2025

ESG Report

guararapes

Contents

Introduction

2025: THE YEAR WE SOWED THE SEEDS OF THE FUTURE

Guararapes laid the foundations that will ensure long-term sustainable growth: it expanded its forest base, strengthened governance, consolidated ESG practices, and stayed ahead of new market regulations, solidifying its competitive position.

The company operates in an inherently sustainable economic sector, given the nature of its primary raw material and the production processes involved. This intrinsic characteristic enables Guararapes to demonstrate that sustainability is part of its essence and directly connected to its corporate purpose, “Driven by the Force of Nature”.

Learn more about Guararapes’ performance in this ESG Report.

GRI 2-22

Message from Leadership

We closed 2025 with the conviction that, even amid a challenging global context, Guararapes continued to move forward consistently. We balanced economic growth and operational development with the strengthening of our environmental, social, and governance practices.

The year was marked by significant instability in the global economic and geopolitical landscape. In the international market, we faced the imposition of antidumping measures in Europe on Brazilian wood panels and increased tariffs in the United States; both factors directly impacting export performance, particularly in the plywood segment. These events created uncertainty throughout much of the year, calling for agility, adaptability, and disciplined management.

In response to these challenges, we acted quickly. We reorganized our commercial strategies, expanded our presence in the domestic market, explored new destinations for our products, and adjusted our portfolio to meet different market demands. Concurrently, we reinforced cost controls, prioritized investments, and upheld responsible financial management.

The result of these decisions and collective efforts was a positive performance. We closed the year with revenue growth surpassing BRL 2 billion, a 12.9% increase compared to the previous year, and EBITDA growth reaching BRL 365 million, with a 17.8% margin, an important indicator of the company's resilience in an adverse context.

Beyond the financial results, 2025 was a year of structural progress. We continued to evolve across all of our business areas, improving processes, systems, governance, and operational efficiency. This steady progress reflects essential characteristics of Guararapes: adaptability in the face of adversity, the aptitude to learn from challenges, and the capacity to transform complexity into progress.

At the core of our business, both forestry and industrial operations underwent significant transformations. In forestry, we achieved the target established in our Long-Term Strategic Plan for forest base expansion, reinforcing one of the key sustainability pillars of our business. We also advanced technologically by introducing innovative solutions that enhance operational efficiency and safety, such as the acquisition of our first mechanized reforestation seedling planter, capable of planting 1,800 seedlings per hour. With some customers already moving toward compliance, and ahead of regulatory deadlines, Guararapes prepared its processes to comply with the European Union Deforestation Regulation (EUDR), which establishes traceability and deforestation-free requirements for products marketed in Europe, now scheduled to come into force in December 2026. In industry, we have deployed initiatives aligned with Industry 4.0 concepts, which have contributed to efficiency gains and to making our operation increasingly prepared for the future.

Sustainability remains a central element of our strategy. More than a formal commitment, it is embedded in the company's culture and reflected in our day-to-day decisions. We operate in a sector whose primary raw material – reforested wood – is renewable and whose production chain carries significant environmental attributes. Even so, we understand that our role extends beyond that.

In 2025, we made consistent progress in our ESG agenda. We strengthened our governance practices, advanced our risk management

structure, enhanced our compliance mechanisms, and increased the transparency of our processes. We also improved environmental data management, achieving greater accuracy in monitoring indicators such as resource consumption and waste generation, a fundamental step toward defining consistent targets.

On the social front, we formalized two policies in 2025 that translate this commitment: the Private Social Investment Policy and the Diversity, Inclusion, Equity, and Belonging (DIEB) Policy. Both were implemented at a time when diversity and equity have been losing prominence on the agendas of many organizations – reinforcing our recognition of engaged, capable teams aligned with the purpose of our business. Throughout the year, we expanded dialogue with internal and external stakeholders on sustainability, sharing our practices and results more clearly. In doing so, we have collectively built a culture around this topic that transcends the boundaries of the company itself.

We acknowledge that there is still a long journey ahead in the ESG agenda and will continue to move forward at our own pace, with responsibility, consistency, and a focus on what is feasible and relevant to our business. We believe that creating sustainable value requires discipline, a long-term vision, and strong execution capabilities.

We step into 2026 better prepared than we were the previous year – more structured, more resilient, and with important lessons learned along the way. This gives us the confidence to face new challenges and continue evolving. For the coming years, Guararapes aims to consolidate its ESG-driven approach and become a benchmark for sustainability in Brazil. We intend to continue combining economic growth with advances across the environmental, social, and governance fronts, while aware that there is still room to evolve and generate value in this field. Every step we take today contributes to a more sustainable, competitive, and enduring future for the company and for the entire value chain in which we operate.

Enjoy the reading!

Ricardo Pedroso
CEO, Guararapes

2025 Highlights

Governance

97% of ESG targets achieved*
Third consecutive year of ESG targets linked to executive compensation

Structuring of the Corporate **Risk Management area**

Alignment with EUDR
Preparation for European regulation ahead of deadline

Environmental and forestry

Nearly **10% expansion of the forest base**

Progress in Forestry R&D for **clonal propagation technology**

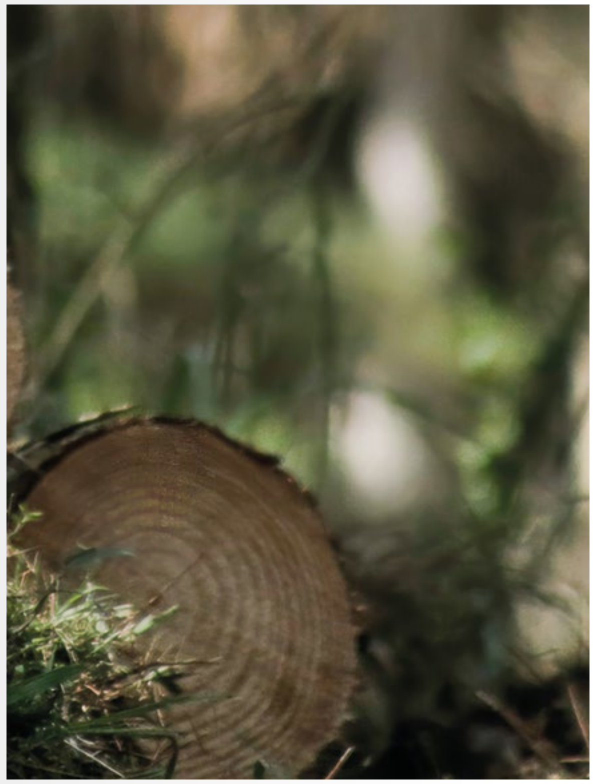
99,98%
of industrial waste diverted from landfill

Social

2,184 employees

Revision of the **Code of Ethics**

BRL 300 thousand
invested in social initiatives



Economic

Net revenue
above BRL 2 billion
+12.9% compared to 2024

BRL 365 million in EBITDA
with a 17,8% margin

Expansion of MDF market share in both domestic and international markets

* ssurpassing the 80% target set forth in the annual plan

Institutional profile

GRI 2-1, 2-6

Mission

To sustainably manufacture wood-based panels for global markets, creating value while delivering trust through environmentally and socially responsible products and services.

Vision

To achieve a leading position in the manufacture of forest-based panels through reliability and expertise, serving both domestic and international markets by offering high value-added products and services while developing a fully sustainable business activity.

Guararapes Painéis S.A. is a Brazilian manufacturer of engineered wood panels, operating in the production of MDF (Medium Density Fiberboard) and plywood panels. Headquartered in Palmas, the company has been in the market for 41 years. Its trajectory reflects the evolution of a privately held, family-founded business. The organization was founded by João Carlos Ribeiro Pedroso and Walderez Bertolin, whose partnership laid the institutional pillars that still guide the company today.

Its commercial offices are located in the cities of Curitiba (PR), São Paulo (SP), and Orlando (EUA), in addition to three showrooms named Casa Guararapes, located in the cities of São Paulo, Curitiba, and Caçador. The company also operates a Distribution Center in the state of Pernambuco and maintains strategic inventories at the following U.S. ports: Port Manatee (FL), Port Arthur (TX), Port Elizabeth (NJ), and the Port of Baltimore (MD).

Its three industrial facilities are located in Southern Brazil: Caçador (SC), specialized in MDF production; and Palmas (PR) and Santa Cecília (SC), dedicated to plywood manufacturing.

The location of the MDF facility is strategic. It is located between the two plywood plants in order to use wood residues (wood chips) generated during plywood production as raw material for MDF manufacturing. This configuration increases operational efficiency, reduces waste, and minimizes transportation-related environmental impacts.

For more information, please visit our institutional website:
https://www.guararapes.com.br/en/a-guararapes/

Products

MDF Panel

Production Capacity: 1.14 million m³/year

Guararapes manufactures several MDF panel product lines for the furniture and door industries, as well as for applications in handcrafts, surfaces, and interior design. Its portfolio includes decorative panels, enhanced-protection products, solid colors, raw MDF, and panels featuring special technologies:

- **MDF RUC:** Moisture- and termite-resistant MDF developed for environments with greater exposure to humidity and termites.
- **Aris:** Exclusive surface technology using Electron Beam and acrylic resin, offering protection against scratches, fingerprints, UV radiation, and heat.
- **NanoxClean®:** Antibacterial technology capable of eliminating 99.9% of the SARS-CoV-2 virus and preventing the proliferation of fungi and bacteria.
- **Decorative lines:** Colors, Comfort, Flex, *Madeiras do Brasil*, Magma, Metalic and *Perspectivas*.

Plywood Panel

Production Capacity: 380 thousand m³/year

In the plywood segment, the company offers two main categories:

- **Structural:** Widely used in the construction industry, especially in steel-frame and wood-frame building systems, as well as in roofing, wall, and flooring applications.
- **Non-structural:** A versatile and cost-effective solution widely used in packaging, pallets, and furniture manufacturing, ideal for applications that do not require structural performance.

The installed capacity of both facilities is exclusively dedicated to international markets. This strategic positioning demonstrates the company's international competitiveness while reinforcing product quality and strengthening its presence in key global markets.

Domestic Market

Guararapes maintained profitability and competitiveness through investments in branding, marketing, and product launches for the domestic market, which presented more favorable conditions than export markets, demonstrating the company's operational flexibility.

Throughout 2025, the company implemented artificial intelligence tools for demand forecasting, generating positive impacts on customer service, inventory management, production-demand optimization, and supply chain efficiency.

During the reporting period, no cases of non-compliance with laws, regulations, or voluntary codes related to product information and labeling were recorded. (GRI 417-2)

International Market

Export Performance	2024	2025
Export Destinations	49	51
% of Plywood Panel Revenue from Exports	100%	100%
% of MDF Panel Revenue from Exports	19.2%	16.6%
% of Corporate Revenue from Exports	40.9%	37.5%

In 2025, Guararapes faced a challenging international landscape marked by geopolitical instability, trade barriers, and exchange-rate fluctuations. Despite these obstacles, the company maintained stable export performance across more than 50 countries on all continents, preserving export volumes at levels close to those of the previous year and demonstrating adaptability and resilience in an adverse context. The main measures adopted by Guararapes in response to this adverse context were:

Trade tariffs

The U.S. market, traditionally strategic for Guararapes, was impacted by the imposition of import tariffs. Plywood, which had previously been subject to an 8% import duty, became subject to a cumulative tariff burden of 58% (8% import duty + 10% reciprocal tariff + 40% additional tariff). MDF, which had previously entered duty-free, became subject to a 50% tariff.

The commercial impacts included:

- **Plywood:** Suspension of new shipments beginning in August 2025, with maintenance of reduced sales volumes throughout the period.
- **MDF:** Reduction in shipped volumes, prioritizing higher value-added products, combined with contract negotiations in which buyers absorbed part of the tariff costs. This approach enabled Guararapes to maintain a continuous brand presence in the U.S. market despite the adverse context.

Antidumping process

Between March and October 2025, Guararapes was subject to an antidumping investigation conducted by the European Commission following allegations by local companies that Brazilian plywood exporters were selling below production cost.

The company adopted a proactive stance and became the first in the sector to request an independent investigation with full transparency.

The European Union audit confirmed that Guararapes' sales did not occur below production costs, even considering exchange-rate fluctuations. The process resulted in the application of a 5.4% tariff on exported Brazilian plywood. During the investigation period (June–October), sales to the European market were significantly reduced due to uncertainty regarding the final tariff rate, returning to normal levels in the fourth quarter of 2025.

Impact management

To minimize the impacts arising from uncertainties in international markets, Guararapes proactively manages freight contracting operations using two maritime shipping modes (containers and breakbulk cargo), allowing for flexibility in product shipments and freight-cost optimization. In addition, the company's export experience enabled Guararapes to act quickly in identifying new markets, partially offsetting the restrictions in the U.S. and Europe.

Operationally, Guararapes adjusted production volumes to the reduced international demand, preventing excessive inventory accumulation and preserving working capital. Its manufacturing flexibility enabled these adjustments without compromising employment levels or delivery capacity. In certain markets, the company adopted pricing policies with lower short-term financial returns so as to preserve brand presence.

GRI 2-29

Stakeholder groups

- » Employees
- » Regulatory Bodies / Certification Organizations
- » Market / Customers
- » Media and Opinion Leaders
- » Suppliers
- » Third Sector Organizations
- » Consumers
- » Shareholders
- » Local communities
- » Financial Institutions
- » Specialists (architects, designers, decorators, cabinetmakers)

Employees

Guararapes' relationship with employees seeks to bridge corporate strategy and day-to-day action, fostering engagement and building a sustainability culture. The company's internal communication focused on its ESG agenda aims to transform goals into daily practices, preparing employees for Guararapes' long-term objectives.

Throughout 2025, a broad ESG awareness campaign was led jointly by the ESG, Marketing, and People & Culture departments. The campaign will continue in 2026 with the objective of strengthening the culture of sustainable and responsible practices across all organizational levels. (see the Social section for more information)

Market / Customers

GRI 2-6

The company serves 820 active customers and processes approximately 2,000 orders per month through its commercial operations. Two Net Promoter Score (NPS) surveys conducted during the year to assess customer loyalty and satisfaction resulted in an overall satisfaction score of 8.5 (Excellence Zone). The main strengths recognized by customers relate to the technical quality of the products and commercial service. Opportunities for improvement are concentrated in logistics-related aspects, including freight costs and delivery lead times.

