

SUSTAINABILITY
REPORT
2021









Nitrogen
fertilizer plant
in Laranjeiras,
Sergipe.

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1. MESSAGE FROM MANAGEMENT

[102-14]

ESG calling: expanding our sustainable horizons and stepping into agribusiness.

We have long believed that Environment, Social, and Governance (ESG) would become increasingly relevant to the market and highlight the need for important transformations in that regard, and so, we are mobilizing our company to tackle climate change by announcing measures that will contribute to a low-carbon economy. In parallel, we have entered the agribusiness segment, an impactful decision that has made 2021 a milestone year for our present and future. The COVID-19 pandemic, which was unfortunately still ongoing throughout the fiscal year, drove us forward to face the storm and achieve our best. To everyone who has suffered the loss of a loved one during this public health crisis, I offer here my sincere condolences.

Despite yet another pandemic year, our efforts and focus on results helped us grow, and grow vigorously: we resumed operations at our two nitrogen fertilizer plants leased from Petrobras

— one in Laranjeiras (in the state of Sergipe), which began operating in April, and the other in Camaçari (Bahia), where activities resumed in July. We invested over R\$510 million into restarting these plants, creating jobs, and reducing our dependence on imports of products like ammonia and urea. This consolidated our position as one of the leading chemical companies in Brazil and the Latin American leader in three product segments: styrenics, acrylics, and nitrogen fertilizers.

The global agenda for sustainable development is at the core of our business strategy and we intend to lead important transformations across the production chains in which we participate. We will be as judicious in that endeavor as we are when it comes to our production line. After all, for over 56 years, we have been striving for excellence in our work and the determination to be present in every moment of people's lives.

We will continue on the most sustainable path with actions and projects that reaffirm our commitment to sustainability across our entire production chain. In 2021, we kicked off multiple initiatives to that end, including our partnership with Casa dos Ventos, promoting a renewable energy future for our operations starting in 2024 and contributing to increasing Brazil's wind energy capacity. We also signed purchase and sale agreements with Petrobras and Shell Energy do Brasil, providing for deliveries of natural gas over the next four and two years, respectively. These agreements are essential to ensure that our Agro plants can operate at full capacity. Through these measures, we are working toward an energy transition with the ambition to produce and consume fuel from more sustainable sources.

We announced the production of green hydrogen and green ammonia in Brazil, an important investment that can be used to decar-

bonize a wide variety of industries and the global maritime fleet.

Also within the scope of expanding our low-carbon business operations, we announced an investment in the construction of a sulfuric acid plant with predicted start-up in 2023, which will provide the means for Agro Sergipe to resume ammonium sulfate production. In addition to becoming self-sufficient producers of ammonium sulfate, this raw material will enable us to generate steam without consuming any fossil fuels, giving us the autonomy to replace steam from other sources in our processes. It should be noted that this decision positions us as one of the few companies—if not the only one—to build a factory of that magnitude on Brazilian territory in the current period.

We continue to focus our efforts on achieving the essential conditions to continue doing business and preserving the environment while also caring for local communities in the regions where we

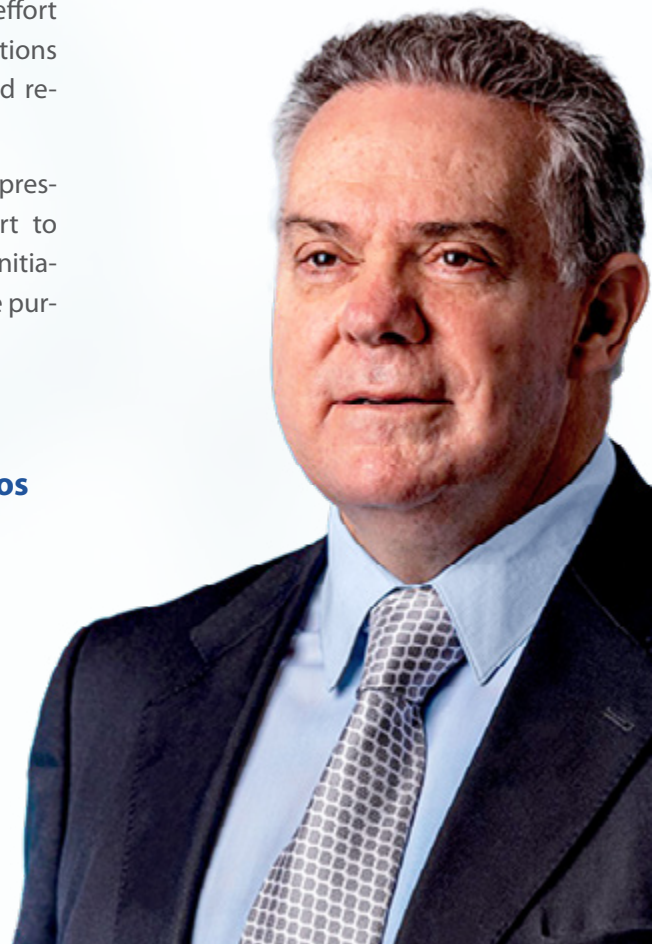
operate. We maintained our investments at the Candeias School and kicked off new studies to expand our operations focusing on education and social development.

Our combination of solid strategy and committed employees has also resulted in excellent financial performance. We finished the year with a gross revenue of R\$8.5 billion and net earnings of R\$882 million, assured that we have stayed true to our mission while maintaining financial balance, but also that there is still much more to be done. We will spare no effort to keep evolving our operations with ethics, commitment, and respect for the environment.

It is our great satisfaction to present this Sustainability Report to you and, with it, our many initiatives and achievements in the pursuit of a better future.

We wish you an enjoyable read!

Roberto Noronha Santos
CEO



2. 2021 HIGHLIGHTS



We entered the Agro segment, in line with our business diversification strategy. We became Brazil's only producer of urea and ammonium sulfate and one of the largest producer of nitrogen fertilizers in the country.



We maintained our gold medal from EcoVadis as part of the Together for Sustainability (TfS) program.



We announced initiatives aiming for a low-carbon economy.

We launched the EcoGreen® line, producing acrylic sheets 100% made with recycled content.



We assigned more women to leadership roles, promoting greater diversity in our top management.



We structured our **Compliance Department.**

We merged high-level financial management with sustainable governance, resulting in a **gross revenue of R\$8.5 billion and net earnings of R\$882 million.**

3. ABOUT THIS REPORT

In 2021, we progressed further on our sustainable journey. For the third consecutive year, we are releasing our Sustainability Report, through which we intend to continue sharing environmental, financial, social, and governance information every year to reaffirm transparency and our commitment to society, our employees, and other stakeholders. [102-52]

The information shared here spans the entire year 2021 and complies with the GRI Standards: Core option, the most up-to-date version of the GRI Standards, a sustainability reporting tool used by companies worldwide to communicate with their stakeholders. The previous

report, for the year 2020, is available on our Investor Relations (IR) [website https://ri.unigel.com.br](https://ri.unigel.com.br). [102-54] [102-50] [102-51]

The relevant GRI indicators are stated in brackets and bold type throughout the text and are listed in greater detail in the GRI Summary provided at the end

of this publication. For more information or any queries about this report, please email us at sustentabilidade@unigel.com.br. [102-53]

The contents of this report were based on material topics and correlated to GRI Standards items wherever possible. [102-46]



3.1. MATERIAL TOPIC PRIORITIES

Our relationship with different stakeholders is grounded on values including honesty, integrity, and transparency. We identified our stakeholders while preparing the documentation that supports our context within the Integrated Management System (IMS) and during the audit process for various programs and certifications addressed in this report. [102-42]

The identified stakeholders are clients; representatives from regulators and government agencies; suppliers, service providers; employees; members of the community; trade association

members; associations and trade unions; shareholders; and members of the Board of Directors. [102-40]

To align the material topics with the different stakeholders that engage with us, we coordinated participatory initiatives aiming to understand their needs and divulge our strategy and perspectives.

Some examples of this interaction include satisfaction surveys conducted every two years with our clients; internal releases on our in-house channels (Uniweb, emails, and bulletin boards); annual per-

formance evaluations for our logistics providers; participation in associations and committees; and press releases and social media communications. [102-43]

The contents of this report were based on select material topics. In addition, we completed 13 individual remote interviews with Unigel's Executive Officers. [102-46]

The material topics were correlated to the GRI Standards topics whenever possible and, from there, we selected the topic-specific disclosures to be reported as listed below. [102-46]

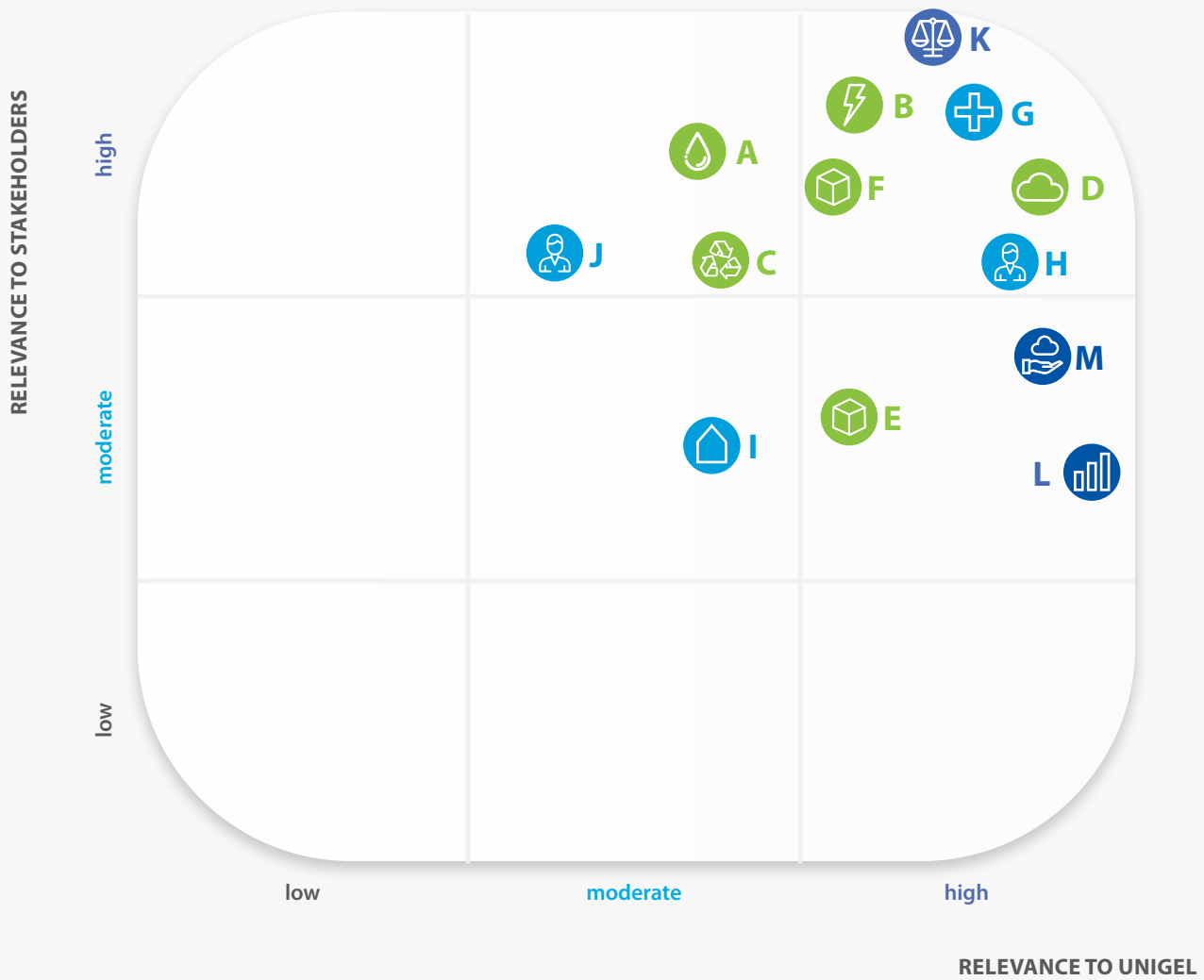


MATERIAL TOPIC	RELATED TOPICS AND DISCLOSURES
	205-1
ETHICS AND TRANSPARENCY	Anti-Corruption 205-2
	205-3
WASTE MANAGEMENT	Waste 306-1
	306-2
	306-3
	306-4
	306-5
CIRCULAR ECONOMY AND VALUE CHAIN	Materials 301-1
LOCAL COMMUNITIES	Indirect Economic Impacts 203-2
	Local Communities 413-1
	Employment 401-1
QUALIFIED WORKFORCE	404-1
	Training and Education 404-2
	403-1
	403-2
	403-3
	403-4
HEALTH & SAFETY	Occupational Health and Safety 403-5
	403-6
	403-7
	403-8
	403-9

MATERIAL TOPIC	RELATED TOPICS AND DISCLOSURES
INNOVATION AND SUSTAINABLE PRODUCTS	Organizational Profile 102-2 102-6
WATER	Water Withdrawal 303-1 303-2 303-3 303-4 303-5
EMISSIONS & CLIMATE CHANGE	Economic Performance 201-2 Emissions 305-1 305-2 305-4
ENERGY	Energy 302-1 302-3 302-4
ENVIRONMENTAL COMPLIANCE	Waste 306-3 Water Withdrawal 303-5
DIVERSITY AND INCLUSION	Diversity and Equal Opportunity 405-1
ECONOMIC PERFORMANCE	Economic Performance 201-1

The material topics based on relevance to Unigel and to our stakeholders are listed below. **[102-46] [102-47]**

MATERIALITY MATRIX



ILLUSTRATIVE LEGEND:

Environment

Social

Governance

- (A) Water
- (B) Energy
- (C) Waste Management
- (D) Emissions & Climate Change
- (E) Circular Economy & Value Chain
- (F) Innovation & Sustainable Products

- (G) Health & Safety
- (H) Employee Development
- (I) Local Communities
- (J) Diversity & Inclusion

- (K) Ethics & Transparency
- (L) Economic Performance
- (M) Environmental Compliance

ABOUT US



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4. ABOUT US

4.1. ABOUT UNIGEL

Founded in 1966 by Henri Armand Slezzynger, we are Unigel Participações S.A., a large chemical company controlled by the Cigel Participações S.A. holding company, which holds nearly all our shares.

In 2021, we became a Category A publicly-traded company under the Brazilian Securities and Exchange Commission (CVM). [102-1] [102-5]

From our headquarters in the city of São Paulo (SP), we manage 13 sites in Brazil — in the states of Bahia, Sergipe, and São Paulo — and Mexico, in the states of San Luís Potosí and Veracruz, offering a diversified portfolio of styrenics, acrylics, and nitrogen fertilizers

for different industrial and agribusiness chains. [102-3]

We are the Latin American leader in these three segments that collectively serve a wide range of industries, including agriculture and livestock, automotive, home appliances, electronics, mining, packaging, pulp and paper, paints and varnishes, and health and beauty. With our innovative and sustainable solutions, we help to responsibly build a better future for all. [102-2]

“

With our innovative and sustainable solutions, we help to responsibly build a better future for all.

Acrylonitrile plant in Camaçari, Bahia.



PRESENCE IN LATIN AMERICA

[102-3, 102-4]



MEXICO

OPERATING SITES



MEXICO

SAN LUÍS POTOSÍ:

- Acrylic Sheets Plant

OCOYOACAC:

- Acrylic Sheets Plant

COSOLEACAQUE:

- Sulfuric Acid Plant*

PORTS



MEXICO

- PORT OF ALTAMIRA
- PORT OF VERACRUZ
- PORT OF MANZANILLO

* Idle plant

OPERATING SITES



BRAZIL

• BAHIA

CAMAÇARI:

- Styrene Monomer, Ethylbenzene and Toluene Plants
- Acrylonitrile, Acetonitrile and Hydrogen Cyanide Plants
- Sodium Cyanide Solution and Acetone Cyanohydrin Plants
- Ammonia, Urea and ARLA-32 Plants

CANDEIAS:

- Methacrylates, Ammonium Sulfate, and Sodium Cyanide Briquettes and Solution Plant
- Acrylic Sheets and Resins Plant*

• SERGIPE

LARANJEIRAS:

- Ammonia, Urea and Ammonium Sulfate Plants

• SÃO PAULO

CUBATÃO:

- Styrene and Toluene Plants

GUARUJÁ:

- Polystyrene Plant
- Latex Plant

SÃO JOSÉ DOS CAMPOS:

- Polystyrene Plant

BRAZIL



PORTS, HEADQUARTERS AND INNOVATION CENTER



BRASIL

• BAHIA

- PORT OF ARATU
- MTU: MARINE TERMINAL – UREA
- MTA: MARINE TERMINAL – AMMONIA
- PORT OF SALVADOR
- UNIGEL INNOVATION AND TECHNOLOGY CENTER (CITU) – CAMAÇARI

• SÃO PAULO

- HEADQUARTERS
- PORT OF SANTOS

* Idle plant

ANNUAL PRODUCTION CAPACITY (IN TONNES) [102-7]

We are a large chemical company and our production capacity is distributed across 13 sites in Brazil and Mexico, as listed in the table below. [102-7]

SITE	CAPACITY (T/YEAR)
CANDEIAS (BA)	
METHACRYLATES (MMA, EMA)	90,000
SODIUM CYANIDE – SOLUTION	18,000
SODIUM CYANIDE – SOLID	16,000
AMMONIUM SULFATE – GROUND	350,000
AMMONIUM SULFATE – GRANULAR	100,000
ACRYLIC RESINS	20,000
ACRYLIC SHEETS	16,000
GLACIAL METHACRYLIC ACID (GMAA)	5,000
HYDROGEN CYANIDE (HCN) – SYNTHETIC	25,000
ACETONE CYANOHYDRIN (ACH)	72,000
CAMAÇARI (BA)	
ETHYLBENZENE	330,000
STYRENE	190,000
ACRYLONITRILE	100,000
ACETONITRILE	4,000
HYDROGEN CYANIDE (HCN) – COPRODUCT	11,000
SODIUM CYANIDE – SOLUTION	18,000
ACETONE CYANOHYDRIN (ACH)	34,000
AMMONIA	475,000
UREA	475,000
ARLA-32	220,000

SITE	CAPACITY (T/YEAR)
LARANJEIRAS (SE)	
AMMONIA	450,000
UREA	650,000
AMMONIUM SULFATE*	320,000
CUBATÃO (SP)	
STYRENE	120,000
SÃO JOSÉ DOS CAMPOS (SP)	
POLYSTYRENE	190,000
GUARUJÁ (SP)	
POLYSTYRENE	120,000
LATEX	42,000
SAN LUÍS POTOSÍ	
ACRYLIC SHEETS	6,000
OCOYOACAC	
ACRYLIC SHEETS	17,000
COSOLEACAQUE*	
METHACRYLATES (MMA, EMA)	25,000
SULFURIC ACID	65,000
COATZACOALCOS*	
ACETONE CYANOHYDRIN (ACH)	25,000

* Idle



4.2 WE ARE ALSO AGRO!

To further diversify our business, in November 2019, we leased two nitrogen fertilizer plants from Petrobras in Laranjeiras (Sergipe) and Camaçari (Bahia) under a ten-year agreement extendable for another ten years, moving in to position ourselves as an important player in Brazilian agribusiness.

