



GRUPO PETRÓPOLIS
VOCÊ E NOSSO MAIOR COMPROMISSO

Sustainability Report 2023



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INTRODUCTION



Hop Plantation - MG



The year 2023 was challenging for Grupo Petrópolis. The Judicial Recovery process demanded efforts from all areas of the company to face this situation, and we received support from our main suppliers and customers to fulfill all financial commitments. The recovery plan was approved by 96.4% of the creditors, and by January 2024, 20% of the creditors had already been fully paid.

We prioritized ensuring the income of over 22,000 employees of Grupo Petrópolis, with a turnover rate of only 2.48% and more than 6,000 new hires. Additionally, in 2023, we offered our employees and their families access to 2,000 free scholarships for technology courses through a partnership with Soul Code Academy.

In the social area, the highlight of the year was the Socio-Environmental Education Program, which is present in seven cities across six states where the Group has factories, covering topics such as the UN's Sustainable Development Goals (SDGs), energy, waste management, recycling, and climate change. With this expansion, the program reached 34 schools and directly impacted more than 7,000 people.

Also noteworthy is the Sustainable City Program, carried out in partnership with CervBrasil, which, in addition to educational actions, includes selective

waste collection conducted by students from public schools and communities. The program collected approximately 20 tons of recyclable materials in the second half of 2023.

In advancing the environmental agenda, we conducted Grupo Petrópolis' first carbon inventory, which serves as the foundation for setting long-term goals. There was also an increase in the percentage of recycled materials in our paper packaging, and we maintained a low percentage of plastic packaging. We advanced the governance of the Glass Circularity project and achieved reverse logistics in 11 states, resulting in the recycling of approximately 19,000 tons.

A source of pride for the Group, in 2023, GP became a signatory of the UN Global Compact. This commitment means that the 10 principles of the Compact now guide our ESG agenda, with annual and public reporting of results. The management of ESG indicators also advanced with the adoption of the GRI (Global Reporting Initiative) reporting standard.

These and other actions are detailed in this report, which presents the company's initiatives that, in addition to operating with environmental responsibility, aim to contribute to a more just and inclusive society, with a healthy environment, prosperous people, and met demands.

MESSAGE FROM THE CEO



Walter C. M. Faria

In this year of 2024, Grupo Petrópolis celebrates 30 years, of a trajectory full of achievements and accomplishments.

Thanks to the dedication of our thousands of employees and the partnership with our suppliers and customers, we were able to face and overcome all the challenges we had in 2023. And we closed the year with good results.

The Judicial Recovery process reinforced not only our resilience, but also our responsibility to contribute to the development of communities and society in general. They are tens of thousands of families and small business owners that grow and prosper along with us.

We're back in the game in 2023. We are prepared to meet market demand. We hired more than 6,000 professionals this year, 1,800 of whom are

salespeople. All of our teams are engaged; our sales team is on the streets, our factories are operating to meet all orders, and our Distribution Centers continue to deliver our products quickly and efficiently.

We are a 100% national company and we cultivate this pride in being Brazilian.

We always look forward! At no point did we stop believing in Brazil and in our ability to overcome challenges and reach new levels of success.

Now, in 2024, we invite all our employees, partners, customers and consumers to celebrate with us the 30th anniversary of Grupo Petrópolis and our first beer, Itaipava.

Cheers!

MESSAGE FROM THE COO



Giulia Faria

In 2023, we maintained our commitments to the ESG agenda, even with all the challenges we faced, because we believe that this is the role of a responsible company in building a fairer and more inclusive society.

In this sense, we became signatories of the UN Global Compact and set our commitments to be achieved until the year of 2030, aligned with the Sustainable Development Goals (SDGs) of the UN. This is an important milestone in the history of Grupo Petrópolis and reinforces our dedication to constantly seeking sustainable and responsible business practices.

We also strengthened our diversity programs, with a focus on initiatives aimed at increasing female presence in the company, especially in leadership positions. We are aware of the challenges inherent to this goal, given that we operate in a historically male-dominated sector, but we are determined to make a difference.

The approval of the Judicial Recovery plan in the last quarter of the year allowed the resumption of investments in marketing and activations at points of sale – essential conditions for increasing sales and the company's growth. We ended the year as the only major brewery to grow in market share.

In addition to this, the year 2024 will be one of recovery and celebration. Grupo Petrópolis and the Itaipava brand celebrate 30 years. We will take this exceptional moment to remember the journey leading us here and to reaffirm our commitments to society and the country, continuing to do what we have always done: produce with quality beers that Brazilians love.

MESSAGE FROM THE INDUSTRIAL DIRECTOR



Diego Gomes

Since the second half of the 17th century, with the beginning of the Industrial Revolution in England, the world has been undergoing an intense process of social, economic, and technological transformations, especially with globalization. All these advances have increased the impact on the environment and exacerbated social inequalities across the planet. That's why companies need to focus on environmental, social, and governance aspects – not only to minimize the inherent risks of sustainability but also to reduce business impacts and, more importantly, turn them into positive outcomes.

The effects of climate change are already being felt in the field, altering the hop production cycle in regions where planting has always been prosperous. This challenges the entire market and opens a window of opportunity for us to advance hop cultivation in Brazil, which is now considered a promising country for this crop.

A few years ago, hop planting was already a bet for Grupo Petrópolis.

We started our production in 2018 and have faced several challenges, from developing our own versions of inputs to adapting species to

MESSAGE FROM THE INDUSTRIAL DIRECTOR



the national climate, as well as adjustments in planting, watering, harvesting, biological controls, compatibilities, and many other challenges.

We've expanded our plantation, and now we're in the phase of reaping what we've sown, using industrial techniques to make national hops a competitive raw material in quality and price in the coming years.

Regarding production inputs, water and energy management are always priorities.

We increased our production of non-alcoholic beverages by inaugurating a new syrup plant at the Uberaba unit in MG. The entire development of the production process and machinery was designed to reduce (compared to other units) water and energy usage, as well as the distances traveled to supply the whole of Brazil with quality products that meet the real needs of the diverse and demanding consumers of our brands.

As a result, we increased our market share, becoming the only major beer manufacturer in Brazil to grow in 2023, jumping from 11.2% to 12.1%.

In addition to producing more, always aiming to reduce impacts, we are betting on expanding the use of solar energy.

When it comes to water usage, we are aware of our great challenge, as it is one of the main resources in our production and is vulnerable to the transformations caused by our society.

Our intention is that the use of solar energy complements production in terms of energy balance, and we need to learn from this technology, just as we did with hop production.

Itaipava is the most consumed beer in Brazilian homes.

We are gaining more and more experience with the production of non-alcoholic beverages and see an opportunity for growth in this sector. We want to meet more consumer needs with functional beverages that aid in performance and concentration.

Therefore, we focus on generating continuous improvement solutions that increase efficiency and care in productive use.

Regarding our governance, the Judicial Recovery (RJ) did not change our focus on ESG, and for this reason, we maintained all efforts and investments initially planned. The long-term partnership we have built with our partners enabled agreements that ensured the generation of jobs and income in 2023, and we are meeting the challenges and requirements established while continuing to grow.

MESSAGE FROM THE SUSTAINABILITY MANAGER



Alaercio Nicoletti



The year 2023 marks a milestone in the history of ESG governance at Grupo Petrópolis, as we saw considerable progress in our internal sustainability management system. Despite the challenges we faced, largely due to the Judicial Recovery, the sustainability area remained focused, even expanding initiatives, demonstrating the importance of ESG to our organization.

In structuring sustainability governance, we can highlight the format of this report, which this year aligns with the internationally recognized GRI (Global Reporting Initiative) standard, consolidating our commitment to transparency and accountability. We also joined the Global Compact in February 2023, formally establishing our commitment to contribute to sustainable development to Brazilian and global society.

In the environmental area, we advanced with the carbon emissions inventory process for our Manufacturing Units and Distribution Centers, covering scopes 1, 2, and 3 (encompassing our direct and indirect emissions), which will serve as a basis for goals and action plans aligned with urgent demands in the face of global warming. Additionally, we made progress in the challenges of reducing waste production and finding more circular destinations, both environmentally and financially. Compared to the previous year, revenue from waste sales increased by 2%, reaching R\$30 million, while we reduced the volume generated by approximately 303,000 tons. Only 0.17% of industrial waste was sent to landfills due to local legislation at one of our plants. Actions related to packaging, which result in fewer and better waste, were also successful, with a highlight on the

MESSAGE FROM THE SUSTAINABILITY MANAGER



growth of returnable glass packaging, exceeding 80% of bottles sold during the year.

We take seriously our responsibility to recover post-consumer packaging in all regions of Brazil, generating income for cooperatives of waste pickers who collect, sort, and send post-consumer waste to recycling through the reverse logistics credit system. We also made progress with the Glass Circularity Project, a national and cooperative mission that aims to connect the best solutions from various agents, including companies, ICTs (Institutes of Science and Technology), universities, startups, and other institutions, for glass collection and recycling, with a perspective of significantly increasing the recovery of this waste.

In the same year, we strengthened our social actions with communities through various initiatives, such as consolidating the partnership with SoulCode Academy, which led to actions with the Fundação Crescer Criança, reinforcing the work of LIS – Laboratory of Innovation and Sustainability. We see education and awareness as fundamental to building fairer, more equal, and environmentally responsible societies. As a result of this belief, we launched the Sustainable City Program in 2023, starting with a pilot in the city of Boituva, involving socio-environmental education and awareness for proper disposal and recycling. In 4 months of action, we collected 20 tons of recyclable materials, involving the school community, which represented an increase in volume for the local cooperative. The launch took place through an event gathering all involved stakeholders (representatives from the Environment and Education departments, schools, and waste pickers) and ended with awards for students, teachers, and schools for the goals achieved, with a Beer Tour at our factory and a celebration lunch involving teachers, waste pickers, representatives from the city hall, partners, and, of course, our Grupo Petrópolis team.

In 2024, our expectation is, firstly, to expand initiatives like the Sustainable City Program to other cities where we have factories and some of our Distribution Centers, confirming our commitment to socio-environmental education. We also want to start pilot projects for Glass



Circularity, aiming for results even on a reduced scale. Internally, we will continue to focus on circular economy efforts, reducing waste generation in industrial facilities and Distribution Centers, and focusing on innovation as a way to create a more sustainable world. Certainly, we will have some positive surprises.

ABOUT THE COMPANY



(GRI 2-1, 2-2, 2-6) Grupo Petrópolis is the only major company in the brewing sector with 100% national, privately held capital. Headquartered in Rio de Janeiro - RJ, it has a corporate office in Boituva and operates all throughout Brazil.

This report covers all the group's manufacturing units, as well as Distribution Centers, regarding actions that took place during the year 2023.

Eight beverage factories:

PETRÓPOLIS - RJ	BOITUVA - SP
ALAGOINHAS - BA	BRAGANÇA PAULISTA - SP
ITAPISSUMA - PE	RONDONÓPOLIS - MT
TERESÓPOLIS - RJ	UBERABA - MG



MORE THAN 160 DISTRIBUTION CENTERS AND 25 LOGISTICS OPERATION CENTERS (LOC)

We started the year with the ITA 2023 commercial strategy, featuring the Itaipava brand as the main attraction in a campaign to engage consumers. The commercial strategy also involved other fronts:



Expanding the Route with Returnables: We increased the number of customers purchasing returnable packaging in 2023. With the 600 ml packaging, we grew 21%; with the 1 L packaging, we grew 21%; and with the 300 ml packaging, we grew 45%.



Boosting Presence in Self-Service: We achieved a 21% growth in sales volume in this channel.



Accelerating Premium and TNT: We increased the number of customers purchasing Premium Products by 26% in 2023, and we grew in TNT brand products – by 78% in the number of purchasing customers and by 27% in sales volume.



Bom Parceiro App: We strengthened the communication channel with customers, streamlining and optimizing processes.

ABOUT THE COMPANY



All these strategies resulted in sales growth and an increase in market share to 12%, along with a 3% growth compared to the same period last year.

Grupo Petrópolis produces the beer brands Itaipava, Crystal, Petra, Black Princess, Cacildis, Cabaré, Lokal, and Weltenburger; the vodkas Blue Spirit Ice and Nordka; Cabaré Ice; the energy drinks TNT Energy Drink and Magneto; the dietary supplement TNT Sports Drink; Petra mineral water; Petra tonic water; and the soda It!.

Through environmental projects, GP promotes the planting and maintenance of thousands of trees, as well as sustainability actions and socio-environmental education projects in public schools.



More than **130** PRODUCTS IN THE PORTFOLIO (GRI 2-6)



- ▶ Itaipava
- ▶ Weltenburger
- ▶ Nordka
- ▶ Magneto
- ▶ Petra
- ▶ Cabaré
- ▶ Blue Spirit Ice
- ▶ It!
- ▶ Black Princess
- ▶ Crystal
- ▶ TNT Energy Drink
- ▶ Petra Tonic
- ▶ Cacildis
- ▶ Lokal
- ▶ TNT Sports Drink
- ▶ Petra Tonic Water

ABOUT THE COMPANY



(GRI 2-6) Currently, Grupo Petrópolis has 14 alcoholic and non-alcoholic beverage brands in its portfolio. Check out the main launches in the year:

ITAIPAIVA

In January 2023, the brand launched Ita-Draft Tardezinha, a draft beer in partnership with singer Thiaguinho. Itaipava draft beer in cans and bottles is an unpasteurized beer, made with noble ingredients, without the addition of preservatives, and goes through a premium five-time filtration process, becoming a draft beer with distinctive aromas and flavors. With a bitterness level of 14 IBU, Ita-Draft is a light and refreshing beer that pairs well with all types of dishes and sides, and it was the official drink of the singer's tour that passed through more than 25 cities in Brazil. It was also marketed nationwide.



BLACK PRINCESS

In March 2023, Black Princess, Grupo Petrópolis's premium beer, launched the second edition of FemAle, a Strong Golden Ale conceptualized and created by women, from brewing to bottling. The special edition involved all the women of the Black Princess brand during its creation and production. The beer, launched in 2021, won the bronze medal at the Brazil Beer Cup in the Belgian-Style Strong Blond Ale category, demonstrating its unique and surprising flavor.

TNT

In 2023, Grupo Petrópolis's energy drink brand introduced the new 473 ml TNT Zero cans to the market.

The brand was also one of the supporters of the Soul Code's Front-End Development Bootcamp Exclusively for PCDs, a Brazilian EdTech company with a focus on technology education, digital inclusion, social impact, diversity, and employability.



MAGNETO

Grupo Petrópolis's shared consumption energy drink line gained two more flavors in 2023: Tropical Fruits and Watermelon, in addition to modernizing the packaging. The launch aimed to make the brand more attractive.

