Sustainability Report 2022

UNIGEL


MSA
UNIGEL

About this **report**

[GRI 2-2 | 2-3]

The Unigel Annual Sustainability Report underlines our commitment to transparency and our alignment with the best market practices. The contents of this publication reflect the essential topics identified through our materiality assessment and their relationship with Unigel's strategy. This document also showcases the company's advancements related to its Environmental, Social, and Governance (ESG) agenda, with a particular emphasis on investments in low-carbon projects.

This is our fourth Sustainability Report, bringing together the key consolidated results from our Acrylics, Styrenics, and Agro segments in Brazil and Mexico.

The financial and socio-environmental information reported here covers the period from January to December 2022. To ensure transparency, all data is presented in accordance with the criteria set out by the Global Reporting Initiative (GRI) Standards 2021 and the Sustainability Accounting Standards Board (SASB), which provide internationally recognized standards for reporting on corporate sustainability management and sustainability transparency. We also address the United Nations Sustainable Development Goals (SDGs) and the Task Force on Climate-Related Financial Disclosures (TCFD). All entities of Unigel Brazil and Mexico are included in the financial statements.

All our work is built upon the knowledge acquired to develop innovative and sustainable solutions for a better future. For any inquiries, comments, or suggestions regarding this report, please contact us at sustentabilidade@unigel.com.br.

We appreciate your interest in this publication and wish you an enjoyable read.


UNIGEL

Message from the **CEO**

[GRI 2-22]

Since its foundation 57 years ago, Unigel has been closely following and adapting to transformations in society and business. Our ability to pioneer and operate transparently and our willingness to invest have resulted in actions that impact our industry, the communities in which we operate, our customers and suppliers, and the world.

We entered 2022 with important aspirations, as our work accomplished in 2021 yielded record-breaking results. This was a direct reflection of increased operational efficiency and the strong influence of our entry into the agribusiness sector, following the completion of the leasing process for our nitrogen fertilizer plants in Laranjeiras (in the state of Sergipe) and Camaçari (Bahia). These plants represented investments of over R$500 million and generated, on average, 1,500 direct and indirect jobs. The expansion consolidated Unigel as Brazil's largest manufacturer of nitrogen fertilizers.

Building on this competitive landscape, we announced investments of approximately R$1.15 billion in 2022, divided into two critically important projects.

The first is a sulfuric acid production plant, with an estimated investment of R$500 million and expected startup in 2023. The new site will have a production capacity of 450,000 tonnes of sulfuric acid and 50,000 tonnes of oleum per year, while also generating steam energy for use at various Unigel facilities located in the petrochemical complex at Camaçari.

We will operate within a sustainable cycle that benefits both the environment and our business. By harnessing steam generated by sulfur combustion, we will replace steam from CO2-emitting fuel sources. The resulting product, ammonium sulfate, is a fertilizer rich in micronutrients. This approach eliminates the need to import sulfuric acid and strengthens our supply chain, enhancing the company's competitiveness across our three business segments: styrenics, acrylics, and nitrogen fertilizers.

Another important project for Unigel is our Green Hydrogen and Green Ammonia plant, which positions us as leaders in one of the most important decarbonization solutions on the planet. With an initial investment of US$120 million (R$650 million), the plant is scheduled to start up by the end of 2023, at which time it will be the largest in the world. The first phase will have a production capacity of 10,000 tonnes per year of Green Hydrogen and 60,000 tonnes per year of Green Ammonia, with a goal to increase this volume tenfold by 2027. Green Ammonia will serve as an alternative to conventional production, reducing emissions by 400,000 tonnes of CO_2 per year.

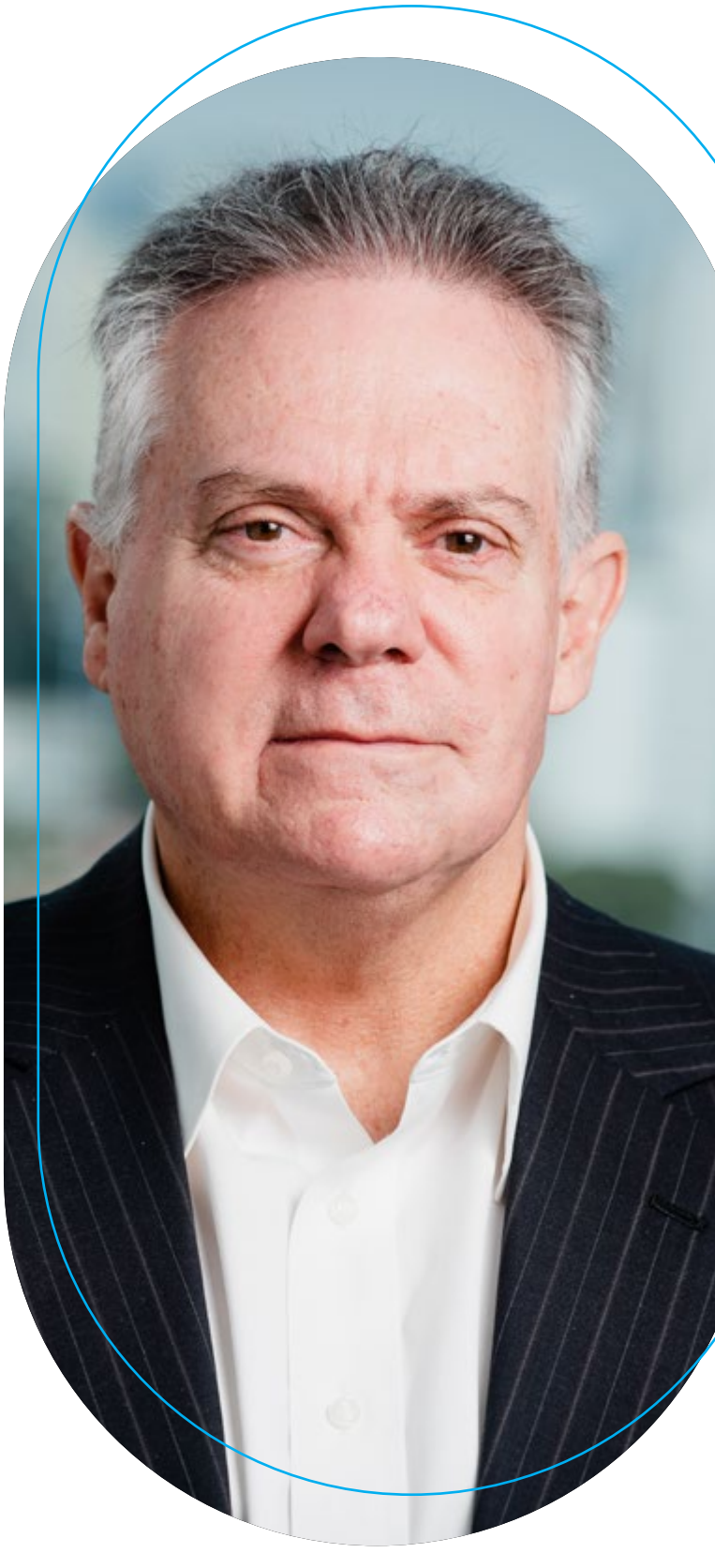
Both projects will be located within our Camaçari complex in Bahia, with zero environmental impact and creating at least 500 new direct and indirect jobs. These products are already a natural progression of Unigel's other initiatives, including the more than R$1 billion invested in our wind energy partnership with Casa dos Ventos, one of Brazil's leading generators of renewably sourced energy.

We are committed to achieving the Sustainable Development Goals for the reduction of carbon emissions, including Goals 7 (Affordable and Clean Energy) and 13 (Climate Action). These commitments are reflected in strategic decisions such as the adoption of renewable energy and the development of low-emission products. We have invested heavily in ESG initiatives that promote responsible use of natural resources and fair governance practices. Our commitment not only ensures a sustainable legacy but also inspires other players and demonstrates that, indeed, we can do even more.

In the Agro segment, we grew our share within a market that represents 1/4 of Brazil's GDP, with domestic fertilizer production reaching 267,000 tonnes, up 10% from 2021. Unigel played a crucial role in enabling industries to continue their operations, reducing dependence on imports, especially after feeling the impact of the conflict initiated by Russia, a major supplier of these inputs.

Among other significant actions throughout the year, we transitioned to 100% renewable electricity and implemented programs for waste reduction. For instance, in our Mexican factories, we recycle acrylic sheets to produce fully recyclable panels. We also rolled out ECOGEL® Ecoplastic – Polystyrene, a line of recycled polystyrene that can be applied in packaging, among other uses.

It is also important to highlight the human perspective of our founder, Henri Armand Slezynger, in our social initiatives. Throughout Unigel's journey, we have supported thousands of people through projects that provide excellent education and highly qualified teachers. In line with SDGs 4 (Quality Education) and 8 (Decent Work and Economic Growth), we take pride in helping to transform



Roberto Noronha Santos
CEO

lives from start to end of the school cycle, paving the way for professional qualification and formal employment.

Through long-standing partnerships with two early childhood, primary, and vocational high schools, we have contributed to the well-being of over 1,500 children and young individuals in Candeias, Bahia. In 2022, we expanded our support to the local communities of our operations in the state of Sergipe, through the renovation and expansion of the Holistic Care Center for Children and Adolescents (CAIC) in the city of Laranjeiras, which offers early childhood and technical education. In addition, we partnered with the National Industrial Apprenticeship Service (SENAI) for the Trainee Operator Qualification Program, aimed at introducing young Brazilians to the job market.

As regards the environment and employee well-being, our accomplishments in 2022 were significant. We were honored with the Polo Award for Environment, Health, and Safety (EHS) in the Excellence category. The award from the Camaçari Industrial Development Committee (COFIC) recognizes us as a company that promotes practices for environmental preservation, as well as good quality of life and protection for our employees. We continuously invest in occupational safety training and skill-building initiatives for individual professional development and to foster an ethical and sustainable culture.

