

# Sustainability Report

# 2023



GrupoCornélioBrennand

Year IV



GrupoCornélioBrennand



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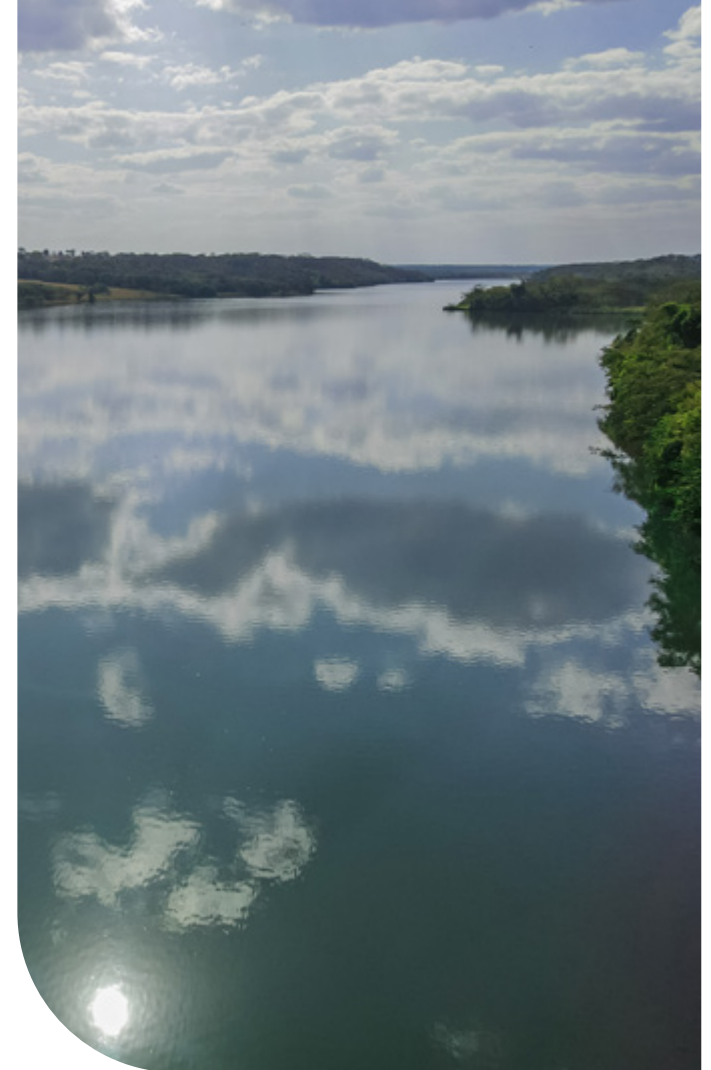
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# About the *Report*

Cornélio Brennand Group's Sustainability Report, covering the period from January 1 to December 31, 2023, marks the 4th annual edition of the document, published in accordance with the Global Reporting Initiative (GRI) guidelines. For the third time, the Report is prepared based on this standard, following the material topics defined in the ESG Strategy chapter, which guide the content presented.

The analysis of the Report reveals consistency and commitment to continuous evolution, anchored in the core values of Dynamism, Excellence, Integrity, and Innovation. These principles guide the corporate culture, driving an entrepreneurial vision and the determination to overcome challenges and seize opportunities responsibly across all dimensions—environmental, social, and governance.

The Group values the legacy left by previous generations and is committed to preparing future leaders, ensuring that the company's practices remain focused on people, reaffirming a solid reputation of trust and respect. With a forward-looking perspective, Cornélio Brennand Group is dedicated to leading transformations, consolidating its commitment to innovate with courage, simplicity, and engagement, while maintaining the highest standards of sustainability.



Rio Sucuriú - MS

The Group values the legacy left by previous generations and **is committed to preparing future leaders.**





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# Message from the Board of Directors

Cornélio Brennand Group celebrated achievements in 2023, a year marked by victories and challenges. Once again, we demonstrated the strength of a century-old economic group, which remains focused on its mission and objectives.

Our journey is an example of commitment to the core values that guide us: Dynamism, Excellence, Integrity, and Innovation. These principles are the solid foundation that sustains the Group's longevity, which, in 2023, continued its strategic planning with a focus on sustainable growth and synergy among its businesses. Our ethics and respect for *stakeholders* are commitments that allow us to operate with efficiency and cohesion across various markets. We recognize once again the importance of adaptability to maintain competitiveness and promote a positive impact.

The preparation of the new generations of Cornélio Brennand Family progresses with intergenerational development programs and the consolidation of our future vision. And as a result of this work, in 2023, members of the 4th generation of the Family surpassed the number of members from the 3rd generation in the Boards of Directors, and we strengthened the

integration of the 5th generation into the Family Governance programs, promoting significant evolution for the Group and its companies in the future.

The Board of Directors plays an active role in the evolution of our ESG approach, with the ongoing support of the People & Sustainability Committee. However, we recognize that the path ahead requires continuous evolution. We are committed to advancing in key areas aligned with our sustainable growth strategy, honoring the legacy of previous generations and contributing to a better society.

We have managed to preserve large green areas for over a hundred years, and we want to inspire other actions with this example, aiming to ensure the perpetuity of these forests as part of our legacy. We have shown that it is possible to reconcile social responsibility, investment in technology, environmental preservation, quality of life, and financial sustainability.

This edition of Cornélio Brennand Group Sustainability Report details our progress and commitments, highlighting the value created and the main results of the year. We reaffirm

our commitment to social and environmental responsibility, with solid and transparent governance, and to expanding actions aimed at the evolution of a diverse, creative, and inclusive work environment.

We believe in Brazil as a country and as a people, and we reaffirm our mission to build something that is good for everyone. We thank our partners, customers, suppliers, employees, communities and society and invite everyone to join us on this journey. Together, we move forward, transforming futures and leaving a positive legacy for future generations.

Enjoy your reading!

**Board of Directors of the Companies of Cornélio Brennand Group**





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# Leadership Message

GRI 2-22

In 2023, we celebrated our 106th year of operations, reaffirming our commitment to sustainable growth and maintaining ethical conduct in all our interactions. Despite the challenges faced, we did not lose focus on our social and environmental responsibility, transparent governance, and the promotion of diverse and inclusive work environments. GCB once again demonstrated its robustness and adaptability in the face of market adversities and volatility. We deepened our commitment to ESG (environmental, social, and governance) principles across all our operations, adhering to the highest standards.

To advance swiftly and consistently, we established and prioritized strategic actions. We initiated our Climate Strategy Plan by

quantifying greenhouse gas emissions across all Group operations. Subsequently, we conducted detailed studies to assess opportunities for reducing these emissions, aiming to implement effective and sustainable measures. Additionally, by reviewing our material topics, we adopted the dual materiality methodology, which not only considers the impact of our activities on the environment and society but also how external factors affect our financial performance, providing a more strategic and comprehensive view of our actions in the ESG pillars.

Aligned with our commitment to environmental conservation, we have preserved over 5,000 hectares of green areas, reaffirming the significant environmental legacy of Cornélio Brennand Family. Aware of the global



**Léo Mendes**  
President of Corporate



**Catharina Machado G. Ferreira**  
Chief People & Sustainability Officer

5,000 hectares of **preserved green areas** confirm our environmental legacy.



In 2023, our efforts to create a **welcoming and respectful work environment** were recognized once again.

climate emergency, we recognize that our responsibilities must match the challenges we face.

The synergy between the Group's companies was a highlight in 2023. An emblematic example was Maravilhas I photovoltaic plant from Atiaia Renováveis, which became the supplier of clean and renewable electricity to meet 100% of the energy consumption of Vivix's flat glass factory. These initiatives, aligned with a solid and stable financial performance, reinforce our vision of economic growth that creates shared value, demonstrating the viability and strength of our business portfolio.

The year 2023 also marked a significant milestone in our ESG Journey, with the adoption of sustainable finance practices. We executed our first issuance of green debentures, aimed at projects that provide positive social and environmental impacts. With the GCB Sustainability Report as the foundational tool in constructing the *framework*, we demonstrate transparency and maturity in aligning our operations with the eligibility criteria and *green bond* principles of the ICMA (International Capital Market Association).

These results are the consequence of hard work. We value our people and recognize that they are essential to the Group's success. In 2023, our efforts to create a welcoming and respectful work environment were recognized once again, positioning GCB among the best companies to work for in Pernambuco and in the national *ranking* of the 50 best industries, as well as receiving recognition among the ten best companies to work for in the energy sector.

Aware that our journey is marked by constant and consistent development, we strive to promote a sense of belonging among all the Group's employees. We invest in the management of collective knowledge and training at all levels. And we will continue contributing to the betterment of society and the preservation of the environment—encouraging innovation, diverse perspectives, idea generation, and collaboration.

Our integrity, which goes beyond legal compliance and includes ethical development and relationships with all stakeholders, is the foundation upon which we build our ESG Journey. All these aspects are detailed in this 2023 Sustainability Report, which marks the 4th edition of this publication and annually details our journey of commitment to society and the planet.

Enjoy the reading.



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# Cornélio Brennand Group

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João Pedroza (Corporate), Daniela Arias (Iron House),  
Thayana Araújo (Atiaia Renováveis) and Leonardo Selva (Vivix)





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*“As we move forward, we continue to reinvent ourselves and seek constant transformation. Based on our experience and learnings, we reaffirm our commitment to driving progress and innovation. We continue to forge new paths, explore opportunities, and face challenges with courage and determination.”*

**Cornélio de Almeida Brennand** – Shareholder and Board Member

# A Centennial Legacy of Transformations

Founded in 1917 as Cerâmica São João, in the Várzea neighborhood of Recife (PE), by Ricardo Lacerda de Almeida Brennand, Cornélio Brennand Group has undergone transformations over the decades. Its presence today is prominent in different sectors, such as flat glass, cement, renewable energy, and real estate development.

With a strategic outlook for the future, Cornélio Brennand Group has identified opportunities and challenges in its areas of operation, evolving into a diversified portfolio that brings economic competitiveness and ensures a legacy of positive and lasting impact on society.

Currently, it consists of three main companies: Atiaia Renováveis, specializing in the generation and commercialization of renewable energy; Vivix Vidros Planos, recognized as one of the most advanced flat glass factories globally; and Iron House Real Estate, dedicated to real estate development, investment, and management. In addition, the Group has a stake in the JW Marriott Hotel São Paulo, inaugurated in 2022, and in Cimento Portland Participações (CPP), owner of Cimento Bravo brand [GRI 2-6](#).



Construction of the first Hoffmann kiln at Cerâmica São João





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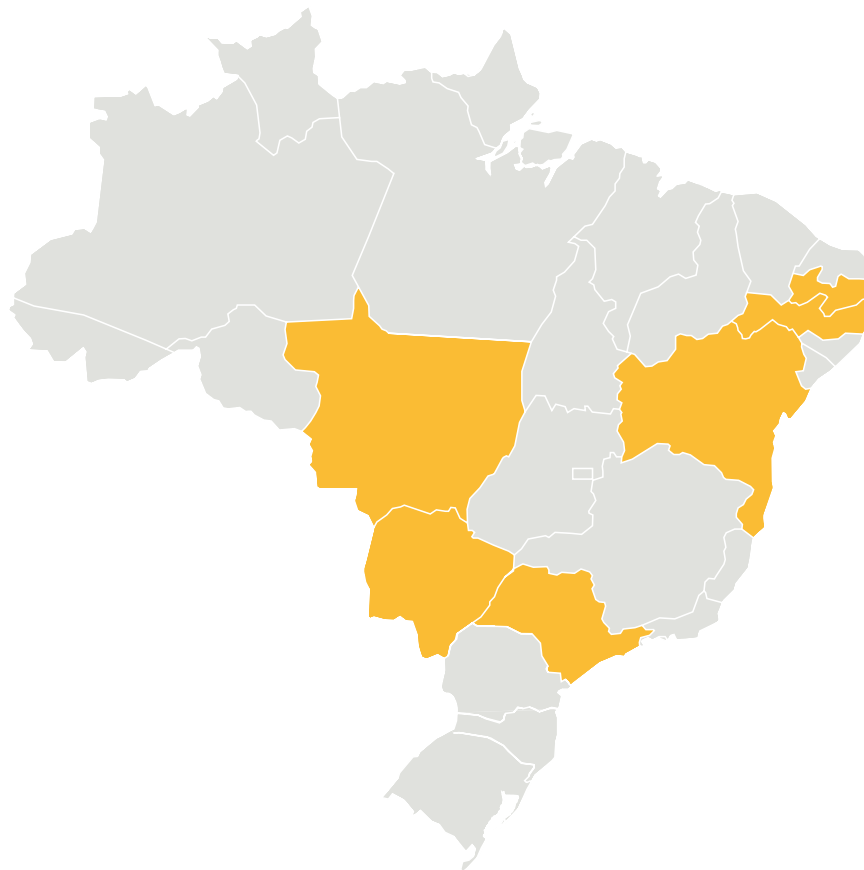
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# Our expertise and presence

Cornelio Brennand Group stands out as one of the leading business economic groups in the Brazilian Northeast. Its reach extends beyond the borders of Pernambuco, where its headquarters is located, and expands with offices and operations in São Paulo, Bahia, Paraíba, Mato Grosso, and Mato Grosso do Sul. [GRI 2-1](#)



- PE**
- GCB Head Office
  - Vivix Factory
  - PV Plants and SHPs of Atiaia Renováveis
  - Iron House Ventures

- BA**
- Iron House Venture
  - PV Plants of Atiaia Renováveis

- SP**
- Office in SP

- MT**
- Office in Cuiabá
  - SHPs of Atiaia Renováveis

- MS**
- SHPs of Atiaia Renováveis

- PB**
- Vivix Processing Plant

## Values that drive us



### EXCELLENCE

We must act in a manner worthy of who we are. Our high standards reflect respect for what has been built and a commitment to what we still have to achieve.



### DYNAMISM

We are restless by nature. With a willingness to change and connected to transformations, we are in constant evolution.



### INTEGRITY

Our name is synonymous with trust and respect for agreements. Our actions must always put people first.



### INNOVATION

We are committed to changing and leading transformations. We want to create new things every day with boldness, simplicity, and engagement.



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# Highlights and acknowledgments *in 2023*

## Cornélio Brennand Group



### Launch of the Climate Strategy Plan of GCB and its businesses

Developed with the goal of promoting the transition to a more sustainable and low-carbon economy.

### Companies with Better Management 2023

A Deloitte award that recognizes commitment to adopting best practices in business management.



The Chief People and Sustainability Officer at GCB receives recognition from **RH Mais Admirados** (RH Nordeste Highlight).



New corporate governance processes bringing **more simplicity and agility** to decision-making.



### Highlighting the participation of the 4th generation in corporate governance forums

In 2023, there was a significant increase in the active participation of the 4th generation, consolidating a future vision aligned with the family legacy and the Group's long-term objectives.

**Materiality ESG**  
Review and update of the 2021 study from a dual materiality perspective: social-environmental and financial.





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# Renewable Atiaias

## Acquisition of two solar parks in Bahia

Photovoltaic plants are already in operation and together have increased the installed capacity of the business.



## Issuance of green debentures

The Group issued its first green debentures for investments in Maravilhas I and II solar plants.



## First solar plant in operation

Maravilhas I Photovoltaic Generating Unit in Pernambuco began operations, providing clean and renewable energy to Vivix Vidros Planos factory.



## REC Brazil Seal

Atiaia Renováveis now has in its portfolio 4 SHPs with REC Brazil seal, of which 3 plants meet 100% of the UN's Sustainable Development Goals (SDGs), representing the highest standard of sustainability in Brazil.



## 365 days without accidents with leave

One year without lost-time accidents in all Small Hydropower Plants (SHPs) of Atiaia Renováveis, demonstrating a commitment to employee safety and well-being.



## Implementation of Aqualuz Program

Implemented in Engenho Dois Rios II community, near Maravilhas I and II, it resulted in a 100% reduction in diseases caused by contaminated water, highlighting the commitment to the health and well-being of the communities served.



## First sales of I-RECs

Sale of I-REC credits (International Renewable Energy Certificates) to companies that wish to neutralize scope 2 emissions.



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# Iron House



**Ademi-PE Award**  
Iron House was recognized for its excellence and innovation in the real estate market of Pernambuco. Acqua Marine was awarded in the "4 bedrooms" category in 2021. Quintas da Praia, in addition to winning in the "Luxury Condominium" category in 2023, also received the main award: the 2023 Master Trophy, which recognizes the project with the highest score of the year.

**Quintas da Praia Delivery**  
The successful development located in Reserva do Paiva was delivered with all lots sold.



**Inauguration of Nosso Quintal**  
The site of a former factory located in Várzea (Recife-PE), transformed into a welcoming and inviting space open to the community.

**First infrastructure work in Várzea**  
Start of construction of the roundabout to improve traffic flow and facilitate people's movement in the region.



# Vivix

**ISO 14001 Certification**  
It reinforced the commitment to sustainability and responsible environmental management.

**Pulse Survey**  
Achieved an employee satisfaction score of 90 points on average, reflecting the continuous commitment to excellence, respect, and organizational climate.



**First production of Vivix Bronze float glass**  
Diversification of the business portfolio.

**Beneficiation Plant**  
In 2023, it achieved the milestone of more than 97% of former waste being transformed into commercially viable products with environmentally sound disposal.

**GPTW Highlights – Great Place to Work**

**6th place**  
in the ranking of the 10 Best Companies to Work for in the Energy sector



**7th place**  
in the ranking of the Best Companies to Work for in Pernambuco



Entry for the 2nd consecutive year in the ranking of the Best Industries to Work for in Brazil





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# ESG in Strategy



Mata da Várzea on the banks of  
Capibaribe River (Recife-PE)





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“Sustainability is more than an adaptation to the new scenarios imposed by the market. All of Cornélio Brennand Group’s businesses are guided by the principles of sustainable development. We feel immense pride in knowing that every step we take is toward a better future, both for our company and for the world around us.”

**Tereza Brennand Oliveira** – Shareholder, Member of the Board of Directors, and Member of the People & Sustainability Committee

# Ongoing commitment

Throughout its history, Cornélio Brennand Group has reaffirmed its commitment to adopting sustainable practices in all its operations.

The participation in sustainability initiatives and the implementation of internal programs focused on the overall health of employees, diversity, equity, and inclusion reflect the Group’s constant effort to align its activities with the highest sustainability standards.

In the area of governance, consistent practices have been adopted to manage its businesses for almost two decades. Initially, through a family governance structure and later expanding to corporate governance, always in accordance with its values.

The appreciation and respect for its employees are the foundation of GCB’s social agenda, under the belief that a true ESG agenda happens from the inside out. Recognizing its social role, in addition to promoting job creation and maintaining long-term relationships with stakeholders, the Group actively participates in the territorial development of the regions where it operates. It promotes actions focused on quality education for children and adolescents, strengthening social organizations present in these territories, and promoting local entrepreneurship. [GRI 2-24](#)



Mata da Várzea



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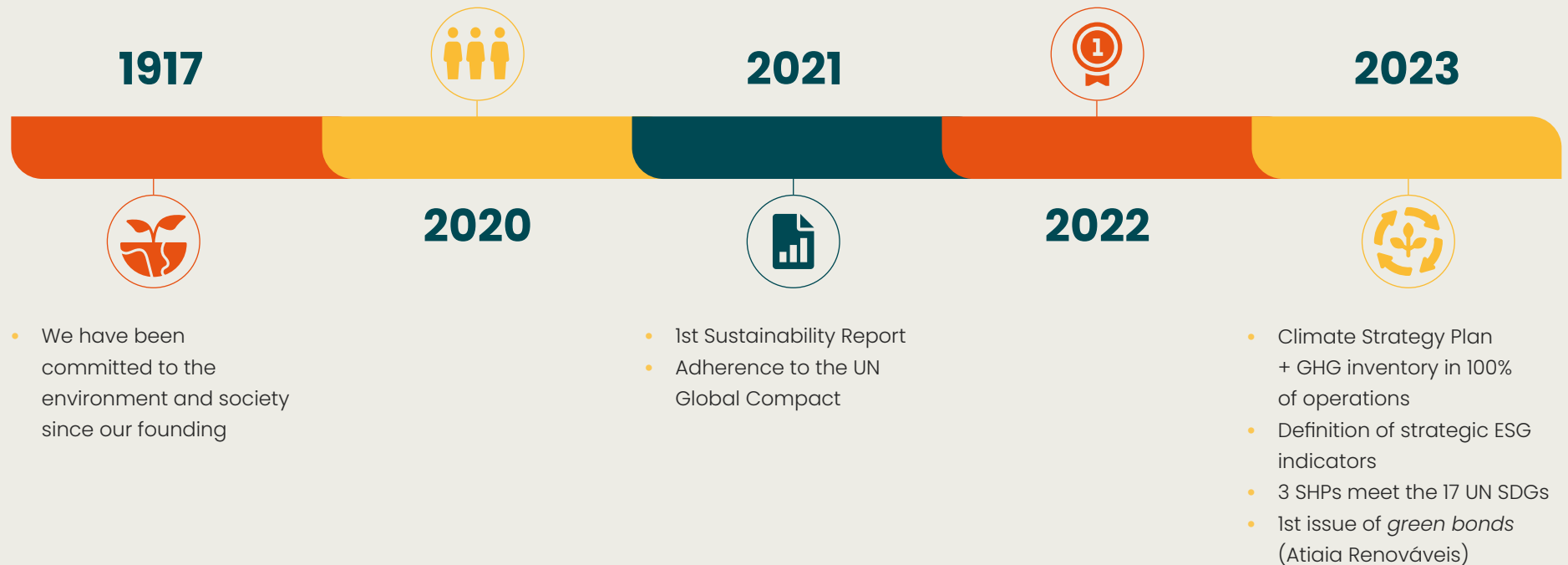
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# ESG Timeline

- Definition of Internal Governance for ESG
- Creation of the ESG Management within the People & Sustainability Department
- People & Sustainability Committee with a monthly ESG agenda, providing advisory support to the Boards of Directors (BoDs)
- The BoDs monitor ESG agendas quarterly
- Initiation of the diagnosis for mapping existing ESG practices
- ESG materiality study
- Conducting the *B Impact Assessment*
- Joining the SDG Pernambuco HUB
- The 1st SHP in Brazil to meet the 17 UN SDGs





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## ESG Journey

Through internal governance for ESG, the agenda is regularly addressed in GCB's governance forums, influencing discussions in the Boards of Directors and permeating strategies through dedicated committees, such as the People & Sustainability Committee, which monitors the progress of this agenda monthly.

The implementation of a new Code of Conduct with ESG guidelines, along with a specific code for suppliers, demonstrates the integration of sustainability into the Group's governance practices.

In 2023, the ESG Journey prioritized the implementation of the Climate Strategy Plan and the enhancement of the double materiality study, revealing themes and highlights that consider not only how our activities impact the environment and society but also how external factors affect our financial performance, thus bringing an even more strategic perspective to our actions within the ESG pillars.

## Green Debentures

Another important milestone in 2023, led by the Finance Department and through Atiaia Renováveis, was the first issuance of green debentures. This issuance is characterized as "green" due to its adherence to the eligibility criteria and *green bond* principles of the ICMA, the International Capital Market Association.

Paulina Sarubbi,  
Group ESG  
Manager



# Milestones of the ESG Journey in 2023

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Implementation of the Climate Strategy Plan of GCB

Monitoring the progress of the *B Impact Assessment (BIA)* of the B System

Definition of strategic ESG indicators for all GCB companies



Review of ESG materiality, considering the double materiality methodology



Participation as a speaker and sponsor at the Regional Conscious Capitalism Forum

Participation in the Steering Committee of the SDG Pernambuco HUB



Reserva do Paiva (PE)



The ESG Management holds positions as the Chair of the Strategic ESG Committee of Amcham Pernambuco and as an advisor for Conscious Capitalism - Northeast Branch



Participation as a speaker and sponsor at the ESG Forum of Amcham Pernambuco

GCB conducts an educational series on the SDGs - 17 Ways to Transform the World



The Group held its annual convention, RADAR 2023, as its first carbon-neutral event.





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# Double materiality

GRI 3-1, 3-2

Since 2020, the Group has been committed to the periodic evaluation of its material topics, involving both internal perspectives and those of its *stakeholders*. This evaluation culminated in the construction of the materiality matrix between 2021 and 2022, with its review and update occurring in 2023, adopting a double materiality perspective. This approach recognizes that companies have social, environmental, and financial responsibilities that are intrinsically linked to long-term performance and sustainability. This perspective provides a more comprehensive understanding of the risks and opportunities associated with the business.

Some topics were grouped together, as they were understood to represent similar or complementary concepts and impacts, resulting in a total of eight priority themes that will guide decision-making, promoting sustainability and long-term success.



Rio Indaia Grande (MS)

## Our material topics

The review and update process completed in 2023 presented a list of GCB's cross-cutting themes with some changes. The themes "Energy Efficiency," "Biodiversity and Ecosystems," "Product/Service Quality and Safety," and "Transparency and Relationships with Key Stakeholders" were included in the list.

There were also changes in the names of the themes "Relationship with Communities and Local Development," "Health, Well-being, and Safety," and "Attraction, Retention, and Development of Employees." This reflected a maturation in the perception of issues such as climate change, which now occupies a priority position.



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Material topics

Material topics	Description of the topic	SDG
<b>Environmental</b>		
<b>Climate change</b>	Management of the company's direct and indirect greenhouse gas (GHG) emissions, aiming to reduce emissions and offset the residual ones. Management of risks (physical and transition) and opportunities associated with the manifestation of climate change.	
<b>Biodiversity and ecosystems</b>	Protection, conservation, restoration, and regeneration of biodiversity and ecosystems.	 
<b>Energy efficiency</b>	Prioritization of renewable energy use, operational eco-efficiency, and reduction of energy consumption in the value chain.	   
<b>Social</b>		
<b>Health, Safety and Well-being</b>	Management of occupational safety and the integrity of workers and third parties, ensuring safe operations and fostering a culture of health and safety. Management of the organizational environment, promoting and ensuring the physical and mental well-being of workers and third parties.	 
<b>Attraction, retention and development of employees</b>	Company <i>performance</i> as an employer brand, creating training and employment opportunities in the regions where the organization operates. Career plans, recognition, compensation, benefits, employee engagement, and training strategies, aiming to reduce employee <i>turnover</i> .	 
<b>Relationship with communities and local development</b>	Preservation of the identity, culture, and historical and cultural heritage of regional communities. Promotion of positive social impact through socioeconomic development actions, such as volunteering, private social investment, philanthropy, and corporate citizenship.	    
<b>Governance and Management</b>		
<b>Transparency and relationship with priority audiences</b>	Commitment to transparency in relationships and communication with key stakeholders, fostering the development of strong, ethical partnerships in the market.	 
<b>Product/service safety and quality</b>	Management and investments to ensure the safety and quality of products/services offered in the supply chain, including sustainability aspects.	 

Visibility topics for reporting:



Diversity, equality and inclusion



Ethics, integrity and compliance



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# Climate Strategy Plan of GCB

## GRI 3-3: Climate change

In a significant step, the implementation of the Climate Strategy Plan began in 2023, which involves the development of a detailed inventory of greenhouse gas (GHG) emissions from all operations, and strategic analysis to mitigate such emissions, following the guidelines of ISO 14064-1 and the GHG Protocol. This action enables automatic estimates of GHG emissions and removals, integrating data through technology interfaces defined by the Group.

The Climate Strategy Plan will be followed by an analysis focused on low-carbon solutions for the Group's companies and the corporate sphere, identifying challenges and opportunities within this scope. GCB seeks the support and assistance of specialized consultancies by recognizing the incorporation of climate change issues into the ESG agenda as a priority. Based on these assessments, the Group will develop a plan with guidelines for implementing measures aligned with the transition to a low-carbon economy.

Besides the GHG emissions inventory and the climate strategy analysis, the main actions developed in 2023 were:



Annielle Santos and Raphaela Cavalcante from the Corporate department, meeting with partners from ONEARTH at Vivix

## ROADMAP CONSOLIDATION

A key point of the Climate Strategy Plan for 2024 is the consolidation of the *roadmap* that will guide GCB in implementing effective measures to reduce carbon emissions, aligning the Group's operations with global sustainability guidelines and market expectations. The measures already defined include:

- **Fossil fuel substitution:** Implementation of renewable fuels, aligning operations with sustainable environmental practices.
- **Improvement of energy efficiency:** Optimization of fuel consumption through energy efficiency improvements, reducing environmental impact and operational costs.

Additionally, GCB has committed to neutralizing Scope 2 emissions through the purchase of I-REC certificates, verified by REC Brazil. This action highlights the Group's commitment to consuming electricity from renewable sources, reflecting the ongoing effort to reduce environmental impact and support sustainable projects globally.



### Team training:

Conducting training for the Sustainability team and for the teams involved in climate change issues.



### Leadership workshops:

Conducting specific *workshops* for the Board of Directors and senior leadership of GCB, focused on climate change.



### Roadmap development:

Development of a strategic *roadmap* for creating a decarbonization plan.



## REPRESENTATION IN THE ESG AGENDA OF PERNAMBUCO IN 2023

Cornélio Brennand Group has demonstrated a high level of engagement and active participation as a member in various forums and organizations that set the ESG agenda. This commitment is significant for promoting sustainable development in the region, bringing together the efforts of different entities and companies to address challenges and contribute to a more sustainable future.

The involvement of GCB members in such platforms is crucial for sharing their expertise and best practices. This active participation allows the Group to positively influence the regulatory and business environment, fostering a more favorable setting for sustainable practices.

### Pernambuco SDG HUB of the UN Global Compact



- A third-generation shareholder and the Group's ESG manager serve as members of the Management Committee of the SDG Pernambuco HUB, a local program of the UN Global Compact - Brazil Network.

- GCB employees participate in the UN Global Compact Action Platforms on communication and engagement for the Anti-Corruption and Communication and Engagement SDGs

### ESG Strategic Committee of Amcham Recife

- ESG Manager assumes the Chairmanship of the ESG Strategic Committee of Amcham Recife
- GCB sponsors the 1st edition of the Amcham Recife ESG Forum, and the Director of People and Sustainability presents the GCB ESG Journey case at the Forum.



