

Sustainability Report

2025



Summary

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About the report

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

The Innova 2025 Sustainability Report details the year's main environmental, social, operational, financial and governance initiatives during the year across the environmental, social, operational, financial and governance areas, with indicators covering the period from January 1 through December 31, 2025. It has been published annually since 2019 in accordance with the Global Reporting Initiative (GRI) guidelines.

The Board of Directors, Executive Management and the Sustainability Committee validated the

Materiality Matrix and the data presented in this report.

In May 2025, Innova completed the acquisition of Polo Films. Its data are included in this report on a qualitative basis only. Beginning in 2026, a new Materiality Matrix will incorporate Polo Films indicators.

Additional information about this report, Innova's sustainability strategy and the management of ESG matters may be requested at comunicacao@innova.com.br.



Plant II, Triunfo (RS): petrochemical complex

Leadership Message

GRI 2-22



Portrait of Lirio A. Parisotto by Liz Vanin Parisotto De Gregori.

At This Point in the Game

I have always regarded popular expressions as a particularly vivid and powerful form of language. We do not know who coined them and yet we make them our own because they feel universal. As soon as I began writing this message, one expression came to mind: “at this stage of the game.” It will accompany me throughout what I have to say.

The main highlight of our 2025 Sustainability Report is the acquisition of Polo Films, a manufacturer of biaxially oriented polypropylene, or BOPP, a product we have also manufactured in Manaus since 2012.

Everything is well described on these pages, so I will allow myself to tell the story from another perspective.

Shortly after the acquisition, while attending a family event in Rio Grande do Sul, I had the opportunity to take my mother to visit the Polo Films plant in the city of Montenegro. Drawing on more than 90 years of life and experience in farming, she made a striking observation: “What a responsibility it is to feed so many people!”

Beyond being touching, that comment shed light on another realization: at this stage of the game, if we have reached where we are with undeniable strength, it is because we have always been nourished by something essential: what is new, the challenges here- the new, the challenges, new fields in which to compete and improve, leaving behind the seductive calm of the comfort zone, which is so dangerous to any business, regardless of industry.

After the media era with Videolar and a consolidated history in petrochemicals and plastics conversion with Innova, we have now acquired another company and filled our agenda with new plans, including BOPP production in Rio Grande do Sul as well.

And there is more. In addition to the Polo Films acquisition, this report presents new investments in both the North and the South, always with a close eye on clean, renewable energy, including electricity generation from rice husks.

I have spent half a century in business world and, at this stage of the game, we are all still here because we draw our energy from the future.

Enjoy the report!

Lirio A. Parisotto

Materiality

GRI 3-1, 3-2

The materiality matrix was developed with specialized consulting support since 2022 using the double materiality concept, integrating two essential perspectives:

- **Financial Materiality**
impacts on the value and results of the Company's operations.
- **Impact Materiality**
the social and environmental consequences of business activities.

Material Topics

The materiality matrix shows how the Company's operations can align with the United Nations Sustainable Development Goals (SDGs) and the global sustainability agenda.



Innova

Who We Are

GRI 2-1, 2-6

Videolar-Innova S/A is a privately held Brazilian corporation headquartered in Manaus (AM), with operations in Triunfo (RS), Montenegro (RS) and Manaus (AM), as well as a Central Office in Alphaville, Barueri (SP).

We are a petrochemical company and plastics manufacturer, products used across essential sectors of the economy, serving industries ranging from food packaging to building and infrastructure.

In petrochemicals, we manufacture styrenic products: ethylbenzene (EB), styrene monomer (SM), toluene, general-purpose polystyrene (GPPS), high-impact polystyrene (HIPS), expandable polystyrene

(EPS), and the pioneering ECO-PS®, which contains up to 30% post-consumer material while preserving the same mechanical properties as virgin resin.

In plastics conversion, we manufacture biaxially oriented polypropylene (BOPP) films, plastic sheet rolls made of polystyrene (PS) and polypropylene (PP), and plastic closures for PET bottles used for mineral water, juices and soft drinks.

Our plants are located close to customers across Brazil, from north to south, and in international markets.

Polystyrene: one of the country's largest resin consumers becomes a manufacturer.



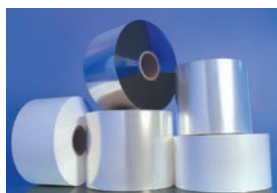
1988

2002

2011

2012

Start of production of biaxially oriented polypropylene (BOPP) plastic films.



Videolar-Innova S/A: one Company.



2014

2015

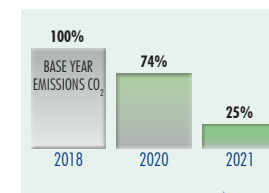
30 years of intensive investment.



2016

2018

A consistent step toward net zero carbon.



2019

2021

Innova announces the acquisition of Polo Films.



2023

2025



The media era.



Plastic closures: a new business.



Acquisition of Innova Petroquímica.



Expandable polystyrene (EPS): a new Innova resin.

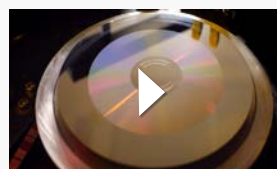


Doubling of the styrene monomer (SM) plant to 420,000 metric tons/year.



Expansion of styrenics tank storage capacity to more than 100,000 metric tons across Manaus (AM) and Triunfo (RS).

Video references in the original report:



From Videolar to Innova, a History of Reinvention



Innova: Products and Presence in Society.

Operations and Business Units

Plant I - Manaus (Amazonas)



- Biaxially oriented polypropylene (BOPP) plastic films
- Polystyrene (PS) and polypropylene (PP) sheet rolls
- Plastic closures for PET bottles used for mineral water, juices and soft drinks

Plant II: Triunfo (Rio Grande do Sul)



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

Headquarters: Alphaville, Barueri (São Paulo)



- Sales and Administration

Plant III, Polo Films: Montenegro (Rio Grande do Sul)



- Biaxially oriented polypropylene (BOPP) plastic films

Plant IV: Manaus (Amazonas)



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

Highlights 2025

Acquisition of Polo Films

The Company completed the acquisition of Polo Films after unconditional approval by Brazil's Administrative Council for Economic Defense (CADE).

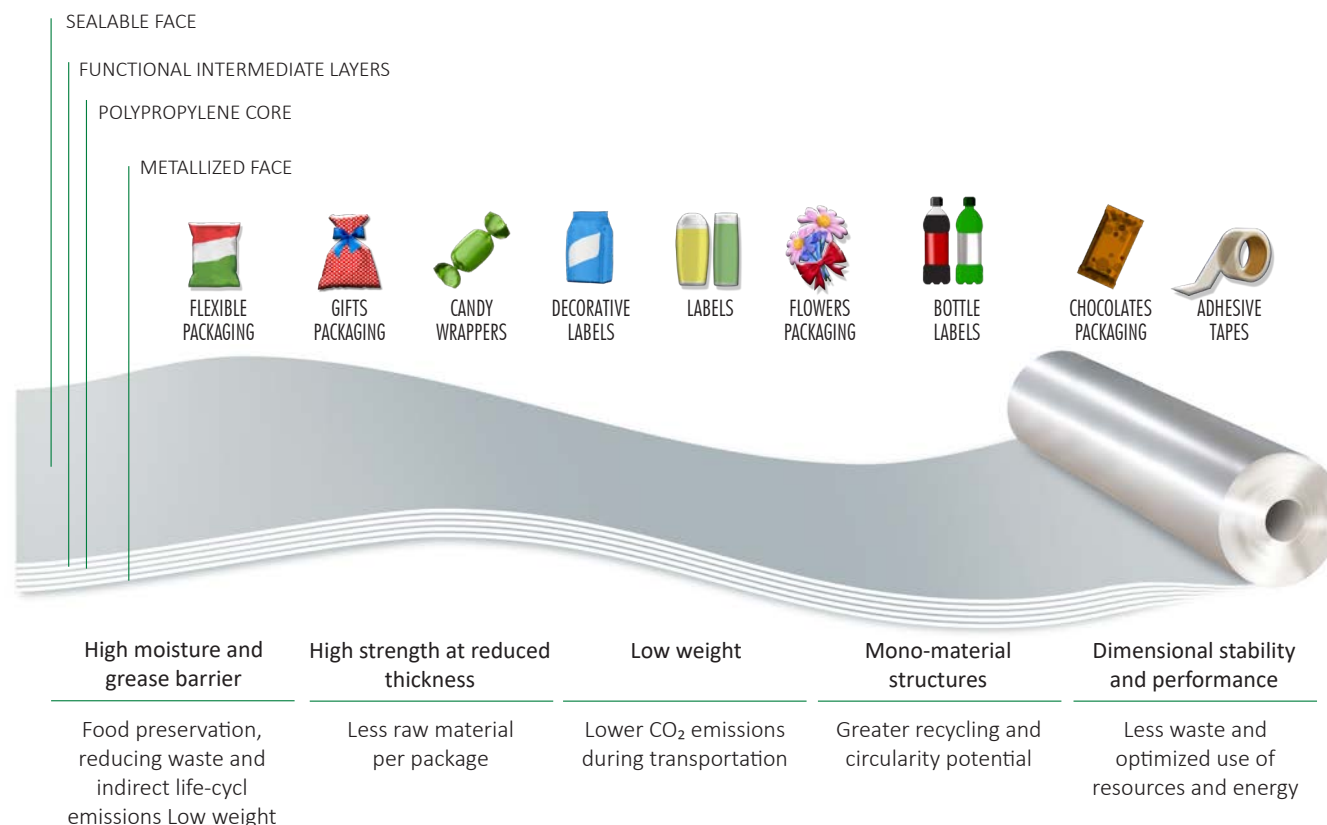
Polo Films, located in Montenegro (RS), manufactures biaxially oriented polypropylene (BOPP) plastic films, which Innova has also produced in Manaus (AM) since 2012.

The acquisition follows the same north-south production footprint, already adopted by Innova for its petrochemical operations: proximity to customers, flexibility and reliability. This approach proved to be an essential advantage in maintaining uninterrupted customer supply during the recent extreme weather events — flooding in Rio Grande do Sul and drought in Amazonas.

BOPP, made from 100 percent recyclable resin, plays an essential role in the food industry through packaging: it supports preservation, safety, freshness and visual appeal, and provides an effective barrier against moisture and oxygen.

BOPP is also essential to logistics as the base material for adhesive tapes.

BOPP: Food Safety, Packaging Appeal and Sustainability





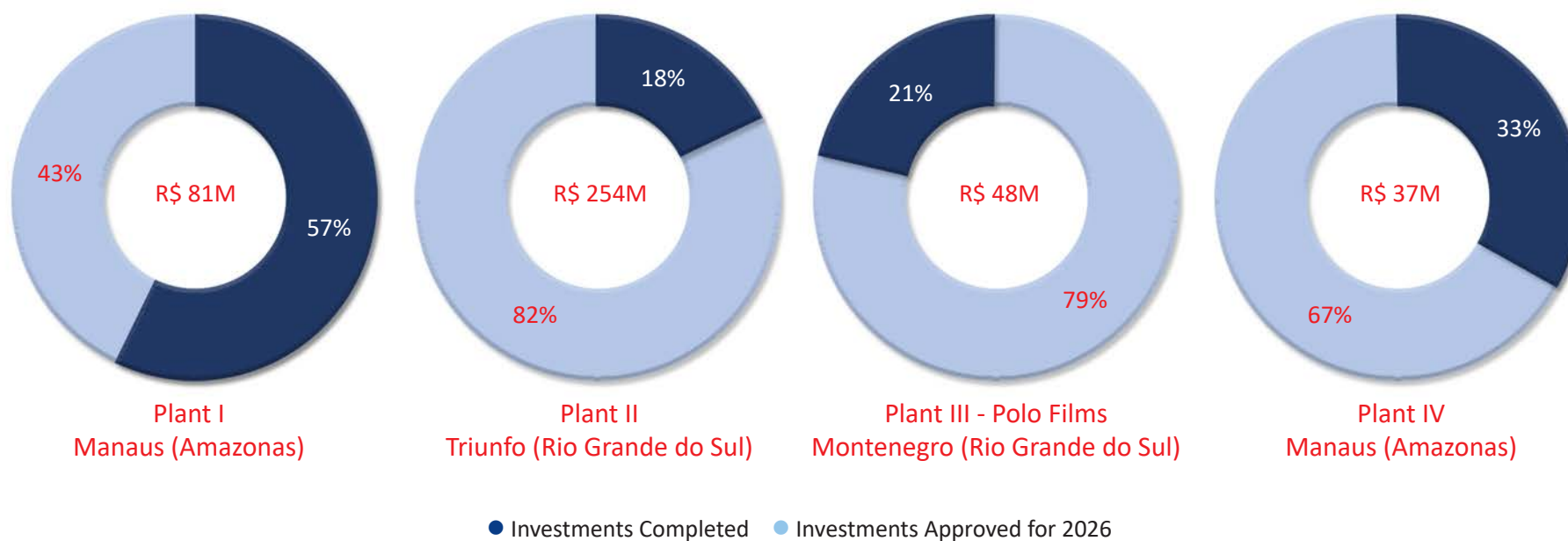
Plant III, Montenegro (Rio Grande do Sul): Polo Films, manufacturer of biaxially oriented polypropylene (BOPP) films.

