the Reverte project, aimed at strengthening the recycling of expandable polystyrene (EPS) in the country. Developed in partnership with the Trashin institution, its aim is to avoid disposing of the material in landfills and promote its recovery within the recycling chain.

Three Minimum Viable Products (MVPs) were carried out to identify new sources of material and assess the economic viability of recycling, taking into account everything from raising awareness among generators to the social impact on the cooperatives involved. Based on this analysis, densification/granulation was defined as the most efficient method for reusing the material, strengthening Innova's role as a strategic partner in structuring the recycling chain.

The results obtained validate the viability of recycling EPS, demonstrating that its proper disposal can make it an attractive material for the sector.

The floods in Rio Grande do Sul directly impacted the Reverte project, resulting in damage recorded by Trashin. Despite the challenges, the initiative will remain active in 2025, reinforcing Innova's commitment to recycling and the circular economy, including contributing to the environmental and social recovery of the affected areas.

## InnPacto Amazônia

The InnPacto Amazônia project, developed by Innova in partnership with the Sustainable Amazon Foundation (FAS), aims to promote the selective collection of polystyrene (PS) packaging in the city of Manaus. The collected packaging is transformed into inputs for the production of ECO-PS®.

The initiative includes environmental education workshops, logistical support for the collection of recyclables, the supply of recycling equipment to the Amazonas Association of Waste Pickers (ASCARMAN) and the maintenance of Voluntary Delivery Points (PEVs). As well as helping to clean up streams and urban areas, the project generates income for waste pickers, promoting social inclusion and sustainable development.

In 2022, the diagnosis carried out in neighborhoods in Manaus revealed significant challenges in urban solid waste management, especially in relation to the use and maintenance of PEVs. Problems such as lack of maintenance, low adherence to selective collection, lack of community awareness and difficulties faced by waste pickers compromise the functionality of these structures and their contribution to recycling.

Although progress is gradual, with investments in infrastructure such as garbage trucks and tricycles, it is crucial that waste management remains a constant priority, regardless of political changes. Aligning public policies with the real needs of neighborhoods and the active participation of residents can generate environmental, social and economic benefits, moving towards more sustainable and inclusive waste management, promoting a better quality of life and the preservation of the Amazon.

## Reverse Logistics

*GRI 301-1, 301-2, 301-3*

Innova carried out a study on the use of reconditioned big bags in the transportation of materials. The first batch tested packed 46 units of GPPS 523 polystyrene, demonstrating performance with no damage or unforeseen events.

Procedures were revised with sanitization standards and strict requirements for the supply of reused bags and recovered pallets, guaranteeing safety and quality in the process. The use of sanitized packaging was implemented in Plants II and IV for filling and shipping general purpose polystyrene (GPPS) and high impact polystyrene (HIPS). Plant II received and used recovered and reconditioned pallets.

The performance of these initiatives has been monitored with customers, with no anomalies recorded, demonstrating the efficiency of the process. The project is currently in the industrial and customer testing phase, allowing precise control over the volume of packaging recovered and used.

In 2024, Innova also gave a presentation on the Styrofoam® Friend Program, reinforcing the importance of recycling expandable polystyrene (EPS). The talk, aimed at all employees, highlighted the company's actions to expand the collection and reuse of plastic waste, contributing to a positive environmental impact.



GRI 301-3

| Number and percentage of products and their packaging recovered | 2023       |         | 2024       |         |
|---|------------|---------|------------|---------|
|   | Packaging* | Pallets | Packaging* | Pallets |
|   | 11.528     | 1.556   | 9.306      | 13.674  |
|   | 9%         | 0,5%    | 20%        | 7%      |

\*Number and percentage of big bags recovered.

Below are the total weight or volume of materials used to produce and package the organization's main products and services during the reporting period :

| Total volume of materials used, by weight in tons. | 2021    | 2022    | 2023    | 2024    |
|--|---------|---------|---------|---------|
| Non-renewable materials used                       | 519.651 | 524.669 | 455.176 | 512.122 |

In 2024, Innova did not record large volumes of ECO-PS® production, due to the transfer of the extruders responsible for the material to other units. The relocation of the equipment took place as part of the project submitted to the Special Regime for the Expanded Chemical Industry (REIQ) and took time to implement. The first production in the new unit was scheduled for 2025. It is worth mentioning that, in the year covered by the report, there were tests with recycled bioriented polypropylene (BOPP) material.