ECONOMIC PERFORMANCE



On March 27, 2023, Grupo Petrópolis filed for Judicial Recovery with the 5th Business Court of Rio de Janeiro. Judicial recovery is a legal instrument that provides for the company's agreement with creditors for debt payment, aiming to protect assets, jobs, contracts with suppliers, service providers, customers, and all those somehow linked to the organization.

The Judicial Recovery process was the quickest and most effective way to allow the financial restructuring of the Group and the maintenance of over 22,000 direct jobs, in the face of a combination of factors that impacted the company's liquidity: high-interest rates, leverage from investments made in the expansion of operations, a drop in revenue, and an increase in operational and input costs.



plan, Grupo Petrópolis resumed investments in marketing and at points of sale, essential conditions for increasing sales and production at its factories.

Since the beginning of the process, Grupo Petrópolis has been transparent with creditors regarding the stages and payment conditions and has sought to meet each of them individually. The proposal included full payment of the amounts, without discounting, with monetary correction by IPCA and interest of 0.85% per year.

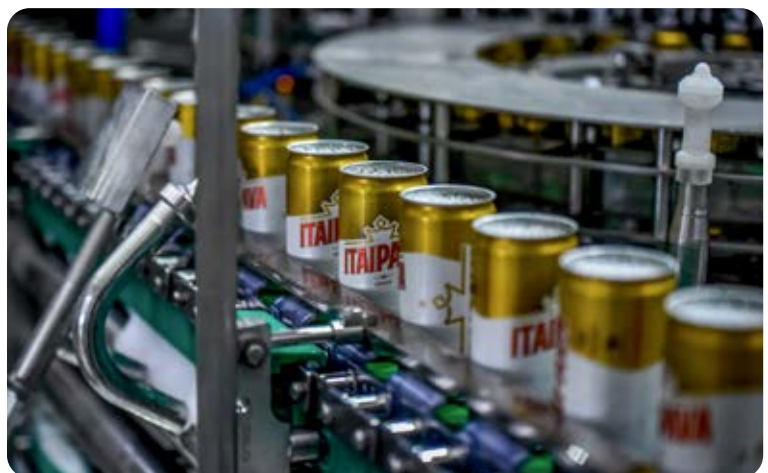
In September 2023, the plan was approved by 96.4% of the creditors present at the General Assembly and was ratified by the court in October. In her ratification order, the judge noted that the plan's clauses were "subject to extensive debate" and that there was a "massive favorable vote for approval" of the plan, "in light of the greater objective of preserving the company and its social function."



From the approval onwards, payments to creditors began, prioritizing labor creditors and small businesses (ME – micro-enterprises and EPP – small businesses), which have less access to financial resources. By January 2024, 20% of the total creditors had already been fully paid.

The plan also included the sale of some company assets: 2,923 trucks from the fleet were acquired by the company "Vamos!" for R\$ 575.3 million, and simultaneously, a fleet lease agreement was signed between the company and Grupo Petrópolis.

The plan is being implemented as planned and achieved the expected results in 2023. With the



ABOUT THE REPORT



Uberaba Manufacturing Unit

(GRI 2-3) This is the fourth publication of the Grupo Petrópolis Sustainability Report. The preparation of this document reflects the work of all our internal departments in managing indicators and ESG practices. In 2022, the report was developed based on the guidelines of the Sustainable Accounting Standards Board (SASB) methodology, focusing on the beverage sector. As a result, this year, we have advanced in the depth and transparency of our activities.



The structure and content of this report follow the references of the Global Reporting Initiative (GRI), now incorporating a methodology for performance comparison and transparency that is internationally recognized. Following the GRI standard, it will be possible to observe that our chapters were constructed based on themes that are material to GP.

MATERIAL TOPICS

GRI 3-1 | 3-2 | 3-3



Identifying the company's material topics is an essential part of our business. This process means putting ourselves in the shoes of our main stakeholders to understand how our existence might cause negative or positive impacts on each of them. Since 2021, we have adopted the Materiality Matrix, specific to the alcoholic beverage industry, developed by the Sustainability Accounting Standards Board (SASB). SASB is a non-profit organization that develops standards for the disclosure of companies' environmental, social, and governance information, based on a detailed analysis of the main risks and opportunities associated with the business.

The materiality matrix proposed by SASB brings together the main axes of material topics for the sectors. The table below summarizes the 5 main axes, with the Environment being one of the most important. The "social capital" and "business model and innovation" axes concern customers' interests, regarding the origin of raw materials and the quality of the products they consume. The "human capital" axis refers to employees and also to society, while the "leadership and governance" axis establishes standards of conduct, including for investors and top management.

ENVIRONMENT	SOCIAL CAPITAL	HUMAN CAPITAL	BUSINESS MODEL AND INNOVATION	LEADERSHIP AND GOVERNANCE
Energy management	Product labeling and sales practices	Labor practices	Product design and life cycle management	Business ethics
Water and wastewater management	Data security	Engagement, diversity, and inclusion	Supply chain management	Legal and regulatory environment management
Global warming (emissions)				

Initially, the topic management was linked to 11 public commitments, which also addressed the Sustainable Development Goals (SDGs) relevant to Grupo Petrópolis. In 2023, efforts were made to

establish challenging targets and action plans to deliver excellent management of priority topics. Thus, in March 2023, Grupo Petrópolis signed its commitment to the UN Global Compact.

Regarding the Global Compact, it was launched in 2000 by then-United Nations Secretary-General Kofi Annan. The Global Compact is a call for companies to align their strategies and operations with Ten Universal Principles in the areas of Human Rights, Labor, Environment, and Anti-Corruption, and to develop actions that contribute to addressing society's challenges. It is now the world's largest corporate sustainability initiative, with over 16,000 participants, including companies and organizations, distributed across 70 local networks covering 160 countries.

MATERIAL TOPICS

GRI 3-3



Annually, Grupo Petrópolis will report its progress on the Global Compact principles through the Communication on Progress (CoP). This is a mandatory requirement for companies participating in the Global Compact and involves sharing annual results on topics related to the Ten Principles and the SDGs on the Global Compact's global platform.



Pacto Global Rede Brasil

THE 10 PRINCIPLES OF THE GLOBAL COMPACT:

- 1 Respect and protect human rights;
- 2 Prevent human rights violations;
- 3 Support freedom of association at work;
- 4 Abolish forced labor;
- 5 Abolish child labor;
- 6 Eliminate discrimination in the workplace;
- 7 Support a preventive approach to environmental challenges;
- 8 Promote environmental responsibility;
- 9 Encourage environmentally friendly technologies.
- 10 Combat corruption in all its forms, including extortion and bribery.



PUBLIC COMMITMENTS



The management perspective (GRI 3-3) on the 10 principles of the Global Compact will be the main tool for ESG management. Along with the review of established commitments, they culminated in

various internal management strategies, as well as 3 measurable Public Commitments (GRI 2-23) to be achieved by 2030:

2030 COMMITMENTS

ACTIONS AND CHALLENGES



Reduce/neutralize greenhouse gas emissions per hectoliter produced.

Conduct the group's first inventory, relative to 2023, covering scope 1, 2, and 3, from 7 manufacturing units and 160 distribution centers.

Baseline data: 43,9 kg of CO2 equivalent per hectoliter produced.



Circular Economy: Zero Landfill in Factories.

This is a broad challenge, as some locations in Brazil have limited disposal options.

Aligned with the objective, several actions are being taken to stimulate the recyclable waste market through the incorporation of recycled content in packaging.

The goal is to encourage glass waste circularity, with the Glass Circularity Project (more information on page 31, chapter 8.5 - Product Design and Life Cycle Management).



10,000 families impacted by the Sustainable City Program.

The Sustainable City Program involves more than 50 schools, with socio-environmental education and effective recycling actions, in all communities with Grupo Petrópolis factories (more information on page 41, chapter 9.2 - Education Programs).



ENVIRONMENTAL



The environment is considered a key element in the operations of Grupo Petrópolis.

Energy, water, and waste management are material topics for us, and we have a customized environmental management system to take care of our resources. We are efficient in identifying risks related to the environmental impact of our business. In this regard, our specialized team works at our units to reduce risks,

as well as address the externalities generated by production.

Our efforts are guided by our Sustainability Policy, which is based on environmental, social, and governance dimensions, available on the Sustainability page of the Grupo Petrópolis website. For us, the conservation and maintenance of ecosystems are crucial, and we engage in activities such as planting and reforestation.



We use our resources, especially energy and water, efficiently and rationally, reducing excessive use and prioritizing renewable options. We adopt the principles of the Circular Economy for managing our inputs and generated waste, seeking to maximize reduction and reuse of what cannot be utilized in new production cycles (GRI 306-2).

Our impact management has been expanded: for the first time, we measured our carbon inventory, covering scope 1, 2, and 3 for all our operations, and we can now focus on achieving Net Zero by 2050.

We engage and develop the communities around our factories through the Socioenvironmental Education Program and the Sustainable City Program, considering that investment in education is significant for society (GRI 413-1).

GLOBAL WARMING



Among environmental material topics, global warming stands out. After all, in every production process, from purchasing raw materials, using water and energy in production, distributing products, and even managing end-of-life packaging, there are better and more efficient options to reduce greenhouse gas emissions.

For years, we have implemented actions to reduce greenhouse gas emissions from our fleet,

decrease water and energy consumption, and make other improvements in the production process to make it more efficient and minimize pollutant emissions.

In 2023, we conducted the first official inventory of the group, encompassing scope 1, 2, and 3, across 7 manufacturing units, 1 bottling unit, 2 hop planting areas, and 160 distribution centers.

(GRI 305-1) Direct Emissions (Scope 1): Considering all mobile and stationary sources.

Total emissions:

69,7

ktCO₂e

(GRI 305-2) Indirect Emissions (Scope 2): Greenhouse gas (GHG) emissions from energy acquisition.

Total emissions:

9,5

ktCO₂e

(GRI 305-3) Other Indirect Emissions (Scope 3): Greenhouse gas (GHG) emissions.

Considering the categories of upstream distribution transport, waste generated, business travel, employee commuting, and goods and services purchased.

Total emissions:

992,2

ktCO₂e

(GRI 305-4) Greenhouse Gas (GHG) Emission Intensity:

By dividing the group's total emissions for the year by the total hectoliters of bottled beverages produced, we have a total of

43,9

kg of CO₂

equivalent per hectoliter produced. This is the baseline for action plans linked to the commitment to reducing emissions per beverage produced.



WATER MANAGEMENT

GRI 303



Water is one of the planet's most important resources, essential for life and sustainable development. As humans, we have the challenge of taking care of this resource and ensuring access to clean water for all, as well as services such as basic sanitation for the entire population.

At Grupo Petrópolis, water is a vital element in the production of our products, which is why we manage its use efficiently, starting from the moment of setting up our manufacturing units. Before starting our operations, we conduct studies to understand the originating watershed, its flow, and its availability to ensure it does not affect its course or jeopardize the water supply for local populations (GRI 303-1). We opt for groundwater extraction in 100% of our units, which is an ideal method for sustainable management (GRI 303-3).

After local extraction, the water is sent to Grupo Petrópolis' Water Treatment Plants (ETAs), where it undergoes chlorination, filtration, and storage. At the end of these stages, it is directed to consumption areas such as:

- 1 HUMAN CONSUMPTION
- 2 RAW MATERIAL FOR BEVERAGE PRODUCTION
- 3 SANITATION (CIPS)
- 4 BOTTLE/CAN WASHING/ RINSING

In the past year, our total water consumption across all manufacturing units was 7,475 ML (megaliters), consumed with quality and efficiently monitored (GRI 303-5).

All residual excess, except what is evaporated during the production process, is sent to Grupo Petrópolis' Industrial Waste Treatment Plant (ETDI), going through all treatment stages: primary and secondary. Finally, with the treated excess, the resource is redirected to its original source. All disposal is done in compliance with federal and state regulations.



WATER MANAGEMENT

GRI 303



The total effluent discharged was 4,202 ML (megaliters) (GRI 303-4).

Today, we use technologies and Business Intelligence (BI) reports to evaluate our consumption, and we share best practices among factories to ensure efficient water management. We conduct daily readings of well flow meters, consolidating the volume of permitted water usage.

In this way, we ensure that our industrial production is aligned with proper usage, without compromising the water security of the locations where we operate. However, this is a factor under constant review in search of innovations for greater water consumption efficiency in our production process, considering market demand, product expansion, and the environmental risk of water scarcity in Brazil.

Given our commitment to achieving the Sustainable Development Goals (SDG – 6: Clean Water and Sanitation), we are developing a new approach to contribute to society in the efficient management and conservation of water (GRI 303-1). We will start by working at our manufacturing units, building relationships and initiatives to guide and engage nearby communities.



Industrial Waste Treatment Plant - ETDI of Uberaba

ENERGY MANAGEMENT



Solar Panels at the Uberaba Unit

We are living in a time of various challenges due to climate change. Therefore, companies play an important role in seeking energy production and consumption solutions that have less impact on the environment. The transition to renewable energy sources is crucial for the success and longevity of an organization's activities.

Here at Grupo Petrópolis, we are proud to say that we work to increase the consumption of energy from renewable sources, mainly through hydroelectric and solar energy. In 2023, we had an energy intensity rate of 36% from natural sources, with a total consumption of 30.95 MJ/hl (GRI 302-3), and a total consumption of fuels from renewable sources within the organization amounting to 299,529,082.69 MJ, derived from eucalyptus and pine wood chips and eucalyptus logs, representing 27% of total use (GRI 302-1).

This year, we did not achieve any reduction in energy consumption or energy requirements of products and services (GRI 302-4, GRI 302-5) because production was higher than the previous

year. However, we made progress in generating our own electricity from our three solar plants, located in Minas Gerais, Mato Grosso, and Rio de Janeiro, serving 15 distribution centers in different regions of Brazil. This effort resulted in a cumulative production of 357,714 kWh from solar energy (GRI 302-1) over the years, preventing the emission of 21.8 tCO₂ from non-renewable sources.

This year, we will advance the construction of two new photovoltaic plants to serve more Distribution Centers across Brazil, thus increasing our consumption of energy from renewable sources.

For the units in Uberaba, Teresópolis and Bragança Paulista, the electricity consumed was 100% renewable.

WASTE MANAGEMENT



The Circular Economy offers a new direction for society; the opportunity lies in integrating waste as inputs into new production processes. This logic underpins our ambition to contribute to sustainable development. To achieve this, it's essential to reduce resource extraction and repurpose excess materials or items discarded after consumption.

Operating in this manner brings numerous social and environmental benefits in reducing the carbon footprint, decreasing pressure on natural resource extraction and ecosystem services, and extending the lifespan of landfills. A significant portion of Brazil's workforce comprises recyclable material collectors, a segment of the population in social vulnerability and crucial for recycling.



Moving toward a circular economy also generates numerous benefits for this group, whose main source of income comes from collecting and preparing waste for recycling.