Our commitment to ESG is shared with our customers and suppliers, and we actively seek to participate in international initiatives to present our business vision and further advance initiatives that aim to reduce environmental impact. Last year, we made our presence felt at COP-27 in Egypt, contributing to discussions on Green Hydrogen and presenting our goals in line with our beliefs and actions.

As a Brazilian company committed to the sustainable development of our industrial ecosystem, we have achieved excellent results in recent years, enhancing our operations within a diverse and robust portfolio. We carry immense potential in many areas, and Brazil can become a global leader in sustainability. We will maintain our focus on investments that drive significant transformations for the present and the future.

I wish you an enjoyable read.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Highlights **of the year**

SOCIAL

WE WON THE POLO ENVIRONMENT, HEALTH, AND SAFETY AWARD, IN THE EXCELLENCE CATEGORY, the highest level of recognition for sustainability practices.

We began **RENOVATIONS AT THE HOLISTIC CARE CENTER FOR CHILDREN AND ADOLESCENTS** (CAIC), a school near the Unigel site in Sergipe, to support vulnerable communities.

We supported 10 projects through the **ROUANET ACT,** as well as initiatives from the **CHILDREN AND TEENS FUND, THE SPORTS ACT,** and the **SENIOR CITIZENS FUND.**

ENVIRONMENTAL

We **TOOK PART IN COP 27,** where we presented our Green Hydrogen and Green Ammonia project.

We **EXPANDED OUR CHEMICAL RECYCLING PROCESS,** reducing acrylic waste.

We committed to **CLIMATE CHANGE ACTION**, including the pursuit of **CARBON NEUTRALITY** by 2050.

GOVERNANCE

We continued developing our **GREEN HYDROGEN AND GREEN AMMONIA PROJECT** and building our **SULFURIC ACID PLANT** at Camaçari Industrial Complex, involving total investments of approximately **R$1 BILLION**.

We **DEVELOPED OUR ESG 2030 AGENDA**, outlining objectives and commitments for the coming years.

We ended the year with a **CONSOLIDATED ADJUSTED EBITDA OF R$1.9 BILLION** (+9% vs. 2021), **GROSS REVENUE** of **R$10.8 BILLION** (+28% vs. 2021), **NET REVENUE OF R$9.7 BILLION** (+27% vs. 2021), and **NET LEVERAGE OF 1.3X** (compared to 1.2x in 2021).

1

Innovative vision with **focus on the future**

Our business vision revolves around innovation and sustainability because we believe this is the path to building a better future for the world.

1.1 ABOUT UNIGEL [GRI 2-1 | 2-6]

Unigel Participações S.A. was founded in 1966 by Henri Armand Slezynger and is among the largest chemical companies in Latin America, holding a leading position in Acrylics, Styrenics, and Nitrogen Fertilizers. We are a privately held company, controlled by the Cigel Participações S.A. holding company, which owns nearly all of our shares. Although we are not listed on stock exchanges, in 2021 we registered Unigel with the Brazilian Securities and Exchange Commission (CVM) as a Category A public company, demonstrating our commitment to transparency and high-quality corporate governance.

We are located in Brazil (in the states of Bahia, Sergipe, and São Paulo) and Mexico (in the states of Mexico, San Luis Potosí, and Veracruz). From our headquarters in São Paulo, we manage 13 operating sites and two marine terminals.

Our business vision revolves around innovation and sustainability because we believe this is the path to building a better future for the world. With a diversified product portfolio, we cater to various market segments, with applications in areas including agriculture, automotive, appliances, paper manufacturing, construction, cosmetics, and mining. Our purpose is to make people's lives easier with products that are transformed into various everyday applications, contributing efficiently to solving socio-environmental issues.

We are a team of over 1,800 individuals committed to the industry and its continuous evolution, carrying socio-environmental and governance values that promote local growth and the future of society. Learn more in Chapter 4.

OPERATING SITES

BRAZIL

BAHIA

CAMAÇARI
- Styrene, Ethylbenzene, and Toluene Monomer Plants
- Acrylonitrile, Acetonitrile, and Hydrogen Cyanide Plants
- Sodium Cyanide Solution and Acetone Cyanohydrin Plants
- Ammonia, Urea, and ARLAGEL® Plants

CANDEIAS
- Methacrylates, Ammonium Sulfate, and Sodium Cyanide Briquettes and Solution Plants
- 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

MEXICO

SAN LUIS POTOSÍ
- Acrylic Sheets Plant

OCOYOACAC
- Acrylic Sheets Plant

COSOLEACAQUE
- Sulfuric Acid Plant*

COATZACOALCOS
- Acetone Cyanohydrin (ACH) Plant

Know more about our produtives processes in page 16

PORTS AND MARINE TERMINALS

BRAZIL

BAHIA

PORT OF ARATU
PORT OF SALVADOR
MTU: MARINE TERMINAL – UREA
MTA: MARINE TERMINAL – AMMONIA

SÃO PAULO

PORT OF SANTOS

MEXICO

PORT OF ALTAMIRA
PORT OF VERACRUZ
PORT OF MANZANILLO

HEADQUARTERS AND INNOVATION CENTER

BRAZIL

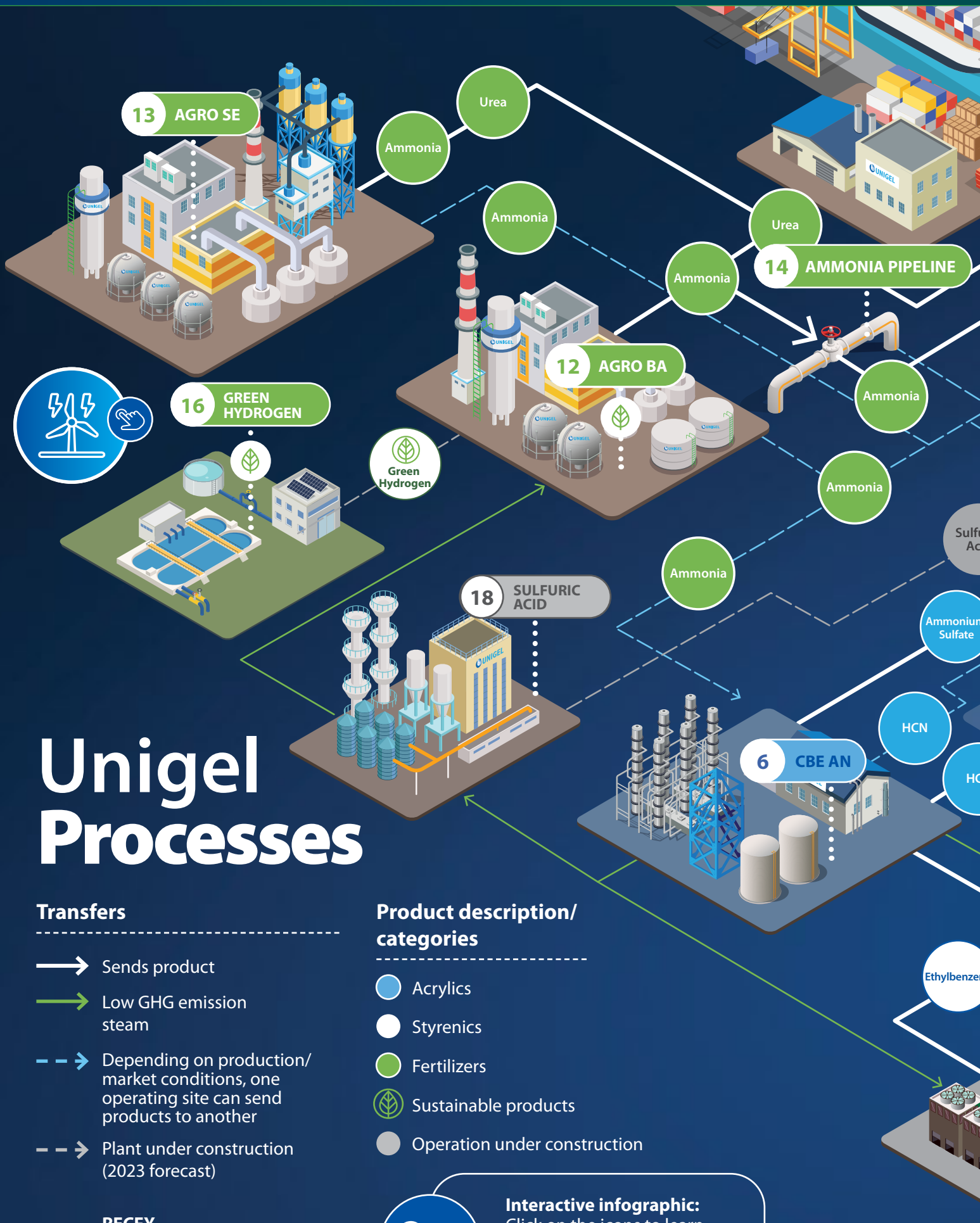
SÃO PAULO

HEADQUARTERS

BAHIA

UNIGEL INNOVATION AND TECHNOLOGY CENTER (CITU) – CAMAÇARI

* IDLE PLANT



Unigel Processes

Transfers

- Sends product
- Low GHG emission steam
- Depending on production/ market conditions, one operating site can send products to another
- Plant under construction (2023 forecast)

RECFY

Certificate proving the traceability of renewable electricity

Product description/ categories

- Acrylics
- Styrenics
- Fertilizers
- Sustainable products
- Operation under construction

Interactive infographic: Click on the icons to learn more about inter-plant flow and integration across Unigel operations.