## Supplier management

GRI 204-1, 308-1, 308-2, 408-1, 409-1

Innova adopts an ethical and transparent selection process, ensuring equal opportunities for all suppliers. The Purchasing Policy and Supplier Code of Conduct guide commercial relations and reiterate the commitment to integrity and sustainability in the supply chain.

The selection of suppliers includes 17 categories based on environmental criteria, 14 of which are indirect and 3 direct, guaranteeing a comprehensive assessment of impacts throughout the supply chain. In total, Innova has 111 critical suppliers, of which 40 are indirect and 71 direct, all subject to a rigorous selection and evaluation process, which includes verification of legal compliance, environmental certifications and supply chain traceability.

In 2024, the company made two changes to its supplier base, adding a new partner and replacing another, in full compliance with the criteria established in the selection policy. Today, 100% of critical suppliers meet the required environmental criteria.

Last year, Innova audited 26 suppliers with the aim of assessing and mitigating negative environmental impacts in its supply chain. Of those audited, nineteen are biomass suppliers and seven operate in the transportation and disposal of hazardous and non-hazardous waste.

The audits included an analysis of documentary compliance in health, safety and the environment, as well as verification of labor aspects, such as the absence of child labor and labor analogous to slavery. During the process, the company blocked three suppliers (12%) who were not complying with environmental standards. Of the blocked suppliers, two (67%) implemented the necessary improvements and made the required legal adjustments, allowing business relations to resume. However, one supplier (33%) did not comply with the proposed corrective actions and had its contract suspended.

During the year, Innova also made significant progress in the acquisition of national inputs, with the highlight being the supply of polybutadiene by Arlanxeo Brasil (RS). The company achieved the target set for 2023, increasing the share of this input in local purchases to 84%, surpassing the initial target of 70%. This change resulted in a reduction in logistical impacts and an improvement in the level of service, previously dependent on international suppliers.

By 2025, Innova has set itself the goal of keeping 70% of input purchases on the local market, seeking to strengthen the regional economy, reduce the carbon footprint associated with transportation and promote more sustainable business practices.

### Expenses with suppliers

|                                 | 2023                |                        | 2024                |                        |
|---------------------------------|---------------------|------------------------|---------------------|------------------------|
|                                 | Number of suppliers | Purchasing Percentages | Number of suppliers | Purchasing Percentages |
| Local suppliers - within Brazil | 1.952               | 64%                    | 1.959               | 70%                    |
| Suppliers International         | 115                 | 36%                    | 122                 | 30%                    |

### Labor Risks in the Supply Chain

*GRI 408-1, 409-1*

In 2024, Innova carried out on-site audits of suppliers classified as sensitive, without identifying any cases of child labor. The company fully complies with current labor legislation and is regularly audited by clients, with no records of non-conformities in this regard. Based on a mapping of risks in the supply chain, niches with greater vulnerability to possible labor infractions were identified. Mechanisms were implemented to mitigate these risks, such as prior due diligence.

In the industrial operation, there are inputs from small producers in Manaus (AM) and Triunfo (RS), which may present risks related to child, slave or slave-like labor. Innova adopts measures such as the Declaration of No Tolerance in official documents, specific policies on the subject, verification of documentation, training, reporting channels, collaboration with trade unions, continuous monitoring and audits.

Throughout the year, no cases of young workers exposed to hazardous work in operations were identified, reinforcing Innova's role in respecting human rights and labor compliance.

### Organization details

*[GRI 2-1]*

Company name: Videolar-Innova S/A  
 Company name: Innova

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# GRI Annex

GRI 403-9

| 403-9 - Accidents work  | 2022      |                                      | 2023      |                                      | 2024      |                                      |
|---|-----------|--------------------------------------|-----------|--------------------------------------|-----------|--------------------------------------|
|   | Employees | Non-employee workers (third parties) | 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                            | 1.824.467 | 934.189                              |
| Number of hours worked basis (200,000 or 1,000,000)                                     | 1.000.000 | 1.000.000                            | 1.000.000 | 1.000.000                            | 1.000.000 | 1.000.000                            |
| Number of occupational accidents subject to mandatory reporting; (including fatalities) | 9         | 1                                    | 8         | 3                                    | 5         | 5                                    |
| Index of compulsorily reportable accidents at work (including fatalities)               | 4,84      | 1,03                                 | 4,41      | 2,27                                 | 2,74      | 5,35                                 |

### Communication and training on anti-corruption policies and procedures

| GRI 205-2  |                             | 2023    | 2024    |
|------------|-----------------------------|---------|---------|
| Region     | City/State                  | Trained | Trained |
| South East | Barueri - São Paulo         | 94%     | 90%     |
| North      | Manaus - Amazonas           | 90%     | 83%     |
| South      | Triunfo - Rio Grande do Sul | 97%     | 97%     |

Note: 100% of workers were informed about the issue.