This umbrella of the Circular Economy supports our internal waste management approach, based on the principles of reduction, reuse, recycling, and final treatment. We have a working methodology across all our manufacturing units, which includes the monthly management of Circular Economy indicators, quarterly reporting of results in internal Committees, and the creation and execution of semi-annual Circular Economy plans aimed at identifying new innovation opportunities, as well as meetings between factory representatives to exchange benchmarks and best practices (GRI 306-2).

WASTE MANAGEMENT



All our production waste is managed internally by waste managers partnered with Grupo Petrópolis, responsible for applying circular economy principles and daily consolidating the volumes generated and their final destination using management software.

Our waste comes from the production processes of beer, sodas, energy drinks, dietary supplements, and water bottling at the Alagoinhas, Boituva, Petrópolis, Itapissuma, Uberaba, Rondonópolis, and Teresópolis units (GRI 306-1). The generation flow occurs through the input of materials into the operational process, and the waste is separated at the source by type, with a focus on maximizing the value of by-products (GRI 306-1).

Our suppliers form an essential link in ensuring that identified solutions are put into practice. We seek to

maximize the reuse of industrial process by-products in our operations or redirect new inputs to different production processes (GRI 306-2).

In the past year, we generated a total of 302,768 tons of solid waste. Nearly 100% of this amount was put to better use through recycling, composting, and co-processing (GRI 306-1, GRI 306-3). **Following the results of recent years, revenue generation exceeded the volume of waste generated by 2%, reaching R\$ 30 million. Only 0.17% (501,595 kg) was sent to landfills, mainly due to the lack of solutions for waste in Uberaba (GRI 306-1, 306-3).**

PERFORMANCE BY FACTORY:



ALAGOINHAS

Despite producing 15% more than in 2022, the factory generated only 13% more waste, reinforcing the stance of continuing to reduce waste generation. Additionally, a study was conducted for implementation in 2024 to replace disposable cups in the cafeteria and industrial areas with reusable cups, which is estimated to reduce the generation of disposable plastic cups by 74% and save 73% in expenses for their purchase.

BOITUVA

Among the various ongoing initiatives, the yeast residue drying process stands out. The unit receives waste generated at other factories, stores it in refrigerated tanks, centrifuges it, and processes it in a drying chamber with heated air up to 200°C. The result is dry yeast with only 5% moisture, rich in nutrients, and approximately 50% protein, which will be used in animal feed production. In 2023, approximately 1,200 tons of dry yeast were produced.



WASTE MANAGEMENT



ITAPISSUMA

In addition to continuing the project of recycling metallized paper for tile production, the unit implemented an internal composting process for organic waste treatment, utilizing the compost on-site as a by-product of this process. Additionally, more waste was sent for co-processing, contributing to energy generation for the cement industry. The unit also increased the delivery of hop waste for animal feed production.

PETRÓPOLIS

Various actions were carried out in the industrial unit's restaurant to reduce organic waste generation by reflecting on food choices, serving methods, and waste management on-site. This initiative, along with supplier replacement, resulted in a 37% reduction in waste freight costs and reduced carbon emissions due to decreased transportation needs. Furthermore, a partnership was established with a nearby association to donate string waste, which was used as input for the production of handicrafts sold by the organization.



RONDONÓPOLIS

The unit continues its waste composting activities, particularly with waste generated from the cafeteria, such as eggshells and less acidic citrus waste from meal preparation, with an average monthly generation of 40 kg of waste. The composted material is used in our internal nursery. Waste generation was lower than the previous year, but revenue increased by 25%, as we renegotiated the sale of some waste during the year, increasing its sale value.

TERESÓPOLIS

In addition to maintaining the appropriate destination choice and generating social value from employee uniforms, actions were taken to promote the use of reusable cups, reducing the consumption of disposable plastic cups. All administrative area employees received a reusable cup and began using it regularly. We estimate this will reduce the use of 162,000 disposable cups per year by using reusable ones.



WASTE MANAGEMENT



UBERABA

We continue to make progress in the challenge of reducing waste generation. We improved our waste separation process, increasing the number of categories processed. Additionally, we reduced the amount of Class II waste sent to landfills through new treatment solutions such as co-processing.



PRODUCT DESIGN AND LIFE CYCLE MANAGEMENT

GRI 416 | 417



We will explain product life cycle management by addressing four topics:

A.
Raw Materials and Production Processes

B.
Packaging

C.
Distribution

D.
Post-Consumption Waste Management

GP products are managed with consideration for their entire life cycle, starting from the selection of raw materials through rigorous quality processes. The products are packaged to ensure quality, taste, and freshness, securing their safe and enjoyable consumption. Regarding disposal, in addition to

the packaging being 100% recyclable and valuable in the recycling market, Grupo Petrópolis also encourages glass recycling, which is the most challenging, through the collaborative project Circularity of Glass.

A. ON THE SELECTION OF RAW MATERIALS AND PRODUCTION PROCESSES

At Grupo Petrópolis, throughout the entire production process, supply chain, distribution chain, and delivery activities to points of sale, we prioritize the quality of our products, which is a key factor in our business.

To achieve recognition from our customers regarding the quality of our products, we have standardized production procedures in all activities, from raw material selection to the bottling of beer, soft drinks, energy drinks, mineral water, and other beverages.

Our supplier network is certified and frequently audited to ensure that the raw materials delivered to our processing plants meet all our specifications. To further ensure that these raw materials meet the specifications, each plant has a receiving laboratory that evaluates the key quality characteristics of each raw material.

Grupo Petrópolis' production facilities are the most modern in Brazil. Our plants are equipped with the most advanced technologies for beverage production. Our rigorous sanitation standards ensure that food safety requirements are met, as evidenced by the positive record of no cases where a product or service has impacted consumer health or safety.

We strictly adhere to our production procedures and conduct hundreds of production control and final product analyses for each beverage batch, following technical standards based on international methods and using state-of-the-art equipment for Assured Quality.

Our product labels include all mandatory information as defined by regulatory bodies (GRI 417-1), including various ways to contact Customer Service. This is another strong point—our customer satisfaction, response time, and issue resolution rates are the best in the beverage industry.

Our Quality Assurance policy enables us to maintain a positive track record of products and services free of nonconformities (GRI 416-2). Our implemented Quality Systems not only comply with the legal requirements of regulatory bodies (MAPA, MS, and ANVISA) but also guide us in maintaining the operational excellence of our plants, producing beverages of excellent quality, and meeting the desires of our consumers (GRI 416-1).

PRODUCT DESIGN AND LIFE CYCLE MANAGEMENT

GRI 416 | 417



Grupo Petrópolis places a strong emphasis on product quality. The equipment used in production is subjected to stringent sanitary measures to prevent contamination. We are the company that uses the most chemicals for cleaning its facilities. When we acquire malt, the first thing we do is obtain health certificates from our supplier.



Excerpt from an interview with Alvaro Dertinate Nogueira, Quality Assurance Manager at the Grupo Petrópolis Directorate



HOPS

One of the most important ingredients in beer production is hops. Since 2018, we have been developing hop cultivation in Brazil, working through challenges such as the unavailability of specific inputs, barriers to scaling, and machinery adjustments while increasing production. Currently, we have 7.5 hectares of plantations located in the cities of Teresópolis, RJ, and Uberaba, MG.

To scale up hops production as an ingredient, they need to be harvested, dried, and stored in the shortest time possible. It's crucial to ensure speed in the harvesting process, have drying technology, pelletization, and storage facilities with ideal conditions.

PRODUCT DESIGN AND LIFE CYCLE MANAGEMENT

GRI 416 | 417



The new harvester in Teresópolis performed excellently, bringing higher productivity, reducing losses, and cutting operational time. Currently, we can process in just one day what used to take up to 2.5 days with manual harvesting.

As with the plantation, the entire preparation of hops as a quality raw material involves a learning and adaptation process by our team of specialists. We developed a low-cost drying solution compatible with the current scale, promoting gentle and controlled drying of the hops, ensuring the preservation of their sensory characteristics. Additionally, being built on a container platform, it can be easily mobilized.

The next challenges are scaling up, both in transitioning to mechanization in the field and industrializing the beneficiation and processing operations.



Beyond our own hops production, we produce 3,500 kg of our bokashi, an organic fertilizer made from barley residue generated in the brewing process with castor bean bran (part of our Circular Economy Program), of which 1,800 kg were donated to partner farms. We are ready and willing to spread this culture and make Brazilian hops competitive in price and quality within a few years.



PRODUCT DESIGN AND LIFE CYCLE MANAGEMENT

GRI 416 | 417



B. ON PACKAGING SELECTION

(GRI 301-2)

Grupo Petrópolis uses sustainable packaging. In a global movement to reduce plastic packaging use and increase recycled content, we have stood out for years with plastic representing only 16% of our portfolio, and all packaging being 100% recyclable. We are committed to ensuring that 70% of our packaging content will be recycled by 2030. This year, we increased the percentage of recycled content in paper from 40% to 86%. The main action that led to this increase was the availability of scraps and cardboard at cooperatives and investments in production technology. We were also able to measure the amount of recycled content in aluminum packaging, reaching 74%. On average, across paper, plastic, metal, and aluminum materials, we have 55% recycled content in the company's portfolio.

A highlight was the reduction of 211 tons of plastic packaging this year, achieved through thickness adjustments in stretch films and redesigning caps for a sports drink brand.



C. DISTRIBUTION

Our history is marked by pioneering efforts, starting with how we transport and distribute our products across all regions of the country. We lead fleet management with the largest number of active vehicles in Brazil. Over 3,000 vehicles have been serving the entire national territory over the years.

In 2023, we made optimizations and fleet movements, with adjustments considering distances traveled and loads transported, relocating trucks and functions to reduce weights and distances. As a result, we saved 40,000 liters of diesel, which reflects, among other benefits, a reduction in hundreds of greenhouse gases not released into the atmosphere.

We remain committed to serving our customers with excellence, but now we will do so with Vamos, the company that acquired our fleet of trucks in a R\$575.3 million deal, alongside a fleet leasing contract between the company and Grupo

Petrópolis. This expands our national reach even further. In September 2023, we announced to the press our decision to transfer most of our fleet to our new partner. Thus, we will be connected to a unique ecosystem offering alternatives for continuous renewal and expansion of the truck and vehicle fleet.

This change reinforces our intention to focus more on producing and delivering our products to the consumer market with quality, our core business. This step will bring numerous benefits aligned with our internal sustainability positioning, aimed at reducing greenhouse gas emissions in our value chain in the long term.

PRODUCT DESIGN AND LIFE CYCLE MANAGEMENT

GRI 416 | 417



With the management of a logistics company specialized in years of experience, better negotiations, knowledge, and innovation possibilities, we will achieve even more optimization in logistics routes, as well as the possibility of working with a more updated fleet, which will result in diesel savings, leading to the reduction of tons of GHGs. This will happen through fleet innovations, with the replacement of 3/4 model trucks with vehicles featuring EURO 6 technology, the most advanced globally in terms of controlling vehicle emissions.



D. POST-CONSUMER WASTE MANAGEMENT

At the end of our products' life cycle, only 100% recyclable packaging remains. In addition to encouraging and promoting recycling through Reverse Logistics (discussed in item 10.3 of this report), we also made a voluntary and collaborative commitment to boost glass recycling, the Circularity of Glass project.

The Circularity of Glass Project is an initiative of Grupo Petrópolis together with CNI – National Confederation of Industry, launched in 2022 through a call for solutions to increase the feasibility of glass recycling. It received 22 proposals totaling over R\$49 million and generated several rounds of discussion in 2023, culminating in the selection of a solution from the combination of various approaches to contribute to the reverse logistics of glass. The winning project was co-authored by SENAI Pernambuco and Mackenzie Presbyterian University, standing out for its innovation potential, as well as its technical and financial feasibility.

This project will last 24 months, starting in January 2024, with shared investment between Grupo Petrópolis, SENAI, and the institution EMBRAPPII (Brazilian Company of Research and Industrial Innovation), and will map the glass recycling chain, aiming to increase the collection of post-consumer glass packaging at points of sale and ensure the collected volumes are delivered to the recycling industry in a traceable manner.

As a solution to the economic viability challenge of glass recycling, the project includes the efficient use of logistical routes through a digital platform that will



Meeting among members of the Circularity of Glass project.

manage collection and storage points. Post-consumer glass will be obtained through partnerships with bars and restaurants, condominiums, potential events, and the university itself.

A key differentiator of this initiative is that the waste will already be processed at the time of collection, reduced to glass shards, and directed straight to the country's main recyclers, adding value to this material. Thus, the recovered waste can re-enter Grupo Petrópolis' production cycle in the composition of bottles with recycled content.

The pilot phase will be implemented during 2024 and will feature a committee of market specialists on the subject, who will monitor the project's progress monthly. After completing this stage and incorporating the lessons learned, we hope to expand the model in partnership with recyclable material collectors' cooperatives, with scalability and social impact.

SOCIAL



Our internal practices ensure a welcoming and suitable environment for our employees to perform their activities.

We have a robust Occupational Health and Safety system and take preventive measures to avoid risks and potential accidents. To support professional growth, we offer training and the GP Learning Platform, which centralizes the content we produce, along with a comprehensive benefits package.

We value gender, ethnic, racial, cognitive, religious, and identity diversity in our workplace practices, supported by a governance structure that creates the necessary conditions for inclusion.

In the market, we launched the second edition of Black Princess FemAle, a Strong Golden Ale conceptualized and created by women, from brewing to bottling. This achievement reinforces our commitment to empowering and promoting female entrepreneurship in Brazil.

Regarding our contribution to society, we create tangible value through our social programs. With the Socio-Environmental Program, we are present in all regions where our factories are located, partnering with municipal schools to generate knowledge in socio-environmental education.

We implemented the pilot of the Sustainable City initiative in Boituva, working with 11 partner municipal schools, supported by the Department of Education, Department of Environment, CervBrasil, and the Recycling Cooperative, to promote sustainability and recycling in the municipality. Continuing our commitment to education, we partnered with SoulCode to train a group of professionals in technology, directly contributing to their preparation for entering the formal job market.

We promote ecological trails and tree planting activities with students from municipal schools near our factories in Itapissuma, PE, and Uberaba, MG.



Additionally, in Rondonópolis, MT, in partnership with NGOs and local initiatives, we participated in the city's annual Arareau River cleanup event, which is vital for the region.

Finally, we strengthened our partnership with the "Meu Chapa" Program, an initiative that gathers logistics assistants across Brazil, incorporating more of these professionals into our operations.