The leasing process for our agribusiness operations also included the Marine Terminals for Ammonia (TMA) and Urea (TMU) at the Port of Aratu (BA). The former includes a 30-kilometer reverse-technology ammonia pipeline system that connects Agro Bahia's ammonia production process to the marine terminal and offers a storage capacity of approximately 20 tonnes of ammonia.

Seizing the opportunity to further integrate our industrial complexes in Camaçari (BA) with the availability of utilities (e.g., electricity and steam), we also leased the TermoCamaçari Thermoelectric Plant (UTE TermoCamaçari) via an agreement valid until August 2030. The site includes the power plant — which has an installed capacity of 120 MW — and electrical substations and boilers to generate steam for our sites at the Camaçari Petrochemical Complex.

In 2021, to speed up the start of our Agro operations in Laranjeiras (SE) and Camaçari (BA), we raised US\$110 million on the international market to restore the production sites and procure raw materials.

“

We leased two nitrogen fertilizer plants from Petrobras in Laranjeiras (SE) and Camaçari (BA) under a ten-year agreement extendable for another ten years, moving in to position ourselves as an important player in Brazilian agribusiness.

Nitrogen fertilizer plant in Camaçari, Bahia.

Nitrogen fertilizer plant in Laranjeiras, Sergipe.





Urea production at Laranjeiras, Sergipe nitrogen fertilizer plant.

“

By producing ammonia, we stopped relying on imports to supply for our acrylics and fertilizers business, in addition to serving part of Brazil's domestic demand.

The two facilities began operating at different times in 2021: April (Agro Sergipe) and July (Agro Bahia). To resume production, we invested around R\$500 million in both sites. With an annual production capacity of 650,000 tonnes of urea, 450,000 tonnes of ammonia, and 320,000 tonnes of ammonium sulfate, Agro Sergipe has elevated us to the number one position among nitrogen fertilizer manufacturers in Brazil. The Agro Bahia plant has an annual production capacity of up to 475,000 tonnes of urea, 475,000 tonnes of ammonia, and 220,000 tonnes of Arla, a product used in diesel-powered engines to reduce pollutant emissions.

This operation also enabled us to formalize agreements for the purchase of natural gas — the main raw material for ammonia production — with Petrobras and Shell Energy. With expected terms of four and two years, respectively, these agreements will ensure our operational longevity.

Agro Bahia and Agro Sergipe have 433 direct employees in total, representing 23% of our total workforce, in addition to 546 contractors.

To integrate new professionals into the team, we administer a New Operators Training program as part of the hiring process, in partnership with the National Service for Industrial Training (SENAI). With a duration of 352 hours (8 hours/day), the initiative brought together 300 participants in a hybrid learning format that included remote learning, hands-on classes, and technical visits. At the end of the course, 56 students were hired at our sites. Although this process has focused on serving our Agro division, we also direct new talents to our Styrenics division.

In line with our strategy to remain competitive within our markets, we combine mastery of process technology and constant innovation with operational integration, which enables us to produce a part of the inputs used in our own

products. By producing ammonia, we no longer rely on imports to supply our acrylics and fertilizers business, and we also began meeting a part of Brazil's domestic demand. Therefore, in addition to consolidating our role in one of the most important sectors for Brazil — in which the country maintains a globally prominent position — we have started differentiating ourselves by producing inputs that are typically imported.

For purposes of comparison, in 2021, Brazil imported 7.8 million tonnes of urea, according to official data from the Ministry of Industry,

Foreign Trade, and Services. The Laranjeiras (SE) and Camaçari (BA) sites produce a combined total of up to 1.15 million tonnes of urea per year, i.e., one-third of the 3.43 million tonnes produced across all of Latin America in 2019*. In addition, we are the only active producers with the installed capacity to manufacture and distribute urea at an industrial scale in Brazil. Our Agro sites account for all our fertilizer-related operations, although we were already producing ammonium sulfate (input for fertilizer production) in Candeias (BA) before start-up of these plants. [102-7]

“

By entering this segment, we also met a number of sustainability demands related to our new activities.

* Data from the International Fertilizer Association.





The green hydrogen plant will be the first industrial scale in Brazil and one of the largest of its kind in the world. The plant is expected to start operations by the end of 2023.

4.2.1. AGRO CERTIFICATIONS

In 2021, as part of our constant pursuit of excellence in our processes, our sites began preparing to become ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 certified, with expected completion in June 2023. All of them have already been certified to produce and market Arlagel and have been approved by the Internal Equipment Inspection Service (SPIE).

- **ARLAGEL – AGRO BAHIA:**

the audit was carried out in February by a company approved by the National Institute of Metrology, Quality, and Technology (INMETRO) to prove that our storage and marketing practices for Arla-32 (diesel exhaust fluid) were compliant with current regulations. This measure was necessary for continued marketing of the inventory held in storage at the time of the lease. In February 2022, a new audit was successfully completed to include this production practice in our certification.

- **INTERNAL EQUIPMENT INSPECTION SERVICE (SPIE) CERTIFICATION – AGRO SERGIPE:**

the certification allows our qualified personnel to inspect equipment (boilers, pressure vessels, metal pipes, and metal

storage tanks) in accordance with Regulatory Standard No. 13 to ensure their integrity, reliability, safety, and operating efficiency and to reduce the costs associated with production downtime for maintenance. Few companies have this certification.

4.2.2. GREEN HYDROGEN AND GREEN AMMONIA

Upon our entry into the fertilizer segment, a new initiative was announced: the construction of the first industrial site that will use renewable energy to produce Green Hydrogen and Green Ammonia, in which the hydrogen molecule is obtained by water electrolysis rather than the conventional method, which uses natural gas.

Green ammonia is a zero-carbon product that serves the energy and fuel markets, in addition to industrial applications and the fertilizer industry. The production of green ammonia is expected to avoid over 400 tonnes of CO₂ emissions per year.

Installed capacity will be added gradually as the electrolysis equipment is delivered, until we reach 200 tonnes per year. For that production volume, we will need to purchase over 300 megawatts (MW) of renewable energy.

With this project, we plan to become Brazil's first manufacturer of green hydrogen. The choice of site in Bahia was due to the state's high availability of renewable energy, which is essential to the production of green hydrogen. The state government estimates the necessary investments at around R\$1.4 billion.

4.2.3. SULFURIC ACID

In 2021, we announced the construction of a sulfuric acid plant at Camaçari Industrial Complex (BA), with expected start-up in 2023. The expected investment will be approximately R\$500 million and will create around 600 job openings, in addition to 70 direct hires for the operation.

The new, 25,000 m² plant will have a production capacity of 450,000 tonnes per year of sulfuric acid, in addition to 50,000 tonnes per year of oleum. It will also generate energy in the form of steam, which will be used in our factories located at Camaçari Petrochemical Complex.

This energy will be generated without consuming any fossil fuel, by recovering steam (about 664 kta) for reuse at our production sites in Camaçari. By recovering and reusing this steam, we will avoid an estimated 150,000 tonnes of CO₂

equivalent emissions per year, in addition to reducing the amount of resources used in our boilers for steam production, e.g., water and fuel. An additional advantage is the significant drop in emissions from naval shipping, as one sulfur import operation is logistically equivalent to three of sulfuric acid.

Sulfuric acid is of paramount importance to our production chain, in which it is mainly used in the production of ammonium sulfate, which, in turn, is a soil conditioner that provides nitrogen fertilization for cotton, corn, coffee, and other crops. When applied to the soil, the sulfur used to produce sulfuric acid for the formulation of ammonium sulfate returns to the soil, completing its cycle.

In addition, the product is a relevant raw material in acrylic production. It can also be used in other applications in the chemical, textile, metallurgy, and pulp and paper industries, among others. Oleum is used as a raw material in the manufacture of our methacrylates and can be taken up by other industries, especially in the extraction of minerals and precious metals. With this project, we became self-sufficient in sulfuric acid and oleum, with the possibility of selling the surplus to the market.

“

In 2021, we announced the construction of a sulfuric acid plant at Camaçari Industrial Complex (BA), with expected start-up in 2023.



LEARN MORE ABOUT UNIGEL AGRO





- Agro Operations
- Future Projects
- Stakeholders

4.3. PORTFOLIO OF PRODUCTS AND SERVICES

For over 50 years, we have developed steady and long-lasting relationships in the business-to-business (B2B) segment as one of the largest acrylics and styrenics companies in Latin America in terms of nominal production capacity. And that capacity is vertically integrated, serving clients of all sizes in the Brazilian and international markets.

This business approach sets us apart and underlines our competitiveness within the international commodities market. We guarantee high quality in our products and deliveries and excellence in our specialized sales service. **[102-6]**

We have new sustainability-oriented products (fully developed or under development): **[102-6]**

UREIA: the world's most widely used nitrogen fertilizer due to its high concentration of nitrogen. Solid product with 46% nitrogen, available in prilled or granular form.

Applications:

- **Fertilizer: Fertilization of cotton, corn, coffee, sugarcane, fruit plants, and vegetables, among others;**
- Livestock farming: food additive for ruminants such as cattle, goats, sheep, and buffalo;
- Technical: used in the manufacture of melanin, synthetic resins, miscellaneous plastics, waterproofing products, etc.;
- Premium (Arla 32): with high purity and very low diuride content, the main application for this product is the manufacture of additives used to reduce nitrogen oxide (NOx) emissions by diesel engines.

Industries: agriculture, industrial.





Urea

Annual production
capacity:
1,125,000 tonnes.





Ammonia

Annual production
capacity:
925,000 tonnes



AMMONIA: a gas under normal temperature and pressure conditions, and liquid when subjected to high pressure or low temperature. It has a nitrogen content of 82%.

Applications:

- **Raw material for fertilizers, including MAP, DAP, ammonium sulfate, ammonium nitrate, and urea;**
- Refrigerant for compression and absorption systems;
- Treatment of fodder for ruminant livestock;
- Raw material for petrochemicals such as ethanolamine, nitric acid, acrylonitrile, and hydrogen cyanide, among others;
- Mining processes requiring iron stripping by forming an ammonia/iron complex;
- pH control;
- Corrosion inhibitor in oil refineries;
- Explosives manufacturing.

Industries: agriculture, chemical and petrochemical, industrial, mining.



Ammonium Sulfate
Annual production
capacity:
550,000 tonnes



AMMONIUM SULFATE: an inorganic salt widely used as an agricultural fertilizer for soil nitrogen and sulfur replenishment. It is 21% nitrogen and 24% sulfur and is produced in ground or granular form.

Applications:

- **Fertilizers;**
- Hide tanning;
- Chemical industry applications;
- Vanadium mining;
- Fire extinguishers.

Industries: agriculture, chemical, mining, industrial.

Sustainability-Oriented Products

ARLAGEL: a liquid composed of 32.5% high-purity urea and demineralized water.

Applications:

- **Reduction of NOx emissions by diesel engines, in addition to promoting reductions in particulate matter, hydrocarbons, monoxides, and carbon dioxide;**
- Source of nutrients for microorganisms in wastewater treatment;
- Liquid fertilizer.

Industries: agriculture, chemical, land shipping.



ARLAGEL
Annual production
capacity:
220,000 tonnes



ACRYLIC SHEETS:

Produced by MMA polymerization or PMMA extrusion, acrylic sheets are used by the construction industry as an alternative to glass and other materials on account of their properties: light weight, high mechanical strength and UV-resistance, ease of machining, and wide range of available colors and textures.

Application examples:

- Specialty construction projects, such as aquariums and hockey courts, and bathtub manufacturing.
- Alternative to glass in architectural applications.
- **Sanitary protection barriers and visual communication displays.**
- Hospital applications, including neonatal incubators and intubation domes.
- Furniture, decorations, and lighting.

Industries: construction, decoration, lighting, hospitals.

Sustainability-Oriented Products

ECOGREEN®: rolled out in 2022, 100% made from recycled acrylic material. Light transmission above 92% (glass) and rMMA with 98.5% average purity.

Application examples:

- **Point-of-sale displays.**

Industries: consumer goods.

TOLUENE:

A product with diverse applications in the chemical industry. Toluene is among the main raw materials in the manufacture of TDI (toluene diisocyanate, a precursor of polyurethane) and p-toluenesulfonic acid (a polymerization initiator), in addition to being an important industrial solvent.

Application examples:

- **Solvent for resins, rubbers, paints, and coatings.**
- Polyurethane precursor.
- Production of organic initiators.

Industries: paints, chemicals.



• **METHYL METHACRYLATE (MMA):**

A monomer widely used by the chemical industry. For certain applications, it offers superior shine, hardness, and durability.

Application examples:

- **Manufacture of acrylic sheets and resins, including PMMA.**
- Acrylic emulsions used in the production of paints and coatings.
- Manufacture of dental and orthopedic prostheses.

Industries: paints, automotive, construction, decoration, healthcare.

GLACIAL METHACRYLIC ACID (GMAA):

a viscous and colorless liquid, soluble in water and most organic solvents. Produced from the hydrolysis of acetone cyanohydrin, it can be used as a precursor to other methacrylates. In the chemical industry, it is used to promote excellent thickening power and to enhance polymer hardness and shine.

Application examples:

- **Acrylic-based thickeners.**
- Co-monomer for the manufacture of water-based and solvent-based resins.
- Dispersant.

Industries: paints, textiles, home appliances.





POLYSTYRENE: a thermoplastic resin produced by polymerizing the styrene monomer, offered as two main families of products: transparent general-purpose polystyrene (GPPS) and high impact polystyrene (HIPS). Polystyrene is characterized by its excellent processability and versatility of applications.

Application examples:

- Thermoformed (cups and plates) and injected (cutlery) single-use products.
- **Internal and external components of refrigerators and washing machines.**
- Dairy containers.
- Foam containers for food (e.g., deli meats).
- Components for electronic devices (e.g., printers).
- Household utensils (jars, containers, organizers).

Industries: single-use products, electronics, food, household utensils.



- **SODIUM CYANIDE:** commonly produced by reacting sodium hydroxide with hydrogen cyanide, sodium cyanide is used mainly in gold and silver mining, as its reactivity facilitates the extraction of these metals. It is manufactured in solution or briquette form.

Application examples:

- **Gold and silver mining.**
- Industrial applications, e.g., galvanoplasty.

Industry: mining.

- **ACETONITRILE:** a colorless liquid with low viscosity, low reactivity, and high capacity to dissolve electrolytes and nonpolar compounds. It is mainly obtained as a specialty product from acrylonitrile production. Acetonitrile is generally produced at a roughly 80% purity level and sold to purifiers that market the product for applications that demand higher purity.

Application examples:

- Pharmaceuticals.
- **Lithium-ion batteries.**
- Laboratory use as a solvent in high-performance chromatography.
- Purification of petrochemicals such as butadiene.

Industries: pharmaceutical, electronics, laboratories, petrochemical.

- **ACRYLONITRILE:** an organic monomer widely used by the chemical industry as a raw material in the manufacture of plastics and acrylic fibers, among other products. It provides added mechanical strength and chemical resistance.

Application examples:

- Engineering plastics (e.g. ABS, SAN), automotive, home appliances.
- **Acrylic fibers used in the manufacture of textile filaments.**
- Acrylamide, used in the manufacture of paints and varnishes, and polyacrylamide, used in water treatment and oil well drilling.
- Carbon fiber.
- Nitrile rubbers.
- Ether amines used as flotation agents in mining.

Industries: textile, automotive, electronics, household utensils, aviation, paints, petrochemical, mining, water treatment.

LATEX: an aqueous dispersion of polymers, produced by emulsion polymerization and with varying properties according to the combination of monomers used in its formulation. Unigel manufactures styrene-butadiene (SB) and styrene-acrylic (SA) latexes.

Application examples:

- Couche and LWC paper: used in printing of magazines, catalogs, calendars, books, and various publicity materials.
- Specialty papers: thermal paper, labels, release liners.
- Card stock: used in packaging for food and beverages, cleaning and hygiene products, cosmetics, and pharmaceuticals.
- **Woven and non-woven fabric impregnation for the textile industry, for the production of carpets, rugs, synthetic grass, and footwear.**

Industries: paper, construction, food, decoration, footwear.

PMMA – ACRIGEL®: a thermoplastic resin produced from the polymerization of MMA. Its properties include high transparency and UV-stability, assuring durability and weather-resistance.

Application examples:

- Flashlight lenses, brake lights, coatings for automotive pillars, emblems, and rain deflectors.
- Packaging.
- Home appliance displays, panels, and buttons.
- Lenses for residential lighting and public transport.
- **Cups, pitchers, and bowls.**

Industries: automotive, cosmetics, home appliances, lighting, and household utensils.

STYRENE: an oily, colorless liquid monomer and important raw material in the synthesis of various chemical products, providing shine and rigidity.

Application examples:

- Polystyrene (PS) resin.
- Expanded polystyrene (EPS), used in packaging for electronics and in thermal and acoustic insulation blocks for construction.
- Other styrene thermoplastic resins (e.g., ABS and SAN resins) for automotive and electronic applications.
- Acrylic emulsions used in the formulation of paints and coatings.
- **Styrene rubbers used in the manufacture of tires and footwear.**
- Unsaturated polyester resin (UPR), a raw material in the manufacture of composites for the construction, nautical, and automotive industries.

Industries: construction, electronics, automotive, footwear.





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We are Brazil's only producers of methacrylic acid (GMAA), ammonium sulfate, acrylonitrile, sodium cyanide, ethyl methacrylate (EMA), methyl methacrylate (MMA), and urea. By doing this, we strengthened Brazilian industry and agribusiness, reducing the need for imported inputs.

MARKETS WE SERVE

Investing in research and development is a priority for us, as we continually seek to offer the best sustainability-oriented solutions. With this approach, we serve local and international markets in the Americas, Asia, and Europe, as shown in the following image. [102-6]

Commercial Activity 2021

NORTH AMERICA

- ACETONITRILE
- PMMA
- ACRYLONITRILE
- SODIUM CYANIDE
- METHACRYLATE (EMA)
- METHACRYLATE (MMA)
- POLYSTYRENE
- ACRYLIC SHEETS
- GMAA (GLACIAL METHACRYLIC ACID)

EUROPE

- ACETONITRILE
- ACRYLONITRILE
- METHACRYLATE (EMA)
- METHACRYLATE (MMA)
- POLYSTYRENE
- ACRYLIC SHEETS

ASIA

- ACETONITRILE
- ACRYLONITRILE
- METHACRYLATE (EMA)
- METHACRYLATE (MMA)
- POLYSTYRENE
- ACRYLIC SHEETS



SOUTH AMERICA

- PMMA
- ACRYLONITRILE
- SODIUM CYANIDE
- STYRENE
- LATEX
- METHACRYLATE (EMA)
- METHACRYLATE (MMA)
- POLYSTYRENE

- TOLUENE
- ACRYLIC SHEETS
- GMAA (GLACIAL METHACRYLIC ACID)
- AMMONIUM SULFATE*
- AMMONIA*
- ARLA 32 (ARLAGE)*
- CARBON DIOXIDE*
- UREA*

AFRICA

- SODIUM CYANIDE
- POLYSTYRENE

* Sales in domestic market only.