ESG Forum of Amcham Pernambuco



Regional Conscious Capitalism Forum

### Conscious Capitalism – NE Branch



- ESG Manager becomes a board member of Conscious Capitalism for the Northeast branch
- Cornélio Brennand Group sponsors the Regional Conscious Capitalism Forum (Northeast edition), and the Chief People and Sustainability Officer presents the GCB ESG Journey case at the Forum.

The Group's engagement in forums that address ESG issues reflects the company's strategic vision to strengthen the ESG agenda regionally and helps consolidate a culture of social and environmental responsibility in the state, encouraging other companies to adopt similar practices. This leadership and commitment are essential for driving sustainable transformation in the region, ensuring a lasting positive impact on society and the environment.





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# Protagonism in the promotion of the **UN SDGs**



Pacto Global Rede Brasil

Efforts to promote the UN's 2030 Agenda SDGs, adapting actions to local realities and challenges, have become a key focus of Cornélio Brennand Group's ESG agenda.

In addition to the three GCB companies joining the **UN Global Compact**, the Group collaborated in the implementation of the **HUB ODS Pernambuco**, which enhances regional engagement of companies to achieve the SDGs. To support the initiative, the Advanced Institute of Technology and Innovation (IATI) took on the role of host for the HUB. With this strategy, Pernambuco joins six other Brazilian states that also have a HUB SDG unit.

In 2023, a Management Committee was established, which includes two representatives from Cornélio Brennand Group, to promote business integration and engagement in the state, further reinforcing the commitment to advancing the ESG agenda.

## EDUCATION AND ENGAGEMENT ACTIONS FOR GCB EMPLOYEES ON THE SDGS IN 2023

- **Campaigns and awards:** during Environment Week, GCB conducted campaigns with awards for specific SDG challenges.
- **Podcasts:** episodes were recorded about the SDGs and the Group's role as a signatory of the Global Compact and a member of Pernambuco SDG HUB.
- **Communications:** GCB news now includes the corresponding SDG badge, reinforcing the commitment to these goals.
- **Series "17 Ways to Transform the World":** videos highlighting GCB's business actions and their contribution to the SDGs.

The episodes can be accessed via the **QR Code** below.





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# Stakeholder engagement

GRI 2-28, 2-29, 3-3

The materiality review process involved stages of identification, prioritization, and validation, ensuring that the Group's ESG strategies reflected both business needs and stakeholder expectations.

Engagement with stakeholders, including business partners, civil society organizations, consumers, clients, employees and other workers, governments, local communities, NGOs, shareholders, investors, suppliers, and unions, is maintained through constant dialogue channels and various forms of involvement throughout the year. One example is participation in discussion forums of organizations such as the Brazilian Institute of Corporate Governance (IBGC), the Family Business Network (FBN), the American



GCB representatives are part of the Steering Committee of Pernambuco SDG HUB



Event held with companies from Pernambuco participating in Pernambuco SDG HUB, the local unit of the UN Global Compact.

Chamber of Commerce (Amcham Brasil), the Group of Business Leaders (Lide), and the UN Global Compact – Brazil Network.

GCB is also present in associations of the sectors in which it operates, such as the Brazilian Association of Glass Industries (Abividro), the Brazilian Wind Energy Association (ABEEólica), the Brazilian Association of Clean Energy Generation (Abragel), the Brazilian Association of Photovoltaic Solar Energy (Absolar), the Association of Real Estate Sector Business Leaders (Ademi), the Union of Real Estate Purchase, Sale, and Management Companies (Secovi), and the Brazilian Shopping Centers Association (Abrasce).

Engagement with stakeholders is maintained through **constant dialogue channels.**



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# What's *coming up*

For 2024, GCB's ESG work plan is focused on actions that reaffirm the company's commitment to building a more sustainable and equitable future.



Edivan Santos, Wêdja Borba and Naira Elias – Corporate



### ENVIRONMENTAL:

GCB's Climate Strategy Plan will remain a priority, with the implementation of decarbonization actions and the strengthening of energy efficiency. Additionally, the company will pay special attention to the preservation of biodiversity and ecosystems, taking care of the Group's green areas.



### SOCIAL:

The actions of the Diversity, Equity, and Inclusion Program will be intensified, and community engagement will be expanded through educational initiatives and support for social organizations. Additionally, the ESG agenda in procurement will also be promoted.



### GOVERNANCE:

Transparency and ethical practices will be reinforced, ensuring integrity in all of the company's operations. The risk management of the ESG pillars will also be strengthened.

By making its intentions clear in the ESG agenda, Grupo Cornélio Brennand invites all *stakeholders* to join this journey, promoting a positive impact on society and the environment.





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Rio do Sangue (MT)

# Environmental





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"We are in the world and part of it, and it is our commitment to transform the future. Throughout our journey, we have adopted an environmentally responsible approach, reaffirming our commitment to the preservation of nature and the quality of life for people. Our goal is to be a positive force for the planet, ensuring a sustainable future for present and future generations."

**Helena Brennand de Souza Leão** – Shareholder and Member of the Board of Directors

## Commitment to the environment and conservation

### GRI 304-3, 3-3: Biodiversity and ecosystems

Cornélio Brennand Group has consistently prioritized the sustainable use of natural resources, integrating sustainability principles into all facets of its operations. The Group adopts practices that align with the transition to a low-carbon economy and seeks to innovate and improve these practices annually, demonstrating constant evolution.

## Environmental preservation actions

The preservation and maintenance of two municipal conservation units (UCs) in Recife—Areas of Relevant Ecological Interest (Aries) Mata da Várzea, in Engenho Santos Cosme e Damião, and Matas do Curado, in Engenho São João—illustrate GCB's historical commitment to environmental conservation. There is also the Capibaribe River, which cuts through these two large green areas with an approximate extension of seven kilometers in the areas of Engenho Mamucaia, in the municipality of São Lourenço da Mata, and Engenho Camaçari, in Cabo de Santo Agostinho.

Combined with the 3.7 thousand hectares of green areas preserved by Atiaia Renováveis, these areas cover a total of 5 thousand hectares of green spaces and are a testament to the Group's active role in protecting biodiversity and promoting improved environmental quality and the quality of life for surrounding communities. This effort not only preserves the natural heritage but also contributes significantly to the maintenance of water resources and regulation of the local microclimate, reinforcing the interconnection between sustainable business practices and community well-being.

The Group follows applicable environmental regulations and standards to consider the habitats it protects and/or restores, which includes environmental protection laws, protected area regulations, habitat management guidelines, and other relevant standards. To identify and assess the impacts of its activities in these areas, evaluation methodologies are adopted that help implement appropriate mitigation measures.



Diego Sá distributing seedlings on Arbor Day - Atiaia Renováveis



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## MATA DA VÁRZEA

Approximately 93.37% of Mata da Várzea territory is composed of natural landscape elements, providing a range of ecosystem services. Of these, the main ones are related to regulation services, such as the hydrological cycle and climate mitigation, as well as support for local and migratory fauna.

In addition to functions associated with hydrological dynamics and spring protection, the Mata da Várzea serves as a temperature reducer, considering the high urban density in the surrounding area. The natural soil and forest cover also serve the functions of erosion control, water and air purification, and continuity of biological processes (e.g., pollination and dispersion), contributing to the maintenance of biodiversity. The local fauna, such as frugivores and nectarivores, are also considered great allies in establishing the regeneration processes of the native vegetation in the Nature Conservation Unit (NCU).

The Relevant Ecological Interest of Mata da Várzea, the main defining element for classification in the Arie category, is present in the 567.50 hectares (46.88% of the total area) designated as the Conservation Sector, with emphasis on forest cover in its different strata totaling 537.41 hectares, which corresponds to 94.4% of this Sector and 71.5% of the NCU's territory.

### Biodiversity:



- **FLORA: 416 species**, distributed across 83 families. Of these, 413 are angiosperms (flowering plants) and three are pteridophytes (lacking flowers, seeds, and fruits).



- **FAUNA: 320 species**, with 164 birds (avifauna) and 156 from other biological groups (including mammals, reptiles, fish, amphibians, and invertebrates).

The avifauna group is one of the main indicators of conservation and plays a fundamental role in maintaining natural ecosystems. Through the observation and description of this group, it is possible to assess the environmental quality of a given region, especially in tropical forests, as they are important seed dispersers and pollinators, directly contributing to the dynamics and regeneration of forest cover.



## Mata da Várzea

contributes as a temperature reducer.

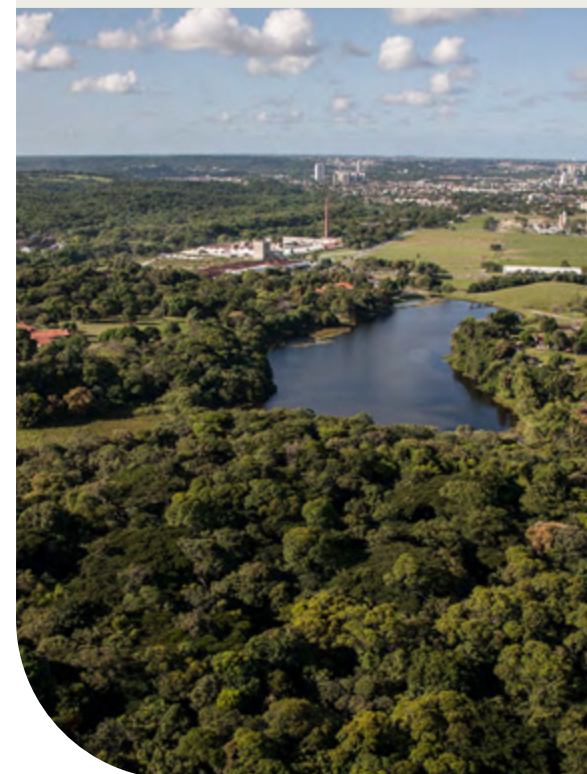
## CO<sub>2</sub> stock



Carbon stock of Mata da Várzea: 450,000 tCO<sub>2</sub>e



Total carbon stock of GCB Forests (including Atiaia Renováveis forests): 2 million tCO<sub>2</sub>e



Mata do Curado - Engenho São João (Recife - PE)



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## GHG EMISSIONS MANAGEMENT

The management of GHG emissions and their environmental impacts is included in the Climate Strategy Plan, detailed in the ESG in Strategy chapter. The Group monitors and measures its direct and indirect emissions to reduce and offset the volumes generated, as well as to track risks and opportunities related to climate change.

In 2023, a GHG inventory of the companies was prepared, covering Scope 1, Scope 2, and partially Scope 3 emissions measured in 2022. The same scopes will be covered in the inventory to be prepared in 2024, pertaining to 2023. This effort aims to accurately quantify the emissions resulting from activities, forming the basis for strategic planning for future mitigation actions. GCB plans to intensify the use of technological tools for measurement and inventory preparation.

The social and environmental impacts resulting from emissions vary according to the activities of GCB's companies. They include



**In 2023, GCB developed the GHG emissions inventory for**

# 100%

**its operations, covering Scopes 1, 2, and some categories of Scope 3.**



Complexo Fotovoltaico Maravilhas (PE) - Atiaia Renováveis

the reduction of carbon sequestration by flooded vegetation, GHG emissions from direct and indirect operations (Scopes 1, 2, and 3), and changes in the reservoir water regarding temperature, oxygenation, and pH. However, the Group's activities also contribute to combating climate change, as they have a smaller carbon footprint compared to other non-renewable energy sources.

Companies like Iron House, which have lower emissions in Scopes 1 and 2, have the advantage of being able to adopt more agile and less complex emission offset strategies, which can be implemented in the short or medium term. These strategies may include direct emission reduction initiatives and the use of renewable energy solutions. In addition to these mitigation initiatives, Iron House is aware of the impacts of climate change that may directly affect its operations and

is preparing to address them by implementing adaptation measures. In this way, the company not only reduces its emissions but also proactively adapts to climate challenges, ensuring resilience and sustainability in its activities.

Companies with larger volumes of emissions, like Vivix, face more substantial challenges and require more robust mitigation strategies. For these, emission offsetting should be considered over a broader time spectrum, involving joint offsetting actions and systematic emission reduction.





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# Waste management

GRI 306-1, 306-2

The actual or potential impacts caused by the Group's activities can occur at different stages of material input and output. The inputs cover a variety of items, including natural resources and raw materials used in operational activities. These materials are essential for production and operations but carry impacts such as the use of natural resources, air pollution, and waste generation.

In 2023, GCB adopted significant measures to prevent the generation of these wastes in its activities and value chain, aligning with its social and environmental responsibility. The company emphasizes the continuous expansion of its operations with a focus on sustainability, adopting waste management practices that include recycling and reusing materials.

José Mario Vieira – Armazém Vivix





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# Paperless Legal Department

GCB's legal department launched the 'Paperless Legal Department' program with the aim of eliminating paper use and digitizing all possible documents. This ambitious project resulted in the digitization of over 90% of the department's documents, a remarkable achievement that transformed the way the sector works.

This initiative enabled the reduction of paper consumption and the optimization of internal processes. Digitization facilitated document access and management, making operations more agile, efficient, and secure.

*The success of the "Paperless Legal Department" is a testament to GCB's ability to innovate and adapt to new technologies, always striving for excellence and environmental responsibility. This achievement was made possible by the effort and dedication of the entire team, who worked tirelessly to reach this goal and implement significant and sustainable changes."*

**Leonardo da Matta,**  
GCB Chief Legal Officer



Legal Team - Corporate

## EFFECTIVE DATA MONITORING

GCB uses a rigorous process to monitor its waste data, including the control of important documents such as the Waste Transport Manifest (MTR), which provides details about the quantity, type, and destination of the waste generated. Additionally, the Final Destination Certificate (CDF) is issued by the recipient to confirm the environmentally correct treatment of the solid waste received, allowing for precise and responsible monitoring.

The Group also keeps updated control of its waste in the National Solid Waste Management Information System (Sinir), which provides mechanisms to monitor the movement, generation, storage, transportation, and final disposal of these materials. In this way, the

company ensures compliance with legal requirements and contributes to the promotion of sustainable environmental management practices.

The Group uses a rigorous process to **monitor waste data.**



# Impacts of activities, products and services on **biodiversity** GRI 304-2

Cornélio Brennand Group considers biodiversity preservation as a fundamental pillar in the fight against climate change and the promotion of sustainable development. It has a renewable energy company in its portfolio and maintains protected green areas, playing a crucial role in ecosystem conservation, ensuring that various species of flora and fauna continue to thrive.

Even while acting positively and regeneratively in the preservation of vast green areas, the Group recognizes the impacts on biodiversity resulting from its activities, especially in the construction and operation of industrial facilities. These impacts involve both direct and indirect effects on local ecosystems:

- **Physical barriers (direct impact):** infrastructures such as industrial facilities and dams can create obstacles that interfere with the free movement of animals and the connectivity between different ecosystems.
- **Habitat loss (direct impact):** the construction and operation of these facilities can result in habitat loss for local fauna and flora, directly affecting the area's biodiversity.
- **Erosion and sedimentation in nearby water bodies (indirect impact):** industrial and mining activities can cause soil erosion and

lead to increased sedimentation in nearby water bodies, compromising water quality and aquatic life.

- **Climate change (indirect impact):** greenhouse gas emissions resulting from the company's operations contribute to climate change, which can negatively affect ecosystems and biodiversity globally, as well as impact local communities.

Furthermore, industrial operations result in direct impacts related to pollution, which have consequences for the environment and public health. All these impacts on biodiversity vary in duration, potentially being temporary or permanent, with reversible or irreversible effects, influencing the assessment of the severity of environmental changes caused by human activities.

Given the context, GCB is investing in advancing its Climate Strategy Plan and also plans **to quintuple the production capacity of its renewable energy business, aiming to reach a milestone of 1 GW of power by 2030**, reducing the economy's dependence on fossil fuels and, consequently, decreasing greenhouse gas emissions. This commitment not only combats climate change but also reduces air and water pollution, directly benefiting the health



Sucuriú River in Mato Grosso do Sul

of ecosystems and the human communities that depend on them.

Additionally, the Group prioritizes the **preservation of the 5,000 hectares of protected green areas**, acting as a guardian of natural habitats, which is vital for maintaining food chains and ecological cycles. By protecting these areas, the company ensures that native species, many of which may be threatened with extinction, find a safe refuge, contributing to genetic diversity and ecosystem resilience.





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Meeting between GCB employees, partners and social leaders of Várzea

# Social



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*“Integrity is the essence of our vision for every individual who is part of the Cornélio Brennand Group. We respect and value the differences of each employee, as we believe that diversity strengthens us. It is our people, full of energy and passion for what they do, who drive our results. It is for them and with them that we build and will continue to shape our success.”*

**Carolina Brennand** – Shareholder, Member of the Board of Directors, and Coordinator of the People & Sustainability Committee

# Our people

## Culture of appreciation and respect

Cornélio Brennand Group recognizes that the talent, energy, and diversity of its employees are fundamental to the strengthening and success of the organization. This conviction guides the creation and maintenance of a welcoming work environment that fosters collaboration, promotes inclusion, values diversity, and ensures fair compensation.

The Group's institutional policy prioritizes respect for the integrity and individuality of each employee. It is the people, with their passion and energy, who lead to exceptional results and a promising future.

To make the daily life of employees more satisfying, GCB offers a wide range of benefits that cover full-time, part-time, and temporary contracts. These benefits include life insurance, health plan, dental plan, extended maternity/ paternity leave, meal allowances, food vouchers, childcare assistance, remote work support, birthday day off, workplace gymnastics/ *shiatsu*, Friday + (half-day off in months without holidays), 100% free emotional support extended to family members, transportation vouchers, and performance-based profit sharing (PPR). GRI 401-2



Sérgio Posternak, Ivambya Guedes and Aline Cardeal – Atiaia Renováveis





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Raíssa Alencar - Vivix

## Employee Value Proposition (EVP)

The Employee Value Proposition (EVP) of Cornélio Brennand Group is a strategic initiative aimed at strengthening the employer brand and enhancing the employee experience, both in attracting new talent and for current employees.

This focus on every stage of the employee journey has contributed to the Group's recognition as an excellent place to work, with renewed certifications from Great Place to Work and rankings among the Best Companies to Work For in Pernambuco, the national industry, and, for the first time in 2023, as one of the best companies to work for in the energy sector.

### 2023 RADAR

One of the greatest examples of proactive and transparent communication by GCB, the 2023 Radar convention was also marked by its commitment to the ESG journey and climate change agenda: it was the Group's first carbon-neutral event.

Bringing together 500 employees from over 20 cities, the Radar event took place in early 2023 in Recife. The program was divided into three segments inspired by the employer brand's pillars. In "Solid Foundations," the presidents presented the results for 2022, and the shareholders discussed the daily efforts in building a century-long trajectory. The second

block, "Growth with energy," was dedicated to challenges and goals. In the final session, "Concrete relationships," the focus was on reinforcing connections and the strength of employees, featuring recognition for tenure and a lively happy hour.

For the carbon-neutral initiative, GCB partnered with Plantar Carbon—a climate change and sustainability consulting firm—which calculated the CO<sub>2</sub> equivalent emissions generated for the event, from its infrastructure to air travel. In total, this edition of Radar offset 24 tons of CO<sub>2</sub> emissions, reinforcing its commitment to the ESG agenda.



Teams from all the businesses gathered at Radar 2023 in Recife



# Demographic data

GRI 2-7

Cornélio Brennand Group believes that diversity extends beyond demographic characteristics to include unique perspectives, skills, and experiences. Valuing and respecting diversity is crucial for driving innovation and business excellence, creating a work environment that celebrates differences and allows each employee to fully contribute to the organization's success.

## DIVERSITY, EQUALITY AND INCLUSION IN GCB

Mutual respect and equal opportunities contribute to attracting and retaining diverse talent and fostering a respectful and productive organizational climate.

The demographic analysis of employees reveals a gender composition with a trend toward greater female inclusion and consistent racial diversity, reflecting the Group's commitment to fostering an inclusive work environment. The presence of people with disabilities (PwDs) is monitored, indicating the need for ongoing inclusion efforts.

## Employees by company and by work contract<sup>1</sup> GRI 2-7

Type of contract	2021			2022			2023		
	Permanent and full-time	Temporary and part-time	Total	Permanent and full-time	Temporary and part-time	Total	Permanent and full-time	Temporary and part-time	Total
Renewable Atiaias	134	6	140	142	6	148	145	11	156
Vivix	334	5	339	330	16	346	334	1	335
Iron House	15	2	17	17	1	18	14	1	15
Corporate	289	17	306	297	20	317	217	98	315
<b>Total</b>	<b>772</b>	<b>30</b>	<b>802</b>	<b>786</b>	<b>43</b>	<b>829</b>	<b>710</b>	<b>111</b>	<b>821</b>

<sup>1</sup> Only considered GCB employees, excluding workers such as apprentices and interns.

## Employees by gender<sup>1</sup> GRI 405-1

Gender	2020		2021		2022		2023	
	No.	%	No.	%	No.	%	No.	%
Male	597	76	590	74	603	73	637	72.3
Female	186	24	212	26	226	27	244	27.7
<b>Total</b>	<b>783</b>	<b>100</b>	<b>802</b>	<b>100</b>	<b>829</b>	<b>100</b>	<b>881<sup>1</sup></b>	<b>100</b>

## PwD Employees<sup>1</sup> GRI 405-1

PwDs	2020		2021		2022		2023	
	No.	%	No.	%	No.	%	No.	%
No	766	97.8	786	98	815	98.3	865	98.2
Yes	17	2.2	16	2	14	1.7	16	1.2
<b>Total</b>	<b>783</b>	<b>100</b>	<b>802</b>	<b>100</b>	<b>829</b>	<b>100</b>	<b>881<sup>2</sup></b>	<b>100</b>

## Employees by ethnicity<sup>1</sup> GRI 405-1

Ethnicity	2020		2021		2022		2023	
	No.	%	No.	%	No.	%	No.	%
Mixed	478	61	474	59	488	59	498	56.6
Black	26	3	30	3.7	34	4	40	4.5
White	226	29	244	30	254	30.6	274	31
Asian	1	0.1	3	0.3	4	0.4	5	0.60
Not informed	52	7	51	6	49	6	64	7.3
<b>Total</b>	<b>783</b>	<b>100</b>	<b>802</b>	<b>100</b>	<b>829</b>	<b>100</b>	<b>881<sup>1</sup></b>	<b>100</b>

<sup>1</sup> It also considered GCB workers (such as apprentices and interns).

\* The data reported above was extracted from the registration database of GCB employees.

\* The total number of employees in indicator 405-1 also considered GCB workers (such as apprentices and interns), unlike indicator 2-7, to preserve the comparability history of other years.

\* Further information on employees is available in the GRI Annex.



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# SOMOS Program – Our differences complete us



Through Somos Diversity Program, GCB is committed to cultivating a diverse and inclusive work environment, not tolerating any form of prejudice or discrimination. The Program has led the implementation of several initiatives aimed at fostering diversity within the company. They include workshops and literacy chat in DE&I, creation of affinity groups and the integration of diversity and inclusion topics in the human and organizational development agenda of the Group's companies.

The members of Somos have been dedicated to Cornélio Brennand Group's diversity & inclusion journey since 2020, with the objective of consolidating an aspect already recognized as essential: respect. From this value, we seek to build a work environment in which vitality and variety of forms and pluralities emerge. A work so that this agenda is coherent, consistent and evolutionary.



Thayane Lins – Vivix and Thiago Diniz – Corporate

In 2021, GCB conducted its first self-declared diversity census, enabling a detailed analysis of the company's diverse composition. This survey provided valuable insights *into* the current situation of diversity in the Group, helping to identify areas for improvement and opportunities to drive inclusion.

In 2023, there was a complementary work to the census, with the objective of updating cadastral data by self-declaration of gender and race.

To better target Somos Program, four affinity groups were created with an initial focus on gender, ethnicity LGBTQIAPN+ and people with disabilities. The main objective is to highlight the

importance of a welcoming work environment, in which empathy is stimulated and exercised, and in which people feel valued and respected, regardless of their ethnicity gender or sexual orientation.



Gender



Ethnic-racial



LGBTQIAPN+



PwDs





## Activities of Somos Program in 2023:

- Ten lectures and chat sessions promoted productive discussions to raise awareness about diversity and inclusion;
- Employees produced **four videos** sharing personal experiences and emphasizing the message of inclusion in the company;
- The production of **four podcasts** offered a platform for continuous dialogue and access to relevant information on the topic;
- A workshop provided participants with specific skills and knowledge to apply the principles of diversity and inclusion in the workplace;
- **Social media posts** engaged the *online* community by disseminating information and successes related to diversity and inclusion initiatives;
- Two **training sessions** were designed to empower employees to contribute to a more inclusive and respectful work environment.



Lucas Machado, Ana Karine Campos, Carlos Vinícius Coutinho (Corporate) and Janaína Lucena (Vivix)

### TIMELINE

Each year, a keyword is chosen to guide the actions emphasizing the goal to be achieved, expanded and matured in the journey.

In this path followed, in 2023, the structuring word was Empower, in which actions became polyphonic, that is, composed of many empowered voices to make DE&I reverberate.





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# Somos 2023

# EMPOWER



**30%**

of women holding **leadership** positions



**76%**

of the women in the selection stage and **385** of the vacancies assigned to them



Gender Affinity Group proposes the launch of the pregnant woman support program, **GCBaby**



Return from **maternity leave** with monitoring by the occupational physician and P&S

PwD Affinity Group launches **Booklet on Autism in adults** in Blue April

Ethnic-racial Affinity Group promotes educational action on **indigenous peoples**



Sandy Ramos - Corporate



LGBTQIAPN+ Affinity Group launches **Pride Month campaign** with Maite Schneider with video, post and live chat



New round of training in MDI (**Master of Diversity and Inclusion**)

Gender Affinity Group carries out **Mulheres que Inspiram (Women Who Inspire)** campaign with chat, video and post



Engagement campaign embraces **diversity of families** in May

**Guilherme Bara**, TED speaker and visually impaired, lectures at **Semana do Saber**



PwD affinity group lectures with **Daniela Sagaz**, PwD executive, and disseminates video **with stories of employees of the Group**

Complement of DE&I census, with **registry update of gender and ethnicity**

Ethnic-racial Affinity Group lectures with **Dayse Rodrigues**, with video and post on social media to mark Black Awareness Day



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## SOMOS IN NUMBERS IN 2023

There was a significant evolution in the results, from the topic of women in leadership, to the arrival of women in functions previously occupied mostly by men, such as surveillance functions. This demonstrates the sustainability of the route, and that each step is significant, as GCB believes that diversity is a journey without an end point.

## AWARENESS AND TRAINING INITIATIVES

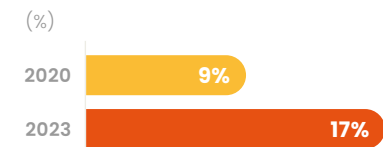
GCB has been taking significant measures to internally promote diversity and inclusion. Representation commitments are established through diversity indicators, in addition to the creation of a guide to direct Cornélio Brennand Group and its businesses in engaging with the topic.

One of the biggest challenges is to have, for every three finalists in the selection processes for a leadership position, at least one woman. **A few years ago, the Group's asset surveillance staff did not have any women; in 2023, they represented 17% of these employees.**

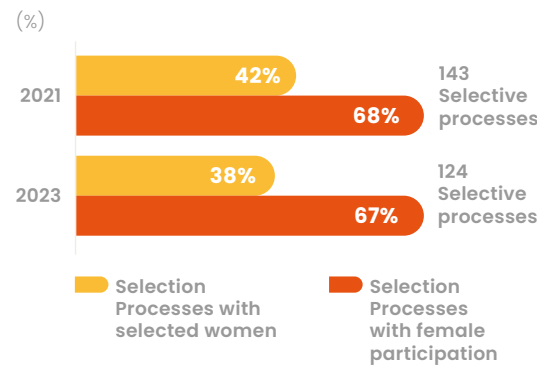
### Women in leadership



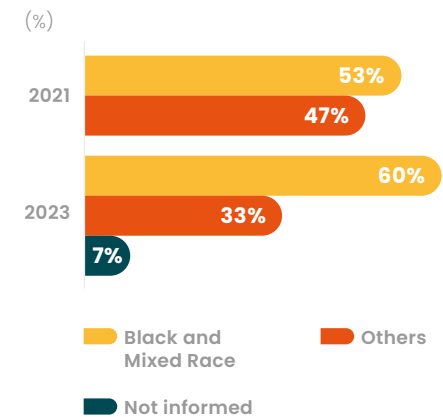
### Women in surveillance



### Selection



### Racial



### 55+



Headcount 55+

Trends %

<sup>1</sup> Trends 2024

### GPTW



Can I be myself here?  
(Question Dimension Comradeship)





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# What's *coming up*

There have been more than 40 DE&I initiatives to date, demonstrating that GCB is committed to promoting inclusion, equality and diversity. In addition to having a business vision that follows the current perspectives of innovation and creativity, which generates gains for the entire organization. This fact is reinforced by the participation in the UN Global Compact, an initiative in which the Group is committed to the SDGs, which gives Somos even more meaning.

## Somos 2024

## ENGAGE



**Creation of the internal regulations for Somos squad**



**Listing of Somos initiatives in a blog on the internal social media**

**New round for assigning roles and responsibilities with affinity groups**



Douglas Melo - Iron House

**Mapping of initiatives that should be reinforced in the GCB**



**Training on diversity, inclusion and equity with the P&S team**



**Definition of communication strategy**

**And much more...**



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# Health, safety and **well-being**

## GRI 3-3 Health, well-being and safety

Cornélio Brennand Group prioritizes the health, safety and well-being of its employees, both its own and outsourced. This commitment is reflected in the implementation of occupational safety policies and practices, with a focus on the prevention of accidents and occupational diseases.

To ensure compliance with legal requirements, the Group has a Health and Safety Management System (HSE), which includes labor and social security laws, collective agreements and conventions, sectoral regulations, licensing and authorization requirements, demands of the Public Ministry of Labor (MPT), in addition to inspection requirements. The system is based on the regulatory standards of the Ministry of Labor and Employment (NRs) and covers all workers, activities and workplaces of the organization.