WORK PRACTICES



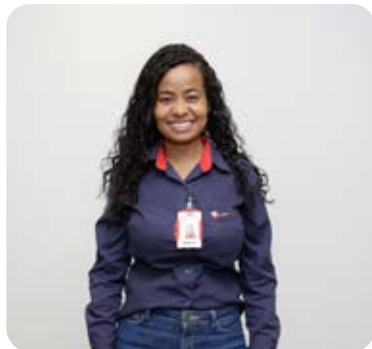
At Grupo Petrópolis, we focus on generating continuous improvements to ensure a healthy, safe, and well-being-oriented environment for our employees. We have a management system dedicated to identifying and preventing workplace accidents, as well as safeguarding the physical and mental health of each individual (GRI 403-1). In 2019, we marked a milestone in our system by updating our practices to comply with ISO 45.001, Occupational Health and Safety (OHS).



Through our Safe Behavior Program (GRI 403-6), we take preventive action to identify and address unsafe conditions and behaviors, potential incidents of material damage, and workplace accidents. We use in the methodology based on the Bird Pyramid, where we identify the hierarchy of severity of these events and apply methods to resolve them and generate the necessary lessons learned (GRI 403-2, 403-7).

The management of unsafe conditions and behaviors is conducted through anonymous identification via an electronic channel, and each of our manufacturing units manages these items internally, based on our system's guidelines. Additionally, the units receive regular updates on the best OHS management practices implemented during the period to encourage the assimilation of the necessary lessons learned (GRI 403-2, GRI 403-7).

We have our internal "Saber Viver" program focused on the comprehensive promotion of our employees' health (GRI 403-6). This initiative is led by our health team, connected to the Specialized Occupational Health and Safety Service (SESMT), with the aim of early identification and treatment



All our employees, from those engaged in operational activities such as production to product distribution, as well as those in administrative management, have their routines integrated into the OHS system through our internal programs (GRI 403-8).



WORK PRACTICES



of employees' medical issues. One of the actions to proactively identify potential illnesses. They are health campaigns conducted throughout the year, encouraging employees to undergo necessary routine exams.

After exams and results, we refer interested individuals to our Coaching Program, an initiative that provides support for employees with chronic illnesses, aiming to improve their health condition.

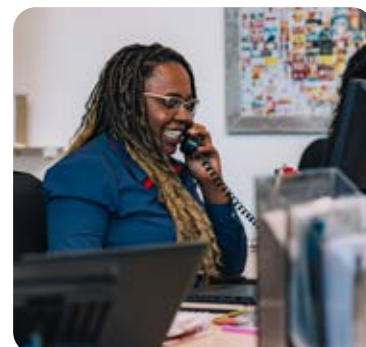
Below is a summary of all our initiatives related to "Saber Viver" (GRI 403-3, 403-6):

EMPLOYEE ASSISTANCE PROGRAM (PAE):

This program aims to provide free services such as psychological assistance, legal advice, financial consulting, and social services.

HEALTH COACHING PROGRAM:

This program aims to provide free guidance and counseling services for all employees, focusing on self-care through personalized prevention and health education actions (diabetes, high blood pressure, cardiovascular diseases, respiratory diseases, among others).



HEALTH CALL PROGRAM:

This program aims to provide free Telemedicine services with a 24-hour emergency center, teleconsultations, and guidance on various health needs.

GP BIRTH PROGRAM:

This program aims to provide free support for pregnant women and postpartum care through preventive actions (prenatal care), guidance, and referrals. It is available to both pregnant employees and dependents.

Employees can also participate in other initiatives of our Occupational Health and Safety Management System through the following forums (GRI 403-4):

WORK PRACTICES



a) Internal Commission for Accident and Harassment Prevention;

b) Reporting of deviations (unsafe conditions and behaviors) anonymously, if desired;

c) Conducting and requesting Daily Safety Dialogues.

(GRI 403-4, GRI 403-5) Regarding knowledge levels, we offer a training matrix on the operation of our management system and mandatory training based on regulatory requirements for each activity performed.

All content is accessible to everyone in a clear and dynamic way through our training platform.

Our employees are the central pillar of Grupo Petrópolis. We have built a work environment that meets the needs of each individual, with care and a vision for human development. We have a team of over 22,000 employees connected to Grupo Petrópolis. They are the ones who make the difference in delivering excellence (GRI 2-7). Our commitment is to ensure that everyone can develop and be recognized for their efforts and merits.



OUR NUMBERS IN 2023

GRI 404-3



HIRING:
(GRI 401-1)

6,097

83% MEN

17% WOMEN

GLOBAL TURNOVER

2.48%

We have professional development programs focused on various areas, including leadership, operations, supply chain, production, sales, IT, compliance, information security, and occupational health and safety, among others (GRI 404-2). The necessary content is identified through internal analysis, understanding the needs of professionals in these areas, and continuously monitoring the internal environment to ensure

excellence in the market. We prioritize learning processes that develop autonomy in an objective, dynamic manner with real-world workplace cases.

In 2023, we conducted over 700,000 hours of training, with an average of 26 hours of training per employee (GRI 404-1).

Gender

Average hours (2023)

Male

27h

Female

19h

Highlighted Positions with the Highest Completion Rates in 2023:

Position

Average hours
(2023)

Distribution
Assistant

23h

Driver

20h

Administrative
Apprentice

19h

Sales
Promoter AS

15h

Salesperson

13h

The training content is available on our “Plataforma Aprender GP,” a space dedicated to knowledge and learning. We evaluate the response of our employees to the learned content through comprehensive management with indicators, consistently incorporating opportunities for improvement.

In addition to the educational focus, Grupo Petrópolis advanced in performance management, conducting performance evaluations for all leadership and interdepartmental evaluation

committees. This brought significant improvement to our people management process, with tools that support human and organizational development. All evaluated employees received feedback on the process and created their individual development plans (IDPs). Besides leaders, we conducted the evaluation, feedback, and IDP construction process for the technical/administrative staff located at the corporate level.

COMPENSATION AND BENEFITS IN 2023

GRI 404-3



Our work practices with our employees include a comprehensive benefits package. Our focus is on promoting well-being, attracting, and retaining talent. We offer health insurance, a healthcare plan, a dental plan, meal vouchers, food vouchers, and transportation (GRI 401-2). All our employees are entitled to maternity or paternity leave (GRI 401-3).

Our compensation policy reflects competitive market values, with uniform guidelines and criteria for different roles, ensuring fair values, always validated by the Human Resources Directorate (GRI 2-20). This logic applies across all levels of the organization, with fixed salaries subject to bonus programs based on performance against organizational and individual goals.



ENGAGEMENT, DIVERSITY, AND INCLUSION

GRI 2-7 | 2-23 | 401



We have an interdisciplinary team operating in different parts of the country, with high representation in the Southeast and Northeast regions, followed by the Central-West, South, and North regions (GRI 2-7). We focus on local development, generating job opportunities in the regions where we operate. In fact, 50% of our Directorate is composed of professionals hired from areas close to our production units, demonstrating our commitment (GRI 202-2).

We encourage a work environment of mutual respect, with courteous relationships, dialogue, and positivity, essential elements in building healthy and successful spaces. By fostering a diverse environment, we ensure a broader understanding of society's needs and challenges, contributing to job creation and income generation nationwide.

We do not tolerate any form of harassment, disrespect, or discriminatory behavior based on gender, identity, race, ethnicity, sexual orientation, religion, culture, political ideology, or other factors.

Due to the Judicial Recovery process we went through in 2023, all efforts of our human resources team were focused on this matter, so there were not many advancements in our Diversity Committee for internal actions, which will be a focus in 2024. This focus in 2023 was important to regain security with all our points of contact.



ENGAGEMENT, DIVERSITY, AND INCLUSION



Thus, we celebrate our commitment to the Global Compact, demonstrating our intentions to maintain a level of excellence in all organizational dimensions, including governance practices, production, logistics, and socio-environmental responsibility. Our engagement with society and the communities around our factories for creating shared value is evident.

However, diversity is a theme lived daily at Grupo Petrópolis, not just by our COO Giulia Faria but also by our team of female brewers.

The result of another year of work is the launch of the 2nd edition of Black Princess FemAle, a Strong Golden Ale conceived and created by women, from brewing to bottling. The launch reinforces the brand's commitment to valuing and empowering women, as well as continuous support for gender equity and entrepreneurship.

The women responsible for bringing FemAle to life were Ana Paula Nicolino, Liane Bemme, Keilane Fiorotti Poltronieri, Elizabeth de Paiva, and Fidelcina Arialdia Moreira. Additionally, the label was designed by illustrator Tami Lemos — who also participated in the first edition — creator of the “Create Like a Girl” movement, and it features references to female strength, empowerment, and the fight against violence against women.

EDUCATION PROGRAMS



SOULCODE ACADEMY PROJECT

Grupo Petrópolis, through its TNT Energy Drink brand, was one of the first sponsors of SoulCode Academy, a Brazilian edtech company whose main purpose is technological education and social inclusion. The institution's courses last four months and include 800 hours of instruction divided into three key areas: soft skills, hard skills, and English. These courses are 100% free and available to people of all ages and genders across Brazil.

The main KPI of the project is social impact and diversity, providing opportunities for low-income individuals, women, people with disabilities, and other underrepresented groups to enter a completely free course, with nearly 100% of the graduates securing employment.

The program has been sponsored by TNT Energy Drink for three consecutive years, with the possibility of hiring up to 15 recent graduates from SoulCode



to work at Grupo Petrópolis. This year, there were no special activations or actions with the project, only the general sponsorship.

SOCIO-ENVIRONMENTAL EDUCATION PROGRAM (GRI 413-1)

Since 2010, the Socio-Environmental Education Program has positively impacted thousands of children, teachers, and schools in the public network of the main cities where we are present. We have established a relationship network with the Departments of Education in Itapissuma - PE, Alagoinhas - BA, Uberaba - MG, Rondonópolis - MT, São José do Vale do Rio Preto - RJ, and Petrópolis - RJ. Through this partnership, we continue to work with schools.

Using a hybrid methodology, we provide physical booklets with environmental education content,

enabling teachers to work in the classroom and monitor students. Before distributing the booklets to schools, training sessions were held to train all 111 4th and 5th-grade teachers from the 34 participating schools, ensuring the alignment of the content proposed in the educational material:

Sustainable Development Goals (SDGs), Energy, Solid Waste, Selective Collection, and Climate Change.

During the second half of the school year, the students from the participating schools developed projects to illustrate their sustainability learning.

34

participating schools

111

teachers

2,388

students impacted

7,164

people indirectly impacted,

considering the families of the students, with an average of 3 people per family.

EDUCATION PROGRAMS



SUSTAINABLE CITY

The Sustainable City Program is an initiative of Grupo Petrópolis and CervBrasil, seen as an evolution of the Socio-Environmental Education Program, aimed at contributing to Education for Sustainability by generating knowledge and engagement on environmental issues within the school environment.

The initiative is based on three strategic pillars:

- **Sustainability Booklet:** Designed for 4th-grade students in public schools, covering key topics such as Sustainable Development Goals (SDGs), Energy, Solid Waste, Selective Collection, and Climate Change.
- **Training:** Training for teachers and coordinators on key sustainability topics, aligned with the booklet.
- **Applicability:** Incorporating the content into practical applications in the school environment, such as selective collection throughout the neighborhood, composting, and more.

This year, we conducted the first edition of the program in the city of Boituva, São Paulo. In partnership with the Department of Education, we worked with 11 schools this semester, involving 37 teachers and 726 students. We launched the Sustainable City contest to make everything more dynamic and fun, challenging schools to engage the entire community and serve as collection points for recyclable materials in partnership with Coopera

Boituva, the city's recycling cooperative. A total of 20 tons of recyclable materials were collected and sent for recycling, representing an additional volume of 6 tons/month for the cooperative. Additionally, we invited 4th-grade teachers to share their pedagogical proposals on sustainability, and students presented projects to illustrate their learning, with awards and recognitions given at the end of the process.

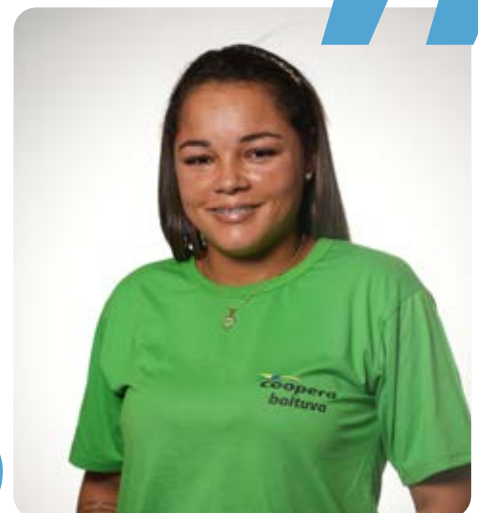


The importance of this project is to encourage new generations to take care of our planet, to recycle, to transform recyclables into new products. And with this partnership, we also encourage our children to develop this habit.

Excerpt from an interview with the Secretary of Education of the Municipality of Boituva, Vilma Moraes Arruda Soares

This project was amazing, helping to collect materials. It also served as an incentive in schools for the children and greatly helped in the financial and recycling aspects for us, especially since we had very little material. Now, sometimes one truck isn't enough to collect everything. We need two days to collect the materials because one day isn't enough.

Patrícia Aparecida Romana (General Assistant - Coopera Boituva)



EDUCATION PROGRAMS



The Sustainable City project provided me with the opportunity to discuss crucial and urgent societal issues in the classroom, such as global warming, the proper use of natural resources, and waste disposal, among others. In partnership with the City Hall, Grupo Petrópolis presented this challenge to teachers, offering training and materials that helped me create more dynamic lessons. These lessons allowed students to tackle real societal problems, experiencing practical situations and applying the concepts learned in the creation of their books, where they had to propose solutions and significant improvements to the problems presented.



Professor Carolina Lima de Oliveira Trotta, winner of the Sustainable City Contest, teacher category



Class of the Sustainable City project at Eney de Oliveira School

OPERATIONS IN THE VICINITY OF PRODUCTION UNITS



(GRI 403-7) It is part of our strategy to make a difference in the communities where we operate. All environmental managers of our factories are also focused on spreading environmental education,

in addition to working with social and educational institutions, highlighting, among various other actions:

RONDONÓPOLIS

Action: The River is Ours!

In September 2023, the Rondonópolis unit in Mato Grosso participated in the Arareau project – “The River is Ours!” – bringing together hundreds of associations, NGOs, and local companies. The goal was to clean the Arareau River with community involvement, fostering a sense of environmental respect.

This is an annual event that has included GP’s participation since 2015. In addition to donating 76 packs of 350 ml water, 22 volunteers from Grupo Petrópolis participated, out of a total of 1,300 registered volunteers.



ITAPISSUMA

The unit conducted several ecological trails with the aim of spreading environmental education, planting, and preservation knowledge to various children in the city. In total, 98 children participated in the activities, and 161 tree saplings were planted.

BOITUVA

Several educational programs were developed in the city, as reported on page 41, directly influencing the town’s dynamics, as students share knowledge with their families, positively impacting the entire city.