Highlights 2025

Intensive Investments

The year 2025 was marked by a substantial investment activity, primarily focused on expanding production capacity across all Plants and accelerating the transition of the energy matrix toward renewable sources.

R\$ 420 million (Brazilian Reais) in investments, predominantly for capacity expansion.





Highlights 2025

Plant I, Manaus (Amazonas)

Expansion of Plastic Closure Production

R\$ 35.0 MILLION

The project implemented production lines for lighter plastic closures using advanced technology that optimizes raw-material use. The initiative increases production capacity by 26%, equivalent to 5.8 billion closures per year, while maintaining operational efficiency, product quality and functionality and preparing the plant to meet future market requirements, such as tethered closures.

Tethered Closure



Impacts

- 100% recyclable
- Meets applicable international regulatory requirements for tethered closures
- Closures remain attached to the bottle, simplifying collection and transportation for recycling
- Innovative solution that anticipates trends in Brazil



SDG 12 – Responsible Consumption and Production

Lightweight Closure (26/22)



Impacts

- 100% recyclable
- 12% reduction in closure weight while maintaining functionality
- Lower energy consumption
- Lower CO₂ emissions



SDG 9 – Industry, Innovation and Infrastructure.

Industrial Expansion

R\$ 3.8 MILLION

Earthwork covering 35,174 m² in an area adjacent to Plant I for construction of future industrial facilities and expansion of BOPP and plastic-sheet production capacity.

Impact: preparation for future production expansion and increased market supply.



SDG 9- Industry, Innovation and Infrastructure



SDG 8- Decent Work and Economic Growth



Highlights 2025

Plant II, Triunfo (Rio Grande do Sul)

New Boiler and Seven Rice-Husk Silos: 300 metric tons/day of waste converted into clean energy- R\$ 144.0 million

R\$ 144.0 MILLION

The investment in renewable energy generation from rice husks is expected to reduce operating costs significantly. In addition, it reinserts into the production chain a high volume of waste from rice farming in Rio Grande do Sul that was previously discarded.

Even before the rice-husk silos were installed, consumption reached a record level, increasing from 5.4% in 2024 to 10% in 2025.

Impacts: greater renewable-energy generation capacity through the use of an abundant agricultural residue whose improper disposal can otherwise cause environmental impacts.



SDG 7- Affordable and Clean Energy



SDG 12- Responsible Consumption and Production



SDG 13- Climate Action



Highlights 2025

Plant II, Triunfo (Rio Grande do Sul)

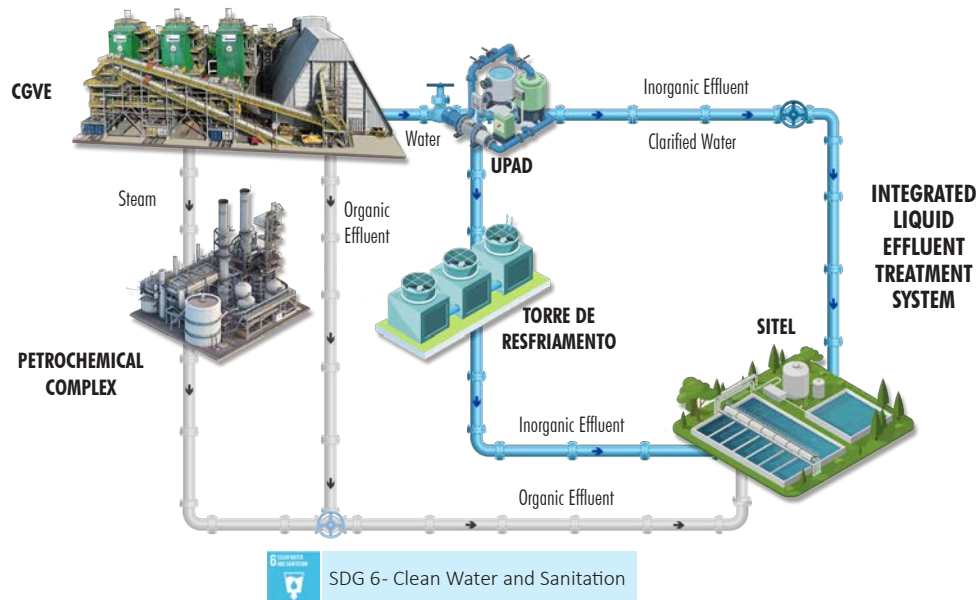
Eco-Efficiency Investments

R\$ 2.8 MILLION

Projects implemented in 2025 reduced the effluent-generation rate by 11% compared with 2024:

- Improved use of the condensate water stream generated by petrochemical processes, reaching 204,000 m³/year of water. The energy content of this stream is also recovered, increasing operating energy efficiency.
- Reduction of approximately 65,000 m³ of effluent through expansion of reuse projects at the Demineralized Water Production Plant (UPAD), generating measured annual savings of R\$ 462.4 thousand.
- Construction of a dedicated line to segregate inorganic effluent, improving quality and reducing treatment costs.

Impacts: reduced demand for water resources, improved energy efficiency and a significant reduction in treatment and operating costs, strengthening resource efficiency, water resilience and business competitiveness.



Biomass-Fired Furnace for Polystyrene (PS) Production

R\$ 15.0 MILLION

Polystyrene (PS) resin production at the Triunfo (RS) petrochemical complex is receiving a biomass-fired furnace. The R\$ 15 million investment replaces natural gas with forestry residues, a renewable biomass fuel, and is expected to generate annual savings of R\$ 3 million.

Impacts: reduction of 2,500 tCO₂e per year; use of forestry residues that would otherwise be discarded; adoption of pioneering clean technology in the Brazilian petrochemical industry; and greater readiness for future environmental regulation.



SDG 7- Affordable and Clean Energy

SDG 12- Responsible Consumption and Production



Highlights 2025

Plant III, Polo Films, Montenegro (Rio Grande do Sul)

New Logistics Warehouse

R\$ 29.0 MILLION

Immediately after the Polo Films acquisition was completed, and consistent with the Company's tradition, the first investments were announced: R\$ 29 million to expand the logistics warehouse, including a new 7,500-square-meter building on 20,000 m² of prepared land to support future expansion. The project increases raw-material and finished-goods storage capacity and improves the level of service provided to customers.

Impacts: logistics optimization and preparation for future expansions.



SDG 9- Industry, Innovation and Infrastructure



Highlights 2025

Plant IV, Manaus (Amazonas)

Expansion of ECO-PS® Production

R\$ 3.0 MILLION

The Manaus petrochemical operation received investments in the ECO-PS® production line. ECO-PS® is Brazil's first polystyrene resin containing up to 30% post-consumer recycled material while preserving the mechanical properties of virgin resin. The product is intended for new applications with recycled-content objectives applications in electronics, household appliances, office supplies and industry in general



A major market opportunity remains to be developed for this resin: food-packaging manufacturers, which have strong consumption potential and commitments to circularity initiatives. However, approval from the relevant authorities is still required; that process has been underway for several years.

The resin has the potential to increasingly drive the selective-collection chain, as already occurs in Manaus through a joint Innova project with the Association of Recyclable Material Collectors of Amazonas (ASCARMAN) and the Sustainable Amazon Foundation (FAS).



Impacts: strengthening the circular economy, recycling collection and social inclusion in Manaus (AM).



SDG 12- Responsible Consumption and Production



SDG 11- Sustainable Cities and Communities



SDG 9- Industry, Innovation and Infrastructure

Highlights 2025

ISO 45001 Certification: Safety as a Priority



The Company obtained ISO 45001, the international certification that establishes advanced and rigorous occupational health and safety management standards.

Impacts: strengthens occupational health and safety, reduces risks, increases operating efficiency and enhances human capital.



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

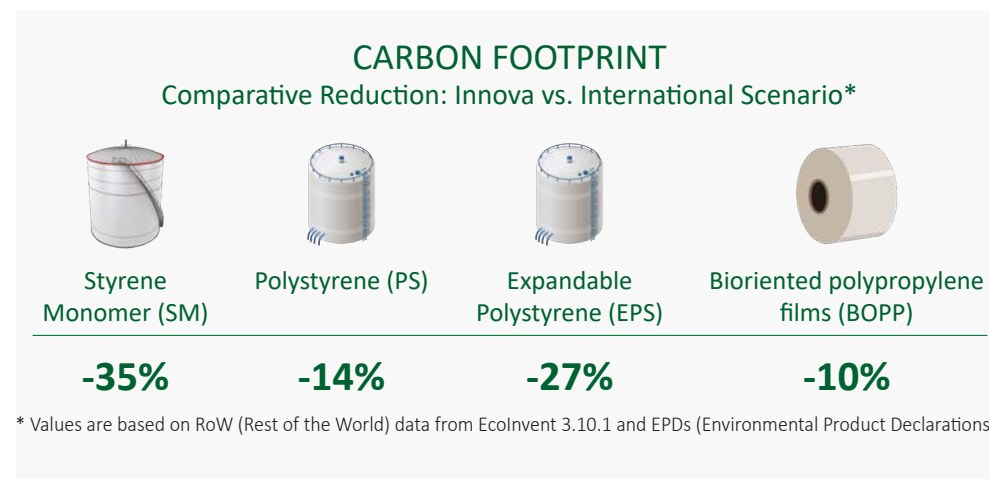
Highlights 2025

Product Life Cycle Assessment (LCA)

A Life Cycle Assessment (LCA) study was conducted for the main products in accordance with ABNT NBR ISO 14040:2024 and 14044:2024, from raw-material extraction through the point at which the product leaves the plant. The categories assessed were Carbon Footprint, Energy Demand and Water Demand, with participation from teams across all Plants.

The results show meaningful environmental advantages. Energy generated by the Steam and Power Generation Center (CGVE) has an emission factor 75% lower than Brazil's National Interconnected System (SIN). EPS production consumes 73% less water than the global benchmark, and styrene monomer requires 19% less cumulative energy than the market benchmark. The LCA also shows that more than 90% of emissions and energy use are associated with purchased raw materials, concentrated in the upstream stage before Innova's own operations.

Impacts: the LCA clearly demonstrates the positive impact of Innova's practices, confirming strong progress in eco-efficiency and supporting the Company's ESG strategy.



The comparison with global references shows that Innova products have a significantly lower carbon footprint, as illustrated in the original chart.

GRI 201-4

Market and Financial Sustainability

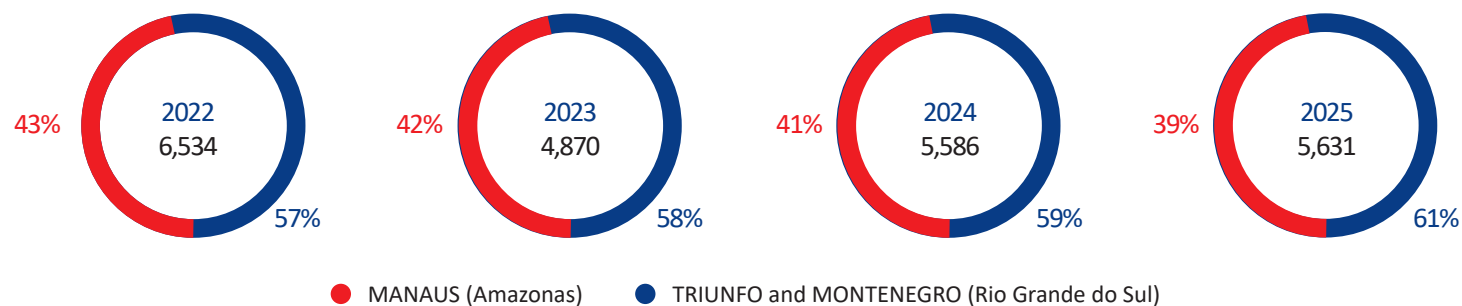
Market conditions in Brazil and worldwide remained essentially unchanged throughout 2025: weaker demand due to the prolonged downturn in the global petrochemical industry; restrictive monetary policy in Brazil, with the benchmark interest rate increasing by 2.75 percentage points and

ending the period at 15 percent; and global oversupply of Asian resin resulting from large investments made in the styrenics chain since the previous decade, using energy inputs that are lower-cost than Brazil's energy mix.