GRI 403-1



The GCB offers several **structures and channels** for workers to report hazards and risk situations.



Manoel Ferreira – Corporate

## IDENTIFICATION AND MANAGEMENT OF RISKS GRI 403-2

In recent years, the Group has made great progress towards identifying and managing occupational risks. Through a proactive approach, GCB investigates all incidents and accidents that occur in the workplaces and activities involved. The work is conducted by a multidisciplinary team, which analyzes the causes and develops solutions to prevent recurrences. This process, which aims to correct faults and strengthen a safety culture, includes assessment of chemical, physical, mechanical, ergonomic and project and change-related risks.

Safety management has evolved with a detailed inventory of hazards and risks in all operations, using the Integrated Occupational Management Software (SOC), which allows real-time monitoring, enabling the accurate identification of risks and the adoption of collective and individual protection measures.

The results of these assessments are used to continuously improve the occupational health and safety management system. In addition, the GCB offers several structures and channels for workers to report hazards and risk situations, without the fear of punishment or persecution. This guarantee is explicitly provided for in the company's Code of Conduct.

Cornélio Brennand Group guarantees all employees the right to refuse to perform tasks that represent a serious and imminent risk to their health and safety, promoting an environment in which the preservation of life is a priority.



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## COMMUNICATION AND TRAINING IN OCCUPATIONAL HEALTH AND SAFETY GRI 403-5

Effective communication and continuous training are essential pillars in the Group's Health and Safety (HSE) strategy. Through specific training, meetings with leadership and various communication channels, employees are constantly informed and made aware of the best safety practices, reinforcing the importance of prevention and mutual care.

The training offered to all workers ranges from the integration of new employees to specific guidelines, such as prevention of falls and occupational diseases, firefighting, handling of chemicals, ergonomics, first aid, use of personal protective equipment (PPE), operation of industrial vehicles and training in emergencies, among others.

## HEALTH PROMOTION AND RISK PREVENTION GRI 3-3, 403-3, 403-6

In 2023, the Group demonstrated a strong commitment to the management of occupational health and safety and the integrity of employees by implementing initiatives to promote and preserve the well-being of all. This is evidenced by the availability of specialized health services for all locations, with teams formed by professionals registered with the Ministry of Labor and the Regional Council of Medicine, specialization in occupational safety engineering recognized by CREA among other qualifications.

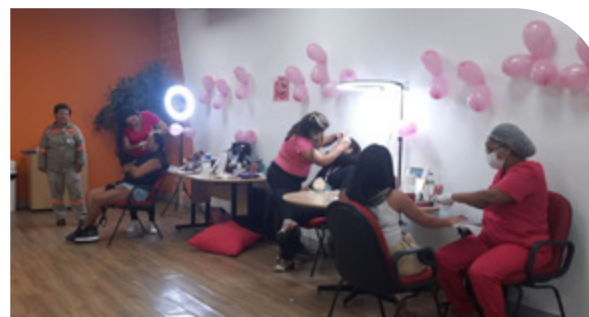


Actions to promote well-being with Várzea employees

With the Occupational Health Medical Control Program (PCMSO), in line with NR--7 regulations, the company ensures the annual performance of labor exams, in addition to providing medical guides for annual check-up, considering gender and age group, through the health plan that includes all employees. The Group also established the Hearing Conservation Program (PCA), aiming to prevent hearing problems in employees exposed to high levels of noise.

GCB advances each year in the prevention of ergonomic risks through the Ergonomic Management Program (EMP), establishing guidelines for the analysis and improvement of working conditions. In addition, hiring a specialized company to perform a Legal Compliance Audit underscores the effort in maintaining compliance with regulatory requirements.

Information on occupational health services can be accessed through internal communication channels, *workshops* and training, awareness campaigns, printed material, online applications and platforms, as well as health and safety committees. Personal information related to health is confidential, which ensures that it is not used for any favorable or unfavorable treatment.



Wellness action





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## CARING WITHOUT BORDERS

The Internal Week for the Prevention of Work Accidents and the Environment (Sipatma), held from April 17 to 20, brought together employees from different areas under the theme "Caring without Borders". This event was part of the national campaign "Green April", dedicated to the promotion of the culture of safety and prevention of occupational accidents. The activities were coordinated by the Safety, Health and Environment areas, in collaboration with the Internal Accident Prevention Commissions (CIPAS).

Sipatma offered a diversified agenda, mixing virtual and face-to-face events. The *online* sessions included workplace exercises and lectures, providing a forum for business leaders to discuss the importance of safety, with an emphasis on individual and collective responsibility regarding health and safety in the workplace.

The in-person activities included a variety of services, interactions, and lectures on various topics, such as financial education, harassment, and other relevant subjects, all presented in an informative and playful manner. At Vivix, a team-building game encouraged employee participation, promoting safe practices and resulting in the collection of two tons of food for donation.



Employees participate in Sipatma

In Várzea, employees had the opportunity to deepen their knowledge in first aid, defensive driving, and recycling, in addition to undergoing health examinations. The local community also benefited from initiatives focused on public health.

Sipatma 2023 reaffirmed the organization's commitment to promoting the health, safety, and well-being of its employees, highlighting comprehensive care and efforts that extend beyond the company's physical boundaries.



# Focus on integral health and **well-being**

GRI 403-6



Recognizing the importance of emotional health, GCB continues with **Faz Bem** program, which focuses on the overall well-being of employees by providing resources for better workplace management, promoting greater engagement and professional satisfaction.



Geraldo Medeiros - Group nursing technician

## HEALTH AND SAFETY DIALOGUE (DSS)



Diálogo de Saúde e Segurança

One of the actions implemented by Faz Bem in 2023 was the Health and Safety Dialogue (DSS), a new communication channel that allows monthly face-to-face interactions among employees to discuss topics related to well-being, health, and safety.

Inspired by an existing model in the operations of Vivix and Atiaia Renováveis, the DSS now extends to the administrative departments, emphasizing the importance of these topics in the organizational culture. The DSS has been especially beneficial during periods of high pressure, such as external audits, allowing the team to reflect on topics such as stress and fatigue.

The first meeting, in March 2023, addressed Stress in the Workplace, focusing on raising awareness about mental health. In April, the topic was Home Prevention, offering tips for maintaining domestic safety and avoiding accidents. Other monthly topics that followed addressed issues such as emotional health and the digital world, physical health, anxiety, and Yellow September.

Throughout the year, there was an average of 49 participants per month in the DSS, which are led by the leadership team and have their content developed by the HSE (Health, Safety, and Environment) and P&S (People and Sustainability) departments, depending on the topic.

## EMOTIONAL SUPPORT PROGRAM



In addition to reflections and the pursuit of holistic health, the Group has been encouraging the use of resources such as the **Optum** benefit. Available 24/7, this emotional support program encompasses a network of more than 6,000 professionals, ready to assist employees and their families via phone, email, or app. This service is offered free of charge and with confidentiality guaranteed.





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## EMOTIONAL HEALTH SCREENING

Another tool implemented in 2023 was the Emotional Health Screening, which is conducted by the occupational physician at the units during periodic examinations.

The SRQ 20 – *Self Report Questionnaire*, a test that assesses the degree of emotional distress through 20 questions, was incorporated into the medical clinical form. From 0 to 6 responses marked as YES, it is considered that there is no evidence of distress; from 7 to 10 indicates mild distress, in which case it is suggested to use the psychological support service provided by our partner, Optum. Between 11 and 15 indicates moderate distress, in which case, in addition to psychological support, a referral to a psychologist is made through the health plan for ongoing treatment. Between 15 and 20, indicating severe distress, a referral to a psychiatrist is filled out with support from the Health and P&S department. For moderate and severe cases, the occupational physician conducts biweekly follow-ups to assist the employee in improving their overall health.

More than 500 employees were screened throughout the year. Few required mild to moderate intervention, and no severe cases were identified.

## SUPPORT PROGRAM FOR PREGNANT WOMEN



GCB participates in the Citizen Company program, which extends maternity leave to 180 days and paternity leave to 20 days. In this context, in March 2023, the GCBaby Program **was** launched, based on a suggestion from the Gender Affinity Group of Somos Program. The main objective of this initiative is to provide comprehensive support to pregnant employees from the early weeks through to the postpartum period.

GCBaby has offered guidance and support to 15 pregnant employees so far. It was developed to fully meet the needs of expectant mothers, providing emotional support, answering questions, and offering guidance on healthy practices. In addition, it offers a welcoming and empathetic environment. The employees supported by the program receive a welcome kit and are carefully and affectionately accompanied throughout the prenatal and postnatal periods.

After maternity leave, all employees are invited by the Health team to participate in an emotional screening with the occupational physician. The goal is to understand how the mothers are feeling about returning to work and how the Health sector, in collaboration with the P&S area, can contribute to a smooth and welcoming return.



GCBaby was developed to meet the needs of

**future mothers.**



Aline Rodrigues (Vivix) waiting for Sophia





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# Health beyond work

All employees of the Group also have access to initiatives for health promotion and the prevention of non-work-related illnesses. There are programs for exercise and physical activities, oral health, mental health and emotional well-being, prevention of chronic diseases, and disease management; vaccination campaigns, awareness about sexual health, and cancer prevention; health screenings; health education; and home safety. The content is covered in chats or *podcasts* that are available on the internal social network.

## ENERGIA EM MOVIMENTO (ENERGY IN MOTION) PROGRAM

### Gympass

Among the care measures, a partnership with Gympass is included, offering access to a wide range of physical and wellness activities—encouraging an active and healthy lifestyle. In the energy sector units, the Energia em Movimento program was created. With this program, employees can attend live classes and engage in physical activities outside of their working hours.

## HYBRID AND FLEXIBLE MODEL

At a time when many companies are returning to fully in-person work, GCB reaffirms the need to adopt new models that better meet the needs and desires of employees. In this way, it continues to adopt a hybrid work model, promoting flexibility and satisfaction in the professional routine. This format reflects an adaptation to the new realities of the work environment and a commitment to organizational innovation.

The Group maintains the **hybrid work model**, thereby promoting **flexibility** and **satisfaction in the professional routine**.



Aline Fonseca - Corporate



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# Human and **organizational** development

At Grupo Cornélio Brennand, the continuous development of employees is a strategic priority. Led by the People & Sustainability area, the Training and Development Program is designed to enhance technical skills and enrich the professional growth of each team member, contributing to collective success.

The Organizational Human Development (OHD) area is responsible for all training, capacity-building, and employee development programs and actions, aiming to create a culture of continuous learning. This process is based on the company's strategic competencies, which translate into expected behaviors for employees, as well as the company's future needs based on its growth plan.

## **PERSONALIZED TRAINING AND DEVELOPMENT PLANS FOR ALL** GRI 404-2

Annually, the OHD area starts with the Performance Management Program to measure competencies and obtain data for collective development plans (PDC) and individual development plans (PDI). In addition to analyzing the results, a market trends assessment is also conducted to ensure that our people's learning is aligned with what is expected of today's and future professionals. This tool ensures that the

development of competencies is aligned with the employees' career aspirations and the Group's strategies.

By investing in the enhancement of its employees' skills and competencies, GCB strengthens its team and raises the standard of organizational excellence. In addition, it ensures a stimulating work environment where personal and professional progress goes hand in hand with the company's strategic objectives.

In 2023, the Group conducted over 30,000 hours of training, reflecting an investment of approximately BRL 1.52 million in the development of its human capital. All employees participated in some form of training, resulting in an average of 35 hours per employee. This commitment to continuous education is evaluated through participation and learning metrics, ensuring the relevance and positive impact of training initiatives on employees' practical activities.



Semana do Saber 2023



Lidere 2023



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### Leadership development



Lidere is a continuous training program for all managers, aimed at developing leadership by focusing on understanding the

transformations in the leader's role in response to global changes. The topics covered are always integrated into GCB's annual strategic planning and the most current and relevant issues.

In its 5th edition, the theme was New Times, New Leadership, focusing on discussing solutions for expanding the competencies needed for the new work model and team diversity. The topics addressed included the importance of honest dialogues, building an environment of psychological safety, empowerment as a tool for inspiration, and concluded with Lidere 4.0 – Designing Possible Futures. The in-person meetings and *team-building* activities complement the training, strengthening the Group's connections and leadership network.



**Semana do Saber expanded employees' knowledge through**

**interactive and educational activities.**

### Promoting self-development



Semana do Saber (SDS), which reached its 5th edition in 2023, expanded employees' knowledge and self-development through

a series of interactive and educational activities held in a hybrid format, with the theme 'What Now? What to do in our world?'. Numerous meetings were held, highlighting the importance of topics such as diversity, sustainability, self-awareness, and responsibility in the face of collective challenges.

In 2023, SDS began with the formation of ten teams, allowing participants to practice competencies such as leadership, collaboration, teamwork, initiative, flexibility, and adaptability to change. The teams participated in a competition where the concept of career success reinforced the importance of self-care, quality of life, the pursuit of knowledge, and actions like volunteering. The training aimed to highlight that the process of human evolution involves positively impacting our own lives and the lives of everyone we interact with.

### Internship program: growth in 2023



GCB supports the entry of professionals into the job market through its internship program, Geração G, which aims to promote an environment with more diversity and innovation. The process does not stipulate an age range and uses artificial intelligence tools and *escape room* dynamics to identify candidates more accurately. In addition, it promotes a unique development path for this group, providing essential tools for building their careers.

The program continued to grow in 2023, reaching its 5th year and achieving an increasingly significant number of applications, with a competition of 145 candidates per available position, reflecting the Group's attraction as a stimulating and enriching environment for the market. Internally, the number of areas seeking a Geração G increases every year. Geração G has already reached a rate of 49% for hiring interns who participated in the program.



GCB's Geração G Meeting





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### Accessible *online* education



Capacita is the Group's *online* education platform, accessible to all employees. Its content and tools reinforce the importance of soft skills in professional development, in addition to promoting knowledge sharing and interdepartmental collaboration.

The platform has a social role in digital literacy, investing both in education on topics such as diversity and inclusion and in initiating careers in technology, such as Data Science. One of the highlights among the Capacita trainings is the **Minimum Digital Curriculum (CMD)** initiative, which provides training in emerging technologies and essential soft skills for all employees, regardless of their positions.

The popularity of the program highlights the demand for knowledge in areas such as IoT (Internet of Things), as well as skills like creativity and collaboration. Capacita also includes specific tracks for self-awareness, emotional intelligence, quality of life, and career building.

### Talent attraction and retention

In 2023, the material theme 'Attraction, Retention, and Development of Employees' focused on the Group's performance and its businesses as employer brands, highlighting training and employment opportunities in the regions of operation. To advance professional competencies and reduce turnover rates, the company offers meritocracy programs, variable compensation, benefits, and training programs.

GRI 3-3

### Recognized high performance



Cornélio Brennand Group is committed to recognizing and financially rewarding its employees for exceptional performance and contributions through the Meritocracy Program.

With the purpose of valuing and recognizing high-performing employees, the Program is based on clear evaluation criteria, including competence, frequency of salary adjustments, market salary comparison, and salary range, culminating in the determination of the Salary Movement Index (IMS). To date, more than 270 employees from all business units have been awarded through the Program.

### Journey towards digital empowerment

Recognizing the challenges posed by digital exclusion in communication, education, and access to opportunities, the Group implemented the Incluir Program at the end of 2023. The goal of this Program is to train employees with less technological familiarity, promoting equity in access to new technologies and enhancing digital, mathematical, linguistic, and socio-emotional skills.



The Program brings together employees from different sectors, such as Agriculture, Facilities, and Asset Security, to participate in weekly classes over a period of four months. These sessions are conducted by Alicerce Educação, a partner startup focused on student-centered teaching methods. The classes cover basic computer skills, the use of tools and mobile applications, as well as familiarization with GCB's internal platforms.

This project is considered a transformative journey within the Group, with the potential for expansion and adaptation to other areas of the company, aiming for an even greater impact in the future.



Incluir Program Graduation



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*“We are agents of transformation, generating shared value in every chapter of our history. We work to build a fairer future, where everyone has the opportunity to grow and thrive.”*

**Roberta Brennand de Souza -**  
Shareholder and coordinator of the Social Transformation Committee

# Society

## REGENERATIVE TERRITORIES

Cornélio Brennand Group is a co-creator of Territórios Regenerativos Mata da Várzea Program, which aims at the sustainable development of the Várzea neighborhood through entrepreneurship, local income generation, and socio-environmental education. This Program is an example of how the Group seeks to generate a positive impact by promoting innovative models for economic, social, cultural, and environmental advancement in the territories where it operates.



The Program, created in 2021, has as co-creation partners Parsifal21 Consultoria para Impacto and Trê Investindo com Causa. In addition to these, we have strategic partners: EcoSocial, Kapiwara, Sebrae/PE, Conta Próspera, and UFPE (Universidade Federal de Pernambuco). It is built on the principle of co-creation, with the local community playing a leading role in shaping the future of their territory.



Meeting of Territórios Regenerativos na Mata da Várzea Program

## Strategic axes



1. Preservation and regeneration of the forest through sustainable and regenerative businesses;



2. Support for local entrepreneurship and promotion of business communities;



3. Socio-environmental education and preservation of local knowledge.



# Actions of Territórios Regenerativos Program 2022/2023



## 1. Environment of dialogue and trust

- Dialogue and respect
- Collective Construction
- Várzea community engagement: Várzea of our dreams
- Local leaderships in the governance of the Program (implementation of the Advisory Board – sociocratic election of two advisors)



## 2. Identification of initiatives relevant to the territory

- Perception of local needs
- Regeneration of local potential
- Business development trails
- Preservation and production of nature
- Fund raising



## 3. Support for local entrepreneurship

- Creation of shared value
- Environmental education combined with the development of impact-driven businesses
- Community-based businesses

Divided into engagement modules, which included three classes and 69 entrepreneurship workshops, the Program reached the second half of 2023 with 16 projects presented to the panel of evaluators.



Participants of Territórios Regenerativos Program.



Agroecological Exchange between communities.





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# Results

## IMPACT AND CREDIT COMMITTEE

### Approved to receive seed capital and mentoring

- Faça a Festa
- Boi da Mata
- Espaço Agroecológico da Várzea
- CESAV | Centro de Saúde Alternativa da Várzea
- Várzea Composta
- CSAU - Comunidade que Sustenta a Agricultura Urbana

### Approved to receive crowdfunding and mentoring

- Urban Waste Management
- Centro de Formação Agroecológica
- Centro de Capoeira São Salomão
- NGO do Rio

### Approved to receive mentoring

- Várzea Confecção e Estamparia
- Parque Bacurau
- Cozinha Escola
- Campo do DUDU
- Conecta Várzea
- Semearth

## TERRITÓRIOS REGENERATIVOS IN NUMBERS



4

engagement modules

64 hours in person

+ 20 hours of online support (approximately 30 people per module)

48 members in Várzea league



Participants engaged in community planting promoted by Territórios Regenerativos Program



69

entrepreneurship workshops

9 topics

6 months

264 hours of workshops/ mentoring

+15 hours of Q&A sessions



3

entrepreneurial classes

70 people

18 projects

+ 1,500 hours Management Team





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## ACCESS TO COMPREHENSIVE EDUCATION



Education is recognized as essential for sustainable social development, a principle that guides the actions of the Social Transformation Committee (CTS) of the Family Council. This vision is reinforced through the partnership with the *startup* Alicerce Educação, which aims to reduce social inequality by expanding access to quality basic education and promoting comprehensive education.

Currently, this benefit is aimed at students aged 5 to 18 who live in the Várzea neighborhood in Recife, where the Group's headquarters is located. The program is open to both the legal dependents of employees and other students from the local community. **In 2023, the program achieved an occupancy rate of 89%, with an average attendance of 73%, and ended with 100% of the scholarships filled.**

The educational program offers classes in mathematics, Portuguese (reading and writing), and life skills—crucial subjects for the intellectual and academic development of the students. Additionally, guidance is provided for the development of socio-emotional skills, attitudes, and competencies, thus integrating a complete and comprehensive learning experience.



GCB employees and students from the program participate in an environmental action held on Arbor Day

To ensure effective participation, students must maintain a minimum attendance of 75% in classes. This criterion underscores the importance of consistency and commitment to education, which are key elements for academic success and character development.



The educational benefit currently provides scholarships and serves

**60**  
**students**  
the local region.





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Sustainability  
Report  
2023



Cultural and social action at Oficina Francisco Brennand

## Oficina Francisco Brennand

Since 1971, Oficina Francisco Brennand has been enriching the Brazilian cultural panorama. That year, Francisco Brennand began to work artistically in the old Cerâmica São João, in the neighborhood of Várzea, Recife. This journey led to the creation of Oficina Francisco Brennand, a place where art, culture and education converge in a unique way.

Transformed into a non-profit institute in 2019 to expand visitor access and preserve its public character, the Oficina launched a completely redesigned website in 2023, reflecting the new institutional identity and providing access to the digital collection and other content for the public.

The space remains a vibrant center for artistic and educational activities, offering a wide range of programs that include exhibitions, educational and cultural activities, as well as formative projects that engage with nature, the territory, and various cosmologies.

*Oficina Francisco Brennand is more than an artistic space; it is a vital center of culture and education that enriches and transforms the territory in which it is situated. Since its foundation, it has been a point of convergence for artists, educators, and the community, promoting an ongoing dialogue with nature and different cultural perspectives. In each exhibition, educational action and training project, it reaffirms its role as a beacon of creativity and inclusion in the Brazilian cultural panorama."*

**Marianna Brennand** - President of the Board of Trustees of Oficina Francisco Brennand





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## Main activities of **Oficina Francisco Brennand** in 2023

Supported by Cornélio Brennand Group, Oficina Francisco Brennand developed several actions during the year, among which the following stand out:

- Inauguration of the exhibitions “Invenção dos Reinos”, with works by 30 artists, and “CapiDançaBaribéNois” by Rio de Janeiro artist Ernesto Neto.
- New curation and exhibition *design* of the Sculpture Halls, now named “Núcleo Saturno”.
- Participation in the Ceramic Biennale in China, the traveling ‘Armorial 50 Years’ Exhibition, and the SP-Arte and Art PE fairs.
- Production of the series “Caminhadas”, which includes interviews with experts from different areas.
- Implementation of a new technical reserve for the collection, with 952 items undergoing cleaning, conservation, registration, and inventory procedures.
- Launch of the “Conservation and Care of Cultural Heritage Workshop,” marking the start of the “Formações em Acervo” series.
- The educational series “Saberes do Barro” received the Darcy Ribeiro Prize for Museological Education, awarded by the Ministry of Culture.
- Implementation of accessibility actions, including videos in Brazilian Sign Language (Libras) on YouTube with audio description and subtitles.
- Conducted the Fruto Cultural Residency, aimed at arts professionals, and executed the Recife Nantes International Residency Scholarship, involving two artists from Pernambuco and two French artists.
- Launch of the series “Por Dentro da Oficina,” inspired by the “Minutos de Conversas” project, featuring members of the education, collection, and communication teams.

### TAX INCENTIVES

In recent years, the Cornélio Brennand Group has been dedicated to supporting social and cultural projects aimed at socioeconomic development in the regions where it operates.

One of the social investment strategies involves allocating resources to projects of social organizations approved under tax incentive laws. These investments aim to create a positive impact in communities

by supporting projects that are carefully selected based on the company's values and objectives.

In 2023, GCB invested a total of BRL 1.66 million in incentivized contributions, reflecting its commitment to promoting culture, social well-being, and strengthening relationships with local communities.

### Investments in social projects<sup>1</sup>

Incentive	Income tax limit (15%)	Total
Cultural and artistic nature – Rouanet	4%	BRL 700,000
Funds for the rights of children and adolescents	1%	BRL 192,000
National, State or municipal funds for the elderly	1%	BRL 192,000
Sports activities	2%	BRL 384,000
National Program for Supporting the Health Care of Persons with Disabilities (Pronas/PwD)	1%	BRL 192,000
<b>Total</b>		<b>BRL 1,660,000</b>

<sup>1</sup> Amounts in BRL thousand.



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# Governance



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"Our governance follows the best market practices, but goes beyond that. It is essential for driving our strategy, and it allows us to structure a transparent, engaged management model that is aligned with the transgenerational vision of our shareholders."

**Flávio Goes**, Chairman of the GCB Board

# Governance, Risk and Compliance

## Solid governance

Cornélio Brennand Group stands out for adopting governance practices that generate value and sustainable results. Structured according to the strategic guidelines of the shareholders and aligned with best market practices, it considers economic, social, and environmental variables as part of its risks and opportunities.

The Group's governance system is structured around three fundamental pillars:

- **Ownership**, represented by the Shareholders' Meeting and the Family Shareholder Council;
- **Family**, represented by the Family Meeting, the Family Council, and four thematic committees; and
- **Business**, represented by the three Boards of Directors, a Real Estate Committee, and three advisory committees to the Boards, detailed in the organizational chart presented in this chapter.

## Governance structure

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

With the Shareholders' Meeting as the sovereign forum, the governance structure of Cornélio Brennand Group includes members of the Cornélio Brennand Family from the 3rd and 4th generations, who are already the majority in some corporate governance forums. This is a reflection of a structured and planned succession process that ensures the continuity of family values and the preservation of legacy.

As part of the process to simplify the governance structure, the Strategic Committee will be discontinued, and its activities will be incorporated into the new scope of the GCB Council, which will primarily focus on strategic discussions regarding the Group's portfolio.

With the change, investment recommendations, analysis of new business opportunities, monitoring of strategic

planning cycles, and conducting portfolio and specific project analyses will take place within the GCB Board of Directors. This will prevent overlaps in responsibilities and broaden discussions, as the upcoming term will include the experience of new independent board members.





Body where discussions on topics are held for knowledge and/or voting by the Shareholders' Meeting. Brings together representatives from the seven family branches that make up Cornélio Brennand Group. Its objective is to preserve the harmony of the interests of all stakeholders, protecting and enhancing the shareholders' assets.

**Audit and Risk Committee:**

The Committee's main responsibilities are: ensuring compliance with Cornélio Brennand Group's Risk Policy; monitoring key risks of GCB's companies, including environmental, social, and governance risks; overseeing the results of internal and external audits; evaluating and supervising accounting and financial results; ensuring compliance with legal, statutory, regulatory, and tax standards; monitoring the GCB Compliance Program, including adherence to the Codes of Conduct; and supervising occurrences reported through the Ethics Channel intended for the Conduct Committee.

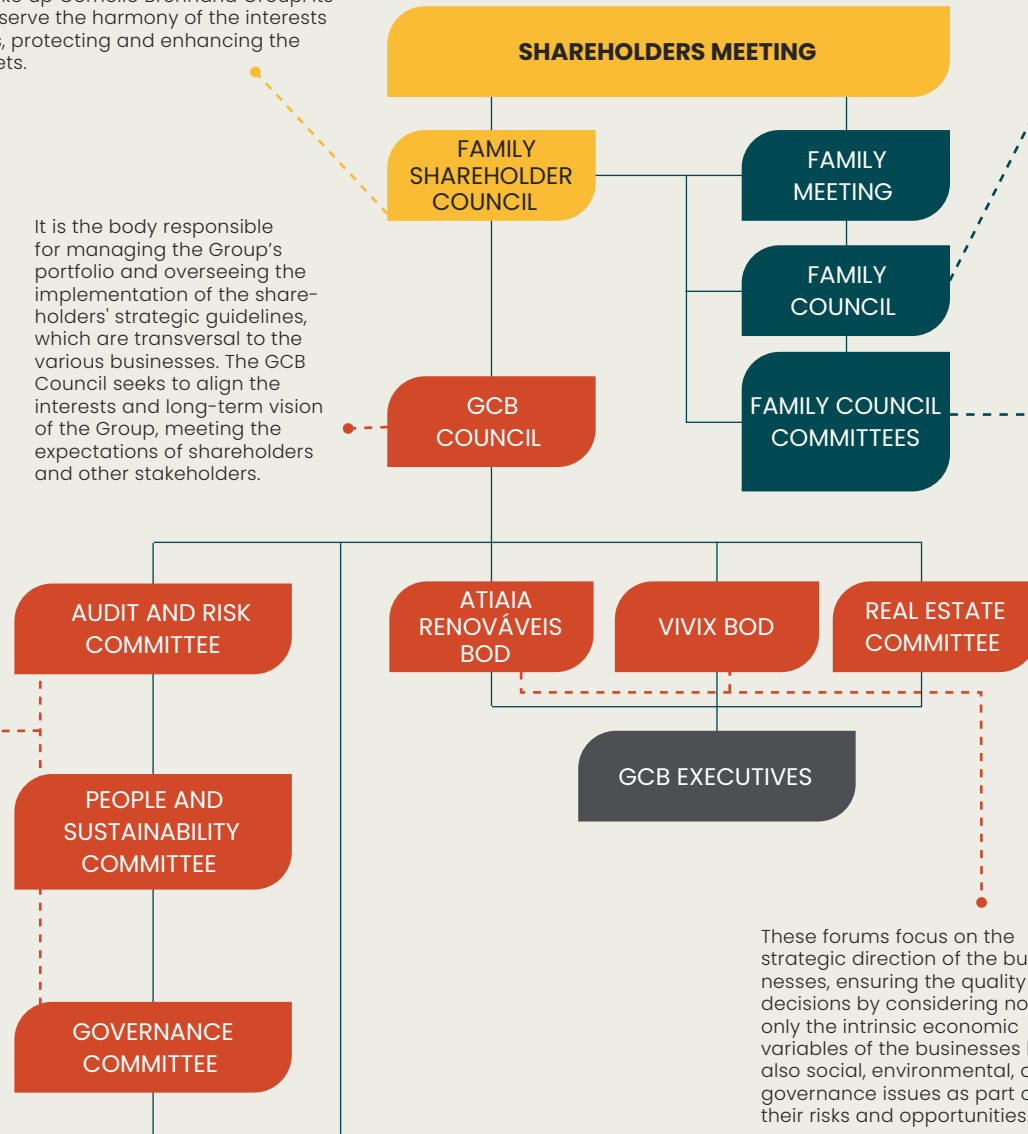
**People and Sustainability Committee:**

Responsible for defining the human resources strategy, evaluating and compensating key positions, executive succession planning, overseeing the GCB's ESG agenda, and promoting best practices in people management and sustainability.