The units in Alagoinhas, Boituva, Petrópolis, and Teresópolis have already begun mapping social institutions to expand GP’s involvement in the community.

PARTNERSHIP WITH THE “MEU CHAPA” PROGRAM

We connect innovation with our business and are always attentive to the best market practices. In terms of logistics with social impact, we have made significant progress through our partnership with the “Meu Chapa” Program.

The initiative functions as a digital platform, enabling the identification and hiring of logistical helpers (“chapas”) in an intermittent manner and close to the demand locations throughout Brazil. This contributes to many people, ensuring professionalization and improvements in social conditions, work, and income.

“Chapas” register on the “Meu Chapa” platform (app available on the Play Store) intuitively and for free, enabling direct communication with companies. In 2023, we connected 5,850 “chapas” to our Grupo Petrópolis work ecosystem, ensuring good working conditions.

“Great app. The communication is spot-on, and I have recommended it to several friends.” (Testimony of Rafael, 39 years old – Helper at GP Piracicaba Distribution Center)

“I learned about the “Meu Chapa” app from a colleague; currently, I am unemployed, and the income I earn through the app helps me and my son a lot.” (Testimony of Cauã, Eusébio City)

SUPPLY CHAIN MANAGEMENT



The year 2023 was challenging for Grupo Petrópolis due to the Judicial Recovery process.

In the Purchasing area, the excellent relationships and close proximity of those responsible for supplier relations ensured balance in negotiations, allowing for the creation of alternatives to meet the Group's current needs while maintaining the well-being of long-standing partners.

The strong interaction with our suppliers enabled the development of an appropriate transition plan, overcoming emerging barriers, and maintaining the conditions for a sustainable long-term relationship.

Overall, the value chain of Grupo Petrópolis (GRI 202) is composed of more than 11,000 suppliers, primarily domestic, including 12 key suppliers who have been long-term partners and account for 49% of the total annual payments.

These partner suppliers are part of the Group's main production chains, including inputs for beverage production and their packaging. Ten of these suppliers have at least one plant located less than 200 km from a Grupo Petrópolis production unit. This not only reduces the logistical impact of operations but also generates local employment and income. The proportion of spending with these suppliers close to production units represents 20% of the annual expenditure (GRI 204-1).

In 2023, we began a movement to identify the environmental and social requirements that should be addressed in the supply chain management process. This challenge, already identified, relates to the quantity and diversity of suppliers. The process is progressing and is expected to be completed by 2024.



GOVERNANCE



The way a company is structured determines its foundational pillars and influences the entire organizational dynamic.

At Grupo Petrópolis, we are a family-owned company, a privately held corporation with 100% national capital, which gives us characteristics distinct from publicly traded companies, starting with our governance structure (GRI 2-9). This structure comprises a General Meeting of Shareholders, a Board of Directors, Statutory Board, Advisory Board, Executive Board (Vice Presidents and Directors), and Committees, with functions established in the Corporate Bylaws.

The Board of Directors, the central body of the Group, consists of the CEO and two additional board members, elected by the General Meeting of Shareholders (GRI 2-10).

The Statutory Board includes the Chief Executive Officer (CEO), Walter C. M. Faria; the Chief Operating Officer (COO), Giulia Faria; and the Chief Financial Officer (CFO), Marcelo de Sá. The other members of the Executive Board (2 Vice Presidents and 5 Directors) make up the Executive Committee (Comex), coordinated by the COO.

Currently, the Sustainability Management reports to the Industrial Board, focusing on continuous improvement with a systemic and transversal view for impact management (GRI 2-13). The principles of our board integrate the concept of Lean & Green production, combining lean production (Lean), which aims to optimize resources and avoid waste, with environmental sustainability principles (Green) that respond to lean production, contributing to the company's sustainable development and having the circular economy as a premise of our business.

Sustainability is a central theme for our business and is integrated into our governance structure through the involvement of senior leadership in strategy, business decisions, and actions related to the topic.

This foundation supports the Sustainability Committee, which consolidates the company's main action plans, executed by the Human Resources, Purchasing, Packaging, and Environment departments, in addition to the departments responsible for water and energy management. In bimonthly meetings, challenges are shared, indicators evaluated, and key decisions are made regarding sustainability governance in a transversal manner.

Beyond sustainability, the management of people is key to the business. To this end, the Executive Committee oversees the management of impacts related to these themes, ensuring the fulfillment of decisions made and directly and indirectly mitigating business risks (GRI 2-12).



PRODUCT LABELING AND SALES PRACTICES



Product labeling guidelines are stringent and aim to ensure transparency, well-being, health, and safety for consumers. Labels must contain clear and precise information about the offered product, including its identification, description, and details about the manufacturer or importer, such as name, address, and tax number.

In addition, it is essential to provide nutritional details, manufacturing date, expiration date, and batch number for tracking. Usage and storage instructions must be provided, along with warnings about potential health risks and usage restrictions. All labeling elements must be in Portuguese and comply

with regulations established by ANVISA, MAPA, INMETRO, the Ministry of Justice, and other regulatory bodies, ensuring not only legal compliance but also promoting consumer confidence by guaranteeing that products are used safely and effectively.

Regarding sales practices, in addition to adhering to all legal obligations that regulate the advertising and commercialization of alcoholic beverages, Grupo Petrópolis, aware of its responsibility for the health of its consumers, created the “Saber Beber” program in 2017.



PRODUCT LABELING AND SALES PRACTICES



The goal is to address the benefits associated with the conscious consumption of alcoholic beverages. Committed to raising awareness about the consequences of excessive alcohol consumption, the program disseminates its concept through actions that impact consumers at events sponsored by its brands and in bars that sell Grupo Petrópolis products, distributing awareness messages, water bottles labeled “Saber Beber,” and transportation vouchers.

Throughout 2023, the program carried out various actions for the public:



RESPONSIBLE CONSUMPTION DAY ACTION

Celebrated every September 13, this date was created by CervBrasil to encourage the responsible consumption of alcoholic beverages. In 2023, Grupo Petrópolis developed a special action to reinforce the campaign through its “Saber Beber” program, promoting relaxed and educational messages about the implications and benefits of conscious alcohol consumption via journalists and influencers on their respective platforms.

CAMPOS DO JORDÃO FESTIVAL

The program was present during the winter program of the city in the São Paulo countryside, which is recognized as the largest and most traditional classical music event in Latin America. A blitz, carried out in the Capivari neighborhood, distributed more than 70,000 bottles of water with personalized labels to visitors, reinforcing the need to drink wisely. The action also took place in supermarkets, bars, and hotels in the city, using informational materials and interactive activities highlighting the risks of excessive alcohol consumption.

MONDIAL DE LA BIÈRE

“Saber Beber” was present at the main international craft beer festival in Latin America, where about

70,000 bottles of water were distributed with messages about the importance of drinking wisely.



CARNAVAL 2023

The Saber Beber program was present at more than 20 carnival events in 2023. In São José do Rio Preto (SP), for example, about 20,000 water bottles were distributed to revelers enjoying the carnival. Numerous other actions were carried out through exclusive activations with influencers during the pre-carnival in Olinda (PE) and Salvador (BA), who had the mission of spreading the importance of the messages conveyed by the initiative, thus reaching an ever-larger audience on the platform. It is worth noting that the program also extends to the employees of the eight Grupo Petrópolis factories and Distribution Centers, as well as the company’s partners and suppliers.

ETHICS IN BUSINESS



Here at Grupo Petrópolis, our conduct is guided by transparency and integrity in all interactions, whether with customers, business partners, employees, or society in general.

Our core values are Simplicity, Commitment, Integrity, Respect, and Relationship — they are the essence of our company and are disseminated throughout the organization. All employees and partners are responsible for adhering to these values, in full compliance with our Code of Conduct —our code of ethics and conduct.

(GRI 2-15) These guidelines not only direct our daily behavior and business relationships but also establish the foundation for addressing ethical dilemmas and ensuring compliance with laws. In the Compliance area, we operate with independence and autonomy to implement and promote the Compliance Program,

enabling employees to understand and apply anti-corruption laws, while fostering an organizational culture based on ethics, integrity, and transparency (GRI 205-2).

Our Compliance Program is comprehensive, applied to all employees, management bodies, and business partners. Built on solid pillars — Culture, Policies and Procedures, Training, Communication, Third-Party Management, Continuous Monitoring, Investigations, and Conduct Channel — we strive not only to ensure compliance but also to add value to the company, stakeholders, and customers, ensuring integrity and responsible conduct in all our operations (GRI 3-1).

ETHICS IN BUSINESS



THIRD-PARTY MANAGEMENT

We recognize that the actions of our partners directly impact the reputation and integrity of our company. For this reason, we have implemented measures to ensure that our business relationships with third parties fully comply with Brazilian anti-corruption legislation (GRI 205-2).

To achieve this goal, we have adopted proactive measures, such as reputational risk analysis (Integrity Due Diligence) incorporated into the hiring process. These assessments follow internal criteria,

including periodic reviews of third parties' histories in administrative and legal proceedings, as well as issues related to compliance with anti-corruption laws. In 2023, specific training was provided to employees on the reputational risk analysis process, and 1,295 such analyses were conducted on suppliers and partners. Additionally, 511 suppliers, whose previous risk assessments had expired, underwent reassessment, covering all Grupo Petrópolis units.

REPUTATIONAL RISK ANALYSIS – DUE DILIGENCE (GRI 205-2)

Total organizational operations (units)

9

Number of operations (units) assessed for corruption-related risks: (GRI 205-1)

9

% of operation

100%

Furthermore, we emphasize the inclusion of specific contractual clauses on ethics and anti-corruption in our negotiations with third parties. **In 2023, we added clauses to our contracts addressing the fight against child labor, slavery, and similar practices.**

These measures are intended to ensure that our partners share and practice the same ethical values that we uphold, thereby promoting an environment of integrity in all commercial interactions.

COMMUNICATION AND TRAINING

Within the scope of the Compliance Program, we reinforce our messages through internal channels that reach our entire team, ensuring that 100% of the leadership, administrative, and operational staff have access to the essential information of the Compliance Program.

To further strengthen our culture of integrity, we continuously disseminate initiatives for prevention, detection, and remediation (GRI 205-2).

In addition to communications, Compliance Program training is vital for consolidating an organizational culture based on ethics, integrity, and transparency. This training is offered regularly, both in-person and through online platforms. We develop the content to ensure that everyone has the necessary knowledge to perform their duties appropriately.

ETHICS IN BUSINESS



Compliance Program training is part of the onboarding process for new employees and includes topics such as the Code of Conduct (Code of Ethics and Conduct), Compliance Program, Conflict of Interest, Conduct Channel, and Anti-Harassment measures, ensuring that everyone has the knowledge necessary to act in accordance with established standards.

In 2023, we launched an updated version of this training on the Compliance Program and intensified training on anti-harassment. Additionally, we published new guidelines and training on the use of tickets for events sponsored by the company.

There was also an expansion of the application of in-person and synchronous training, as well as the inclusion of the Compliance agenda in high-level leadership meetings through regular participation in the Executive Committee (COMEX) meeting and Vice Presidencies' meetings.

Through these actions, 91% of all employees were trained on Compliance topics, covering 96% of the leadership and 90% of the administrative and operational staff.

CONDUCT AND INTEGRITY CHANNEL (GRI 2-26)

We have various tools to enable employees to actively participate in strengthening the organizational culture of ethics and integrity, protecting their own reputation and the company from the risks arising from regulatory violations, misconduct, and non-compliance.



GIFTS, PRESENTS, INVITATIONS, AND HOSPITALITIES:

A channel for registering situations involving the receipt or giving of gifts, presents, invitations, and hospitalities, in accordance with internal guidelines.



TALK TO COMPLIANCE:

A channel to clarify doubts and ethical dilemmas.



INTERACTION WITH PUBLIC OFFICIALS:

A channel for registering any and all intentions to interact with public officials and entities.



DECLARATION OF LINKS FORM:

A channel for declaring connections and potential conflict of interest situations (GRI 2-15).



NORMATIVE DOCUMENTS PORTAL:

A portal for accessing the policies and guidelines in force at Grupo Petrópolis.

ETHICS IN BUSINESS



Additionally, our Conduct Channel is accessible to all audiences, providing a safe space to report irregularities, misconduct, or violations of current guidelines and legislation. It covers a wide range of topics, such as legal or regulatory non-compliance, harassment, discrimination, conflicts of interest, suspected corruption, favoritism, fraud, privacy, and information security, among others.

Available to employees, customers, suppliers, and the entire society, this channel is independently managed and treats all reports confidentially and discreetly, with the option for anonymity. It guarantees protection for whistleblowers acting in good faith, ensuring a safe environment for communicating ethical concerns.

Grupo Petrópolis' Conduct Channel operates 24 hours a day, seven days a week, and can be accessed by anyone through the website canalconfidencial.com.br/canaldecondutagp or by phone at 0800-888-0066.

CONFLICTS OF INTEREST (GRI 2-15)

We reaffirm our commitment to transparency, ethics, and integrity in all our operations. As part of this commitment, we pay special attention to the issue of conflicts of interest, recognizing its importance in preserving the company's values and interests.

We have specific guidelines and procedures addressing this issue, aimed at preventing employees' personal interests from overriding the company's interests. This guideline is an integral part of our corporate practices and is constantly reviewed and updated to reflect best practices and ethical standards.

Annually, we conduct a link mapping action targeted at a specific audience, according to risk profile and hierarchy. This mapping is conducted through employee self-declarations and addresses topics such as the existence of relatives in the company or among suppliers, participation in other companies or businesses, and relationships with politically exposed persons.

The responses obtained are analyzed by the Compliance department, which reports the results to Senior Management. Detected conflicts of interest are addressed through mitigation plans, developed for each situation and monitored periodically.

CUSTOMER SERVICE – SAC

In 2023, Grupo Petrópolis' SAC (Customer Service) improved contact channels and actively listened to consumers, customers, suppliers, students, sponsorship applicants, employees, former employees, and job applicants.








During the year, five new automated telephone service systems (Chatbots) were delivered: the Bom Parceiro GP App (a direct purchase order channel for Group customers) and the channels for the Itaipava, Petra, Black Princess, and Crystal brands.

The Chatbot channel is of great relevance to SAC as it provides a new experience for the public, offering fast and efficient support. Additionally, starting in 2023, it allowed the referral of more complex cases to operator assistance.