We are Brazil's only producers of methacrylic acid (GMAA), ammonium sulfate, acrylonitrile, sodium cyanide, ethyl methacrylate (EMA), methyl methacrylate (MMA), and urea. By doing

this, we strengthened Brazilian industry and agribusiness, reducing the need for imported inputs. However, the prices and costs of our main products follow international price trends

— which is why, in the event of a narrowing of spreads, we may scale down or even cease production of a particular product, increasing the need for imports. [203-2]

SUPPLY CHAIN

In our operations, we primarily consume raw materials used in production and as packaging and stock materials. Our suppliers are as follows: [102-9]



Raw material suppliers:

165



Service providers:

2,348



Suppliers for other needs:

1,093*

* Includes maintenance, design, and packaging materials, scrap, and others.

Our continued growth is spurred by an integrated value chain that, to a large extent, enables us to produce our own raw materials at certain stages of our operating process. One example is our own production of styrene monomer, which we then use to manufacture polystyrene and latex; and ammonia, which feeds into our production of urea and acrylonitrile. By

managing our value chain, we gain greater control over production and mitigate the risk of raw material shortages, increasing the added value of our operations. [102-9]

We also gain competitive advantages from using commodities as raw materials, which enables us to formalize long-term agreements with local suppliers and helps mitigate any input shortages. In this way, we maintain an efficient supply chain by reducing logistical costs while encouraging growth in the domestic market. [102-9]

MATERIALS USED

The consumption of raw materials is directly related to the composition and cost of a product. Therefore, we maintain strict monthly control of fixed and variable costs, an important aspect for us to remain competitive in the market. In addition, the product's formulation already specifies the amount of raw material to be consumed in production, avoiding waste. [103 | 301]

When it comes to controlled materials, we carefully control all documentation, keeping all Material Safety Data Sheets (MSDS) up to date and submitting the appropriate reports and documents to the relevant authorities. [103 | 301]

We are committed to developing projects and improvements

at our sites to reduce material consumption without impacting product quality. We establish targets by evaluating the coefficients of consumption by volume produced of the main materials that make up our production chain. Indicators are determined based on product line specifications and the operating conditions at the plants. They are validated by the Financial Department and monitored on a monthly basis, upon which any discrepancies are analyzed and corrective action is taken as needed. These targets have led us to establish partnerships with suppliers and clients and create dedicated programs for sustainable use of materials, focusing on reusing and/or reducing consumption. [103 | 301]

In Mexico, for example, material development and management are based on our Quality Management System, which primarily defines the critical process materials, specifications, supplier development and evaluation, and new materials. In addition, some of our acrylic sheet manufacturing processes enforce and promote a circular economy, reducing environmental impact by minimizing material waste and reducing the consumption of virgin raw materials by reusing and recycling acrylic waste. [103 | 301]

Polystyrene plant in São José dos Campos, São Paulo.

An aerial photograph of an industrial plant, likely a refinery or chemical processing facility, set against a backdrop of green fields and distant hills. A large, semi-transparent white circle is overlaid on the center of the image, containing a quote. The quote is in a bold, black, sans-serif font. To the left of the text is a large green double quotation mark. The background shows various industrial structures, including storage tanks, pipes, and buildings, surrounded by lush greenery.

“

Unigel operates on a premise of rigid monthly control of fixed and variable costs, which are important factors in maintaining competitiveness in the market. In addition, the product's formulation already specifies the amount of raw material to be consumed for production, avoiding waste.

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Our Board of Directors was initially constituted in 2015 as an Advisory Board and has evolved gradually since then.

4.4. GOVERNANCE STRUCTURE

Our Board of Directors was initially constituted in 2015 as an Advisory Board and has evolved gradually since then. By 2019, our Board met the independence requirements set out by the Brazilian Corporations Act. Our management structure includes the following entities: [102-18]

BOARD OF DIRECTORS

Our highest governance body, responsible for supervising the activities of the executive officers and establishing our general business policies and guidelines, among other attributions. In 2021, it consisted of five sitting members, with none of them holding any administrative positions within the company and three of them having no family ties to the controlling shareholder. All members are elected to a consolidated term of two years, subject to reelection, and may be removed by decision of a General Shareholders' Meeting. [102-18] [102-26]



EXECUTIVE OFFICERS

Our executive officers are our legal representatives, responsible for day-to-day operations and for implementing the general policies and guidelines established by the Board of Directors. Under our Articles of Incorporation, executive officers serve two- or three-year terms and may or may not be shareholders of the company. Re-election is permitted. All are elected and may be removed by the Board of Directors. **[102-18]**

This report was approved by our most senior Executive Officer — our CEO, Roberto Noronha Santos. Upon approval, the document was submitted to the Board of Directors and other internal and external audiences. **[102-32]**

To support the activities of the Board of Directors and the Executive Officers, Unigel has set up the following committees:

FINANCE COMMITTEE

The Finance Committee supports Unigel to ensure the soundness of our Financial Statements and internal controls, compliance with financial policies, and the performance of subsidiary companies, as well as to establish targets and budgets in line with our strategy, among other topics.

It is currently composed of four members, including our CEO, CFO, and the Chairman of the Board. All committee members are deeply knowledgeable in their respective fields, with specializations from institutions including the Harvard Business School, INSEAD, and Carnegie Mellon University, among others. **[102-18] [102-20] [102-22]**

AUDIT COMMITTEE

Our Audit Committee is composed of three members appointed by the Board of Directors. Among these, at least one member must be independent (as determined by the regulations for publicly traded companies listed on Brazil's Novo Mercado) and at least one must have proven expertise in corporate accounting as determined by the Brazilian Securities and Exchange Commission (CVM). None of the members can be a controller or executive officer at Unigel nor at our direct or indirect controlling shareholder, nor at subsidiaries, affiliated or jointly controlled companies, nor be in any way subordinated to said executives. The members of the Audit Committee, elected by the Board of Directors, serve unified two-year terms and may be reelected.

The three members include a coordinator with 40 years of auditing experience and two sitting members who are also part of the Board of Directors. **[102-18] [102-20] [102-22]**

STRATEGY COMMITTEE

The Strategy Committee enforces our corporate governance practices and policies and develops business strategies and long-term plans. It also advises our senior management on matters related to mergers, acquisitions, consolidations, commercial partnerships, and other forms of corporate reorganization. It provides risk-management support and helps monitor our compliance with internal guidelines and regulatory requirements.

The Strategy Committee must include a minimum of three and a maximum of five members, all of whom serve unified two-year terms and may be reelected. In 2021, there were four members on the committee, including a sitting member of the Board of Directors and Audit Committee, our Chief Industrial Officer, and our CEO for Mexico. **[102-18]**



SUSTAINABILITY



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5. SUSTAINABILITY

Created in 2019 with the goal of systematizing our socio-environmental initiatives and supporting the development of integrated plans and initiatives that drive impactful results for our stakeholders in line with the identified material topics, Unigel's Sustainability Department consolidated the company's sustainability information into our first annual reports. Although sustainability was already an internal priority before the decision to create a dedicated department,

we did this to acknowledge that including Sustainability among our core departments was the right way to ensure business longevity.

As a result, we are moving confidently forward on many topics related to sustainability, with special emphasis on programs and initiatives that enable us to efficiently pursue our goals of reusing materials in our operations, optimizing consumption, and creating more sustainable products and solutions.

“

The Sustainability Department was created in 2019 with the goal of systematizing our numerous socio-environmental initiatives and stimulating the development of integrated plans and initiatives that enable us to bring impactful results to our stakeholders, in line with the identified material topics.

Photo of the lagoon at Unigel's industrial complex in Candeias, Bahia.



5.1. HIGHLIGHTS OF THE YEAR

“

For the second consecutive year, we were awarded the EcoVadis gold medal for our Sustainability-oriented initiatives.

The year 2021 marked the start of development of Unigel's Sustainability Program. We also maintained our classification in the EcoVadis and CDP annual reports — the leading global references on environmental impact monitoring — reinforcing our commitment to reducing greenhouse gas (GHG) emissions and improving our water security performance. Other, equally important achievements included the continuity of internal initiatives such as the Pellet Zero® Program, the expansion of inter-

nal and external communications about our sustainability-related activities, and the release of our second Sustainability Report.

In recognition of all the sustainable practices applied across our production chain, not to mention the social responsibility initiatives that we develop within the communities near our sites of operation, we were certified by EcoVadis for the second year running in the Gold category — putting us in the top 5% of more than 5,000 global companies evaluated by the entity.

Styrene monomer plant
in Cubatão, São Paulo.



5.2. ONGOING ESG PROJECTS AND INITIATIVES

The year 2021 was underscored by changes aiming to leverage sustainability as a value proposition for Unigel and create a stronger integration of economic, environmental, social, and governance aspects into our business strategy and model, investment decisions, products, services, value chain, and processes related to innovation and internal development. In the following paragraphs, read more about our ongoing initiatives developed in line with our ESG agenda.

Supporting the Circular Economy — Partnership with Santa Luzia

Since 2019, we have maintained a partnership with the Santa Luzia company, through which we promote the circular economy by reintroducing waste materials into the production chain. As part of this program, the plastic waste generated by polystyrene production at our Guarujá (SP) and São José dos Campos (SP) sites are sent to the Proecologic company in the city of Taubaté (SP), which then processes and transports the material to Santa Luzia, where it is transformed into baseboards that can be used in various environments. Each tonne of waste can be upcycled into approximately 640 eight-foot baseboard moldings. For purposes of comparison, a standard house uses about 265 linear feet of this product on average, i.e., 33 eight-foot baseboard moldings. Since the start of the partnership, we have upcycled approximately 635 tonnes of plastic waste (336 tonnes in 2021 alone).

ECOGEL®

We rolled out ECOGEL®, our sustainable brand of products, in October 2020. Its development began in 2018 with the integration of internal areas at the company, and the project now includes partnerships with clients, recyclers, cooperatives, and brand owners. The brand, which includes two product fronts — Ecoplastic and Biobased — proposes to add value to the items we already produce by promoting circularity in plastics and the development of sustainable products designed to minimize the impacts of inappropriate disposal.

Ecogel® Ecoplastic — Polystyrene

The brand was launched in 2020 with the announcement of a new line of polystyrene with recycled content. Its purpose is to produce polystyrene resin from post-consumer materials, reintroducing it as new resin for use in durable goods. We are committed to including up to 30% of recycled content in the composition of the new product.

Our strategy in 2021 was to establish partnerships with clients to start testing the new resin. The end result was approximately 1.5 tonne of post-consumer recycled (PCR) plastic. With sustainability in mind, Unigel engages in a wide variety of projects to encourage the correct disposal and recycling of plastics — which can then be used as raw materials in Ecogel® Ecoplastic.

Ecogel® Biobased – EMA

The main raw materials used to produce Unigel EMA include sugarcane ethanol, which is recognized for its environmental benefits. In 2021, we invested in studies to show the value of ethanol and its advantages compared to other players in the market.

Among current technologies, the sugarcane ethanol in our Biobased EMA produced in Candeias (BA) has one of the best carbon footprints in the world, helping to fight the greenhouse effect by capturing CO₂ from the atmosphere and offering high levels of energy generation efficiency per hectare (GJ/ha). The byproducts of sugar and ethanol production (straw, bagasse, vinasse, and filter cake) are used as natural agricultural fertilizers, as well as to produce biogas and pellets and generate electricity for use or sale, helping to nourish and regenerate natural environments.

Renewable Energy Certification

We acquired 1 million Recfy renewable energy certificates from Eletrobras Furnas, which enables us to prove the renewable origin of the energy consumed in 2021 and our predicted consumption in 2022. By doing this, we offset about 80% of the CO₂ equivalent emissions associated with the electricity used across all our sites in Brazil over that two-year period.



This additional, fully traceable certification reaffirms our commitment to investing in sustainable solutions and supports yet another important alternative for those seeking to neutralize emissions caused by the electricity consumed during operations.

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Energy from Waste

One of the many ways in which we address sustainability is by analyzing the life cycles of our products. This establishes a basis for our long-term business future. At our polystyrene plant in São José dos Campos (SP), some of the material that is not converted into finished product is redirected to the Guarujá (SP) polystyrene plant, as shown in the table below.

The proportion of waste transferred from São José dos Campos (SP) to Guarujá (SP) and the volume of material converted into polystyrene was lower in 2021 due to aspects involving the en-

tire process. Production at the São José dos Campos plant was approximately 20% higher than the average output obtained in the past three years. In addition, the planned production mix for the period included less fluid products, which enabled the plant to increase the efficiency of styrene conversion into polystyrene, generating a waste product with higher concentrations of ethylbenzene compared to previous years. However, the same production mix (lower fluidity) was planned for Guarujá. This combination of high ethylbenzene content in the recyclate and lower fluidity in the materials produced led to a reduced conversion of recyclate transferred from São José dos Campos to Guarujá. All unconverted material was reused as a thermal energy source for the furnace at the plant, reducing consumption of the diesel oil that powers the process and generating a smaller amount of hazardous waste.

MATERIAL FROM SÃO JOSÉ DOS CAMPOS (SP) TRANSFERRED TO GUARUJÁ (SP) (IN TONNES)

	2018	2019	2020	2021
AMOUNT TRANSFERRED TO GUARUJÁ (SP)	25	95	61	161
AMOUNT CONVERTED INTO POLYSTYRENE	17	65	41	64
AMOUNT OF RECYCLATE GENERATED*	8	29	18	93
REMAINDER USED AS FUEL	0	2	1	3

* The process generates an additional product, called recyclate, which is later recycled into the process.

Chemical Recycling: Transforming Acrylic Sheets into Methyl Methacrylate (MMA)

The chemical recycling process is highly efficient, as it breaks down polymers into monomers that can be used to create other products. In Mexico, where new technology has been implemented to manufacture acrylic sheets with 100% recycled content, we have been using chemical recycling to convert waste acrylic into methyl methacrylate (MMA) since 2015. The materials used in this process (e.g., waste acrylic, shavings, off-spec product) are generated at our plants. We also acquire these waste materials from our clients, in addition to working with specialized waste collection companies to provide reverse logistics and reinsert materials into our production process. The following table shows the volume of material recycled over the past three years.



In 2021, we rolled out EcoGreen[®], a new line of sustainable products that are recycled and recyclable while maintaining their quality parameters of processability for various applications. The new product, which is 100% made from recycled pre-consumer and post-consumer materials, was also designed to support the circular economy across our value chain and economic development in the region where we operate. This is yet another initiative that highlights our commitment to sustainability. Learn more on page 52.

WASTE RECYCLED PER YEAR (IN TONNES)

		2019	2020	2021
UNIGEL OPERATIONS	A	517	628	569
CLIENTS	B	1,367	922	1,334
THIRD PARTIES	C	663	750	660
TOTAL	D = (A + B + C)	2,547	2,300	2,563
MMA PRODUCED WITH RECYCLED CONTENT (T)		1,683	1,940	2,023

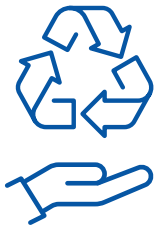


100% Recycled Acrylic Sheets



Reuse production waste

Off-spec products, waste acrylic, and shavings from Unigel's acrylic sheet production are reused.



Buy waste from clients

We purchase waste materials originating from the acrylic sheets sold to our clients.



Buy waste from co-ops

We procure acrylic waste from specialized waste collection companies.



Chemical recycling

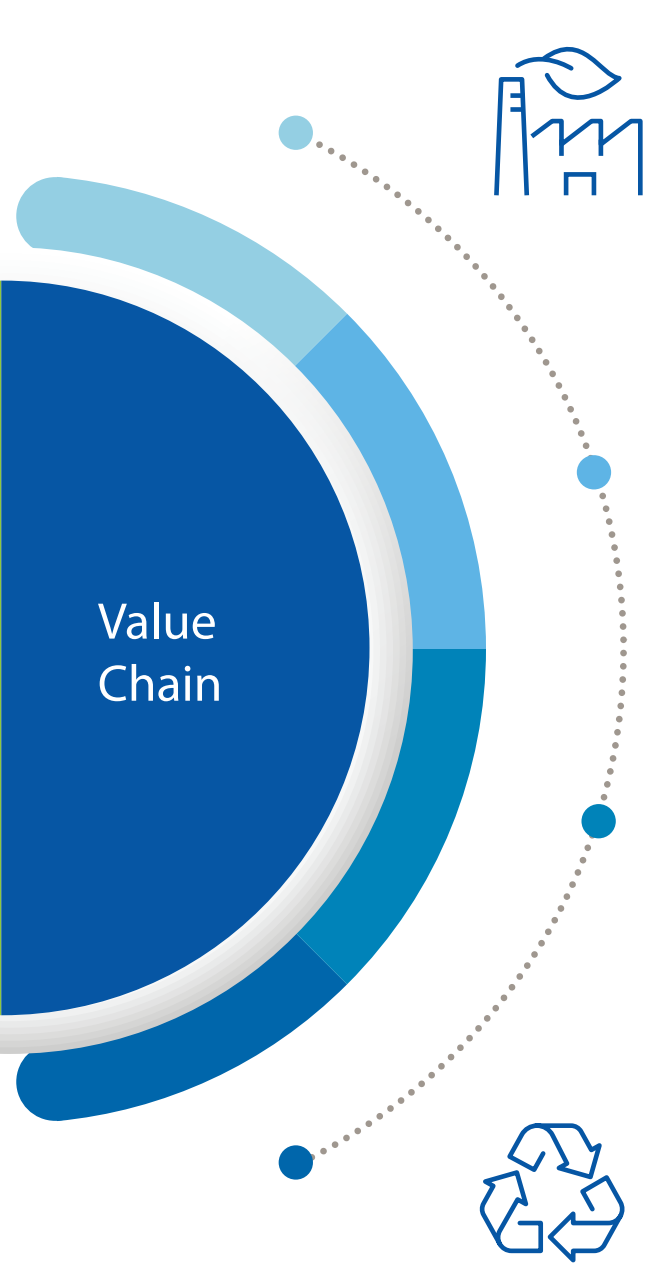
To transform waste into products, we start by gathering materials (acrylic waste from Unigel's own process or materials from clients and cooperatives). After this step, the material undergoes sorting, cleaning, grinding, and pyrolysis, followed by decontamination and distillation to create the final product.



ECOGREEN
PLASTIGLAS®
MEXICO

○ 600 tonnes of annual production capacity for methyl methacrylate (MMA) with 98.5% average purity.

○ Over 125 tonnes of EcoGreen® have been produced since the start of the operation.



Reduce waste

Waste (and, consequently, costs) from Unigel's operations are reduced, also avoiding Scope 3 emissions from the disposal of that waste.