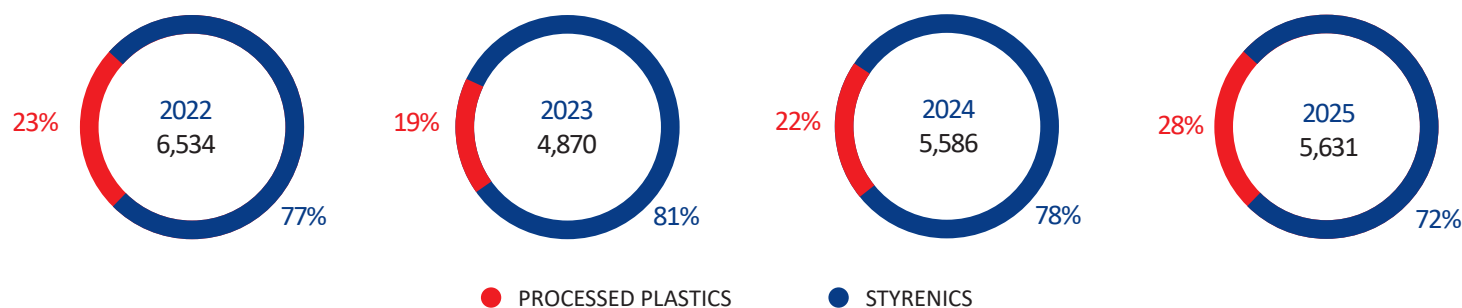


Plant IV, Manaus (AM), petrochemical operation: polystyrene (PS) resin silos.

Gross Revenue by Geographic Origin (R\$ million)



Revenue by Segment (R\$ million)



The 2025 revenue amount reflects the consolidated balances of Videolar-Innova and Polo Films.

SALES DISTRIBUTION

SOUTHEAST	60%	NORTH	5%
SOUTH	18%	MIDWEST	1%
NORTHEAST	10%	EXPORTS	6%

Financial Performance

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

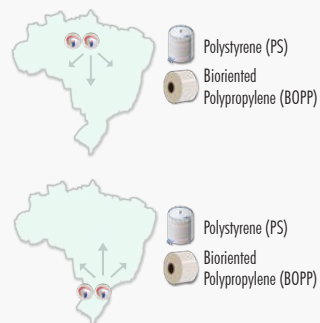
	2025	2024	2023	2022
Total Assets	4,987,938	4,768,080	4,515,202	4,225,983
Shareholders' Equity	3,326,736	3,977,060	3,819,601	3,611,696
Gross Debt	7,704	-	-	-
Gross Operating Revenue	5,630,612	5,586,441	4,870,123	6,534,332
Net Operating Revenue	4,898,209	4,854,246	4,282,660	5,729,123
Gross Profit	748,671	831,259	701,770	1,284,795
EBITDA	644,963	718,685	677,990	1,355,584
EBITDA Margin	13,17%	14,81%	15,83%	23,66%
Adjusted EBITDA (i)	662,367	-	-	-
Adjusted EBITDA Margin (i)	13,52%	-	-	-
Financial Result	113,776	58,460	81,836	43,755
Net Income	549,675	514,824	530,541	1,027,323
Capital Expenditures (CAPEX)	243,851	136,724	208,793	156,356

(i) Adjusted EBITDA includes the Provision for Profit Sharing (PPR) (+17,404) and the Investment Property Valuation Adjustment (PPI) (-14,087). Final Consolidated EBITDA: 648,280.

The 2025 values reflect the consolidated balances of Videolar-Innova and Polo Films.

Innovation and Technology

The Company views innovation as a driver of competitiveness and longevity. Key Research & Development (R&D) highlights include:



North-South Production Process Integration

Technological integration between the Manaus (AM) and Triunfo (RS) plants is a strategic advantage, including in response to extreme climate events, ensuring business continuity and customer supply.



Digital Transformation

Cybersecurity: ongoing investments and active monitoring of critical industrial areas to ensure operational integrity.

Training: intensive, ongoing employee programs explaining and providing guidance on cybersecurity threats, phishing and fraud.

Industrial Digitalization: adoption of digital tools, including an electronic temporary-deviation form, increasing agility and traceability in operations.



Developments for Circularity

- In-Mold Label (IML) mono-material packaging: the label and package body are integrated, simplifying sorting and recyclability.
- Antifog BOPP film: designed for food packaging, it reduces internal condensation, extends shelf life and contributes to lower food waste.



Artificial Intelligence

R&D and Engineering advanced the application of process-control models based on machine learning, delivering greater product stability, fewer operating deviations and faster industrial decision-making.

Innovamos Program

CICLO 2024 / 2025

Innovamos has been Innova's Continuous Improvement Program since July 2023. It captures ideas of every size and from every area directly from employees and implements those that demonstrate feasibility. In 2025, 16 new ideas were implemented to increase production capacity, improve process efficiency, and strengthen health and safety, generating benefits across multiple areas, including estimated savings of R\$ 5 million.



56 Projects submitted
151 Employees involved



16 Projects implemented



R\$ 5 million

Annual awards



Headquarters



Plant I



Plant II



Plant IV



Product Quality and Safety

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

The Company's manufacturing operations follow the highest standards of compliance and food-safety requirements, especially because its products are supplied to the food industry. Management is conducted through the Integrated Management System (IMS) and, in the petrochemical segment, under the principles of the Responsible Care® Program of the Brazilian Chemical Industry Association (ABIQUM). This global initiative promotes safe management of the chemical industry and continuous improvement of environmental, social, health and safety indicators. Today, certification is granted to only 16 Brazilian companies among ABIQUIM's 108 full members, out of a total of 961 chemical companies in Brazil.

- In 2025, Innova held its Quality Week to share knowledge and standards of excellence: 623 participants attended lectures and 992 participated in in-person activities.
- In 2025, there were zero legal violations, penalties or regulatory nonconformities related to product safety, and no records of issues concerning product information or labeling.

Polo Films Integration: Consolidation of BOPP Film Portfolios

The Research & Development (R&D) and Process Engineering teams updated and standardized the BOPP film portfolio produced at Plants I and III in Manaus (AM) and Montenegro (RS), respectively. The teams assessed supply logistics, product performance at each location and production costs.

Raw materials were qualified and formulations adjusted to maximize large-scale potential, generating operating and economic efficiency gains.

Processes and Products: Compliance and Certifications

A set of global certifications and standards guides industrial activities:

- **Food Safety:** plastic-closure manufacturing follows the international FSSC 22000 certification.



- **Specific Regulations:** the Company complies with Brazilian Health Regulatory Agency (ANVISA) requirements for food-contact materials and has a certificate of compliance with the RoHS Directive, which restricts hazardous substances and is an essential requirement for exports to the European Union and the United Kingdom.



- **Environment, Health and Safety:** ISO 9001:2015 (Quality Management), ISO 14001 (Environmental Management), and the Responsible Care® Program of ABIQUIM. In 2025, the Company obtained ISO 45001 certification for its Occupational Health and Safety Management System.



ISCC PLUS - International Sustainability and Carbon Certification:

Plant I (AM), the biaxially oriented polypropylene (BOPP) plant, received ISCC PLUS certification in 2025. The certification ensures the traceability and integrity of the mass balance for circular and/or renewable raw materials throughout the chain, as confirmed by an independent audit. This enables the production of polymers derived from recognized and credited sustainable raw materials.



Brazilian GHG Protocol Program: Innova obtained the Gold Seal in the Public Registry of Greenhouse Gas (GHG) Emissions.



EcoVadis: In 2025, Innova earned the Silver Medal in this globally recognized corporate sustainability rating. EcoVadis assesses company performance in four areas: Environment; Labor & Human Rights; Ethics; and Sustainable Procurement.



Ana Luisa Nunes Boides : Plant II, Triunfo (Rio Grande do Sul)



Marilene Moraes da Cunha and Maria das Graças de Souza de Araújo: Plant I, Manaus (Amazonas)

Environmental Performance and Energy Transition

Effluent Management

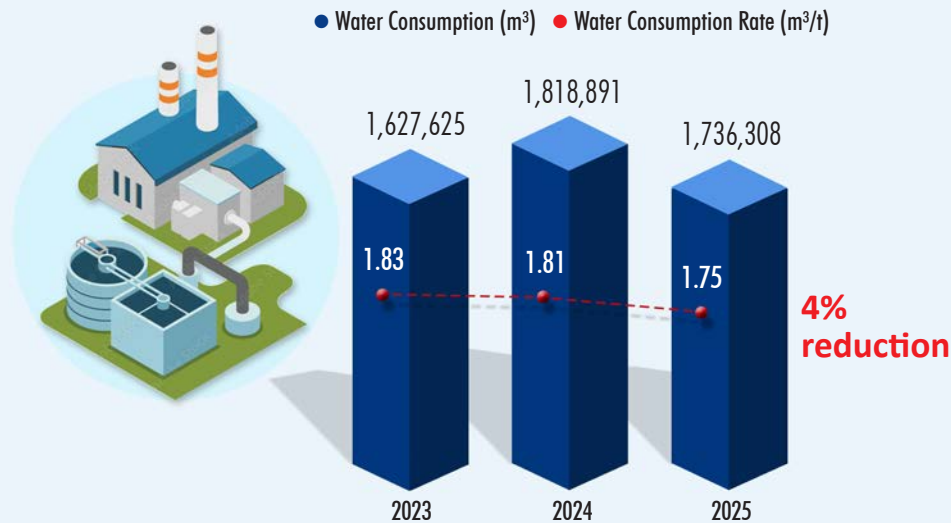
GRI 3-3, 303-1, 303-2, 303-3, 303-4, 303-5

Water management is focused on operating efficiently and mitigating environmental risks. Although the Company does not operate in water-stressed areas, it monitors performance indicators and legal compliance and adopts reuse targets, environmental certifications and transparent disclosure of results.

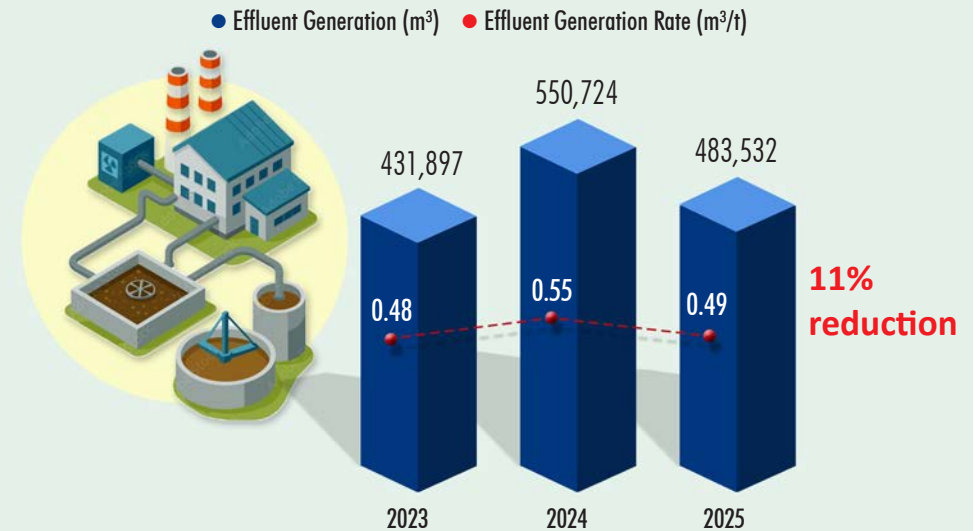
In 2025, significant progress was made in water consumption and discharge: implementation of effluent-reuse projects, more efficient operations and processes, lower water consumption per unit of production, and improved water- and effluent-management practices.

Eco-efficiency projects, representing R\$ 2.8 million in investment during 2025, expanded water and energy recovery, reduced the effluent-generation rate by 11%, and significantly lowered operating costs.

Water Consumption



Effluent Generation



SDG 6- Clean Water and Sanitation



SDG 12- Responsible Consumption and Production

Climate Change and Air Quality

GRI 3-3, GRI 305-1, 305-2, 305-3, 305-4

The climate strategy is moving the Company toward a low-carbon economy.

Innova’s greenhouse gas (GHG) inventory, prepared according to the GHG Protocol and ISO 14064 methodologies, shows a consistent trajectory of decarbonization and operating efficiency. Compared with the prior period, the Company reduced Scope 1 emissions by 3% through process optimization and Scope 2 emissions by 22% through improved energy management and a more renewable energy mix.