The ease of access provided by this tool led to an 84% increase in SAC service interactions, as shown in the table below:

ETHICS IN BUSINESS



CONTACT CHANNELS	INTERACTIONS IN 2022	INTERACTIONS IN 2023	YEAR-OVER-YEAR VARIATION
 <p>VOICE CHANNEL</p>	15,506	23,584	52.1%
 <p>BOM PARCEIRO GP APP</p>	17,002	19,456	14.4%
 <p>EMAILS</p>	29,076	47,815	64.4%
 <p>CHATBOT</p>	6,944	37,747	443.6%
 <p>SOCIAL MEDIA</p>	2,115	1,888	-10.7%
 <p>RECLAME AQUI</p>	319	229	-28.2%
 <p>TOTAL</p>	70,962	130,719	84.2%

ETHICS IN BUSINESS



The redesign of the Bom Parceiro App, developed by Grupo Petrópolis' internal Information Technology team under the technical guidance of the Commercial Journey area, represented a significant improvement in servicing the thousands of sales points that use this channel to expedite product purchases.

Among the improvements implemented in the Bom Parceiro GP App, the Optimized Registration feature stands out, allowing customers to register their establishments via the app and place their first order within two hours. This functionality eliminates the need for a sales representative's visit to complete the sale and speeds up the service flow.

The implementation of this Chatbot resulted in 93% of SAC interactions in 2023 being related to the Bom Parceiro GP app, while 4% were related to Itaipava beer, 2% to Petra beer, and 1% to Black Princess beer.

This advancement in electronic customer service systems, without eliminating operator assistance for more complex cases, also contributed to improving Grupo Petrópolis' reputation in the leading customer service ranking, the Reclame Aqui website. In 2023, our page on the platform had over 12,000 views, achieving a score of 8.2 (out of 10), with 100% of complaints responded to and a resolution rate of 81.7%. Additionally, 79.81% of people would do business with Grupo Petrópolis again. The average response time of SAC was 3 days and 4 hours.

We are committed to minimizing customer service time and providing humanized service, in accordance with the New SAC Law (Decree No. 11,034, of 2022), ensuring 8 hours of daily service available to consumers, with human assistance throughout this period.

Two indicators guide SAC's actions and the continuous pursuit of improvement: Average Wait Time (TME) and Average Service Time (TMA). At Grupo Petrópolis, both are a constant concern for the SAC team.

In the case of the first indicator, the Group recorded in 2023 an average wait time of 48 seconds on the Voice Channel until the consumer or customer was attended by SAC, with a service level of 83%. Regarding TMA, which measures the average duration of services from the moment the service begins, the average time was 3 minutes and 2 seconds.

Out of respect for the customer and consumer, the SAC team at Grupo Petrópolis does not limit the duration of service. The operator talks with the person until all their questions are resolved.

These indicators and the results achieved by SAC in 2023 led to Grupo Petrópolis being nominated, for the second consecutive year, as a finalist for the Reclame Aqui Award in the Alcoholic Beverages category.



MANAGEMENT OF THE LEGAL AND REGULATORY ENVIRONMENT



Having a legal requirements monitoring system is essential for the effective management of our company. One of the key contributions of this management is the ability to stay updated with the latest changes in relevant laws and regulations. This is crucial because laws can be altered or updated regularly, and non-compliance can result in financial penalties, litigation, and damage to our reputation.

Furthermore, the Verde Ghaia monitoring system allows us to better assess and understand the impacts of laws and regulations on our operations. This includes identifying new legal obligations, evaluating associated risks, and developing action plans to ensure compliance. By proactively alerting us to changes in relevant laws and regulations, the system enables us to take corrective or preventive actions in advance, thereby reducing the risk of legal penalties.

The company complies with various laws and regulations, which range from the characteristics of the raw materials acquired, the regularization of the factory installation and its production process, distribution, to the management of waste generated after the consumption of GP products. The latter is known as post-consumer Reverse Logistics. The Group fulfills its obligation to promote the recycling of the packaging it places on the market in 11 Brazilian states, as established by the National Solid Waste Policy instituted by Federal Law No. 12,305/2010, regulated by DECREE No. 10,936, of January 12, 2022. The current method of compliance is the purchase of credits, managed

by the Instituto Rever. In 2022, approximately 19,000 tons of waste were recycled in compliance with Reverse Logistics legislation.

Instituto Rever is a management entity that complies with the Federal Decree No. 11,413, of February 13, 2023, established and managed by representative entities with the purpose of structuring, implementing, and operationalizing the reverse logistics system for packaging in general. Additionally, Instituto Rever is duly registered in the National Solid Waste Management Information System (Sinir) of the Ministry of the Environment and is authorized to issue the Recycling Credit Certificate, Recicla+.

DATA SECURITY



PRIVACY AND DATA PROTECTION (P&PD)

The protection of privacy and personal data is a core value for us and intersects significantly with business

practices related to ESG (Environmental, Social, and Governance).

SOCIAL RESPONSIBILITY (S):

The corporate social responsibility encompasses ethical business practices and respect for human rights. We base our LGPD compliance program on respect for privacy, freedom of expression, information, communication, and opinion; inviolability of intimacy, honor, and image; economic and

technological development; innovation; human rights; free development of personality, dignity, and exercise of citizenship. **To promote a culture of Privacy and Data Protection within Grupo Petrópolis, the Privacy Office developed new training programs on the topic.**



TRANSPARENCY AND ACCOUNTABILITY (G):

Both the LGPD and Corporate Governance principles emphasize the importance of transparency and accountability for actions related to data management and business practices. **The Privacy Office has**

defined the retention period and the correct method of disposal for all processes that handle personal data across business areas.

DATA SECURITY



IMPACT ON BUSINESS:

Compliance with the LGPD and the incorporation of ESG practices positively influence the company's reputation and its relationship with customers, investors, and society at large. **Over the past year, the SOC CMMI maturity of Grupo Petrópolis**

was enhanced, and seven (7) Non-Negotiable Rules of Privacy and Information Security were established to guide all employees in their work.

7 NON-NEGOTIABLE RULES



TRIPOD
OF LGPD
PRINCIPLES



INTERNAL AND
EXTERNAL DATA
SHARING



DATA
REMOVAL



CORPORATE
EMAIL AND
MESSAGING
SERVICES



COMPUTERS AND
TECHNOLOGICAL
RESOURCES



ACCESS
CREDENTIALS



SOCIAL
NETWORKS

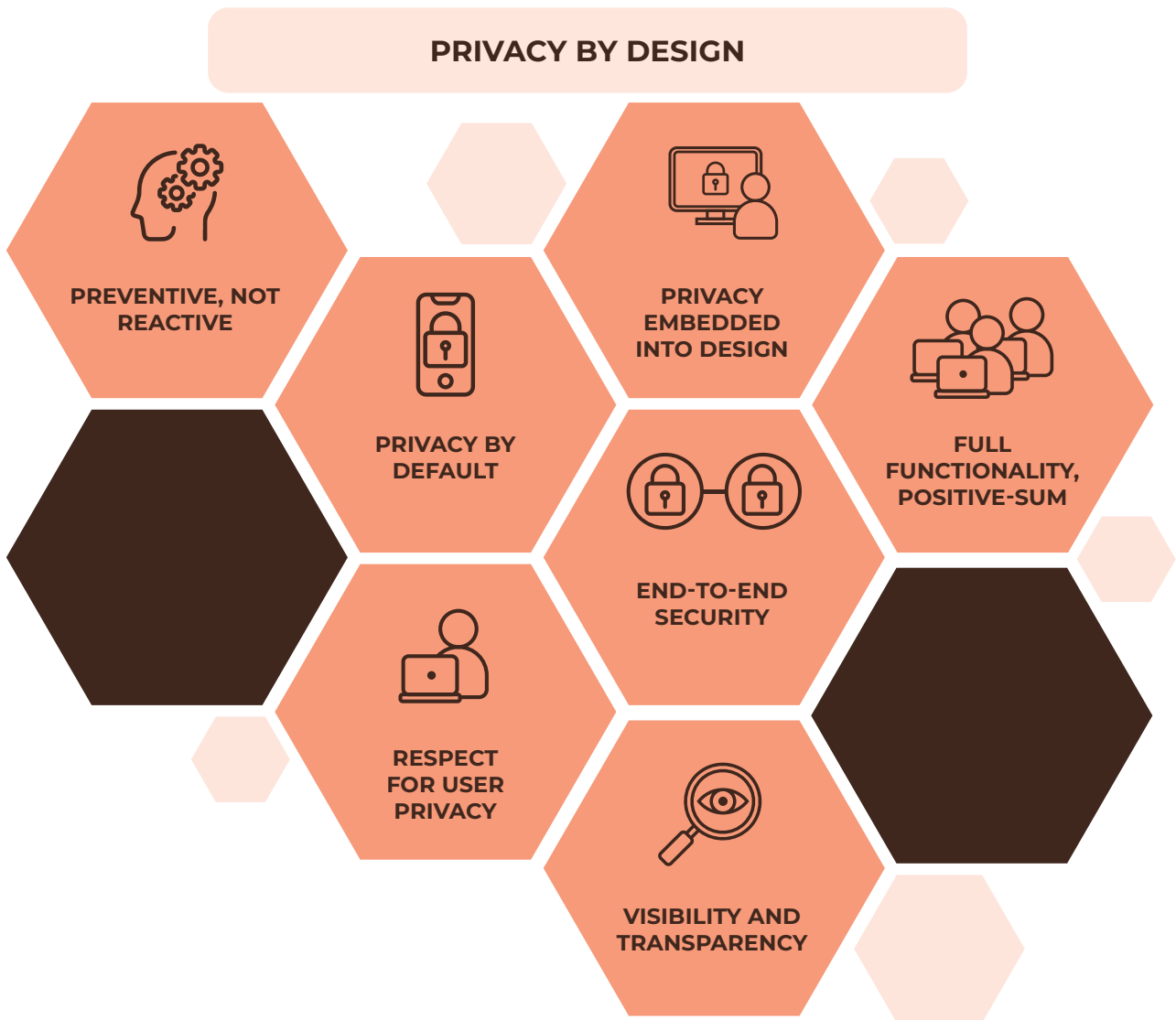
DATA SECURITY



RESPONSIBLE INNOVATION:

Both the concepts of innovation and responsibility highlight the importance of developing and implementing technologies and business practices that consider social, environmental, and privacy impacts. **With this in mind, in 2023, Grupo**

Petrópolis implemented the Privacy and Security by Design procedure to ensure that privacy and information security are considered at every stage of developing activities/processes within business areas.



RISK ASSESSMENT:

Both the LGPD and ESG practices encourage proactive risk assessment and management, whether related to information security, data privacy, or social and environmental impacts. In 2023, the Privacy Office assessed the risk of the

253 processes that handle personal data within the Group; however, we did not receive any verified complaints regarding privacy violations or customer data loss (GRI 418-1).

INNOVATION



We believe that innovation is the key to sustainable growth, encompassing not only environmental concepts but also social and governance aspects. To integrate these pillars innovatively, we created the LIS (Innovation and Sustainability Lab), which has been operating in recent years with the goal of fostering innovation both within and outside Grupo Petrópolis, as well as inspiring intrapreneurship and connecting the various ecosystems of the corporation to innovation agents.

Within the LIS, we encourage employees from all units of Grupo Petrópolis to bring forth new ideas and develop innovative projects that will differentiate our processes, products, and services. We connect diverse areas with leading innovation agents such as startups, universities, innovation hubs, and direct and indirect funding programs, among others. Among the LIS values, we appreciate the generation of ideas, the boldness to create and make a difference without fear of failure.

To ensure these objectives and values can function effectively, the LIS is designed as an easily accessible department where employees can reach out quickly and effortlessly. Two spaces were created in Boituva that facilitate collective brainstorming and the development of prototypes and MVPs (Minimum Viable Products). The ideation space is located within the corporate building, featuring a modern environment that stimulates discussion and idea generation, providing the main tools to activate creativity and put thoughts on paper. Additionally, at the factory, we have a larger space with a complete structure for idea discussion and presentation, prototype creation, and test development, along with coworking and café spaces.

To drive open innovation and intrapreneurship, an internal methodology called 4D — discovery; design; development; and deployment — was developed, where each stage focuses on outlining and experimenting with efficient solutions for MVP development. This methodology has proven to enhance project efficiency and reduce execution time, making projects executable in less time. For us, it is extremely important that new ideas can be tested in a controlled environment, allowing for adjustments and discussions of new solutions so that their benefits and differentiators can be measured before the new technology or methodology is implemented on a larger scale.

Our connection with the innovation ecosystem (universities, startups, innovation hubs, R&D centers, among others) allows us to explore emerging technologies further, so they can be refined and developed according to existing processes at Grupo Petrópolis, respecting the company's strategy. Additionally, we utilize tax incentives like the Lei do Bem to foster the development of new R&D projects. This entire strategy aligns with the main pillars of the ESG&I (Environmental, Social, Governance, and Innovation) concept, ensuring that the innovations developed also bring benefits to the environment, society, and good corporate governance.



CLOSED INNOVATION



The GP Talks'25, the former lecture program of LIS, has been revamped and transformed into a podcast titled Talk Show BLIS (short for Boteco do LIS). The new format featured collaboration from experts in innovation, intrapreneurship, and technology, who answered questions and addressed doubts from the interviewers, offering tips and new perspectives on key topics surrounding the world of new technologies, methodologies, and processes in large industries. In total, four episodes aired, with interviews by Giulia Faria (COO of Grupo Petrópolis), Alaércio Nicoletti (Sustainability and Continuous Improvement Manager), and Milca Gonçalves (Innovation Coordinator), featuring guests José Eduardo Azarite, Eliane El Badouy, and Carmela Borst, providing over two hours of content. The videos were made available to employees via TV Ação (GP's internal video platform).

Additionally, Inova GP 2023, a major innovation event held at the Corporate unit, promoted extensive networking between Grupo Petrópolis employees and external innovation agents. Through lectures and conversations, it was possible to promote training and identify opportunities across various sectors.

Inova GP is an innovative event that brings updates on emerging concepts and groundbreaking technologies that can revolutionize not only the future of the food and beverage sector but the industry as a whole. More than just an event, Inova GP acts as an accelerator for knowledge exchange, promoting interactions between different innovation ecosystem agents, creating opportunities for the organization.

In 2023, we had the participation of numerous employees both in-person and online, along with special guests and interactive exhibitions.

In addition to hosting communication and connection events, LIS also promotes employee training through online and in-person sessions, enabling innovation and its concepts to be mastered across all sectors. So far, over 13,615 people have been trained through online video lessons on LIS's role within Grupo Petrópolis, as well as on the benefits of innovation in industries and ways to obtain resources.

Inova GP 2023 Numbers

1,119

In-person and online employees

+80

External guests

10

Exhibitors and interactions

13

Panels on Innovation, Technology, and Sustainability



Scan the QR Code and watch the BLIS video now.