15 MTA & MTU
10 OCOYOACAC
11 SAN LUIS POTOSÍ
MEXICO
8 PROQUIGEL (SUBSIDIARY)
MMA
9 UNIGEL PLASTIC
Acrylic sheets waste
7 PROQUIGEL (HEADQUARTERS)
ACH
Sodium Cyanide
17 ECOGEL® Ecoplastic – Polystyrene
3 CBE (Latex)
4 CBE (PS)
PS
Acrylonitrile
2 CBE
Styrene
PS
1 CBE SM
Styrene
5 CBE (PS)
Idle Plants - Mexico:
• Coatzacoalcos: Acetone Cyanohydrin (ACH)
• Cosoleacaque: Sulfuric Acid

1.2 PRODUCTS AND SERVICES

[GRI 2-6]

Our products and services are the result of over 50 years of investment in innovative and sustainable solutions. We are focused on building a better future through the development of strong and long-lasting relationships in the Business-to-Business (B2B) segment. Explore our business segments below:

ACRYLICS: Our main activities involve the production and sale of Acrylonitrile, Acetonitrile, Hydrogen Cyanide (HCN), Acetone Cyanohydrin (ACH), Sodium Cyanide Solution, Methacrylates (MMA, EMA, PMMA, and GMAA), and Acrylic Sheets. Their industries of application include textiles, automotive, construction, healthcare and beauty, household appliances, and electronics.

STYRENICS: We focus on the production and sale of Ethylbenzene, Styrene, Toluene, Polystyrene, and Latex, which are primarily used in the production of consumer goods, electronics, construction materials, and household appliances.

FERTILIZERS: We produce Ammonia, Urea, Carbon Dioxide, Ammonium Sulfate, and ARLA 32. Ammonia is converted into Urea but is also used in the production of Acrylics and industrial inputs. Urea is used as fertilizer, animal feed, an ingredient in the production of MDF, and a component of ARLAGEL®, an additive for reducing emissions by diesel vehicles. We also produce Ammonium Sulfate fertilizer.

In addition to ARLA 32 (distributed by Unigel under the ARLAGEL® brand), our portfolio also features other sustainability-oriented products, including ECOGREEN®, ECOGEL® Ecoplastic – Polystyrene, and ECOGEL® Biobased – EMA. Importantly, we also emphasize that no products are tested on animals.

INSTALLED PRODUCTION CAPACITY, IN TONNES [SASB RT-CH-000.a]

CANDEIAS (BA)	CAPACITY (TONNES)
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)	25,000
ACETONE CYANOHYDRIN (ACH)	72,000
CAMAÇARI (BA)	CAPACITY (TONNES)
ETHYLBENZENE	330,000
STYRENE	190,000
ACRYLONITRILE	100,000
ACETONITRILE	4,000
HYDROGEN CYANIDE (HCN)	11,000
SODIUM CYANIDE – SOLUTION	18,000
ACETONE CYANOHYDRIN (ACH)	34,000
AMMONIA	475,000
UREA	475,000
ARLAGEL (ARLA 32)	220,000
LARANJEIRAS (SE)	CAPACITY (TONNES)
AMMONIA	450,000
UREA	650,000
AMMONIUM SULFATE*	320,000
CUBATÃO (SP)	CAPACITY (TONNES)
STYRENE	120,000
SÃO JOSÉ DOS CAMPOS (SP)	CAPACITY (TONNES)
POLYSTYRENE	190,000
GUARUJÁ (SP)	CAPACITY (TONNES)
POLYSTYRENE	120,000
LATEX	42,000
SAN LUIS POTOSÍ (MX)	CAPACITY (TONNES)
ACRYLIC SHEETS	6,000
OCOYOACAC (MX)	CAPACITY (TONNES)
ACRYLIC SHEETS	17,000
COSOLEACAQUE (MX)*	CAPACITY (TONNES)
METHACRYLATES (MMA, EMA)	25,000
SULFURIC ACID	65,000
COATZACOALCOS (MX)*	CAPACITY (TONNES)
ACETONE CYANOHYDRIN (ACH)	25,000

* Idle production plant

ACRYLICS

MMA

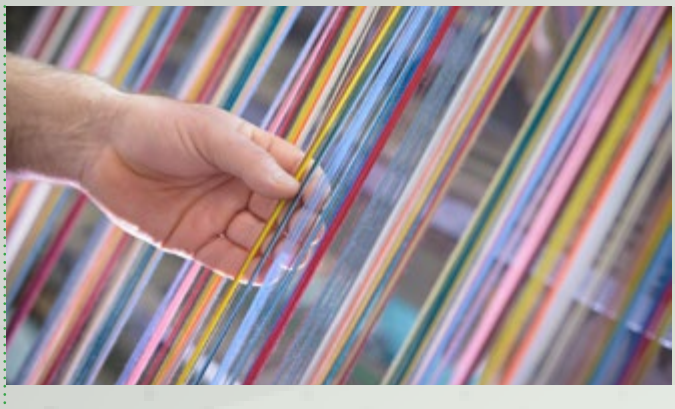
WHAT IT IS

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

PMMA

WHAT IT IS

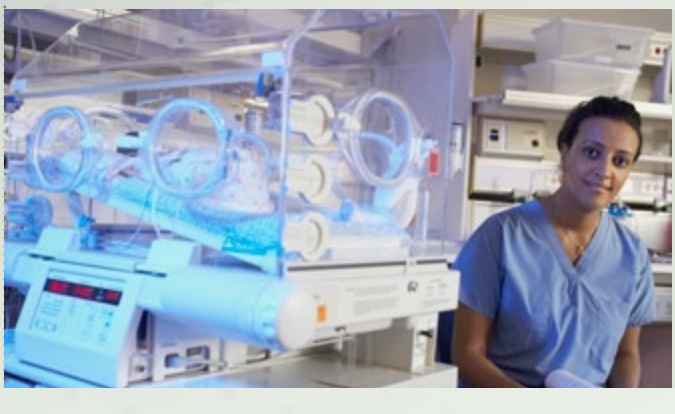
A thermoplastic resin produced from the polymerization of MMA. Its properties include high transparency and UV stability, assuring durability and weather resistance.



GMAA

WHAT IT IS

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 enhance polymer hardness and shine.



ACRYLIC SHEETS

WHAT IT IS

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 its properties: light weight, high mechanical strength and UV-resistance, ease of machining, and wide range of available colors and textures.

APPLICATION

- 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.

WHERE WE MAKE IT

Candeias (BA).

APPLICATION

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

INDUSTRIES

Automotive, Cosmetics, Home Appliances, Lighting, Housewares.

WHERE WE MAKE IT

Candeias (BA).

APPLICATION

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

INDUSTRIES

Paints, Textiles, Home Appliances.

WHERE WE MAKE IT

Candeias (BA).

APPLICATION

- 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.

WHERE WE MAKE IT

Candeias (BA), Ocoyoacac e San Luis Potosí (Mexico).

ACRÍLICOS

SODIUM CYANIDE

WHAT IT IS

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.

ACRYLONITRILE

WHAT IT IS

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.

ACETONITRILE

WHAT IT IS

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

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

INDUSTRIES

Mining.

WHERE WE MAKE IT

Camaçari (BA).

APPLICATION

- 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

Textiles, Automotive, Electronics, Housewares, Aviation, Paints, Petrochemical, Mining, Water Treatment.

WHERE WE MAKE IT

Camaçari (BA).

APPLICATION

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

INDUSTRIES

Pharmaceuticals, Electronics, Laboratories, Petrochemicals.

WHERE WE MAKE IT

Camaçari (BA).

STYRENICS

STYRENE

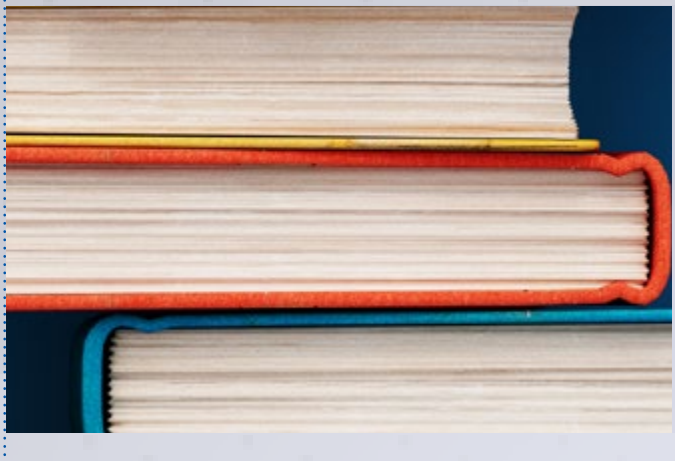
WHAT IT IS

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

POLYSTYRENE

WHAT IT IS

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.



LÁTEX

WHAT IT IS

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.

TOLUENE

WHAT IT IS

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

- 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.

WHERE WE MAKE IT

Camaçari (BA) and Cubatão (SP).

APPLICATION

- 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, Housewares.

WHERE WE MAKE IT

São José dos Campos and Guarujá (SP).

APPLICATION

- Couche and LWC paper: used in the 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.

WHERE WE MAKE IT

Guarujá (SP).

APPLICATION

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

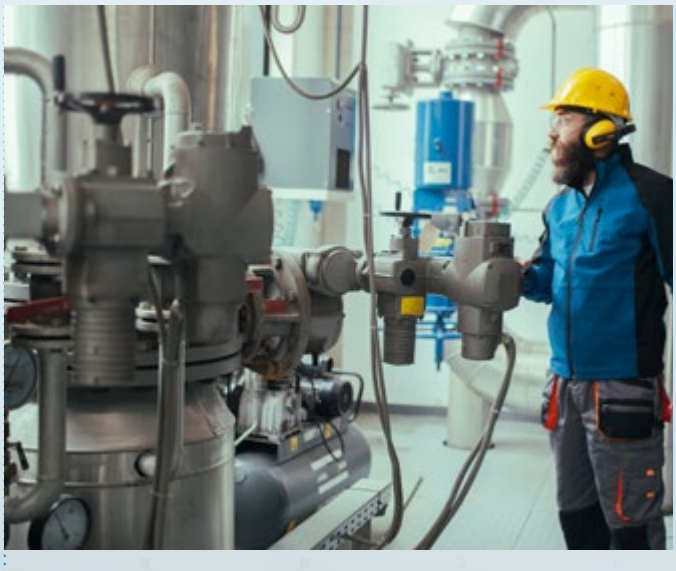
INDUSTRIES

Paints, Chemical

WHERE WE MAKE IT

Camaçari (BA).