**Governance Committee:**

Implements best governance practices, periodically reviews organizational structures and compensation practices, and supports the professional development of family members involved in management. Responsible for proposing the competencies that should be included in the profiles of board members and experts.

It is the body responsible for managing the Group's portfolio and overseeing the implementation of the shareholders' strategic guidelines, which are transversal to the various businesses. The GCB Council seeks to align the interests and long-term vision of the Group, meeting the expectations of shareholders and other stakeholders.



It is responsible for promoting and safeguarding the family's values, principles, and vision, as well as ensuring the continuity of the businesses and supporting the succession process.

**Social Transformation Committee:** Responsible for defining guidelines, planning and executing private social investment actions, and promoting a culture of social engagement and volunteering among the Cornélio Brennand Family generations. Responsible for leading Territórios Regenerativos Mata da Várzea Program (more information on page 73)

**Legacy Committee:** Dedicated to perpetuating the values of Cornélio Brennand Family through generations and preserving their historical collection.

**Formation Committee:** Supports the development of shareholders and coordinates the succession process with programs such as Proa – Shareholder Formation Program and the Mentoring Program.

**Integration Committee:** Responsible for fostering unity and communication among family members.

These forums focus on the strategic direction of the businesses, ensuring the quality of decisions by considering not only the intrinsic economic variables of the businesses but also social, environmental, and governance issues as part of their risks and opportunities.



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## Continuous evolution

### NEW CORPORATE GOVERNANCE PROCESSES BRINGING GREATER SIMPLICITY AND AGILITY TO DECISION-MAKING

After a thorough review of the governance system, in 2023 we consolidated another year of enhancing our practices. With detailed guidelines and expectations outlined through mandates, shareholders now monitor business performance periodically through result reports, enabling early detection of deviations and a better understanding of cause-and-effect relationships through the analysis of operational and portfolio performance.

Another significant step in our journey of continuous evolution was the first Evaluation of the Board Dynamics of Vivix and Atiaia Renováveis. This evaluation aimed to analyze the performance of the boards through strategic reflections on structure, dynamics, processes, the role of advisory committees, and to assess the capabilities required of the Boards of Directors in the face of business and market challenges.



Ana Gabriela Ferreira - Corporate

The work, supported by an independent consultancy and the Governance, Risk, and Compliance area of GCB, was led by the Boards of Directors, under the leadership of each business's president.

Through qualitative and quantitative indicators, the evaluation resulted in action plans addressing ten priorities, which will be implemented over the next two years, effectively contributing to the overall improvement of the system.

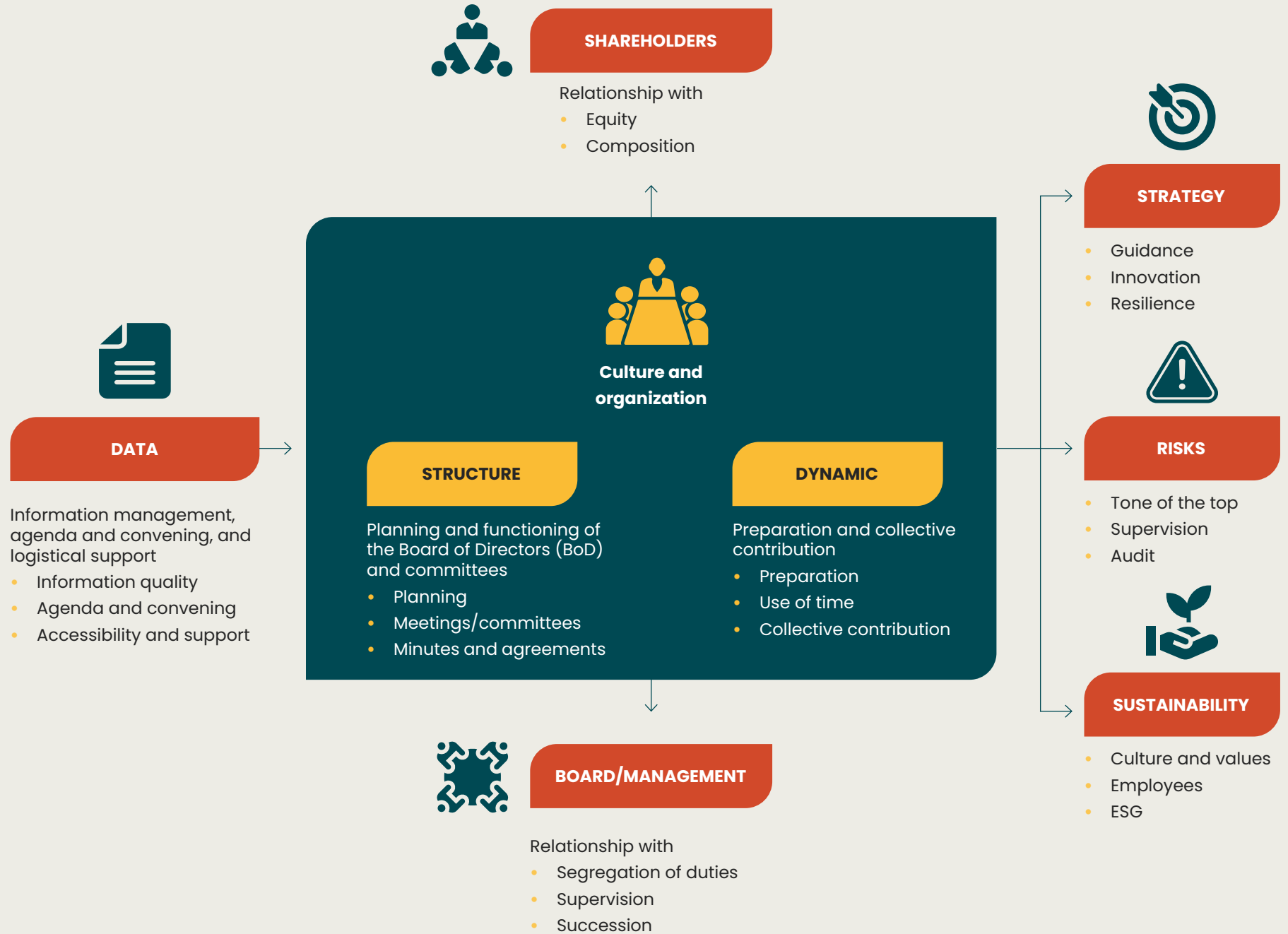
### CORPORATE GOVERNANCE BODIES

GRI 2-12, 2-13

- **Board of Directors:** The Boards are responsible for the strategic direction of the businesses, ensuring the quality of decisions by considering not only the economic variables inherent to the businesses but also social, environmental, and governance issues as part of their risks and opportunities.

GRI 2-12, 2-13

- **Advisory Committees:** To enhance their performance, the Boards of Directors and the Real Estate Committee are supported by three advisory committees, which assist in guiding and making strategic decisions for the GCB. Permanent in nature, the committees provide periodic reports to the Boards of Directors. When necessary, the Boards of Directors may establish temporary committees or working groups to address specific demands and analyses.







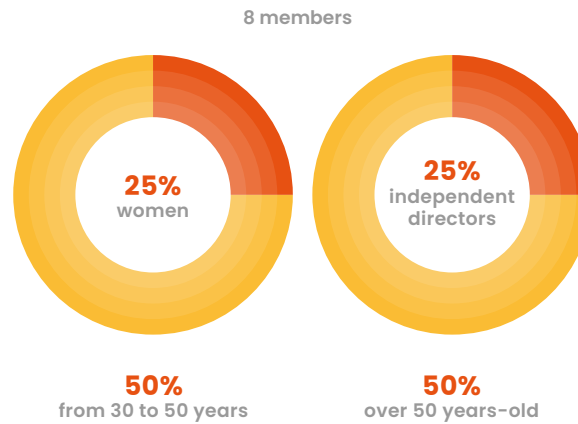
## INDICATION AND SELECTION OF BOARD MEMBERS AND COMMITTEE MEMBERS GRI 2-10

The corporate governance structure of GCB consists of shareholder board members, independent board members, an internal board member, and experts, all of whom have complementary skills and competencies. Following best governance practices, the president of the highest governance body is independent of business management and does not hold an executive function. GRI 2-11

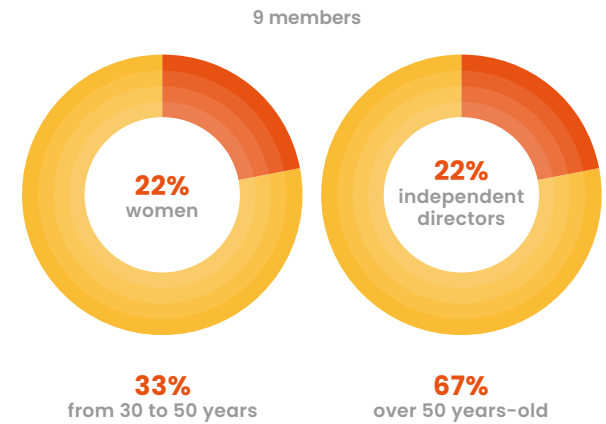
The Shareholders' Agreement establishes the criteria for the selection of the Boards of Directors. The Governance Committee supports the process, which is conducted by the GCB Board of Directors and submitted for evaluation and decision by the Shareholders' Meeting.

### Composition of the Boards of Directors and Real Estate Committee<sup>1</sup>

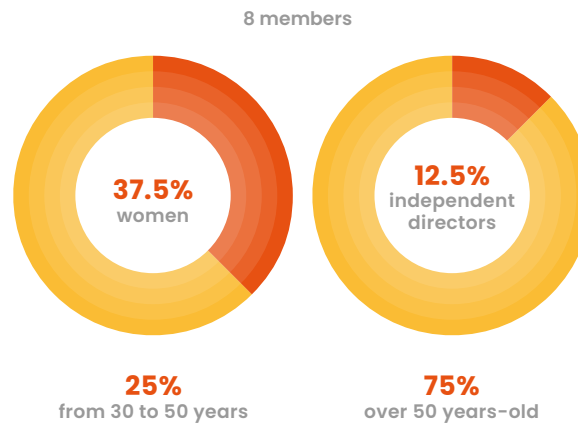
#### GCB Board of Directors



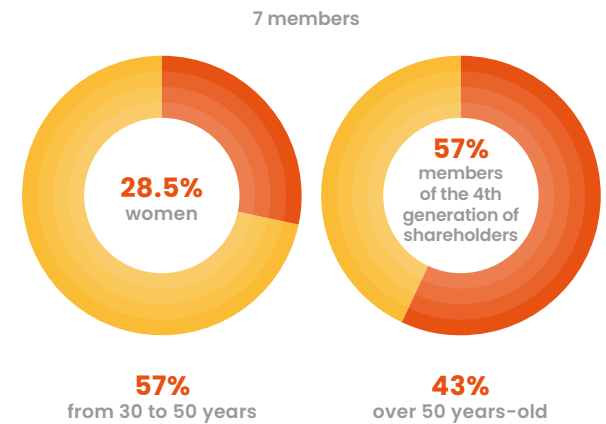
#### Board of Directors of Atiaia Renováveis



#### Board of Directors of Vivix Vidros Planos



#### Iron House Real Estate Committee



<sup>1</sup> Current composition – referring to the first half of 2024.



# GCB receives “Companies with Better Management 2023” award

In the 3rd Brazilian edition of the award, in which 112 companies participated, Cornélio Brennand Group stands out as one of the 17 winners.

“Empresas com Melhor Gestão” Program evaluates national private companies considering the following dimensions: Strategy and ESG (positive impact), Capacity and innovation, Culture and commitment, Governance and finance.

Participating companies undergo a global evaluation model, which consists of a rigorous and independent process. Those that achieve the “Best Practice” level receive a “Companies with Best Management” seal.

This important recognition reflects the Group's ongoing focus on social responsibility, transparent governance, and the promotion of a respectful, diverse, and inclusive work environment.

- **Best practice** – Pioneering practices based on permanent technologies and/or innovative processes
- **Best practice** – Practices used by industry-leading companies
- **Functional** – Practices that meet management requirements, but with non-standard practices
- **Initial/limited** – Practices that can be used but need to be strengthened



Shareholders and executives of the Group receive the award





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The Group participated in the **1st Northeast Governance Seminar**, showcasing how its practices stand out in managing a century-old business with integrity and sustainability.

## REPRESENTATIVENESS AND ENGAGEMENT

Cornélio Brennand Group participated in the 1st Northeast Governance Seminar, organized by the regional chapters of the Brazilian Institute of Corporate Governance – IBGC in Pernambuco, Ceará and Bahia. The event aimed to discuss the role of corporate governance through panels that addressed challenges in the clean energy sector, agribusiness, *startups*, technology and innovation, capital market entry processes, among other topics.

Rodrigo Assunção, CEO of Atiaia Renováveis, participated in the opening panel on the topic “Energy Transition: Pathways to Enhance the Role of the Northeast.” In addition to Atiaia Renováveis’ participation, the event featured speakers including a representative from Três Corações and Professor John Davis, founder and president of Cambridge Family Enterprise Group.

The event was attended by shareholders, executives, and the Governance, Risk, and Compliance team of GCB. The event was an opportunity to confirm that the Group is aligned with the market and that its practices stand out when it comes to managing a century-old business with integrity and sustainability.



GCB presence at the 1st Northeast Governance Seminar



Rodrigo Assunção, CEO of Atiaia





# Risk Management

Risk management, essential in all activities of Cornélio Brennand Group, aims to assist top management in performing their duties related to adopting strategies, policies, and measures aimed at disseminating the culture of internal controls and mitigating risks.

The risk approach also encompasses the growing importance of ESG criteria, considering social, environmental, and governance impacts in the definition and management of corporate risks. Internal and external audits, conducted by independent third parties, ensure the integrity of operations and financial statements.

The GCB risk management process is based on the three lines model (management, support and oversight structures, and auditing), and utilizes market reference standards, such as the COSO Enterprise Risk Management: Integrating with Strategy and Performance *framework* (COSO ERM Framework).

The entire process is overseen by the Audit and Risk Committee, an entity that reports directly to the GCB Boards of Administration. Directly linked



to the Audit and Risk Committee, we have the following bodies that operate on a permanent basis:

- **Conduct Committee:** Its responsibilities include leading the process of receiving, analyzing, and addressing reports received through the GCB Ethics Channel. [GRI 2-26](#)
- **Tax Committee:** With frequent reporting, the Committee is responsible for planning and monitoring the GCB's tax strategy.

Also reporting to the Audit and Risk Committee, the Governance, Risk, and Compliance area is responsible for a set of actions aimed at the prevention, detection, and response to *compliance* risks at GCB, which are consolidated in the GCB Compliance Program.



# Compliance Program

GRI 2-24

Our Compliance Program is structured according to market best practices, adapted to the specificities of each GCB business, and is based on three pillars (prevention, detection, and response) and eight essential elements of action, which are represented in our mandala:



Reaffirming GCB's commitment to managing businesses with integrity and transparency, we completed the implementation of the integrity pillar of our Compliance Program in 2023 with the launch of four new policies: Sponsorships and Donations Policy, Integrity Due Diligence Policy, Consequence Management Policy, and Conflicts of Interest and Related Party Transactions Policy. The dissemination process included awareness and training activities, facilitating employees' understanding and engagement.

Also in 2023, we released the new version of the Supplier Code of Conduct, holding an exclusive training session for some of GCB's suppliers, where we had the opportunity to disseminate the main guidelines and practical application of the new Code—reinforcing GCB's transparency in its relationships with third parties.

With semiannual reports, we published our first Transparency Report, providing more clarity about the channel's operation to our employees.

## PREVENT

The establishment of policies, procedures, training, and continuous communication enables the clear and objective dissemination of expected conduct in our daily activities.

## DETECT

It is through the Ethics Channel that we can identify and address any violations that may not have been prevented by our preventive measures. As an additional tool, the adoption of continuous monitoring mechanisms allows for increased identification of potential misconduct.

## REPLY

In addition to defining action plans for the continuous improvement of the control environment, any failures and inappropriate actions identified in the second pillar must be corrected immediately, and disciplinary measures should be applied when applicable.





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# Integrity GRI 2-23

Cornélio Brennand Group is fully convinced that ethics and transparency are the only paths to sustainable growth. The dissemination and strengthening of our culture of integrity are carried out through the Compliance Program, which includes, among other initiatives, training sessions, lectures, and campaigns directed at GCB employees—many of which are also extended to third parties and business partners.

To guide our actions and establish compliance guidelines, we have various policies and processes, including:

## Code of Conduct for Employees

Applicable to all companies within Cornélio Brennand Group, it aims to serve as a practical guide for personal and professional conduct to be used by our employees, managers, shareholders, board and committee members, and should guide relationships with all stakeholders within our business environment.

The [document](#) is available for *download* on the GCB website.



## Code of Conduct for Suppliers

With a new version launched in 2023, the Supplier Code of Conduct guides GCB's relationship with third parties. Like the employees, the supplier network must also be aligned with the values of Cornélio Brennand Group. The conduct of the supply chain must be aligned with GCB's principles of integrity, transparency, and professionalism, in addition to encouraging and promoting best practices and respect for ethics, occupational health and safety, the environment, as well as human rights in labor relations. The [document](#) is available for *download* on the GCB website.



## Anti-Corruption Policy

The Policy aims to reaffirm the Group's commitment to combating any form of corruption and to establish guidelines for action based on Law 12.846/13 ("Anti-Corruption Law"), maintaining the conduct of its business to the highest standards of governance, transparency, and integrity. The [document](#) is available for *download* on the GCB website.







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### Conflict of Interest and Related Party Transactions Policy

The Policy establishes guidelines and provides guidance for identifying, declaring, and resolving situations that may represent real or potential conflicts of interest, both in the exercise of the duties and activities of employees within Cornélio Brennand Group and in transactions with related parties.

It also stipulates that when any conflict of interest situation is identified, whether real or potential, the Governance, Risk, and Compliance area must be notified, and the employee involved in the conflict must refrain from making any decisions on the matter. All identified conflicts are shared with the bodies responsible for validating mitigating actions and making decisions.

### Sponsorship and Donation Policy

To establish guidelines for sponsorships and donations made by the Group in its commercial and institutional relations, the Policy prohibits, among other situations, making donations, directly or indirectly, to politicians, candidates, politically exposed persons, as well as political parties or electoral campaigns. Any contribution that could be characterized as an exchange of favors or tied to conditions, such as the indication or recommendation of GCB companies, is also prohibited.

### ETHICS CHANNEL GRI 2-25, 2-26

Available 24/7, the Ethics Channel can be accessed by phone at 0800 800 4404, toll-free, online, or through the Contato Seguro app.

It offers a secure and confidential way to report any suspected inappropriate behavior.

The Conduct Committee is responsible for investigating reports, except in situations where there is a conflict of interest with its members. If the investigation reveals any violations of the Codes of Conduct, policies, internal procedures, and/or current legislation, the necessary corrective measures will be applied. The Group ensures the confidentiality of both the content of the reports and the

identities of the reporters, who can choose to identify themselves or remain anonymous.

The 16 complaints received in 2023 involved disrespectful treatment or favoritism, noncompliance with laws, policies, or regulations, fraud, or damage. Of these, three (18.75%) are still pending, four (25%) were found to be unfounded, and nine (56.25%) were addressed and resolved with remedial action (application of disciplinary sanctions). The Group does not have mechanisms in place to *provide feedback to stakeholders* on the resolution of complaints and requests for redress and does not measure user satisfaction with the Channel.



Mônica Reis - Corporate



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### Integrity Due Diligence Policy

It establishes the requirements and steps necessary for conducting integrity analyses of new executives and third parties with whom we will interact (suppliers, business partners, donations, and sponsorships), thus generating even more transparency and security for future relationships.

### Consequence Policy

It establishes the guidelines to be followed by the Group when making decisions involving the application of disciplinary measures to employees and/or suppliers in cases of noncompliance with or disregard for current legislation, the GCB Codes of Conduct, and other Group policies and internal procedures. GRI 2-15

### OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION GRI 205-1

The Group periodically conducts assessments of the main *compliance* risks to which its operations are exposed. The process involves conducting interviews, analyzing documents and business activities, evaluating third parties, and mapping interactions with public officials. The results of these analyses are reflected in the risk matrix and compliance controls.

The risks assessed include those related to corruption, third-party relationships, conflicts of interest, and fraud. These are mitigated

through controls established in policies and procedures, continuous monitoring (conducted with the assistance of specialized consultancy), training, internal campaigns, and the use of communication channels, such as the Ethics Channel.

Such actions reflect the Group's commitment to maintaining its relationships with integrity and sustainability, adhering to the highest standards of ethics and integrity.



Joselma Menezes - Corporate



In addition to the mandatory training, other training sessions were conducted on the policies launched in 2023.

### IN LINE WITH POLICIES AND STANDARDS

The Group maintains an annual training program on the policies and processes of the Compliance Program, which is aimed at employees and third parties. In addition to the training, communication initiatives and awareness campaigns are conducted to reinforce our culture of ethics and compliance.

The annual mandatory training on the **Code of Conduct** was offered in a hybrid format and had a **participation rate of 95.8% of the target audience**.

Another mandatory training conducted in 2023, the **Anti-Corruption Policy** training, was aimed at employees who have some form of interaction with public officials in the performance of their duties and had **100% participation from the mapped audience**.

In addition to the mandatory annual training, training sessions were conducted on the four policies launched in 2023: Conflict of Interest and Related Party Transactions Policy, Consequences Policy, Integrity Due Diligence Policy, and Sponsorship and Donations Policy.

For clarifications on the policies and processes of the Compliance Program, all employees, managers, shareholders, and members of the committees and Boards of Directors can contact the Governance, Risk, and Compliance (GRC) area, the Conduct Committee, or a virtual assistant created by the Group that uses artificial intelligence.

## Tax Approach GRI 207-1, 207-2

Cornélio Brennand Group recognizes the importance of taxes in corporate governance and public policy. All actions are guided by an ethical and transparent relationship with public agencies and industry associations.

Our tax strategy is in full compliance with current laws and regulations. The approval and monitoring of our fiscal strategy are carried out by the Corporate Presidency, Legal Department, and Financial Department, with the support of tax planning and the Tax Committee. We conduct constant monitoring of tax risks, using external and internal audits to ensure legal and *compliance* adherence.



## The tax strategy

of the Group is in full compliance with current laws and regulations.





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# Family Governance

The preservation of the Group's legacy involves the constant engagement and preparation of the shareholders and future shareholders of Cornélio Brennand Family. Family Governance is the structure responsible for supporting and overseeing the development of the new generations of the Family. This extremely important work ensures that shareholders and family members are well-prepared, honoring the values and principles established over a century ago.

Cohesion and mutual respect within the family are considered essential pillars for current and future business success. The **Family Council** is responsible for promoting and safeguarding family cohesion, fostering its values, principles, and vision for a lasting commitment to the business and family succession. The **Family Constitution**, which defines the principles and values, serves as a guiding document that all family members are expected to know.



Mariana Buriel - Family Governance Manager



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*“As the guardian of the legacy, values, and family principles, the Family Council has a constant duty to foster and enhance the skills of family members, whether they are engaged in the Group’s Governance or pursuing independent careers.*

*Additionally, in recent years, the Family Council has been dedicated to preparing future generations to respect, value, and support transgenerational challenges. This perspective arises from understanding the risks that misalignment among shareholders can pose to the business, highlighting the importance of serious and continuous dedication.”*

**Helena Jatobá Brennand**, shareholder and president of the Family Council.



## Family Council

is responsible for promoting and safeguarding family cohesion.

The Family Council is advised by four thematic committees, as previously described on page 58.

## Values Passed Down Through Generations

Cornélio Brennand Family possesses solid values that have been fundamental to the longevity of the business across generations. There are six values that drive decision making and inspire the pursuit of prosperity.



Respect



Excellence



Commitment and dedication



Union



Integrity



Legacy and continuity





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## DEVELOPMENT AND PREPARATION OF FUTURE GENERATIONS

The enhancement and training of shareholders is one of the pillars of Family Governance. In a continuously evolving landscape, it is extremely important to train increasingly well-prepared shareholders to continue the growth trajectory of Cornélio Brennand Group.

Through the Shareholder Training Program (Proa), it is possible to promote the education and development of family members across all generations, thereby contributing effectively to the Group's succession process. Through this program, five shareholders from the 4th generation have already become full members of the Boards of Directors, through a selection process conducted with the support of external consultancy to ensure impartiality and adherence to best practices.

## VISIT TO THE GROUP'S BUSINESS OPERATIONS

### SHPs Canoa Quebrada and Foz do Cedro

In 2023, members of the Board of Directors of Atiaia Renováveis and three generations of Cornélio Brennand Family visited Canoa Quebrada and Foz do Cedro SHPs in Mato Grosso. Organized by the Governance area and the Family Council, the event promoted engagement between the family, company, and ownership.

### Solar Maravilhas Complex

Maravilhas Solar Complex of Atiaia Renováveis in Goiana (PE) was also visited by shareholders, board members, and executives, including members of the Vivix Vidros Planos team and GCB. The visitors toured the facilities of Maravilhas I and II PV plants, the technology used in the project, and the efficiency of the photovoltaic panels. The visit highlighted Atiaia Renováveis' commitment to sustainability and the importance of providing clean energy to Vivix factory.

The visits reinforce the importance of business knowledge and a sense of belonging, pillars that are emphasized in the Proa.



Visit of Cornélio Brennand Family and executives to the SHPs





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## VOLUNTEERING IN VÁRZEA

A volunteer initiative promoted by the Social Transformation Committee (CTS), in partnership with Maac - Movimento de Articulação Ambiental e Cultural and Transforma Brasil, celebrated International Volunteer Day (12/05) with activities in Várzea carried out by three generations of the Family. The program included a lecture on environmental education conducted by an environmental engineer, the planting of seedlings, and the painting of trash cans in an area near Mata da Várzea, which is used as a park by the community. Together, the volunteers from the three generations were able to make a difference in a space that is very special to the residents of Várzea, the neighborhood that still houses the Group's headquarters today.

## GENERATIONAL MENTORING PROGRAM WITH GCB EXECUTIVES

As a continuation of the Generational Mentoring Program, Family Governance launched a new phase of the Mentoring Program in 2023, this time connecting 4th-generation shareholders and executives of Cornélio Brennand Group.

Aligned with succession initiatives, the Mentoring Program with GCB Executives aims to enhance the "Business Knowledge" requirement of Proa, as well as to develop skills that bring the mentee closer to the application of business strategies, providing a deeper understanding of operations and management mechanisms essential for their role on a Board.



## Shareholders

of the 4th-generation members and executives of Cornélio Brennand Group participated in the Mentoring Program in 2023.

## COUSINS CONSORTIUM

The Cousins Consortium had its first stage in 2022, when 16 members of the 4th generation of the Family met to reflect on the potential, values and purpose of 4G. The project involved an intergenerational dialogue aimed at aligning the two generations (3rd and 4th) to preserve the family legacy.

In 2023, the Cousins Consortium conducted an internal assessment to determine the most appropriate steps to take in the coming period. New initiatives by the Consortium will begin in March 2024.



Volunteering action of the Social Transformation Committee (CTS)



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# Innovation



Sérgio Souza – Corporate



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*“The most innovative companies are those that can quickly learn from their customers and incorporate these learnings into their products and services. At GCB, innovation is more than a corporate value: it is a daily practice. We always strive to adapt and create new things, honoring our legacy and thus building an increasingly promising future.”*

**Eduardo Brennand Campos**  
Shareholder and Board Member

# Continuous evolution

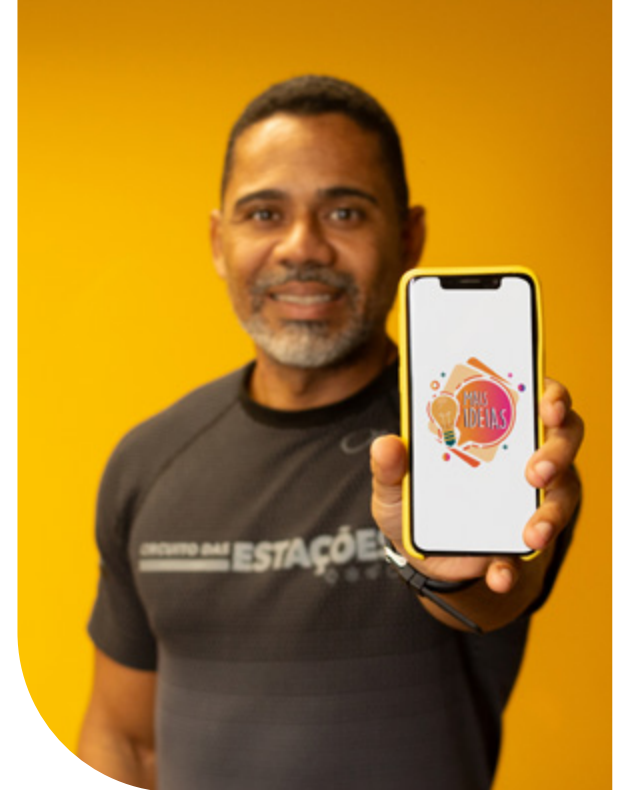
Innovation permeates all aspects of Cornélio Brennand Group's operations. This value guides the exploration of new ideas and the implementation of creative solutions that benefit both the business environment and the communities involved.

The constant search for new technologies has allowed the Group to overcome challenges, adapt to changes, and remain competitive in various sectors. Innovation, therefore, is not just a value but a rooted practice that drives the continuous evolution of the business.

## Mais Ideias Program

Mais Ideias Program, which aims to encourage creativity and the sharing of ideas for business evolution, introduced a new format in 2023 with specific rounds, allowing for the submission of ideas in established cycles for each business. The first cycle of the year, conducted at Vivix, resulted in more than 70 proposed ideas.

Initiatives like this exemplify the Group's commitment to transformation by listening to employees.



Renato Santos - Corporate

## Saving time and resources

Initiatives such as GCB+ and Transformation Agendas demonstrate the Group's dedication to process optimization and creative problem solving. Only with the adoption of GCB+, for example, 5,000 hours were saved in 30 projects that improved the daily lives of employees.