Throughout the year, Guararapes organized 242 events focused on cabinetmakers, architects, customer training and development, and interior designers, including the first edition of Summit Guararapes, a first-ever event in the sector that brought together approximately 340 participants at the São Paulo Museum of Art (MASP). In addition, the company participated in 13 trade fairs, including Expo Revestir. These events also featured dedicated ESG communication spaces, demonstrating how the company addresses sustainability across its forestry and industrial operations, as well as the outcomes achieved in the development of certified products. The agenda focused on showcasing ESG credentials was further strengthened through several meetings between Guararapes executives and strategic domestic and international customers.

The 12-episode web series "*Faz Parte da Nossa Natureza*" ("Part of Our Nature") was produced to communicate the company's environmental, social, and governance commitments and to be exhibited at events, trade fairs, showrooms, and the Casa Guararapes units. In 2025, the series reached 5,570,939 views on YouTube. The content is available on the company's YouTube channel, which has surpassed 100 thousand subscribers and received YouTube's Silver Creator Award. The channel also features the documentary MDF.doc, which addresses sustainability aspects of the manufacturing process and proprietary technologies.

End consumer

Guararapes seeks to strengthen its direct relationship with end consumers through a multichannel strategy designed to increase brand awareness and capture opportunities across different market segments.

Casa Guararapes

Over 5 thousand visitors were welcomed at the three Casa Guararapes showrooms, located in the cities of Curitiba, São Paulo, and Caçador. These spaces serve as experience centers where visitors can explore product applications in designed environments. The ESG agenda is communicated through informational panels covering the production cycle, the origin of reforested wood, water management, and environmental certifications. These spaces also host events, workshops, and visits from cabinetmakers, specifiers, students, and end consumers.

Studio Guararapes

In 2025, Guararapes launched the Studio Guararapes concept, spaces located within selected partner stores that replicate, on a smaller scale, the Casa Guararapes experience. The first Studio was inaugurated in the city of Fortaleza (CE).

The studios feature a dedicated architect trained by Guararapes, environments decorated with products from the company's portfolio, screens displaying the brand's web series, and informational materials focused on sustainability and innovation.

Architects, designers, and decorators

The SOMOS Guararapes community offers continuing education in technical and professional management topics, including social media marketing, project management, neuroarchitecture, and the relationship between architecture and carpentry, as well as a comprehensive professional and personal development program covering subjects such as emotional intelligence, assertive communication, time management, productivity, and more. By the end of 2025, the community had approximately 29 thousand registered professionals and offered 108 classes through its remote-learning platform, totaling more than 3,900 hours of viewed content. In addition, the content and other initiatives promoted by Guararapes generate points for participating professionals, which can be redeemed for benefits such as sample kits, gifts, experiences, factory visits, among other rewards.

Cabinetmakers

Clube Guara, Guararapes' relationship program aimed at carpentry professionals, generated more than BRL 22 million in sales in 2025, operating through 95 partner stores across all regions of Brazil and 43 active customers. The program recorded more than 9,000 registered cabinetmakers. Operating through discount programs, the Club contributes to sales generation, supports retailers in the commercialization of lower-turnover items, and expands cabinetmakers' access to higher value-added products. Beyond its commercial dimension, the initiative promotes engagement, loyalty, and value-chain development through training programs, courses, events, and recognition initiatives.

On the social front, the Women in Carpentry movement, now in its third year, held three in-person events in 2025 attended by approximately 300 women. The initiative aims to value and expand female participation in the furniture industry while promoting dialogue on diversity and inclusion throughout the entire value chain – from forest management to end consumers – encompassing carpentry, architecture, and interior design.

Suppliers

GRI 2-6, 3-3, 204-1, 308-1, 414-1

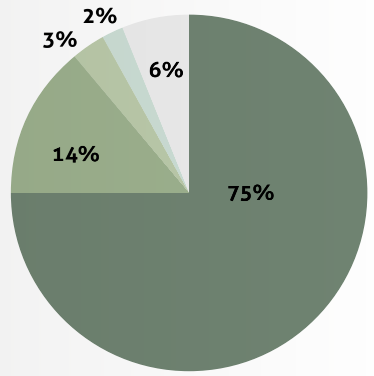
Guararapes maintains relationships with 3,520 suppliers. Brazil's Southern Region accounts for 78% of this total and 90% of total procurement volume, representing approximately BRL 1.5 billion in purchases in 2025.

Local procurement is carried out with suppliers located in the three Southern Brazilian states where the company operates: Paraná, Santa Catarina, and Rio Grande do Sul. The largest share of industrial procurement spending is concentrated in wood and resin supply, which together account for 79% of all industrial raw materials.

Suppliers with potential impacts are monitored under ISO 14001 and ISO 45001 certification requirements, with on-site audits defined according to criticality and risk assessments, while contracts are subject to the principles and values established in the company's Code of Ethics.

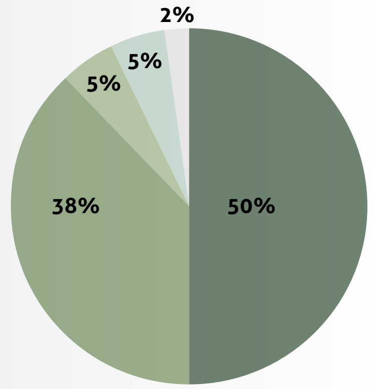
In 2025, the ISO 45001 maintenance audit identified opportunities for improvement in supplier management. As a result, suppliers began undergoing periodic performance evaluations regarding compliance with requirements, raw material quality, and adherence to established standards. As a result, a supplier certification process focused on quality management was implemented.

For new suppliers, selection criteria also include social and environmental aspects. The legal department ensures legal compliance, confidentiality, and commitment to ethical practices, including human rights, and the prohibition of child labor, forced labor, or slave-like labor conditions. Labor compliance throughout the supply chain is verified through document analysis conducted via a specialized platform, supported by technical assistance and sample-based field audits.



Total procurement (by type)*

- Raw materials
- Direct-use materials
- Packaging materials
- Secondary materials
- Other



Total procurement (by location)

- Paraná
- Santa Catarina
- São Paulo
- Rio Grande do Sul
- Other (including international)

*
Raw materials: wood and other products required for MDF and plywood manufacturing.
Direct-use materials: items used for maintenance, operations, and continuity of manufacturing and administrative processes.
Packaging materials: items used for product packaging.
Secondary materials: items required for manufacturing but not directly incorporated into the final product.
Other: other products and services required for production.

Wood suppliers

GRI 3-3

In 2025, the company revised its wood procurement procedures in alignment with the Integrated Forest Management Policy, strengthening governance and transparency throughout the process. The total supply volume delivered to the MDF and plywood manufacturing facilities amounted to 2.56 million tons of raw materials, including pine and eucalyptus logs, processed wood chips, and biomass.

The supply chain operates strategically among the industrial units according to manufacturing demand and supply capacity across directly managed operations and CIF suppliers*, which represented 46.76% of total supply volume. Palmasplac, a company controlled by the same shareholders as Guararapes, is part of this supplier base.

The MDF facility in Caçador (SC) benefits from two important supply advantages. The first is access to small-diameter logs – ranging from 8 to 18 cm in diameter – which are not utilized by other local wood-processing industries that require larger-diameter and higher-density wood. Because MDF manufacturing is not sensitive to wood density, Guararapes is able to meet part of its demand by using a raw material with lower competition in the regional market. The second advantage stems from the facility's location: it is situated near industries that generate processed wood chips as a byproduct, enabling Guararapes to transform industrial residues from these operations into raw material for MDF production.

At the plywood facility in Palmas (PR), supply is sourced from owned forests, areas where Guararapes directly performs harvesting operations, and CIF suppliers*. At the Santa Cecília facility, supply is sourced from the market under Guararapes' operational management, with strong synergies with the MDF supply chain.

The company maintains rigorous controls to comply with FSC® certification requirements, with established supplier verification and auditing processes. The requirement for high management and documentation standards promotes cultural transformation and development among small and micro-scale wood and forestry-service suppliers, contributing to regional development. Compliance with labor standards and legal requirements is also monitored, including proof of up-to-date payroll records, employee transportation documentation, compliance with labor obligations, occupational health certificates, working-hour compliance, and collective bargaining agreements, among others. These requirements contribute to the professionalization of suppliers, particularly local microenterprises. The proper use of PPE is also monitored through awareness initiatives, especially in field operations located in remote areas, reinforcing the company's strategy of professional training and continuous process improvement.

Local suppliers

The company prioritizes local suppliers in the regions where it operates, contributing to local business development, service agility, reduced logistics costs, and lower environmental impacts associated with material transportation.

This practice is rooted in the company's organizational culture and is recognized as an important value for the development of the communities where it operates.

For resin transportation, whenever freight management is handled by Guararapes, the company works exclusively with carriers located in the region of Caçador. Two local carriers provide this service and have invested in fleets and infrastructure specifically designed to serve Guararapes.

Stretch film (plastic film used in palletizing operations) is supplied by a company located near Guararapes' facilities through a dedicated project, a result of the collaborative development of solutions.

Local communities

GRI 2-16

Before initiating activities in forest areas, the company engages with local communities to provide information about its operations. During activities, communication channels remain available and, following completion, the company maps and continues engaging with these communities in accordance with FSC® certification requirements.

Communities may contact the Forestry area via WhatsApp at +55 (46) 3214-1384. This number and its QR code are displayed on company-owned trucks and forestry-operation vehicles.

One of the Indigenous communities with which Guararapes maintains close engagement is located in the region of Palmas, Paraná. In 2025, the company visited the village (aldeia) with the objective of initiating dialogue with local leadership (*cacique*) and conducting a basic registration of community members (profile, age, and qualifications) to evaluate opportunities for inclusion in the company's workforce.

During the same visit, sustainability booklets developed by the company for employees were distributed to a school within the Indigenous community as part of Guararapes' commitment to disseminating knowledge about sustainable practices beyond the boundaries of its corporate operations.

Financial institutions

Guararapes maintains relationships with financial institutions, under the responsibility of the CFO, who ensures compliance with disclosure obligations and alignment with international financial reporting standards.

Financial statements and internal controls are subject to audits: the external ones are focused on the accuracy of financial statements, and the internal ones are focused on corporate controls. This dual verification structure reinforces the reliability of the information provided to creditors and investors, while also contributing to the achievement and maintenance of national and international management certifications.

The preservation of high governance standards, even without regulatory requirements applicable to privately held companies such as Guararapes, signals the company's commitment to transparency and responsible management to financial institutions.

Media

As a standard procedure, Guararapes conducts periodic training sessions for its executives to prepare them as company spokespersons for media relations, based on the company's Image Crisis Management Manual.

Media relations activities include engagement with national, regional, and specialized media outlets. Throughout the year, the company maintained a consistent media presence and welcomed journalists at its facility in Caçador, bringing media representatives closer to its industrial operations.

A total of 180 publications mentioning Guararapes Painéis were recorded, 40% of which appeared in highly relevant Tier 1 media outlets.

* Suppliers responsible for all transportation costs, risks, and insurance until final delivery at the buyer's designated location.

GRI 2-28

Industry Engagement

Guararapes participates in several institutions representing the forest-based industry, driven by shared interests in initiatives that contribute to strengthening the sector and promoting the country's sustainable development. In addition, the company maintains ongoing dialogue with regulatory agencies to ensure compliance with legislation applicable to its operations and to invest in the continuous improvement of its processes.

The company actively participates in Ibá (Brazilian Tree Industry), an organization that engages with public policymakers, promotes the value of renewable forest-based products, and works to raise awareness among public officials regarding the role of the sector in the sustainable economy. As an example, Ibá launched the documentary *"Novas Raízes – Escolhas do Futuro"* ("New Roots – Choices for the Future") in partnership with Warner Bros. Discovery and Casa Redonda, available on streaming platforms.

Guararapes is also a member of the following institutions:

International

- Timber Development UK

National

- Brazilian Association of the Wood Industry (ABIMCI)
- Santa Catarina Association of Forestry Companies (ACR)
- Paraná Association of Forest-Based Companies (APRE)
- Institute of Forestry Research and Studies (IPEF)

GRI 2-29

Integrated Communication

Aware that the market presents different levels of maturity regarding ESG topics, Guararapes adapts its communication strategy to maximize educational impact, contribute to sector development, and strengthen institutional dialogue on sustainability. Catalogs, brochures, and presentations include information on FSC® certifications, the origin of reforested wood, and environmental and social practices.

Sustainability was featured in the vast majority of the 242 events held in 2025. The company also promotes technical visits for architects and customers to the facility in Caçador, where they can observe environmental management practices such as the closed-loop water system and 5S management practices.

In 2025, the Guararapes YouTube channel surpassed 106 thousand subscribers – becoming the most-followed channel in the entire forest-based industry – with more than 5 million accumulated views and 192 thousand hours watched.

The company also produces two exclusive web series focused on ESG and sustainability content: Part of Our Nature and MDF.Doc. Guararapes received YouTube's Silver Creator Award for surpassing 100 thousand subscribers, becoming the first company in the sector to achieve this milestone.

In the digital environment, the company also operates the "*Meu Ambiente Guararapes – My Guararapes Workspace*" platform for virtual project creation, the "*Bússola de Combinações – Combination Compass*" application aimed at industry professionals, and the Casa Guararapes e-commerce platform for direct sales to end consumers.

Customer and stakeholder feedback is received through multiple channels – including social media, email, telephone, and in-person interactions at Casa Guararapes locations. In 2025, isolated cases were handled transparently.

ESG Journey

Strategic Drivers and ESG Targets

The four strategic drivers that steer Guararapes' ESG journey were deepened in 2025, with particular emphasis on Sustainability Governance and ESG Culture and Engagement:

» ***Materiality Management:***
Management of the main ESG topics and their impacts on the most relevant stakeholders.