FERTILIZERS



AMMONIA

WHAT IT IS

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

UREA

WHAT IT IS

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.

AMMONIUM SULFATE

WHAT IT IS

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.

APPLICATION

- 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/Petrochemical, Industrial, Mining.

WHERE WE MAKE IT

Laranjeiras (SE) and Camaçari (BA).

APPLICATION

- 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: With high purity and very low diuride content, the main application for this product is the manufacture of additives (ARLA 32, or ARLAGEL) used to reduce nitrogen oxide and other pollutant emissions from combustion by diesel engines.

INDUSTRIES

Agriculture, Industrial

WHERE WE MAKE IT

Laranjeiras (SE) and Camaçari (BA).

APPLICATION

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

INDUSTRIES

Agriculture, Chemical, Mining, Industrial.

WHERE WE MAKE IT

Candeias (BA).

SUSTAINABILITY-ORIENTED PRODUCTS

ECOGREEN®

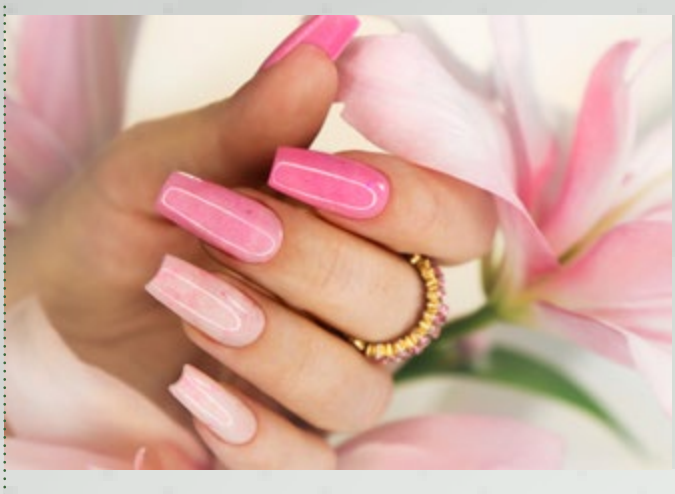
WHAT IT IS

ECOGREEN® was rolled out in 2022 and is 100% made from recycled acrylic material. Light transmission above 92% (glass) and rMMA (MMA recovered by chemical recycling) with 98.5% average purity.

ECOGEL® (Ecoplastic – Polystyrene)

WHAT IT IS

Rolled out by Unigel in 2020, this Polystyrene contains up to 30% post-consumer polystyrene, recovered from commercial partners.



ECOGEL® (Biobased – EMA)

WHAT IT IS

A liquid and colorless monomer with a similar manufacturing process as Methyl Methacrylate (MMA). Its composition includes Ethanol from sugarcane, considered to have one of the best carbon footprints in the world.

ARLAGEL®

WHAT IT IS

A liquid composed of 32.5% high-purity urea and demineralized water.

APPLICATION
- Point-of-sale displays.

INDUSTRIES
Consumer Goods.

WHERE WE MAKE IT
Ocoyoacac (Mexico).

APPLICATION
- Major home appliances.
- Electronic components.

INDUSTRIES
Home Appliances, Electronics, Consumer Goods, Housewares, Automotive.

WHERE WE MAKE IT INDUSTRIES
São Paulo (SP).

APPLICATION
- Manufacture of acrylic nails.
- Acrylic emulsions for the production of paints and varnishes.
- Dental applications

INDUSTRIES
Paints, Cosmetics, Healthcare.

WHERE WE MAKE IT
Candeias (BA).

APPLICATION
- Reduction of nitrogen oxide (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, Road Transport

WHERE WE MAKE IT
Camaçari (BA).

1.3 MARKET PRESENCE IN 2022

With our range of products distributed across three business segments (Acrylics, Styrenics, and Fertilizers), we serve both the Brazilian and international markets, establishing our presence on different continents.

In the Styrenics segment, Unigel focuses on the domestic market in Brazil, where it sells the majority of its products.

In the Acrylics segment, Unigel focuses on the export of acrylic products and is the sole Brazilian producer of Methacrylic Acid (GMAA), Acrylonitrile, Sodium Cyanide, Ethyl Methacrylate (EMA), and Methyl Methacrylate (MMA).

Lastly, in the Fertilizers segment, Unigel prioritizes the domestic market, which relies heavily on imports. In this sector, we are Brazil's only domestic producer of Urea and Ammonium Sulfate.

NORTH AMERICA

Ammonia
Acetonitrile (HIGH PURITY)
Sodium Cyanide
Acrylonitrile
EMA
MMA
GMAA
PMMA
Acrylic Sheets
Polystyrene

CENTRAL AMERICA

Acrylic Sheets
Polystyrene

SOUTH AMERICA

Ammonia
ARLAGEL® (ARLA 32)
Carbon Dioxide
Ammonium Sulfate
Urea
Acetonitrile (HIGH PURITY)
Sodium Cyanide
Acrylonitrile
EMA
MMA
GMAA
PMMA
Acrylic Sheets
Styrene
Latex
Polystyrene
Toluene

EUROPE

Urea
Acetonitrile (HIGH PURITY)
ACH (Acetone Cyanohydrin)
Acrylonitrile
EMA
MMA
PMMA
Acrylic Sheets
Polystyrene

AFRICA

Sodium Cyanide
Polystyrene

ASIA

EMA
Polystyrene

1.4 AGRIBUSINESS OPERATIONS

The agribusiness sector is vital to the Brazilian economy as it drives growth and generates employment in various regions. Responsible for the food security of thousands of families in the country, the Brazilian agribusiness sector exported US$148 billion in 2022, according to the Ministry of Agriculture. In line with our growth strategy, Unigel entered the sector in 2019, recognizing the importance of Fertilizers in the agribusiness value chain.

The company began its involvement in the sector by leasing two Nitrogen Fertilizer plants in Laranjeiras (SE) and Camaçari (BA), as well as two marine terminals at the Port of Aratu (BA). Unigel also leased the TermoCamaçari Thermoelectric Plant (UTE TermoCamaçari), which includes a power plant with an installed capacity of 120 MW, energy substations, and boilers for steam generation. The lease agreements are valid until August 2030.

Since then, we have formed partnerships for the purchase of natural gas – the main raw material used in Ammonia production – which enables us to produce part of the inputs used in our products. As a result, 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. This makes us the only active Brazil-based producer with the installed capacity to produce and distribute urea at industrial scale. Urea is produced from the reaction between Ammonia and Carbon Dioxide, and ARLAGEL® (ARLA 32) is manufactured from Urea.

We have a production capacity of 925,000 tonnes of Ammonia per year, which is mainly directed to our Nitrogen Fertilizer and Acrylics plants, with opportunities to sell the excess volumes.

In 2022, we faced challenges in the agribusiness sector, mainly due to the conflict between Russia and Ukraine, which impacted fertilizer supplies worldwide. To meet the growing demand, we operated at full capacity at all production sites and delivered 100% of what we produced to the market, which amounted to 267,000 tonnes, a 10% increase compared to 2021. That year, the Laranjeiras facilities only started operating in April and the Camaçari facilities started up in July.

To ensure efficiency and quality in our customer relationships, we trained employees, especially those in operational roles, and promoted a Leadership Development Program to reinforce a culture of safety and reliability.

In addition, we signed a memorandum of understanding with the state government of Sergipe to reactivate the Ammonium Sulfate plant in Laranjeiras, with an estimated investment between R$50 million and R$100 million. Reactivation of that plant would allow for an annual production of up to 320,000 tonnes of Ammonium Sulfate, adding to our production capacity of 350,000 tonnes at the Unigel Acrylics complex in Candeias (BA).

SUPPLY OF UREA FOR ARLAGEL® PRODUCTION

ARLAGEL® is a high-quality Urea-based solution (Premium Urea) used to reduce Nitrogen Oxide (NOx) emissions in diesel vehicles with Selective Catalytic Reduction (SCR) systems. When injected into the exhaust system, ARLAGEL transforms NOx into water and Nitrogen, which are harmless to the environment.

Unigel is the sole manufacturer of Urea in Brazil and has the infrastructure to provide logistics services, local technical assistance, and training in this sector, adding value to the

business. The company produces and sells Premium Urea and ARLA 32, sold under the name ARLAGEL®. We also supply the market with Premium Urea for customers to also produce ARLA 32, expanding the available capacity to meet market demand.

In 2022, Unigel supplied the majority of the demand for Premium Urea for ARLA 32 production in Brazil. According to data collected by a specialized consultancy contracted by the company, we delivered 160,000 tonnes of Urea to this market, which requires approximately 240,000 tonnes per year. In that year, we increased Urea production in Camaçari (BA) and adapted the Laranjeiras (SE) plant to also produce Premium Urea.

By supplying high-quality Premium Urea and ARLAGEL®, Unigel helps reduce polluting emissions, ensuring a reliable and authentic product while avoiding problems associated with counterfeiting and low product quality in the market.

LOCAL IMPACT

We play an important role in the regions where we operate by hiring local professionals and investing in the education of young people, with initiatives including expansions to schools attended by employees' children and the surrounding community. In partnership with SENAI in the state of Sergipe, we carried out a number of actions in 2022 aimed at training young people and encouraging a career in operations. Our presence in the territory allows for alignment and close relationships with community leaders, helping to reduce negative impacts and promote open dialogue.