Percentage of employees who were informed and received training on the anti-corruption policies and procedures adopted by Innova, broken down by employee category.

GRI 205-2

| Categorical Functional | 2023      | 2024      |
|------------------------|-----------|-----------|
|                        | Treinados | Treinados |
| Vice-President         | 100%      | 100%      |
| Senior Management      | 100%      | 100%      |
| Board of Directors     | 100%      | 100%      |
| Management             | 100%      | 95%       |
| Coordination           | 100%      | 100%      |
| Operational staff      | 91%       | 86%       |

Note: In 2024, all business partners were informed and trained on anti-corruption policies and procedures. To calculate training on the subject for this audience, all suppliers who had orders or contracts during the year were taken into account.

GRI 305-1

### Greenhouse Gas (GHG) Emissions Inventory

| Direct GHG Emissions - Scope 1 (t CO <sub>2</sub> equivalent) [GRI 305-1] | 2021    | 2022    | 2023    | 2024    |
|---|---------|---------|---------|---------|
| Stationary combustion   | 52.246  | 42.920  | 40.086  | 46.478  |
| Mobile combustion   | 244     | 215     | 204     | 211     |
| Fugitive emissions  | 1.358   | 985     | 914     | 2.064   |
| Total GHG Emissions - Scope 1   | 53.847  | 44.120  | 41.203  | 48.753  |
| Gases Included in the Calculation   | Todos   | Todos   | Todos   | Todos   |
| Total Biogenic CO <sub>2</sub> - Scope 1                                  | 222.055 | 245.836 | 248.640 | 272.575 |

## GRI 305-2

| Indirect GHG emissions - Scope 2<br>(t CO <sub>2</sub> equivalent) [GRI 305-2] | 2021    | 2022   | 2023  | 2024  |
|--|---------|--------|-------|-------|
| Emissions from energy purchase   | 123.662 | 58.875 | 6.290 | 7.601 |

## GRI 305-3

| Other indirect GHG emissions - Scope 3<br>(t CO <sub>2</sub> equivalent) [GRI 305-3]  | 2023             | 2024             |
|---|------------------|------------------|
| Goods and services purchased  | 1.029.711        | 1.014.026        |
| Capital goods   | -                | -                |
| Activities related to the fuel and energy sector (not included in Scope 1 or Scope 2) | 2.946            | 4.720            |
| Transportation and distribution (upstream)  | 46.695           | 40.800           |
| Waste generated in operations   | 285              | 128              |
| Business trips  | 39               | 132              |
| Employee transportation   | 2.975            | 2.975            |
| Upstream leased assets  | -                | -                |
| Other upstream categories   | -                | -                |
| Downstream transportation and distribution  | 70.099           | 86.424           |
| Processing of products sold   | 1.270.994        | 1.364.491        |
| <b>Total</b>  | <b>2.423.744</b> | <b>2.513.697</b> |

The gases considered in the calculation were carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O). The base year adopted was 2023, marking the first year of calculation of the scope 3 inventory, and there were no significant changes in emissions that would justify the need for recalculations for the base year.

## GRI 305-4

## Intensity of Greenhouse Gas (GHG) emissions

|   | 2018  | 2019  | 2020  | 2021  | 2022  | 2023  | 2024  |
|---|-------|-------|-------|-------|-------|-------|-------|
| Scope 1 (ktCO <sub>2</sub> e)                 | 55    | 44    | 45    | 54    | 44    | 41    | 49    |
| Scope 2 (ktCO <sub>2</sub> e)                 | 223   | 152   | 158   | 124   | 59    | 6     | 7,6   |
| Intensity (scope 1+2 ktCO <sub>2</sub> e)/kt) | 0,325 | 0,270 | 0,239 | 0,166 | 0,099 | 0,053 | 0,056 |
| Production (kt)                               | 854   | 724   | 850   | 1.070 | 1.040 | 891   | 1.003 |