» ***Sustainability Governance:***
Continuous improvement of information governance, supported by controls that ensure consistency, integrity, traceability, and robustness of the data underlying ESG-related decisions and corporate reporting.

» ***ESG Culture and Engagement:***
Consolidation of ESG culture and employee engagement.

» ***ESG Journey:***
Advancement of the environmental, social, and governance agendas with established targets.

The same materiality matrix adopted in the 2023 and 2024 reports was also maintained, having been approved by company specialists, the ESG Committee, executive leadership, the CEO, and the Board of Directors, ensuring consistency with the GRI requirements guiding this report and alignment with the company's ESG targets. (GRI 2-14)

In 2025, Guararapes structured its sustainability governance based on 36 ESG targets, which were distributed among its executive directors with the aim of ensuring the systematic monitoring of commitments undertaken by each area of the organization.

By the end of 2025, 97% of the targets had been achieved, exceeding the established commitment of 80%. The remaining 3% corresponded to environmental targets impacted by geopolitical and economic changes that led to reduced production levels while maintaining water and energy consumption, negatively affecting eco-efficiency indicators (consumption per unit produced). Another contributing factor was the reduced availability of wood chips, a plywood byproduct, which led to the use of green logs (wood with higher moisture content) in MDF production, resulting in higher industrial effluent generation.

In addition to ESG targets, Guararapes' variable remuneration structure for leadership positions also includes corporate targets covering economic and financial performance – measured through net operating revenue, EBITDA margin, and net income for the fiscal year.

The chart below associates ESG dimensions with material topics and ESG targets addressed during the year, providing clear evidence of the consistency of sustainability management at Guararapes:

GRI 3-2, 3-3

Dimension	Material topics*	ESG targets addressed
Social	Health, safety, and well-being	Internal ESG literacy and progress in understanding the ESG agenda Internal diversity campaigns, including senior leadership engagement
Governance	Corporate risk management	Establishment of a risk management area with a business-integrated risk map, policy reviews, and action plans Corporate governance assessment aligned with market best practices to identify improvement opportunities
	Integridade, ética e *compliance*	Revision of the Code of Ethics Improvement of the Whistleblower Channel
Environmental	Mudança Climática	Targets focused on energy and water eco-efficiency, as well as waste management

*The material topics of supplier chain management and innovability (innovation and sustainability) were not translated into specific ESG targets during the year.

In 2025, the ESG area implemented a monitoring platform for energy consumption, water consumption, and waste generation across the company's industrial operations. Data consolidation throughout 2026 will be fundamental for establishing an internal baseline for decision-making and accountability, as it involves standardized and traceable data collection across the three facilities, harmonization of methodologies, and integrated monitoring systems.

Value Chain

Guararapes' value chain demonstrates the synergy between its forestry and industrial operations through to the delivery of products to the market and customers. Performance in 2025 was divided into two cycles – Cycle 1: from forest to factory; and Cycle 2: from product to customer.

Cycle 1 – from forest to factory

Sustainable forest management with consolidated practices	**Technology and digital transformation** • Monitoring and Control center • Drone-based land-use mapping • Automated environmental monitoring and protection systems	
R&D and Forestry Innovation	• Establishment of a dedicated research area • New trials: spacing, nutrition, genetics, and APS • Partnerships with Embrapa and universities • Pine cloning project	
Strategic forest inventory and planning to **enhance competitiveness by 2037**	**Traceability and Regulatory Readiness** EUDR regulatory compliance proces	Engagement and capacity-building initiatives with **quilombola and Indigenous communities**

Sustainable forest management is the foundation of Guararapes' business. Every harvested tree is fully utilized. Small logs are directed to MDF production, while larger logs are used in plywood manufacturing. In addition, residues generated during plywood production are transformed into raw material for MDF, resulting in improved product quality and optimized use of natural resources.

The peeling process for plywood also generates wood chips that feed into our MDF production.

The company operates with the objective of minimizing waste in wood utilization. All material is reused. In addition to generating wood for MDF and plywood production, branches and residues are left in the field for decomposition and to increase soil organic matter, while tree bark is used for energy generation in boilers. In specific cases, offcuts and leftovers are repurposed through circular economy initiatives, such as protective veneer sheets converted into spacers and wood chips transformed into MDF.

Expanded forest base

Guararapes' forestry operations are based on eco-efficiency and compliance with environmental protection requirements and have kept pace with market developments in the forestry sector through significant modernization and innovation initiatives focused on research, genetic development, mechanization, and technological advances for digital monitoring of operations. The objective is to ensure business continuity, increase raw material self-sufficiency, and consolidate the company's position at the forefront of the sector through its commitment to sustainable practices and social responsibility.

In 2025, the forestry operation achieved its annual forest base expansion target in response to a long-term strategic priority focused on mitigating the company's primary business risk – raw material supply – while ensuring long-term sustainability and enhancing industrial capacity by 2037.

Training and innovation

GRI 3-3

In 2025, the company made significant progress in the people development pillar by expanding training programs for forestry operators and teams, focusing on technical qualification and continuous process improvement. One of the highlights was the use of 3D virtual reality simulators for operating forestry equipment such as harvesters and forwarders, enabling operators to develop skills in a controlled environment before working with field equipment, thereby increasing safety and operational efficiency.

The company also conducted specialized training on forest road construction and maintenance led by a university professor with expertise in the subject, as well as training on farm microplanning, covering decisions related to planting location, road layout, harvesting areas, and harvesting methods. The objective was to ensure that all operations are planned so as to avoid impacts on Permanent Preservation Areas (PPAs) and environmentally protected areas.

Regarding innovation in 2025, the acquisition of a mechanized planter for silviculture operations, capable of planting 1,800 seedlings per hour, represented a pioneering and important milestone for the region and for Brazil's MDF and plywood sector. The equipment represents an advance in productivity and operational efficiency, reducing labor costs, improving planting precision, and providing better ergonomic conditions for workers, which directly contributed to occupational health and safety.

The implementation of artificial intelligence for monitoring forestry areas also introduced new management practices, enabling greater control and data-driven decision-making. (see the Environmental Performance section for more information)

Industrial operational efficiency

With the production line fully stabilized, the company focused on maximizing productive capacity, fine-tuning processes, and continuously expanding its portfolio of specialty products.

An important highlight was the integrated management of environmental issues, governance, and policies across the three industrial facilities (Caçador, Palmas, and Santa Cecília), which enabled standardization and the sharing of best practices among plants.

During the year, the Research & Development (R&D) area underwent a restructuring process aimed at increasing robustness and expanding new product development capabilities. The Economic and Financial Performance section references the tax incentive obtained under Brazil's Innovation Incentives Law (*Lei do Bem*).

MDF Line 3 operated with ESG-focused design features, including a closed-loop water system, energy efficiency, and reduced effluent generation.

Meanwhile, the plywood production lines in Palmas and Santa Cecília underwent shutdowns, particularly during the second half of the year, in response to tariff impacts in the U.S. market.

Despite these challenges, the company adapted quickly, maintaining full operational capacity across all industrial facilities with flexibility and limited impact on operational efficiency. On the product front, the company expanded its mix of solutions in terms of trends, colors, textures, and dimensions in response to the need to access new markets and expand volumes to offset losses in traditional export markets.

Internal inventory management also represented an important advance, with initiatives focused on reducing risks associated with overstocking and stock shortages that create operational inefficiencies. As a result, the company observed reduced waste and improved inventory quality while maintaining an appropriate balance among product categories.

In 2025, the company also implemented initiatives to optimize steam utilization for log cooking processes and created a dedicated performance indicator to monitor results, enabling the establishment of a baseline, performance targets, and systematic monitoring.

Certifications and acknowledgements

GRI 416-1, 417-1

The company's quality controls are based on continuous improvement and ongoing enhancement to ensure product excellence and compliance with certifications and standards.

Technical, occupational health and safety, and environmental certifications represent more than regulatory compliance. They constitute tangible evidence of the company's ethical and sustainable positioning, which strengths credibility among stakeholders.

Guararapes was one of the first companies in the sector to obtain Environmental Product Declarations (EPDs) for both plywood and MDF products. In 2025, its comprehensive set of international certifications continued to support exports to foreign markets.

MDF

- CARB2 (California Air Resources Board)
- PBQP-H (Brazilian Habitat Quality and Productivity Program - Programa Brasileiro da Qualidade e Produtividade do Habitat)

Plywood

- CE4 and CE2+ - EN 13986:2004 + A1:2015
- BBA (British Board of Agreement)
- PS1-22
- AS/NZS 2269.0 (BV)
- UKCA (UK Conformity Assessment)
- CARB-EPA/CANFER for the entire production line
- ZE05 – all products

A key development was the adjustment of plywood production processes with stricter emissions monitoring to comply with the ZE05 specification, a German standard that establishes extremely stringent formaldehyde emission limits (0.05 ppm).

The ZE05 standard is also being adopted by other European and international markets, following a trajectory similar to CARB standards, originally established in the state of California and later expanded across the U.S. territory.

Certification controls are managed through a cycle of internal and external audits and follow annual renewal cycles conducted by certification bodies. Certification processes involve multidisciplinary teams and generate operational benefits for employees and product quality.

The certifications maintained in 2025 were:

Environmental and Forest Management

- FSC® (Forest Stewardship Council®) - Code: SCS-COC-002946, valid until 2029
- ISO 14001 - Environmental Management System

Health and Safety

- ISO 45001 - Occupational Health and Safety Management

The company uses an integrated platform for managing nonconformities across industrial operations, occupational health and safety, quality control, the Environmental Management System, and the Integrated Management System.

No cases of product nonconformity that could result in loss of certifications were attested during the year.

Traceability

Guararapes has operated under FSC® Forest Stewardship Council® (FSC-CO41303) for Forest Management and Chain of Custody certifications since 2010, ensuring that best practices are applied and extended throughout the supply chain. In 2025, the company implemented a platform associated with a specialized service provider to increase legal and documentary security across the entire supply chain.

2025 represented a period of operational consolidation and organizational maturity for Guararapes' industrial operations, following the expansion and inauguration of MDF Line 3 in 2023.

During this period, the company also prepared its processes to comply with the requirements of the European Union Deforestation Regulation (EUDR) for products supplied to the European market, ahead of the official implementation deadline, postponed to the end of 2026.

The Environmental Product Declarations (EPDs) obtained in 2024 for both plywood and MDF reinforce the company's commitment to transparency regarding product environmental performance throughout its entire life cycle, from wood harvesting to end-of-life disposal. Initiatives such as these enable the company to meet growing demand, particularly in international markets, for more sustainable products that provide information regarding environmental impacts. Access the EPDs here.

Cycle 2 – from product to customer

Guararapes values the quality of products delivered to customers and simultaneously invests in more sustainable processes and internal solutions.

New Sales and Operations Planning	**Input management and reduction** of raw material inventory (in financial value terms)
Demand-driven production planning	
Greater **alignment of the product portfolio** with market demands	**Logistics Efficiency** National and international distribution centers
Transportation optimization at the procurement stage, **enabling more efficient loads and reducing GHG emission**	**Reduction in the number of freight trips** on the Curitiba–Caçador route

Inputs and circular economy

In 2025, the company reviewed its S&OP process, enabling improved procurement management by purchasing the appropriate quantities at the right times, significantly reducing the storage time of impregnated paper inventory and eliminating losses due to expiration. Additionally, the company reduced procurement costs by avoiding unnecessary purchases and eliminating costs associated with excessive inventory management.

Guararapes also improved the application of melamine paper used in decorative panel production, reducing waste of this input throughout the year. When stored for extended periods, melamine paper undergoes a blocking process (sheets sticking together), rendering it unusable and requiring disposal. Such disposal not only results in financial losses for the company but also directly impacts waste reduction targets.

Throughout the year, the company also sold 2,581 m³ of protective veneer sheets (panels used for upper and lower pallet protection) to spacer suppliers. This material, which no longer served any purpose within company facilities and occupied valuable storage space, was transformed by suppliers into spacers that were subsequently returned to Guararapes, closing the circular economy loop.

Input optimization management also resulted in a reduction in raw material inventory measured in financial value, accompanied by a proportional reduction in physical volume.

Logistics efficiency

In 2025, Guararapes implemented several logistics optimization and efficiency initiatives, including improvements in resin procurement and transportation, a critical raw material in the manufacturing process. Through enhanced logistics management, the company increased truck loading capacity, reducing the number of freight trips in certain regions. This adjustment was necessary because trucks had been operating below nominal capacity. The elimination of these freight trips generated significant financial benefits for the company, in addition to measurable reductions in atmospheric pollutant emissions.

Sales and Operations

The company comprehensively restructured its S&OP area, promoting a significant transformation in the way production activities are organized in order to support business growth and ensure greater efficiency in logistics and planning operations.

At the beginning of 2025, the company held slow-moving inventory levels that were reduced by approximately 75% by year-end. Guararapes also achieved reductions in raw material inventories as a result of implementing new demand-focused management practices.

Distribution

GRI 2-6

In exports, Guararapes adopts a structured logistics strategy, operating with two primary transportation modes for product distribution: maritime and road transportation. In maritime logistics, the company operates through both Full Container and Break Bulk shipping modalities, carefully selected according to the characteristics of each operation.

This approach enables the company to optimize logistics costs, improve operational efficiency, and ensure high standards of safety, reliability, and delivery quality, as well as agile fulfillment of market demands.

The company primarily operates under FOB (Free on Board) and CFR (Cost and Freight) sales terms, providing flexibility and efficiency to customers.