Agro Certifications

- INMETRO Certification (Portaria 213/2021) from the National Institute of Product Compliance Assessment for the production, storage, and sale of Arlagel (ARLA 32).
- Approval from the Internal Equipment Inspection Service (SPIE), increasing our operational reliability (Agro Bahia and Sergipe).
- The integrated management system applied in our AGRO operations is already based on ISO 9001:2015 – ISO 14001:2015 - ISO 45001:2018 standards. We expect to obtain these certifications in 2023.

Interesting facts about the ARLA 32 market in Brazil:

- Between 2014 and 2021, ARLA consumption grew at an average rate of 12.9% per year, with 379 million liters of the product being added to the Brazilian market;
- During that period, consumption increased from 282 million liters in 2014 to 661 million liters in 2021;
- By 2030, an increase of 906 million liters in ARLA consumption is expected across the country (estimated average growth of 10.1% per year), reaching a potential consumption of 1.567 billion liters.

SUPPLY CHAIN AND LOGISTICS

[GRI 2-6]

Unigel's supply chain includes domestic and international suppliers of raw materials and inputs, industrial service providers, and logistics suppliers for warehousing and marine and road transport, among others. The integration of our entire value chain promotes security and enables continuous growth, allowing us to produce and consume our own raw materials for the manufacture of products, packaging, and inventory materials, reducing the risk of scarcity and adding value to our operations.

Using our own raw materials gives Unigel a competitive advantage, especially when it comes to commodities. This approach enables us to establish long-term contracts with local suppliers, ensuring a continuous supply of inputs and reducing vulnerability to shortages of resources. As a result, supply chain efficiency is enhanced with lower logistics costs, encouraging domestic market growth.

Raw material suppliers: 154
Service providers: 2,865
Other suppliers[1] : 770

Efficiency and Sustainability in Material Management [GRI 3-3]

The consumption of raw materials is related to the composition and cost of a product. The composition specifies the amount of raw material used, avoiding waste.

The unavailability of certain materials, as well as their quality, can affect production operations and result in costs associated with production loss and/or maintenance of assets used in manufacturing.

To maintain competitiveness, we monitor fixed and variable costs on a monthly basis. All controlled materials have Material Safety Data Sheets (MSDS) that are up to date, and the applicable reports and documents are submitted to the relevant authorities.

Unigel establishes procedures for areas related to this topic, aiming to assess consumer demand for each product, its impact on Unigel's financial results, the operations involving storage and movement, and the impacts that the use of certain materials can have on the environment and the safety of our employees. To that end, the company establishes partnerships with suppliers, customers, and dedicated programs for the sustainable use of specific materials, promoting projects that focus on reusing and/or reducing consumption.

In addition, we have implemented improvement projects across all our units in Brazil to reduce material consumption. We establish targets by evaluating the coefficients of consumption by volume produced of the main materials that make up our production chain. Indicators determine the specifications assessed by the Finance department and are monitored monthly for possible interventions if any divergence is observed. The aim is to create programs for the sustainable use of materials, focusing on reusing and/or reducing consumption.

In Mexico, material management is based on our Quality Management System, which establishes criteria for materials, suppliers, and new inputs. We have implemented circular economy principles in our acrylic sheet manufacturing processes, reducing waste and environmental impacts.

Efficiency and Challenges in Logistics

The year 2022 presented significant challenges for the Fertilizer market, especially

[1] *Packaging, utilities, PPE, production aids and/or consumables, maintenance and design material, among others.*

due to the conflict between Russia and Ukraine, which considerably impacted product prices worldwide and supply in Brazil. According to 2020 data provided by the National Association for Fertilizer Promotion (ANDA), Brazil imported approximately 33.6 million tonnes of fertilizers that year. Russia is among the main fertilizer suppliers to Brazil, and according to information from the Ministry of Agriculture, Livestock, and Supply (MAPA), approximately 28% of Brazil's imports of Nitrogen, Phosphorus, and Potassium Fertilizers came from Russia in 2020.

Despite the unstable scenario, Unigel ensured operational excellence, efficiently producing and delivering fertilizers and meeting the Brazilian market's demands as much as possible. In terms of logistics, the company reorganized itself in an agile and flexible manner, meeting the specific needs of each customer and minimizing the impacts of Fertilizer shortages.

LOGISTICS EMISSIONS

An additional benefit of our new Fertilizer division is the reduction of greenhouse gas emissions from transportation linked to the Ammonia production process. What has changed: Unigel used to import Ammonia, but now, as a producer, it also supplies this input to its own plants. In 2022, we successfully eliminated approximately 100% of the emissions corresponding to Ammonia transportation, as the product was previously imported by ship and is now directed to our production sites in Northeast Brazil via pipeline.

In this regard, the logistics department has been undertaking specific projects as part of a commitment to seeking alternative transportation routes to avoid emissions. See the tables below:

EMISSIONS FROM STYRENE AND ETHYLBENZENE TRANSPORT AVOIDED BY REPLACING LAND SHIPPING WITH MARINE TRANSPORT

SITUATION	TYPE OF TRANSPORT	DEPARTURE	ARRIVAL	Nº OF TRIPS	EMISSIONS AVOIDED (tCO_2e)
BEFORE	Road train	Camaçari	Guarujá	1759	
BEFORE	Road train	Camaçari	Cubatão	429	16,335,781 Approx. 98% of emissions avoided
AFTER	Road train	Camaçari	Port (BA)	429	
AFTER	Coastal shipping	Port BA	Port (SP)	10	
AFTER	Road train	Port SP	Cubatão	429	

EMISSIONS AVOIDED BY REPLACING SEMI TRUCKS WITH ROAD TRAINS FOR DISTRIBUTION OF ETHYLBENZENE

SITUATION	TYPE OF TRANSPORT	DEPARTURE	ARRIVAL	Nº OF TRIPS	EMISSIONS AVOIDED (tCO_2e)
BEFORE	Semi Truck	Camaçari	Cubatão	566	1,699,433 Approx. 62% of emissions avoided
AFTER	Road train	Camaçari	Cubatão	380	

1.5 NEW PROJECTS [GRI 3-3]

A better future can only be built with innovative and sustainable solutions in the present. That's why we take pride in saying that Unigel is constantly creating projects to be part of this change. Our focus is always directed towards a more sustainable tomorrow. Since 2011, we have been operating our Unigel Technological Innovation Center (CITU). Within it, we carry out research and initiatives for innovation in the chemical industry. Also, in 2021, we started investing in the construction of a Sulfuric Acid plant at Camaçari Industrial Complex (BA), with expected start-up in 2023. And to expand our efforts towards the sustainability of our business, in 2022, we kicked off the project and presented the cornerstone for Brazil's first Green Hydrogen and Green Ammonia plant.

Unigel Innovation and Technology Center (CITU)

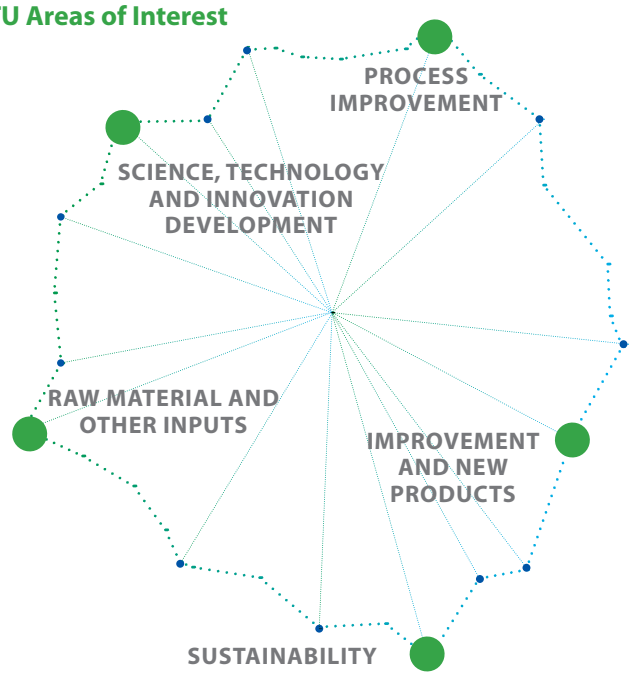
The Unigel Innovation and Technology Center features laboratories and pilot plants to support the research and development of new processes and products, as well as the improvement of existing ones. The facility boasts a technical team of over 50 researchers, engineers, and technicians. Our innovation efforts have allowed us to create environmentally sustainable products and solutions.

The CITU is responsible for developing processes for the production of methyl acrylate, ethyl acrylate, ethyl methacrylate, potassium cyanide, technical-grade acetonitrile, and other incremental innovations.

The purpose of the Unigel Innovation and Technology Center is to contribute to the company's growth through innovation and technological improvements; develop new processes, products, and applications in partnership with customers; and promote the creation of new knowledge in collaboration with the scientific community, motivating and nurturing new talents.

Infrastructure:
Fertilizer R&D Laboratory
Acrylics R&D Laboratory
Styrenics R&D Laboratory
Analysis and Characterization Equipment
Multipurpose Pilot Plant
Polymerization Pilot Plant
Acrylonitrile Pilot Plant

CITU Areas of Interest



Proprietary Technologies Developed by Unigel

1. Acrylic resin polymerization (PMMA)
2. Continuous methacrylates process (MMA/EMA)
3. Acetone Cyanohydrin (ACH) synthesis
4. Glacial Methacrylic Acid (GMAA) plant
5. Acetonitrile recovery
6. Creation of ECOGEL® Biobased – EMA
7. Latex applications: tapes and adhesive labels
8. PMMA applications: home appliance displays, panels, and buttons
9. PS applications: food packaging, cups, plates, and single-use cutlery

Sulfuric Acid Production Plant

Sulfuric Acid is an essential raw material in acrylic production at Unigel and a key component for the production of Ammonium Sulfate fertilizer in our operations. The Sulfuric Acid used by the company has always been sourced from suppliers. However, to ensure reliability, quality, and control over this input, as well as the sustainability of the business, we are investing in the construction of a dedicated plant for the production and sale of Sulfuric Acid to meet internal and external demands.