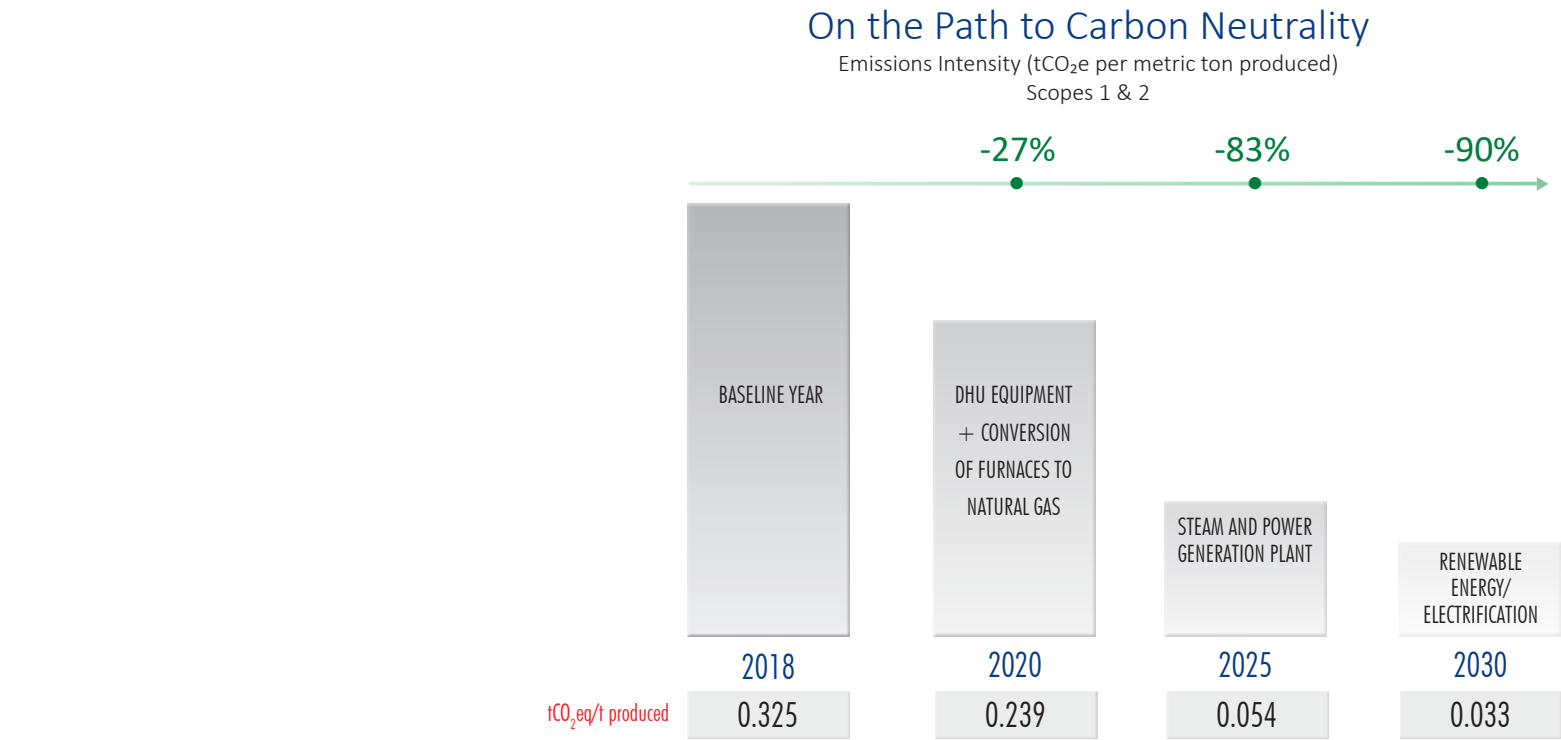
Emissions intensity declined to 0.054 tCO₂e per metric ton produced, a 4% reduction compared with 2024, bringing the reduction to 83% reduction relative to the 2018 base year.

Decarbonization Targets

Innova aims to reduce emissions as far as technically feasible by 2030, through the gradual replacement of fossil fuels with renewable sources, increased use of clean electricity, and process electrification. The Company will continue evaluating offset alternatives, such as forestry projects, to advance toward carbon neutrality where direct reductions are insufficient.

Polo Films Integration: Climate Change Mitigation

Polo Films, now Plant III, is being integrated into the Company’s decarbonization strategy. It is preparing a greenhouse gas emissions inventory based on corporate methodologies and implementing initiatives to reduce fuel consumption.



Scope 3 emissions increased by 6% in 2025, not only because of expanded operations, but especially because of updates to calculation methodologies and changes in the emission factors used.

The Gold Seal in the Brazilian GHG Protocol Program was obtained again in 2025, covering Scopes 1 and 2 and partially covering Scope 3 in categories representing 95% of Scope 3 emissions.

Sustainable Value Chain Management

GRI 308-1, 308-2

In 2025, the Company measured 2,665 ktCO₂e in Scope 3 emissions and established clear decarbonization targets:



Category 3.1
Engage 50% of critical
suppliers
2030 Target



Category 3.9
Reduce logistics
emissions by 5%
2030 Target



Category 3.10
Engage 50% of
key customers
2030 Target

The partner base expanded by 510 new suppliers in 2025. Of these, 26 underwent rigorous environmental assessment through the Linkana platform across 26 critical categories selected based on potential environmental impact. The management model requires suppliers to keep their information current, while Innova performs document reviews to ensure legal compliance, environmental certifications and monitoring of the origin and path of inputs throughout the chain.

Environmental due diligence became mandatory before financial and legal analyses in new business and is now grounds for disqualification in supplier approval. In 2025, audits were conducted at strategic suppliers, with particular attention to the biomass supply chain for the Steam and Power Generation Center (CGVE), verifying environmental and social-responsibility compliance.

In 2025, the Company hosted a presentation “The Supplier’s Role in the Decarbonization Journey” to all suppliers, made available by Totum, the company responsible for verifying the GHG Emissions Inventory.

The objective was to engage suppliers in collecting accurate data and implementing low-emission practices, such as renewable energy use and transportation optimization, as well as continuous collaboration in training and workshops.

For 2026, Innova has set a target for 100% of suppliers to be registered on the management platform and fully compliant with the defined environmental criteria.



Polo Films Integration: Logistics Automation

Plant III (RS), Polo Films, will expand its scope by conducting verification audits of waste-disposal suppliers, reinforcing control and compliance standards across the logistics chain.

The Plant also implemented automated raw-material feeding systems (automatic bag openers), eliminating intermediate supply steps.

This improvement reduced material costs, optimized supply logistics and decreased the number of truck trips required for replenishment.

Risks and Opportunities

GRI 201-2

Innova monitors climate change in accordance with Task Force on Climate-Related Financial Disclosures (TCFD) recommendations, using a methodology that evaluates physical and transition scenarios

Climate Risks - Physical and Regulatory

Risks arise from extreme events and water scarcity and may generate:

- **Financial impacts:** higher operating costs for energy and water, increased insurance premiums and potential economic losses.
- **Strategic implications:** constraints on growth and the need for long-term industrial adaptation.

Energy Efficiency

GRI 3-3

Innova's energy strategy is focused on transitioning to a clean energy mix by replacing fossil sources with renewables.

In 2025, Innova consumed 4,546,784 GJ of energy in its operations, 62 percent of which came from renewable sources, including biomass from plant residues and wind energy backed by I-REC certificates purchased for 100% of the Central Office's consumption in Alphaville, Barueri (SP).

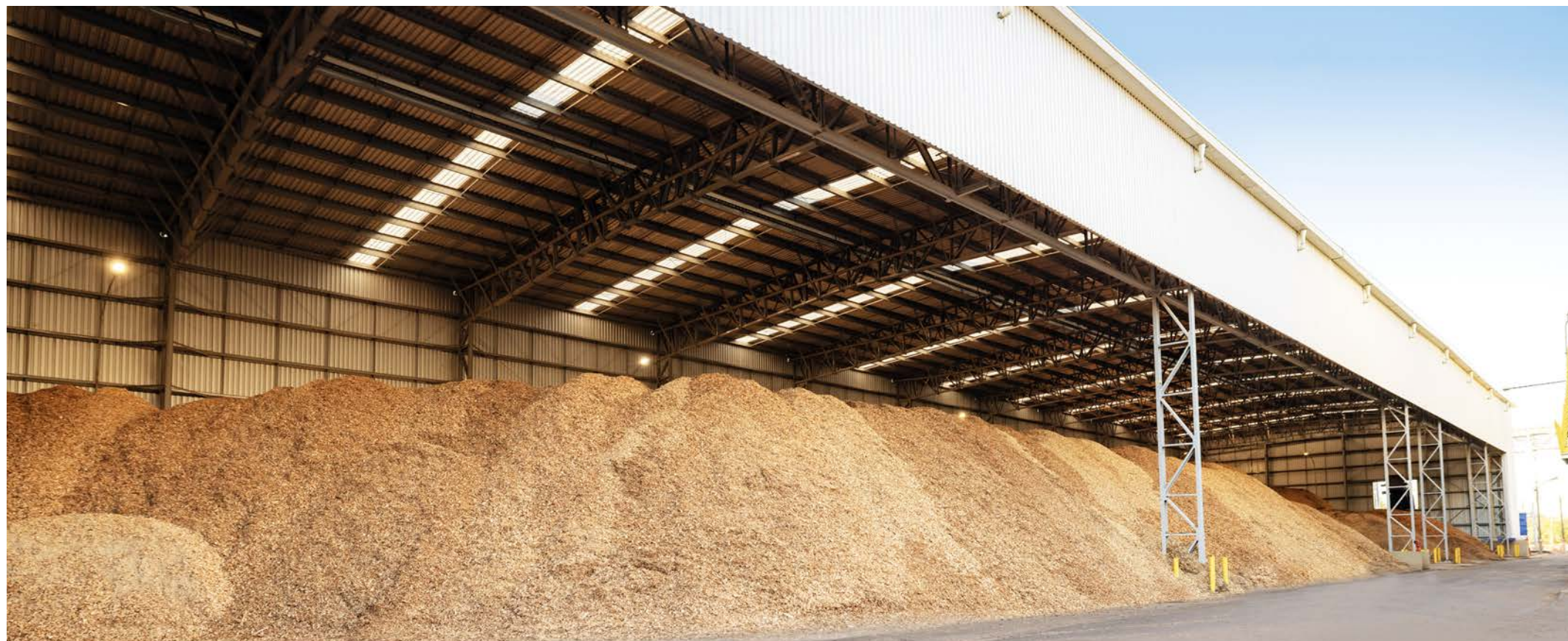
Non-renewable fuels accounted for 28% of total consumption, while the remainder consisted of electricity from Brazil's National Interconnected System (SIN). The Company sold 5,868 GJ of surplus electricity, less than 1% of total energy produced.

Energy intensity reached 4.57 GJ per metric ton produced, a 6% reduction versus the 2018 baseline of 4.88 GJ/t.

Plants I and II: Lighting Modernization

In 2025, the Company completed the replacement of 400 W metal-halide lamps with 754 LED fixtures in Plant I industrial areas. The initiative reduced electricity consumption for lighting by 31.2%, from 170 kWh to 117 kWh, and is expected to save approximately 464,280 kWh per year. It also reduced operating risks associated with excessive heat generation and frequent maintenance of the previous system.

Plant II, 3,268 lamps were replaced with LEDs, equivalent to 95% of lighting fixtures, reducing consumption by approximately 163,833 kWh per year.



Plant II, Triunfo (RS), petrochemical complex: plant-residue biomass yard, a renewable-energy source supplying the Steam and Power Generation Center.

Waste Management

GRI 3-3, 301-3, 306-1, 306-2

Innova's waste management is based on the circular economy, ISO 14001 principles and the Responsible Care® Program. The Company uses an integrated system that prioritizes prevention and source reduction.

The Solid Waste Management Plan (PGRS) prioritizes reinserting materials into the production chain: waste with calorific value is converted into energy through co-processing; used oils are rerefined; and biomass ash is sent to composting or the cement industry, replacing fossil inputs and supporting sustainability.

A Close Look at Rational Material Use

Single BOPP label: production of biaxially oriented polypropylene (BOPP) films previously relied on multiple labels to provide all information required by customers, including treatment, number of splices, billing date and expiration date.

In 2025, Innova consolidated the information into a single label and reduced the number of labels used on pallets, eliminating approximately 35 rolls and 27,000 sheets of paper per year while increasing operating efficiency and reducing waste.



Polo Films Integration: Optimizations

At Plant III, the Company implemented initiatives such as reusing off-spec film as pallet covering, replacing virgin cardboard.

Packaging was also adjusted to eliminate cardboard components, reducing input consumption and solid-waste generation.

In the production process, improvements in resin formulations reduced process sludge and scrap and decreased operating shutdowns, increasing production efficiency.



Paula Barbosa de Souza: Plant III, Polo Films, Montenegro (RS)

Circular Economy and Post-Consumer Management

GRI 3-3

In 2025, the Company intensified its circular-economy strategy by developing solutions that incorporate recycled content and enable reverse logistics at scale.

For biaxially oriented polypropylene (BOPP) films, new tests began using recycled polypropylene (PP) resin, specifically in applications that do not involve direct food contact.

At the same time, studies and qualification processes were conducted with Brazil's Health Regulatory Agency (ANVISA) to support the use of these materials in relevant applications.

Research & Development activities also achieved significant progress in the color stability of PCR resin for use in ECO-PS®. Color stability is a recurring technical challenge for recycled materials.