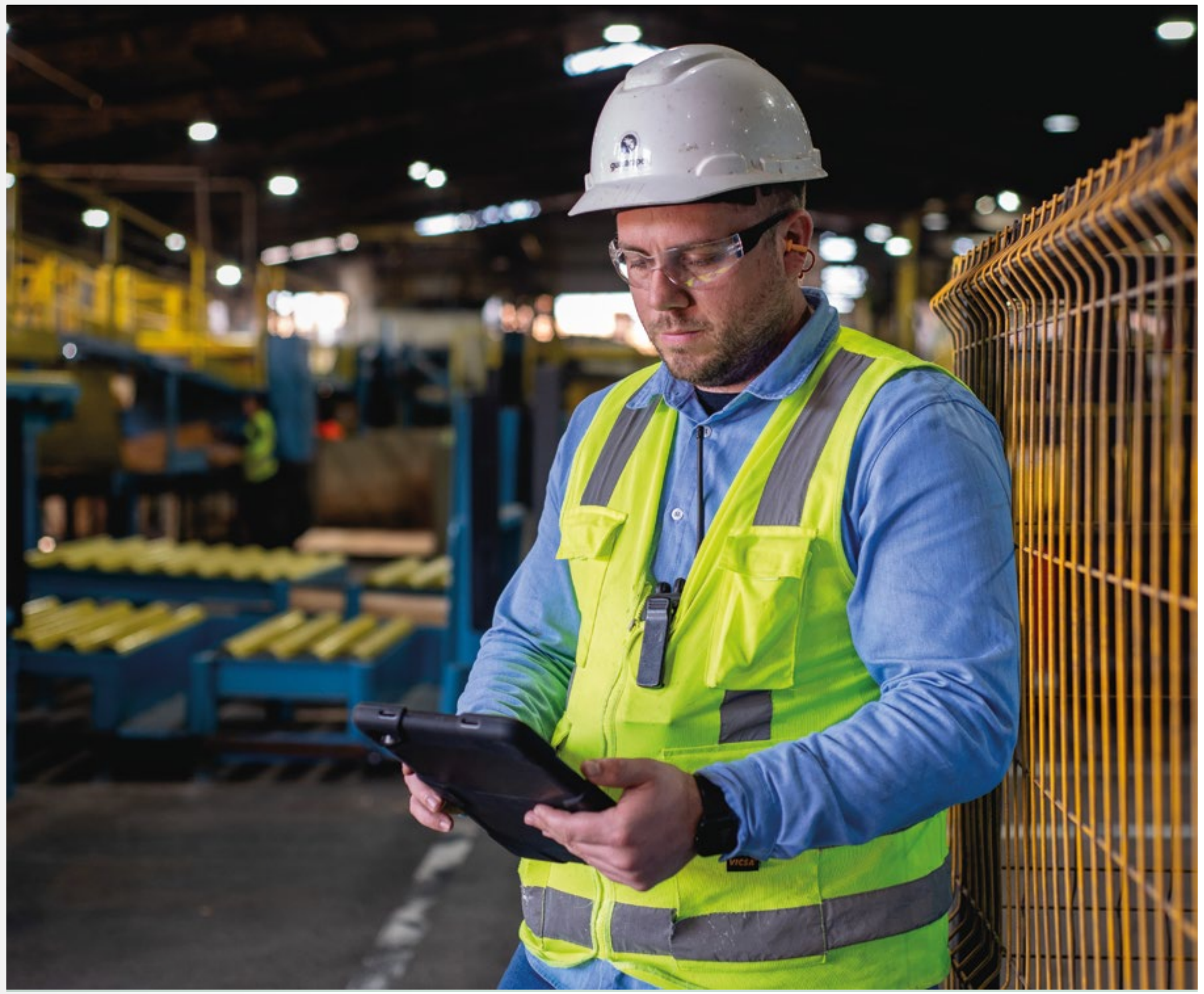
Under FOB terms, Guararapes' responsibility ends once goods are loaded onto the vessel at the port of shipment, while customers assume responsibility for international freight, insurance, and destination-related expenses.

Under CFR terms, Guararapes is responsible for international freight costs, while customers remain responsible for insurance and destination-related expenses.

For the domestic market, the company maintains distribution centers in the city of Ipojuca in Pernambuco state, near the Port of Suape, serving the North and Northeast regions of Brazil. Product transportation from Caçador to these centers is carried out by maritime transportation departing from Port of Itajaí, Port of Paranaguá, and Port of São Francisco do Sul.

To provide a better customer experience and greater process efficiency, the Parceiro+ sales management system optimized order placement in 2025, allowing customers to select the most suitable transportation option for purchased goods. This initiative improves load composition efficiency, contributing to lower costs and reduced environmental impacts. As a result, the company avoids trucks operating with unused cargo space, leading to fewer drivers on the road, lower overall fuel consumption, and reduced greenhouse gas emissions.

Corporate Governance



While privately held, Guararapes guides the evolution of its governance practices based on the principles recommended by *Novo Mercado* and the Brazilian Institute of Corporate Governance (IBGC), as they are recognized references for market best practices.

Following a corporate governance assessment that identified opportunities for improvement, Guararapes focused on systematizing its management practices, developing leadership capabilities, and reviewing administrative processes and controls. This structuring cycle resulted in the following achievements in 2025:

- Structuring of a corporate risk management area, with clearly defined managerial responsibilities for the development and execution of mitigation action plans based on the company's risk map.
- Application of a new assessment using the IBGC governance tool to evaluate progress achieved in recent years.
- Advancement in the development of a more robust approach for evaluating supply chain management processes.
- Structuring of an Information Security Program comprising: an Information Security Master Plan (ISMP), including continuous information security maturity and risk assessments; and a Security Operations Center (SOC), serving as the operational and technical core of cybersecurity through continuous monitoring, incident detection and response, event correlation, and business continuity support.
- Strengthening of internal controls through management practices as well as internal and external audits aimed at ensuring independent oversight and the accuracy of financial statements.
- Resulting progress in sustainability governance, particularly regarding environmental aspects.

The prioritization of internal stakeholders in advancing sustainability governance led the company to conduct ESG literacy and awareness campaigns, followed by a survey assessing the level of ESG knowledge among employees. ESG dialogue was also expanded to national and international customers, suppliers, and business partners during the year. (see the ESG Journey section for more information)

Structure and management

Guararapes' highest governance body is the Board of Directors, which is supported by two advisory committees: the Audit Committee and the ESG Committee. At the executive level, the structure includes the Chief Executive Officer and four Executive Directors.

GRI 2-9, 2-10

Board of Directors

As the company's main governance body, the Board of Directors sets strategic guidelines, oversees and evaluates the company's management, as outlined in Guararapes' Bylaws and the Board's Internal Regulations.

Appointments to the Board follow the company's Policy for Nominating Management Members and Bylaws. Board members are elected by the General Shareholders' Meeting for unified two-year terms, with the possibility of reelection.

The appointment of new members is the responsibility of the General Shareholders' Meeting, which considers criteria such as competence, professional experience, absence of conflicts of interest, and alignment with Guararapes' values.

In 2025, the Board of Directors maintained a five-member composition, chaired by the company's founder.

Board of Directos Composition*

- João Carlos Pedroso
  Chairman
- Maria Cecília Andreucci Cury
  Independent Board Member
- Pedro Jaime Cervatti
  Independent Board Member
- Ricardo Pedroso
  Vice Chairman e Guararapes' CEO
- Rodrigo Selles
  Board Member

Evaluation of the Board of Directors' performance

GRI 2-18

Seeking the continuous improvement of its corporate governance practices, the company adopted a structured self-evaluation process for the Board of Directors, conducted every two years or whenever deemed appropriate. The first evaluation was carried out in 2024, focusing on the Board's performance as a collegiate body.

The process was coordinated by the Board's Vice Chair, with support from the leadership of the ESG Committee, and was based on the recommendations of the publication IBGC Guidelines – Board Evaluation: Practical Recommendations[1].

The questionnaire covered aspects related to the Board's composition, operating dynamics, structure, processes, roles, and responsibilities. All Board members took part in the evaluation.

The results were discussed in a Board meeting and led to the definition of improvement actions. Initiatives implemented in 2025 included increasing the frequency of meetings dedicated to strategic discussions and strengthening interaction between the Board and its advisory committees.

No new evaluation cycle was conducted in 2025, in line with the established frequency. The next assessment is scheduled for 2026.

*As of December 31, 2025

[1] Source: https://conhecimento.ibgc.org.br/Paginas/Publicacao.aspx?PubId=24358

GRI 2-9, 2-13

Advisory committees

Guararapes has two governance committees, the Audit Committee and the ESG Committee, which advise the Board of Directors in strategic decision-making, as established in the company's Bylaws. Each committee is composed of a minimum of three and a maximum of five members appointed by the Board of Directors for two-year terms, with the possibility of reelection.

In addition, senior executives and managers from key business areas, as well as internal and external guests, deliver periodic presentations to the committees, providing updates on the progress of strategic projects, performance indicators, market and regulatory trends, and assessments of challenges, risks, and opportunities that may impact the business. Eight meetings were held throughout the year.

Audit Committee

Established in 2020, the Audit Committee operates independently from the Executive Board and Management, directly reporting to the Board of Directors.

The committee's responsibilities include evaluating financial statements, internal control systems, and risk management, as well as monitoring internal and external audits to ensure the consistency and transparency of information.

It is also responsible for monitoring matters related to ethics, integrity, and fraud, including periodic review of the Whistleblower Channel and internal policies, recommending improvements as needed.

Audit Committee Composition

- Pedro Jaime Cervatti
  Coordinator and Independent Member
- José Edson Ramiro
  Independent Member
- Maria Cecília Andreucci Cury
  Independent Member

ESG Committee

GRI 2-12, 2-13

The ESG Committee was established in 2021 to support the Board of Directors in integrating environmental, social, and governance matters into the company's strategy, ensuring that Guararapes' growth is aligned with industry best practices and its commitment to society and the environment.

The committee contributes to the formulation and monitoring of policies and plans related to socio-environmental issues, governance, and institutional reputation, as well as overseeing the company's ESG targets, which are established for all executive departments and reported annually to the Board of Directors. Throughout 2025, four external guests and nine internal participants from different areas of Guararapes attended meetings to exchange practices and discuss ESG-related developments. Ten meetings were held during the year.

The ESG Committee is composed of four members with relevant expertise and experience related to the committee's objectives. Coordinated by an independent board member, it also includes two executive directors, fostering deeper discussions and agility in implementing recommended measures.

ESG Committee Composition

- Maria Cecília Andreucci Cury
  Coordinator and Independent Member
- Humberto Oliveira
  Member and Guararapes' Director
- Matheus Campanhã Forte
  External Member
- Ricardo Pedroso
  Member and Guararapes' CEO

At the beginning of each year, the ESG Committee prepares and submits to the Board of Directors a consolidated report on activities carried out during the previous fiscal year, as well as the annual work plan for the current year, subject to Board review and approval.

Executive Board

The Executive Board's responsibilities converge toward strengthening corporate governance and promoting good environmental, social, and governance practices. Its duties include implementing the strategies and guidelines defined by the Board of Directors, managing risks, continuously pursuing innovation and operational efficiency, and ensuring transparency with stakeholders in support of efficient and sustainable operations.

In accordance with the Bylaws, the Executive Board consists of five directors appointed by the Board of Directors for two-year terms, with the possibility of reelection:

- Diorgenes Bertolin
  Industrial Director
- Humberto Oliveira
  Commercial & Marketing Director
- José Carlos Januário
  Export Director
- Leandro Gomes
  CFO
- Ricardo Pedroso
  CEO

In the picture, the members of the Board of Directors and the Executive Board

Additional internal committees were also established to support management in strategic, operational, and ESG-related matters, including Forestry, Sales and Operations Planning (S&OP), Products, Credit and Finance, Tax, People, Risk and Information Security Committees, as well as the Ethics Committee, responsible for monitoring matters related to the Code of Ethics and the Whistleblower Channel, with periodic reporting to the Audit Committee on matters within its scope.

GRI 2-12

Policies

A set of corporate policies, reviewed every two years, determines procedures aligned with the business and organizational culture, ensuring that standards are routinely applied. These policies are developed by their respective departments, submitted to the relevant committees, and approved by the Board of Directors. In 2025, the Forest Management Policy was created, expanding the governance framework in this area.

The remaining policies in force are: Related-Party Transactions; Appointment of Management Members; Dividend Distribution; Financial Risk Management; Environmental, Social, and Governance Matters; Corporate Risk Management; Remuneration Policy; Private Social Investment; Integrated Management System; and Diversity, Inclusion, Equity, and Belonging (DIEB).

Remuneration Policy

GRI 2-19

Remuneration for members of the Board of Directors and senior management includes a fixed salary, defined annually based on market benchmarks. The Executive Board also receives variable remuneration, into which ESG targets have been incorporated since 2023. In 2025, the company achieved 97% of the 36 ESG targets established for the period. All other employees are eligible for the Profit Sharing and Results Participation Program.

GRI 2-12, 3-3

Risk Management

Guararapes' corporate governance practices are also supported by a risk management system, which has been gradually embedded into its organizational culture and continuously improved, in line with the guidelines set forth in the Corporate Risk Management and Financial Risk Management policies. This model involves multiple governance bodies, with responsibilities distributed among Management, the Executive Board, the Audit Committee, and the Board of Directors.

The objective is to strengthen the company's resilience against events that may impact financial results, reputation, or operational continuity. Following the initial mapping of strategic and operational risks, Guararapes advanced in defining risk owners and monitoring corresponding mitigation action plans, gradually incorporating this agenda into the company's routine.

In 2025, this process was consolidated through the creation of a specific risk management area, with the appointment of a dedicated manager linked to the Finance Department, responsible for the continuous mapping of risks and oversight of mitigation and control plans.

The Board of Directors oversees the strategic aspects of the subject and the company's overall risk exposure, while the remaining governance bodies act according to their respective responsibilities. The expectation is to continue evolving through strengthened governance, controls, and response capacity.

To address its primary risk, wood supply, Guararapes implemented a mitigation initiative as part of its Strategic Planning. The annual target established for 2025 was achieved.

The company continuously assesses a variety of internal and external scenarios that may become potential business risks, maintaining a dynamic management approach designed to protect its operations and enable rapid response.