Forge new partnerships

We make new partnerships focusing on projects that reduce environmental impact.



Generate income

Our initiatives develop and generate local income.



Create value

We create value by transforming waste into raw material and upcycling it into the supply chain, minimizing environmental impact and promoting the Circular Economy.

○ 1.25 tonne of recycled material is needed to produce 1 tonne of EcoGreen®.

○ Since EcoGreen® production first started, roughly 157 tonnes of acrylic waste have already been upcycled.

○ EcoGreen® 100% recycled acrylic sheets can be used in a wide variety of applications, e.g., to produce point-of-sale displays.

Isopor® Amigo Project

[102-12]

The *Isopor®* Amigo initiative was conceived by a group of disposables manufacturers, recyclers, petrochemical companies, and a trade union, with ABIPLAST as project manager and operations handled by Odnum Design & Engineering. The project aims to promote reverse logistics for plastic products produced with styrene monomer, as well as to encourage the sorting and cleaning of trays and packaging prior to drop-off at volunteer-based collection points and subsequent recycling. Its focus is to preserve nature and incentivize the circular economy.

The initial phase of the project began in October 2020 at Perini Business Park in Joinville (SC), which houses 240 companies and one campus of the Federal University of Santa Catarina. Since the start of the initiative, over 570 kg of *Isopor®* expanded polystyrene have already been recovered.

With the success of the *Isopor®* Amigo pilot project, the initiative evolved into a nationwide program in March 2021. As a result, in July, it won 2nd place in the Project Sustainability Awards at the IX Meeting for Sustainability in Projects (ENSUS). For more information about this project, please visit www.isoporamigo.com.br.

Pellet Zero® Program

[102-12]

The Pellet Zero® program was developed by the Plastics Industry Forum. Coordinated by Plastivida,

it is based on the international initiative Operation Clean Sweep (OCS®), as adapted to Brazilian reality. Its primary goal is to prevent the release of pellets into the environment and promote their adequate disposal by plastic transformation and recycling facilities, petrochemical plants, distributors, and logistics agents.

As an environmentally responsible company that produces plastic resin in pellet form, we understand the importance of developing strict standards to avoid environmental impact. To that end, in October 2020, we formalized a Term of Commitment to enroll our São José dos Campos (SP) and Guarujá (SP) production sites in the program.

In 2021, we administered training to our employees and continued to structure our diagnosis and work plan, earning the program's second star by the end of the year (1st star: term formalized; 2nd star: diagnosis; 3rd star: development of work plan; 4th star: work plan implementation; 5th star: audit for OCS® certification) and moving toward the next step, i.e., implementing the work plan.

Disposable Cup Recycling Program

The reverse logistics initiative for disposable cups, conducted by Braskem and Dinâmica Ambiental, aims to promote the circular economy and encourage adequate disposal of post-consumer plastic.

The project aims to raise awareness about the proper use of disposable cups and their reintroduction into the production cycle. After collection, sorting, storage, and batching, the polystyrene cups are sent to approved recycling facilities, continuing the cycle of plastic use. Since the start of the project, over 13 tonnes of polystyrene cups have already been collected.

Promoting Renewable Energy

Investing significantly in renewable sources is in line with our policy of incorporating sustainable practices into our production chain, including the acquisition of inputs. Electrical energy is a core input for the chemical industry, which is one of the top four energy consumers in Brazil's free contracting environment.

In 2021, we entered into a partnership with Casa dos Ventos, Brazil's largest developer of projects to generate energy from renewable sources. This will enable us to avoid annual emissions of over 200,000 tonnes of CO₂, equivalent to planting over 1 million trees. The project will also generate over 500 direct and indirect jobs. The partnership, which is planned to stay in effect for two decades, will contribute to the construction of a new wind farm. The extended term of this agreement underlines our commitment not only to decarbonizing the chemical industry but also to expanding the share of renewables in the energy mix.



“

In 2021, we entered into a partnership with Casa dos Ventos, Brazil's largest developer of projects to generate energy from renewable sources. This will enable us to avoid emissions of over 200,000 tonnes of CO₂ per year, equivalent to planting over 1 million trees. The project will also generate over 500 direct and indirect jobs.

ENVIRONMENTAL RESPONSIBILITY



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6. ENVIRONMENTAL RESPONSIBILITY

6.1. ENVIRONMENTAL MANAGEMENT

The global scenario in recent years has led companies and society to realize that a healthy economy requires healthy workers, communities, and environments and that ensuring sustainability will require searching for new ways of doing business in unexpected situations. [102-11]

As a chemical company, we are aware of our responsibility toward the environment and promoting sustainable development. To that end, our Corporate Policy for Quality, Health, Safety, and Environment is based on the requirements of the ISO:14001 Environmental Management System, with the vision of forming and strengthening a portfolio that ensures continued and sustainable growth. [102-11]

For this reason, we evaluate the performance of our operations as refers to quality, health, safety, and the environment. In addition to complying with legal controls, we apply a matrix of environmental impacts, hazards, and health and safety risks according to each activity. Based on this system, we determine operating controls to prevent adverse effects. These controls are assessed during audits and revised whenever we identify opportunities for improvement. The precautionary principle is applied when there is a threat of serious or irreversible damage to the environment. [102-11]

We also engage in the following external initiatives focusing on economic, environmental, and social performance: [102-12]

Together for Sustainability (EcoVadis)

Founded in 2011, the TFS industry-led initiative is composed of 26 companies that promote sustainable practices across the chemical supply chain. TFS has been managed by EcoVadis since the start of the project. It assesses companies for sustainability indicators across four topics: environment; labor practices and human rights; ethics; and sustainable procurement. We have answered the TFS questionnaire since 2014 and are currently rated Gold.

The Global Reporting Initiative (GRI)

An international organization helping companies, governments, and other organizations understand and communicate their impacts on issues such as climate change, human rights, and corruption.

To satisfy different stakeholders, we publish our Sustainability Report under the GRI Core option, guaranteeing transparency in the actions disclosed.

Carbon Disclosure Project (CDP)

A non-profit organization that aims to build relationships between shareholders and companies to create business opportunities arising from global warming. The organization runs an environmental disclosure system and supports thousands of corporations, cities, states, and regions in measuring and managing their risks and opportunities related to climate change, water security, and deforestation.

The scope of the CDP's questions guides our management of aspects related to climate and water, enabling us to identify opportunities and supporting our strategy of promoting a sustainable supply chain among our clients.

6.2. WATER RESOURCE MANAGEMENT

Water is a renewable natural resource that is indispensable to our activities. Water stress driven by increasing economic and population demands makes this topic a priority within our operations. Just like our other internal departments, the one that handles water and wastewater management plays a key role in environmental preservation and sustainability. We are committed to preventing pollution by controlling our production processes in strict compliance with current environmental laws and regulations. [103 | 303]

“

We have specialist teams in charge of laboratory testing our wastewater and adequately treating it before final disposal.

Our sites receive their water supply primarily from third-party companies, with a small portion being sourced from wells and rivers. Utility processes, cooling towers for temperature control, and steam production account for most of the company's total consumption of this resource. Occasionally, during construction projects, we use water to wash floors and mechanical maintenance components, as well as to serve the administrative facilities. [103 | 303]

Some of our sites treat their own wastewater, including Cubatão (SP), Candeias (BA), and Agro SE (SE). At these sites, we have specialist teams in charge of laboratory testing and then adequately treating the wastewater before final disposal. Our plants in Guarujá (SP), São José dos Campos (SP), and Camaçari (BA) are located within industrial condominiums, and so, their wastewater is treated by specific companies that serve those specific industrial complexes. [303-1] [303-2]

At some of our sites, water that cannot be reused is released into a river without affecting its characteristics, following our internal standards and those established by Brazil's environmental authorities (CONAMA and CETESB). Some of our plants already have a rainwater catchment system in place and others have already started the implementation process. We completed all the necessary steps for adequate treatment, consumption, and disposal of this resource. In parallel, we have designed new applications that reduce consumption or reuse water, so as to act preventively and ensure that the water indicator for each site is maintained. [103 | 303]

Water is an indispensable resource for Unigel and, therefore, a shortage or inefficiency in the supply of this input can result in loss or interruption of production, not to mention material damage to assets. [303-1]

The increased levels of total water withdrawal and wastewater disposal in 2021 as compared to 2020 are due to the start of ac-

tivities at Agro Bahia and Agro Sergipe. Our new operations also contributed to the increase in production, which practically

doubled in the past two years, causing our water intensity (water consumption — m³/t produced) to remain stable.

WATER CONSUMPTION

TOTAL WATER WITHDRAWN, IN M ³ , PER SOURCE [303-3]		2019	2020	2021
SURFACE WATER	A	251,461	212,064	2,454,683
RENEWABLE GROUNDWATER	B	391,606	136,138	347,465
NON-RENEWABLE GROUNDWATER	C	165,017	173,596	237,030
WATER PRODUCED	D	347,005	314,782	353,163
WATER FROM THIRD PARTIES	E	3,343,350	3,108,041	4,643,781
RAINWATER	F	19,078	21,567	22,506
WATER USED AS RAW MATERIAL	G	-	-	397,934
TOTAL	I = (A + B + C + D + E + F + G)	4,517,517	3,966,188	8,458,582

TOTAL WATER DISPOSAL, IN M ³ , PER RELEASE SITE [303-4]		2019	2020	2021
SURFACE WATER	J	19,783	26,526	32,947
MARINE WATER	K	248,487	241,016	1,048,002
WATER TRANSFERRED TO THIRD PARTIES	L	792,218	735,431	1,434,184
TOTAL	M = (J + K + L)	1,060,488	1,002,972	2,515,133

WATER CONSUMPTION [303-5]		2019	2020	2021
TOTAL WATER WITHDRAWN (IN M ³)	I	4,517,517	3,966,188	8,458,582
TOTAL WATER DISPOSAL (IN M ³)	M	1,060,488	1,002,972	2,515,133
WATER CONSUMED BY THE ORGANIZATION (IN M³)	N = (I-M)	3,457,029	2,963,215	5,943,448
TOTAL COMPANY-WIDE PRODUCTION (T)	O	1,147,060	1,075,823	2,104,278
WATER INTENSITY (M³/T PRODUCED)	P = (N/O)	3.01	2.75	2.82

6.3. CLIMATE CHANGE ACTION

The topic of climate change is extremely relevant and has increasingly raised concern around the world, especially as its impacts can harm companies and their earnings, particularly if raw materials were to become unavailable. Extreme weather events — such as heavy rain, windstorms, or drought — are an additional source of potential damage. Also, likely future carbon pricing may impact the final prices of products and raw materials. Therefore, we have been increasingly adapting our operations to ensure business sustainability. **[103 | 305] [201-2]**

We manifest our commitment to this topic by, among other actions, beginning to build an ESG Agenda to drive the development of Unigel's Climate Strategy, designed to achieve goals and targets for the reduction of emissions. To mate-

rialize these goals, we will prepare a corporate emissions inventory for third-party verification, climate risk assessment, and life cycle assessment (LCA). Upon completing these assessments, we will determine the applicable management model. We are expecting this to occur between 2023 and 2024. **[103 | 305]**

Every year, we prepare an Inventory of GHG Emissions as per the Brazil GHG Protocol Program and submit it to CETESB and CONAMA. The sources of emissions factors and global warming potential used are those given by the GHG Protocol, and the consolidation approach used is operational control. The results are reviewed on a yearly basis, confronting the indicators from the current year to the one before, without a specific basis year for comparison. **[305-1] [305-2]**

As shown in the table below, there was an increase in emissions in 2021 when compared to previous years, driven mainly by the start of our Agro operations. Also in 2021, Unigel purchased Recfy energy certificates that enable us to prove the renewable source of the energy used in our operations. This led to a 22% reduction in Scope 2 emissions in that year. Looking at our emissions inventory, the applicable figures are stated in "Scope 2 – Location-Based" and "Scope 2 – Market-Based", with the certificates being included in the latter. Learn more about some of our emissions-reducing projects on 49 (Renewable Energy Certification), 54 (Promoting Renewable Energy), 24 (Green Hydrogen) e 25 (Sulfuric Acid).

GREENHOUSE GAS EMISSIONS [305-1] [305-2]

		2019	2020	2021
SCOPE 1 DIRECT EMISSIONS (tCO₂e)				
STATIONARY COMBUSTION	A	216,569	201,896	744,963
MOBILE COMBUSTION	B	446	515	777
FUGITIVE EMISSIONS	C	6,275	5,754	8,615
INDUSTRIAL PRODUCTION	D	22,871	16,272	145,616
WASTEWATER	E	266	205	213
TOTAL SCOPE 1 (tCO₂e)	F = (A+ B+ C+D+E)	246,426	224,641	900,184
BIOGENIC EMISSIONS (tCO ₂ e)	G	291	387	440
SCOPE 2 INDIRECT EMISSIONS (tCO₂e)				
PROCURED ELECTRICITY AND STEAM (LOCATION-BASED)	H	148,281	140,200	250,601
PROCURED ELECTRICITY AND STEAM (MARKET-BASED)	I	-	-	195,721
TOTAL SCOPES 1 AND 2 (tCO₂e)				
TOTAL (LOCATION-BASED)	J = (F+H)	394,707	364,841	1,150,785
TOTAL (MARKET-BASED)	K = (F+I)	-	-	1,095,905
TOTAL COMPANY-WIDE PRODUCTION (T)	L	1,147,060	1,075,823	2,104,278
GHG EMISSIONS INTENSITY – LOCATION-BASED (tCO₂e/T PRODUCED)	M	0.34	0.34	0.55
GHG EMISSIONS INTENSITY – MARKET-BASED* (tCO₂e/T PRODUCED)	N	-	-	0.52

* The Recfy certificates were procured in 2021.

Energy Consumption

Our strategies toward climate change include controlling our energy consumption and giving higher priority to renewable energy sources, which are relevant topics for the future of all industries. We also encourage in-house projects that help reduce energy consumption within our operations.

In 2021, we consumed less low-sulfur oil (LSO) as a result of the implementation of a furnace fuel substitution project, by which our furnaces started using natural gas. **[302-4]** The project also lowered our steam consumption, estimated at 1,888

tonnes, necessary for atomization when operating with LSO. By swapping out LSO for natural gas, furnace efficiency increased from 86% to 89%, as LSO uses 30% of excess air and natural gas uses 10%. The fuel change promoted not only operational

improvements but also reduced atmospheric emissions of NO_x, SO_x, and particulate matter, in addition to lowering our greenhouse gas emissions. Learn more about our reduced consumption in the table below: **[302-4]**

REDUCTIONS IN ENERGY CONSUMPTION AS A DIRECT RESULT OF ENHANCED ENERGY-SAVING AND EFFICIENCY MEASURES [302-4]

PROJECTS AND INITIATIVES	UNIGEL SITE	UNIT OF MEASURE	2019	2020	2021
ELIMINATION OF A1 OIL (LSO OIL) AS FURNACE FUEL (REPLACED WITH NG)	CBE-SM	GJ	95,634	83,988	41,345

We carried out multiple initiatives to reduce energy consumption at the polystyrene plant in Guarujá (SP) and developed a project to reduce the amount of product shaking time when preparing rubber solution for HIPS production, resulting in energy savings of 14.79 GJ in 2021 alone.

At our Mexican sites, we reduced energy consumption by 7,731 GJ in 2021 by implementing improvements over the past three years, to wit:

- Replacing conventional bulbs with LED technology;
- Managing outdoor lighting using photocells;

- Replacing obsolete equipment with high-efficiency options and motors with variable-frequency drive;
- Automatically shutting down motors and equipment when not in use.

Electrical and thermal energy are determining factors in fertilizer production. Shortages or inefficiency in the supply of these inputs can cause losses, prevent production, or damage production assets. Using them efficiently and without waste is essential to promote significant reductions in the cost of finished products and the impacts associated with the use of natural resources. [103 | 302]

Our energy management follows the pertinent Brazilian regulating standards (NRs), including NR 10 and NR 13, which are addressed in our employees' training to ensure that they are prepared to correctly handle this topic. We also perform preventive maintenance to improve the energy efficiency of our operations. [103 | 302]

Energy consumption is directly associated with production volume, as the equipment uses the same amount simply by being on. For that reason, the more we produce, the lower our energy intensity and the more efficient our process. Conversely, when we operate with reduced equipment loads, energy

intensity increases and the process becomes less efficient. [103 | 302]

We are constantly striving to reduce production costs, which promotes business sustainability and preserves natural resources. At our sites, the production index is the strongest driver of energy use, as the more energy we consume per tonne produced, the more our products will cost. Therefore, we seek to promote sustainable processes across our operations, identifying opportunities to reduce energy consumption without compromising the safety of our processes and facilities. Wherever possible, we identify synergies between industrial processes that allow for the reuse of energy. [103 | 302]

We act directly to reduce energy consumption by eliminating waste hotspots, replacing equipment that uses obsolete technology, and enforcing preventive and predictive maintenance plans to ensure the efficiency and availability of our assets. We also procure energy on the market with the best cost-benefit ratio for our busi-

ness, considering legal and environmental aspects. [103 | 302]

Our energy-related commitments and targets are based on the sustainable use of resources, promoting awareness and the elimination of waste. We are planning to develop studies and projects dedicated to the use of renewable sources with less impact on natural and financial resources. [103 | 302]

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**Energy consumption is directly associated with production volume, as the equipment uses the same amount simply by being on.”
For that reason, the more we produce, the lower our energy intensity and the more efficient our process.**

The tables below show our total energy consumption and energy intensity. Due to our new operations (Agro BA and Agro SE), we increased our energy

consumption over the past two years, mainly due to using natural gas as a primary source of raw material and energy. We are committed to developing

actions and projects that can help us consume a larger proportion of clean energy in addition to reducing our energy intensity.

TOTAL ENERGY CONSUMED (IN GJ) [302-1]

		2019	2020	2021
FUELS FROM RENEWABLE SOURCES (BIODIESEL AND ETHANOL)	A	3,947	4,892	7,270
FUELS FROM NON-RENEWABLE SOURCES*	B	3,784,072	3,576,655	14,365,711
ENERGY CONSUMED (ELECTRICAL AND STEAM)	C	2,761,651	2,641,416	4,656,234
ENERGY SOLD (EXCESS PROCESS STEAM)	D	144,930	65,580	125,992
TOTAL	E = (A+B+C) - (D)	6,404,740	6,157,382	18,903,223

ENERGY INTENSITY [302-3]

		2019	2020	2021
TOTAL COMPANY-WIDE CONSUMPTION	E	6,404,740	6,157,382	18,903,223
TOTAL COMPANY-WIDE PRODUCTION (T)	F	1,147,060	1,075,823	2,104,278
ENERGY INTENSITY (GJ/T PRODUCED)	G = E/F	5.58	5.72	8.98

Styrene monomer plant in Cubatão, São Paulo.



6.4. WASTE MANAGEMENT

Our production process demands the use of inputs that require care — which is why we address this aspect by following the strictest environmental and safety standards on the market.