ASCARMAN Recycling Laboratory
InnPacto Amazônia Project

The Company invested in the recycling laboratory of the Association of Recyclable Material Collectors of the State of Amazonas (ASCARMAN) in Manaus, which processes post-consumer polystyrene.

The project strengthens plastic reverse logistics in the region while promoting social inclusion and the circular economy. In addition to infrastructure, the initiative included a business plan, selective collection using electric tricycles and educational campaigns.

The collected polystyrene is used to manufacture Innova's ECO-PS® resin.



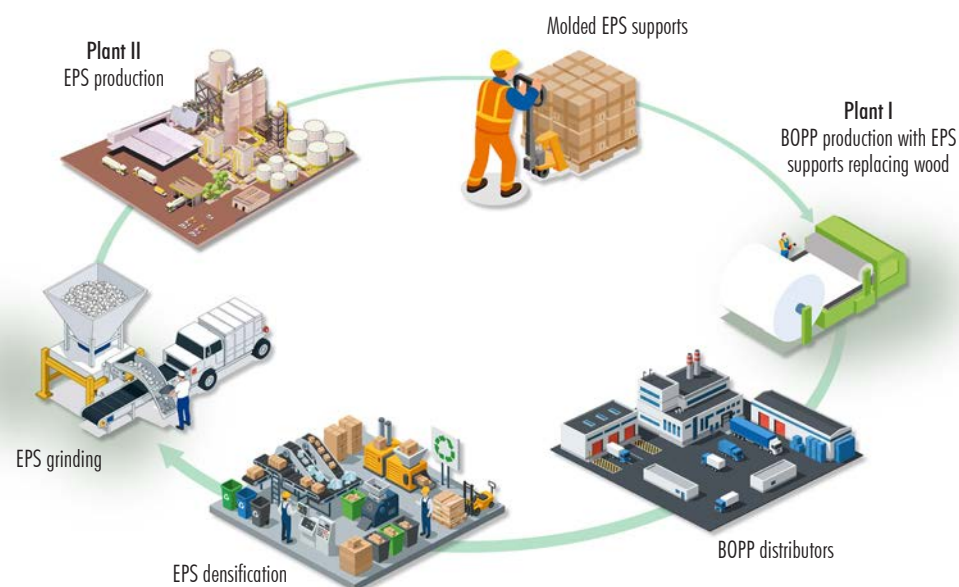
Silvana Aparecida Ribeiro, Headquarters, Alphaville, Barueri (São Paulo).

The Packaging Reverse Logistics Project includes the collection of big bags and pallets after customer use. These materials return to Innova, where they are reconditioned and sanitized and then reinserted into the operating cycle with a high standard of quality and performance.

Category	Indicator	2023	2024	2025
Big Bags	Plants recovered	11,528	9,306	14,388
	(%)	9%	20%	19%
Pallets	Plants recovered	1,556	13.674	11.554
	(%)	0.5%	7%	9%

The Rebobina Project replaces wooden side supports with recyclable expanded-polystyrene (EPS) supports in BOPP packaging, reducing package weight by 70% and promoting the circular economy. After customer use, the supports are returned for densification and grinding, reincorporated into expandable-polystyrene (EPS) production at Plant II, and reused to manufacture new packaging. This reduces waste, virgin-raw-material consumption and environmental impacts.

The process has not yet been implemented but is expected to be completed and put into practice beginning in 2026.



Elizabeth Alexius Vieira: Plant II, Triunfo (Rio Grande do Sul)



Human and Social Development

Human Capital Development

Sustainability is understood broadly and in an integrated manner across the Company, encompassing not only environmental and governance practices but also human-capital development, with a holistic view of each employee's physical, mental and financial well-being. The fundamental premise is that healthy and engaged employees are the foundation for sustainable growth.

This philosophy is reflected in the year's results:

- Internal Recruiting: 24% of open positions were filled through internal talent mobility.
- Engagement Survey: 85% of employees reported satisfaction and pride in working for the Company.
- Training: more than 20,000 training activities were completed, covering regulatory standards and technical and behavioral skills.
- Employee development: more than 400 employees participated in different competency-development initiatives during the year.

Compensation policy follows principles of equity and transparency, applying consistent criteria across all hierarchical levels. The process includes market analysis, annual performance reviews and periodic reviews.

Polo Films Integration: Workplace Revitalization

Following the acquisition of Polo Films, the Human Resources strategy was to ensure that employee development aligned with the Company's values, policies and commitments and with its standard of excellence. This included improving well-being in shared environments such as the restaurant, offices and meeting rooms.

Development Programs

GRI 404-2, 404-3

Human-capital development is supported by a portfolio of technical, regulatory, occupational-safety, information-security, Compliance and behavioral training programs. A key highlight is the Operator Training Program, designed to accelerate attraction and retention of talent at Plant II, the Triunfo (RS) petrochemical complex.

The Company reached 20% of employees with support for academic development, including graduate studies, language learning and partnerships with external education platforms.

For the fifth consecutive year, the Company evaluated 100% of eligible employees (those with more than three months at the Company) using the 9-Box methodology and 360-degree assessments, combined with feedback and Individual Development Plans (IDPs), providing a comprehensive mapping of potential versus performance.



Diversity, Inclusion and Equity

GRI 3-3

Diversity, equity and inclusion guide hiring and development practices. During the year, the Company acted on several fronts:



Women in Operations: campaigns encouraged women to participate in the Operator Training Program for Women as an affirmative initiative to overcome gender bias in technical and operating roles. Women achieved a 40% placement rate through the program.



Women in Leadership: representation in decision-making positions remained consistent, with women holding an average of 25% of leadership positions across middle and senior management.



Inclusion of People with Disabilities (PwD): progress was made in filling roles compatible with different types of disability and in effectively including these professionals.



Health, Well-Being and Safety

GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-10

Six Golden Rules for Industrial Operations



1. Work Permit: perform activities only with a valid permit and implemented safety measures.



2. Hazardous Energy: work on equipment only after ensuring all energy sources have been de-energized and locked out (LOTO).



3. Critical Activities: perform high-risk activities only with proper qualifications, documentation and appropriate PPE.



4. Tools and Equipment: never use improvised or defective tools or machinery.



5. Processes, Machinery and Equipment: never remove or alter safety guards without proper risk analysis and authorization.



6. Incident Reporting: every incident or accident must be reported immediately.

Risk and Results Management

The Risk Management Program (PGR) and Occupational Health Medical Control Program (PCMSO) are focused on identifying and mitigating risks.

Operations follow procedures including Preliminary Risk Analyses (APR), Work Permits (PT), Task Safety Analyses (AST), and Hazard and Risk Surveys (LPR). In 2025, there were no recorded cases of occupational disease and no fatalities in operations.

The Company conducted an Engagement Survey focused on Brazil's NR-1 requirements, assessing psychosocial factors such as working hours, leadership support, interpersonal relationships and communication. Participation reached 68%, with positive results in three pillars: Sexual Harassment; Workplace Bullying; and Social Support: Justice and Autonomy. The work follows recommended Occupational Risk Management (GRO) practices and ISO 45003.

Communication and Training

Employees have broad access to occupational-health information through lectures, training programs, Health and Safety Committees and the Life Has Value Program. Ongoing awareness campaigns include printed materials to ensure health and safety guidance reaches every level of the Company. The Comuniquê! program encourages reporting of unsafe conditions.



Supera Program

The Supera Program provides psychological, legal and financial support to employees and family members, including discussion groups and awareness campaigns.



Preventive Health and Quality of Life

Health Week promoted educational activities involving 1,131 participants, including Innova no Pique, a walking program.



All Plants have an Ergonomics Committee (COERGO) to mitigate occupational risks and improve organization and well-being at workstations.



Social Performance and Community

GRI 413-1, 413-2

Innova maintains a consistent commitment to social development, investing in structured projects and strategic partnerships in the communities where it operates.

Committees and consultation processes include vulnerable groups, supported by diversified dialogue mechanisms such as the Labor Council, Health and Safety Committees and meetings with representative entities. The Company provides a Reporting Channel and ensures community concerns are heard and addressed.

Comprehensive Development and Conservation in the Amazon



Innova supports the social and environmental development of the Amazon through strategic partnerships, particularly its cooperation with the Sustainable Amazon Foundation (FAS).

In 2025, the Comprehensive Development Project for Children and Adolescents in Riverside Amazon Communities, aimed at children and youth from birth to age 17, benefited families in Conservation Plants in Eirunepé, Manicoré, Maraã and Tefé through health training, educational and social-development workshops, computer courses, music and sports initiatives.

In food security, the Company maintains one unit of the Prato Cheio Project in the Compensa neighborhood of Manaus, in partnership with the Government of Amazonas and Sodexo. The restaurant provides 270 balanced meals every day to people facing socioeconomic hardship.



The Sustainable Journey engaged employees from all Plants in a dynamic program that included interactive activities recording day-to-day practices and creating space for each participant to demonstrate personal impact. A key highlight was the “Decisions that Sustain” podcast featuring Reinaldo J. Kröger, Company Vice President, with a comprehensive discussion of sustainability’s role in Innova’s longevity and organizational health.

Support for Education



For nineteen years, the Company has supported the Ayrton Senna Institute in developing studies and diagnostics that inform public education policies, providing essential tools for managers and educators and supporting continuous improvement in educational quality for children and young people.

Support for Health



The Company supports Santa Casa de Misericórdia de Porto Alegre (RS) through specialized initiatives:

- **Nora Teixeira Hospital:** construction of a new emergency wing dedicated exclusively to patients served by Brazil's public health system (SUS), with a focus on elderly care.
- **Senior Citizen Project:** acquisition of medical and hospital equipment for six hospitals in the state, enabling faster diagnoses and improved therapeutic quality for elderly patients.
- **Building Smiles Project:** high-complexity pediatric surgeries - including cardiac, neurological and transplant procedures - at Santo Antônio Children's Hospital, part of the Santa Casa complex.

Faz Bem, Innova's Employee Volunteer Program, promotes social-engagement and community support initiatives across a wide range of areas throughout the year.



Participation in Associations

GRI 2-28

Innova actively participates in strategic organizations to strengthen competitiveness, innovation and the circular economy in the industry:

Brazilian Chemical Industry Association (ABIQUM): the Company is a member of the Board of Directors, coordinates the Energy and Raw Materials Committee, and participates in committees for Expandable Polystyrene (EPS), Plastics (COPLAST), Competitiveness and Economy, Sustainable Development, and Circular Economy.



Brazilian Plastics Industry Association (ABIPLAST): the Company participates in sector committees for disposables, plastic closures (COFATAMPLAS) and films (COFILMES), as well as Technology and Sustainability committees.



Plastic Circularity Network: a Brazilian initiative supporting the circular economy through innovation and engagement since 2018. The Company participates in the Design Pillar and in the Life Cycle Assessment and Knowledge working groups.



Brazilian Packaging Association (ABRE): the Company participates in the Sustainability Committee and the Food and Beverage Committee.



Industrial Development Committee of the South-Triunfo Complex (COFIP): promotes industrial development, regional supply-chain development and infrastructure improvements. The Company participates in the Community Advisory Council (CCC).



Rio Grande do Sul Association of Forestry Companies (AGEFLOR): a reference organization representing the forestry-based sector in Rio Grande do Sul and providing key data for efficient natural-resource management.



Corporate Governance

GRI 2-13, 2-16, 2-17, 2-23

Innova's corporate governance supports business sustainability and stakeholder confidence. It is guided by the principles of Transparency, Equity, Accountability and Corporate Responsibility, in strict compliance with applicable law and market best practices.

Essential matters are shared at monthly Board of Directors meetings or at extraordinary meetings called by Senior Management. Directors assess monthly performance through reports issued daily by executives and senior management.

The Company submits its Financial Statements to an independent external audit even though this practice is mandatory only for publicly traded companies. Audited Financial Statements are published in January, underscoring data transparency.

Management Pillars

There are three essential pillars: Results, Compliance and Sustainability. Financial results must be achieved through ethical and responsible conduct.

Company policies are grounded in commitments aligned with international guidance, including the UN Guiding Principles on Business and Human Rights, International Labour Organization (ILO) standards, the UN Global Compact, the Sustainable Development Goals (SDGs), and the Organisation for Economic Co-operation and Development (OECD).