Other highlights in the effort to optimize the Procurement area included the digitization of the import process for the automatic generation of purchase orders for small purchases, which increased the team's productivity.





## HACKATHONS AND DESIGN THINKING TRAINING

The organization of hackathons, bringing together creative minds to build solutions quickly, and partnerships with 20 startups were among the initiatives aimed at achieving innovative and efficient results for the Group's activities. In 2023, 52 people received design thinking training, which brought together participants from the Tax, Financial (SSC), Personnel Administration, and Industrial Transformation areas. Together, they worked with the methodology that aims to understand problems, stimulate idea creation, and propose solutions under the guidance of three pillars: Empathy, Collaboration, and Experimentation.

*"Innovation is more than a practice at GCB; it is the essence of our growth and adaptation. Each implemented project reflects our commitment to transforming challenges into opportunities. Through experimentation, collaboration, and constant pursuit of new technologies, we continue to lead with creativity and responsibility, always aiming for excellence and sustainability."*

**Sérgio Cavalcante**, Innovation and Technology leader

The projects and solutions mentioned already constitute practical experimentation processes. However, with a focus on fostering innovation through quick and low-cost experiments in a controlled environment, the 'Experimenta AI' project was launched in 2023 in partnership with Brain, the Science and Technology Institute founded by Algar Telecom.

By encouraging employees to test new ideas, processes, and approaches, the ability to find solutions to existing problems and identify new opportunities emerges more quickly. In addition, people feel free to experiment and make mistakes. For this reason, during the meetings held to celebrate National Innovation Day, in addition to sharing about the progress of innovation, stories of mistakes and how they have allowed the Group to evolve and reach where it is today are also shared.



Participants of the hackathon

## The age of **artificial intelligence**

Babi, the intelligent virtual assistant of GCB, marked a milestone in the Group's adoption of advanced digital tools, as it facilitated access to specific services, such as information about the Compliance Program.

Short for Brennand Artificial Bot Intelligence, Babi handled a total of 4,180 requests, demonstrating high adoption and usage by the Group's employees. Among the users who used the tool, 18% responded to a satisfaction survey about Babi's service, with a 66% positive rating. Although the AI process requires continuous improvement, it already demonstrates its effectiveness in the corporate environment.

With the implementation of *chatbot* support in 2023, the GCB Shared Services Center (CSC) was able to clarify questions about app access and provide information on health plans, costs, and waiting periods more quickly and accurately.



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# Cybersecurity challenges

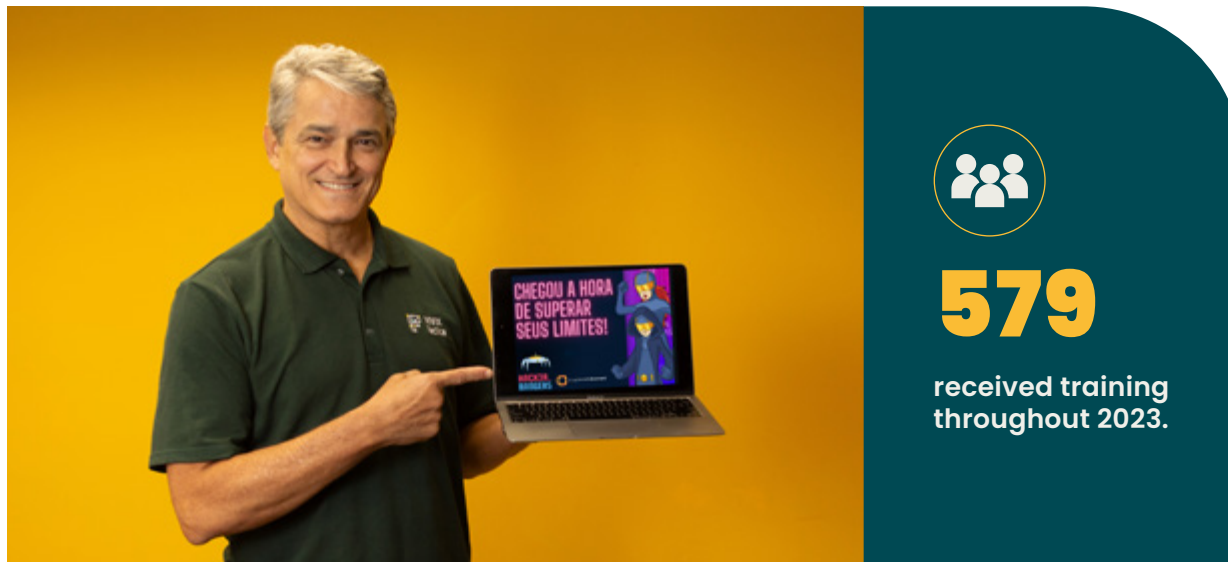
Cornélio Brennand Group understands the increasing importance of cybersecurity, especially in the current context of digital transformation that permeates all aspects of modern life. In 2023, the Group made significant investments to strengthen data security, adopting initiatives that encompass people, processes, and technology. These measures aim not only to protect critical information but also to foster a robust and adaptive security culture, equipping the organization to face emerging cybersecurity challenges.

This comprehensive strategy involved everything from raising employee awareness to improving information security processes and adopting advanced technologies to combat *malware* and manage privileged access.

Additionally, the Group encourages active employee participation in security practices through the “Top 10 Guardians” program. This program rewards employees who excel in implementing practices that strengthen the cybersecurity culture within the company, emphasizing the importance of keeping training

up-to-date, avoiding phishing attack simulations, and reporting incidents, contributing to a secure work environment.

Aiming for continuous improvement, GCB intensified its efforts in information security training in 2023. Throughout the year, 4,851 hours of training were conducted, involving a total of 579 employees, in order to increase awareness and skills in response to increasingly frequent cyber threats.



Sérgio Cavalcante, Group's Innovation and Technology Leader



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# Businesses

# GCB



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vidros planos





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"In 2023, we reinforced our commitment to sustainable growth by adopting green finance practices and promoting synergy across our businesses. We recognize the importance of adaptability to maintain competitiveness and promote a positive impact. Our journey of change is ongoing, and we are ready to make a difference in a constantly evolving world."

**Carlos Eugênio de Almeida Brennand**, shareholder and Member of the Board of Directors

2023 brought notable achievements for GCB, even amidst a challenging economic landscape. In a volatile market environment, contrasting with the growth of 2022, GCB faced macroeconomic and geopolitical uncertainties with resilience and determination.

Despite international conflicts and fluctuations in gas prices, which increased our operational costs, we managed to carry out important actions and consolidate our position in the market.

Vivix reached a significant milestone by becoming the first factory in the region to operate with a solar park that supplies 100% of its electricity needs, reinforcing its commitment to sustainability. Additionally, the company achieved ISO 14001 certification, which ensures a framework for environmental protection and enables an effective response to changes in environmental conditions while maintaining a balance with socioeconomic needs.

Atiaia Renováveis made its first green bond issuance, aimed at projects with positive social and environmental impacts. The issuance was aligned with the ICMA *Green Bond* Principles and the funds were invested in the Maravilhas I and II solar plants in Goiana-PE. Additionally, the company obtained the REC Brazil certification for four PCHs, with three of them meeting 100% of the 17 UN SDGs, which attests to its high performance in sustainability and promotes the renewable energy market.

Iron House successfully completed the delivery of the Quintas da Praia Condominium in Reserva do Paiva, with 100% of the units sold,

and commenced its first infrastructure project in Várzea, Recife-PE, the headquarters of Cornélio Brennand Group.

Next, learn more about the operations of each business within Grupo Cornélio Brennand and how they are integrated in relation to sustainability, based on the environmental, social, and governance pillars.

### GCB financial performance (2021-2023)<sup>1</sup>

(Atiaia, Vivix, Iron House, 50% Cimar and other companies)

	Absolute value 2021	Absolute value 2022	Absolute value 2023	2022/2023 Variation
Net income	365	360	211	-41%
Accounting Ebitda <sup>2</sup>	519	619	494	-20%
Net operational revenue	1,052	1,256	1,155	-8%
Debt ratio (net debt/Ebitda)	1.61	1.51	2.98	97%
Compensation and benefits (BRL million)	150.75	163.22	163.41	0%
Taxes generated (BRL million)	271.96	340.39	325.69	-4%
Payments to suppliers – Absolute value (BRL million)	789.27	998.41	1,516.79	52%
Payments to suppliers – Quantity	3,980	4,776	4,577	-4%

<sup>1</sup> Amounts in millions of reais.

<sup>2</sup> Earnings before interest, taxes, depreciation, and amortization.



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PCH Porto das Pedras



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"It is a great source of pride to be part of a company that has ESG in its DNA and contributes to the UN Agenda 2030. In 2023, we at Atiaia Renováveis continued steadfastly with the goals set in our strategic planning and achieved a 60% increase in our installed capacity for clean energy. And more: we increased investment in sustainability, expanded socio-environmental projects, and achieved positive results from actions within the communities where our power plants are located.

All of this was only possible because at Atiaia we have people committed to the evolution of the business who act as true agents of sustainable transformation. We continue to drive the future of customers and society together."

Rodrigo Assunção – CEO of Atiaia Renováveis



# Renewable Energy Driving the Future

Atiaia Renováveis stands out in the clean and renewable energy generation sector. The company operates nine Small Hydroelectric Plants (SHPs) and has three under construction, along with three solar complexes, which include four photovoltaic plants in operation and a fourth solar complex under construction, comprising an additional six plants.

Founded in 2004, it is one of the pioneers in renewable energy generation in Brazil, with an annual production of over 1,300 GWh/year of

clean energy. The projects under construction and development reinforce its commitment to the sustainable expansion of Brazil's energy matrix.

Essentially sustainable, Atiaia is committed to the energy transition and guided by the UN's Agenda 2030 and the 17 Sustainable Development Goals (SDGs). Its strategy seeks to balance economic performance with social and environmental responsibility.

## REC Brazil Certification



As an example of its commitment to sustainably expanding its energy capacity, Atiaia Renováveis has already achieved REC Brazil certification for four SHPs, three of which have the highest sustainability performance, meeting 100% of the criteria for the 17 UN SDGs. The fourth SHP met criteria for 14 of the SDGs. The recognition, granted by Instituto Totum, aims to promote the market for energy generated from renewable sources and attests to the company's sustainability performance.





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# 20 years focused on **sustainability**

In 2024, Atiaia Renováveis celebrates 20 years of operation in renewable energy generation. Over these two decades, it has solidified its position as one of the leading companies in the sector, fostering a culture of innovation that goes beyond traditional boundaries of the electricity industry. By investing in innovative ideas and solutions, Atiaia adapts to market changes and leads the way toward a more sustainable and efficient energy future.



**IMPULSIONANDO O FUTURO**

## Strategic pillars

The company's management follows guidelines defined in four strategic verticals, reflecting its comprehensive approach and commitment to the sustainable expansion of energy capacity.

### People and culture

Develop human capital as a competitive advantage through the Atiaia way of being.



### Market

Support Atiaia's growth with profitability, strengthening the brand and customer relationships.

### Operations

Achieve operational efficiency and excellence in various business activities.

### Projects

Development of strategic partnerships and investments focused on hydro, wind, solar projects, and new technologies to support Atiaia's growth.

In two decades of operation, Atiaia has established itself as one of the **leading renewable energy generation companies.**





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# Innovative performance

GRI 3-3 Innovation and Technology

Atiaia Renováveis invests in a culture of innovation to enhance its ability to adapt to new scenarios, keep up with market trends, and promote its growth by adopting new business models.

## FREE ENERGY MARKET AND SELF-PRODUCTION GRI 3-3

The company expanded its operations by entering the free energy market and, in line with this transition, adopted the self-production model. This allows it to offer a wider range of customized and flexible energy solutions to its clients.

## HEDGING SOLUTION FOR SUBMARKET



In 2023, the company continued to implement the Submarket Hedge solution, launched in 2022 in

partnership with B3, one of the leading financial market infrastructure companies globally, operating in both exchange and over-the-counter environments. Atiaia Renováveis developed this solution to mitigate the risk of its clients against fluctuations in the Price of Settlement of Differences (PLD) across different submarkets, providing greater predictability and cost efficiency.

## INSTALLED CAPACITY, GROWTH, AND PROJECTS UNDER DEVELOPMENT

In 2023, Atiaia recorded a growth of approximately 5% in Ebtida. The installed capacity of the operating plants increased from 220 MW to 320 MW, divided between hydro and solar sources. Additionally, it has a large pipeline of projects in development, including projects for SHPs, SPPs, and wind farms.

Along with the pillars of People, Operations, and Market, the Projects pillar reaffirms this commitment to sustainable growth by acquiring the Sol do Agreste Solar Complex in Pernambuco and starting construction on Fundãozinho SHP in Mato Grosso do Sul, as well as Taboca SHP and the Estrela HPP, both in Goiás. The Fundãozinho SHP is expected to start operating in the second half of 2025, while the other two are scheduled to begin operations in 2026, totaling 100 MW of installed capacity and generating 550,000 MWh/year of clean energy.

## First green bonds – Issuance of green debentures

In 2023, Atiaia Renováveis completed its first green bond issuance, aimed at projects that deliver positive environmental or social impacts. This issuance is characterized as green due to its adherence to the eligibility criteria and green bond principles of the ICMA, the International Capital Market Association. The funds raised were used for investments in the Maravilhas I and II solar power plants, which are already operational, located in Goiana-PE. Through its subsidiary, Rio Verde Energia S.A., and in partnership with Bradesco BBI, Atiaia secured a BRL 120 million credit facility to continue developing new solar power plants.





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### ATIAIA IN BAHIA

In 2023, Atiaia Renováveis made strides in renewable energy by acquiring two solar power parks in Bahia: the UFV Verde Vale III, located in the municipality of Guanambi, and the UFV Assuruá, in Itaguaçu da Bahia. These parks have an installed capacity of 44.8 MW, with contracts in place until 2037, and are already in operation.

## Atiaia's Growth

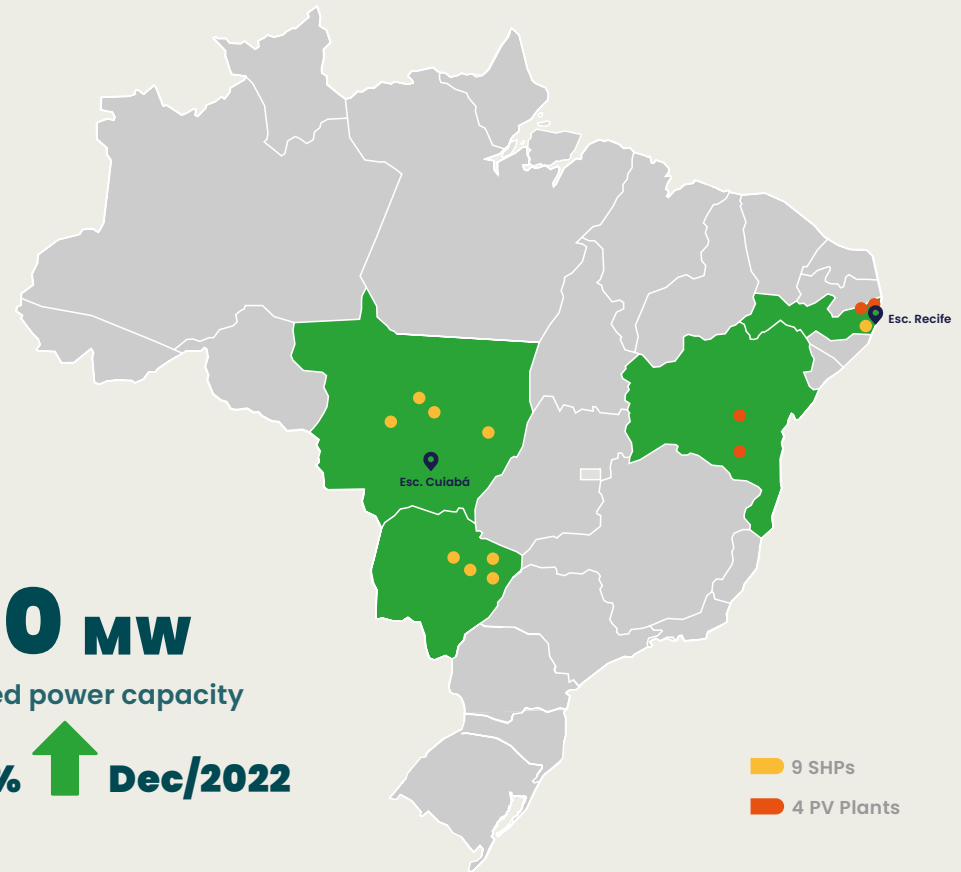
The goal for the coming years is challenging: to grow in order to meet emerging needs and to quintuple the installed capacity existing at the beginning of 2022.

#### Installed capacity (MW), by primary energy source and regulatory regime

EUI (Mw)

	2021	2022	2023
Water	196.85	220.85	220.85
Solar	-	-	98.82
<b>Total installed power</b>	<b>196.85</b>	<b>220.85</b>	<b>320</b>

#### Portfolio in operation



Verde Vale Solar Farm III





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## Projects in operation

Source	Project	Installed power (MW)	Annual generation (GWh/year)		
			2021	2022	2023
Water	SHP Garganta da Jararaca (MT)	29.30	161.30	173.90	175.20
	SHP Canoa Quebrada (MT)	28.00	202.90	201.80	193.80
	SHP Porto das Pedras (MS)	28.03	161.70	172.90	183.90
	SHP Bandeirante (MS)	28.00	136.40	145.10	156.90
	SHP Pedra Furada (PE)	6.50	25.50	34.50	35.70
	SHP Paranatinga II (MT)	29.02	106.90	111.70	107.20
	PCH Foz do Cedro (MT)	24.00	13.50	128.90	
	SHP Areado (MS)	18.00	75.40	77.60	89.90
	SHP Buriti (MS)	30.00	215.00	226.60	232.50
	<b>Total water</b>		<b>220.85</b>	<b>1,085.10</b>	<b>1,144.10</b>
Solar	PV Plant Assuruá (BA)	30.52	-	-	6.11
	PV Plant Verde Vale III (BA)	14.30	-	-	3.42
	PV Plant Maravilhas I (PE)	27.00	-	-	5.30
	PV Plant Maravilhas II (PE)	27.00	-	-	4,87
<b>Total solar</b>		<b>98.82</b>	<b>-</b>	<b>-</b>	<b>19.70<sup>1</sup></b>
<b>Total operation</b>		<b>319.67</b>	<b>1,085.10</b>	<b>1,144.10</b>	<b>1,323.70</b>

**Note:** The annual generation subtotal of PV Plants only considers the month of December 2023. Assuruá and Verde Vale III PV Plants were acquired by Atiaia in December, while Maravilhas I and II PV Plants commenced operation in the same month.

## Projects under construction

(MW)

Source	Project	2021	2022	2023
Water	PCH Foz do Cedro (MT)	24.00	-	-
	SHP Fundãozinho (MS)	-	22.00	22.00
	SHP Taboca (GO)	-	29.80	29.80
	HPP Estrela (GO)	-	48.40	48.40
<b>Total water</b>		<b>24.00</b>	<b>100.20</b>	<b>100.20</b>
<b>Total construction</b>		<b>24.00</b>	<b>100.20</b>	<b>100.20</b>



SHP Canoa Quebrada



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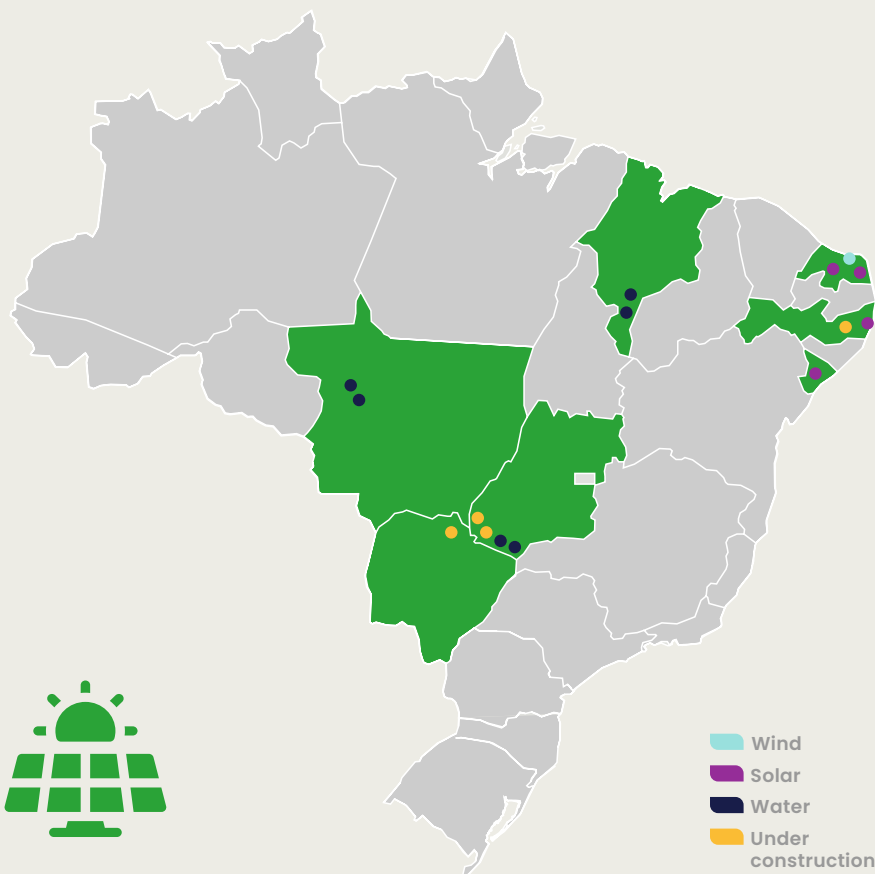
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### Portfolio under construction and development






# 2,024 MW

Under construction and development

## 9% ↑ Dec/2022

### Projects under development (MW)

Source	Project	2021	2022	2023
 Water	SHP Fundãozinho (MS)	22.00	-	-
	SHP Retirinho (GO)	26.00	26.00	26.00
	SHP Taboca (GO)	29.80	-	-
	SHP Tucano MI (GO)	24.00	24.00	24.00
	SHP Porto do Buriti (MT)	24.00	24.00	24.00
	SHP Foz do Buriti (MT)	19.00	19.00	19.00
	SHP Gado Bravo (MA)	23.00	23.00	23.00
	SHP Matão Novo (MA)	19.00	19.00	19.00
	<b>Total water</b>		<b>186.80</b>	<b>135.00</b>
 Wind	Olinda Wind Farm (RN)	220.00	220.00	220.00
	<b>Total wind</b>	<b>220.00</b>	<b>220.00</b>	<b>220.00</b>
 Solar	PV Plant Maravilhas I (PE)	27.00	-	-
	PV Plant Maravilhas II (PE)	27.00	-	-
	PV Plant Maravilhas III (PE)	92.41	92.41	92.41
	PV Plant Maravilhas V (PE)	100.37	100.37	100.37
	PV Plant Olinda (RN)	577.42	577.42	577.42
	PV Plant Riachão (RN)	228.56	228.56	228.56
	PV Plant Nova Sergipe (SE)	-	400.00	400.00
PV Plant Sol do Agreste (PE)	-	-	169.83	
<b>Total solar</b>		<b>1,052.76</b>	<b>1,398.76</b>	<b>1,568.59</b>
<b>Total development</b>		<b>1459.56</b>	<b>1753.76</b>	<b>1923.59</b>



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# Governance GRI 2-9

Atiaia Renováveis has a robust corporate governance structure, designed to enhance decision-making and increase transparency, aligned with our mission and values. In this way, the structure of the Board of Directors has access to the entire corporate governance system of Cornélio Brennand Group. (see more in the Governance chapter).



Amanda Sá - Atiaia Renováveis

## OUR BOARD OF DIRECTORS

The Board of Directors of Atiaia Renováveis operates exclusively for GCB's energy business and advocates for an ethical and transparent relationship with all *stakeholders*.

In 2023, the Board of Directors (BoD) of Atiaia Renováveis comprised nine members, including five family shareholder members from the 3rd and 4th generations who hold positions on other committees and boards within Cornélio Brennand Group. This indicates a strong involvement in governance and business strategy, ensuring the transmission of values and corporate objectives across generations.

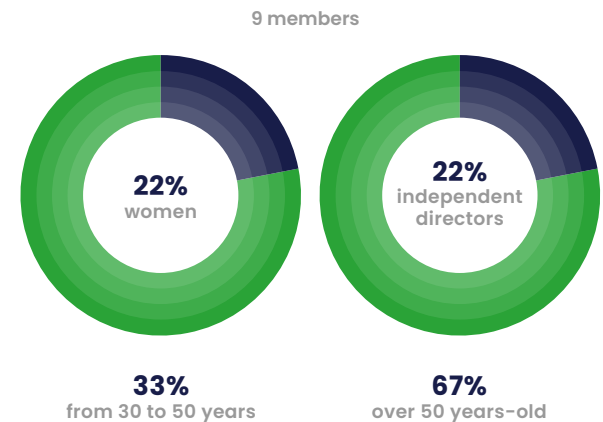
In addition to the family shareholders, the Atiaia board also includes one non-family shareholder, one internal advisor, and two independent advisors, bringing external perspectives and reinforcing integrity and accountability in overseeing the organization's impacts.

Through the Shareholder Training Program (Proa), the Atiaia Board of Directors includes participation from two shareholders from the 4th generation of Cornélio Brennand Family (as non-voting members).



Female representation has been present since the creation of the Atiaia's Board. Among the active members of the Board of Directors, two are women, representing 25% of the total voting members. This characteristic is recognized with the **Women on Board (WOB) Seal**, an independent initiative supported by UN Women, which acknowledges the presence of women on boards of directors.

## Board of Directors of Atiaia Renováveis



1 Current composition - referring to the first half of 2024.





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# Stakeholder Dialogue

## Good morning, Future!

In May, Atiaia Renováveis promoted the *Good Morning, Future!* event, a breakfast that brought together energy managers and aimed to strengthen the relationship with this audience. At the event, classified as carbon neutral, meaning that all carbon emissions were offset by Atiaia, it was possible to share best practices and explore new paths for the future of clean energy.

As strategic partners, being distributors of Atiaia Renováveis' solutions, the managers are specialized in electricity consumption and their main activity is to assist consumers in the industrial and commercial sectors in choosing the best energy solution. The event took place at the JW Marriott Hotel São Paulo, one of Iron House's properties, and among the guests was journalist and economist Carlos Alberto Sardenberg, who presented a political-economic overview of Brazil and the world from the perspective of the electricity sector in this context.



Good Morning, Future! Event with energy managers



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# ESG Journey

## ATIAIA RENOVÁVEIS AND THE UN GLOBAL COMPACT



Pacto Global Rede Brasil

### 2021

With the aim of constantly improving its ESG Journey, Atiaia Renováveis joined the United Nations (UN) Global Compact in 2021, the world's largest corporate sustainability network. With this, the company commits to the UN's Ten Universal Principles in the areas of human rights, labor, environment, and anti-corruption, and to the 17 Sustainable Development Goals (SDGs) established by the UN, aiming to contribute to the 2030 Agenda.

### 2022

As a demonstration of its commitment to advancing its ESG Policy, Atiaia conducted the *B Impact Assessment* (BIA) of B Lab in 2022, which allows for a diagnosis of the company's journey considering the dimensions of governance, community, workers, environment, and customers. It also carried out

Teams from GCB's Corporate and Business sectors participate in the Climate Strategy workshop



## Climate Strategy Plan

Strengthening the material theme of climate change, in 2023, Atiaia completed two phases of the Climate Strategic Planning—the development of the GHG emissions inventory (Scopes 1, 2, and some categories of 3) and the holding of a *workshop* to discuss viable decarbonization projects.

In addition to promoting a low-carbon economy and contributing to Brazil's energy transition, Atiaia's climate journey includes some highlights aligned with SDG 13—action against global climate change: the preservation of more than 3,700 hectares of protected green areas and a carbon stock of 1.4 million tCO<sub>2</sub>e of conserved forests; the conservation of biodiversity by protecting flora and fauna and promoting the conscious use of water; and supporting companies in their decarbonization journey with the issuance of I-REC certificates associated with REC Brazil.

A significant initiative in 2023 was the acquisition of the first electric vehicle for the office, with a plan to expand the fleet to enable the use of electric cars at the power plants.

a study of its ESG materiality matrix, identifying the most relevant themes to be addressed through a multi-stakeholder survey.

### 2023

In 2023, the ESG Journey prioritized the implementation of the Climate Strategy Plan (*more details in the ESG Strategy chapter*) and the enhancement of the double materiality study, revealing themes and highlights that consider not only how our activities impact the environment and society but also how external factors affect our financial performance, thus bringing an even more strategic perspective to our actions within the ESG pillars.

### 2024

The year 2024 will be dedicated to developing an action plan with ideas and projects to be implemented for Atiaia to advance in the climate agenda with mitigation actions and GHG emissions reduction.





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A revised materiality ensures responsible action on ESG aspects.



SHP Buriti

### DUAL MATERIALITY ESG

In addition to the cross-cutting material topics for all the Group's businesses, specific material themes for Atiaia were also addressed in the 2023 review, compared to the materiality study conducted in 2021.

In the materiality review process, considering the double materiality methodology, nine topics were defined in the priority list. Of these, three are new: Product/Service Quality and Safety; Transparency and Relationships with Key Stakeholders; and Energy Efficiency. Topics such as Human Rights, Environmental Management and Certifications,

and Water Resource Management have been incorporated into macro themes that ensure the monitoring of these topics for the internal audience, value chain, and community. The remaining topics were kept in full or underwent a nomenclature adjustment.

This review ensures commitment to responsible action on ESG aspects, seeking improvements in the monitoring and maturity of ESG management.