Our solid waste management is based on recognized standards like the Brazilian National Policy for Solid Waste (PNRS) and ISO 19001, ISO 45001, and ISO 14001, as well as Responsible Care®. Internally, this topic is addressed by our Corporate Policy for Environment, Health, Safety, and Quality (EHSQ) and our Code of Ethics and Conduct, which covers the topic of responsible environmental management. **[103 | 306]**

Poor waste management can not only damage or jeopardize public health and safety but also cause adverse environmental impacts, harming our image and financials as a result of fines from supervisory agencies. **[306-1]**

Generated waste requires tracking, control, and the constant pursuit of alternatives for reduction and treatment. Higher volumes of waste will increase process costs related to proper disposal, affecting the company's expenses. For this reason, we apply a policy for non-generation and reduction of waste from the start of our production process. **[306-1]**

Among the impacts of waste generation, the most relevant is that hazardous materials are deposited in landfills, whether they are generated by our own activities or by our value chain. **[306-1]**

We are registered with the Brazilian government as a company that generates hazardous and non-hazardous waste, defining the estimated annual quantities generated of each material and indicating any conditionalities, such as annual reports and implementation of waste management and reduction plans, which are also subject to government approval. In these plans, a timeline of reductions is planned out based on production indicators, waste reduction measures, waste sorting, and mechanisms for evaluation and training, reported annually through an Annual Operation Card (COA). In Mexico, the Total Responsibility Management System (*Sistema de Administración de Responsabilidad Integral*® — *SARI*) covers multiple objectives in line with our waste management records. **[306-1]**

Unigel's waste management is a responsibility of the EHSQ department and includes the following principles, in accordance with Brazil's National Policy for Solid Waste: waste generation should be avoided or reduced at the source, including during the development of new projects; where it is unfeasible to avoid or reduce generation, waste should be recycled, reused, recovered, or regenerated in an environmentally sound man-

ner; where recycling is not possible, waste should be treated in an environmentally sound manner; and waste disposal (or other types of release into the environment) should be the last resort and done as safely as possible. **[306-2]**

Therefore, we established a waste reduction plan aimed at identifying opportunities for improvement taking into account the reason why the waste is generated, the characteristics of the industrial process, the implementation costs of improvements, the financial returns, and the significance of the environmental impact. We believe that waste reduction should be integrated into all stages of development and implementation for new industrial projects, from conception to selection of technologies, taking into account where waste will be generated, what causes the waste to be generated, whether this will be continuous or intermittent, the amounts generated, and the physical-chemical properties and risk profile of waste materials, in addition to the possibilities and estimated costs of reducing the amount and toxicity of generated waste. **[306-2]**

We are committed to analyzing our processes with a view to reducing waste, analyzing what waste is generated and always seeking the best disposal with the

least environmental impact, in line with our EHSQ policy of pursuing best practices in sorting, treatment, disposal, and using licensed service providers. [306-2] [306-3]

All generated waste is stored in warehouses and bins. The materials are cleared for transport upon issuance of an invoice, which becomes the source of information used in waste management. Waste disposal is controlled by means of final disposal certificates and the

truck manifest provided by the receiving company. [306-2] [306-3]

Over the past three years, we observed a gradual increase in Class 1 (hazardous) waste generation. Although the amount of Class 2 (non-hazardous) waste generated by Unigel decreased between 2019 and 2020, it increased significantly from 2020 to 2021, which can be attributed to the ramp-up of activities at our plants in the state of Bahia.

We also observed larger amounts of Class 2 waste generated in 2021 compared to 2020 as a result of the start of operations at our Agro Bahia and Agro Sergipe sites. In addition to waste resulting from our production activities at those sites, we also arranged for proper disposal of stored waste that had been stored by the previous operation. [306-3] [306-4] [306-5]

A detailed description of waste generated at our sites is provided in the following tables.

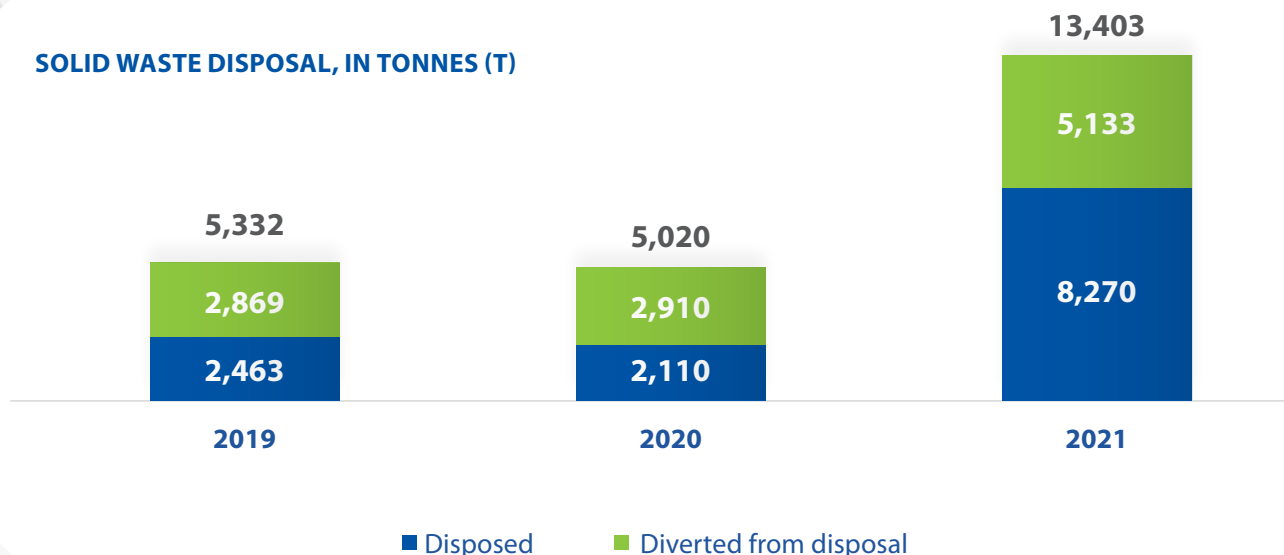
HAZARDOUS (CLASS 1) WASTE GENERATED, IN TONNES (T) [306-3]

TYPE OF WASTE		2019	2020	2021
SPENT OILS	A	26	12	133
LIGHT BULBS	B	2	2	8
TECHNOLOGICAL WASTE	C	1	53	40
CONTAMINATED MATERIALS AND PACKAGING	D	243	379	487
MEDICAL WASTE	E	0	0	28
PRODUCTION PROCESS WASTE	F	2,595	2,641	3,003
TREATMENT, FILTERING, AND CLEANUP WASTE	G	214	40	226
TOTAL	H = (A + B + C + D + E + F + G)	3,081	3,127	3,925

NON-HAZARDOUS (CLASS 2) WASTE GENERATED, IN TONNES (T) [306-3]

TYPE OF WASTE		2019	2020	2021
METAL	A	214	337	707
PLASTIC	B	143	23	51
PAPER/CARDBOARD	C	381	83	110
GLASS	D	11	26	18
ORDINARY/NON-RECYCLABLE	E	143	229	912
TREATMENT, FILTERING, AND CLEANUP WASTE	F	195	263	266
MISCELLANEOUS	G	1,164	933	7,414
TOTAL	H = (A + B + C + D + E + F + G)	2,251	1,894	9,478

SOLID WASTE DISPOSAL, IN TONNES (T)





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We are committed to analyzing our processes with a view to reducing waste, analyzing what waste is generated and always seeking the best disposal with the least environmental impact, in line with our EHSQ policy of pursuing best practices in sorting, treatment, disposal, and using licensed service providers.

VALUING OUR PEOPLE



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7. VALUING OUR PEOPLE

7.1. PEOPLE MANAGEMENT

Taking care of people is our mission. Being strategic is our management model. Aware of the importance of people in our production process, we dedicate ourselves to them right from the start of the hiring process, when we conduct structured and thorough analyses to recruit the talents that are the best fit for our capabilities and organizational profile. Unigel is committed to captivating its people from the very beginning and throughout the hiring process, to awaken the interest and motivation to become part of our team. [103 | 401]

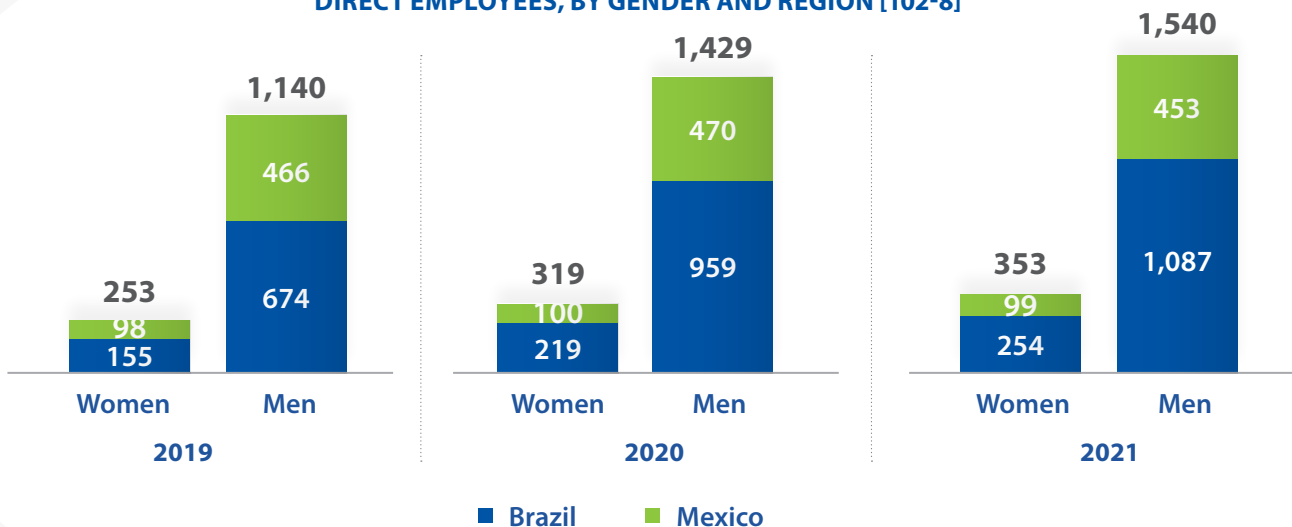
When an employee joins our team, we have an organizational struc-

ture in place to turn that initial captivation into a truly welcoming onboarding experience that will engage them and support a long-lasting relationship. Our goal is to offer professional development through skill-based management, continuous feedback, and monitoring the organizational climate. We believe that the best way to achieve our goals is by valuing people who are committed to our purpose and encouraging them to make a difference in the lives of clients, suppliers, communities, and their own coworkers, promoting positive transformation in the places where we operate and across society as a whole. [103 | 404]



We believe that the best way to achieve our goals is by valuing people, who are committed to our purpose and encouraged to make a difference in the lives of clients, suppliers, communities, and their own coworkers.

DIRECT EMPLOYEES, BY GENDER AND REGION [102-8]



We believe that sustainable and successful companies are structured around a global Skill-Based Management model that systematizes high performance standards to meet expectations of expansion, evolution, and lasting results, by mapping the capabilities of employees and enabling individual development. **[103 | 404]**

We structured our Strategic People Management department to map out and retain talent through organizational structure planning, a succession plan, process alignment, and prospects for professional growth, stimulating a learning and development environment. **[103 | 401] [103 | 404]**

In Mexico, we enhanced our talent attraction system in 2021 by using digital tools in our recruitment process. At our San Luis Potosí site,

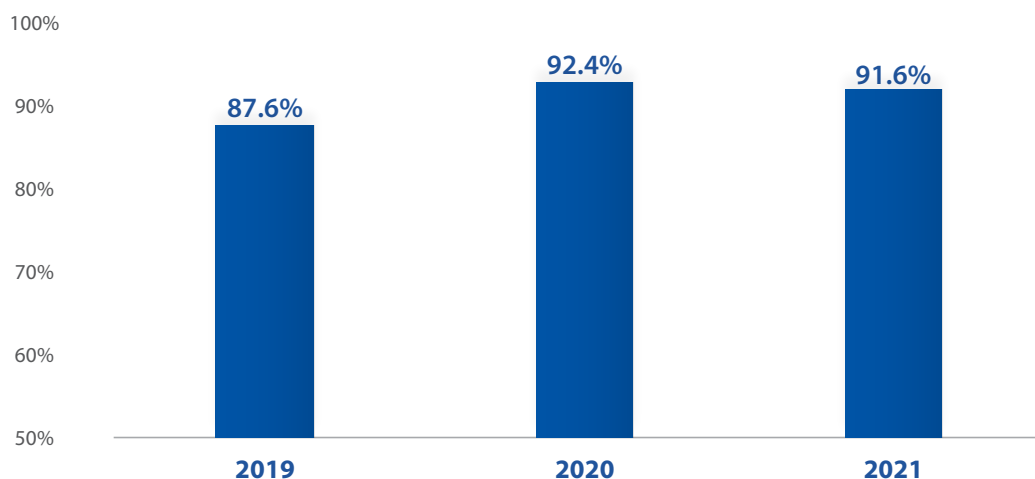
due to temporary positions being created during the COVID-19 pandemic, there was an adjustment to the total workforce that led to increased turnover. Our main drivers of talent attraction in Mexico are a good working environment, respect and equal treatment for all employees, and competitive wages and benefits in relation to the market. So much so that, in 2021, through Plastiglas — a Unigel Group company — we earned a spot on the Mexican ranking of *Súper Empresas*, an award for the best places to work. **[103 | 401]**

We have applied an automated payroll system that includes a database and employee information management tools. Most of the information was generated through reports from the personnel management module. **[103 | 401]**

In Brazil, we implemented a skill-based evaluation method because we believe that excellent results can only be achieved through people. And this performance evaluation makes it possible to apply our organizational guidelines strategically, driving continuous improvement and professional development. **[103 | 404]**

At the end of 2021, we had 1,893 employees, an 8.3% growth compared to the previous year — mainly due to hiring at our Agro Bahia and Agro Sergipe sites in Brazil, which account for 23% of our total number of employees. All our direct employees are governed by Brazil's Consolidated Labor Laws (CLT) and, in 2021, 91.6% were covered by collective bargaining agreements. **[102-8] [102-41]**

PERCENTAGE OF DIRECT EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS [102-41]



* Does not include apprentices and interns in Mexico



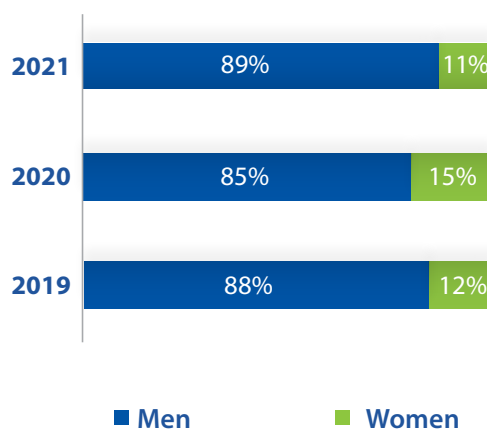
We hire our employees on a full-time basis except for interns and youth apprentices, who are required by law to work shorter hours. In Brazil, in 2019, direct employees working full-time represented about 94% of the total, of which 81% were men and 19% were women. In 2020, this number

increased to 97% and, in 2021, 98% of our employees worked full-time; in both years, the gender ratio was maintained*. In Mexico, 100% of our employees work full-time. **[102-8]**

We give priority to indefinite-term hiring: in 2019 and 2021, 100% of our workforce was working under this type of contract. In 2020,

we had 1 woman and 10 men working under fixed-term temporary contracts. In addition to our direct employees, we also relied on over 900 service providers to perform necessary activities to support our operations in 2021. The distribution of these workers per gender was as follows: **[102-8]**

PERCENTAGE OF SERVICE PROVIDERS, BY GENDER

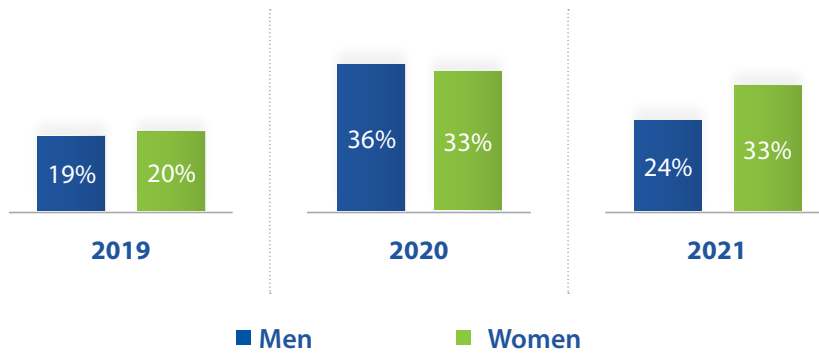


In 2021, we hired 476 new employees, 23.9% of them being women and 76.1% men, resulting in a total rate of new hires of 25.3% — 10.1 p.p. below the previous year. The age group younger than 30 had the highest rate of new

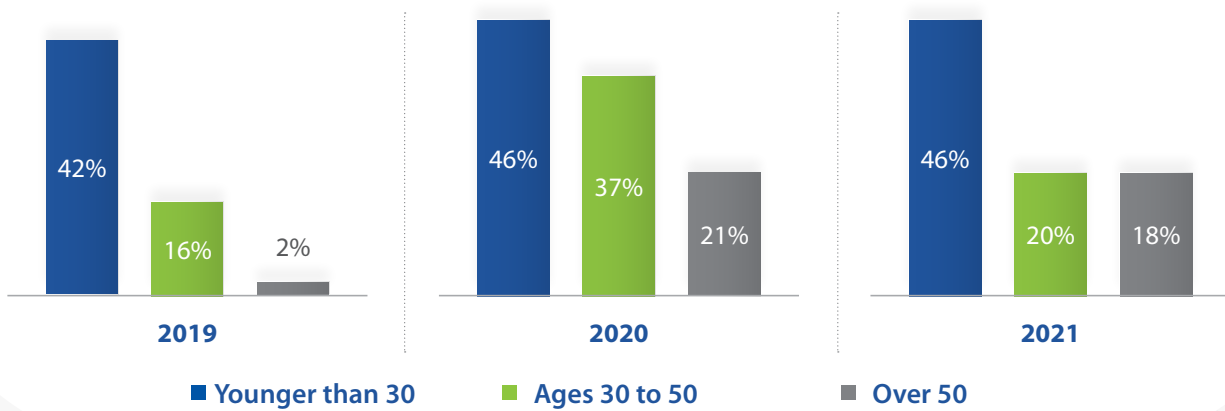
hires (46.4%), and the group older than 50 had the lowest rate in 2021 (17.6%). In the same period, 331 employees left the company, of which 20.2% were women and 79.8% were men; based on our hiring figures, the highest turnover was found in

the age group younger than 30 (38.1%), and the lowest was among workers older than 50 (13.8%). Our total turnover rate was 21.4%, 3.1 p.p. lower than in 2020. Our complete hiring and turnover information is shown below: **[401-1]**