OPEN INNOVATION



LIS also has partnerships with numerous innovation agents, such as startups, ICTs (Science and Technology

Institutes), universities, and other innovative ecosystems. Check out our connections so far:



+200

Startups in our solution bank



38

Connections with other institutions in the innovation ecosystem

26

Connections with innovation hubs and ICTs*

*ICTs (Science and Technology Institutes)



12

Connections with educational institutions (universities and colleges)

As a result of Grupo Petrópolis's involvement in the Brazilian innovation ecosystem, the organization was recognized as a Top 5 company in the food and beverage segment in the 100 Open Corps Ranking, which highlights leading corporations in open innovation with startups, to increase recognition and attract new business opportunities. Being among the five most active corporations in open innovation in the food and beverage sector is a significant recognition that underscores our efforts at LIS, particularly our partnerships with startups in the Brazilian ecosystem. Winning this award is proof of the exceptional work done by our team, who dedicate themselves daily to creating transformative changes in the market and society, while also boosting sales and improving delivery efficiency for our customers.

Alongside these partnerships, LIS develops projects related to additive and digital manufacturing, new processes, products, and businesses, as well as the structuring of methodologies and prototypes, aiming for a technological and sustainable future without sacrificing increased productivity and competitiveness.

Among the projects are the automation of processes within factories and laboratories, cost reduction in purchasing and maintaining parts and industrial equipment, the creation of digital solutions using IoT techniques, the optimization of product logistics processes, among others. In each of its projects, Grupo Petrópolis, through LIS, aims to positively impact its production chain by applying technological concepts and enhancing productivity, while also training the local population



OPEN INNOVATION



and employees to ensure customer satisfaction and commitment to the pillars of ESG&I.

To gather innovation projects within the ecosystem, LIS hosts a Hackathon and an Ideathon each year.

The 2023 Hackathon was held in partnership with the Mackenzie Presbyterian University's School of Engineering from April 24 to 28. This was the second edition of the event, which promotes the integration of industry and academia through a collaborative learning method with innovative challenges. In this edition, 130 students participated in Grupo Petrópolis's challenge: developing new products using Artificial Intelligence.

The Ideathon, conducted in partnership with Fatec Tatuí, aimed at structuring backup and automation files. An Ideathon is an event where people with different skills and knowledge are brought together in teams to develop solutions for a specific challenge. The competition stimulates students' creativity, innovation, and entrepreneurship. The goal is to generate original, feasible, and impactful ideas that can be transformed into projects or businesses.



During the event, which took place on October 5 and 6, participants had time to develop new strategies to solve the problem presented by GP.



STARTUP INDIGO



In partnership with the startup INDIGO, Grupo Petrópolis achieved a significant reduction in the replacement of parts in corrective and preventive maintenance.

Check out the results of this partnership:

TRAINING
1,166

hours of online and in-person
Development

628
NEW
PROJECTS

PRODUCTION
8,684
PRINTS

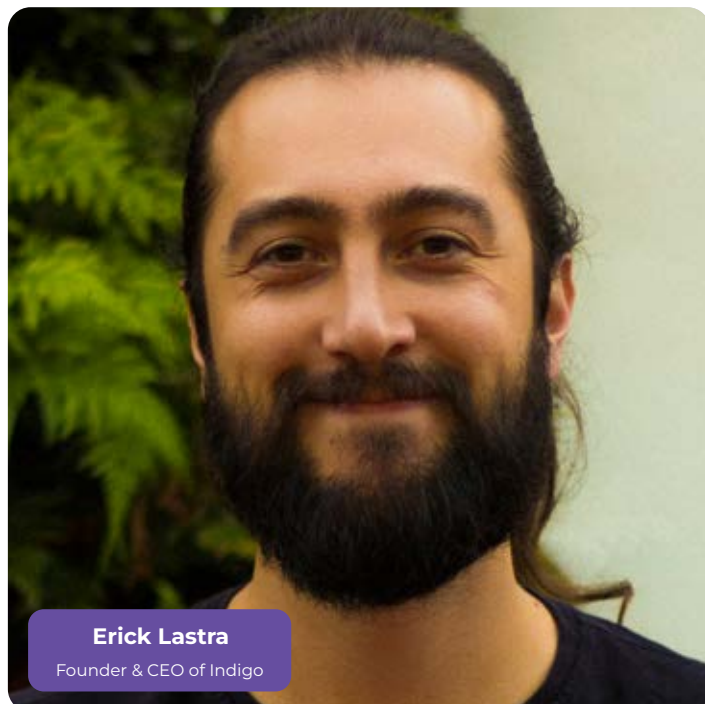
PRINT TIME
23,056
HOURS

LINE RESTORATIONS
126
TIMES

TOTAL SAVINGS
R\$3,693,065

INDIGO is a company based on 3D technologies that promotes cost reduction in spare parts and consolidates additive manufacturing within industries. Our goal is to achieve this in an assertive and uncomplicated way so that the solution is easily incorporated into the client's processes and so that results are achieved quickly.

Since the beginning of GP's Additive Manufacturing Project in 2021, LIS and the Industrial team had the strategic vision not only to incorporate 3D printing technologies into their processes but also to foster a culture of innovation within the factories.



Erick Lastra

Founder & CEO of Indigo

STARTUP INDIGO



To achieve this goal, we needed to combine the agility of the startup with the corporation's experience. It was crucial to respect Grupo's technical requirements while also testing a series of hypotheses so that, from these learnings, the Project could expand to other GP units.

Applying our validation and rapid learning mindset and reaching Grupo's goals as quickly as possible was only possible because the Project was managed via the Innovation and Sustainability Lab (LIS). LIS mediated the process from the beginning, simultaneously representing the customer's voice in demanding results while also representing the startup's needs from the company: establishing contacts, providing tools, and approving development stages. In my opinion, this powerful synergy is only possible with companies that have a mature open innovation mindset.

For INDIGO, LIS also acted as an incubator, giving us the opportunity to receive feedback on the quality of our deliveries and the structuring of INDIGO's service package, which significantly contributed to the maturation of our business.



The project results have been shared internally within the group for over two years, and we are pleased to have reached the project's breakeven point by the end of 2022. Since then, both financial returns and improvement projects have only been increasing.

In February 2024, in conjunction with the factories' Maintenance departments, the project achieved R\$4 million in savings solely in spare parts. Additionally, other important projects are emerging from our partnership, such as a patent application and a reverse logistics project with PET waste."

Today, INDIGO can deliver an excellent solution to the entire industrial market thanks to this significant Case developed within Grupo Petrópolis. The results confirm: it is an extremely successful open innovation case.



SUSTAINABLE INNOVATIONS



PARTNERSHIP WITH USP

With the technology from the Caninos Loucos Program, which develops open Single Board Computers (SBCs) for the Internet of Things (IoT), it was possible to create process digitization projects at the GP factory in Boituva - SP. As a result, a POC* for the project of reading electrical quantities from the PET Line Energy Meter was developed.

Another application of the Caninos Loucos (SBC Labrador 32 Bits) Program technology: Single Board Computers (SBCs) for Process Digitization at the GP factory in Boituva - SP, was the M.E.S. project.

By integrating a Caninos computer with the M.E.S. PLC on the bottling line, we collected real-time production data. This data is sent to AWS's cloud computing platform.



Both projects stand out for their innovative and integrated approach to creating a process variable monitoring system. The significant advantage of these implementations lies in the enhanced ability to visualize real-time production data, enabling us to make decisions and improve the production process more efficiently and with higher quality!



LIS TECH

LIS also has a technology-focused branch that assists in training employees and partners and contributes to the development of digital solutions. Through LIS Tech, thousands of scholarships have been offered in partnership with an edtech company to provide technological training for employees and their families.

With this goal, we extended the technological training project with SoulCode beyond the doors of Grupo Petrópolis. In addition to training employees, we applied the technological development program at the Fundação Crescer Criança, which has the mission of providing opportunities for children and adolescents in social vulnerability, bringing professionalization and positioning them in the business market.

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	CONTENT	INDICATION
2-1	Details of the organization	Pg. 10
2-2	Entities included in the organization's sustainability	Pg. 10
2-3	Reporting period, frequency, and contact point	Pg. 14
2-6	Activities, value chain, and other business relationships	Pg. 10, 11, 12
2-9	Governance structure and its composition	Pg. 45 Mandate: Board of Directors: 08/03/2021 to 08/02/2025; Executive Board: 07/25/2022 to 07/24/2025; Advisory Board: 02/09/2024 to 02/08/2027
2-10	Nomination and selection for the highest governance body	Pg. 45 Nominations: Nominations are made through a careful market analysis, as well as meetings with the board of directors and executive board, enabling the initiation of procedures as outlined in the responsibility matrices in the case of CLT employees positions Stakeholder Opinions (Shareholders): Any reservations, if any, are recorded in meeting minutes Independence: Independence is directly linked to the structure set out in the responsibility matrices, derived from the Company's highest document, i.e., its Bylaws
2-12	Role of the highest governance body in overseeing the management of impacts	Pg. 45 The role of the highest governance body is to deliberate on such matters on the agenda, optimizing the Company's results, especially related to its management, aiming to minimize and mitigate, directly and indirectly, business risks. Regarding the supervision of the organization's due diligence and other processes to identify and manage its impacts on the economy, environment, and people, the highest governance body ensures compliance with the decisions made by the highest governance body, optimizing the Company's results, minimizing and mitigating, directly and indirectly, business risks, with a particular focus on people and the environment. There is daily engagement among the highest number of stakeholders, and all these processes are monitored daily
2-13	Delegation of responsibility for managing impacts	Pg. 45 The highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people through a materiality matrix
2-15	Conflicts of interest	Pg. 48, Pg. 50 and Pg. 51
2-19	Remuneration policies	Pg. 37
2-20	Remuneration process	Pg. 37
2-23	Policy commitments	Pg. 17
2-26	Mechanisms for advice and raising concerns	Pg. 48 and 50
2-28	Participation in associations	Brazilian Beer Industry Association, ABIR - Brazilian Soda Industry Association, and ABA - Brazilian Advertisers Association

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3-1	Process for defining material topics	Pg. 15
3-2	List of Material Topics	Pg. 15
3-3	Management of Material Topics	Pg. 15, 16 and 17
202-2	Proportion of Executive Members Hired from the Local Community	50% of the executive board members were hired from the local community (Boituva)
205-1	Operations Assessed for Corruption-Related Risks	Pg. 49
205-2	Communication and Training on Anti-Corruption Policies and Procedures	Pg. 48
302-1	Energy Consumption Within the Organization	Pg. 22 Table attached
301-2	Recycled Raw Materials or Materials Used	Pg. 30
302-3	Energy Intensity	Pg. 22 Energy intensity rate for the organization: i. Electrical: 30.95 MJ/hl ii. Thermal: 54.59 MJ/hl iii. Total: 85.53 MJ/hl (used within the organization) Specific metric (the denominator) chosen by the organization to calculate this rate: Production in hl bottled
303-1	Interactions with Water as a Shared Resource	Pg. 20 and 21
303-2	Management of Water Discharge-Related Impacts	i. How standards were determined for facilities with operations in locations without discharge requirements: Complying with federal standards (CONAMA 357 and 430), state standards (Decree 8468, COPAM 01, DZ's 205, 942, NT 202, NT 213) ii. Any water quality standards or guidelines developed internally: Internal analytical procedures validated by Grupo Petrópolis's quality assurance iv. If the profile of the water body receiving the discharge was considered: Class 2 for BTV, PTR, TRS, RDN, ITM, and UBR units, while ALG is Class 3
303-3	Water Withdrawal	ii. Groundwater: Pg. 20 Disaggregated data of total water withdrawal from each of the sources listed in Contents 303-3-a and 303-3-b in megaliters, categorized into the following: i. Freshwater (total dissolved solids $\leq 1,000$ mg/L): 7,475 ML - Complying with Ordinance No. 888 from the Ministry of Health
303-4	Water Discharge - Total water discharge across all areas in megaliters, disaggregating this total by the following destination types, if applicable:	Pg 21 i. Freshwater (total dissolved solids $\leq 1,000$ mg/L): Reports with M.A. Priority substances of concern for which discharge treatment is provided: Ammoniacal Nitrogen and Total Phosphorus - Biological and Chemical Treatment
303-5	Water Consumption	Pg. 20
305-1	Direct (Scope 1) Greenhouse Gas (GHG) Emissions	Pg. 19

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305-2	Indirect (Scope 2) Greenhouse Gas (GHG) Emissions from Energy Acquisition	Pg. 19
305-3	Other Indirect (Scope 3) Greenhouse Gas (GHG) Emissions	Pg. 19
305-4	Greenhouse Gas (GHG) Emissions Intensity	Pg. 19
306-2	Management of Significant Waste-Related Impacts	Pg. 18
306-3	Waste Generated	Pg. 24 Table attached
401-1	New Hires and Employee Turnover	Pg. 36 Table attached
401-2	Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees	Pg. 37
403-1	Occupational Health and Safety Management System	Pg. 33
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	<p>Pg. 33</p> <p>To identify and address unsafe conditions and acts, material damage events, and work accidents, we have the following documents: PR.SET.GRP.019 · DEVIATION AND INCIDENT MANAGEMENT – CD and PR.SET.GRP.018 · DEVIATION AND INCIDENT MANAGEMENT - CORP AND UFB. Risk analysis document: PR.SET.GRP.021</p> <p>The Safe Behavior Program is described through the document PR.SET.GRP.025 · BEHAVIORAL APPROACH AND OBSERVATION</p>
403-3	Occupational Health Services	Pg. 34
403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	Pg. 34 and 35
403-5	Worker Training on Occupational Health and Safety	Pg. 35
403-6	Promotion of Worker Health	Pg. 33 and 34
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships	Pg. 33
403-8	Workers Covered by an Occupational Health and Safety Management System	Table attached
403-9	Work-Related Injuries	Table attached
403-10	Work-Related Illnesses	There were no cases of work-related illnesses in our operations in 2023
404-1	Average Hours of Training per Year per Employee	Pg. 36
404-2	Programs for Employee Skill Enhancement and Career Transition Assistance	<p>Pg. 36</p> <p>For more details, refer to the attached table</p>

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404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	<p>Percentage of total employees, broken down by gender and functional category, who received regular performance and career development reviews during the reporting period. Employees who received regular reviews: 10.33% - in this process, we did not conduct evaluations for the operational team</p> <p>- Functional Category: Analyst - 33.91% Coordinator - 15.58% Director - 0.98% Specialist - 6.42% Manager - 15.26% Leader - 6.56% Supervisor - 21.30%</p> <p>- Gender: Female - 24.88% Male - 75.12%</p>
405-2	Ratio of Basic Salary and Remuneration of Women to Men	<p>Ratio of women's salary compared to men's salary by activity group, considering only level 8 (the lowest level in the job structure):</p> <p>- Administrative positions: women's salary is 96% of men's salary - Commissioned positions: women's salary is 110% of men's salary - Operational positions: women's salary is 98% of men's salary</p>
413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	Pg. 40 and 43
416-1	Assessment of Health and Safety Impacts of Product and Service Categories	Pg. 27
416-2	Incidents of Non-Compliance Concerning Health and Safety Impacts of Products and Services	Pg. 27
417-1	Requirements for Product and Service Information and Labeling	Pg. 27
417-2	Incidents of Non-Compliance Concerning Product and Service Information and Labeling	We declare that in 2023, Cervejaria Petrópolis and its affiliated beverage manufacturing companies were not penalized for issues related to the labeling of their products
417-3	Incidents of Non-Compliance Concerning Marketing Communications	We declare that in 2023, Cervejaria Petrópolis and its affiliated beverage manufacturing companies were not penalized for non-compliance with laws and/or voluntary codes regarding marketing communications, including advertising, promotion, and sponsorship
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Loss of Customer Data	No breaches of privacy or loss of customer data were detected during the reporting period