Risk mapping

Strategic risks	• Governance • Business model • Sustainability
Financial risks	• Credit • Market
Operational risks	• Supply chain • Logistics
Compliance risks	• Regulatory and Normative
Climate, economic, social, and political risks	• Social and Community Impact

GRI 2-15, 2-16, 2-26, 2-27, 3-3

Ethics and Integrity

The Guararapes Ethics Committee oversees compliance with the company's integrity culture.

Its responsibilities include investigating reports, guiding decision-making, evaluating conflicts of interest, and addressing ethical dilemmas outlined in the Code of Ethics. The Board of Directors establishes guidelines for the Committee, which reports monthly to the Executive Board. Matters exceeding the Executive Board's authority may be escalated to the Audit Committee and, when applicable, to the Board of Directors or the Shareholders' Meeting.

The Code of Ethics, provided to all employees during onboarding, encourages individuals to seek guidance from the Ethics Committee whenever there is doubt or suspicion of misconduct. The document was revised in 2025, updating conduct guidelines and aligning practices with developments in corporate governance, including provisions regarding potential conflicts of interest and procedures for their identification and management. All conflict-of-interest situations are assessed transparently and impartially. Depending on the nature of the case and the parties involved, evaluations are conducted by the Ethics/People Committee or, in the case of statutory officers, by the Audit Committee, with possible reporting to the Executive Board and Board of Directors when necessary.

The Guararapes Whistleblower Channel is independently managed by a third-party provider, ensuring confidentiality and anonymity for whistleblowers. Available 24 hours a day, seven days a week, it allows the secure reporting of conduct considered unethical or in violation of the company's principles, standards of conduct, and/or applicable legislation. In 2025, the platform was migrated to a new environment aimed at improving usability and incident management. Access is available through the company website: https://www.contatoseguro.com.br/guararapes/

In 2025, there were no serious complaints or records of critical concerns related to the business, nor any cases of non-compliance with social, economic, or environmental laws and regulations. The company considers significant cases to be those capable of generating relevant financial, operational, regulatory, environmental, occupational health and safety, or reputational impacts. Criteria evaluated include impact severity, monetary value involved, compliance risk, scope, and recurrence of the event.

GRI 418-1

Security and privacy

Guararapes remains committed to the privacy

and protection of personal data of customers, partners, and employees, in compliance with the Brazilian General Data Protection Regulation (GDPR). All initiatives in this area are structured and formalized in an Annual Work Plan, encompassing ongoing governance, awareness, and employee training initiatives, as well as investments in technology upgrades.

These initiatives are proposed, coordinated, and monitored by the Data Protection Officer, who is responsible for defining, reviewing, and advancing this continuous journey, with support from the Privacy Committee, ensuring transparency in the processing of personal data, compliance with data subject rights, and alignment with applicable legal and regulatory requirements.

To reinforce privacy and data protection guidelines, all employees participate in onboarding and awareness activities that include guidance on the GDPR and information security best practices. Employees also sign an Acknowledgment and Agreement Term related to Personal Data Protection and Information Security Policies, establishing responsibilities regarding the use, access, and protection of corporate and personal information.

The information security program is structured and formalized, including: an Information Security Master Plan (ISMP), continuous information security maturity and risk assessments, and a Security Operations Center acting as the operational and technical core of cybersecurity through continuous monitoring, incident detection and response, event correlation, and business continuity support.

In 2025, the company recorded no complaints from regulatory authorities, no third-party complaints related to privacy violations or misuse of personal data, and no incidents involving data leaks or loss.

The privacy policy is available on the Guararapes website: (https://politicaprivacidade.guararapes.com.br/).

Economic and Financial Performance

2025 was a more challenging year for Guararapes compared to 2024, due to the international landscape. The company closed the year with net revenue of BRL 2.05 billion, a growth of 12.9% compared to 2024. EBITDA also increased in absolute terms, demonstrating the company's ability to generate operational value even under adverse market conditions.

One of the year's positive highlights was Guararapes' ability to expand its operations in the domestic market, particularly in MDF panels, despite persistently high interest rates in Brazil.

Despite trade barriers imposed by the United States, antidumping measures in Europe, exchange rate volatility and high interest rates in Brazil, the company's performance reflects its ability to adapt to different market conditions. (see the Corporate Profile section for more information)

The debt reprofiling carried out in 2025 represented a significant strategic operation. The transaction was not driven by cash flow constraints, but rather by the objective of preserving the company's capacity to continue investing in sustainable growth. It also contributed to strengthening and diversifying the company's relationship with the financial sector, expanding both its banking network and its pool of financial partners.

These new conditions will enable Guararapes to invest in the expansion of its forest base, secure the supply of raw materials for its industrial plants, and maintain sustainable development in line with the company's strategic planning.

Additionally, Guararapes raised BRL 103.8 million in financing through BNDES, PRODEC and innovation incentive programs. The Brazilian government supported companies affected by the new tariffs imposed by the U.S. government through subsidized-interest loans provided by BNDES under the Brasil Soberano program. (GRI 201-4)

The Company participates in the Santa Catarina Enterprise Development Program (PRODEC), a government incentive program that supports the implementation and expansion of industrial and commercial projects that generate employment and income in the state of Santa Catarina. The program allows Guararapes to defer payment of 75% of its ICMS tax balance due.

Under Brazil's Innovation Incentives Law (Law No. 11,196/2005 – *Lei do Bem*), which grants tax incentives to companies that make systematic investments in R&D, Guararapes benefits from additional deductions on Corporate Income Tax *(Imposto de Renda de Pessoa Jurídica - IRPJ)* and Social Contribution on Net Profit (*Contribuição Social sobre Lucro Líquido - CSLL*) taxes related to eligible research and development expenditures, accelerated depreciation and Tax on Industrialized Products (*Imposto sobre Produtos Industrializados - IPI*) reductions on the acquisition of machinery and equipment used in R&D activities, while also fostering the development of new products, processes and technologies. In 2025, BRL 5.5 million was invested, generating BRL 1.1 million in tax benefits. These mechanisms contribute to strengthening Research, Development and Innovation (R,D&I) initiatives and creating long-term value.

Financial Results	2024	2025
Net revenue	BRL 1.8 billion (24% growth compared to 2023)	BRL 2.05 billion (12.9% growth compared to 2024)
EBITDA	BRL 324 million, with a 17,9% margin	R$ 365 milhões, com margem de 17,8%

GRI 201-1 | Economic Value Created and Distributed (BRL thousand)	2024	2025
a) Direct economic value generated (revenues)	**2,295,901**	**2,505,183**
b) Economic value distributed	**2,225,435**	**2,465,571**
Operational costs	1,449,341	1,633,114
Payments to capital providers	260,933	285,987
Payments to government	329,992	360,934
Employee wages and benefits	161,585	173,313
Shareholder remuneration[1]	23,081	11,931
Community investments (donations)	503	292
c) Economic value retained (a-b)	**70,466**	**39,612**

2024 data were revised following the 2025 calculation criteria.

GRI 3-3

Efficiency gains and measurable impacts

Each year, Guararapes' ESG practices contribute to the achievement of its economic growth objectives.

The company follows internationally recognized accounting standards that promote transparency and comparability, including Brazilian Accounting Pronouncements Committee standards and IFRS (International Financial Reporting Standards) issued by the IASB (International Accounting Standards Board).

Although not all detailed requirements of the full set of IFRS standards apply equally to privately held companies, Guararapes closely monitors regulatory trends and adapts ahead of regulatory changes in order to understand and foresee implementation challenges and prepare in advance.

ESG initiatives have enabled access to more attractive financing and credit conditions. The successful debt reprofiling was made possible by the transparency the company maintains with the financial market, supported by its consistent governance track record. The transaction required due diligence procedures that validated the company's socio-environmental practices.

The company's major strategic investment, both now and in the coming years, is the expansion of its forest base in order to mitigate one of its main risks: wood supply.

Environmental performance

Forest management

Guararapes has operated with reforested wood since the 1990s, in areas established for more than 20 years, while promoting the full use of each tree through the eco-efficiency principles applied across its value chain. (see the ESG Journey section for more information) Its forest management has been FSC® Forest Stewardship Council® (FSC-C125340) certified since 2015, ensuring compliance with environmental and social criteria, including the protection of high conservation value areas, respect for local communities, and biodiversity preservation. Reforestation activities with pine and eucalyptus plantations are carried out in both FSC®-certified and non-certified areas. In certified areas, invasive species dispersion is actively controlled.

GRI 3-3

Research, Innovation, and Development

The forest research, innovation, and development initiatives carried out in 2025 generated measurable sustainability gains, directly contributing to raw material supply security, the climate resilience of planted forests, and the protection of conservation areas.

The forest inventory conducted in 2024 provided a detailed assessment of raw material availability across different time horizons, supporting the strategic expansion planning of the forest base within the environmental and productive limits of each region. In partnership with the Brazilian Agricultural Research Corporation (*Empresa Brasileira de Pesquisa Agropecuária - Embrapa*), individuals with the highest potential for seed orchard development were identified and selected – an initiative aimed at preserving and expanding the genetic heritage built over decades, reducing dependence on external genetic material, and strengthening the adaptability of species to local conditions.

In 2025, the establishment of a dedicated Forest Research and Development (R&D) area enabled the organization of efforts into two workstreams with measurable environmental impact. The first, focused on forest management practices, guides nutritional strategies, soil management, and optimization of field operations to sustainably increase productivity per hectare, thereby reducing pressure on new land use while contributing to soil conservation. The second, focused on genetic development, advanced with the implementation of the company's first proprietary seed collection areas and orchards containing genetic material from different regions for pine seed production and eucalyptus cloning. The initiative also aims to advance somatic embryogenesis technology for pine cloning – a technique not yet operationally consolidated at commercial scale in the market.

On the technological front, the implementation of a remote monitoring system for field operations generated direct environmental management gains. Such technology embedded in forestry equipment automatically records the start and stop of operations, refueling events, and operational pauses, providing traceability for harvesting activities and near real-time information on working hours and mechanical availability. Onboard computers issue automatic alerts when equipment approaches reserve or preservation areas, working as virtual geofences that reduce the risk of unintended intervention in protected areas. This data supports operational decisions focused on efficiency and environmental compliance.

GRI 417-1

Leadership in compliance

The company prepared in advance for compliance with the EUDR

(European Union Deforestation Regulation), which establishes full traceability requirements for timber origin and proof of deforestation-free production. Although implementation of the regulation was postponed to December 2026, the company already has full traceability capabilities for the volume of products exported to the European market. These criteria strengthen market trust in Guararapes products, as the company has established comprehensive traceability and robust controls throughout the timber supply chain. In practice, several control and tracking systems are applied, including the identification of the geographic location of source forests through GPS coordinates, wood purchase invoices, and forestry documentation.

GRI 101-5

Biodiversity and preservation areas

Guararapes' silviculture operations balance economic activity with environmental conservation.

In 2025, the company managed nearly 20 thousand hectares comprising both planted forest areas and preservation areas, approximately 10 thousand hectares of which are located within Environmental Protection Areas (EPAs). All owned or leased areas located inside or within a 10-kilometer radius of EPAs and conservation units follow specific management plans. The proportion of native vegetation preserved by the company exceeds legal requirements for each hectare of planted forest.

Cultivation is primarily based on pine – a species with a longer growth cycle than eucalyptus – which sets Guararapes' operations apart from other agricultural activities that continuously expand cultivation areas. The company also maintains a 62-hectare Private Natural Heritage Reserve (RNHR) in Videira, managed in partnership with *Universidade Alto Vale do Rio do Peixe* and *Instituto do Meio Ambiente de Santa Catarina*, dedicated to fauna and flora preservation, water resource protection, and the creation of ecological corridors.

Adjacent to Guararapes reforestation properties in Santa Cecília, Palmasplac – one of the company's main wood suppliers and controlled by the same shareholders as Guararapes – maintains a High Conservation Value Area (HCVA) of approximately 190 hectares. The area is preserved due to its diversity of endangered and endemic species, as well as the presence of hydromorphic grassland remnants relevant for groundwater recharge and carbon storage. No studies were conducted in the HCVA during 2025, as field campaigns with specialists are carried out every three years.

Forest management combined with native vegetation protection represents one of Guararapes' four operational pillars in response to climate change. The remaining pillars are: energy efficiency in industrial operations; waste management based on circular economy principles; and responsible water resource management, including forecasting of scarcity scenarios and preservation of water availability for local communities.

GRI 303-1, 303-2

Water and effluent management

Water is an essential input in MDF and plywood manufacturing.

For this reason, Guararapes' water management strategy is not based on eliminating water use, but rather on reducing withdrawals from natural sources – underground wells and surface water bodies – through the systematic adoption of water reuse and recovery practices within the industrial cycle.

Annually, Guararapes establishes specific water consumption reduction targets for its three industrial operations, which are linked to the variable remuneration of Leadership. In 2025, total water withdrawal, including both surface water and groundwater, decreased by 2% compared to the previous year.

Water-related impacts are identified through daily monitoring of consumption and operational process parameters, with continuous analysis of deviations from established standards aimed at controlling water use and mitigating associated impacts. Throughout the year, the company also conducted internal awareness campaigns on responsible water use across manufacturing units, reinforcing the importance of the topic among operational teams and contributing to the development of a water stewardship culture.

The corporate water intensity indicator, measured as the ratio between water consumed (m³) and production volume (m³), decreased by 5%, from 0.43 to 0.41. At the operational level, the Caçador unit achieved a 2% reduction (from 0.41 to 0.40); the Santa Cecília unit achieved a 28% reduction (from 0.36 to 0.26); and the Palmas unit reduced the indicator by 3% (from 0.56 to 0.54). Despite the significant progress achieved, these results were not sufficient for the full achievement of certain targets set forth in the ESG Plan. One relevant factor identified by the company was the impact of the new trade tariffs imposed by the U.S. government, which affected export volumes and the production pace of plywood operations during the second half of the year.

One of the company's main water efficiency initiatives is the reuse of condensate generated in the effluent evaporation system at the MDF unit. The effluent produced during the fiberization stage, in which wood chips are transformed into fibers, undergoes an evaporation process that separates liquid and solid materials using steam. The steam generated in this process is condensed and stored in liquid form for reuse in industrial steam generation, replacing water withdrawn from wells and rivers.