PERCENTAGE OF NEW HIRES, BY GENDER* [401-1]

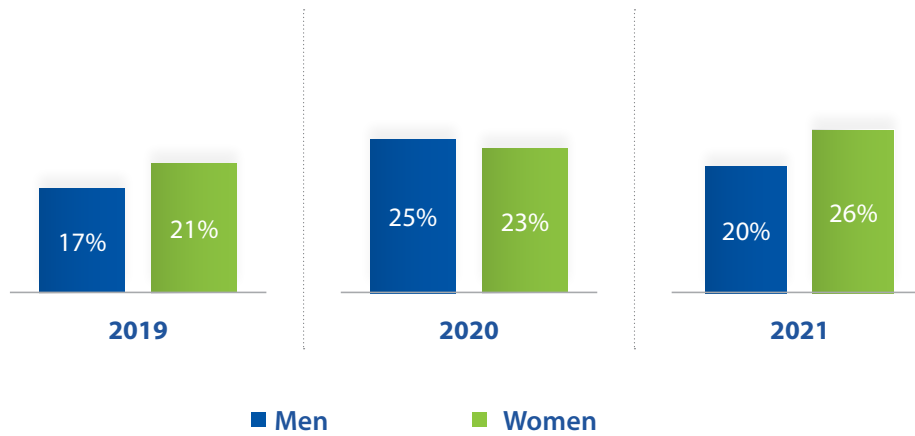


PERCENTAGE OF NEW HIRES, BY AGE GROUP [401-1]

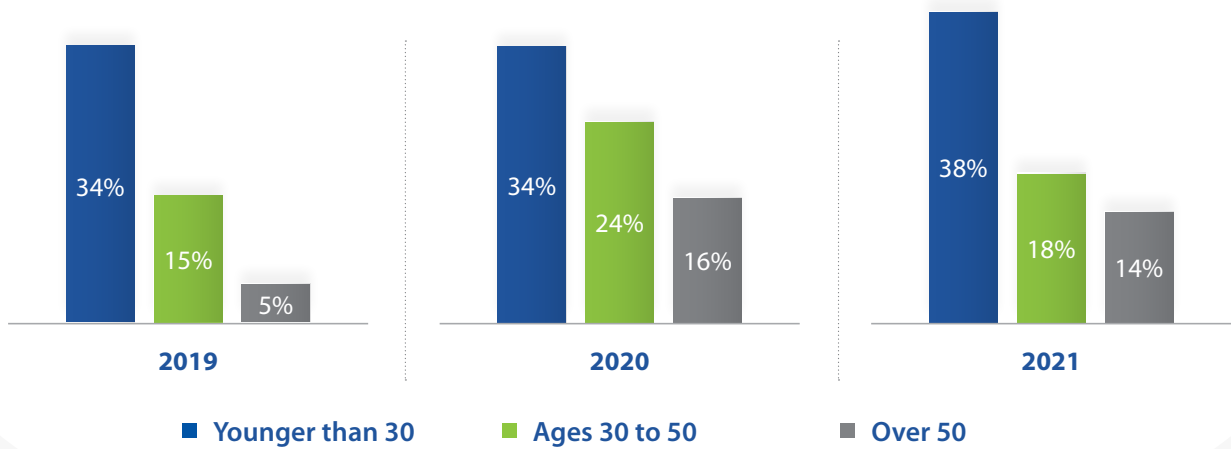


* Percentage of new hires by gender or age group over total employees of given type.

TURNOVER RATE*, BY GENDER [401-1]



TURNOVER RATE*, BY AGE GROUP [401-1]



*Turnover rate was calculated as follows: $\text{Turnover} = (\text{Total hires} + \text{Total dismissals})/2 / \text{Total number of employees in the year}$.

Employee Training

To manage the knowledge, skills, and mindset of each employee, we apply Skill-Based Management. Their training and development needs are mapped out according to the opportunities for improvement observed by their direct managers and the results of their performance evaluations, in addition to the actions prescribed by the Responsible Care certification and the established standards in each country. **[103 | 404]**

In Brazil, training management is based on an EHSQ Training Matrix and Annual Training Plan (ATP), in addition to certification and professional development initiatives to maintain process standardization, quality of service, and

achievement of business excellence. **[103 | 404]**

In 2021, we kicked off a Leadership Development Program (LDP) to promote collective learning opportunities designed to strengthen skills and give leaders greater assertiveness when handling people management interventions. In the first cycle, the Group's managers were invited to participate as agents of change to reflect and act on current challenges, using skills as inspiration for attitudes and examples for the entire team. **[404-2]**

In addition to the LDP, we conduct Safety Standards training, workshops on risk and opportunities

for improvement, Computer Science courses, and Internal Auditor Certifications. In Mexico, we also have Terms and Procedures for Personnel Qualification and Development and a Personnel Development Criteria Procedure. **[404-2]**

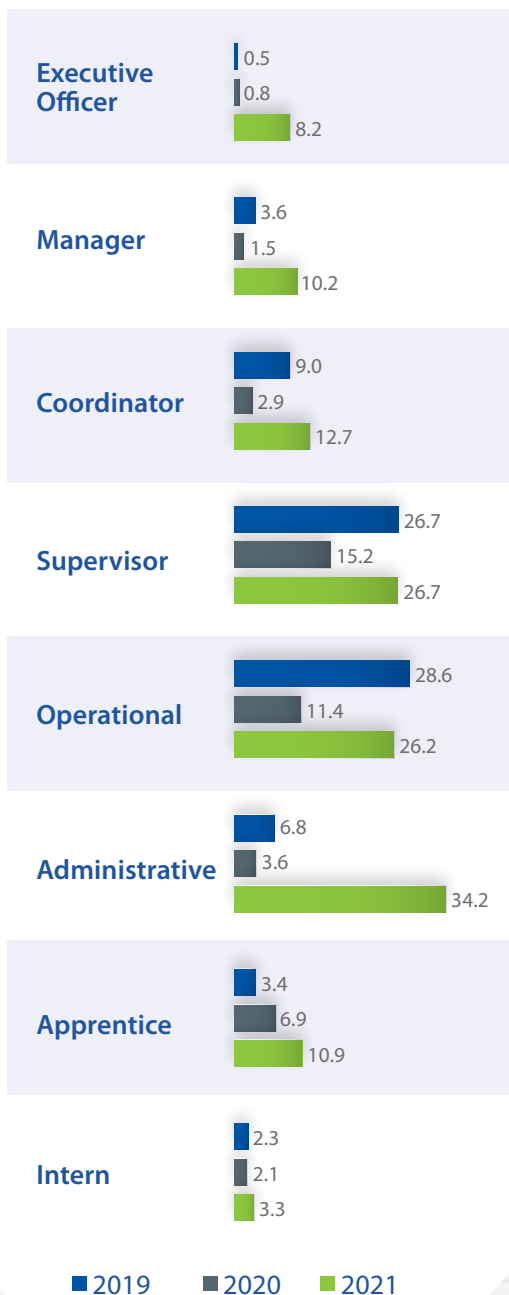
The average amount of training per person in 2021 was 25.41 hours, i.e., 15.4 percentage points above the average achieved in 2020. On average, men received 27.35 hours of training; women received 16.90 hours. This difference is due to the prevalence of male workers performing operational roles at our production plants, where a higher number of training sessions is delivered on account of the specifics of each task. **[404-1]**

AVERAGE HOURS OF TRAINING COMPLETED BY DIRECT EMPLOYEES DURING REPORTING PERIOD, BY GENDER

YEAR		WOMEN	MEN	TOTAL
2019	TOTAL NUMBER OF EMPLOYEES	246	1,133	1,379
	HOURS OF TRAINING	2,599	29,651	32,249
	AVERAGE HOURS OF TRAINING	10.56	26.17	23.39
YEAR		WOMEN	MEN	TOTAL
2020	TOTAL NUMBER OF EMPLOYEES	311	1,423	1,734
	HOURS OF TRAINING	1,240	16,132	17,372
	AVERAGE HOURS OF TRAINING	3.99	11.34	10.02
YEAR		WOMEN	MEN	TOTAL
2021	TOTAL NUMBER OF EMPLOYEES	349	1,534	1,883
	HOURS OF TRAINING	5,897	41,958	47,855
	AVERAGE HOURS OF TRAINING	16.90	27.35	25.41

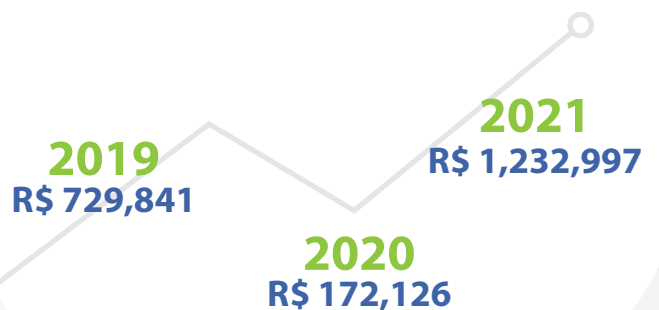
Average hours of training per employee category increased across all job titles. In 2021, 1,893 employees were trained for a total of 47,855 hours. [404-1]

AVERAGE HOURS OF TRAINING PER EMPLOYEE CATEGORY [404-1]



In 2021, we resumed investing intensively in training. To improve employee skills and provide career transition assistance, we were supported by our skills matrix and the Annual Training Plan (ATP), which sets out the mandatory modules to be administered to each job title holder. In Mexico, we also offer career transition assistance to well-performing employees. We hire a company specializing in outplacement programs to support these workers in redefining their professional objectives through job search programs, active retirement, non-verbal communication workshops, advanced negotiation, job search strategy, interview support, and a LinkedIn workshop. The drop in training investment in 2020 occurred because the pandemic required us to change some of our resource allocation priorities. [404-2]

INVESTMENT IN TRAINING (R\$)



Diversity and Inclusion

We are a socially responsible company that seeks to promote a culture of equality and non-discrimination at work, guaranteeing opportunities for all, without distinction, restriction, or preference, in accordance with the guidelines expressed in our Code

of Ethics and Conduct and in our Personnel Recruitment and Selection procedure. [103 | 405]

In 2021, as in previous years, 100% of our top management (CEO and VP) consisted of men over age 50. We defend inclusion and diversity across all social fields and,

although our corporate governance structure is still mostly male, we are gradually evolving on this topic, and one of our highlights for 2021 was the increase in the number of women among our Executive Officers, as shown below. [405-1]

NUMBER OF DIRECT EMPLOYEES, BY EMPLOYEE CATEGORY AND GENDER* [405-1]

CATEGORIA FUNCIONAL		2019	2020	2021
EXECUTIVE OFFICER	Women	0	0	3
	Men	15	18	20
	Total	15	18	23
MANAGER	Women	8	8	6
	Men	28	34	41
	Total	36	42	47
COORDINATOR	Women	23	24	26
	Men	46	50	71
	Total	69	74	97
SUPERVISOR	Women	4	6	11
	Men	66	85	103
	Total	70	91	114
OPERATIONAL	Women	113	153	191
	Men	883	1,142	1,208
	Total	996	1,295	1,399
ADMINISTRATIVE	Women	74	93	87
	Men	72	86	85
	Total	146	179	172
APPRENTICE	Women	16	21	21
	Men	17	4	4
	Total	33	25	25
INTERN	Women	15	14	8
	Men	13	10	8
	Total	28	24	16
TOTAL	Women	253	319	353
	Men	1,140	1,429	1,540
	Total	1,393	1,748	1,893

* Data does not include senior leadership (CEO and Vice-President)

NUMBER OF DIRECT EMPLOYEES, BY EMPLOYEE CATEGORY AND AGE GROUP [405-1]

EMPLOYEE CATEGORY		2019	2020	2021
EXECUTIVE OFFICER	Younger than 30	0	0	0
	Ages 30 to 50	7	8	11
	Over 50	8	10	12
	Total	15	18	23
MANAGER	Younger than 30	0	0	0
	Ages 30 to 50	21	23	25
	Over 50	15	19	22
	Total	36	42	47
COORDINATOR	Younger than 30	2	1	1
	Ages 30 to 50	44	49	63
	Over 50	23	24	33
	Total	69	74	97
SUPERVISOR	Younger than 30	3	4	3
	Ages 30 to 50	32	45	55
	Over 50	35	42	56
	Total	70	91	114
OPERATIONAL	Younger than 30	257	280	313
	Ages 30 to 50	573	784	836
	Over 50	171	231	250
	Total	1,001	1,295	1,399
ADMINISTRATIVE	Younger than 30	45	49	44
	Ages 30 to 50	85	107	103
	Over 50	20	22	25
	Total	150	178	172
APPRENTICE	Younger than 30	25	26	25
	Ages 30 to 50	0	0	0
	Over 50	0	0	0
	Total	25	26	25
INTERN	Younger than 30	27	24	16
	Ages 30 to 50	0	0	0
	Over 50	0	0	0
	Total	27	24	16
TOTAL	Younger than 30	359	384	402
	Ages 30 to 50	762	1,016	1,093
	Over 50	272	348	398
	Total	1,393	1,748	1,893

We employ people with disabilities (PwDs) in the Operational and Administrative categories. In Operational positions, we had 12 PwD employees

in 2019 and 2020, and, in 2021, this figure rose to 15, of which only one was a woman. In the Administrative category, there were six PwDs in 2019

and 2020, decreasing to four in 2021, including three women and one man. The total number of PwDs in our workforce in 2021 was, therefore, 19. [405-1]

A photograph of four industrial workers walking through a complex facility with numerous pipes, scaffolding, and machinery. The workers are wearing full personal protective equipment (PPE), including hard hats, safety glasses, and face masks. They are dressed in a mix of light-colored shirts and blue work pants. The scene is brightly lit, suggesting an indoor or well-lit outdoor industrial environment.

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**We believe that
safety is non-
negotiable.**

7.2. OCCUPATIONAL HEALTH AND SAFETY

We believe that safety is non-negotiable. We are committed to ensuring that all activities are carried out safely so as not to harm the environment or the health of our employees, our service providers, and the community with which we engage. In case of emergencies, we have a structure in place with responsibilities assigned to the different hierarchical levels for proper intervention and containment of each scenario with a view to restoring normal operations. [103 | 403]

This structure is composed of managers in Brazil and Mexico who report to the applicable Executive Officers and whose teams have

employees specifically assigned to Environment, Health, and Safety.

To guide this work, we developed a Corporate Policy for Environment, Health, Safety, and Quality (EHSQ) that directs our targets and goals related to reducing the rates of occupational accidents and ensuring compliance with legal requirements, among other guidance. [103 | 403]

In 2021, we maintained and improved our occupational safety statistics. To compile the data, we use internal statistical controls and standards. We recorded zero fatal accidents in 2021, as well as in the three previous years. There were

46 accidents in total (sum of major and minor incidents), an increase of 12 compared to the 34 accidents recorded in 2020 (in 2019, there were 56). However, the total number of hours worked during the year (4,099,067) was 32% higher than in 2020 (3,086,426) and 44% higher than in 2019 (2,836,398). Even with the higher total frequency rate of accidents in 2021 compared to 2020, increasing from 8.10 to 8.78, we reduced the frequency rate of major accidents from 2.92 to 2.44. [403-9]

The following table provides data on accident severity rates among our direct employees, by gender.

DIRECT EMPLOYEE INJURY TYPES AND FREQUENCY RATES [403-9]

	2019			2020			2021		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
FREQUENCY RATE FOR DIRECT EMPLOYEES, BY GENDER									
Major/Lost-Time Accidents	2	4	6	1	8	9	2	8	10
Minor/No-Lost-Time Accidents	20	30	50	14	11	25	11	25	36
Total Number of Accidents	22	34	56	15	19	34	13	33	46
Total Hours Worked in Year	523,056	2,313,342	2,836,398	544,293	2,542,133	3,086,426	744,373	3,354,694	4,099,067
Frequency Rate — Major Accidents	3.82	1.73	2.12	1.84	3.15	2.92	2.69	2.38	2.44
Frequency Rate — Minor Accidents	38.24	12.97	17.63	25.72	4.33	8.10	14.78	7.45	8.78
TOTAL FREQUENCY RATE	42.06	14.70	19.74	27.56	7.47	11.02	17.46	9.84	11.22
SEVERITY RATE OF INJURIES TO DIRECT EMPLOYEES, BY GENDER									
TOTAL DAYS LOST DUE TO ACCIDENTS OR INJURIES	90	256	346	19	333	352	27	201	228
TOTAL HOURS WORKED IN YEAR	523,056	2,313,342	2,836,398	544,293	2,542,133	3,086,426	744,373	3,354,694	4,099,067
Severity Rate	172.07	110.66	121.99	34.91	130.99	114.05	36.27	59.92	55.62

Even with the significant increase in the total number of hours worked during the year, we reduced the total number of working days lost due to accidents or injuries, in addition to achieving a significant reduction in severity rates, from 121.99 to 114.05 between 2019 and 2020, and 55.62 in 2021. Despite our zero-accident target, we consider that the work we have carried out over the years to reduce severity rates — a major factor for occupational health and safety — has produced satisfactory results. [403-9]

Occupational Health and Safety Management System

The Unigel Health and Safety Management System complies with all applicable legal requirements and is also based on Brazilian and international reference standards, including Regulating Standards NR-10, NR-20, NR-23, NR-33, and NR-35, the International Cyanide Management Code, the Responsible Care® Program, and the Polo Award for Environment, Health, and Safety.

In December 2021, we obtained ISO:14001 and ISO:45001 certifi-

cation for the acrylics and styrenics segments of our Candeias and Camaçari sites. This means that we are quadruple-certified for ISO:9001, ISO:14001, ISO:45001, and the Responsible Care Program at all our Brazilian sites in these segments. At our Mexican sites, we follow the Official Mexican Standards (NOM) and the standards issued by the National Chemical Industry Association. [403-1]



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We have a proprietary procedure in place to identify aspects, impacts, hazards, and damages, which is periodically reviewed to ensure that all topics include appropriate control measures.

The Corporate Policy for EHSQ also includes the guidelines for our Health and Safety Management System, and, in Mexico, we have an EHS operating plan in place with specific guidelines for operations, including a house-keeping system, working procedures, and an emergency plan. **[403-1] [403-7] [403-8]**

In 2019, the percentage of employees covered by the occupational health and safety management system was 94.2%. In 2020, that index was 93.7%, and, in 2021, all workers at our sites — whether direct employees or service contractors — were covered and included in training, policies, standards, procedures, work instructions, and manuals. The system is periodically audited (internally and externally) to assess the results of the PDCA cycles (Plan—Do—Check—Act), as well as compliance with the requirements set out in applicable regulations, legal constraints, and guidelines required by stakeholders, thus ensuring continuous improvement of our processes. **[403-8]**

Risk Assessment

We have a proprietary procedure in place to identify aspects, impacts, hazards, and damages, which is periodically reviewed to ensure that all topics include appropriate control measures. All routine or non-routine activities must follow procedures supported by hazard analysis studies prepared by multidisciplinary teams through qualitative evaluation techniques (e.g., Job Hazard Analysis (JHA) and Hazard and Operability Study

(HAZOP)) and quantitative ones, such as vulnerability analysis.