The material topics of Atiaia 2023 can be consulted below:







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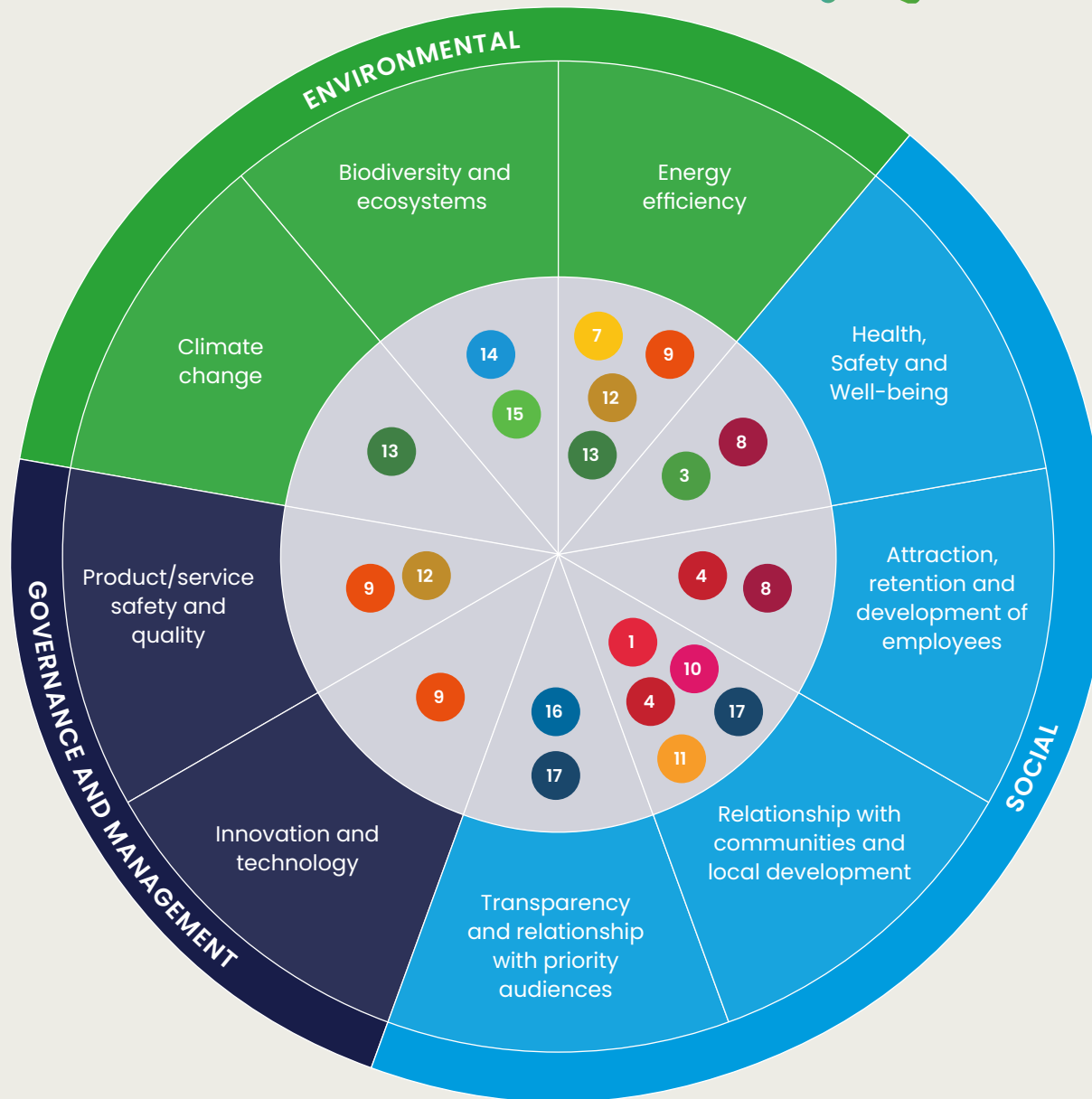
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# Material topics GRI 3-2



## Visibility topics for reporting:

- Diversity, equality and inclusion
- Ethics, integrity and compliance



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# Alignment with the SDGs

Since its inception, Atiaia Renováveis has been guided by the UN's ESG pillars and Sustainable Development Goals (SDGs), seeking to strengthen its goals of driving a better future. The 17 SDGs are integrated into the company's daily practices, reflected in its socio-environmental programs and initiatives that benefit the communities close to its areas of activity.

Atiaia sells clean energy from both its Small Hydroelectric Plants (SHPs) and its Photovoltaic Plants (PV Plants). In addition, it offers the acquisition of I-REC from plants that have this certification, allowing customers to acquire certificates of energy proven to be generated from renewable sources and with high performance in terms of sustainability.

## I-REC AND REC BRAZIL

Atiaia was a pioneer in 2017, when it started selling I-RECs – certificates for companies that seek to demonstrate that their energy supply comes from sustainable sources. The sale is the combination of the I-REC (renewable energy seal) with the REC Brazil seal, certification of SHPs that guarantees customers that they have high performance and meet global sustainability criteria, further demonstrating the company's commitment to the Brazilian energy transition.

This certification requires the company's contribution to meeting at least five of the 17 UN SDGs, a criterion in which Atiaia went beyond with

SHP Porto das Pedras, which in 2022 covered 11 SDGs, and with SHP Bandeirante, which became the first in Brazil to meet 100% of the 17 SDGs, certified by Instituto Totum.

In 2023, Atiaia achieved new milestones: Garganta da Jararaca Small Hydroelectric Plant, located in Mato Grosso, was the second to receive REC certification in Brazil, meeting 100% of the 17 SDGs in its operations. And following this trajectory, SHP Porto das Pedras rose from 11 to 14 SDGs.

In the week of the company's 19th anniversary celebration, another milestone was achieved: SHP Paranatinga, located in Mato Grosso, became the third to address all 17 SDGs, also certified by Instituto Totum.

## SALES OF I-REC CERTIFICATES

Since 2018, Atiaia has been operating in the I-REC market and, in 2023, sold I-REC certificates to the SBF group and to the companies Zara, Chemyunion, Unilever and to the companies of Cornélio Brennand Group. In addition, Atiaia Renováveis was invited to participate and report on its journey and performance in the sustainable segment at I-REC Day Brazil, the largest renewable energy certificates event in the country, which took place in March in São Paulo. Instituto Totum certification is a joint initiative by the Brazilian Wind Energy Association (ABEEólica) and the Brazilian Clean Energy Association (Abragel), supported by the Chamber of Electric Energy Commercialization (CCEE), the Brazilian Association of Energy Traders (Abraceel), and the Brazilian Association of Biogas and Biomethane (ABiogás). Its goal is to promote the market for

energy generated from renewable sources with high sustainability performance.

By acquiring certificates from Atiaia Renováveis, the company gains several advantages, such as having a globally recognized, audited, and secure certification, along with the possibility of offsetting CO2 emissions linked to energy consumption (Scope 2). It also encourages the growth of the energy matrix from renewable and sustainable sources.

Each I-REC certifies that 1 megawatt-hour was generated from a renewable source: wind, solar, or hydroelectric. For Atiaia, having the qualification to issue these certificates further endorses its commitment to a successful journey based on respect for the environment and sustainable growth.



Bruno Teruo - Atiaia Renováveis



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# People

Atiaia Renováveis recognizes its teams as its greatest asset and has implemented measures to promote an increasingly welcoming, inclusive, and integrative work environment.

## PULSE SURVEY

Through innovative initiatives and human resources policies focused on the professional development of its employees, Atiaia also periodically conducted a **pulse survey** in 2023. This tool is used to monitor employee satisfaction through real-time checks, achieving an average score of **8.9** and indicating improvements across all dimensions. In addition to these tools, our people management team holds individual conversations with employees weekly to assess the workplace atmosphere and identify any needs to maintain a positive work environment.

## TOP 10 in the Electrical Sector – Great Place to Work



In 2023, Atiaia ranked among the top ten best companies to work for in the electric energy sector, securing the 6th place in the ranking, according to Great Place to Work.

The certification is an important and independent recognition that highlights organizations committed to promoting a healthy work environment. Atiaia Renováveis was recognized for its commitment to excellence and quality, as well as its corporate culture that values its employees.

GPTW Midwest Certification Celebration – Atiaia Renováveis





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## INCLUSIVE LEADERSHIP AND DIVERSITY

In 2023, Atiaia had 21% women in its workforce, with 13% in leadership positions, surpassing the 6% average of women in leadership roles in the electric energy sector, according to a 2021 study by FESA Executive Search. As a highlight, in the first half of 2023, a woman assumed, for the first time, the position of maintainer at the SHPs Canoa Quebrada and Foz do Cedro—an outcome of investing in the development of a dynamic and diverse team.



Gêssica Garcia - Atiaia Renováveis



# In 2023,

a woman assumed the position of SHP maintainer for the first time.

## Atiaia Way – Culture Project

The Culture Project, initiated in 2023, conducted four *workshops* involving 23 leaders and seven focus groups, engaging a total of 78 employees from all levels of the organization. The Cultural Mapping, involving 100% of the company's

employees, began in January 2023 and concluded with the measurement of results based on the learning from the process—an important preparation for implementing the new culture and the new "Atiaia Way" in 2024.



Leadership workshop for Atiaia Culture Project



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# Health, Safety and **Well-being**

## SAFETY AS A PRIORITY

In November, Atiaia Renováveis celebrated a relevant milestone linked to its commitment to safety. There were **365 days without accidents with leave in all its plants**, a significant achievement that reflects the operational efficiency and collective commitment to the safety and well-being of everyone.

The safety culture that has been solidified through teamwork and the continuous engagement of each employee in maintaining a safe work environment was largely responsible for this milestone. This effort includes investments and initiatives at the plants, such as safer workstations with the acquisition of new

equipment, the implementation of compliance training, and daily safety talks (DDS) that reinforce a preventative mindset regarding workplace risks.

To recognize and congratulate everyone involved, Atiaia's Health, Safety, and Environment (HSE) department hosted a special "Stay Tuned to Safety" event—an *online* chat with employees. In addition, celebrations were held at each of the plants, demonstrating the spirit of unity and celebration while reinforcing the importance and priority of the topic for the company.

## SAFETY AND EFFICIENCY IN OPERATION AND MAINTENANCE

In the operation and maintenance of the plants, all employees who are exposed to risks receive training and personal protective equipment according to their roles. A training matrix defines program dates, refreshers, and expiration timelines, all of which are monitored and tracked by the health and safety team.

In addition to safety training, there are corporate and technical or behavioral training sessions aimed at different areas to enhance the knowledge and skills required for positive outcomes, aligned with the company's growth plan. [EU14](#), [EU16](#)



Part of the team at the SHPs in Mato Grosso - Atiaia Renováveis



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### BALANCED DIET FOR A HEALTHY LIFE

A Nutritional Program was implemented to encourage healthier eating habits, contributing to the improvement of the quality of life for the plant employees. To achieve this, a nutritionist was hired to create a balanced menu each month, aiming to enhance the health and well-being of the participants.

As part of this program, a technical visit was conducted to identify opportunities for improvements in food storage. Additionally, training sessions were conducted with the professionals responsible for handling and preparing the food to enhance their skills

and knowledge related to the safe handling of ingredients, thereby ensuring healthy and appropriate meals for the employees.

With this initiative, the company reinforces its commitment to the health and well-being of its employees.

### ENERGIA EM MOVIMENTO (ENERGY IN MOTION) PROGRAM

Energia em Movimento program was developed to promote health and well-being for SHP employees through training sessions with a personal trainer. These sessions occur online and live three times a week and are available to all employees at the plants and the office in Cuiabá.

This program was implemented primarily for shift employees at the units who cannot use the Gympass benefit offered to other employees. In this way, the program aims to improve the quality of life and physical fitness of the participants.

## Continuous evolution

At Atiaia, the appreciation and continuous development of its employees are fundamental aspects of the sustainable success of the business. Under the leadership of the People & Sustainability department, the Training and Development Program is carefully designed to strengthen technical skills and foster individual professional growth, thus contributing to the collective progress of the company.



Paranatinga SHP Team - Atiaia Renováveis





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# Environment and *society*


## Environmental



Carbon stock of forests in conservation  
**1,470,000** t CO2e



**1,324** GWh in clean energy generated in 2023



4 SHPs with REC Brazil certification, with 3 of them

**100%** meeting the UN SDGs



**+ 3.7 thousand** hectares of green areas preserved

**+ than one thousand** hectares of green areas recovered

**+ 1.5 million** of native seedlings planted

**99%** of recycled waste

Benedito Almeida - Atiaia Renováveis


## Social

**+ than BRL 7 million** of investment in socio-environmental programs in 2023


**+ than BRL 900 thousand** in SROI (Social Return on Investment) in the Aqualuz project

**29** socio-environmental programs in portfolio

**365** days without accidents with leave in 2023



**+ than BRL 1.4 million** of investment in YAKĀ in 2023 - Indigenous Peoples Program of Xingu and Xavante in 2023



UMA CORRENTE DE TRANSFORMAÇÃO.



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Ilvanio Martins, President of the Ecotrópica Foundation, and Karolina Salandin - Atiaia Renováveis

# Environment

## BIODIVERSITY AND ECOSYSTEMS

Since the installation of the first SHP Canoa Quebrada in Mato Grosso, approximately two decades ago, Atiaia Renováveis has been dedicated to the conservation of animal species. The company implemented an innovative Fish Passage System (STP), also known as a fish ladder, to facilitate fish migration during the spawning season, even before it was required by environmental agencies.

Currently, Atiaia is committed to a wide range of environmental studies aimed at promoting environmental preservation. This translates into significant discoveries, such as the identification of new fish species by the Fish Monitoring and Study Program in the area of SHP Paranatinga II (MT). Collaboration with researchers from the Museum of the University of São Paulo (USP) has been vital for expanding scientific knowledge.

## FLORA

Since its foundation, Atiaia has been planting seedlings and is committed to conserving over 4,000 hectares of permanent preservation areas (PPAs), adopting sustainable practices such as reforestation of degraded areas and preserving native species. The monitoring of endemic species strengthens ecosystem balance and contributes to the health of the local flora.

## A LOOK INTO THE PANTANAL

### Ecotrópica

Atiaia also supports Ecotrópica – the Foundation for Supporting Life in the Tropics, an NGO based in Cuiabá (MT) committed to maintaining natural resources and quality of life in Brazil's tropical ecosystems. The partnership emphasizes the company's active role in conserving the Pantanal, an effort that highlights the importance of practical actions for biodiversity conservation, including wildlife rescue and treatment, education, and scientific research.

### Pro-Pantanal Waters

In the Águas Pró-Pantanal project, which is currently in the monitoring and control phase, Atiaia participated through donations and volunteer work. The objective is to promote scientific research and improve local water quality. The expected result is improved environmental preservation and quality of life, with increased training and local partnerships.



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## ENVIRONMENTAL EDUCATION

The company also integrates environmental education into its initiatives, emphasizing the importance of raising awareness among local communities about environmental preservation. With the collaboration of municipal educators and specialists, the company seeks to disseminate knowledge in schools and communities about sustainability, biome conservation, and other pertinent issues. In 2023, we reached an audience of over 300 people with our campaigns.

Internally, the Environment Department of Atiaia Renováveis conducted a series of training sessions in the first half of 2023 to strengthen awareness among plant teams about environmental care. The employees learned how to compost—a process of recycling organic

waste that transforms organic matter into natural fertilizer—using compost bins installed at the plants. With the equipment, it is possible to reduce organic waste by up to 90%, transforming it into fertilizer that can be directly added to plants, gardens, and vegetable patches, thus recycling the waste generated at the units.

The meetings also covered other topics on recycling and selective collection, such as separation, benefits, treatment, and the importance of proper disposal. With these guidelines, it was possible to show employees the good environmental practices that can be implemented at the plants and in their homes, helping to reduce the impacts on the planet.

## ARCHAEOLOGY CONSERVATION

In the field of heritage preservation, Atiaia Renováveis conducted detailed surveys of three significant archaeological sites, contributing to the documentation and promotion of Brazilian cultural heritage. Through 3D mapping technology, the company preserves the details of these sites for future generations and contributes to the conservation of important historical and archaeological landmarks.



Environmental Education Program – Atiaia Renováveis



# + 300

people participated in environmental campaigns promoted by Atiaia in 2023.





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# Waste management GRI 306-3

The waste management system encompasses various stages, including identification, classification, minimization, segregation, and appropriate storage, followed by co-processing, reuse, and recycling. These procedures cover both solid waste and effluents, ensuring compliance with the legal requirements of the National Solid Waste Policy.

There is a continuous search for technological innovations and, in addition, environmental impact assessments are frequently carried out to ensure compliance with regulations. All projects include investments in composting equipment, helping to responsibly and sustainably increase the recycling rate. Training is also conducted for employees and the communities where the company operates.



Atiaia Team celebrating Environment Week

## Zero Waste

Atiaia Renováveis adopts strict practices to ensure the proper management of the waste generated by its activities. In 2023, actions for the Zero Waste project, validated by the International Zero Waste Alliance, were initiated, including training at all the plants.

Committed to the implementation of the project, the corporate employees in Cuiabá participated in an activity to compost office waste. They produced high-quality organic fertilizer, and each participant took home some of the compost for growing organic food and home gardens.

This was just one of the first steps to make Cuiabá office and the plants examples of responsibility and sustainability. The goal is to certify all operational units by the end of 2024.

With a systematic approach that includes identification, classification, minimization, segregation, and proper storage, the company fully adheres to the standards of the National Solid Waste Policy. The current recycling rate reaches the high figure of 99%, demonstrating the success of its recycling and composting operations.

### Waste management and recycling

(in tons)

	2021	2022	2023
Waste generated	28.69	18.17	21.68
Recycled	28.50	17.97	21.49
Percentage of recycling	99.33%	98.94%	99.11%



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# Society GRI 3-3, 413-1

In 2023, Atiaia focused on managing the impacts on the surrounding communities of its operations, emphasizing the strengthening of dialogue and the maintenance of active communication channels. Commitment to preserving the identity, culture, and historical and cultural heritage of these communities, including those of traditional peoples, is the way to promote improvements in socioeconomic conditions and increase the trust and satisfaction of those involved.

The relationship with local communities is built on the foundation of transparency and mutual respect, which is essential for the success of the projects. Local development actions include job creation, demand for services, and encouragement of recreational activities. Although it does not yet have a structured committee for community consultations, Atiaia ensures extensive consultation with communities during the implementation and operation of projects, including addressing sensitive issues and involving vulnerable groups such as indigenous peoples and quilombolas.

Atiaia promotes actions such as **job creation and encouragement of recreational activities** in the communities surrounding its operations.



Presentation of Atiaia Renováveis projects to the community surrounding the operation



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# Yakã Program

Yakã Program is a flagship initiative in operation for 14 years and reflects the company's ongoing commitment to the indigenous communities of the Xingu and Xavante Territories in Mato Grosso. This project, whose name means "river" in Guarani, reinforces the connection with these peoples, who are located at considerable distances from the company's operational area.

Various actions with environmental, sociocultural, and economic aspects have been implemented in accordance with the values and traditions of the indigenous peoples and with the authorization of the National Indigenous Foundation (Funai). The Program will continue in 2024 to deepen the initiatives according to the needs of the population.



Leadership Training Course - Atiaia Renováveis



Meeting of the Steering Committee for Socio-environmental Programs

Focus of actions in 2023:

**Food Practices Promotion Program:** aims to meet the needs of the productive systems of the PIX (Xingu Indigenous Park) peoples without causing changes that might interfere with their culture, but by enhancing agroecological practices and techniques that can optimize food production and diversify traditional agroecosystems, ensuring the communities' permanence and food sovereignty, including generating surpluses for potential commercialization.

**Leadership Training Course: The** Indigenous Organizations Strengthening Program seeks to strengthen local associations and other leaders in the region. Additionally, it aims to address training needs for participation in decision-making and representation bodies, promoting indigenous leadership.

**Support for Cultural Festivals – Kuarup: The** Cultural Strengthening/Enhancement Program aims to uphold the principle defended in the Federal Constitution of Brazil, which recognizes the indigenous peoples' social organization, customs, languages, beliefs, and traditions, as well as their original rights over the lands they traditionally occupy. In order to preserve sacred indigenous sites—material heritage—as well as culture, rituals, and traditions—immaterial heritage.

**Territorial and Environmental Monitoring Support Program:** The Program aims to address the needs for organizing, facilitating, and implementing support actions for the monitoring of territory carried out by Funai, strengthening existing actions

**Health and Environmental Education Courses:** This program aims to integrate knowledge and practices of health and environmental education to enhance the relationships between the peoples and their territory. Enhance the identity and the relationships established between indigenous peoples and their respective territories through teaching and learning new communication methods (such as audiovisual ones) that reveal the indigenous perspective on the environment in their territories.







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# Promoting Sustainable Transformation GRI 203-1

In 2023, Atiaia invested in and supported infrastructure and service projects in the communities where it operates. With ongoing support for community and social development, the company aims to strengthen culture and customs and improve the quality of life for the population.



## + than BRL 900 thousand

### in SROI (Social Return on Investment) of the Aqualuz program.



Potable Water Treatment with Aqualuz Project



## AQUALUZ PROJECT

In partnership with the non-governmental organization SDW For All – Sustainable Development & Water For All, Atiaia financed the Aqualuz Social Project, providing access to potable water for 15 families in the community of Engenho Dois Rios II, near PV Plants Maravilhas, in Goiana, Pernambuco. This collaboration resulted in a significant impact, generating a total of **BRL 921,324.20 in SROI** (Social Return on Investment). This evaluation protocol compares the value of resources invested in the project with the social value generated for society, highlighting the reach and significance of this initiative for the benefited community.

Aqualuz equipment uses solar radiation to make water suitable for consumption. In recognition of this initiative, the project received an award from the UN.



After six months of implementation and monitoring, it was found that 100% of the families who received the Aqualuz as a means of water treatment no longer experienced waterborne diseases (WBD). This data is significant, considering that Goiana recorded a high number of deaths from waterborne diseases, increasing from five people between 1996 and 2020 to 19 people between 2019 and 2022.

With Atiaia Renováveis' investment, the families in the community will have access to quality drinking water for up to 20 years, thereby establishing a positive and lasting impact for the benefited community. This is a pilot project by Atiaia with plans for expansion in 2024.



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# Prospects and achievements

In 2023, Atiaia Renováveis stood out for its strategic expansion and ongoing pursuit of operational efficiency. Some of the milestones achieved include:



Diego Moreira - Atiaia Renováveis



The expansion of the project portfolio and the optimization of existing ones, aiming to maximize synergies;



Celebration in November of 365 days without lost-time accidents at all the SHPs;



The rigorous commitment to operational safety, including the review of the dam safety plan;



The commencement of operations at Maravilhas Solar Complex, with a production capacity of 55 MW;



Acquisition of two Photovoltaic Power Plants (PV Plants) in Bahia: the PV Plant Verde Vale III, located in the municipality of Guanambi in the central-southern region, and the PV Plant Assuruá, situated in Itaguaçu da Bahia in the central-northern part of the State;



The introduction of new sales channels and the offering of competitive solutions that meet customer needs;



Maravilhas I and II: Photovoltaic plants that use the self-production leasing model to provide clean energy to Vivix and Aché Laboratories;



Inauguration of the new office in Cuiabá, featuring a modern Generation Operations Center, with an area of 380 m<sup>2</sup>;



For the second consecutive year, it was listed in the national ranking of the Energy sector by Great Place to Work Brazil. A total of 78 companies from the electric sector participated in the evaluation, and Atiaia secured 6th place among the best companies to work for in Brazil;



The diversification of financing sources and the exploration of *brownfield* alternatives to add value;



The implementation of new technologies and the modernization of the Operations and Generation Center, aligned with the integration of new energy sources and equipment *retrofitting* ;



Strengthening the ESG journey by expanding our social impact and intensifying our positive climate journey;



Acquisition of the Sol do Agreste Solar Complex, located in the municipalities of São Caetano and Tacaimbó, in Pernambuco, which will have an installed capacity of 169.830 MW;

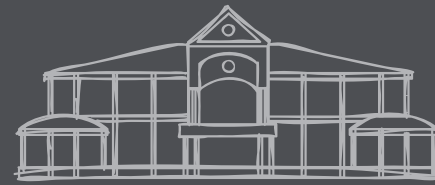


For the first time, it entered the ranking of the 25 best companies to work for in the Midwest, competing with companies from all sectors.





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# Iron House

GRUPO CORNÉLIO BRENNAND



Casa de Ferro, a property owned by the family, listed as a historic heritage site, and which gave rise to the name "Iron House."

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Iron House remains steadfast in its mission to create value in people's lives through transformative urban experiences. Our team is committed to the sustainability agenda and aligned with the 17 UN Sustainable Development Goals. Thus, driven by the challenge of creating spaces that enhance the quality of life for residents and visitors of our destinations, we follow best urban planning practices to make cities more vibrant and people-centered.

**Carolina Fiuza Boxwell** – CEO of Iron House



# Sustainable urbanism

Iron House, founded in 2011 by Cornélio Brennand Group, stands out in the real estate sector for its innovative and entrepreneurial approach. The business is responsible for the planning, development, and governance of real estate destinations within its own *landbanks*, surrounded by preserved nature.

Iron House develops destinations while respecting the environmental, historical, and cultural contexts of the areas in which it operates, seeking to apply human-scale urban planning solutions that prioritize pedestrians and cyclists. Always focused on the quality of life for residents and visitors, aligned with current needs and trends for a more just, sustainable, and prosperous future.

In its role as a *master developer*, Iron House oversees its destinations in a structured manner. In Paiva, through the General Association of the

Paiva Reserve, the business works alongside the residents' association to promote urban care of public spaces, acting in an integrated manner with the neighboring community. In Várzea, this care is demonstrated through dialogue and actions directed towards the surrounding community.

The forest areas, preserved for over a century by the GCB, are located within Iron House's operational territories, which always strive for their preservation and integration into the projects. These areas remain conserved, preserving biodiversity, saving the lives of various species, and contributing to the region's environmental quality through ecosystem services.

Implementing sustainable practices and prioritizing awareness in management are part of Iron House's concerns.



Environmental awareness action promoted by the General Association of Paiva Reserve



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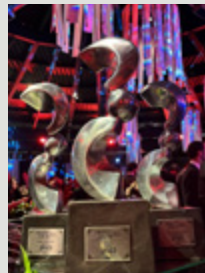
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# Awards

Iron House was highlighted at the Ademi-PE Trophy, the largest award in the real estate market. Promoted by the Association of Real Estate Market Companies of Pernambuco, the 2023 edition was special as it included winners from 2020 to 2023.

Quintas da Praia development won the top award: the 2023 Master Trophy, which recognizes the highest-scoring project of the year, and also won in the "Luxury Condominium" category for 2023.



The criteria evaluated included real estate positioning, project design and execution, relevance to the region where it is located, architectural design, innovation, and sustainability.

Acqua Marine also received the award for the "4 bedrooms" category for the year 2021.



Iron House team at the Ademi-PE Trophy award ceremony

## METICULOUS PLANNING

Both in Paiva and Várzea, regions of Pernambuco where Iron House is more actively present, the team is dedicated to meticulous planning and attention to all aspects, adopting sustainable urbanism best practices. They build public spaces and housing that prioritize quality of life in its broadest sense, considering ESG pillars.

Following the principles of good urbanism, Iron House believes that "cities are living spaces, dynamic organisms, changing in response to how people interact with them" and that "urban planning is a platform for people to be

happy" – quotes by Jane Jacobs and Jan Gehl, respectively. To this end, in 2023, the company developed initiatives to connect residents and visitors of these destinations with their spaces, in outdoor and publicly accessible areas, strengthening the connection with the territory.

In 2023, Iron House created a Guideline Book to ensure that future developments follow the principles established by the company, according to the *master plan developed* for its areas; these guidelines must be observed by partner developers in the planning of their products.



Iron House team working on action planning. Kika Mações, project manager and Patrícia Luz, engineer





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## PLACEMAKING

The fundamentals of *placemaking* emerged in the 1960s when authors like Jane Jacobs and William H. Whyte introduced innovative concepts about urban planning focused on people's needs, rather than just cars.

According to the ADIT Planned Neighborhoods Manual, *placemaking* is "the process of creating places with a focus on people. One of its principles is that the transformation of public spaces, based on community participation, can strengthen the connections between people and places."

Iron House has been managing its developments inspired by this concept, strengthening the promotion of its centralities and adding value to the lives of those who live in and visit its territories.

Some attributes are important in creating a good place:

- They are accessible and connected to other important places in the region;
- Attract people to participate in activities;
- They are sociable environments where people want to gather and visit frequently;
- They are comfortable and project a good image.



Children and families participated in *Sábado na Rua* (Saturday on the Streets), Paiva's Christmas event.





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# New Directions in the ESG Journey

Iron House demonstrates its commitment to people's quality of life and environmental preservation by working towards integrated growth. The company relentlessly seeks business opportunities while strengthening partnerships through its projects. In 2021, the company joined the UN Global Compact, committing to the Ten Universal Principles and the 17 Sustainable Development Goals to contribute to the 2030 Agenda.

In 2023, a review of the ESG materiality matrix was conducted, bringing new directions to serve as a strategic foundation for the ESG agenda, defining guidelines, objectives, goals, and socio-environmental indicators. These measures reflect Iron House's commitment to sustainable development and the creation of shared value for all its stakeholders.



Fauna control action promoted by the General Association of the Paiva Reserve

## MATERIALITY REVIEW BRINGS NEW PERSPECTIVES

With the review conducted in 2023 using the double materiality methodology, the material topics were analyzed considering not only the impact of activities on the environment and society but also the factors affecting financial performance. In this way, it is possible to adopt a more comprehensive strategic perspective for the company's performance in the ESG pillars.

Of the 12 topics submitted for online consultation in 2021 for Iron House's materiality matrix, the list was consolidated into 11 topics after this review. In addition to three new topics – "Biodiversity and Ecosystems," "Energy Efficiency," and "Product/Service Quality and Safety," there was a nomenclature adjustment from "Sustainable Construction" to "Sustainable Cities." This topic consists of promoting intelligent, sustainable, and equitable urban planning, as well as efficient mobility and the integration of technology to enhance the quality of life in cities

GRI 3-3 Sustainable Cities.