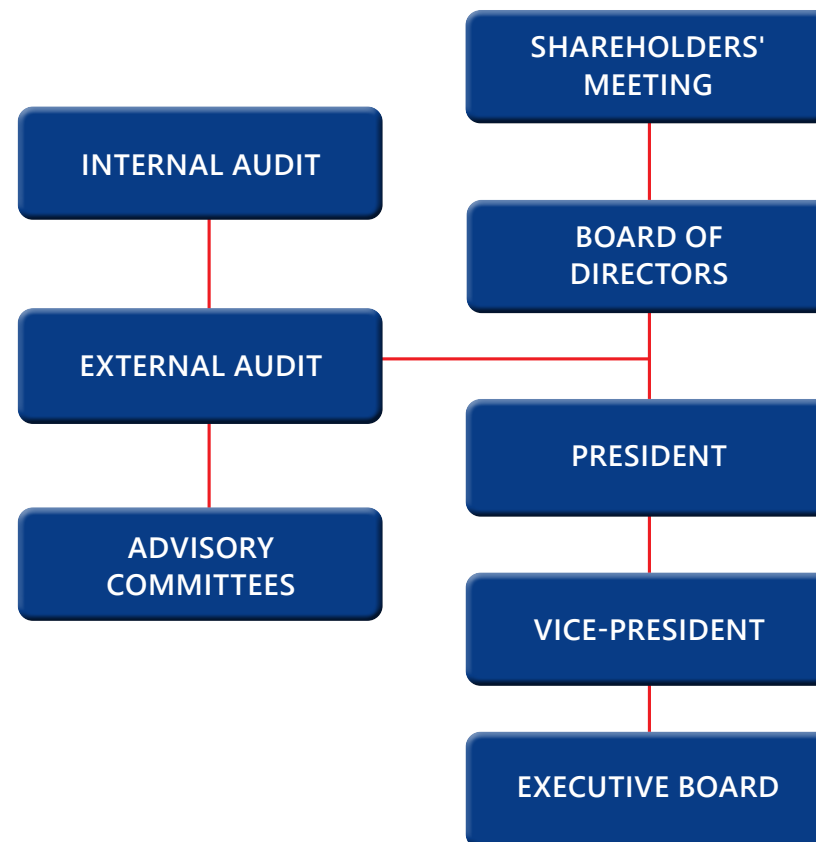
Governance Structure

GRI 2-9,2-11,2-12,2-14

The organizational structure is designed to ensure agile decision-making and process control. It consists of the Shareholders Meeting, Board of Directors, Executive Board and Advisory Committees.

The Board of Directors is the Company's highest governing body, responsible for establishing strategic guidelines, approving investments and overseeing management. It serves as the link between shareholders and management. Internal Controls, Internal Audit and Compliance assessments are reported monthly.

Innova's sustainable-development governance model is based on a clear division of responsibilities and synchronized collaboration among governing bodies.



The Board of Directors is responsible for establishing core guidelines, providing strategic oversight, and approving the Company's environmental and social objectives and policies.

It consists of five members, elected individually by the General Meeting of Shareholders for three-year terms, with re-election permitted.

The presence of an independent director adds an detached perspective to board deliberations.

BOARD OF DIRECTORS



Lirio Albino Parisotto
Chairman of the Board (Executive Member)



Liz Vanin Parisotto De Gregori
Director (Non-Executive Member)



Elie Linetzky Waitzberg
Director (Non-Executive Member)



Raphael David Wojdyslawski
Director (Non-Executive Member)



Luiz Fernando Furlan
Independent Director (Non-Executive Member)

A Selection criteria include a strong professional reputation and integrity; absence of positions with competitors or conflicting interests; professional background; experience and/or technical knowledge; strategic vision; sufficient time availability to perform responsibilities; and alignment and commitment to the Company's principles and values.

Implementation of a performance-evaluation process is part of the medium-term action plan.

GRI 2-10, 2-18

The Executive Board is responsible for managing the business and implementing the strategies defined by the Board of Directors. It leads execution of operating, financial and sustainability plans. Its members are elected by the Board of Directors for three-year terms, with re-election permitted.

Shareholders and directors may also serve on the Executive Board, provided that members of the Board of Directors do not account for more than one-third of the Executive Board.

EXECUTIVE BOARD



Lirio Albino Parisotto
President



Reinaldo José Kröger
Vice President



Claudio da Rocha Filho
Commercial and Operations Director



José Lemos de Carvalho Junior
Finance Director



Christian Barg
Industrial Director

The term of the Board of Directors was renewed at the 2025 Annual General Meeting held on February 25, 2025, for a three-year term.

At the Board meeting of May 13, 2025, the Executive Board's term was renewed for an additional three years.

The governance structure is also supported by specialized committees and working groups. The three Statutory Committees act in critical areas of the business:

- **Audit Committee:** monitors the integrity and quality of accounting practices and financial statements and assesses the adequacy of internal controls and risk management.
- **Sustainability Committee:** develops strategies to integrate environmental, social and governance (ESG) matters into business management, strengthening social and environmental responsibility, business strategy and decision-making.
- **Compliance Committee:** promotes a culture of integrity and ethics, works to prevent risks, ensures compliance with legal and internal standards, and oversees the handling of reports received through the Whistleblower Channel.

The Company also has non-statutory committees to support management:

- **Credit and Collections Committee;**
- **Tax Committee;**
- **Insurance Committee.**



Polo Films Integration: Culture Dissemination

The year was marked by implementation of the Compliance system, risk management, internal controls and policies at the newly acquired Polo Films, now Plant III.

Integration of the teams sought to capture synergies and optimize operations. The next standardization milestone is planned for 2026 with migration to the SAP system.

Risk Management

The Company adopts the Three Lines Model, integrating control functions in a coordinated manner:

1. **Operational Management:** identifies and manages risks in day-to-day operations.
2. **Internal Controls and Compliance:** monitor compliance and support risk management.
3. **Internal Audit:** provides independent assessment, monitors controls and recommends improvements, reporting directly to the Board of Directors.

Ethics, Integrity and Compliance

GRI 3-3, 2-23, 2-24, 2-25

The Company's governance is focused on Ethics, Integrity, and Compliance and is structured to prevent and mitigate risks in its operations and value chain through:

Training: mandatory annual training sessions and workshops with leadership.

Whistleblower Channels: independent, with guarantees of anonymity and protection against retaliation.

Third-Party Control: rigorous due diligence processes and contractual monitoring.

Risk Management: ongoing assessment of fraud, corruption, and harassment.

Program effectiveness is validated by the Compliance Committee through performance indicators (KPIs) reviewed quarterly and through periodic audits.

Where a matter under deliberation creates a potential conflict of interest for a member of a decision-making body - shareholder, director or executive - whether self-declared or identified by governance, the Brazilian Corporations Law applies and the conflicted member must abstain from voting. GRI 2-15

The structured corruption-risk management process covers all operations and aims to mitigate economic, legal and reputational impacts. The methodology includes analysis of business processes, critical areas, internal policies and third-party assessments, including high-risk suppliers and intermediaries. In 2025, four strategic operations with high regulatory exposure were assessed, including industrial Plants and licensing processes, identifying primary risks related to conflicts of interest, hospitality and commercial partnerships. GRI 205-1

This systematic monitoring is supported by training and awareness. In 2025, communication and training on anti-corruption policies and procedures prioritized employees and third parties with direct exposure to business risks. GRI 205-2

Anti-Corruption Communication and Training by Region¹

Region	Plant (City/UF)	2023	2024	2025
Southeast	Barueri - SP	94%	90%	97%
North	Manaus - AM	90%	83%	82%
South	Triunfo - RS	97%	97%	93%

Anti-Corruption Training by Functional Category¹

Functional Category	2023	2024	2025
Governance Members ²	100%	100%	90%
Management	100%	95%	100%
Coordination	100%	100%	95%
Operational	91%	86%	79%

1. 100% of employees and governance members were informed about the topic.

2. For this indicator, governance members include the President, Vice President, Commercial Director, Industrial Director, Finance Director and members of the Board of Directors.

Business Continuity Management: Operational Stability

Business Continuity Management (BCM) systematizes guidelines and procedures and helps ensure the continuation of operations during adverse events, such as occasional technology failures and outages, natural disasters or external crises. It minimizes impacts, protects people, assets and critical information, and preserves the Company's reputation and sustainability.

In 2025, Innova completed implementation of the Business Continuity Management Policy at Plants I and IV (AM). The project included mapping critical processes, reviewing controls, defining specific contingency plans and conducting simulations to validate the established strategies.

The work will extend to Plants II and III (RS) in 2026.



Wellerson Medeiros Kanarski : Plant IV, Manaus (Amazonas).

Strengthening the Culture of Ethics

In 2025, the BeCompliance platform was implemented to centralize training, policy management and third-party due-diligence processes, providing greater traceability.

Campaigns and training on harassment prevention and integrity were also conducted, with priority focus on leadership and risk-exposed areas.

Code of Conduct and Corporate Policies

In 2025, Innova modernized its Integrity Program. Key updates included:

- The Code of Conduct and Corporate Policies were revised using accessible language and approved by the Board of Directors. The ethical commitment was extended to the supply chain, with active suppliers required to accept the guidelines.
- A Conflict of Interest Policy was implemented, requiring self-declaration by all employees.



Polo Films Integration: Compliance

Because the original operation had a less developed policy framework, a structured process was conducted to mirror Innova policies and raise internal-control standards. The integration was based on three pillars supporting legal certainty and compliance.

- Implementation of Innova's foundational documents: Code of Conduct, Anti-Corruption and Anti-Bribery Policy, and Conflict of Interest Policy.
- Enhancement of the Whistleblower Channel: the tool already used by the new Plant III was optimized, reinforcing equal treatment and rigor in investigation processes.
- Adoption of an intensive training schedule to ensure understanding and application of ethical and misconduct-prevention guidelines and align the new operation with Innova's culture of integrity.
- Expansion of integrity-assessment procedures to Polo Films suppliers, mitigating Compliance and social/environmental risks in the supply chain.

Supply Chain Management

GRI 3-3, 2-24, 2-25, 408-1, 409-1

Innova maintains zero tolerance for human-rights and integrity violations. The Third-Party Integrity Assessment Policy requires rigorous analysis before any engagement, including checks against national and international restricted-party lists and other sources to prevent corruption, child labor, forced or slave-like labor and any other integrity risk.



Jessica Francielle Teixeira Chaves Petry: Plant II, Triunfo (Rio Grande do Sul)

A key focus is monitoring the biomass supply chain because of the social and environmental sensitivity of field extraction. Unannounced annual on-site audits verify working conditions and raw-material traceability to prevent financing of illegal deforestation.

In 2025, nineteen suppliers were audited and those that failed to meet required social and environmental criteria were blocked.

Reporting Channel

GRI 2-26

WhatsApp was added as a reporting option, making access and communication of concerns more practical and agile. The system is managed by an independent company, operates 24 hours a day, seven days a week, and guarantees absolute confidentiality and user anonymity. Its workflow is:

1. **Analysis:** conducted by the Compliance function.
2. **Reporting:** results are submitted monthly to the Executive Board and quarterly to the Compliance Committee.
3. **Protection:** strengthening of the non-retaliation policy, providing legal and operational protection to anyone reporting concerns in good faith.

During the year, 38 reports were recorded relating to conflicts of interest, moral/sexual harassment, abusive/intimidating behavior and discrimination.

The Whistleblower Channel achieved 67.88% user satisfaction.

Information Security

In 2025, Innova strengthened digital security through investments in infrastructure and data governance. The strategy focused on protecting critical assets and mitigating operating risks.

The Company implemented cyber monitoring in industrial areas, resulting in a 50% monthly reduction in vulnerabilities. Performance is validated by the Cyber Exposure Score (CES), which improved to a Low Risk rating (Class A).

Completion of the migration to SAP S/4HANA modernized the Company's security architecture. As the next step, Plant III (Polo Films) will be integrated into the same system in 2026, unifying controls and data management.

Data Protection and Communications

Loss Prevention: implementation of Advanced Email Protection using DLP (Data Loss Prevention) technology to block phishing and protect intellectual property.

Defense Ecosystem: use of SOC, SIEM and endpoint-protection tools, together with periodic attack simulations and penetration testing involving employees.



Rafael Guzzatto: Plant II, Triunfo (Rio Grande do Sul).



Helaine Souza Mendonça: Plant 1, Manaus (Amazonas).

GRI Appendix

Unless otherwise stated, indicators in this appendix refer exclusively to Innova operations and, with the exception of the financial indicator (201-1), do not include Polo Films, acquired in May 2025.

GRI 301-1 and 301-2 - Materials Used and Recycled

Material Category	Input	Weight (metric tons)
Materials Used	PP (Homopolymer)	58,085
	PE (Polyethylene)	5,304
	PP (Copolymer)	143
	Benzene	228,347
	Ethylene	82,815
	Styrene Monomer (SM)	119,688
	Rubber	9,403
	Pentane	5,575
	Mineral Oil	870
Subtotal - Virgin Materials		510,230
Recycled	Post-consumer recycled PS	6
Subtotal - Recycled Materials		6
GRAND TOTAL		510,236

The year 2025 was marked by strategic investments under the Special Tax Regime for the Chemical Industry (Regime Especial da Indústria Química, or REIQ) and relevant production changes, particularly installation of ECO-PS® extruders at Plants II and IV. This expansion will enable nationwide logistics distribution of the material.