## GRI 305-5

## Reducing Greenhouse Gas (GHG) emissions

|         | Reduction of GHG emissions (t CO <sub>2</sub> equivalent) [GRI 305-5] |                                 |                        |
|---------|---|---------------------------------|------------------------|
|         | 2018  | 2019                            | 2020                   |
|         | Emissions in the base year  | Emissions in the reporting year | Reduction of emissions |
| Scope 1 | 54.808  | 48.753                          | 6.055                  |
| Scope 2 | 222.864   | 7.601                           | 215.263                |

## GRI 303-3

|                    | 2019         | 2020         | 2021         | 2022         | 2023         | 2024         |
|--------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>Total water</b> | <b>ML</b>    | <b>ML</b>    | <b>ML</b>    | <b>ML</b>    | <b>ML</b>    | <b>ML</b>    |
| Groundwater        | 255          | 277          | 236          | 240          | 276          | 292          |
| Third-party water  | 1.024        | 1.091        | 1.659        | 1.589        | 1.351        | 1.527        |
| <b>Total water</b> | <b>1.279</b> | <b>1.368</b> | <b>1.895</b> | <b>1.829</b> | <b>1.628</b> | <b>1.819</b> |

## GRI 303-3

|                             | 2021       | 2022       | 2023       | 2024       |
|-----------------------------|------------|------------|------------|------------|
| <b>Total water disposal</b> | <b>ML</b>  | <b>ML</b>  | <b>ML</b>  | <b>ML</b>  |
| Surface water               | 32         | 20         | 17         | 22         |
| Third-party water           | 326        | 417        | 415        | 551        |
| <b>Total water disposal</b> | <b>357</b> | <b>437</b> | <b>432</b> | <b>573</b> |

GRI 303-3

|  | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|------|
| Total water consumption                                | ML   | ML   | ML   | ML   |
| Total water withdrawal                                 | 1895 | 1829 | 1628 | 1819 |
| Total water disposal                                   | 357  | 437  | 432  | 573  |
| Total water consumption                                | 1538 | 1392 | 1196 | 1246 |
| Total water consumption of all areas with water stress | -    | -    | -    | -    |

Note: Water consumption data is compiled monthly by the technical areas and monitored using eco-indicators.

GRI 303-3

| Waste generated in tons | 2022          | 2023          | 2024          |
|-------------------------|---------------|---------------|---------------|
| Hazardous waste         | 573           | 1.360         | 728           |
| Non-hazardous waste     | 55.225        | 24.383        | 19.041        |
| <b>Total waste</b>      | <b>55.798</b> | <b>25.743</b> | <b>19.769</b> |

GRI 306-4, 306-5

| Waste not destined for final disposal (t) [GRI 306-4] | 2021      |               | 2022      |               | 2023      |               | 2024      |               |
|---|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|
|   | Dangerous | Non-hazardous | Dangerous | Non-hazardous | Dangerous | Non-hazardous | Dangerous | Non-hazardous |
| Reuse   | -         | 760           | -         | 37.613        | -         | 6.921         | -         | 1.004         |
| Recycling   | 56        | 3.320         | 68        | 3.548         | 53        | 5.683         | 17        | 17.267        |
| Composting  | -         | 11.186        | -         | 12.853        | -         | 9.994         | -         | 90            |
| Reuse (Animal feed)                                   | -         | 36            | -         | -             | -         | 18            | -         | 6             |
| Decontamination for reuse                             | 63        | -             | 23        | -             | 67        | -             | 19        | -             |
| Re-refining   | 7         | -             | 22        | -             | 13        | -             | 16        | -             |

| Waste destined for final disposal (t) [GRI 306-5] | 2021         |               | 2022         |               | 2023         |               | 2024         |               |
|---|--------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|
|   | Dangerous    | Non-hazardous | Dangerous    | Non-hazardous | Dangerous    | Non-hazardous | Dangerous    | Non-hazardous |
| Incineration (burning)                            | 544          | 1             | 275          | 2             | 380          | 1             | 371          | 66            |
| Landfill  | 3            | 402           | -            | 1.034         | -            | 1.043         | -            | 463           |
| Co-processing                                     | 282          | 448           | 185          | 25            | 340          | 513           | 285          | 37            |
| Autoclave   | -            | -             | -            | -             | -            | -             | -            | -             |
| Effluent treatment                                | 1            | 1             | 1            | 150           | 507          | 210           | 19           | 109           |
| Total waste                                       | 830          | 851           | 460          | 1.211         | 1.227        | 1.767         | 676          | 675           |
|   | <b>1.681</b> |               | <b>1.671</b> |               | <b>2.994</b> |               | <b>1.351</b> |               |