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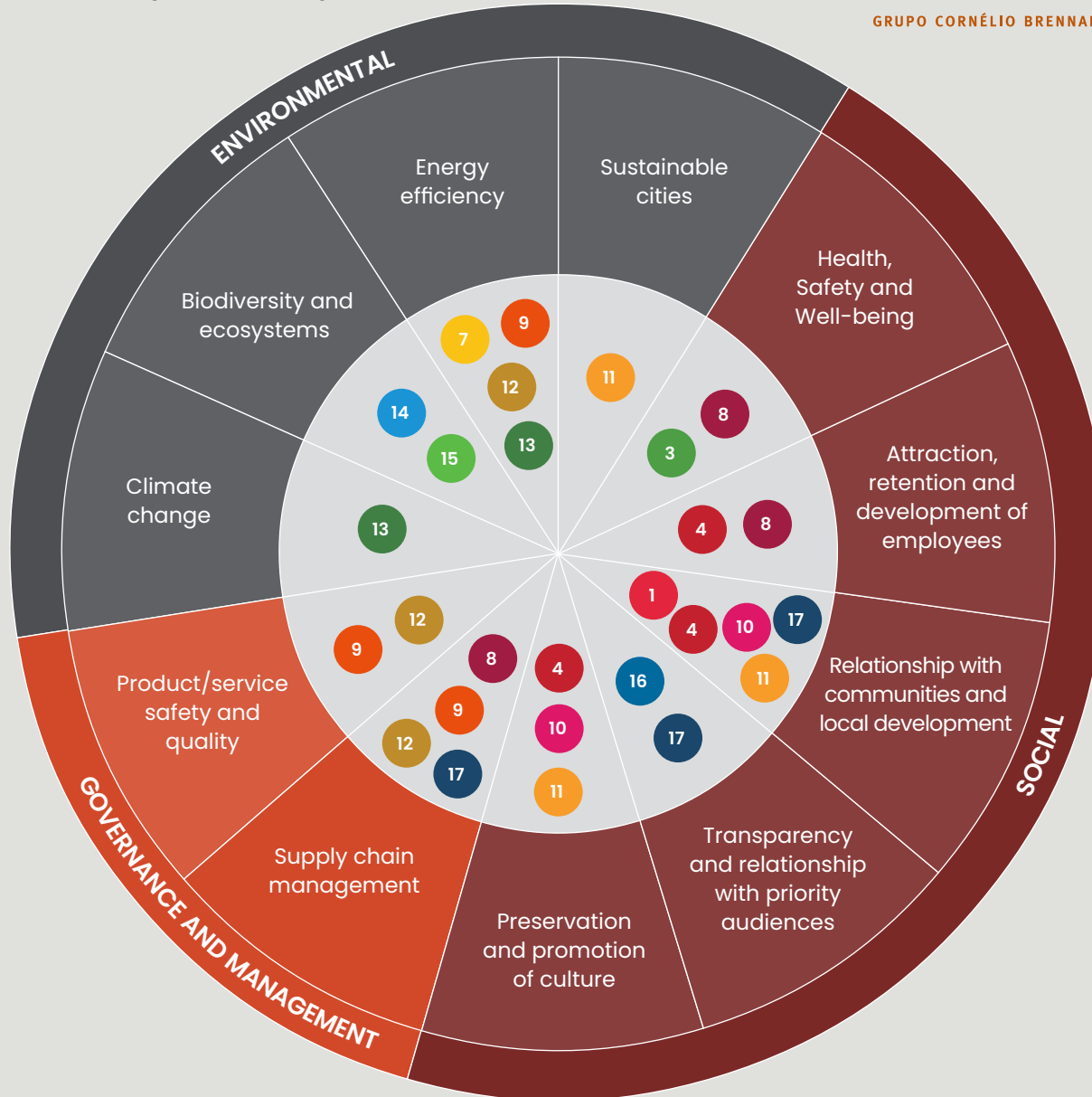
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# Material topics GRI 3-2, 3-3

The ESG materiality of Iron House was reassessed in 2023, resulting in the following list:



Iron House  
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## Visibility topics for reporting:



Diversity, equality and inclusion



Ethics, integrity and compliance



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# Commitment to sustainability

In light of the urgency of the global climate crisis, Iron House is committed to growing in an economically sustainable way for future generations. The company implements best practices aligned with the Ten Principles of the UN Global Compact, which encompass human rights, labor, environment, and anti-corruption.

In this regard, it promotes environmental management by reducing the use of products and natural resources, properly managing waste, and adopting technologies that optimize the sustainable management of its projects.



**Iron House acquired I-REC certificates with the REC Brazil certification to neutralize scope 2 emissions generated in 2023.**

## CLIMATE STRATEGY PLAN

The Climate Strategy Plan, adopted in 2023, included the preparation of a greenhouse gas (GHG) emissions inventory for its operations (scopes 1, 2, and 3) and a *workshop* to discuss viable GHG reduction projects.

The year 2024 will be dedicated to creating a *roadmap* to identify commitments and next steps related to its climate strategy, and to advancing actions for the mitigation and reduction of GHG emissions. Iron House's first inventory demonstrated a low level of emissions for scopes 1 and 2, with one of the focuses for the next stages being to further map scope 3 emissions.

## SCOPE 2 NEUTRALIZATION

Already in line with the Climate Strategy Plan, Iron House acquired I-REC certificates with the REC Brazil certification to neutralize all its scope 2 emissions generated in 2023. This ensures that 100% of the company's electricity consumption comes from renewable sources.



Caminho das Árvores - Várzea

The International Renewable Energy Certificates were obtained through Atiaia Renováveis, the renewable energy generation and trading company of GCB, with credits originating from the SHP Bandeirante, which meets 100% of the UN SDGs, ensuring the highest standard of sustainability.

This acquisition is a contribution to sustainable projects worldwide and to mitigating climate change, reinforcing Iron House's commitment to environmental preservation for a more sustainable planet.





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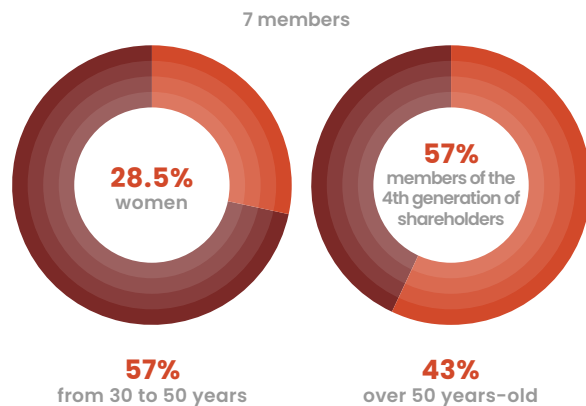
# Governance GRI 2-9

Iron House underwent a management change in 2022 and completed its strategic planning with a focus on developing its own *landbank*, areas located in urban perimeters and surrounded by nature.

The Iron House Real Estate Committee is composed of seven family shareholder members: four members from the 4th generation, two members from the 3rd generation, and one internal advisor. The shareholder members from the 3rd and 4th generations also hold positions on other boards and committees within the Group.

Additionally, during 2023, the company undertook a project to build its identity. In this process, the company's positioning, business purpose, aspirations, beliefs, and cultural drives were established.

## Iron House Real Estate Committee



<sup>1</sup> Current composition – referring to the first half of 2024.

## STAKEHOLDER RELATIONS

In 2023, Iron House held a meeting with external partners to discuss the future of its *landbanks*— areas owned by the Group.

The team adopted the *charrette* methodology, created in the 1980s by American urban planners for community projects and planning, to guide the meeting, which brought together architects, urban planners, landscape architects, and advertisers, as well as members of the Iron House team.

After learning about the characteristics of the area to be developed, the participants

were divided into groups and, based on the established guidelines, created plans for its development. The *insights* that emerged from the meeting were later presented to the senior leadership.

The objective of the initiative was to understand the potential of the areas managed by GCB from the perspective of the business stakeholders. The experience was useful in providing a foundation for the paths to be taken, considering the perspectives of specialists and external audiences, and creating more effective solutions for everyone.



Charrette promoted by Iron House for destination planning.



A meeting with external partners provided insights **new ideas** for the development of the Group's areas.



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# People

From the year 2023, Iron House began hosting the Connections – Coffee with the CEO meeting, organized by the company to strengthen team integration. In these meetings, employees discuss challenges and celebrate achievements. This moment is an important ally in solidifying the business culture.

## VALUING THE TEAM

In 2023, Iron House invested in the professional development of its employees, providing a total of 332 hours of training. This initiative aims to value and increase the satisfaction of its main asset, the 16 employees, with the purpose of positively impacting the work environment and enhancing the company's productivity.

In 2023, the company once again received the Great Place to Work (GPTW) certification, achieving a score of 89 points. This positive organizational climate is the result of genuine employee engagement and advancements in action plans based on satisfaction surveys.

## Female presence

Iron House recognizes the importance of diversity for the success of its business and is proud to have significant female representation, playing essential roles in all areas of the company and bringing unique perspectives that drive its innovation.

Led by a female CEO, Iron House has a team composed of 71% women, with 75% of the leadership positions held by them.



Iron House staff and shareholders visiting the Iron House



# 75%

of leadership positions held by women.



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# Urban and social innovation

In the first quarter of 2023, a *workshop* was held with 19 participants from various Group businesses and external architects with the aim of brainstorming solutions for activation in Várzea, a neighborhood in Recife-PE, an area of development for Iron House. The meeting resulted in more than 150 ideas. Of these, 71 were discussed and two of them implemented.



IOTREEE - Intelligent Tree available at Nosso Quintal



Ideation Dynamics at the former Cinzano factory

The first solution was the intelligent tree IoTREE. With self-generated energy through photovoltaic panels, it was installed in an area that will be revitalized in Várzea. The equipment provides lighting, *Wi-Fi*, and allows for charging cell phones with its USB outlets, all for free.

The second idea was the acquisition of a *container*, solidifying a partnership with Neoenergia under the Vale Luz program. The initiative, implemented in the first half of 2024, consists of exchanging solid waste for discounts on electricity bills. In addition to reducing costs, it encourages the rational use of natural resources, minimizing the environmental impact of waste.

## DIGITALIZATION IN CUSTOMER MANAGEMENT

The completion of improvements to Iron House's Customer Portfolio Management system was a highlight of the investments in innovation, enhancing the process digitalization strategy and the company's customer journey.

This was another result of the collaboration between the accounting, finance, and digital solutions teams to enhance the company's results, providing solutions to promote more secure processes, task automation, and improvements to the Customer Portal.

With the developed improvements, many activities were automated, reducing rework and manual tasks for the teams involved. One of the solutions was the integration of Iron House's commercial platform, Anapro, with SAP, making transactions more secure, faster, and more reliable.

### Marta

Iron House has a partnership with the startup Marta, which uses artificial intelligence to monitor real estate market changes and provide additional information to support decision-making.





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# Locations

## Várzea – Recife-PE

### Infrastructure and new centrality

In November 2023, Iron House began its first infrastructure project in Várzea, the headquarters neighborhood of Cornélio Brennand Group, and the area to be developed by Iron House. The construction of the roundabout will improve the flow of trucks that currently travel on local roads to access the Owens Illinois factory. Following the guidelines of the Urban Transit and Transport Company (CTTU), the project will bring benefits to the region's mobility.



Várzea Brilhante Workshop, promoted with the children of Várzea community

### Stakeholder Relations

Before starting any intervention, the company took care to consider the residents living near the construction site. Thus, it organized a series of dialogues with local residents, understanding

that they are the first to be impacted by any intervention and should be information multipliers.

The strategy prioritized communication with the neighborhood, avoiding parallel disclosures or using the press for this purpose. The meetings also included academics and students from UFPE, state and municipal health and social assistance officials, managers and cultural promoters, community leaders, and finally, digital influencers from the neighborhood.

There were eight meetings, one *online* and the rest in person, with 88 participants and an estimated total impact of 440 people. In all actions, a central message was maintained, including an introduction of Iron House, its relationship with Várzea, and upcoming actions.



Dialogue agenda with the community



Opening Event of Nosso Quintal

### Nosso Quintal – New space for the community

Still in 2023, the process of establishing a new central hub in the Várzea neighborhood was initiated. In the yard of a former beverage factory, Iron House began making improvements to the space, inviting the community to participate closely. The opening event in November featured children from the surrounding area, who participated in a recycling and art workshop led by the artist Jacaré. On this occasion, they had access to materials that had been discarded as waste in the rivers and, after being removed, were transformed into art to decorate the garden.

The space also welcomed Group employees, who engaged in a morning of activities featuring cultural attractions, including a *performance* by Boi da Mata, and culinary operations by Vida é Bela Café, Chef Rodrigo, and Sítio Sete Estrelas, local businesses from the neighborhood, thus strengthening the area's enterprises.



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# Reserva do Paiva – Cabo de Santo Agostinho-PE

Reserva do Paiva, a planned neighborhood in Cabo de Santo Agostinho, in the metropolitan region of Recife, serves as an emblematic example of the company's commitment to smart urbanism and sustainable development.

With a total area of 560 hectares, of which 200 hectares are preserved Atlantic Forest, the project features 8.5 km of beach, 9.7 km of bike paths, and 10.2 km of walkways, in addition to offering services and amenities to its residents. Iron House is a partner in this project, responsible for developing the *master plan* for the southern section of the neighborhood.

Reserva do Paiva is home to a population of 4,000 residents, with management and interaction with local communities coordinated by the General Association of Reserva do Paiva (AGRP). The AGRP carries out activities and services aimed at positioning the area as a model of socioeconomic growth for the region.



Paiva Park

## Social and environmental responsibility

Reserva do Paiva promotes local development with environmental preservation through various initiatives:

**Adoption of stray animals:** reflects a commitment to animal welfare and social responsibility.

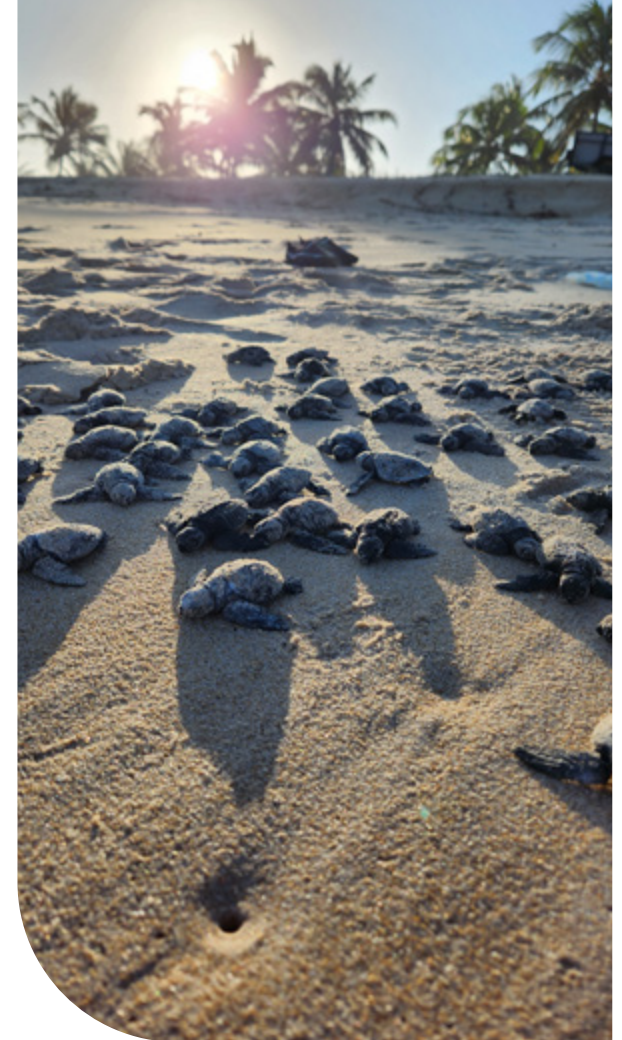
**Waste management:** the execution of daily cleaning and maintenance activities in public areas, in collaboration with the municipality for selective waste collection and recycling, demonstrates a significant effort in sustainability. In 2023, 51 tons of waste were sent for recycling.

**Preservation of fauna and flora:** the beach is divided into sectors to protect wildlife and vegetation, including turtles (with nest mapping) and corals. In 2023, 95 nests were monitored along the 8.5 km of beach, resulting in a total of 7,381 new turtles hatched on Paiva Beach. The registration of new merchants also stands out, contributing to a balanced and sustainable environment.

Additionally, there is a strong focus on the rescue and return of wild animals to their natural habitat.

**Composting project:** the production of 51 tons of compost from organic and plant waste underscores the importance given to waste recycling and the production of natural fertilizers.

**Environmental education:** initiatives such as ecological trails and Amiguinhos do Paiva (Paiva's Friends) program focus on children's environmental education, promoting awareness



Hatching of Turtles on Paiva Beach

and community involvement in environmental preservation. In these activities, more than 80 seedlings were planted in the neighborhood. **Planting of seedlings:** planting in parks and public spaces reinforces the commitment to the recovery and maintenance of local vegetation.





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## DEVELOPMENTS IN RESERVA DO PAIVA

### Quintas da Praia

Quintas da Praia Condominium, located in Reserva do Paiva, was completed in September 2023 with 100% of its units sold. The creation of the place aims to provide maximum well-being and complete comfort, integrating natural features into the built spaces.

This project incorporates the concept of biophilic architecture, using elements such as water, vegetation, natural light, and natural materials like wood. The condominium has a common green area of 20,000 square meters, meeting regulatory requirements. More than a thousand trees were planted.

For the art curation of the project, Iron House invited architect Roberta Borsoi to select pieces that would be part of the ambiance of the common area spaces. In alignment with the project designed by Fernanda Marques, Roberta carefully selected local handicraft pieces to compose the environments, prioritizing artists such as Cerâmica do Cabo, Oásis Cerâmica, and Mestre Abias.



Roberta Borsoi with works by local artists for the Iron House ambiance project

Future residents received a beach kit with washable paper bags made from *upcycled* materials, using cellulose wood pulp from responsible and sustainable sources, certified by Oeko-Tex and the Forest Stewardship Council (FSC). The products were sewn by women from the Flor de Cabruêra collective, who fight against vulnerability in the Vila Nova União community, in the far east zone of São Paulo, through entrepreneurship.

### Urban Life – Casa Parque

To strengthen the central hub of Parque do Paiva, Iron House transformed the Quintas da Praia sales stand into a space that became a venue for various events, known as Casa Parque.

The project, located at the edge of the public space, underwent minor interventions to become more welcoming and has already established itself as a gathering point for residents and visitors. Throughout the year, it hosted Children's Day parties, activities related to the tennis tournament, and the Christmas Caravan, which marked the debut of Saturday on the Street project.



Casa Parque – Paiva Park

## Highlights

The Acqua Marine development, located in Reserva do Paiva, stands out for its sustainability, certified by the Excellence in Design for Greater Efficiency (Edge) label for its eco-efficient practices, which include significant reductions in energy and water consumption, as well as decreased CO<sub>2</sub> emissions.

Quintas da Praia was a standout at the Ademi-PE Award, the largest real estate market award promoted by the Association of Real Estate Market Companies of Pernambuco, winning the 2023 Master Trophy, which recognizes the highest-scoring project of the year, and it also won in the "Luxury Condominium" category for 2023.



Quintas da Praia





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## RESERVA CAMASSARYS – CAMAÇARI-BA

Reserva Camassarys, the first planned neighborhood in Camaçari, Bahia, occupies an area of 528,000 square meters and is strategically located near the main access roads and the city center. The project aims to integrate mobility, commerce, leisure, and housing solutions, standing out for its advantageous location in the municipality with the highest industrial GDP in the Northeast.

### Boulevard Shopping Camaçari

Boulevard Shopping Camaçari, the first shopping center in the city of Camaçari, Bahia, offers a wide range of stores, entertainment, and services, including 3D cinemas and large parking.

In the realm of sustainability, the year brought significant recognitions, such as the IPTU Verde award, granted to real estate developments with ecologically appropriate actions in their constructions.

The mall also won the Empreender Camaçari Award for the sixth consecutive time. The award is dedicated to companies and professionals who strengthen local economic development, contributing to the improvement of the population's quality of life.



For its ecologically appropriate actions in construction, Shopping Camaçari earned

# Green IPTU

in 2023



Boulevard Shopping Camaçari

Learn about some of the socio-environmental initiatives of the shopping center:

- The shopping center maintains systems for rainwater harvesting and solar energy, planting of native seedlings, and the installation of an EcoPonto for selective waste collection;
- Throughout 2023, the shopping center hosted various social initiatives, such as the first edition of the Dona Zuzu Award, named after Adelzuita Pires, considered one of the founders of the Natal neighborhood. Held at the end of March to mark International Women's Day, the event awarded trophies to several women from Camaçari who inspire and make a difference in their fields of work;
- Antiracism was the foundation of the Descolonize-se exhibition, which showcased panels and products from the indigenous Tupinambá peoples of Abrantes and Cordoaria. During the months of September and October, free lectures, workshops, and discussion circles on the theme were offered to the public;
- A permanent initiative of the shopping center is the animal adoption fair, held once a month in partnership with Grupo de Apoio e Proteção ao Animal de Rua (Gapar) and the retailer Le Pet Store. In 2023, other events included the 2nd Pet Mom Parade, the Arrasta Pata during the June festivals, and the Halloween BSC, open to pets and their owners in October.



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# What's coming up

The year 2023 was pivotal in the process of strengthening Iron House's identity. Along with its strategic planning, the company strengthens its presence in its destinations by creating smart urban spaces for better living, paying attention to sustainability in its various aspects.

In 2024, it will be no different: the planned development of these destinations will continue steadily, aiming to add value to people's lives by promoting good urbanism.

Some of the challenges for 2024 are presented alongside.



Visitors explore Colabolando fair in Paiva

## PAIVA:

- Strengthening the central hub of Parque do Paiva in the southern section, connecting with residents and surrounding communities, enhancing outdoor activities, and supporting local commerce;
- Socio-environmental education initiatives promoted by the AGRP;
- Monitoring of natural, cultural, and built assets through the developed Environmental Management Plans.

## VÁRZEA:

- Completion of the roundabout construction to improve access to the neighborhood;
- Establishment of strategic partnerships to ensure the sustainable development of the destination;
- Strengthening and advancing the ESG Journey of Iron House and its developments;
- Beginning the implementation of Casa Zero Várzea, the first franchise of a social *shopping center* that will promote entrepreneurship and training initiatives for the surrounding community;
- Strengthening the central hub of Nosso Quintal through art, culture, and local commerce promotion events.



Exhibition of pieces by Abelardo da Hora by Galeria Boi at Nosso Quintal





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# vivix

vidros planos

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Sustainability  
Report  
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Vivix Vidros Planos – Goiana (PE)







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"We celebrate 10 years of Vivix factory with advances in innovation, processes and customer experience. We build lasting relationships with the market and qualify the glass chain. We are among the best companies to work for (GPTW) and promote an inclusive environment. We inaugurated a solar park that supplies 100% of our electricity, reinforcing our commitment to the ESG strategy. We are proud of our trajectory and wish for many decades of integrity, dynamism, excellence and innovation."

Henrique Lisboa, CEO of Vivix Vidros Planos



# Present for a new future

Inaugurated in 2014, in the municipality of Goiana, Pernambuco, Vivix Vidros Planos is the only Brazilian factory in the sector with 100% national capital and one of the most modern flat glass factories in the world, resulting from an investment of over BRL 1.3 billion. The company holds about 13% of the installed nominal production capacity in the country, where all other players in the flat glass sector are multinational companies. GRI 2-1

With the capacity to produce 900 tons per day, Vivix serves the construction, decoration, and furniture markets. Its product line consists of colorless flat glass, colored glass (Vivix Colora), laminated glass (Vivix Lamina), mirrors (Vivix Spelia), painted glass (Vivix Decora), and solar protection glass (Vivix Performa), all manufactured with cutting-edge technology and high-quality standards. A portfolio that meets about 96% of the types of products demanded by the national flat glass market.

One of Vivix's distinguishing features is its own raw material processing plant, located 12 kilometers from the factory in the city of Pedras de Fogo (PB). It is one of the few float glass industries in the world to use the Mine to Line method, which involves controlling glass manufacturing from the extraction and processing of its main raw materials. This allows for more precise quality control of the products delivered to the market, as well as greater rationalization in the use of natural resources.

In 2023, Vivix completed the engineering projects for the construction of a second production line, and will begin expansion when the market conditions are favorable. This new factory, with an investment exceeding BRL 1 billion, will bring new technologies and innovations to the flat glass industry, expanding Vivix's portfolio to include extra clear glass, in addition to the lines already produced by the first plant.



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# ESG Journey

With the aim of constantly improving its ESG Journey, Vivix joined the United Nations (UN) Global Compact in 2021, the world's largest corporate sustainability network. With this, the company commits to the UN's Ten Universal Principles in the areas of human rights, labor, environment, and anti-corruption, and to the 17 Sustainable Development Goals (SDGs) established by the UN, aiming to contribute to the 2030 Agenda.

As a demonstration of its commitment to advancing its ESG Policy, Vivix conducted the *B Impact Assessment (BIA)* of B Lab in 2022, which allows for a diagnosis of the company's journey considering the dimensions of governance, community, workers, environment, and customers. It also carried out a study of its ESG materiality matrix, identifying the most relevant themes to be addressed through a multi-stakeholder survey.

In 2023, the ESG Journey prioritized the implementation of the Climate Strategy Plan (*more details in the ESG Strategy chapter*) and the enhancement of the double materiality study, revealing themes and highlights that consider not only how our activities impact the environment and society but also how external factors affect our financial performance, thus bringing an even more strategic perspective to our actions within the ESG pillars.



Vivix Vidros Planos - Goiana (PE)



The Climate Strategy Plan and the enhancement of the double materiality study were prioritized in the **ESG Journey** In 2023

## MATERIALITY

In addition to the cross-cutting material topics for all the Group's businesses, specific material themes for Vivix were also addressed in the 2023 review and update, compared to the materiality study conducted in 2021.

In the materiality review process, considering the double materiality methodology, 11 topics were defined in the priority list. Of these, three are new: Product/Service Quality and Safety; Transparency and Relationships with Key Stakeholders; and Supply Chain Management. This review ensures commitment to responsible action on ESG aspects, seeking improvements in the monitoring and maturity of ESG management.

For Vivix, adhering to ESG initiatives and following market best practices is an irreversible path to continually improving this agenda and promoting a business that generates shared value and builds a more just society.

The material topics of Vivix can be consulted below:



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# Material topics GRI 3-2, 3-3



## Visibility topics for reporting:



Diversity, equality and inclusion



Ethics, integrity and compliance





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# Climate Strategy Plan

In 2023, within the context of the GCB Climate Strategy, Vivix completed two phases of the Climate Strategy Plan – the preparation of the greenhouse gas emissions inventory (Scopes 1, 2, and 3) and a *workshop* to discuss viable GHG reduction projects.

The year 2024 will be dedicated to developing an action plan with ideas and projects to be implemented for Vivix to advance in the climate agenda with mitigation actions and GHG emissions reduction.

Already aligned with the Plan, some actions have been undertaken by Vivix, strengthening the company's commitment to the material topic of Climate Change and seeking improvements to reduce its level of atmospheric emissions. See below:



# 2024

**will be dedicated to an action plan to advance the climate agenda.**

## SOLAR MARAVILHAS PLANT

### Clean energy for 100% of the factory's consumption

Vivix signed a self-management electric power contract with Atiaia Renováveis, a renewable energy company of Cornélio Brennand Group, for the construction of a solar park.

With its entire manufacturing operation powered by clean, renewable, and certified energy, this transition is fully aligned with the company's sustainability metrics and future ESG (*environmental, social, and governance*) vision, reinforcing its commitment to environmental preservation and the responsible use of natural resources.

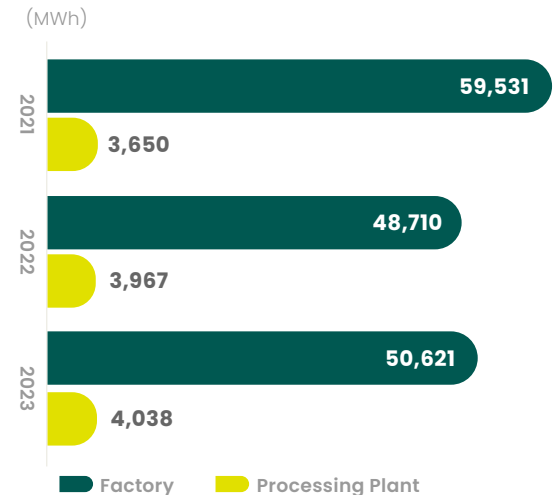
Located on a plot of land with a usable area of 85 hectares and situated 1.6 km from the Vivix factory, it is among the three best regions for solar irradiation in Pernambuco. With 27.5 megawatts (MW) of installed capacity, the Maravilhas I Photovoltaic Generating Unit (UFV) began operation in January 2024.

With this initiative, Vivix becomes the first in the region to have a solar park that supplies 100% of the industry's electricity needs.

## I-RECS – NEUTRALIZING SCOPE 2 EMISSIONS

In 2022 and 2023, Vivix purchased I-RECs to offset Scope 2 emissions, aligning with the Climate Strategy Plan and its decarbonization actions. This strategy precedes the operation of the Maravilhas solar plant, set to begin in 2024, which will supply clean energy for 100% of the factory's consumption.

### Energy consumption



Scope 2 emissions were **neutralized** with the purchase of I-RECs.



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Sustainability Report 2023



Melissa Portella - Industrial

## ATMOSPHERIC EMISSIONS CONTROL AND MONITORING

Vivix already monitors emissions of nitrogen oxides (NOx), sulfur oxides (SOx) and particulate matter. The company complies with Brazilian legal limits and aligns with more restrictive international practices. The result is maintaining SOx emissions within European limits, according to internal conversions and calculations.

## RECYCLING OF CULLET

The recycling of glass cullet, from either its own production or the market, is a fundamental action for the company's environmental agenda. Through this process, the extraction of raw materials from nature is reduced, decreasing the amount of waste sent to landfills and saving energy during melting. In 2023, approximately 28,500 tons of CO<sub>2</sub> emissions were avoided.

## REDUCTION OF EMISSIONS IN GLASS MELTING

In 2018, Vivix stood out for adopting electricity to aid in melting glass, replacing part of the fossil fuels and reducing greenhouse gas emissions by 3.5% (compared to a furnace without this technology), reinforcing the company's commitment to sustainability.