The Sulfuric Acid Project, announced by Unigel in 2021, commenced construction in 2022 at the Camaçari Industrial Complex, with an expected investment of R$500 million. With infrastructure covering nearly 25,000 m2 and a production capacity of 450,000 tonnes of Sulfuric Acid and 50,000 tonnes of oleum[2] per year, the site will support the sustainability of our business, offering industrial, economic, and socio-environmental benefits.

With operations scheduled to begin in 2023, the production of inputs consumed by the Acrylics and Fertilizers plants will make Unigel self-sufficient and a supplier to other industries in the chemical, textile, metallurgical, paper, and pulp markets. Self-sufficiency in Sulfuric Acid will enable Unigel to reduce its reliance on importing this raw material, thereby increasing the competitiveness of current operations.

In terms of the environment, the project's unique features include integration with other Unigel plants, providing CO_2-free steam to other operating sites, and replacing part of the steam production derived from natural gas.

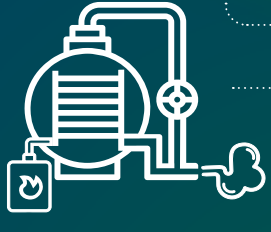
[2] *Used as raw material in the manufacture of Unigel methacrylates. Can also be used by other industries, especially in the extraction of minerals and precious metals.*

Benefits of Sulfuric Acid for CO_2 reduction

RAW MATERIAL SULFUR
Used as a fuel source

SULFUR COMBUSTION

Raw material is burned at high temperatures to generate Sulfur Dioxide (SO_2).



STEAM GENERATION

The SO_2 is cooled in a boiler that recovers energy for steam generation, without fossil fuel consumption.

ACID PROCESS

The SO_2 is directed to other stages of sulfuric acid production.

STEAM CONSUMPTION

In 2023, the steam generated at the Sulfuric Acid plant will start to meet demand at Agro BA and CBE SM, supplying over 50% and over 70% of the needed steam, respectively.

REDUCTION IN EMISSIONS

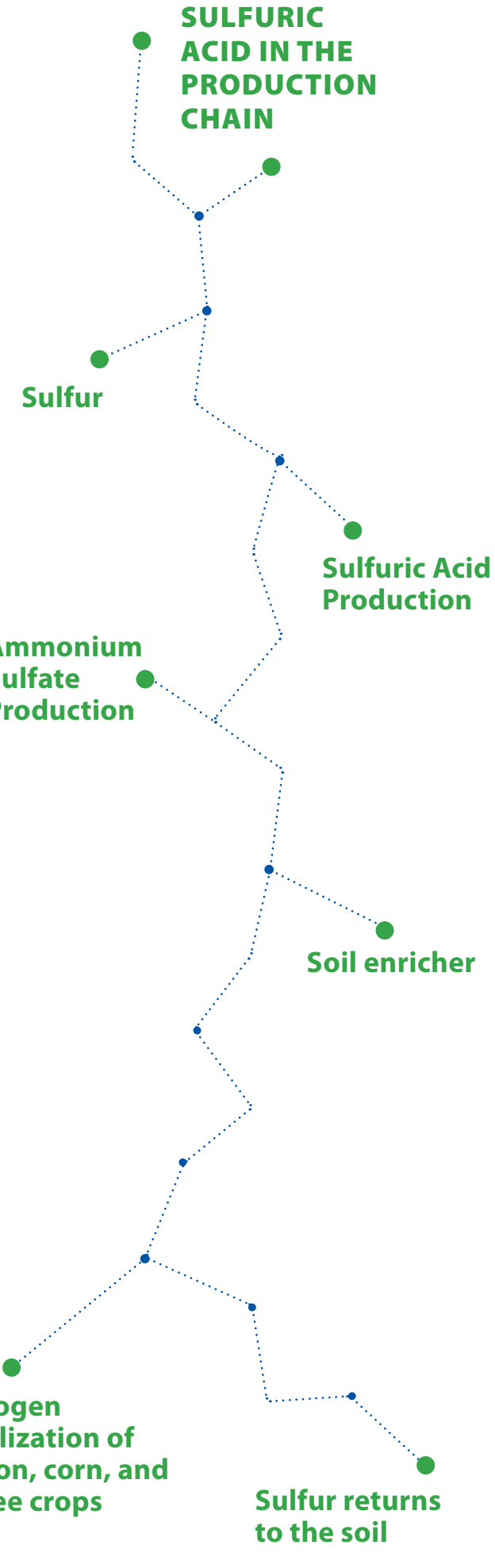
The Sulfuric Acid plant will help reduce greenhouse gases (about 98,566.9 tCO_2eq /year).

For this operation, Unigel has invested in globally recognized technology that will enable the annual production of 640,000 tonnes of steam for energy generation, reducing the need to purchase steam to supply the company's production plants in Camaçari. The project will help address the decarbonization challenges of the production chain, as the steam produced in the new plant will be free from fossil fuel combustion.

In the production process, the stage where sulfur, the main raw material, is consumed generates energy in the form of steam without using fossil fuels. The steam will be directed to and used at other Unigel sites within the same industrial complex, replacing steam generated in boilers that run on natural gas, effectively reducing greenhouse gas emissions.

There will also be a reduction in the number of marine voyages (and consequently in Scope 3 emissions), as one shipment of Sulfur is equivalent to three shipments of Sulfuric Acid. Also, technology use at the plant will allow for extremely low atmospheric emissions of particulate matter, NOx (Nitrogen Oxides), and SOx (Sulfur Oxides).

The new project has generated 600 job opportunities during its construction phase and will employ 70 permanent employees once operational.




PERIGO
RISCO DE FOGO
E EXPLOSÃO

Green Hydrogen and **Green Ammonia**

Unigel has been investing in the first large-scale Green Hydrogen production plant since 2021. It will be the first of its kind in Brazil and the largest in the world once operational.

Green Hydrogen is 100% sustainable, emitting no polluting gases during combustion or production. It is easy to store and can be converted into electricity or synthetic fuels, serving commercial, industrial, or mobility purposes. It is also a clean energy source that releases nothing but water vapor and leaves no residue in the air. Seen as the fuel of the future, Green Hydrogen plays a crucial role in carbon neutrality, providing versatility by transforming renewable energy into Zero-Carbon raw materials and fuels. The production of Green Hydrogen and Green Ammonia is an extension of Unigel's ongoing efforts, including a partnership for wind energy production with Casa dos Ventos.

The main drivers for the company's pursuit of this project – in addition to future benefits, particularly in terms of fuel – include the ability to produce enough Ammonia to utilize the Green Hydrogen produced. Another motivator was that this will give us access to clean, competitive infrastructure and energy sources at Camaçari Petrochemical Complex. Unigel also operates one of the only two ammonia terminals in Brazil, at the Port of Aratu, also in the state of Bahia.

The Green Hydrogen plant will provide an alternative route (new option) for Ammonia production without using Natural Gas, resulting in Green Ammonia. It can be used in Urea production (at the Agro BA and Agro SE sites), reducing the consumption of Natural Gas currently used in conventional Ammonia production. The benefits of this process include:

- We will have the capacity to meet our own demand for this raw material, reducing the risks associated with Natural Gas shortages;
- We will reduce emissions at our Agro BA and Agro SE production sites by using zero-carbon Ammonia;
- We will have a more sustainable Urea, as it will contain the leading emission-free raw material, Green Ammonia.

Key production benefits

Green Hydrogen is considered a leading solution for implementing a low-carbon energy mix, especially in the Fertilizer sector. With this perspective in mind, we are working towards achieving a capacity to produce 100,000 tonnes of Green Hydrogen annually by 2027.

In 2022, Unigel continued the project's development, which includes investments in three phases. In the first phase, currently underway, the company is investing approximately R$650 million in building the plant. The facility will incorporate highly efficient German electrolysis technology, with the installation of three 20 MW electrolyzers. During this initial phase, the plant will have a production capacity of 10,000 tonnes of

Green Hydrogen and 60,000 tonnes of Green Ammonia per year.

Green Hydrogen is produced through water electrolysis. In this process, hydrogen and oxygen are separated using renewable energy sources such as wind or solar power, resulting in a hydrogen that is zero-carbon from start to finish.

In the second phase of the project, the production of Green Hydrogen and Green Ammonia will be quadrupled with the use of 12 electrolyzers. In the third and final phase of the project, Unigel plans to produce a total of 40,000 tonnes of Green Hydrogen and 240,000 tonnes of Green Ammonia annually.

To support all three phases of the project, an estimated total investment of $1.5 billion is projected. These funds will be secured through strategic partnerships and financial investments, including capital contributions. Funding may come from strategic partners such as joint ventures (JVs), financial partnerships with private equity funds, or potentially through an initial public offering (IPO).

Once production begins, Green Hydrogen and Green Ammonia will be offered to customers as an important solution to their GHG emission reduction challenges. Green Ammonia can replace the current demand for "gray" Ammonia, which has a high carbon footprint, as well as be used in emerging applications like fuel for bulk carriers and container ships. We can also strengthen our portfolio of sustainable products by utilizing Green Ammonia in the manufacture of our Agro and Acrylics products.

Watch the video of Brazil's first Green Hydrogen and Green Ammonia plant.

CO_2 Emission Reduction and Social Impact

We invest in modern solutions and technologies that provide sustainable energy for Ammonia production with zero emissions. We plan to start up Green Ammonia production at our new plant with the expectation of avoiding over 400,000 tonnes of CO_2 emissions annually.