Despite technological progress, use of ECO-PS® still faces scale challenges due to technical and regulatory restrictions, such as the inability to use the material in direct food-contact applications and color variations inherent to recycled material.

Desempenho Ambiental e Transição Energética

GRI 303-3 - Water Withdrawal and 303-4 - Water Discharge

	2023	2024	2025
Total water withdrawal (ML)			
Groundwater withdrawal	276	292	335
Third-party water withdrawal	1.351	1.527	1.402
Total withdrawal	1.628	1.819	1.736
Total water discharge (ML)			
Surface-water discharge	17	22	37
Third-party water discharge	415	529	447
Total discharge	432	551	484
Total water consumption (ML)			
Total water withdrawal	1,628	1,819	1,736
Total water discharge	432	551	484
Total water consumption (withdrawal- discharge)	1,196	1,268	1,252

There is no withdrawal of seawater, produced water or surface water. There is no discharge of groundwater or seawater. In addition, there is no withdrawal, discharge or consumption of water in areas identified as water-stressed.

Data are compiled monthly by technical areas and monitored through eco-indicators.

GRI 305-1 - Direct greenhouse gas emissions (Scope 1) and GRI 305-2 - Indirect greenhouse gas emissions from energy procurement (Scope 2)

Direct GHG Emissions—Scope 1, total (tCO2e) 1

Category	2023	2024	2025
Stationary combustion	40.086	46.478	45.428
Mobile combustion	204	212	182
Fugitive emissions	914	2064	1897
Total	41.203	48.753	47.507
Biogenic emissions (metric tons tCO2e)	248.640	272.575	256.273
Indirect GHG Emissions – Scope 2 (tCO2e)			
Emissions from energy procurement	6.290	7.601	5.934

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

Emissões de Escopo 3

GRI 305-3 - Other Indirect GHG Emissions (Scope 3), total tCO₂e

Scope 3	2023	2024	2025
Purchased goods and services	1,029,711	1,014,026	1,293,252
Fuel- and energy-related activities	2,946	4,721	4,138
Upstream transportation and distribution	46,695	40,800	28,874
Waste generated in operations	285	128	1,233
Business travel	39	132	341
Employee commuting	2,975	2,975	2,975
Downstream transportation and distribution	70,099	86,424	86,494
Processing of sold products	1,270,994	1,364,491	1,247,484
Total	2,423,744	2,513,697	2,664,791

1. Gases considered in the calculation: CO₂, CH₄ and N₂O. No Scope 3 emissions were reported for capital goods, leased assets or other upstream categories, use of sold products, end-of-life treatment of sold products, downstream leased assets, franchises or investments.

The increase in GHG emissions related to “Waste Generated in Operations” primarily reflects updated conversion factors adopted under GHG Protocol guidance. The methodological change affected reported emissions magnitude and does not necessarily represent a proportional increase in the physical quantity of waste generated.

GRI 305-4 - GHG Emissions Intensity

GHG Emissions Intensity	2018	2019	2020	2021	2022	2023	2024	2025
Escope 1 (ktCO ₂ e)	55	44	45	54	44	41	49	48
Escope 2 (ktCO ₂ e)	223	152	158	124	59	6	8	6
Intensity (Scopes 1+2 ktCO ₂ e / kt)	0.325	0.270	0.239	0.166	0.099	0.053	0.056	0.054
Production (kt)	854	724	850	1,070	1,040	891	1,003	994

GRI 305-5 - Reduction of GHG Emissions¹

	2018	2023		2024		2025	
Emissões de GEE (tCO ₂ e)	Emissions	Emissions	Reduction	Emissions	Reduction	Emissions	Reduction
Escope 1	54,808	41,203	13,606	48,753	6,055	47,507	7,301
Escope 2	222,864	6,290	216,575	7,601	215,263	5,934	216,930
Escope 3	-	2,423,744	-	2,513,697	-89,953	2,664,791	-241,047

1.: Base year: 2018 for Scope 1 and Scope 2 emissions, and 2023 for Scope 3.

305-7 – Emissions of NO_x, SO_x, and other significant air emissions^{1,2}

Significant atmospheric emissions in kg	2023	2024	2025
SO _x - Sulfur Oxides	618	725	668
NO _x - Nitrogen Oxides	33,515	33,698	33,304
VOC- Volatile Organic Compounds	78,121	79,092	78,699
CO- Carbon Monoxide	14,236	15,393	14,721
PM- Particulate Matter	1,631	1,657	1,786

1. Emission factors are based on references such as IPCC, EPA and the GHG Protocol (FGV worksheet). For significant air emissions (NO_x, SO_x and other pollutants), calculations are based on internationally recognized emission factors, including EPA AP-42 and the IPCC Emission Factor Database (EFDB). The Company does not continuously measure these emissions; calculations therefore use activity data such as fuel consumption and production multiplied by the corresponding emission factors.

2. No significant emissions of persistent organic pollutants (POPs) or other standard atmospheric-emission categories identified in relevant laws and regulations were recorded. Historical 2024 CO and PM data were corrected. GRI 2-4

GRI 302-1 Energy consumption within the organization

Energy Consumption Within the Organization (GJ)	2023	2024	2025
Renewable fuels consumed	2,658,302	2,914,296	2,808,784
Non-renewable fuels consumed	1,061,199	1,297,710	1,269,010
Energy consumed- electricity and steam	479,640	507,110	474,858
Conventional electricity + wind with I-REC	464,386	507,110	474,858
Steam	15,254	0	0
Energy sold- electricity	11,383	23,216	5,868
Total	4,187,758	4,695,900	4,546,784

1. Renewable fuel includes biomass from solid plant residues: pine wood, eucalyptus, rice husks and sawmill residues in chip form.

2. Non-renewable fuels include natural gas (NG), liquefied petroleum gas (LPG), diesel, petrochemical oil (BTE), fuel oil (OTE XISTO), styrene-unit purge gas (OFFGAS), dimethyl ether (DME), heavy residue from the ethylbenzene and styrene units (TAR), and polystyrene-unit purges (SEB).

GRI 302-3 - Energy Intensity

	2023	2024	2025
Total energy consumption within the organization (GJ)	4,187,758	4,695,900	4,546,784
Total production (t)	891,046	1,002,519	993,941
Energy intensity (GJ/t produced)	4.70	4.68	4.57

The energy-intensity indicator decreased by 6% when comparing 2025 operations with the Company's 2018 baseline.

306-3 – Waste generated, 306-4 – Waste not sent for final disposal, 306-5 – Waste sent for final disposal ^{1,2}

Total weight of hazardous and non-hazardous waste generated by the Company's own activities, excluding effluents (metric tons):

Waste generated in metric tons	2023	2024	2025
Hazardous Waste	1,360	728	786
Non-Hazardous Waste	24,383	19,041	21,187
Total	25,743	19,769	21,974

Peso total de resíduos não perigosos não destinados para disposição final (tonelada)	2023		2024		2025	
	Perigosos	Não Perigosos	Perigosos	Não Perigosos	Perigosos	Não Perigosos
Reuse	-	6,921	-	1,004	-	1,075
Recycling	53	5,683	17	17,267	3	14,284
Composting	-	9,994	-	90	-	4,819
Recovery / animal feed	-	18	-	6	-	-
Decontamination for reuse	67	-	19	-	18	-
Rerefining	13	-	16	-	51	-
Total	133	22,616	52	18,367	72	20,177

1. It is not possible to calculate the total weight of waste avoided

Peso total de resíduos destinados para disposição final (tonelada)	2023		2024		2025	
	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous
Incineration (burning)	380	1	371	66	335	163
Landfill	-	1,043	-	463	-	803
Co-processing	340	513	285	37	379	15
Autoclave	-	-	-	-	0,05	-
Wastewater treatment	507	210	19	109	-	30
Total	1,227	1,767	676	675	714	1,010
		2,993		1,351		1,724

2. In 2025, Innova recorded a 12% increase in the waste-generation rate, reaching 22.11 kg per metric ton produced. The increase was primarily driven by operating factors and changes in the production process, and remained 11% even when construction waste is excluded.

The principal driver of increased non-hazardous waste (+12%) was greater use of rice husks in the boiler biomass blend to improve energy efficiency, which generated more ash. Hazardous waste increased by 9% due to essential maintenance and cleaning activities in the effluent system.

Desenvolvimento Humano e Social

GRI 2-7 – Employees ^{1,2,3}

Employees by region and gender

		2023			2024			2025		
Região	City / State	Men	Women	Total	Men	Women	Total	Men	Women	Total
Southeast	Barueri - SP	61	55	116	64	63	127	66	58	124
North	Manaus - AM	552	97	649	592	104	696	576	108	684
South	Triunfo - RS	225	40	265	230	52	282	234	56	290
Total		838	192	1,030	886	219	1,105	876	222	1,098

1. All employees have guaranteed working hours by gender and region. GRI 2-7 data were extracted from the ADP payroll system.

Employees by Contract Type and Gender

		2023	2024	2025	
		Permanent Full-Time	Permanent Full-Time	Permanent Full-Time	Fixed-Term
Men		838	886	848	28
Women		192	219	204	18
Total		1,030	1,105	1,052	46

2. Os 46 colaboradores com prazo determinado, com data final prevista em contrato, correspondem a aprendizes e estagiários.

Empregados por tipo de contrato e região

		2023	2024	2025			
Region	City/ State	Permanent Full-Time	Permanent Full-Time	Permanent	Fixed-Term	Full-Time	Part time
Southeast	Barueri - SP	116	127	122	2	118	6
North	Manaus - AM	649	696	652	32	652	32
South	Triunfo - RS	265	282	278	12	278	12
Total		1,030	1,105	1,052	46	1,048	50

GRI 2-8 - Workers Who Are Not Employees

Service Area	2023	2024	2025
Food service / restaurant	33	23	30
Security	26	33	33
Cleaning	62	72	72
Machinery and equipment maintenance / repairs	58	57	57
Logistics, linen service and production	58	52	52
Total	237	237	244

401-1 Number of Employees and Hires by Age Group

	2023				2024				2025			
Age Group	Hires	Hiring Rate	Terminations	Turnover rate	Hires	Hiring Rate	Terminations	Turnover rate	Hires	Hiring Rate	Terminations	Turnover rate
Under 30	30	16%	32	17%	84	38%	44	20%	58	28%	39	23,32
30 to 50	43	6%	71	10%	66	9%	49	7%	37	5%	72	7,6
Over 50	2	1%	20	14%	9	6%	6	4%	1	0,5	0	0,29
Total	75	7%	123	12%	159	14%	99	9%	96	9%	111	9%

Number of Employees and Hires by Gender

	2023				2024				2025			
Gender	Hires	Hiring Rate	Terminations	Turnover rate	Hires	Hiring Rate	Terminations	Turnover rate	Hires	Hiring Rate	Terminations	Turnover rate
Men	57	7%	95	11%	113	13%	74	74	68	8%	85	9%
Women	18	9%	28	15%	46	21%	25	11%	28	12%	26	12%
Total	75	7%	123	12%	159	14%	99	9%	96	9%	111	9%

1. No employees self-identified as non-binary during the reporting period

Number of Employees and Hires by Region

	2023				2024				2025			
Region	Hires	Hiring Rate	Terminations	Turnover rate	Hires	Hiring Rate	Terminations	Turnover rate	Hires	Hiring Rate	Terminations	Turnover rate
Barueri	12	10%	19	16%	23	18%	12	9%	10	8%	11	9%
Manaus	46	7%	74	11%	98	14%	66	9%	61	9%	76	10%
Triunfo	17	6%	30	11%	38	13%	21	7%	32	11%	24	10%
Total	75	7%	123	12%	159	14%	99	9%	103	9%	111	9%

403-9 - Occupational Accidents

In 2025, the Accident Frequency Rate (TFA) increased by approximately 5%. The rate for employees increased by 30%, while the rate for third-party workers declined by 20%. Additional safety plans were created for Plants with the most significant accident frequency rate increase, particularly the Life Has Value campaign, which was also expanded Company-wide. Equipment and materials were replaced and engineering and administrative controls were implemented, among other measures. Despite the higher accident frequency rate, none of the accidents resulted in severe consequences for employees and/or third parties.

Workplace accidents

	2023		2024		2025	
	Employees	Non-employees (third parties)	Employees	Non-employees (third parties)	Employees	Non-employees (third parties)
Number of hours worked	1.812.584	1.318.964	1.824.467	934.189	1.962.199	935.531
Basis for number of hours worked (200,000 or 1,000,000)	1.000.000	1.000.000	1.000.000	1.000.000	1.000.000	1.000.000
Number of reportable workplace accidents (including fatalities)	8	3	5	5	7	4
Reportable workplace accident rate (including fatalities)	4,41	2,27	2,74	5,35	3,57	4,28

404-1 - Average hours of training per year, per employee ^{1,2}

Average training hours, per employee, by gender	2023	2024	2025
Men	53	38	68
Women	65	70	58

The reduction in average training hours for women in 2025 reflects restructuring of development initiatives, changes in program duration, prioritization of shorter training sessions and changes in the composition and number of participants; the variation therefore reflects the profile of initiatives conducted during the period.