# GRI Content Summary

## GRI summary

**Declaration of use** INNOVA reported in accordance with the GRI Standards for the period 01/01/2024 to 31/12/2024

**GRI 1 used** GRI 1: Foundation 2021

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| <b>GRI 2: General Disclosures 2021</b>  | 2-1 Organizational details   | 7, 57             |   |
|   | 2-2 Entities included in the organization's sustainability report        | 3, 22             |   |
|   | 2-3 Reporting period, frequency and point of contact                     | 3                 |   |
|   | 2-4 Reformulations of information  | 40                |   |
|   | 2-5 External warranty  | -                 | Innova has not carried out independent external verification of this report. The information has been reviewed internally, following the GRI standards and the commitment to transparency and data integrity. |
| <b>Activities and workers</b>           |  |                   |   |
|   | 2-6 Activities, value chain and other business relationships             | 11, 12, 13        |   |
|   | 2-7 Employees  | 40                |   |
|   | 2-8 Non-employee workers (outsourced)                                    | 62                |   |
| <b>Governance</b>                       |  |                   |   |
|   | 2-9 Governance structure and composition                                 | 24, 25            |   |
|   | 2-10 Appointment and selection of the highest governance body            | 24                |   |
|   | 2-11 Chairman of the highest governance body                             | 24, 25, 26        |   |
|   | 2-12 Role of the highest governance body in overseeing impact management | 24                |   |
|   | 2-13 Delegation of responsibility for impact management                  | 24, 25            |   |
|   | 2-14 Role of the highest governance body in sustainability reporting     | 3                 |   |
|   | 2-15 Conflicts of interest   | 29                |   |
|   | 2-16 Communicating critical concerns                                     | 24, 25            |   |
|   | 2-17 Collective knowledge of the highest governance body                 | 25                |   |
|   | 2-18 Evaluation of the performance of the highest governance body        | 25                |   |
|   | 2-19 Remuneration policies   | 24, 25            |   |
|   | 2-20 Process for determining remuneration                                | 24                |   |
|   | 2-21 Annual total remuneration index                                     | 24                |   |
| <b>Strategy, policies and practices</b> |  |                   |   |
|   | 2-22 Declaration on the sustainable development strategy                 |                   |   |
|   | 2-23 Commitment Policy   | 29                |   |
|   | 2-24 Incorporating the commitment policy                                 | 29                |   |
|   | 2-25 Processes to remedy negative impacts                                | 29                |   |
|   | 2-26 Mechanisms for seeking advice and raising concerns                  | 29                |   |
|   | 2-27 Compliance with laws and regulations                                | -                 | In 2024, there were no cases with a potential reputational, social, environmental or financial impact affecting the company's operations.   |
|   | 2-28 Member associations   | 28                |   |