At the plywood units, a closed-loop water cycle has been in place for more than a decade: 100% of treated industrial effluent is reused in log cooking operations, eliminating discharge into the environment and reducing the need for freshwater withdrawal. This practice remained in operation throughout 2025 and continues to serve as a benchmark for water circularity within the company.

All three manufacturing units have storage ponds that collect rainwater runoff from rooftops and industrial floors. After treatment, this water is reintroduced into the production process, contributing to reduced withdrawal from natural sources. The ponds also play a complementary environmental role, as wetland environments support the presence of wildlife around industrial sites.

In 2025, rainwater harvesting systems were implemented at the plywood units in Palmas and Santa Cecília, which previously did not have this infrastructure. The MDF unit in Caçador was already operating with the system. Following the expansion, rainwater harvesting became part of the water management strategy across all three units. Impacts on water withdrawal indicators are expected to be measured throughout 2026 as the systems reach full operational capacity.

GRI 303-3, 303-4, 303-5 | Water[1] (megaliters)

Withdrawal[2]	2023[3]	2024[3]	2025
Surface water (water bodies, rainwater)	119.9	87.6	72.1
Groundwater (onsite wells)	381.2	373.2	377.3
Total withdrawal	**501.1**	**460.8**	**449.4**
Discharge	**272.0**	**189.8**	**123.5**
Consumption (withdrawal minus discharge)	**229.0**	**271.0**	**325.9**
Water intensity [Consumption (m³) / Production (m³)]	**0.55**	**0.43**	**0.41**

[1] Scope: manufacturing plants and forestry operations, excluding activities carried out directly within forests. All reported volumes refer to freshwater. There are no water withdrawals or discharges in areas classified as water-stressed according to the Aqueduct Water Risk Atlas, developed by the World Resources Institute (WRI).

[2] Onsite wells are the main water supply source, and water withdrawal complies with environmental regulations and permitted extraction limits.

[3] 2023 and 2024 data were revised in accordance with improved internal data management practices and therefore differ from figures published in previous ESG reports.

Energy management

Energy consumption is monitored across Guararapes' three industrial units and is included in the company's ESG Plan targets due to its relevance to industrial processes and its direct impact on the greenhouse gas (GHG) inventory.

In 2025, total energy consumption within the organization reached 7,164,581 gigajoules (GJ), consistent with the installed production capacity. Biomass, the renewable energy source used by the company, accounted for 6,201,107 GJ, equivalent to approximately 87% of total energy consumption, and was used exclusively in boilers to generate heat for MDF and plywood production processes.

The biomass comes from both third-party suppliers and byproducts generated within the company's own production process – such as bark, wood chips, sawdust, and shavings – contributing to the circularity of the industrial process and reducing waste generation.

A relevant result during the period was the nearly 15% reduction in the consumption of non-renewable energy sources (diesel, LPG, and gasoline), which decreased from 129,437 GJ in 2024, after external revisions, to 110,567 GJ in 2025. These fuels are used in fleet vehicles, generators, and equipment such as forklifts. The reduction indicates progress toward replacing fossil fuels in operations, in line with the company's environmental commitments.

The energy intensity indicator remained stable, reaching 6.48 GJ/m³ of product produced in 2025, compared to 6.54 GJ/m³ in 2024 – a variation that reflects the balance between production growth and operational efficiency gains.

GRI 302-1 | Energy consumption (GJ)[1]

	2023	2024[4]	2025
Fuel consumption	**5,292,226**	**6,196,061**	**6,311,674**
Non-renewable sources[2]	105,524	129,437	110,567
Renewable sources[3]	5,186,702	6,066,624	6,201,107
Purchased energy	739,406	847,465	852,907
Total	**6,031,632**	**7,043,526**	**7,164,581**
Energy intensity (GJ/m3 produced) GRI 302-3	**6.52**	**6.54**	**6.48**

[1] Scope: manufacturing units and forestry operations. Calculations considered conversion factors defined by Brazil's National Agency of Petroleum, Natural Gas and Biofuels (ANP) for non-renewable fuels, the Energy Research Office (EPE) for biomass, and the National Electric Energy Agency (ANEEL) for electricity during the reporting period.

[2] Diesel, liquefied petroleum gas (LPG), and gasoline used in fleet vehicles, generators, and equipment.

[3] Biomass used in boilers.

[4] Following the publication of the 2024 ESG Report, consumption figures for non-renewable fuels were revised, which also affected total fuel consumption and total energy consumption for the year.

GRI 306-1, 306-2

Waste management

Guararapes diverted 99.98% of its waste from landfill in 2025, representing 372,267 tons. This result reflects both the reorganization of internal waste management processes and controls and the impact of new U.S. trade tariffs, which reduced plywood production during the period. Only the remaining 58 tons (0.02%) were sent to landfill The most significant reduction was observed in waste sent for final disposal (landfill), which decreased by 76% compared to the previous year. Overall waste generation also decreased by 27% during the year.

Waste management (t)

	2023	2024	2025
Waste generated	422,006	512,103	372,325
Waste diverted from final disposal	421,640	511,859	372,267
Waste sent for final disposal	366	244	58
Waste intensity (t generated/m³ of product produced)	0.46	0.48	0.34

Waste management1 2025 (t)

	Hazardous		Non-hazardous			Total
GRI 306-3 | Waste generated	**70**		**372,255**			**372,325**
Destination[2]	**On-site**	**Off-site**	**On-site**	**Off-site**	**Subtotal**	**Total**
GRI 306-4 | Waste diverted from final disposal	0	55	359,875	12,337	372,212	**372,267**
Recycling	0	30	155,548	547	156,095	156,125
Other recovery operations[3]	0	25	204,327	11,790	216,116	216,141
GRI 306-5 | Waste sent for final disposal[4]	0	15	0	43	43	**58**

[1] Scope: manufacturing units and forestry operations, excluding activities carried out directly in forest areas. Data are compiled based on Waste Transportation Manifests (WTM).

[2] Within company boundaries or externally by third parties.

[3] Hazardous waste: blending. Non-hazardous waste: mainly co-processing, ash applied in agriculture, blending, and composting.

[4] Landfill.

Among the advances recorded in 2025 was the change in the destination of industrial liquid waste, which had previously been sent to landfill and was redirected to external processing.

Combined with improvements in internal waste generation and segregation controls, this change enabled the company to close the year with 99% of waste diverted from landfill.

The historical series reflects the consistent progress of this model:

Year	Waste diverted from landfill (%)	Waste sent to landfill (t)
2023	99.91%	366
2024	99.95%	244
2025	99.98%	58

GRI 3-3

Air emissions

Guararapes has elaborated an annual corporate greenhouse gas (GHG) emissions inventory since 2020, continuously improving the scope and quality of reported information in line with the guidelines of the Brazilian GHG Protocol Program. Over this period, new emission sources have been incorporated into the inventory, increasing data representativeness and strengthening emissions management across operations.

In 2025, total Scope 1 and Scope 2 GHG emissions reached 28,154 tCO_2e, representing an 8% reduction compared to 2024. Direct emissions (Scope 1) totaled 17,214 tCO_2e, down 3%, while indirect emissions from purchased electricity (Scope 2), calculated using the location-based approach, totaled 10,940 tCO_2e, a 15% year-over-year reduction.

Within Scope 1, the main emission source remained biomass combustion in industrial boilers, accounting for 59% of emissions in this scope. In the mobile combustion category, emissions from diesel and LPG consumption stood out, mainly associated with mobile equipment and forklift operations. Fugitive emissions decreased by 62%, reflecting fewer refills of refrigeration equipment during the year.

Although carbon dioxide (CO_2) generated from biomass combustion is classified as biogenic and reported separately from total GHG emissions, the combustion process also generates methane (CH_4) and nitrous oxide (N_2O). These gases have a high global warming potential and are included in the emissions inventory, which explains the significant contribution of biomass to Scope 1 emissions.

Regarding effluent treatment, in 2025 the company improved the collection and consolidation processes used to quantify emissions associated with Wastewater Treatment Plants (WWTPs). The methodology was updated to include nitrous oxide (N_2O) emissions from the aerobic reactor of the treatment system, which had not been considered in the previous inventory.

To ensure methodological consistency, alignment with GHG Protocol guidelines, and comparability between reporting periods, 2024 emissions were recalculated using the updated methodology. As a result, emissions associated with effluent treatment showed an approximate 36% reduction, in line with the 35% decrease in effluent volumes treated during the period.

Scope 2 indirect emissions decreased by 15% in 2025, despite a 1% increase in electricity consumption. This variation was associated with a reduction in the emission factor of Brazil's National Interconnected System (SIN), which fell from 0.0545 tCO_2e/MWh in 2024 to 0.0461 tCO_2e/MWh in 2025. The SIN emission factor represents the average carbon intensity of electricity generated in the Brazilian power grid and reflects the relative participation of different energy sources in the country's electricity matrix.

As Brazil's electricity matrix has a high share of renewable sources, especially hydropower, hydrological variations and the dispatch of thermal power plants can affect this factor from year to year. Consequently, changes in the composition of the national electricity generation matrix may directly influence indirect emissions associated with electricity consumption, even when energy consumption remains stable or changes only slightly.

Guararapes already monitors its Scope 3 emissions internally. However, due to the unusual international market conditions in 2025 and their impact on exports, the company decided not to start disclosing these emissions in this reporting cycle.

Greenhouse Gas (GHG) emissions are calculated in accordance with the methodology of the Brazilian GHG Protocol Program, using internationally recognized emission factors and Global Warming Potential (GWP) values based on Intergovernmental Panel on Climate Change (IPCC) references. The activity data used are sourced from the company's operational systems and controls, ensuring the traceability and consistency of the information reported.

Guararapes acknowledges that, while the CO_2 released from biomass combustion is considered carbon neutral, as it originates from carbon previously absorbed during tree growth, such process still generates CH_4 and N_2O. For this reason, Guararapes continues to evaluate alternatives to further improve the environmental performance of its boiler operations.

GRI 305-1, 305-2, 305-4 | GHG emissions (t)[1]

	2023		2024		2025	
	CO_2e	CO_2 biogênico	CO_2e	CO_2 biogênico	CO_2e	CO_2 biogênico
Scope 1 (direct emissions)[2]	**15,403**	**481,396**	**17,855**	**587.858**	**17,214**	**600,817**
Stationary combustion	8,411	480,770	10,070	587.051	10,253	600,059
Mobile combustion	6,829	626	7,580	807	6,848	758
Fugitive emissions	73	–	69	–	26	–
Effluents[3]	79	–	136	–	87	–
Agricultural activities	11	–	0	–	0	–
Scope 2 (indirect emissions from purchased energy)	**8,202**	**–**	**12,947**	**–**	**10,940**	**–**
Scope 1 + Scope 2 emissions intensity (t CO_2e/m^3 produced)[4]	**0.0259**	**–**	**0.0286**	**–**	**0.0255**	**–**

ND: information unavailable. The indicator began to be monitored in 2025.

[1] The inventory follows the methodological guidelines of the Brazilian GHG Protocol Program and adopts emission factors and global warming potential (GWP) references from the Intergovernmental Panel on Climate Change (IPCC) and Brazil's National Energy Balance. Operational control was adopted for consolidation purposes.

[2] Gases included: CO_2, CH_4, N_2O, and HFCs.

[3] Effluent data for 2024 differ from those published in the 2024 ESG Report. To ensure comparability with 2025 data, figures were recalculated using the company's updated measurement methodology, including N_2O emissions from the aerobic reactor.

[4] Gas included: CO_2.

GRI 305-7 | Other air emissions (t)[1]

	2024	2025
CO	453	369
NOx	245	325
Particulate matter	290	349

[1] Scope: manufacturing units. For reporting purposes, at the Palmas unit the measurement with the highest atmospheric emission level was considered, as measurements are conducted semiannually. The Caçador and Santa Cecília units are monitored annually. All measurements comply with applicable legislation.

In 2025, carbon monoxide (CO) emissions fell by 19% compared with 2024, from 453 tons to 369 tons. In contrast, nitrogen oxides (NOx) increased by 33% (from 245 t to 325 t) and particulate matter by 20% (from 290 t to 349 t). These fluctuations are not directly related to the performance of internal boiler controls, but rather to external factors that may affect combustion conditions throughout the period. All recorded levels remained within applicable legal limits.

People

GRI 2-7, 2-8, 2-30

The social dimension of Guararapes' ESG agenda

is grounded in a well-established understanding: the company's performance is directly linked to the engagement, development, and well-being of its people.

In 2025, this understanding continued to guide decision-making even amid external pressures affecting operations. The company ended the year with 2,184 employees, a reduction of nearly 3% compared to the previous year, reflecting adjustments driven by the international geopolitical scenario.

The workforce includes sales representatives hired under Brazil's CLT labor regime.

In addition to direct employees, the company's total workforce also included 713 workers, primarily third-party workers operating in forestry and industrial activities.

In Brazil, 100% of employees remained covered by collective bargaining agreements, while international operations complied with labor conventions applicable in each jurisdiction.

GRI 2-7 | Employees[1]

	2023	2024	2025
By gender			
Men	1,619	1,602	1,569
Women	549	645	615
By region			
Brazil	2,165	2,244	2,182
Paraná state (Curitiba and Palmas)	807	831	810
Pernambuco state (Cabo de Santo Agostinho)	2	2	3
Santa Catarina state (Caçador and Santa Cecília)	1,354	1.406	1,360
São Paulo state (São Paulo)	2	5	9
The United States (Orlando)	3	3	2
TOTAL	**2,168**	**2,247**	**2,184**

[1] Based on the total number of employees as of December 31 of each year. The 2023 and 2024 figures were updated and, in line with GRI requirements, board members are no longer counted as employees.