Investing in Green Ammonia involves various challenges, such as developing the technology for its production, ensuring energy availability, and establishing suitable local infrastructure, including a high-voltage power supply. We believe we are in a unique and favorable position to pioneer the Green Hydrogen market in Brazil and produce this input at an industrial scale. Our technological expertise, commitment to sustainability, and continuous pursuit of efficiency in operations place us in this privileged position, with the aim of achieving long-term energy efficiency.

In addition to its environmental benefits, the project will also have a positive social impact with the expected creation of over 500 direct and indirect jobs by the start of operations.

Unigel at COP 27

Among the highlights of Unigel's involvement in Green Hydrogen in 2022 was the company's participation in COP 27 (the 27th session of the Conference of the Parties to the United Nations Framework Convention on Climate Change – UNFCCC). During the event, Leo Slezynger, shareholder and Industrial Relations Officer at Unigel, presented our Green Hydrogen plant project and Brazil's potential to play a leading role in this market.

Mr. Slezynger participated in a discussion organized by the Ministry of the Environment and a debate on "Actions for the Development of the Green Hydrogen Market in Brazil," promoted by the National Confederation of Industry (CNI) at the Brazil Pavilion. At COP 27, the company had the opportunity to showcase Brazil's capacity to become the world's largest producer of Green Hydrogen, given its robust industry, favorable climate conditions, and strong domestic market, which contribute to the growth of suppliers even during periods of global adversity.

Mr. Leo Slezynger presenting our Green Hydrogen project at COP 27.

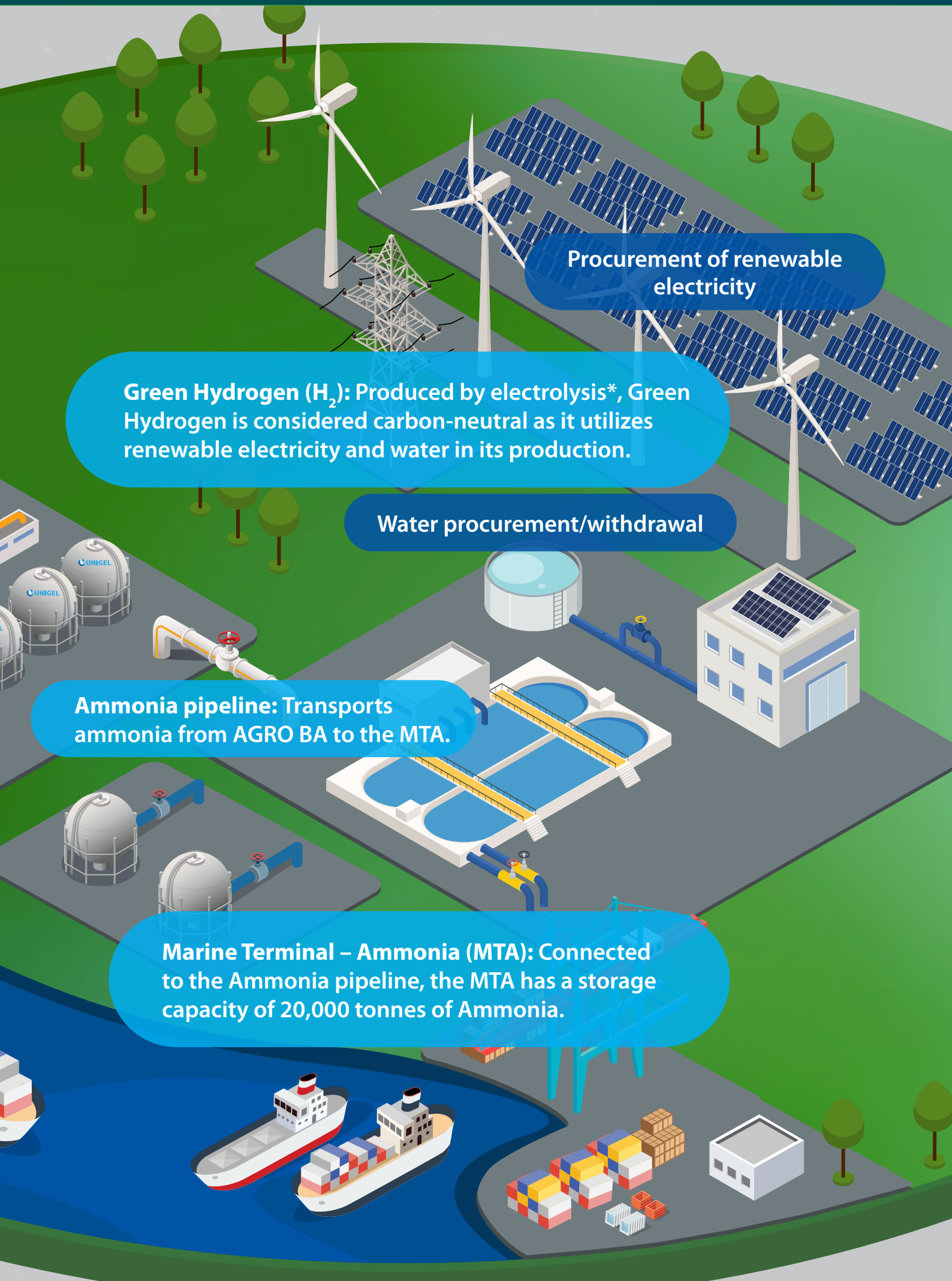
Launch of the Green Hydrogen Project
In July 2022, Unigel hosted an event to announce the start of construction of Brazil's first Green Hydrogen plant. The ceremony, conducted at Camaçari Industrial Complex, was attended by political leaders from the federal and state governments, as well as business owners from across the country.

Green Hydrogen and Green Ammonia

Ammonia (NH_3): Green Hydrogen will serve as an alternative pathway to Natural Gas for Ammonia production at Agro BA, reducing emissions associated with the process.

Illustrative diagram of the Green Hydrogen and Green Ammonia production process.

* In this process, the water obtained comes into contact with electrodes connected to a renewable energy source. This combination promotes electrolysis. Electrical energy passes through the metallic components and breaks the water molecules, allowing for the extraction of hydrogen, known as green or renewable hydrogen.


Procurement of renewable electricity
Green Hydrogen (H_2): Produced by electrolysis*, Green Hydrogen is considered carbon-neutral as it utilizes renewable electricity and water in its production.
Water procurement/withdrawal
Ammonia pipeline: Transports ammonia from AGRO BA to the MTA.
Marine Terminal – Ammonia (MTA): Connected to the Ammonia pipeline, the MTA has a storage capacity of 20,000 tonnes of Ammonia.

2

Business Ethics and Transparency

Ethics permeates all relationships established by Unigel, both internally with our teams and externally with the public.

2.1 CORPORATE GOVERNANCE

[GRI 2-9]

Unigel is constantly improving its management model by implementing best business practices. To achieve this, we have established a governance structure consisting of the following bodies: the Board of Directors, which is advised by the Finance Committee, Strategy Committee, and Audit Committee. The reportees to the Audit Committee are the Internal Audit, Risk Management, and Compliance departments, the latter being supported by the Ethics Committee.

The Board of Directors is the company's highest governance body, responsible for supervising the activities of the Executive Officers and establishing overall business policies and guidelines, considering the impacts of Unigel's activities on society and the environment, with a focus on the company's long-term sustainability and value creation.

The Board is also responsible for periodically assessing the company's exposure to risks and the effectiveness of internal controls, compliance and integrity programs, and approving a risk management policy compatible with our business strategies.

Reporting directly to the Board of Directors, the CEO is responsible for keeping the directors informed about the company's activities and progress. The Board of Directors directs the Committees on the need to implement Unigel's policies and best practices, which may also be redirected to the responsible officers. Concerns regarding corporate conduct are also directed to the Committees, which are responsible for addressing any issues and, when necessary, directing them to the Board of Directors. [GRI 2-12 | 2-16 | 2-26]

Impact management is shared among the Advisory Committees, Board of Directors, Audit Committee, Finance Committee, Strategy Committee, and also the Executive Officers. Each Committee has responsibilities related to governance, the environment, and people, and the Executive Officers provide direct support for this work. Monthly meetings are held with the Board of Directors to discuss the most relevant topics, including impact management issues. However, specific meetings are convened whenever necessary to address attention-demanding topics. [GRI 2-13]

Since 2019, the Board has met the independence criteria prescribed by the Brazilian Companies Act. It is currently composed of five members who are elected to a consolidated term of two years, subject to reelection, and may be removed by decision of a General Shareholders' Meeting. The Board has been chaired by Unigel founder Henri Armand Slezynger since 2015. [GRI 2-11]

Our Executive Officers (EOs) are the administrative body responsible for day-to-day operations and for implementing the general policies and guidelines established by the Board of Directors. The EOs may or may not be shareholders, and they serve a term of two to three years, with the possibility of reelection. EOs are appointed by the Board of Directors, which also has the power to remove them.

ADVISORY COMMITTEES

The Advisory Committees support the activities of the Board of Directors and the Executive Officers. Unigel has three Committees: Finance, Audit, and Strategy.

The Finance Committee is responsible for supporting and ensuring the integrity of financial statements and internal controls. It also ensures compliance with financial policies, oversees the performance of subsidiaries, and establishes targets and budgets in line with our strategy. It consists of four members (including the Chair of the Board of Directors, CEO, and CFO).

The Audit Committee oversees the management of internal procedures and ensures their integrity and effectiveness in producing high-quality financial reports. It comprises three members, also appointed by the Board of Directors, with at least one independent member and one with recognized expertise in corporate accounting. None of the members can be a controller or executive officer at Unigel, our direct or indirect controlling shareholder, subsidiaries, affiliates, or jointly controlled companies, nor can they be in any way subordinated to said executives. They serve a two-year term, with the possibility of reelection. 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.