Non-routine activities are assessed through safe work authorizations. The employees are trained by the EHS technical team, observing the clearance hierarchy depending on the task's degree of complexity.

We also have specific procedures in place to identify aspects, impacts, hazards, and damage related to health and safety. They are carried out by duly qualified personnel and are overseen and reviewed by the EHS department. **[403-2] [403-7]**

For each identified risk, we establish control and mitigation measures against accidents and incidents, which are monitored using tools that record their occurrence. Our procedures are periodically reviewed to ensure that all significant risks have safeguards in place to guarantee their control and mitigation. The efficiency of these processes is assessed during audits, critical review meetings, or jointly with our Internal Committee for Accident Prevention (CIPA). **[403-2] [403-7]**

In addition to identifying risks, each accident undergoes an analytical root cause investigation by a multidisciplinary team, which determines the necessary corrective and preventive actions according to the factor responsible for the accident. All occurrences in Brazil are registered in the Integrated System for Continuous Improvement (SIMC). In Mexico, improvement measures are determined by the Health and Safety Committee as established by the

applicable laws and regulations, and all occurrences are recorded in accident investigation reports. **[403-2] [403-7]**

Our Code of Ethics and Conduct also protects employees who report job-related risks, and we maintain a policy of having health and safety as core principles. **[403-2]**

During the job clearance process, safe work permits are only issued after obtaining consent from the individuals involved. At that time, if all aspects involved in assuring safe work have not been addressed, employees are entitled to refuse the work and request a review before the task is cleared to begin.

Occupational Healthcare

To promote employee health, we offer access to medical appointments in-person or by phone, as well as periodic clinical examinations, in addition to keeping brigades and occupational health professionals on call for first-aid care. Our operating sites are equipped with medical outpatient facilities, with enclosed rooms to guarantee privacy. **[403-3] [403-7]**

We also encourage workers to access medical services and healthcare through specific campaigns conducted throughout the year, including vaccinations, as well as communications and tips for adopting healthy hab-

its that promote well-being and mental health. **[403-6]**

The EHS team within our occupational health management structure also includes physicians and nurse technicians. In addition, Human Resources has people in charge of benefits information from our healthcare plan provider, which monitors the frequency and usage profile of our corporate health plan, supports us in the implementation of campaigns, and disseminates occupational and non-occupational data through our in-house communication media (e-mail and bulletin boards).

We also have a Health Committee in place with physicians from the



regions where we operate, who are responsible for defining annual actions, communications, and educational and vaccination campaigns, as well as reviewing our corporate procedures.

Through our communication channels, we periodically disclose information received from the health plan provider and the occupational physicians, as well as specific monthly campaigns and tips for healthy habits, well-being, mental health, and physical activity. We also have an agreement in

place with Gympass, which grants access to gyms in the regions where our plants are located.

Although decentralized, our health management in Mexico is quite similar: in addition to annual health campaigns, communication programs, and similar technical staff, the medical service applies vaccines provided by the government for treatment or seasonal purposes. The diagnoses made during medical exams are also reviewed and the proper strategy is applied to address more severe cases.

During the pandemic, we made efforts to preserve job posts in both countries in which Unigel operates. Our medical team was expanded to allow for follow-ups on all employees, whether regarding symptoms, contamination, contact with contaminated persons, or to answer any questions. We distributed fabric and disposable masks, alcohol gel sanitizer, and face shields to all essential workers who were required to work on-site. For our office staff, we pivoted to remote work with access to



necessary equipment. At the production plants, we changed the transportation system to include taxi service and reduce the occupancy level of commuter vans. We also enhanced communications via emails, banners, murals, and loudspeakers. At mealtimes, we pivoted to individual takeout-style containers and installed acrylic partitions at the cafeteria tables and in the administrative areas. Even so, we kept track of vaccination rates among our direct employees and contractors.

We also presented a panel on occupational health and safety at the Industrial Development Committee of Camaçari (COFIC), an association in which we take part through sustainability guidance, programs, and initiatives.

Worker Engagement in Occupational Health and Safety

To ensure the enforcement of internal health and safety policies and systems, we promote employee engagement through ongoing training. Right from the initial onboarding stage, employees receive training on operational topics such as the correct use of Personal Protection Equipment (PPE) and management tools, as well as all training required under the applicable regulatory standards. We also hold an annual Workplace Accident Prevention Week. **[403-5]**

Training Administered in Brazil

- Environment, Health and Safety Onboarding;
- Security video for first-time access by visitors and employees;
- Remote training on environmental protection, PPE use, the International Cyanide Management Code, hearing loss prevention, and respiratory protection;
- Responsible Care Program®;
- Training on applicable Regulatory Standards (NRs) and internal standards;
- Training on the use of search and management tools (SE-SUITE Electronic Document Manager, Integrated Continuous Improvement System, Electronic Change Management, Root Cause Analysis, LEMA — Legal Requirements Management);
- Operator Training (operations personnel);
- Aspects, impacts, hazards, and damage spreadsheet training; and
- Annual in-house Occupational Accident Prevention Week, reporting any accidents that occurred to encourage wide-ranging action. **[403-5]**

In Mexico, we administer theoretical training on environment, health, and safety in accordance

with SARI* practice No. 6 and the regulations set out by STPS**, as well as training on NOM STPS*** standards. **[403-5]**

We established that our Internal Committee for Accident Prevention (CIPA) and other internal committees are interlocutors for worker participation and consultation, to which all topics that could potentially change the Integrated Management System are presented. The trade union that represents our employees also inspects our facilities on an annual basis, conducting audits based on Brazilian Regulatory Standards (NR) 10, 11, 12, and 13, making recommendations, and following up on subsequent visits. **[403-4]**

Social responsibility, environment, health, and safety audits are carried out through the Together for Sustainability industry initiative, in which employees are interviewed and action plans are prepared and regularly monitored. **[403-4]**

In Mexico, occupational health and safety communications to employees are made through annual performance assessments and application of the NOM-035 questionnaire every two years. Employee participation is ensured through a Health and Safety Committee that investigates accidents and participates in issuing hazardous work authorizations and preparing risk analyses (HAZOP, What-If, AMEF, AST). **[403-4]**

*SARI: Total Responsibility Management Program.

** STPS: Labor and Social Security Office.

*** STPS NOM: Official Mexican standards issued by the Labor and Social Security Office.



Because we understand that success can only be achieved by working within a healthy and sustainable community, we seek to invest in perennial education initiatives and support social projects in the communities surrounding our operations.

7.3. COMMUNITY RELATIONS

Large companies like ours have direct and indirect economic impacts on stakeholders and the economy. Because we understand that success can only be achieved by working within a healthy and sustainable community, we seek to invest in perennial education initiatives and support social projects in the communities surrounding our operations. Our initiatives involving local communities are based on our Code of Ethics and Conduct and the guidance provided by the Responsible Care® Program. [103 | 203] [103 | 413]

We have a goal of completing risk evaluations to formally assess our potential impacts on society by 2023. We participate in Community Consulting Councils within the communities in which our sites are located, as well as the Community Defense Center (NUDEC), which, in partnership with COFIC, analyzes the needs of the community and collects funding from local companies according to the initiatives defined for the year. [103 | 203] [103 | 413]

Economic Development in Areas with High Poverty Levels

Most of our plants are located in the northeast of Brazil, where our operations generate jobs and income for many people. We

also manage education-oriented social projects in the underprivileged locations where we operate. The potential undesirable impacts of our operations include emissions of unpleasant odors into the environment (which only occurs in the event of operational failure, upon which we make efforts to resolve the problem quickly) and potholes caused by heavy traffic from our trucks. However, none of these impacts jeopardizes the health of the surrounding communities. [203-2]

Economic Impact of Improvement or Deterioration of Social or Environmental Conditions

Although the inputs used in some of our operations are extracted from oil, we are working to reduce our environmental impact through partnerships to increase the use of renewable energy, projects for greater energy efficiency, and waste reduction and/or recycling programs. [203-2]

Strengthening the Skills and Knowledge of a Professional Community or Geographic Region

We are involved in social projects related to education in impoverished regions near our plants.

These initiatives offer not only basic education but also trade school programs to train young people who aspire to enter the job market. People from the region in which our plants are installed receive higher priority in hiring. By doing this, we indirectly contribute to the economic development of the surrounding area. We aim to extend our education-focused social projects to São Paulo, where we also operate production sites. [203-2]

Chemistry trade school student at 14 de Agosto School in Candeias, Bahia.

Economic Impact of Changes to Operating Site

In 2021, we expanded our reach by starting up operations at two nitrogen fertilizer plants. This expansion inevitably led to a higher production of the waste materials that are inherent to our activities. On the other hand, we created more jobs, both direct and indirect, in the northeastern region of Brazil. [203-2]

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In addition to basic education, we offer trade school programs to train young people who aspire to enter the job market.



7.4. SUPPORT FOR EDUCATION AND RESEARCH

• **Centro de Educação Gisella Tygel**

For 18 years, we have been investing in the Gisella Tygel Education Center in the city of Candeias, Bahia. The school serves over 800 students ages 2 to 11, offering pedagogical and psychological support alongside high-quality learning, as confirmed by the Basic Education Development Index (IDEB). It offers 16 classrooms, a playground, laboratory, library, and cafeteria, not to mention music lessons. The school also offers lessons in music, musical instruments, singing, and choir. The institution also serves children with special needs (PSNs) and provides support from a psychologist hired by us, in addition to the professional care available through

the municipality. Its mission is to identify students' social and emotional challenges, provide support and guidance, and mediate the relationships between students, families, and teaching institutions, contributing to human development and the teaching-learning process. The school was recently renovated and received maintenance materials for reopening after the pandemic, with enlarged rooms and improved ventilation. [413-1]

• **14 de Agosto School**

In an effort to further support the community and provide continued development to children and adolescents at the Gisella Tygel Education Center, we formalized a new partnership with the City of Candeias and the Ba-

hia State Government in 2013 to support the 14 de Agosto School, offering Grade 6-9 and Vocational High School education. The main actions completed were renovations, maintenance, and adaptation of the school building and the multi-sport game court. New classrooms, a chemistry lab, a cafeteria, and a multimedia room were also built. The 14 de Agosto School serves approximately 650 students from ages 11 to 21. We also offer internships to students enrolled in the school's Chemistry and Occupational Safety trade school program. Roughly one thousand students have attended the school since 2013. The first group of trade school students graduated in 2021 (with one of those students moving on to rank 6th on the Federal University of Bahia undergraduate admission exam for Chemistry), in a ceremony held at the Candeias City Council. Some students are now enrolled in training modules at the National Service for Industrial Training (SENAI) to apply for jobs at our sites. The school also maintains a fanfare band, jointly supported by us and the Municipality of Candeias. To contribute even more, we renovated the restrooms and the school entrance to make it wheelchair-accessible, and, for the school's post-pandemic reopening, we purchased equipment and performed maintenance work on the premises.



**Gisella Tygel Education Center
in Candeias, Bahia.**

14 de Agosto School
in Candeias, Bahia.



[413-1]

• **Child and Adolescent Holistic Care Center (CAIC) in Sergipe**

In 2021, we established a partnership with the City of Laranjeiras, Sergipe, to create a new school in a large building near our plant, to serve vulnerable communities. Following the same model as our schools in Bahia, we will remodel the building and provide ongoing maintenance. The institution will be integrated into the municipal public education network and offer activities including a daycare, early childhood education, and a trade school. To that end, we will seek a partnership with the Sergipe State Government, as technical education in Brazil is managed at state level, with plans to serve over a thousand students. The first stage of work will include remodeling and expanding the daycare and early childhood education wing, expected to serve 360 children ages 0 to 5 on a full-time or half-day basis (morning and afternoon) starting in the second half of 2022. **[413-1]**

• **Gesto Group in São Paulo**

The Gesto Group is an NGO that supports women with breast cancer in the city of São José dos Campos (SP), to which we were already donating polystyrene for the manufacture of external breast prostheses. In 2021, we

further strengthened this partnership by providing office furniture and equipment. We also ran a campaign to collect personal hygiene items at our São José dos Campos plants and São Paulo corporate office in October, the official breast cancer awareness month, and the NGO prepared kits that were donated to the women they serve. **[413-1]**

• **São Paulo State Municipal School of Music (EMESP)**

We donated 36 acrylic barriers for COVID-19 protection during musical performances. **[413-1]**

• **Adopt a Smile and Solidarity Tree**

We run annual volunteering campaigns among our employees to encourage toy donations for Children’s Day (Adopt a

Smile program) and Christmas (Solidarity Tree program). The toys are collected at our plants, where our employees can choose a recipient from a list of children’s names and ages. We top up the donations to serve all the children involved in the initiative. In 2021, the collected items were distributed to the children served by the Gisella Tygel Education Center in Bahia and the CAIC Daycare in Sergipe, which will be part of our new school. The Christmas donation campaign involved a large number of volunteer employees from our plants in Bahia, Sergipe, and São Paulo. **[413-1]**

Other Initiatives:

- Focusing on sustainability, we support an acrylic recycling workshop project where surplus materials from our production

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Focusing on social projects, we make yearly donations of toys to the children in schools supported by Unigel.

process are transformed into objects. From time to time, the workshop staff receives courses on the production of acrylic objects such as chairs, picture frames, and plates. The workshop also restores desks and chairs used at the Gisella Tygel and 14 de Agosto schools. In addition to cutting down on industrial waste, this partnership disseminates knowledge and generates local income, supporting regional development. [413-1]

- An additional initiative directed at the Bahian communities with which we engage is the *Ver de*

Fishing Colony Z54 in Candeias, Bahia.



Dentro (“Inside View”) Program, which offers guided tours of our facilities. The rationale is that local communities and students should get to know the day-to-day activities of our employees. The group is guided by our employees, who demonstrate the main processes related to production and safety at our sites. Due to the ongoing COVID-19 pandemic in 2021, the program was discontinued. We are expecting to resume our guided tours at some point in 2022.

- We also participated in the Community Defense Centers of Camaçari and Dias D’Ávila (BA) and promoted events with unemployment support associations in Cubatão (SP) and Candeias (BA).

- The Z54 Fishing Colony in Candeias (BA) promotes initiatives to support artisanal fishing, with the intent to promote income generation and quality of life for families that live off of this traditional occupation. We have a formal agreement with the Fishing Colony, which monitors the quality of water in the São Paulo River for us on a biweekly basis. All payment for this work is reverted to the colony.

- To the families affected by the heavy rains in the south of Bahia, we made emergency donations amounting to R\$100,000.00 in basic food baskets, in addition to 1,000 stoves.

Child and Adolescent Holistic Care Center (CAIC) in Sergipe.



BUSINESS ETHICS AND TRANSPARENCY



8. BUSINESS ETHICS AND TRANSPARENCY

We recognize that involvement in corruption will bring harmful consequences to a company's image and reputation. Fighting corruption is, therefore, an intensely addressed topic in our Code of Ethics and Conduct. We have also drafted an Anti-Corruption Policy and submitted it to our Board of Directors for approval in late 2021 [103 | 205]

We believe that constantly raising awareness among our employees is an important measure to make sure that expected and unacceptable conduct are made clear. Thus, in 2021, we began a series of new trainings on the Code of Ethics and Conduct, which were administered to 80% of our employees in that period. We clearly disclose our Code of Ethics and communication channel inside and outside the organization; they are addressed in new employee onboarding and refresher training programs, on the organization's official website, and even included in purchase orders sent to our partners. We also continuously monitor our suppliers and clients to gather track record data on corruption, fraud, money laundering, and other criminal activities. [103 | 205]

We have an Ethics Committee in place to make decisions on any cases of corruption. We also have a Conflict of Interest Policy in place, which is signed by all employees who join our team, in addition to confidentiality agreements to protect our intellectual and industrial property. [103 | 205]

Our main strategies to maintain and strengthen our governance structure in the medium and short term are to expand our Ethics Committee and compliance team at our Mexican sites by hiring senior staff, holding our first Compliance Week, distributing our updated Code of Ethics, and implementing an e-learning training system. [103 | 205]

We have adopted a background check* system for suppliers and we aim to extend it to clients, also seeking to identify any conflicts of interest. We also maintain a payment review system to identify employee-connected purchase requests. In addition, we cover conflicts of interest during training and use the reporting hotline to check reports of potential conflicts of interest. [103 | 205]

In addition to the Code of Ethics and Conduct, we maintain an Ethics Committee and reporting channel. The code, managed by the Audit Committee, covers 12 core principles. [103 | 205] [102-16]

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We have an Ethics Committee in place to make decisions on any cases of corruption. We also have a Conflict of Interest Policy in place, which is signed by all employees who join our team.

* Criminal and background check.

12 PRINCIPLES OF OUR CODE OF ETHICS AND CONDUCT [102-16]

- 1 Uplift Unigel, its brand and image, in all actions and initiatives;
- 2 Fight corruption and be a reference in protecting confidentiality;
- 3 Respect and protect human rights;
- 4 Act proactively to eradicate child and forced labor;
- 5 Position yourself with ethics and honesty;
- 6 Encourage collaboration and transparency in all internal processes;
- 7 Value initiative, focus on results, and constructive and objective interaction among employees, industries, suppliers, clients, communities, and governments, in an ethical manner that promotes effective societal development;
- 8 Provide a wholesome environment for professional advancement;
- 9 Act with responsibility, integrity, and a preventive mindset when performing actions that have socio-environmental impact;
- 10 Seek excellence in workplace safety and process safety;
- 11 Promote the protection of natural resources and the use of renewable sources;
- 12 Raise awareness and engage in recycling and/or reuse in all processes.



ANTI-CORRUPTION MEASURES

Fighting corruption is a topic we address with extreme rigor. The intrinsic corruption risks of our business are related to payments outside the approval flow, misappropriation of ma-

terials, and conflicts of interest. We also apply rigorous approval procedures to make sure our donations and sponsorships are not used as a masked form of bribery. [102-15]

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In 2021, we assessed the corruption-related risks at 100% of our Brazilian sites.

TOTAL NUMBER AND PERCENTAGE OF OPERATIONS ASSESSED FOR CORRUPTION-RELATED RISK [205-1] *

OPERATIONS	2020	2021
TOTAL NUMBER OF OPERATIONS BY ORGANIZATION	24	24
TOTAL NUMBER OF ORGANIZATION'S OPERATIONS ASSESSED FOR CORRUPTION-RELATED RISK	24	24
PERCENTAGE OF ORGANIZATION'S OPERATIONS ASSESSED FOR CORRUPTION-RELATED RISK	100%	100%

* Data available as of 2020 for these GRI items.