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WORKERS GRI 2-7: Employees

i. Permanent employees, broken down by gender and region

Region	Gender		Total
	Male	Female	
Central-West	1,836	216	2,052
Northeast	7,666	647	8,313
North	263	35	298
Southeast	9,174	1,741	10,915
South	536	107	643
Overall Total	19,475	2,746	22,221

iii. Employees without guaranteed working hours, broken down by gender and region

Region	Gender		Total
	Male	Female	
Central-West	124	3	127
Northeast	384	18	401
North	7		7
Southeast	906	178	1,084
South	13	2	15
Overall Total	1,434	201	1,634

iv. Full-time employees, broken down by gender and region

Region	Gender		Total
	Male	Female	
Central-West	1,824	185	2,009
Northeast	7,570	497	8,067
North	260	33	293
Southeast	9,099	1,637	10,736
South	525	95	620
Overall Total	19,278	2,447	21,725

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v. Part-time employees, broken down by gender and region

Region	Gender		Total
	Male	Female	
Central-West	12	31	43
Northeast	96	150	246
North	3	2	5
Southeast	75	104	179
South	11	12	23
Overall Total	197	299	496

2-8 WORKERS WHO ARE NOT EMPLOYEES

Report the total number of workers who are not employees but whose work is controlled by the organization and describe:	Approximately 500 temporary workers
i. The most common types of workers and their contractual relationships with the organization	Factory positions (production operators, packaging operators, etc.) or administrative roles (analysts) allocated at the corporate level to meet increased demand or project needs. These are temporary workers, with contracts through an HR consultancy
ii. The type of work they perform	Factory positions (production operators, packaging operators, etc.) or administrative roles (analysts) allocated at the corporate level to meet increased demand or project needs
Describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported	Temporary workers with fixed-term contracts to meet the organization's demand
ii. At the end of the reporting period, as an average over the reporting period, or using another methodology	An approximate average of 500 temporary workers during peak seasons (summer and festive periods)
Describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods	Fluctuations occur during peak seasons (summer and festive periods), with up to a 60% difference in the number of active temporary workers in the group

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ENERGY

GRI 302-1 Energy consumption within the organization (Megajoules)

Total fuel consumption within the organization from non-renewable sources, in joules or multiples, including the types of fuels used	826,489,832.62 MJ - Fuels: Natural Gas and Liquefied Natural Gas
In joules, watt-hours, or multiples, the total of the following:	<ul style="list-style-type: none"> i. Electricity consumption: 750,647,774.01 MJ iv. Steam consumption: 198,019,345.68 MJ
In joules, watt-hours, or multiples, the total of the following:	<ul style="list-style-type: none"> i. Electricity sold: 7,281,619.20 MJ
Total energy consumption within the organization in joules or multiples	2,067,404,415.80 MJ
Standards, methodologies, assumptions, and/or calculation tools adopted	Thermal energy consumption is controlled by an ERP system and managed through an internal BI report. Electrical energy consumption is monitored via the measurement system of the Electric Energy Commercialization Chamber (CCEE)
Source of the conversion factors used	<ol style="list-style-type: none"> 1. The global energy indicator is presented in MJ/hl, and to calculate energy consumption in MJ, the following energy conversions are applied 2. Electricity consumption: A factor of 3.6 is used to convert kWh to MJ 3. Fuel consumption (natural gas and LPG) in primary state: The PCI of gas is 8,650 kcal/m³, and the conversion factor from kcal to MJ is 0.00419. 4. Fuel consumption (BPF oil) in primary state: The PCI of oil is 9,650 kcal/kg, and the conversion factor from kcal to MJ is 0.00419 5. Fuel consumption (biomass/eucalyptus wood chips) in primary state: The density is 223 kg/m³, the PCI of the wood chips is 2,682 kcal/kg, and the conversion factor from kcal to MJ is 0.00419; note: (density and PCI values vary according to real-time month measurement) 6. Fuel consumption (biomass/eucalyptus logs) in primary state: The stacking factor is 1.483, the density is 383 kg/m³, the PCI of the wood chips is 2,400 kcal/kg, and the conversion factor from kcal to MJ is 0.00419; note: (density values vary according to real-time month measurement) 7. Thermal energy consumption (steam) in the received state in tons: A factor of 1,000 is used to convert kg, with the steam enthalpy being 664 kcal/kg (10 bar), the conversion factor from kcal to MJ being 0.00419, and a 95% efficiency factor for distribution and application

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SOCIAL

GRI 401-1 New Employee Hires and Employee Turnover

i. Total number and rate of new employee hires during the reporting period, broken down by age group, gender, and region.

Region	Age Group	Female	Male	Overall Total
Southeast	1. Up to 19	122	175	297
	2. 20 to 24	84	361	445
	3. 25 to 29	105	450	555
	4. 30 to 39	194	870	1,064
	5. 40 to 49	106	439	545
	6. 50 to 59	12	105	117
	7. Above 60	1	5	6
Southeast Total		624	2,405	3,029
Northeast	1. Up to 19	70	79	149
	2. 20 to 24	47	269	316
	3. 25 to 29	23	338	361
	4. 30 to 39	57	681	738
	5. 40 to 49	20	296	316
	6. 50 to 59	4	36	40
	7. Above 60	0	1	1
Northeast Total		221	1,700	1,921
Central-West	1. Up to 19	29	38	67
	2. 20 to 24	15	103	118
	3. 25 to 29	21	134	155
	4. 30 to 39	23	214	237
	5. 40 to 49	21	108	129
	6. 50 to 59	3	21	24
	7. Above 60	0	2	2
Central-West Total		112	620	732

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South	1. Up to 19	8	10	18
	2. 20 to 24	5	32	37
	3. 25 to 29	9	46	55
	4. 30 to 39	15	74	89
	5. 40 to 49	13	46	59
	6. 50 to 59	0	14	14
	7. Above 60	0	1	1
South Total		50	223	273
North	1. Up to 19	0	4	4
	2. 20 to 24	5	20	25
	3. 25 to 29	3	26	29
	4. 30 to 39	5	57	62
	5. 40 to 49	0	19	19
	6. 50 to 59	0	3	3
	7. Above 60		0	0
North Total		13	129	0
Overall Total		1,020	5,077	6,097

ii. Total number and rate of employee turnover during the reporting period, broken down by age group, gender, and region.

Region	Previous Staff	New Hires	Dismissals (Layoffs)	Resignations	Turnover Rate
Midwest	25,040	732	593	332	3,31%
Northeast	98,169	1,921	1,990	334	2,16%
North	3,364	142	76	47	3,94%
Southeast	129,716	3,029	2,435	930	2,46%
South	7,298	273	147	104	3,59%
Overall Total	263,587	6,097	5,241	1,747	2,48%

Region	Previous Staff	New Hires	Dismissals (Layoffs)	Resignations	Turnover Rate
F	35,029	1,020	896	364	3,25%
M	228,558	5,077	4,345	1,383	2,36%
Overall Total	263,587	6,097	5,241	1,747	2,48%

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Age Group	Previous Staff	New Hires	Dismissals (Layoffs)	Resignations	Turnover Rate
1. Up to 19	5,999	535	243	111	7,41%
2. 20 to 24	19,595	941	685	258	4,81%
3. 25 to 29	35,945	1,155	679	299	2,97%
4. 30 to 39	104,462	2,190	1,984	684	2,33%
5. 40 to 49	71,570	1,068	1,283	332	1,87%
6. 50 to 59	22,835	198	320	59	1,26%
7. Above 60	3,181	10	47	4	0,96%
Overall Total	263,587	6,097	5,241	1,747	2,48%

GRI 401-3 Maternity/Paternity Leave

i. Total number of employees entitled to take maternity/paternity leave, broken down by gender.

Region	Gender		Total
	Male	Female	
Central-West	1,836	216	2,052
Northeast	7,666	647	8,313
North	263	35	298
Southeast	9,174	1,741	10,915
South	536	107	643
Overall Total	19,475	2,746	22,221

ii. Total number of employees who took maternity/paternity leave, broken down by gender.

Region	Gender		Total
	Male	Female	
Central-West	39	14	53
Northeast	231	35	266
North	3	2	5
Southeast	229	74	303
South	19	9	28
Overall Total	521	134	655

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iii. Total number of employees who returned to work after the end of maternity/paternity leave, broken down by gender.

Region	Gender		Total
	Male	Female	
Central-West	38	13	51
Northeast	229	30	259
North	3	1	4
Southeast	228	56	284
South	19	6	25
Overall Total	517	106	623

iv. Total number of employees who returned to work after the end of maternity/paternity leave and remained employed twelve months after their return to work, broken down by gender.

Region	Gender		Total
	Male	Female	
Central-West	31	7	38
Northeast	203	21	224
North	3	2	5
Southeast	179	50	229
South	15	6	21
Overall Total	431	86	517

v. Return-to-work and retention rates of employees who took maternity/paternity leave, broken down by gender.

	Gender	
	Male	Female
Return Rate	99.23	79.10
Retention Rate	NA	N/A

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404-2 Employee Competency Development and Career Transition Assistance Programs (Program Details)

Industrial School

LEADERSHIP SCHOOL

Scope: Identify and train internal professionals in technical and behavioral competencies to build a succession pipeline for industrial coordination roles in processing or packaging areas. (57 hours – 9 participants – annual)

OPERATOR SCHOOL

Scope: Provide internal employees (Operators III) with theoretical and practical knowledge of brewing industry technology. Offer a holistic view of the production process and prepare professionals for future demands and opportunities within the company. (40 hours – 18 participants – annual)

MAINTENANCE & UTILITIES SCHOOL

Scope: Enhance the technical knowledge applied to the brewing process, packaging, and support areas, integrated with the strategies, activities, and maintenance routines. (36 hours – 17 participants – annual)

Supply School

DRIVER AND DISTRIBUTION ASSISTANT TRAINING

Scope: Train drivers and assistants in the necessary knowledge and skills for efficient and safe execution of their activities. (2 hours – 82% of relevant employees trained)

Corporate Schools

IT TECHNICAL SCHOOL (ALURA)

Scope: Contract the Alura platform to provide learning paths for the development of IT employees; Create customized learning paths according to the needs identified by managers in each IT area; Make learning paths available to IT employees. Focus on technical and behavioral development.

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PHR - BP TRAINING

Scope: Structure a training program for Business Partners (BPs) in partnership with PHR consultancy. The program focuses on the current demands of the company following an HR restructuring and aims to strengthen the skills necessary for the BP role. Focus on behavioral development.

PHR - HR OPERATOR TRAINING

Scope: Structure a training program for Human Resources Operators (OPRH) in partnership with PHR consultancy. The program focuses on meeting the current demands of the company following HR restructuring and aims to strengthen skills contributing to HR operations. Focus on behavioral development.

COMPLIANCE

Scope: Develop and provide compliance training that aims to raise awareness and engage employees on the importance of understanding organizational risks and taking responsibility for implementing and maintaining integrity in daily work. Focus on technical and behavioral development.

INFORMATION SECURITY

Scope: Develop and provide training on information security to raise awareness and engage employees on the importance of understanding information security risks and taking responsibility for implementing and maintaining security measures in daily work. Focus on technical and behavioral development.

ONBOARDING TRAINING

Scope: Update and provide onboarding training for all new employees to introduce the company, its values, and rules, and to create an engaging onboarding experience. Focus on technical and behavioral development.

CONTRACT MANAGEMENT

Scope: Develop and provide training to users of contract management platforms.

OUTPLACEMENT PROGRAM

Scope: Offer outplacement services to employees at certain levels through the engagement of specialized consultancy.

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CAREER DEVELOPMENT

Scope: Develop Individual Development Plans (IDPs) for eligible employees to monitor and foster development through the Commercial School.

ITA-TRAINING

Scope: Provide specific training for the commercial team and managers to enhance their skills and knowledge, contributing to better performance in daily activities. Recurring training sessions are conducted for all commercial managers, and once a month, the commercial manager delivers training material to their sales team.

READY TO SELL

Scope: Train new sales representatives in executing their activities, ensuring standardized performance and reducing the time to achieve results after hiring.

OCCUPATIONAL HEALTH AND SAFETY

GRI 403-8 Workers Covered by an Occupational Health and Safety Management System

i. The number and percentage of employees and workers who are not employees but whose work and/or workplace is controlled by the organization that are covered by this system	(24,000) 100%
ii. The number and percentage of employees and workers who are not employees but whose work and/or workplace is controlled by the organization that are covered by this system and have been internally audited	(0) 0%
iii. The number and percentage of employees and workers who are not employees but whose work and/or workplace is controlled by the organization that are covered by this system and have been internally audited or certified by an external party	(24,000) 100%

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GRI 403-9 Work-Related Injuries

For all employees	
i. The number and rate of fatalities as a result of work-related injuries	Commuting 2 / Typical 2
ii. The number and rate of high-consequence work-related injuries (excluding fatalities)	17 [Considering severe those with more than 30 days of leave]
iii. The number and rate of recordable work-related injuries	242
iv. The main types of work-related injuries	Typical
v. The number of hours worked	39,483,786.27
For all workers who are not employees but whose work and/or workplace is controlled by the organization	
i. The number and rate of fatalities as a result of work-related injuries	0
ii. The number and rate of high-consequence work-related injuries (excluding fatalities)	3
iii. The number and rate of recordable work-related injuries	37
iv. The main types of work-related injuries	Typical
v. The number of hours worked	3,017,501.00
If rates were calculated based on 200,000 or 1,000,000 hours worked	1,000,000 hours worked

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RESIDUES

306-3 Generated Residues

Alagoinhas	80,661,789.49
Boituva	23,249,598.85
Class I	4,537.5
Class IIA	22,627,933.59
Class IIB	617,127.76
Itapissuma	54,698,425.52
CLASS I	17,110
CLASS II	54,681,315.52
Petrópolis	25,636,206.72
Rondonópolis	130,41,422.5
Teresópolis	13,987,384.3
I	6,963
IIA	13,381,991.3
IIB	598,430
Uberaba	97,633,397.86
Class I	3,110
Class II A	97,510,442.5
Class I A	26,195.36
Class II A	93,650
General Total	308,908,225.2