GRI 2-7 | Employees[1]

2025	Type of contract		Type of working hours		Total
	Permanent	Fixed-term	Full-time	Part-time	
By gender					
Men	1,548	21	1,548	21	1,569
Women	590	25	590	25	615
By region					
Brazil	2,136	46	2,136	46	2,182
Paraná state (Curitiba and Palmas)	787	23	787	23	810
Pernambuco state (Cabo de Santo Agostinho)	3	0	3	0	3
Santa Catarina state (Caçador and Santa Cecília)	1,337	23	1,337	23	1,360
São Paulo state (São Paulo)	9	0	9	0	9
The United States (Orlando)	2	0	2	0	2
TOTAL	**2,138**	**46**	**2,138**	**46**	**2,184**

[2] Based on the total number of employees as of December 31. Note: apprentices were classified as part-time employees regardless of fulfilling 8-hour schedules (including 4 hours of theoretical activities) or schedules limited to 4 hours.

Organizational Culture

People care remained a strategic focus

for Guararapes in 2025. The internal marketing committee, created in 2024, operates based on an annual action plan to ensure consistency in internal communication, aiming to strengthen employee engagement with the organizational purpose and corporate strategy.

ESG campaign

Throughout 2025, quarterly campaigns focused on each sustainability pillar – Environmental, Social, and Governance – were conducted to increase internal awareness of the ESG agenda and help employees understand how these topics connect to their daily activities. Each month, a specific theme was incorporated into the Daily Safety Dialogues (DSD), addressing certifications such as ISO 14001 and FSC®, as well as company initiatives within each ESG dimension.

The communication materials include a children's sustainability booklet about Guararapes' best practices. It was distributed to employees' children, nearby schools, and the Indigenous community visited during the year.

To assess the effectiveness of these initiatives, the company conducted an initial ESG awareness survey to evaluate employees' understanding and identify information needs. Among respondents, 90% correctly identified the meaning of ESG. Notably, diversity & inclusion (among the top five most positively perceived topics) and health & safety also showed improved results.

Employee engagement and recognition

The Mentorship Program (*Programa Padrinhos*), initially launched in Santa Cecília, was expanded to all units in 2025. The initiative goes beyond formal onboarding by assigning experienced employees to support new hires in their daily routines, introducing them to the company, colleagues, and facilities, while also assisting with everyday questions. The expansion strengthened integration and organizational knowledge transfer.

The company also maintained the Long-Service Recognition Program (*Programa de Júbilos*), honoring 287 employees with significant years of service as a form of recognition and appreciation. At the same time, team-building events were held to improve synergy, alignment, and integration both within and across departments.

The employee children on-site visit program, launched in 2024, was expanded in 2025 to include visits to industrial and forestry operations. Children were able to observe their parents' work while wearing appropriate safety equipment, strengthening emotional ties with the company and increasing understanding of its activities.

Diversity and inclusion

GRI 3-3

Established in 2025, the Diversity, Inclusion, Equity, and Belonging (DIEP) Policy reflects the company's effort to bring greater clarity and structure to a topic that, although historically embedded in its welcoming organizational culture, had not been formally consolidated.

The diversity awareness program conducted throughout the year provided conceptual guidance on topics such as gender identity and sexual orientation, contributing to changes in attitude and behavior among employees.

Regarding gender equity in leadership, Guararapes promoted internal female empowerment initiatives through the "Women at Guararapes" program, including talks with female executives and board members to increase the visibility and appreciation of women's leadership within the organization. Progress was observed in the diversity agenda, including awareness initiatives delivered by external consultants to senior and middle management, as well as internal communications. In December, in recognition of the International Day of Persons with Disabilities, the company carried out awareness activities focused on inclusion, aiming to strengthen initiatives related to this demographic in 2026.

GRI 405-1 | Diversity

	Gender		Age group			Persons with disabilities
	Men	Women	Under 30	30 to 50	Over 50	
Board of Directors[1]						
	75%	25%	0%	25%	75%	0%
Employees						
Executive Board[1]	100%	0%	0%	40%	60%	0%
Management	90%	10%	0%	68%	32%	0%
Coordination/Supervision	80%	20%	6%	75%	19%	3%
Administrative	43%	57%	49%	47%	4%	3%
Operational	74%	26%	32%	49%	19%	4%
Total of employees	**72%**	**28%**	**31%**	**51%**	**18%**	**4%**

[1] The company's CEO, who simultaneously serves on the Board of Directors and the Executive Board, is counted in both groups.

GRI 405-1 | Diversity

	Race / ethnicity					
	Black	Brown	White	Yellow	Indigenous	Not declared
Board of Directors[1]						
	0%	0%	100%	0%	0%	0%
Employees						
Executive Board[1]	0%	0%	100%	0%	0%	0%
Management	0%	5%	95%	0%	0%	0%
Coordination/Supervision	1%	15%	83%	1%	0%	0%
Administrative	0,5%	16%	83%	0,5%	0%	0%
OperaTional[2]	4%	28%	67%	0,4%	0,3%	1%
Total de colaboradores	**3%**	**26%**	**69%**	**0,4%**	**0,3%**	**1%**

[1] The company's CEO, who simultaneously serves on the Board of Directors and the Executive Board, is counted in both groups.
[2] As some figures were rounded, totals may not equal exactly 100%.

GRI 3-3, 403-1, 403-2, 403-8

Occupational Health and Safety

The Occupational Health and Safety Management System covers all 2,184 direct employees

and 713 third-party workers at Guararapes' industrial units or forestry operations. ISO 45001 certification covers the three industrial plants – Caçador (SC), Santa Cecília (SC), and Palmas (PR) – where 97% of direct employees and 44% of third-party workers are concentrated. Administrative offices in Curitiba and São Paulo, the Distribution Center in Pernambuco, and forestry areas are outside the certification scope.

The company's health and safety structure includes specialized professionals such as occupational safety engineers, occupational physicians, safety technicians, and occupational nursing technicians, as well as dedicated budgets and annual investment plans for the area.

Guararapes renewed its ISO 45001 certification in 2025, completing the second year under the international Occupational Health and Safety management standard.

The certification contributes to the standardization of procedures across units, the structuring of health and safety practices, greater professionalization of the area, leadership commitment, and employee engagement around shared responsibility.

Workplace risk management

Guararapes maintains a Risk Management Plan that includes a complete inventory of occupational risks – physical, chemical, biological, ergonomic, and accident-related – for each role, including mitigation measures based on the hierarchy of controls.

Reviews are conducted whenever changes occur in positions or roles that do not fit into an existing homogeneous exposure group within the Risk Management Plan (PGR). These reviews are carried out by Occupational Health and Safety professionals in accordance with NR-4 requirements and recommendations from internal and external ISO 45001 audits.

The company guarantees every worker the right to refuse to perform activities considered unsafe or harmful to health. This procedure was revised in 2025 and reinforced during onboarding and Daily Safety Dialogues (DSD).

No cases of non-compliance with consumer health and safety laws and regulations were recorded during the year. (GRI 416-2)

Internal committee and monitoring

GRI 403-4

The Internal Committee for Accident and Harassment Prevention (ICAHP) plays an active role in maintaining the occupational health and safety culture in daily operations. Composed of employee and company representatives, its responsibilities comply with NR-5 requirements.

In addition to monthly CIPA meetings, in which OHS indicators and improvement proposals for unsafe conditions are discussed, employees may report unsafe acts and conditions through the "Radar card" system, which is forwarded to the Specialized Services in Safety Engineering and Occupational Medicine (SEOM) team with the objective of collaboratively reducing incidents through observation, communication, and intervention. Employees are encouraged to report unsafe workplace conditions or situations that may generate environmental impacts. Daily performance meetings (DPMs) are also held with the participation of production managers, coordinators, and support departments such as SEOM, Production Planning and Control (PPC), and People & Culture (P&C).

SEOM teams also provide training and information through Daily Performance and Safety Dialogues (DPSD) and role-specific training required by each Regulatory Standard (RS).

Accident rates are monitored monthly by SEOM. In addition to strict accident investigations and risk mitigation measures, the Occupational Health and Safety (OHS) area continuously works to improve incident reporting processes. In 2025, methodological improvements in accident classification and reporting criteria partially explain the increase in the total number of occurrences.

The working hours used to calculate accident indicators are extracted from payroll systems and reported monthly by the P&C department to SEOM.

GRI 403-9, 403-10 | Occupational Health and Safety			
Employees[1]	**2023**	**2024**	**2025**
Number of hours worked	4.000.661	3.810.605	3.643.325
Work-related accidents			
Fatalities (Total)	0	0	0
Fatality (Rate)[2]	0	0	0
Accidents with serious consequences[3] – excluding fatalities (Total)	0	0	0
Accidents with serious consequences[3] - excluding fatalities (Rate[2])	0	0	0
Reportable accidents[4] (Total)	19	33	22
Reportable accidents[4] (Rate[2])	4,75	8,66	6,04
Occupational illnesses			
Fatalities related to occupational illness (Total)	0	0	0
Reportable occupational illness cases[5] (Total)	0	0	0
Third-party workers[1]	**2023[6]**	**2024[6]**	**2025**
Number of hours worked	510.783	311.371	321.526
Work-related accidents			
Fatalities (Total)	0	0	0
Fatality rate[2]	0	0	0
Accidents with serious consequences[3] – excluding fatalities (Total)	0	0	0
Accidents with serious consequences 3 - excluding fatalities (Rate2)	0	0	0
Reportable accidents[4] (Total)	1	1	3
Reportable accidents[4] (Rate[2])	1,96	3,21	9,33
Occupational illnesses			
Fatalities related to occupational illness (Total)	0	0	0
Reportable occupational illness cases[5] (Total)	0	0	0

[1] Scope: direct employees and third-party workers at the company's units in Caçador (SC), Santa Cecília (SC), and Palmas (PR). Employees from Curitiba (PR), São Paulo (SP), Cabo de Santo Agostinho (PE), and the United States are excluded.

[2] All rates follow the formula: Total occurrences / Total hours worked × 1,000,000.

[3] Accidents resulting in impairment or limitation of the worker's abilities for more than six months. Excludes fatalities.

[4] Accidents requiring medical treatment beyond first aid, involving loss of consciousness, or resulting in leave, reduced work capacity, reassignment, or death.

[5] Severe occupational illness diagnosed by a medical or healthcare professional.

[6] The following information was adjusted and differs from previously published reports: total hours worked (2023 and 2024), total and rate of recordable injuries in 2023, and the recordable injury rate for 2024.

The increase in reportable accidents among third-party workers in 2025 reflects improvements in internal monitoring and control processes.

Beginning in 2024, Guararapes advanced the standardization of occupational health and safety records and documentation for third-party workers, a process consolidated in 2025. The greater rigor in data collection increased visibility over incidents and contributed to more precise risk management for this population.

No fatalities or accidents with serious consequences among third-party workers were recorded during the reporting periods.

Training

GRI 403-5

The OHS area develops and implements all actions required to maintain safe working environments, with a strong focus on training. Regulatory training delivered in 2025 addressed labor regulations, safety standards, and certification requirements. In addition to mandatory training, the company also provided additional development programs tailored to needs identified throughout the year.

Guararapes strengthened its safety culture in 2025 through the "Seven Rules for Life" concept and dedicated content within the *Lidera* Program, emphasizing shared responsibility and the importance of prevention.

The Internal Week for Accident Prevention (IWAP) was consolidated as a key employee awareness event, featuring inter-unit competitions designed to encourage creativity in communicating safety, anti-harassment, and healthy workplace practices. Teams produced awareness videos and organized thematic contests.

Occupational health

GRI 403-3, 403-6, 403-7

The company employs an occupational physician and maintains partnerships with physicians, hospitals, pharmacies, physiotherapy clinics, and dentists. All employee health information is handled in accordance with Brazilian General Data Protection Regulation (GDPR), ensuring confidentiality.

In 2025, the company implemented a platform for managing and monitoring OHS legal documentation from service providers, increasing legal security and ensuring the compliance of third-party workers with applicable regulations.

To prevent occupational illnesses and improve working conditions, ergonomic assessments and necessary adjustments were carried out. The company also adapted machinery and equipment to Regulatory Standard NR-12 through audits and operational safety improvements.

Guararapes prepared in advance for the psychosocial risk assessment requirements under NR-1 by beginning implementation across all units in 2025.

Communication channels

The bimonthly internal newsletter "Guararapes Conecta" reached maturity in 2025, establishing a content pipeline that facilitated regular production. The newsletter communicates strategic topics, provides a direct communication channel between leadership and employees, and highlights initiatives, people, business updates, and achievements. In addition, internal communication relied on multiple integrated channels to ensure broad reach and employee engagement with corporate strategy, including a digital platform, notice boards at industrial units, WhatsApp, email, and DSD (Daily Safety Dialogues).

The company also modernized its whistleblower channel in 2025, representing a technological upgrade to its integrity and ethics mechanisms. (see the Corporate Governance section for more information)

Professional Training and Development

The company conducted a complete review of all positions and established career pathways,

giving employees greater visibility into professional development opportunities within the organization. Competencies were developed through training programs using interactive methodologies, including practical activities and group task-sharing exercises.

Leadership development, which began with the executive board in 2021 and was progressively expanded to managers and coordinators, reached the supervisory level in 2025. Supervisors began the evaluation process at the end of the year, with integration into the 9-box assessment planned for 2026.

The Lidera Program, launched in September 2024 as the label for management training initiatives, continued in 2025 with investments in two areas:

- Technical block (hard skills): Management through quality tools
- Behavioral block (soft skills): Leadership and safety culture

In-person sessions were held at Casas Guararapes and involved approximately 140 leaders and selected employees with leadership potential.

Training investments also continued through mandatory programs focused on compliance with labor legislation, especially the regulatory standards issued by the Ministry of Labor and Employment, in addition to technical and behavioral training delivered in partnership with the National Service for Industrial Training (SENAI - *Serviço Nacional de Aprendizagem Industrial*) and Industry Federations.

Social Investment and Community Relations

Guararapes' presence in the cities of Caçador, Santa Cecília, and Palmas extends beyond industrial activity.

As one of the largest employers in these regions, the company maintains close ties with local communities through income generation, the use of natural resources, and everyday interaction with local populations. This close relationship creates responsibilities that go beyond legal compliance and are integrated into the company's responsible business management strategy.