|   |  |                          |   |
|---|--|--------------------------|---|
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|   | <b>Involvement with Stakeholders</b>   |                          |   |
| <b>GRI 2: General Disclosures 2021</b>        | 2-29 Approach to stakeholder involvement   | 6                        |   |
|   | 2-30 Collective agreements   | -                        | 100% dos colaboradores estão cobertos por acordos de negociação coletiva. |
| <b>Material Themes</b>                        |  |                          |   |
| <b>GRI 3: Material Topics 2021</b>            | 3-1 Process of defining material themes  | 5                        |   |
| <b>GRI 3: Material Topics 2021</b>            | 3-2 List of material themes  | 6                        |   |
| <b>Climate Change</b>                         |  |                          |   |
| <b>GRI 3: Material Topics 2021</b>            | 3-3 Managing material topics   | 48                       |   |
| <b>GRI 201: Performance Economic 2016</b>     | 201-2 Financial implications and other risks and opportunities arising from climate change   | 50                       |   |
| <b>GRI 305: Emissions 2016</b>                | 305-1 Direct emissions (Scope 1) of greenhouse gases (GHG)                                   | 59                       |   |
| <b>GRI 305: Emissions 2016</b>                | 305-2 Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy purchases           | 60                       |   |
| <b>GRI 305: Emissions 2016</b>                | 305-3 Other indirect emissions (Scope 3) of greenhouse gases (GHG)                           | 60                       |   |
| <b>GRI 305: Emissions 2016</b>                | 305-4 Intensity of greenhouse gas (GHG) emissions  | 60                       |   |
| <b>GRI 305: Emissions 2016</b>                | 305-5 Reducing greenhouse gas (GHG) emissions  | 60                       |   |
| <b>GRI 305: Emissions 2016</b>                | 305-7 Emissions of NOX, SOX and other significant atmospheric emissions                      | 50                       |   |
| <b>Ethics, integrity and compliance</b>       |  |                          |   |
| <b>GRI 3: Material Topics 2021</b>            | 3-3 Managing material topics   | 30                       |   |
| <b>GRI 205: Fight against Corruption 2016</b> | 205-1 Operations assessed for risks related to corruption                                    | 30                       |   |
| <b>GRI 205: Fight against Corruption 2016</b> | 205-2 Communication and training on combat policies and procedures corruption                | 30                       |   |
| <b>GRI 205: Fight against Corruption 2016</b> | 205-3 Confirmed cases of corruption and measures taken                                       | 30, 59                   |   |
| <b>GRI 206: Unfair Competition 2016</b>       | 206-1 Legal actions for unfair competition, trust and monopoly practices                     | 30                       |   |

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| <b>Economia circular e pós-consumo</b>         |   |                   |  |
| GRI 3: Material Topics 2021                    | 3-3 Managing material topics  | 53                |  |
| GRI 301: Materials 2016                        | 301-1 Materials used, broken down by weight or volume                       | 53, 55, 56        |  |
| GRI 301: Materials 2016                        | 301-2 Raw materials or recycled materials used                              | 53, 55, 56        |  |
| GRI 301: Materials 2016                        | 301-3 Recovered products and their packaging                                | 53, 55, 56        |  |
| GRI 308: Environmental Assessment of Suppliers | 308-1 New suppliers selected on the basis of environmental criteria         | 56, 57            |  |
| GRI 308: Environmental Assessment of Suppliers | 308-2 Negative environmental impacts in the supply chain and measures taken | 56, 57            |  |
| <b>Energy efficiency</b>                       |   |                   |  |
| GRI 3: Material Topics 2021                    | 3-3 Managing material topics  | 50, 51            |  |
| GRI 302: Energy 2016                           | 302-1 Energy consumption within the organization                            | 51                |  |
| GRI 302: Energy 2016                           | 302-2 Energy consumption outside the organization                           | -                 | There is no energy consumption outside the organization. |
| GRI 302: Energy 2016                           | 302-3 Energy intensity  | 51                |  |
| GRI 302: Energy 2016                           | 302-4 Reducing energy consumption   | 51                |  |
| <b>Water and effluent management</b>           |   |                   |  |
| GRI 3: Material Topics 2021                    | 3-3 Managing material topics  | 52                |  |
| GRI 303: Water and Wastewater 2018             | 303-1 Interaction with water as a shared resource                           | 52                |  |
| GRI 303: Water and Wastewater 2018             | 303-2 Management of impacts related to water disposal                       | 52                |  |
| GRI 303: Water and Wastewater 2018             | 303-3 Water collection  | 60                |  |
| GRI 303: Water and Wastewater 2018             | 303-4 Water disposal  | 60                |  |
| GRI 303: Water and Wastewater 2018             | 303-5 Water consumption   | 61                |  |
| <b>Waste management</b>                        |   |                   |  |
| GRI 3: Material Topics 2021                    | 3-3 Managing material topics  | 52, 53            |  |
| GRI 306: Waste 2020                            | 306-1 Waste generation and significant impacts related to waste             | 52, 53            |  |
| GRI 306: Waste 2020                            | 306-2 Management of significant impacts related to waste                    | 52, 53            |  |
| GRI 306: Waste 2020                            | 306-3 Waste generated   | 61                |  |
| GRI 306: Waste 2020                            | 306-4 Waste not destined for final disposal                                 | 61                |  |
| GRI 306: Waste 2020                            | 306-5 Waste destined for final disposal                                     | 61                |  |