This data represents a significant step in the right direction. Every reduction in greenhouse gas emissions helps combat climate change and ensures a healthier planet for future generations.

Vivix serves as an inspiring example for other companies, demonstrating that it is possible to achieve commercial success in harmony with environmental preservation. Its journey towards sustainability is a reminder that, together, we can build a greener and more prosperous future for all.

In 2023, approximately **28,500 tons of CO<sub>2</sub>** emissions were avoided.



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# Soundness in *corporate* governance GRI 2-9

## OUR BOARD OF DIRECTORS

Vivix has robust corporate governance that advocates for an ethical and transparent relationship with all stakeholders. Thus, the structure of the Board of Directors was designed to enhance decision-making and elevate the level of transparency, in alignment with our mission and ethical principles. It has at its disposal the entire corporate governance system of Cornélio Brennand Group (read more in the Governance chapter)

In 2023, the Board of Directors (BoD) of Vivix had eight members, including six family shareholders representing the 3rd and 4th generations, one internal advisor, and one independent advisor.

Among the active members of the Board of Directors, three are women, representing 37.5% of the total voting members. This characteristic is recognized with the Women on Board (WOB) Seal, an independent initiative supported by UN Women, which acknowledges the presence of women on boards of directors.

## SHAREHOLDER TRAINING PROGRAM

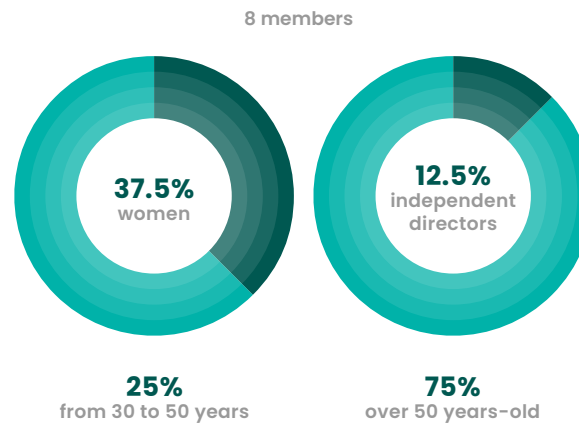
With the aim of promoting the engagement of the new generations of Cornélio Brennand Family, as well as guiding continuous learning and supporting the structuring of the succession process for the Group's shareholders, the Vivix BoD includes the participation of two additional shareholders from the 4th generation of Cornélio Brennand Family (as non-voting members), as part of the Shareholder Training Program (Proa).

## TRANSPARENCY AND DIALOGUE

In its internal governance, Vivix fosters integration, transparent communication, and dialogue—key elements for the company's positive performance and longevity. The company holds a monthly meeting called **Gestão Transparente** (Transparent Management), where the results of strategic business indicators are presented, including the figures from each area and their alignment with the goals set in the annual planning. The sharing of ongoing and upcoming plans allows teams to be informed about the company's strategies and initiatives.

Since 2020, Vivix has also been hosting the **"Na Vitrine!"** meeting. This initiative is a periodic opportunity for exchanging information and encouraging ideas between employees and the company's president in a direct and integrative manner.

### Board of Directors of Vivix Vidros Planos



1 Current composition – referring to the first half of 2024.





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# Innovation in search of better experiences

GRI 3-3 Innovation and Technology

Aiming to maintain its market differentiation and offer clients high-quality, personalized, agile, and transparent service with the best experiences, Vivix has intensified its innovative direction by maintaining successful processes and adopting digital mechanisms in its strategy.

Throughout 2023, Vivix expanded its partnerships with *startups*, companies, and universities. More than 40 innovation projects aim to drive a true transformation within the organization, encompassing its entire industrial and commercial structure, with the implementation of new solutions to enhance production and stand out in the market. Among these are projects such as Advanced Furnace Control, Glass DNA, and new features of Vivix Facilita.

The Advanced Furnace Control project is a partnership with a Czech company (Glass Service) aimed at improving the furnace's energy efficiency by optimizing natural gas combustion, thus reducing production costs and CO<sub>2</sub> emissions. Additionally, the Universidade de Pernambuco (UPE) supported the project by simulating furnace conditions using artificial intelligence techniques to detect anomalies and optimize energy usage.

The DNA do Vidro Project aims to ensure the traceability of the product delivered to customers, from the extraction and processing of raw materials to the delivery of the final product.

## INNOVATION AWARD

A significant achievement was the Innovation Award received by Aristóteles Terceiro Neto, the Industrial Transformation Manager at Vivix. This award recognized his crucial role in aligning a cutting-edge technology ecosystem—including Siemens, AWS, SAP, and Mendix—to transform the way the organization delivers impactful *software* solutions.



Aristoteles Neto - Industrial Transformation

Since 2021, Vivix has established a three-year industrial transformation roadmap to address long-standing manual processes and a fragmented data landscape. Alongside specialist partners TrueChange and Mekatronik, it has delivered over 25 low-code applications that are digitizing production, logistics, and finance processes, enabling the rapid prototyping and implementation of emerging technologies.

This achievement reinforces our commitment to daily innovation, technological excellence, and Vivix's mission to be a pioneer in innovation every day with unwavering boldness, simplicity, and motivation.

## OTHER PROJECTS

Mendix is a low-code platform that is easy and fast for creating industrial applications. It allows individuals who are not developers to create applications for specific machines and processes according to their needs.

Currently, there are more than 20 applications developed, impacting approximately 200 people and generating a productivity savings of 6,000 hours per year.



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# Customer satisfaction

With the aim of consolidating an internal culture focused on customer experience, Vivix has been strengthening the Customer Focus Movement, launched in 2022. The program aims to bring the client's perspective and voice as guiding elements in the company's routine and processes, with the goal of better understanding their needs and expectations and strengthening increasingly lasting relationships.

Through communications and practical actions, the program aims to better understand who the Vivix client is in order to develop initiatives that

enhance their perception and experience. In 2023, the Olhar do Cliente Movement promoted action plans and mobilization lectures.

During the Mais Ideias program round, which aims to stimulate creative potential and develop solutions that generate value for the company, a customer service-focused solution was presented and received excellent acceptance. The feature



consists of a QR code on product labels that facilitates access to relevant information such as transportation tips, unloading instructions, storage guidelines, processing guides, and product quality specifications—information that previously had to be sent manually by our team members. The result is a more streamlined process where the customer can access information quickly, eliminating the need to request assistance.



Movimento Olhar do Cliente (Customer Focus Movement) develops actions to

**improve**

for perceptions and experiences in relation to Vivix.

João Paulo Cabral - Customer Service



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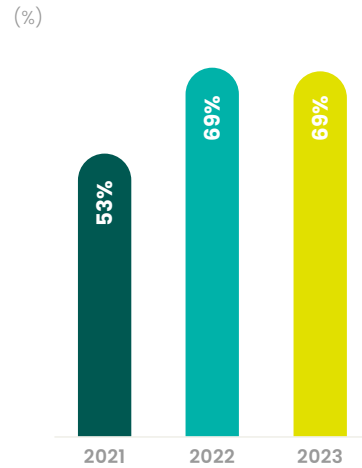
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### NET PROMOTER SCORE

Through the *Net Promoter Score* (NPS), an indicator that measures customer loyalty and satisfaction with Vivix's products and services, the company identifies opportunities for process improvement.

The NPS is published monthly and serves as the basis for the NPS Committee, which meets regularly with various departments within the company to discuss improvements highlighted by the survey. This approach allows Vivix to take a proactive stance in seeking improvements, ensuring that customer needs and expectations are effectively met.

### NPS in numbers (2023)



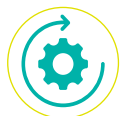
**+641**

surveys conducted (opportunities for improvement).



**+12**

committees held.



**+38**

actions created based on the voice of the customer.



**+8**

indicators created and being monitored.

## Social NPS

Vivix continues to adhere to its ESG agenda, aiming to promote actions that contribute to a positive and sustainable future.

In September 2023, the company promoted an initiative with the Caaporã Waste Pickers Cooperative, located near the raw materials processing plant. As a thank you to customers who participated in the NPS survey, for each completed questionnaire, food baskets were donated to the Caaporã Waste Pickers Cooperative.



Neubert Silva - Customer Service





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## VIVIX FACILITA

In 2023, Vivix Facilita relationship portal celebrated its one-year launch anniversary. During this period, the clients' journey has been positively impacted, as they can now easily track requests, monitor orders, and register tickets, among other functionalities.

With around 1,800 monthly accesses—about 75% of the recurring client base using it every month—70% of the received orders are placed directly on the portal, and 90% of damage or quality reports are made through the platform's virtual assistant. Vivix Facilita has maintained an overall rating of 4.9 out of a maximum of 5 for the service provided.

In 2023, 60 new developments were delivered, including functionalities, navigation improvements, and *design* updates, making Vivix Facilita a continuously evolving channel that provides solutions to enhance the customer experience.

The positive learnings from the development of Vivix Facilita have allowed us to expand the portal into a comprehensive customer relationship and interaction platform, adding new modules and solutions to further enhance their journey.



## Vivix goes to Casacor

An enthusiast of Brazilian architecture, Vivix supports and participates in the most relevant *design* and decor trend events. In 2023, the company was the official sponsor of the Pernambuco edition of Casacor—the largest architecture, interior *design*, and landscaping showcase in Latin America.

The company's portfolio products, in their various versions, were featured prominently in the environments displayed at Chanteclair, an iconic architectural complex in Recife-PE. Although its facade was fully restored, the complex was closed and unused. Vivix also participated in the editions held in Rio de Janeiro and Casas Conceito event in Salvador, Bahia.



Edif. Chanteclair – CASACOR PE 2023



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# People

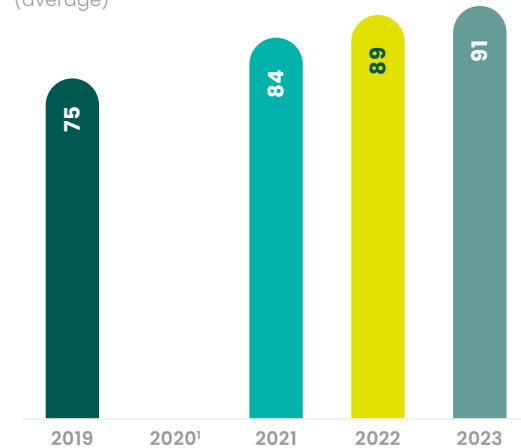
Since its inception, Vivix's culture has prioritized creating a welcoming, inclusive, collaborative, and transparent environment. In addition to the annual climate survey, the company conducts periodic quick engagement surveys to gather insights on specific topics. Based on the results of these surveys, action plans are implemented to address the identified areas for improvement.

In 2023, Vivix continued to evolve in terms of organizational climate and once again earned the Great Place to Work (GPTW) certification with a score of 91 points. This score represents a two-point increase compared to the previous year and a 16-point improvement over the past four years. This progress reflects the company's commitment to continuously improving

the organizational climate and creating a positive work environment. Each point gained demonstrates Vivix's ongoing efforts to become an excellent place to work.

## GPTW GRADE - VIVIX

(average)



<sup>1</sup> The year when the pandemic was declared, the Group chose not to conduct the survey.

According to the conducted surveys, employees highlighted the collaborative environment and respect for diversity, regardless of color, ethnicity, affective orientation, or gender. This commitment to employee well-being has resulted in significant progress in action plans, fostering a healthy organizational climate and genuine engagement among all employees in the company.

Another initiative to value and engage our employees is the **Top Vivix**, through which each employee votes for those who have consistently demonstrated competencies aligned with the company's values in their daily work. Vivix then recognizes the employees who have achieved the best monthly and annual results and awards the top performers of the year.

Vivix also invested in the professional development of its team through 7,525 hours of managerial training conducted in 2023. This initiative enhances employee satisfaction and motivation, positively impacting the work environment and the company's productivity.

In 2023, **Vivix once again earned the Great Place to Work (GPTW) certification, achieving a score of 91 points.**



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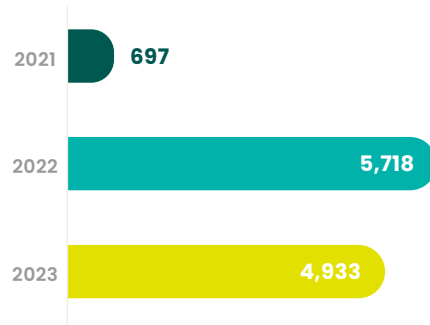
## INTEGRATION WITH THE CHAIN

Vivix has a training program that aims to increase the level of service offered by agents in the glass chain. The initiatives have different formats and are appropriate for each audience. Glassworkers, architects, construction companies, and client teams benefit from the program, which trained **4,933 people in 2023**.

### EducaVidro

To maximize its efforts, Vivix collaborates with other industries, associations, and institutions to promote the growth of these professionals. An example is the EducaVidro initiative, a platform launched in 2023 and developed by Abividro (Brazilian Association of Processors and Distributors of Flat Glass) and AbraVidro (Brazilian Association of Glass Industries). The resource provides high-quality information on the use of flat glass, offering development tracks for various professionals in the construction industry.

### Number of people trained in the glass industry



Romildo Alves - RF Glass Glazing Company



# 4,933

people participated in the training program aimed at the glass industry.

## STAKEHOLDER ENGAGEMENT

In partnership with AEP (Associação das Empresas Industriais de Pernambuco), Vivix hosted the II Sustainability Forum organized by companies based in the municipality of Goiana (PE). To showcase the actions taken by each company to promote a positive social impact, the event was a way to strengthen the collective commitment of companies in Goiana (PE) towards the development of local communities, aiming to build a more equitable and sustainable future for all.

This initiative is of utmost importance as it seeks the collaboration of companies in support of social and environmental causes, contributing to the improvement of living conditions in communities and highlighting the essential role of the private sector in building a fairer and more prosperous future for all.





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# Social responsibility

## SUPPORT TO SOCIETY

Throughout 2023, Vivix conducted environmental education activities through lectures and practical activities addressing topics such as recycling, resource conservation, and environmental preservation. The actions aimed to raise awareness and engage people in sustainable practices.

In addition, Vivix also made food donations to local institutions, addressing the needs of people in vulnerable situations. These donations were made in partnership with social organizations, aiming to promote the well-being and quality of life of those in greatest need.

Some actions carried out in 2023 were:



**Tree Day Action:** conducted in partnership with students and teachers from the ASA Verde project, made up of young agents aged 12 to 17, who act as multipliers. They aim to raise awareness and educate the local community about the importance of proper waste separation and promoting the reduction or prevention of waste generation. The social action promoted in the municipality of Caaporã (PB), where its beneficiation plant is located, aimed to focus on environmental education through both theoretical and practical approaches during Arbor Day.



**Arbor Day Action:** On World Water Day, Vivix organized a social event at a daycare in the municipality of Goiana (PE) aimed at raising awareness about the conscious use of water. During the event, educational and playful activities were held for the children, addressing the importance of preserving and using water responsibly. Vivix aimed to transmit knowledge about the conservation of this precious natural resource, encouraging sustainable practices from an early age.



**Food Donation:** During Sipatma - Internal Week for the Prevention of Work Accidents and Environmental Protection 2023, Vivix organized an exciting team competition where employees came together to collect donations. The initiative resulted in the collection of approximately **2 tons of food**, which were donated to local charities in the municipality of Goiana (PE), where Vivix operates. The benefiting institutions were Abrigo São José, Casa de Passagem, the Cooperativa de Catadores, and Centro Jesus Fonte de Luz.



Monitoring of springs



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# Environmental Management

## GRI 3-3 Waste Management and Circularity

Vivix is aware of the climate emergency and the need to promote economic growth sustainably, ensuring that future generations are not harmed.

With the motto "We create our future in the present," the company seeks to implement good environmental management practices through the circularity of resources, products, and waste, as well as carefully monitor atmospheric emissions and manage water use efficiently. The company also prioritizes the adoption of cutting-edge technology in its production process, aiming for efficiency and reduction of environmental impact.

In 2023, Vivix met the necessary requirements and obtained **ISO 14001 certification.**



Vivix team in the achievement of ISO 14001

## Integrated management - ISO Certifications

Already certified in ISO 9001, which focuses on quality management, Vivix continues to invest in the continuous improvement of its processes and products.

In 2023, it successfully achieved all the adjustments required to obtain **ISO 14001** certification, a standard that provides organizations with a framework for environmental

protection and enables a response to changing environmental conditions in balance with socioeconomic needs.

The implementation of the standard had eight phases and involved all areas of Vivix, with the project being supported by a multidisciplinary team and a committee from top management. The achievement of this certification is a clear sign that Vivix is managing its environmental impacts and promoting more sustainable practices related to its activities.



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## REUSE OF WATER, PALLADIUM AND SILVER

To fulfill its commitment to environmental preservation, Vivix implemented an Industrial Effluent Treatment Plant from the beginning of the project, through which effluents are properly treated, allowing the treated water to be used for irrigating Vivix's green areas.

Within the same perspective, both the mirror production process and the laminated glass production process were designed for closed-loop water consumption, minimizing water usage and consequently reducing the generation of effluents.

Additionally, to optimize costs and minimize the disposal of chemicals into the environment, Vivix practices sending Palladium and Silver sludge and waste for recovery.

These by-products are sent to a precious metals processor, and after recovery, they return with the appropriate characteristics to be used in the mirror production process.

### Amount of material recovered<sup>1</sup>

Substance	2020	2021	2022	2023
Palladium Chloride (L)	8.5	3.8	7.3	4.9
Silver Nitrate (kg)	818.3	479.6	559.4	746.7

<sup>1</sup> The recovery volume varies depending on the consumption/production volume of mirrors.



Lídia Cunha e Swellen da Silva – Transformados

## SOLID WASTE MANAGEMENT

There is a constant concern with management systems to minimize the impacts of operations. Therefore, efforts to reduce, reuse, recycle, and responsibly treat waste and tailings undergo continuous improvements. The intention is to promote business circularity through strategies that ensure a sustainable cycle of resources and materials, contributing to environmental preservation and reducing environmental impact.

In 2023, the company made significant progress on its journey toward sustainability, achieving a 92% recycling rate of its waste. This achievement is the result of continuous efforts to implement sustainable practices and policies across all activities.

It is important to highlight that in 2022, there was a specific recycling percentage due to the disposal of materials that had been stored at the factory for five years, including old metal structures, among others, which were sent to licensed companies for recycling or co-processing treatment. Therefore, the 92% rate achieved in 2023, although lower than that of 2022, is considered quite significant in relation to the company's day-to-day operations. It is worth noting that Vivix achieved a 38% reduction in waste generated compared to 2022 at its Goiana unit.

For Class I (hazardous) waste, there are specific storage areas with controlled access at designated times and an updated inventory. Recyclables and general waste are directed to the waste management center, where they are sorted by type and material for subsequent disposal or sale. The optimization of glass storage and the reuse and recycling of 100% of the water, for example, were highlights in the implementation of sustainable practices.

### Waste generated and recycled GRI 301-2

in tons (t)

Waste management	2021	2022	2023
Waste generated	526	1,338	837.3
Recycled Waste	426	1,264	773
Recycling %	81%	94%	92.31%





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## RECYCLING GLASS SHARDS: A COMMITMENT TO SUSTAINABILITY

The recycling of glass cullet, from either its own production or the market, is a fundamental action for the company's environmental agenda. Through this process, the extraction of raw materials from nature is reduced, decreasing the amount of waste sent to landfills and saving energy during melting. Additionally, in 2023, the emission of approximately 28,532 tons of CO<sub>2</sub> into the atmosphere was prevented. This glass recycling process significantly contributes to reducing CO<sub>2</sub> emissions, in addition to bringing other environmental and economic benefits.

Year after year, Vivix has been expanding the collection of external glass shards for recycling. In 2023, this number reached 14,220 tons, an increase of 10% compared to the previous year. This growth demonstrates the company's commitment to sustainability.

Glass shard recycling is an example of how the industry can operate in an environmentally responsible manner. Through this practice, it is possible to contribute to the preservation of natural resources, the reduction of pollution, and the building of a greener future for all.



Vivix avoided the emission of **28,500** approximately tons of CO<sub>2</sub>eq greenhouse gases into the atmosphere due to the use of cullet in glass production.

### Savings generated by the use of glass cullet

	2021	2022	2023
Shard used in the production of glass (t)	79,092	56,103	83,638
Recycling of cullet - external catchment (t)	8,972	12,771	14,220
Savings of raw material by the use of cullet (t)	92,538	65,641	98,944
Savings of natural gas by the use of cullet (m <sup>3</sup> )	3,313,006	2,349,594	4,421,060

## STEELCAP

Since 2021, the company has been using a reusable packaging called steelcap for the shipment of some of its products. It protects the glass during transport, offering a more effective alternative compared to wooden packaging.

There is a packaging tracking process, which helps reduce company costs and improper disposal. In an effort to increase the return of these packages from the market, Vivix started a *cross-docking* operation in the south of the country in 2023, which resulted in 100% of these packages being returned to the factory for reuse.

### Reused GRI 301-3

(Percentage of products and packaging reused)

Product Category	2022	2023
Steelcap	40.56	46.6

**Note:** The data was collected from the internal control spreadsheet of the logistics department.



Vivix HSE Team



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# Preservation of fauna and flora

The company promotes environmental preservation initiatives that go beyond its production process, having a significant impact on the protection of fauna and flora in the regions where it operates. Among these initiatives, the most notable are the monitoring of groundwater quality, the maintenance of reforested areas and permanent preservation areas, as well as the care and preservation of springs and natural caves.

These actions reflect Vivix's commitment to sustainability and environmental conservation. Some of the following highlights:



Monitoring of permanent preservation areas (PPAs): 2.13 hectares reforested;



Monitoring and preservation of three springs located in the Caaporã (PB) and Pedras de Fogo (PB) quarries;



Preservation of the natural cavity (cave) located within the Caaporã (PB) quarry;



Monitoring of groundwater quality through four wells installed upstream and downstream of the beneficiation plant;



Wildlife preservation - if an animal is found on the premises, it is captured and released back into the wild.



Alexandre da Costa - Gardening

## ENVIRONMENTAL ASPECTS AND IMPACTS ASSESSMENT (LAIA)

Environmental impact assessments with continuous monitoring are conducted through the Environmental Aspects and Impacts Assessment (LAIA). In this process, the environmental aspects and impacts of activities, products, and services are identified and assessed, with a description of the operational controls for each mapped scenario.

## EMERGENCY RESPONSE PLAN (PAE)

Vivix adopts the Emergency Response Plan (PAE), which evaluates scenarios of environmental incidents that may have impacts beyond the unit's boundaries. GRI 413-1



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# What's coming up

Murilo Ferreira - Industrial Transformation



## ADVANCES AND COMMITMENTS

The advances in Vivix's positioning in the national glass market are the result of continuous efforts to improve processes and production. In 2024, the focus remains on product innovation, customer service, surpassing targets, and deepening the ESG Journey. The commitment to contributing to a more sustainable society in environmental, social, and governance terms remains unwavering.



## CERTIFICATIONS AND FUTURE CHALLENGES

Regarding certifications, the upcoming challenges include maintaining ISO 14001 by promoting environmental awareness among employees and stakeholders, as well as conducting maintenance audits of the Environmental Management System. Additionally, in 2024, Vivix plans to advance the implementation of an integrated management system that includes the Quality Management System (QMS), Environmental Management System (EMS), and later, the Occupational Health and Safety Management System (OHSMS) - ISO 45001.



## RESEARCH AND ACADEMIC COLLABORATIONS

In partnership with professors from Unesp and Unifei, Vivix is conducting a theoretical study focused on the decarbonization of combustion processes. This study addresses the economic feasibility and impacts of replacing fossil fuels within the company.

This constant evolution involves strengthening connections with the various links in the glass industry chain and with society in general; enhancing the ability to adapt to market conditions; continuous operational improvement; pursuing new projects and business models; and initiatives to increase market share.





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# Others

# participations

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Cimento Bravo Factory



Interior of the JW Marriott Hotel São Paulo



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# Cimento *Bravo*

Resulting from a *joint venture* between Cornélio Brennand Group and Queiroz Galvão Group, in an equal partnership, Cimento Bravo is a company specialized in cement production in the states of Maranhão, Pará, and Piauí.

Its origins trace back to GCB's previous activities in this area—interrupted in 1999 with the sale of its factories and resumed in 2012. Cimento Portland Participações was then created, with Cimento Bravo as its main brand. Currently, Cimento Bravo comprises two grinding units: Cimar (Maranhão) and Cibahia (Bahia).

The year 2023 brought an exceptional recovery for Cimento Bravo, following a challenging 2022 marked by difficulties caused by the war in Ukraine and an unfavorable domestic economic environment. There were other challenges—such as increased tax burden, above-average rainfall, and macroeconomic challenges in the sector—but these did not prevent a positive performance.

The company achieved the best results in its history, setting sales records with 420,759 tons. The activation of Points of Sale (PDV) was maintained, totaling 42 establishments, with seven new activations and two renovations. The initiatives already have a mileage system ready to operate in 2024.

The company has shown increasing engagement with the ESG agenda and the adoption of positive social and environmental practices. Several initiatives and policies adopted, such as waste reutilization and actions to reduce particulate emissions, have improved the efficiency, cleanliness, and safety of operations. In 2023, local inputs were developed to replace B Ash, with the inclusion of clay in the formulation.

In terms of people management, Cimento Bravo achieved a satisfaction rate of 89% in the Impulse UP Climate Survey and an e-NPS of 68. There was a significant decrease in team *turnover*, which was just 5% compared to 11% in 2022. Part of these excellent results is linked to the continuation of the people protection plan, including initiatives in training, communication, benefits, and infrastructure.



Cimento Bravo grinding unit



# 89%

was the satisfaction rate achieved in the Impulse UP Climate Survey.





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## Social performance

Cimento Bravo maintained its engagement with local communities, strengthening programs like **Mestre Bravo**, which is focused on training bricklayers and construction foremen. The initiative offered 19 training and capacity-building classes, in addition to factory visits, which were also extended to students, clients, and members of professional associations and government entities.

There were also initiatives like **Canteiro Escola**, which offers vocational courses in the construction industry for people in vulnerable situations, which undertake the restoration of buildings located in the historic center of São Luís.

In addition to this project, the company contributes to initiatives like **Wonder Woman**, which trains low-income women, and the **Rua Digna** task force, where cement is donated to a block factory run by the local prison, utilizing inmate labor to support future reintegration into society.

In response to the heavy rains that affected the region in the first half of the year, the company participated in the **S.O.S Floods** program by donating 2,000 basic food baskets and water to aid over 70 municipalities in emergency situations.

The company contributes to various social initiatives, such as Mestre Bravo, Canteiro Escola, Wonder Woman, Rua Digna task force, and S.O.S Floods.

## Governance

The governance of Cimento Bravo is formalized through a series of internal *compliance* standards that ensure transparency, compliance, and ethics in its activities. The adherence to these rules is supported by the company's Code of Conduct. In addition to making the material available to employees, customers, and suppliers, a training and refresher cycle was conducted in 2023 with 100% of the team.

A new management tool for the Whistleblower Channel was also implemented, now operating through a digital platform managed by independent auditors, ensuring that reports of any suspicious activities are properly investigated.

## Initiatives planned for 2024:

- Maintain volume and profitability in long-distance areas;
- Maintain the productivity achieved in the second half of 2023, thereby increasing the annual production and shipment capacity;
- Seek alternatives to reduce the average cost of raw materials, particularly clinker, in the event of a downturn in the international market;
- Maintain the actions implemented in the people management plan to help control the company's turnover.





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# JW Marriott Hotel SP

The first JW Marriott hotel in the city of São Paulo celebrated its first year of operations in 2023. As one of the real estate assets developed by Iron House and the Cornélio Brennand Group, which is a shareholder in the venture, the JW Marriott Hotel São Paulo has become a benchmark for quality hospitality in Brazil's largest metropolis. Located in Parque neighborhood in the southern zone of the city, this Class A mixed-use hotel boasts 258 rooms and vibrant common areas.

Recognized by both national and international media as one of São Paulo's leading hotels, it stands out for its blend of wellness, haute cuisine, and sophisticated design. With amenities such as a *spa*, gym, indoor pool, and sauna, the location is further enhanced by the Italian restaurant Neto and the Caju Bar.

Additionally, the JW Marriott Hotel São Paulo features a state-of-the-art convention center, spanning over a thousand square meters, with six private meeting rooms and a stunning view of a meticulously preserved green area. The architecture showcases the essence of Brazil through works by local artists.

The hotel combines luxury and comfort with responsible environmental practices. Equipped with 86 solar panels, the hotel utilizes a water heating system that significantly reduces

dependence on traditional energy sources and greenhouse gas emissions. Other initiatives include water recycling, selective waste collection, motion sensors for automatic lighting shutdown, the use of LED bulbs, and maximizing natural sunlight.

## Energy Saving

At the JW Marriott Hotel São Paulo, the building management system (BMS) enables an average savings of 30% in monthly energy consumption. Additionally, the solar energy system captures 30,000 kWh per month, which is used for water heating throughout the hotel premises. The water capture system allows for an average collection of 250 m<sup>3</sup> of water, which is used in the cooling system for air conditioning towers, toilets in employee areas, and garden irrigation.

The hotel holds the LEED certification, which verifies the building's best practices from its design and construction to its ongoing maintenance routine. The JW Marriott Hotel São Paulo is situated in a 1,000 m<sup>2</sup> green area with native or adapted vegetation, promoting biodiversity and reducing heat islands. The hotel sources 100% of its fruits and vegetables locally, including cage-free eggs, and responsibly acquires fish and seafood, ensuring that endangered species are not included on the menu.



JW Marriott Hotel SP: A Leading Hospitality Landmark in São Paulo

Committed to education and the adoption of sustainable practices, the JW Marriott Hotel São Paulo develops informational materials that encourage guests and employees to participate in environmental preservation. This effort underscores the importance of proper waste separation practices and environmental care.



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Sustainability  
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The GRI Annex, with the indicators from the 2023 Sustainability Report of Cornélio Brennand Group, can be accessed [here](#). The document provides data for the entire Group and its companies: Atiaia Renováveis, Iron House, and Vivix Vidros Planos.





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