ANTI-CORRUPTION TRAINING

TOTAL NUMBER AND PERCENTAGE OF DIRECT EMPLOYEES THAT RECEIVED TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES APPLIED BY THE ORGANIZATION, BY EMPLOYEE CATEGORY [205-2]

	2021
TOTAL NUMBER OF EMPLOYEES IN YEAR	1,895
TOTAL NUMBER OF EMPLOYEES TRAINED	1,263
PERCENTAGE OF EMPLOYEES TRAINED	67%

“

In both 2020 and 2021, we had zero cases of corruption.

As also verified in the previous year, no cases of corruption were recorded in 2021, both within the scope of public proceedings and in the organization's internal system. [205-3]

In Brazil, the ethics guidelines for contractors are available at all our sites, but we initiated specific training for contractors in Mexico, as shown below.

In 2021, we received two reports of product misappropriation at one plant in Brazil. Corrective measures were applied to the people involved. No public lawsuits related to corruption have been filed against us or our employees. [205-3]

In both 2020 and 2021, we had zero cases of corruption. Consequently, we were not penalized in any way. [205-3]

ANONYMOUS REPORTING HOTLINE (CANAL ABERTO)

STATUS OF REPORTS RECEIVED BY HOTLINE*	2019 **	2020 **	2021
CASES RESOLVED (VALIDATED OR DISMISSED)	67%	58%	71%
CASES PENDING RESOLUTION	30%	15%	5%
INCONCLUSIVE	3%	0%	0%
NOT APPLICABLE TO THE CHANNEL	N/A	27%	24%
TOTAL	100%	100%	100%

* Reflects the status of reports at the end of the respective year.

Any violation of the Code of Ethics and Conduct must be communicated through the *Canal Aberto* anonymous reporting hotline, which is available 24/7. Each case is handled by the Contato Seguro company without compromising anonymity. [102-17]



COMMUNICATION CHANNELS

TELEPHONE: 0800 601 865

WEBSITE: www.unigel.com.br/canal-aberto-ouvidoria/

WEBSITE: www.contatoseguro.com.br/unigel

CONTATO SEGURO APP

(available for mobile phones and tablets)



ECONOMIC-FINANCIAL PERFORMANCE



9. ECONOMIC-FINANCIAL PERFORMANCE

Unigel's economic-financial performance reached new historical levels, combining the operational excellence of our styrenics and acrylics plants with the transformative features of Unigel's agribusiness operations.

In 2021, Unigel resumed production of nitrogen fertilizers in Bahia and Sergipe with the lease of two plants from Petrobras. In addition to the lease payable to Petrobras, Unigel invested over R\$500 million in 2020 and 2021 to have the plants operating again in a stable and reliable manner. [103 | 201]

The start of Unigel Agro's operations was critical to mitigating a global fertilizer supply crisis initiated in 2021 with disruptions in the natural gas market and global supply chains and aggravated in 2022 with the onset of the military conflict between Russia and Ukraine. In addition, our operations have made Unigel self-sufficient in ammonia, a raw material used not only in the production of fertilizers but also acrylics. In the context of the ammonia shortage

on the global market, self-production was decisive for Unigel to keep its acrylic operations up and running without running into supply difficulties. [103 | 201]

The first half of the year was marked by wide spreads in the acrylics and styrenics segments, in line with the positive trend in the international market. We also made efforts to enhance our operating efficiency and enforce strict control over our working capital to maximize operating cash flow. [103 | 201]

In the 2021 fiscal year, we earned R\$8.5 billion in gross revenue, in addition to an adjusted EBITDA of R\$1.72 billion and net earnings of R\$882 million. We also ended the reporting period with a net leverage (net debt to adjusted EBITDA ratio) of 1.20x. [102-7]

“

In addition to gaining relevance in the agribusiness segment, we launched an important movement toward value chain integration by producing ammonia, a core raw material in acrylics manufacturing.

DIRECT ECONOMIC VALUE GENERATED (R\$M) [201-1]		2019	2020	2021
OPERATING REVENUE	A	3,805	3,664	8,489
FINANCIAL REVENUE	B	13	43	29
TOTAL REVENUE	C = (A + B)	3,818	3,707	8,518

ECONOMIC VALUE DISTRIBUTED (R\$M) [201-1]		2019	2020	2021
OPERATING COST	A	2,950	2,736	5,969
DEPRECIATION	B	176	149	219
EMPLOYEE WAGES AND BENEFITS	C	169	210	364
PAYOUTS TO CAPITAL PROVIDERS	D	295	398	457
PAYOUTS TO GOVERNMENT	E	- 62	- 11	213
COMMUNITY INVESTMENTS	F	-	-	-
TOTAL	G = (A + B + C + D + F)	3,528	3,482	7,222

ECONOMIC VALUE RETAINED (R\$M) [201-1]		2019	2020	2021
"ECONOMIC VALUE GENERATED" - "ECONOMIC VALUE DISTRIBUTED"	H = (C - G)	290	225	1,296



ATTACHMENTS



10. ATTACHMENTS	104
10.1. GRI summary [102-55]	105
10.2. SASB index	115
10.3. List of certifications	116

GRI SUMMARY [102-55]

GENERAL DISCLOSURES			
ORGANIZATIONAL PROFILE			
GRI STANDARD	DISCLOSURE	PAGE/RESPONSE	OMISSION
GRI 102: GENERAL DISCLOSURES 2016	102-1 Name of organization	15	-
	102-2 Activities, brands, products, and services	15	-
	102-3 Location of headquarters	117	-
	102-4 Location of operations	16, 17	-
	102-5 Ownership and legal form	15	-
	102-6 Markets served	28, 41	-
	102-7 Scale of the organization	18, 23, 101	-
	102-8 Information on employees and other workers	71, 72, 74	-
	102-9 Supply chain	42	-
	102-10 Significant changes to the organization and its supply chain	42	-
	102-11 Precautionary principle or approach	57	-
	102-12 External initiatives	54, 57	-

GENERAL DISCLOSURES

ORGANIZATIONAL PROFILE

GRI STANDARD	DISCLOSURE	PAGE/RESPONSE	OMISSION
<p>GRI 102: GENERAL DISCLOSURES 2016</p>	<p>102-13 Membership of associations</p>	<p>In addition to the associations mentioned, we also maintain relationships with associations related to commercial distribution in each segment of our operation:</p>	
		<p>Sustainability</p> <ul style="list-style-type: none"> • Sustainable Development Committee of the Brazilian Chemical Industry Association (ABIQUIM). • Brazilian Plastic Industry Association (ABIPLAST). • Cooperation Network for Plastics: participated in discussions on Packaging Design, Public Policy, and Communication • Sustainability Committee at the Brazilian Packaging Association (ABRE) <p>Environment, Health, Safety and Quality — EHSQ</p> <ul style="list-style-type: none"> • Community Advisory Board in the regions where Unigel operates. • Responsible Care (RC) Program Committee • Technical committees at ABIQUIM, CIESP and COFIC. <p>Human Resources</p> <ul style="list-style-type: none"> • Chemical and Petrochemical Industry Union (SINPEQ) • Industrial Development Committee of Camaçari (COFIC) • ABIQUIM • São Paulo State Union of Industries Producing Chemicals for Industrial Use and Petrochemicals (SINPROQUIM). <p>Legal</p> <ul style="list-style-type: none"> • ABIQUIM • CIESP/CIDE • FIESP • CNI <p>Commercial</p> <ul style="list-style-type: none"> • Styrenics • ABIQUIM (Industry Committees: EPS, COBOR, COPLAST Committee) • ABIPLAST (Industry Committee: Disposable Goods Council) <p>Acrylics</p> <ul style="list-style-type: none"> • INDAC • SINPROQUIM (chemicals in general) <p>Fertilizers</p> <ul style="list-style-type: none"> • SINPRIFERT <p>Logistics</p> <ul style="list-style-type: none"> • ABIQUIM • CIESP/CIDE • Cooperation Network for Plastics (Logistics group) <p>Mexico</p> <ul style="list-style-type: none"> • ANIQ - National Chemical Industry Association 	-

GENERAL DISCLOSURES			
GRI STANDARD	DISCLOSURE	PAGE/RESPONSE	OMISSION
STRATEGY			
GRI 102: GENERAL DISCLOSURES 2016	102-14 Statement from senior decision-maker	6	-
	102-15 Key impacts, risks, and opportunities	98	-
ETHICS AND INTEGRITY			
GRI 102: GENERAL DISCLOSURES 2016	102-16 Values, principles, standards, and norms of behavior	95, 96	-
	102-17 Mechanisms for advice and concerns about ethics	99	-
GOVERNANCE			
GRI 102: GENERAL DISCLOSURES 2016	102-18 Governance structure	44, 45	-
	102-20 Executive-level responsibility for economic, environmental, and social topics	45	-
	102-22 Composition of the highest governance body and its committees	45	-
	102-23 Report whether the chair of the highest governance body is also an executive officer in the organization	Mr. Slezzynger is our founder. He also controls Cigel Participações S.A, our direct parent company. He is the chairman of the current Board of Directors, which was initially set up in 2015 as an Advisory Board.	-
	102-26 Role of highest governance body in setting purpose, values, and strategy	44	-
	102-32 Highest governance body's role in sustainability reporting	45	-

GENERAL DISCLOSURES			
ORGANIZATIONAL PROFILE			
GRI STANDARD	DISCLOSURE	PAGE/RESPONSE	OMISSION
STAKEHOLDER ENGAGEMENT			
GRI 102: GENERAL DISCLOSURES 2016	102-40 List of stakeholder groups	10	-
	102-41 Collective bargaining agreements	72	-
	102-42 Identifying and selecting stakeholders	10	-
	102-43 Approach to stakeholder engagement	10	-
	102-44 Main topics and concerns raised	-	Not available. Could not collect data for this report.
REPORTING PRACTICE			
GRI 102: GENERAL DISCLOSURES 2016	102-45 Entities included in the consolidated financial statements	All entities of Unigel Brazil and Mexico are included in the financial statements.	-
	102-46 Defining report content and topic Boundaries	9, 10, 12	-
	102-47 List of material topics	12	-
	102-48 Restatements of information	The data on production, waste management, and human resources were revised and may differ from the data presented in the 2020 report.	-
	102-49 Changes in reporting	None.	-
	102-50 Reporting period	9	-
	102-51 Date of most recent report	9	-
	102-52 Reporting cycle	9	-
	102-53 Contact point for questions regarding the report	9	-
	102-54 Claims of reporting in accordance with the GRI Standards	9	-
	102-55 GRI content index	105	-
	102-56 External assurance	This report has not been externally assured.	-

GRI STANDARD	DISCLOSURE	PAGE/RESPONSE	OMISSION
MATERIAL TOPICS			
ECONOMIC PERFORMANCE			
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	101	-
	103-2 The management approach and its components	101	-
	103-3 Evaluation of the management approach	101	-
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	101	-
	201-2 Financial implications and other risks and opportunities due to climate change	101	-
INDIRECT ECONOMIC IMPACTS			
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	88	-
	103-2 The management approach and its components	88	-
	103-3 Evaluation of the management approach	88	-
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-2 Significant indirect economic impacts	88	-
ANTI-CORRUPTION			
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	95	-
	103-2 The management approach and its components	95	-
	103-3 Evaluation of the management approach	95	-
GRI 205: ANTI-CORRUPTION 2016	205-1 Operações avaliadas quanto a riscos relacionados à corrupção	95	-

GRI STANDARD	DISCLOSURE	PAGE/RESPONSE	OMISSION
ANTI-CORRUPTION			
GRI 205: ANTI-CORRUPTION 2016	205-2 Communication and training about anti-corruption policies and procedures	95	No training data by category and for service providers were provided for Brazil, only the total number of direct employees that received training, as this information is not tracked by employee category or for service providers. Data on direct employees informed about these topics were not presented, as this information is not yet tracked.
	205-3 Confirmed incidents of corruption and actions taken	95	-
MATERIALS			
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	42	-
	103-2 The management approach and its components	42	-
	103-3 Evaluation of the management approach	42	-
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume	-	This is strategic information for our organization and so, for confidentiality reasons, no data on materials consumed will be provided. In our production process, we use inputs that require great care and we address this according to the most rigorous environmental and safety standards on the market. To maintain our competitiveness, we focus on sustainability through actions that reduce the consumption of inputs by our activities or maximize the transformation of raw materials into products and not waste.

GRI STANDARD	DISCLOSURE	PAGE/RESPONSE	OMISSION
ENERGY			
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	62, 63	
	103-2 The management approach and its components	62, 63	
	103-3 Evaluation of the management approach	62, 63	
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	64	-
	302-3 Energy intensity	64	-
	302-4 Reduction in energy consumption	62	
WATER AND WASTEWATER			
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	58	-
	103-2 The management approach and its components	58	-
	103-3 Evaluation of the management approach	58	-
GRI 303: WATER AND WASTEWATER 2018	303-1 Interactions with water as a shared resource	58	-
	303-2 Management of water discharge-related impacts	58	-
	303-3 Water withdrawal	59	-
	303-4 Water disposal	59	
	303-5 Water consumption	59	
EMISSIONS			
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	60	-
	103-2 The management approach and its components	60	-
	103-3 Evaluation of the management approach	60	-
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	60, 61	-
	305-2 Energy indirect (Scope 2) GHG emissions	60, 61	-

GENERAL DISCLOSURES			
ORGANIZATIONAL PROFILE			
GRI STANDARD	DISCLOSURE	PAGE/RESPONSE	OMISSION
GRI 305: EMISSIONS 2016	305-4 GHG emissions intensity	61	-
WASTE			
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	66	-
	103-2 The management approach and its components	66	-
	103-3 Evaluation of the management approach	66	-
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	67, 68	-
	306-2 Management of significant waste-related impacts	67, 68	-
	306-3 Waste generated	67, 68	-
EMPLOYMENT			
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	71, 72	-
	103-2 The management approach and its components	71, 72	-
	103-3 Evaluation of the management approach	71, 72	-
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	71, 72, 74, 75	-
OCCUPATIONAL HEALTH & SAFETY			
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	82	-
	103-2 The management approach and its components	82	-
	103-3 Evaluation of the management approach	82	-

GENERAL DISCLOSURES

ORGANIZATIONAL PROFILE

GRI STANDARD	DISCLOSURE	PAGE/RESPONSE	OMISSION
GRI 403: OCCUPATIONAL HEALTH & SAFETY 2018	403-1 Occupational safety and health management system	82, 83	-
	403-2 Hazard identification, risk assessment and incident investigation	85	-
	403-3 Occupational health services	82, 83	-
	403-4 Worker participation, consultation and communication on OHS	87	-
	403-5 Worker training on occupational health and safety	87	-
	403-6 Promotion of worker health	87	-
	403-7 Prevention and mitigation of OHS impacts directly linked by business relationships	84, 85	-
	403-8 Workers covered by an occupational health and safety management system	84	-
	403-9 Work-related injuries	82	-

TRAINING AND EDUCATION

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	71	-
	103-2 The management approach and its components	71	-
	103-3 Evaluation of the management approach	71	-

GENERAL DISCLOSURES
ORGANIZATIONAL PROFILE

GRI STANDARD	DISCLOSURE	PAGE/RESPONSE	OMISSION
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GRI 404: TRAINING AND EDUCATION 2016	404-1: Average hours of training per year per employee	77, 78	Not available. The average number of training hours that workers (who are not direct employees) have completed during the reporting period is not available because this information is not tracked.
	404-2: Programs for upgrading employee skills and transition assistance programs	77, 78	-

DIVERSITY AND EQUAL OPPORTUNITY

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	79	-
	103-2 The management approach and its components	79	-
	103-3 Evaluation of the management approach	79	-
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	79, 80	-

LOCAL COMMUNITIES

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	88	-
	103-2 The management approach and its components	88	-
	103-3 Evaluation of the management approach	88	-
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments, and development programs	90, 91, 92	-

SASB INDEX

TOPICS	METRICS	PAGE
GAS EMISSIONS	Scope 1 emissions	61
	Management strategy setting	61
ENERGY MANAGEMENT	Total energy consumed (GJ), % energy from grid, % renewable energy, total energy generated (GJ)	64
WATER MANAGEMENT	Water withdrawal, total water consumed, % withdrawn and consumed in water-stressed regions	59
	Description of company's water risk management and the mitigation strategies applied	58
HAZARDOUS WASTE MANAGEMENT	Total hazardous waste generated and % recycled	67, 68
COMMUNITY RELATIONS	Description of company's process for engagement and for managing risks and opportunities associated with its relations with the community	88
OCCUPATIONAL HEALTH AND SAFETY	Rate of accidents, fatality rates of direct employees and workers	82
	Description of company's monitoring and actions taken related to chronic health risks	83, 84, 85
OPERATING SAFETY, PREPARATION, AND EMERGENCY RESPONSE	Number of transportation accidents	82

LIST OF CERTIFICATIONS

CERTIFICATION	TYPE	SCOPE	INTERNAL AUDIT	EXTERNAL AUDIT
RESPONSIBLE CARE® PROGRAM	Chemical industry-specific	Plants in São Paulo and Bahia States (Acrylics and Styrenics)	Annual	Triennial
ISO 45001	Health and safety	Plants in São Paulo and Bahia States (Acrylics and Styrenics)	Annual	Annual
ISO 9001	Quality	Plants in São Paulo and Bahia States (Brazil) and in Mexico	Annual	Annual
ISO 14001	Environment	Plants in São Paulo and Bahia States (Acrylics and Styrenics)	Annual	Annual
POLO AWARD – GOLD CATEGORY	Specific for COFIC associates	Plants in Bahia State (Brazil)	Annual	Biennial
INTERNATIONAL CYANIDE MANAGEMENT CODE	Specific for cyanide producers	Plants in Bahia State (Brazil)	Annual	Triennial
INTERNAL EQUIPMENT INSPECTION SERVICE (SPIE)	Specific for equipment maintenance	Agro SE Plants	Annual	Annual
EMPRESA SEGURA (SAFE COMPANY)	Safety	Plants in Mexico	Annual	Annual
RESPONSABILIDADE INTEGRAL (TOTAL RESPONSIBILITY)	Chemical industry-specific	Plants in Mexico	Annual	Annual
INDUSTRIA LIMPIA (CLEAN INDUSTRY)	Environment	Plants in Mexico	Biannual	Biannual
EMPRESA SOCIALMENTE RESPONSABLE (SOCIALLY RESPONSIBLE COMPANY)	Social	Plants in Mexico	Annual	Annual
SOLID SURFACE MANUFACTURER (ISFA)	Industry-specific	Plants in Mexico	-	Annual
BULLET-RESISTANT ACRYLIC SHEET LEVEL 1 (UL-752)	Industry-specific	Plants in Mexico	-	Annual
CERTIFICACIÓN LÁMINA ACRÍLICA PARA ALIMENTOS (NSF) (FOOD-GRADE ACRYLIC SHEETS CERTIFICATION)	Industry-specific	Plants in Mexico	-	Annual
FLAMMABILITY LEVEL CERTIFICATION – ACRYLIC SHEETS (UL-94)	Industry-specific	Plants in Mexico	-	Annual

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