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| <b>Employee health, well-being and safety</b>   |   |                   |         |
| GRI 3: Material Topics 2021                     | 3-3 Managing material topics  | 43                |         |
| GRI 403: Occupational Health and Safety 2018    | 403-1 Occupational health and safety management system  | 43                |         |
| GRI 403: Occupational Health and Safety 2018    | 403-2 Hazard identification, risk assessment and incident investigation   | 43                |         |
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| GRI 403: Occupational Health and Safety 2018    | 403-4 Employee participation, consultation and communication with employees health and safety at work               | 43                |         |
| GRI 403: Occupational Health and Safety 2018    | 403-5 Training workers in occupational health and safety  | 43                |         |
| GRI 403: Occupational Health and Safety 2018    | 403-6 Promoting workers' health   | 43                |         |
| GRI 403: Occupational Health and Safety 2018    | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships | 43                |         |
| GRI 403: Occupational Health and Safety 2018    | 403-8 Workers covered by an occupational health and safety management system  | 43, 44            |         |
| GRI 403: Occupational Health and Safety 2018    | 403-9 Accidents at work   | 43                |         |
| GRI 403: Occupational Health and Safety 2018    | 403-10 Occupational diseases  | 43, 44            |         |
| <b>Diversity, inclusion and equity</b>          |   |                   |         |
| GRI 3: Material Topics 2021                     | 3-3 Managing material topics  | -                 |         |
| GRI 405: Diversity and Equal Opportunities 2016 | 405-1 Diversity in governance bodies and employees  | 44                |         |
| GRI 406: Non-Discrimination 2016                | 405-2 Ratio of basic salary and remuneration received by women to those received by men                             | 44                |         |
|   | 406-1 Cases of discrimination and corrective measures taken   | 29, 30            |         |



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| <b>Quality and safety of the product or service</b> |  |                   |         |
| <b>GRI 3: Material Topics 2021</b>                  | 3-3 Managing material topics   | 37                |         |
| <b>GRI 416: Consumer Health and Safety 2016</b>     | 416-1 Assessment of health and safety impacts caused by categories of products and services                    | 37                |         |
| <b>GRI 416: Consumer Health and Safety 2016</b>     | 416-2 Cases of non-compliance in relation to health and safety impacts caused by products and services         | 37                |         |
| <b>GRI 417: Marketing and Labeling 2016</b>         | 417-1 Requirements for product and service information and labeling  | 37                |         |
| <b>GRI 417: Marketing and Labeling 2016</b>         | 417-2 Cases of non-compliance regarding product and service information and labeling                           | 37                |         |
| <b>GRI 417: Marketing and Labeling 2016</b>         | 417-3 Cases of non-compliance in relation to marketing communication   | 37                |         |
| <b>Air quality</b>                                  |  |                   |         |
| <b>GRI 3: Material Topics 2021</b>                  | 3-3 Managing material topics   | 50                |         |
| <b>Non-material issues</b>                          |  |                   |         |
| <b>GRI 201: Performance Economic 2016</b>           | 201-1 Direct economic value generated and distributed  | 38, 40            |         |
| <b>GRI 204: Purchasing practices</b>                | 204-1 Proportion of spending on local suppliers  | 56, 57            |         |
| <b>GRI 401: Employment 2016</b>                     | 401-1 New hires and employee turnover  | 41                |         |
| <b>GRI 404: Training and Education 2016</b>         | 404-1 Average hours of training per year, per employee   | 41                |         |
| <b>GRI 404: Training and Education 2016</b>         | 404-2 Programs to upgrade employees' skills and transition assistance  | 40                |         |
| <b>GRI 404: Training and Education 2016</b>         | "404-3 Percentage of employees who receive regular evaluations performance and career development evaluations" | -                 |         |
| <b>GRI 408: Child Labor 2016</b>                    | 408-1 Operations and suppliers with significant risk of child labor cases                                      | 56, 57            |         |
| <b>GRI 409: Forced or Slave Labor 2016</b>          | 409-1 Operations and suppliers with a significant risk of cases of forced or compulsory labor                  | 56, 57            |         |
| <b>GRI 413: Local Communities 2016</b>              | 413-1 Operations with engagement, impact assessments and development for the local community                   | 45, 46            |         |
| <b>GRI 413: Local Communities 2016</b>              | 413-2 Operations with significant negative impacts - actual and potential - on local communities               | 45, 46            |         |

## Credits and Acknowledgments

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