Structured social investment contributes to strengthening trust between the company and local communities, preserving its social license to operate and aligning Guararapes' activities with stakeholder expectations – including customers, business partners, and investors – who increasingly view social performance as a relevant component of corporate risk and value assessment. In this context, the formalization of criteria and guidelines for social investment represented an important governance advancement by increasing transparency and effectiveness in social initiatives.

The Private Social Investment Policy, launched at the end of 2024, enabled Guararapes to refine the management of social investments in 2025.

The company maintained social programs benefiting the local communities, generating positive social impact. During the year, nearly BRL 300,000 was invested in social initiatives supporting sports, education, healthcare, and basic community needs in areas around our operations.

In solidarity with the population of Rio Bonito do Iguaçu, the company donated a shipment of 433 plywood panels to support the reconstruction of the city in Paraná, which had been hit by a tornado at the end of 2025. The initiative was carried out in partnership with the city of Palmas.

Horizons

Guararapes starts 2026 with the foundations required for its next growth cycles already in place.

Consolidated governance structures, maturing forestry and industrial processes, and an organizational culture undergoing transformation support a long-term vision guided by the integration of economic performance and socio-environmental responsibility.

Looking ahead to 2032, the company is developing a sustainability program designed to further strengthen its ESG strategy, reinforcing its commitment to operational excellence and socio-environmental responsibility.

On the environmental front, the environmental data platform implemented in 2025 will enable monthly monitoring of indicators and automated generation of the greenhouse gas inventory, creating the necessary foundation for the establishment of quantitative commitments supported by stronger methodological rigor.

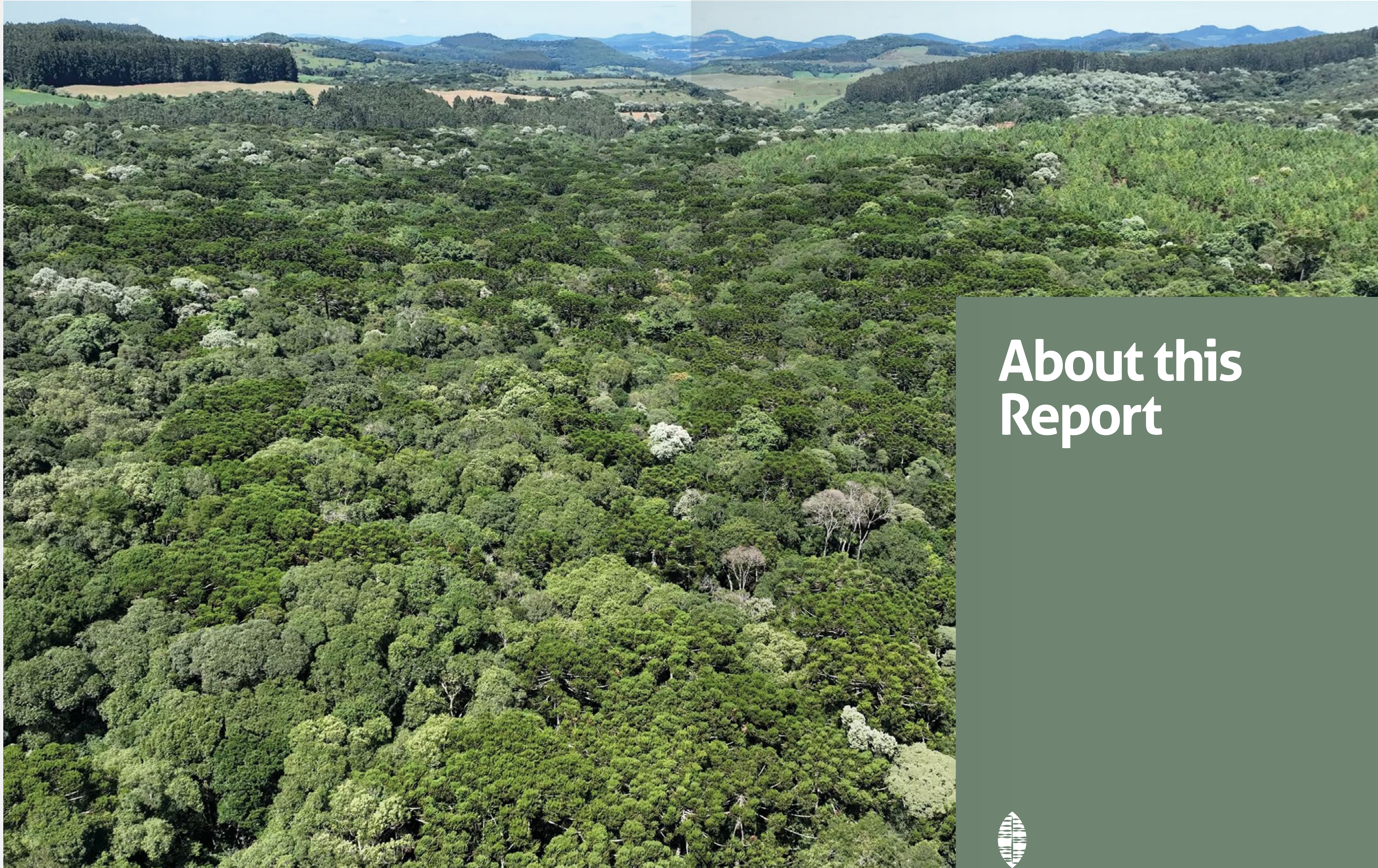
Eco-efficiency – measured as resource consumption per unit produced – remains a structural target, with differentiated initiatives tailored to each operating unit.

On the social front, the Diversity, Inclusion, Equity and Belonging (DIEB) Policy, established in 2025, represents an important step toward the formal structuring of a topic that has long been part of the company's organizational culture and is still evolving in terms of indicators and practices. The Lidera Program, focused on leadership development and expanded in 2025 to include supervisors, continues to strengthen the company's internal succession pipeline. The private social investment strategy is also advancing through more clearly defined criteria for allocating resources to health, education, sports and basic-needs initiatives in the cities where the company operates, in line with its commitment to maintaining a responsible presence in the communities around its forestry and industrial operations.

In governance, the leaders responsible for each risk identified in the corporate risk map have been taking a more active role in implementing mitigation action plans. A first-ever initiative will be the socio-environmental assessment of suppliers linked to the industrial operation, extending an already well-established practice in the forestry area, in response to growing customer requirements and to the understanding that value chain sustainability is vital to the credibility of the ESG agenda.

From an economic perspective, Guararapes continues on its path of sustainable growth, with consistent progress in both revenue generation and value creation. In the domestic market, the company will expand its presence among major clients, strengthen participation in trade fairs and industry events, and keep investing in initiatives that bring the brand closer to end consumers.

Overall, Guararapes envisions a future in which it is recognized as a resilient organization, capable of delivering long-term returns to shareholders and stakeholders while generating positive impacts on the communities where it operates and on the environment.



About this Report

GRI 2-2, 2-3, 2-29, 3-1

This ESG Report presents the operational and financial performance, as well as the environmental, social and governance initiatives, of Guararapes Painéis S.A. for the period from January 1 to December 31, 2025.

The material topics guiding this publication were prioritized based on the severity and likelihood of impacts and remain unchanged from the previous report. They follow the latest version of the GRI (Global Reporting Initiative) Standards and were defined and reviewed in 2022 and 2023 through benchmarking, analyses of global and industry trends, interviews with leadership, and identification of the business's main ESG impacts.

A broad range of stakeholders were consulted, including members of the Board of Directors, the ESG Committee, the CEO and executive directors, employees, shareholders and investors, financial institutions, suppliers, competitors, sales representatives, customers/furniture industry, consumers, industry associations, regulatory bodies, third-sector organizations and local communities.

For additional information, inquiries or comments regarding this report, please contact the ESG department at::
sustentabilidade@guararapes.com.br

GRI Index

Statement of use

Guararapes has reported the information cited in this GRI Content Index for the period from January 1 to December 31, 2025, in accordance with the GRI Standards..

GRI 1 applied

GRI 1: Foundation 2021

GRI Standards	GRI Standards description	Page/ response/ external link
GRI 2: General Disclosures 2021	**2-1 Organizational details**	12 In addition to its direct operations in Brazil and the United States, the Company exports its products to approximately 50 countries, primarily in North America and Europe.
	2-2 Entities included in the organization's sustainability reporting	84 This report and the Company's Financial Statements cover the same reporting period – from January 1 to December 31, 2025 – and the same entities: Guararapes Painéis S.A., its direct subsidiary Indústria de Compensados Guararapes Ltda., and its indirect subsidiary Guararapes USA Inc., of which Indústria de Compensados Guararapes Ltda. holds 100% ownership. There are no differences in the consolidation approach applied to the various datasets and material topics, and any exceptions to the general reporting scope – such as indicators limited to manufacturing units – are clearly identified.
	2-3 Reporting period, frequency, and contact point	84 This report is published annually. This issue was published in june 2026.
	2-4 Restatements of information	GRI disclosures 2-2 (2023 and 2024), 302-1 (2024), 303-3 (2023 and 2024), 305-1 (2024), and 403-9 (2023 and 2024) were revised and therefore differ from the information published in the 2024 ESG Report. The restatements had no financial impact.
GRI 2: General Disclosures 2021	**2-5 External assurance**	The sustainability report was not externally assured
	2-6 Activities, value chain, and other business relationships	12, 17, 19, 35 According to the Global Industry Classification Standard (GICS), the company's activities are primarily concentrated in sub-industry 15105010 – Forest Products, which is part of sector 15 – Materials.
	2-7 Employees	68, 69
	2-8 Non-employee workers	68 The data considers the monthly average of third-party workers in the forestry (402) and industrial (310) operations, as well as one intern.
	2-9 Governance structure and composition	40, 41 There are no other underrepresented groups besides women, nor elected members whose function is to represent external stakeholders.
	2-10 Appointment and selection of the highest governance body	40 The entire process is guided by the Executive Management Nomination Policy. There are no specific diversity criteria.
	2-12 Role of the highest governance body in overseeing the management of impacts	42, 44, 45 Stakeholders are not directly engaged in the process; however, their perspectives are incorporated into the Company's risk analysis and, whenever relevant, their key concerns are brought to the attention of the Board of Directors.
	2-13 Delegation of responsibility for managing impacts	The ESG Committee, acting collectively, is the body responsible for the process. Its composition and responsibilities are described on pages 41 and 42.
	2-14 Role of the highest governance body in sustainability reporting	27
	2-15 Conflicts of interest	46
	2-16 Communication of critical concerns	20, 46
	2-18 Performance evaluation of the highest governance body	40
	2-19 Remuneration policies	44 The Remuneration Policy does not include recruitment incentives, severance payments, clawback clauses, or retirement benefits.
	2-22 Statement on sustainable development strategy	6
	2-26 Mechanisms for seeking advice and raising concerns	46
	2-27 Compliance with laws and regulation	46
	2-28 Membership in associations	22

GRI Standards	GRI Standards description	Page/ response/ external link
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	16 to 21 (priority stakeholders), 23 (communication strategies and channels), 84 (engagement for the materiality assessment)
	2-30 Collective bargaining agreements	68
GRI 3: Material topics 2021	3-1 Process of determining material topics	84
	3-2 List of material topics	27
Material Topic: Ethics, integrity, and compliance		
GRI 3: Material topics 2021	3-3 Management of material topics	27, 46
Material topic: ESG risk management		
GRI 3: Material topics 2021	3-3 Management of material topics	27, 45, 51
GRI 305: Air emissions 2016	305-7 Emissions of NOx, SOx, and other significant air emissions	65
Material topic: Climate change		
GRI 3: Material topics 2021	3-3 Management of material topics	27, 63
GRI 302: Energy 2016	302-1 Energy consumption within the organization	60
	302-3 Energy intensity	60
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	58
	303-2 Management of water discharge-related impacts	58
	303-3 Water withdrawal	59
	303-4 Water discharge	59
	303-5 Water consumption	59
GRI 305: Air emissions 2016	305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	65
	305-2 Indirect (Scope 2) GHG emissions from energy consumption	65
	305-4 GHG emissions intensity	65
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	61
	306-2 Management of significant waste-related impacts	61
	306-3 Waste generated	61
	306-4 Waste diverted from disposal	61
	306-5 Waste directed to disposal	61

GRI Standards	GRI Standards description	Page/ response/ external link
Material topic: Supply chain management		
GRI 3: Material topics 2021	3-3 Management of material topics	19, 20
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	19
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers screened using environmental criteria	100%. More information about the assessment on page 19.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers screened using social criteria	100%. More information about the assessment on page 19.
Material topic: Health, safety, and well-being		
GRI 3: Material topics 2021	3-3 Management of material topics	27, 71
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	71
	403-2 Hazard identification, risk assessment, and incident investigation	71
	403-3 Occupational health services	74
	403-4 Worker participation, consultation, and communication on occupational health and safety	72
	403-5 Worker training on occupational health and safety	74
	403-6 Promotion of worker health	74
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	75
	403-8 Workers covered by an occupational health and safety management system	71
	403-9 Occupational accidents	73
	403-10 Occupational illnesses	73
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	70, 71
Material topic: Innovability		
GRI 3: Material topics 2021	3-3 Management of material topics	31, 74

GRI Standards	GRI Standards description	Page/ response/ external link
GRI 416: Customer Health and Safety	**416-1 Assessment of the health and safety impacts of product and service categories**	All categories undergo assessment. More information on page 32.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	72
Other monitored GRI disclosures		
GRI 101: Biodiversity 2024	**101-5 Sites with biodiversity impacts**	57
GRI 201: Economic performance 2016	**201-1 Direct economic value generated and distributed**	51
	201-4 Financial assistance received from government	50
GRI 417: Marketing and labeling	**417-1 Requirements for product and service information and labeling**	32, 56
	417-2 Incidents of non-compliance concerning product and service information and labeling	15
GRI 418: Curstomer privacy 2016	**418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data**	47

Credits

General Coordination

ESG Department and ESG Committee

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