Average Training Hours by Functional Category	2023	2024	2025
Vice Presidency and Senior Management	10	13	12
Executive Board	14	34	10
Management	48	57	43
Coordination	119	87	112
Operational	42	48	182

1. Leadership Development and Operator Training Programs continued, both focused on succession planning and operational continuity.

2. There are no “undeclared” employees.

405-1 - Diversity in Governance Bodies and Employees

Percentage of individuals in the governance body, by gender	2023	2024	2025
Men	75%	80%	80%
Women	25%	20%	20%

60% of governance-body members are over age 50; the remaining 40% are between ages 30 and 50. None are under age 30. There are no minority and/or vulnerable groups represented in governance bodies.

Employee Gender Distribution by Functional Category	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Vice Presidency and Senior Management	80%	20%	83%	17%	83%	17%
Executive Board	100%	0%	100%	0%	100%	0%
Management	80%	20%	77%	23%	77%	23%
Coordination	74%	26%	71%	29%	73%	27%
Operational	82%	18%	81%	19%	88%	12%
Total	81%	19%	82%	18%	80%	20%

¹ 5% of employees are Black, concentrated in supervisory/coordinator and operating roles. In addition, 5% of the workforce consists of people with disabilities (PwD), who work exclusively in operating roles. No other minority groups are currently represented at Innova.

Employee Age Distribution by Functional Category	2023			2024			2025		
	<=30	31-50	>50	<=30	31-50	>50	<=30	31-50	>50
Vice Presidency & Senior Mgmt	0%	40%	60%	0%	33%	67%	0%	40%	60%
Executive Board	0%	100%	0%	0%	100%	0%	0%	67%	33%
Management	0%	70%	30%	0%	64%	36%	0%	59%	41%
Coordination	1%	80%	18%	1%	79%	20%	1%	75%	24%
Operational	21%	67%	12%	26%	61%	13%	24%	61%	15%
Total	19%	68%	13%	5%	67%	27%	19%	65%	16%

GRI 405-2 - Ratio of Women's Base Salary and Compensation to Men's

Ratio of Women's Base Salary and Compensation to Men's ^{1,2}	2023		2024		2025	
	Base Salary	Compensation	Base Salary	Compensation	Base Salary	Compensation
Management	0.83	0.85	0.83	0.86	0.82	0.85
Coordination	1.07	0.93	1.07	0.95	1.07	0.94
Operational	1.03	0.85	0.97	0.82	1.02	0.86

¹ Values are based on average salary and compensation by level and gender.

² During the reporting period, there were no women in Vice Presidency and Senior Management positions; these levels were therefore not included in the calculation.

Financial Performance

201-1 - Direct Economic Value Generated and Distributed^{1,2}

R\$ thousands	2023	2024	2025
Economic Value Generated	5,116,788	5,765,493	5,777,066
Economic Value Distributed	3,464,629	3,879,062	3,975,004
Economic Value Retained	1,652,159	1,886,431	1,802,062

1. The accrual basis is used to determine direct economic value generated and distributed. Market segmentation is 28% converted plastics and 72% styrenics, and segment revenue defines the relevance criteria for this market.

2. Economic value distributed includes operating costs, employee salaries and benefits, payments to providers of capital and government, and community investments.

The 2025 reported amounts include consolidation of Polo Films (Plant III) beginning in June 2025.

GRI Content Index

Statement of use	Innova has reported in accordance with the GRI Standards for the period January 1, 2025 through December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021.

GRI Standard / Disclosure	Content	Location	Omission			SDG
			Omitted Requirements	Reason	Explanation	

General Disclosures

The organization and its reporting practices

GRI 2: General Disclosures 2021	2-1 Organizational details	6				
	2-2 Entities included in the organization's sustainability reporting	3				
	2-3 Reporting period, frequency and contact point	3				
	2-4 Restatements of information	45				
	2-5 External assurance	The Report was not externally audited.				

Activities and workers

GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	6				
	2-7 Employees	46				8, 10
	2-8 Workers who are not employees	46				8

Governance

GRI 2: General Disclosures 2021	2-9 Governance structure and composition	37				5, 16
	2-10 Nomination and selection of the highest governance body	38				16
	2-11 Chair of the highest governance body	37				16

GRI Standard / Disclosure	Content	Location	Omission			SDG
			Omitted Requirements	Reason	Explanation	
General Disclosures						
The organization and its reporting practices						
Governance						
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	37				16
	2-13 Delegation of responsibility for managing impacts	37				
	2-14 Role of the highest governance body in sustainability reporting	37				
	2-15 Conflicts of interest	39				16
	2-16 Communication of critical concerns	37				
	2-17 Collective knowledge of the highest governance body	37				
	2-18 Evaluation of the performance of the highest governance body	No process currently exists to evaluate the Board of Directors as a collegiate body or individual directors. Such a process is part of the action plan to increase the maturity of the Company's governance.				
	2-19 Remuneration policies	32				

GRI Standard / Disclosure	Content	Location	Omission			SDG
			Omitted Requirements	Reason	Explanation	
General Disclosures						
The organization and its reporting practices						
Governance						
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	32				
	2-21 Annual total compensation ratio	The annual total compensation ratio was not reported.				
Strategy, policies, and practices						
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	4				
	2-23 Policy commitments	39				16
	2-24 Embedding policy commitments	39				
	2-25 Processes to remediate negative impacts	39				
	2-26 Mechanisms for seeking advice and raising concerns	42				16
	2-27 Compliance with laws and regulations	There were no recorded cases with the potential for high impact (reputational, social, environmental, or financial) that could affect the Company's operations in 2025.				
	2-28 Membership associations	36				
	Stakeholder Engagement					
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Innova engages with partners, customers, employees, communities, shareholders, suppliers and associations through diversified channels, transparent communications, sustainability reports, training and awareness initiatives. The objective is to build lasting relationships, understand expectations, manage risks, meet regulatory requirements and promote sustainability.				
	2-30 Collective bargaining agreements	100% of employees are covered by collective bargaining agreements.				8

GRI Standard / Disclosure	Content	Location	Omission			SDG
			Omitted Requirements	Reason	Explanation	
General Disclosures						
The organization and its reporting practices						
Temas materiais						
GRI 3: Material Topics 2021	33-1 Process to determine material topics	5				
	3-2 List of material topics	5				
[Health, Well-being, and Safety] Management of Material Issues						
GRI 3: Material Topics 2021	3-3 Management of material topics	34				
	403-1 Occupational health and safety management system	34				8
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment and incident investigation	34				8
	403-3 Occupational health services	34				8
	403-4 Worker participation, consultation and communication on occupational health and safety	34				8, 16
	403-5 Worker training on occupational health and safety	34				9
	403-6 Promotion of worker health	34				3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	34				8

GRI Standard / Disclosure	Content	Location	Omission			SDG
			Omitted Requirements	Reason	Explanation	
General Disclosures						
The organization and its reporting practices						
Health, Well-Being and Safety						
GRI 403: Saúde e segurança do trabalho 2018	403-8 Workers covered by an occupational health and safety management system	34				8
	403-9 Work-related injuries	47				3, 8, 16
	403-10 Work-related ill health	34				3, 8, 16
[Energy Efficiency] Management of Material Issues						
GRI 3: Material Topics 2021	GRI 3-3 Management of material topics	27				
GRI 3: Material Topics 2021	302-1 Energy consumption within the organization	45				7, 8, 12, 13
	302-2 Energy consumption outside the organization	There is no energy consumption outside the organization.				7, 8, 12, 13
	302-3 Energy intensity	45				7, 8, 12, 13
	302-4 Reduction of energy consumption	There was a small reduction in electricity consumption from the National Interconnected System (SIN) between 2025 and 2024 due to greater participation of internal CGVE generation.				7, 8, 12, 13
	302-5 Reductions in energy requirements of products and services	The Company does not have products with differentiated energy-consumption reduction characteristics.				
Ethics, Integrity and Compliance						
GRI 3: Material Topics 2021	GRI 3-3 Management of material topics	39				
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	39				16
	205-2 Communication and training about anti-corruption policies and procedures	39				16

GRI Standard / Disclosure	Content	Location	Omission			SDG
			Omitted Requirements	Reason	Explanation	
General Disclosures						
The organization and its reporting practices						
Ethics, Integrity and Compliance						
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	No confirmed cases of corruption were identified in the organization's operations during the assessed period.				16
GRI 206: Unfair Competition 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	The Company has no pending or closed legal actions related to unfair competition, trust practices or monopoly.				16
[Qualidade e segurança do produto ou serviço]						
GRI 3: Material Topics 2021	GRI 3-3 Management of material topics	21				
	416-1 Assessment of the health and safety impacts of product and service categories	21				
GRI 416: Consumer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	21				16
	417-1 Requirements for product and service information and labeling	21				12
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	21				16
	417-3 Incidents of non-compliance concerning marketing communications	21				16

GRI Standard / Disclosure	Content	Location	Omission			SDG
			Omitted Requirements	Reason	Explanation	
General Disclosures						
The organization and its reporting practices						
Climate Change						
GRI 3: Material Topics 2021	GRI 3-3 Management of material topics	25				
GRI 201: Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	26				13
GRI 201: Economic Performance	305-1 Direct (Scope 1) GHG emissions	25, 44				3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions	25, 44				3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	25, 45				3, 12, 13, 14, 15
	305-4 GHG emissions intensity	25, 45				13, 14, 15
	305-5 Reduction of GHG emissions	45				13, 14, 15
	305-7 NOx, SOx and other significant air emissions	45				3, 12, 14, 15
[Water and Effluent Management] Management of Material Issues						
GRI 3: Material Topics 2021	GRI 3-3 Management of material topics	24				
GRI 303: Water and Effluent 2018	303-1 Interactions with water as a shared resource	24				6, 12

GRI Standard / Disclosure	Content	Location	Omission			SDG
			Omitted Requirements	Reason	Explanation	
General Disclosures						
The organization and its reporting practices						
Water and Effluent Management						
GRI 303: Water and Effluent 2018	303-2 Management of water discharge-related impacts	24				6
	303-3 Water withdrawal	24				6
	303-4 Water discharge	24				6
	303-5 Water consumption	24				6
Diversity, Inclusion and Equity						
GRI 3: Material Topics 2021	GRI 3-3 Management of material topics	32				
GRI 405: Diversidade e igualdade de oportunidades 2016	405-1 Diversity of governance bodies and employees	47				5, 8
	405-2 Ratio of basic salary and remuneration of women to men	48				5, 8, 10
GRI 406: Não discriminação 2016	406-1 Incidents of discrimination and corrective actions taken	During the assessed period, the organization recorded no confirmed cases of discrimination involving employees, service providers or third parties.				5, 8
Air Quality						
GRI 3: Material Topics 2021	3-3 Management of material topics	25				
Waste Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	28				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	28				3, 6, 11, 12
	306-2 Management of significant waste-related impacts	28				3, 6, 8, 11, 12

GRI Standard / Disclosure	Content	Location	Omission			SDG
			Omitted Requirements	Reason	Explanation	
General Disclosures						
The organization and its reporting practices						
[Gestão de resíduos]						
GRI 306: Waste 2020	306-3 Waste generated	46				3, 6, 8, 11, 12, 15
	306-4 Waste diverted from disposal	46				3, 11, 12
	306-5 Waste directed to disposal	46				3, 6, 11, 12, 15
Circular Economy and Post-Consumer Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	29				
GRI 301: Material 2016	301-1 Materials used by weight or volume	44				8, 12
	301-2 Recycled input materials used	44				8, 12
	301-3 Reclaimed products and their packaging materials	28				8, 12
GRI 308: Environmental Assessment of Suppliers 2016	308-1 New suppliers screened using environmental criteria	26				
	308-2 Negative environmental impacts in the supply chain and actions taken	26				
Not Identified as Material but Considered Strategic by Innova						
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	48				8, 9
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Brazilian suppliers, considered local (1,989), represented 74% of spending.				8

GRI Standard / Disclosure	Content	Location	Omission			SDG
			Omitted Requirements	Reason	Explanation	
General Disclosures						
The organization and its reporting practices						
Temas não materiais. Mas, estratégicos para INNOVA						
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	47				5, 8, 10
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	47				4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	32				8
	404-3 Percentage of employees receiving regular performance and career development reviews	32				5, 8, 16
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	41				5, 8, 16
GRI 409: Forced or Compulsory Labor 2016-	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	41				5, 8
GRI 413: Local Communities 2016-	413-1 Operations with local community engagement, impact assessments and development programs	35				
	413-2 Operations with significant actual and potential negative impacts on local communities	35				1, 2

Credits and Acknowledgments

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