The Strategy Committee enforces our corporate governance practices and policies and develops business strategies and long-term plans. It advises our senior management on various topics, including 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. It consists of at least three and a maximum of five members. All members serve unified two-year terms, with the possibility of reelection.

2.2 **ETHICS AND COMPLIANCE**

[GRI 3-3 | 2-23 | 2-24]

Ethics permeates all relationships established by Unigel, both internally with our teams and externally with the public. We have zero tolerance for any act of corruption. For this reason, we constantly reaffirm the importance of adopting ethical conduct in business, and we have codes, policies, and internal procedures in place based on high standards of business ethics, establishing rules to be followed by all parties involved.

Our Ethics Committee is responsible for deliberating on potential corruption cases. Internal policies are presented to and accepted by all employees who join our team, in addition to confidentiality agreements to protect our intellectual and industrial property. The main internal policies are publicly available on our Investor Relations website. They can be viewed here.

In 2022, we restructured our Compliance and Risk Management processes to align with the best market practices in this area. The change involved a redefinition and reorganization of our compliance pillars, which are now as follows:

To enhance the application of these pillars in risk management, the following actions were taken:

- in-person training on Harassment and its Consequences for all employees in leadership positions, with a participation rate of 97% among employees in this category. The training aims to educate leaders on the legal and social ramifications of inappropriate harassment in work relationships;
- regular communications to reinforce aspects related to Conduct and Ethics;
- investigation of 100% of all complaints received through our Canal Aberto reporting hotline, a whistleblowing tool that employees and third parties can use to anonymously report any wrongdoing;
- identification, analysis, and evaluation of key compliance risks, as well as their consolidation in the Corporate Risk Management process. [GRI 205-2]

1. Senior Management Support and Independence

2. Code of Conduct and Policies

3. Communication and Training

4. Whistleblowing Hotline and Investigations

5. Preventive and Corrective Measures

6. Third-Party Evaluation

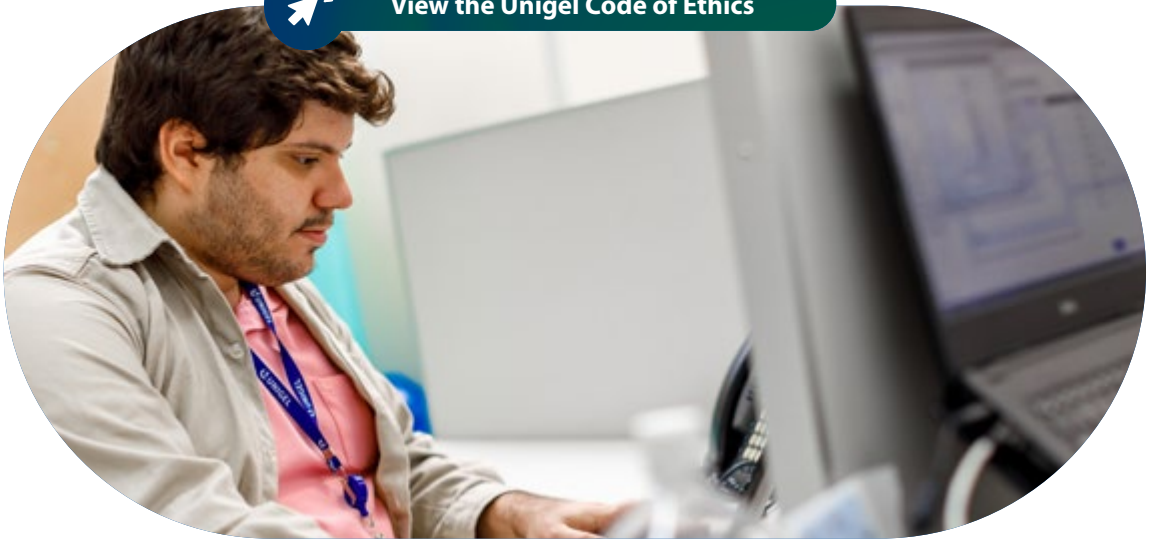
7. Risk Assessment and Monitoring

We have also implemented process control systems with our suppliers to identify potential conflicts of interest and to review payments and purchase orders linked to employees. We also maintain a whistleblowing hotline.

As regards anticorruption measures, we enforce strict monitoring to prevent payments outside the approval process, material misappropriation, and conflicts of interest.

When it comes to donations and sponsorships (both financial and in-kind), our beneficiaries may include non-profit organizations, private entities, and events. All donations must primarily aim to support socio-environmental development in communities near our sites. As a preventive measure, Unigel ensures that all negotiations and contracting related to donations and sponsorships are managed by the Executive Officers and require approval from the Board of Directors.

View the Unigel Code of Ethics



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

	2020	2021	2022
TOTAL NUMBER OF OPERATIONS BY ORGANIZATION	24	24	29
TOTAL NUMBER OF ORGANIZATION'S OPERATIONS ASSESSED FOR CORRUPTION-RELATED RISK	24	24	29
PERCENTAGE OF ORGANIZATION'S OPERATIONS ASSESSED FOR CORRUPTION-RELATED RISK	100%	100%	100%

Note Information not available for 2019.

CONFLICT OF INTEREST [GRI 2-15]

Unigel does not have a specific mechanism in place to identify conflicts of interest at general shareholder meetings, at which we apply the rules established by Brazilian law. In any event, the company complies with the procedures set out in the applicable laws and regulations regarding the control of related party transactions. Unigel has a specific formal policy on how to transact with related parties, which is described in greater detail in item 16.1 of our Reference Form.

CANAL ABERTO – Status of reports received through whistleblowing hotline*

	2019	2020	2021	2022
CASES RESOLVED (VALIDATED OR DISMISSED)	67%	58%	71%	87%
CASES PENDING RESOLUTION	30%	15%	5%	12%
INCONCLUSIVE	3%	0%	0%	0%
NOT APPLICABLE TO THE CHANNEL	NA	27%	24%	2%
TOTAL	100%	100%	100%	100%

* **Note** The data reflects the status of reports at the end of each fiscal year.

COMMUNICATION CHANNELS

Violations of the Code of Ethics and Conduct can be reported through the Canal Aberto anonymous reporting hotline, which is available 24/7. Each case is handled by the Contato Seguro company, ensuring anonymity.

Phone: 0800 601 865
Ombudsman website
Contato Seguro website
Contato Seguro app
(Available for mobile and tablet)

PARTICIPATION IN ASSOCIATIONS

[GRI 2-28]

Unigel's Brazilian and Mexican operations are members of the respective chemical industry associations, including, in Brazil, the National Confederation of Industry (CNI), the Brazilian Chemical Industry Association (ABIQUIM), the Brazilian Plastics Industry Association (ABIPLAST), and in Mexico, the National Chemical Industry Association (ANIQ). We also take part in commercial, legal, technical, and trade union boards. Some of these boards and committees are highlighted below:

EHSQ & Sustainability

- ABIQUIM Sustainable Development Committee
- Cooperation Network for Plastics, led by ABIPLAST
- Sustainability Committee at the Brazilian Packaging Association (ABRE)
- Community Advisory Council in the regions where we operate
- Responsible Care (RC) Program Committee
- Technical Committees for Environment, Health, and Safety of ABIQUIM, the São Paulo State Industry Center (CIESP), and the Camaçari Chemical Industry Development Committee (COFIC)

Human Resources & Legal

- Chemical industry trade unions in the regions where we operate
- Technical and legal committees of ABIQUIM, the Industry Federations of the states in which we operate, and CNI

Commercial

- ABIQUIM industry-specific committees
- Latin American Acrylics Institute
- ABIPLAST disposables assembly

Fertilizers
- SINPRIFERT

Logistics
- ABIQUIM chemical logistics committee
- CIESP/CIDE and COFIC technical logistics committee

External Communication
- ABIQUIM communications committee
- CIESP/CIDE Technical Commission for Communication and Social Responsibility

2.3 ECONOMIC AND FINANCIAL PERFORMANCE [GRI 3-3]

In 2022, Unigel achieved a historic performance, reaching significant milestones in its revenue and adjusted EBITDA. Our significant year-on-year growth of 27% in net revenue was largely driven by the consolidation of our new Agro operations. In addition, the company maintained solid liquidity ratios, with a cash position of R$909 million (or US$174 million) and a net leverage of 1.3 times as of December 2022.

Sustainability is at the core of Unigel's business and is primarily applied through different projects and investments. We have a priority focus on decarbonization, which permeates many of the company's initiatives. Therefore, the company's favorable position leverages and finances our growth and strategic plan. We pursue clear targets and commitments, considering our positive impact across the entire value chain and our stakeholders.

In 2022, we underwent an ESG performance assessment by the reputable rating agency Sustainalytics.


UNIGEL

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED [GRI 201-1]

DIRECT ECONOMIC VALUE GENERATED (MILLION R$)	2019	2020	2021	2022
OPERATING REVENUE	3,731.00	3,648.20	8,700.05	10,797.93
FINANCIAL REVENUE	13.00	42.66	28.74	67.66
TOTAL REVENUE	3,744.00	3,690.86	8,728.79	10,865.59

ECONOMIC VALUE DISTRIBUTED (MILLION R$)	2019	2020	2021	2022
OPERATING COST	3,102.00	2,950.35	6,487.85	8,438.36
DEPRECIATION	176.00	149.14	219.21	275.74
EMPLOYEE WAGES AND BENEFITS	173.00	211.35	320.95	324.79
PAYOUTS TO CAPITAL PROVIDERS	295.00	397.98	457.36	1,174.05
PAYOUTS TO GOVERNMENT	-29.00	-10.96	361.25	263.94
TOTAL	3,717.00	3,697.85	7,846.62	10,476.87

ECONOMIC VALUE RETAINED (MILLION R$)	2019	2020	2021	2022
"ECONOMIC VALUE GENERATED" - "ECONOMIC VALUE DISTRIBUTED"	27.00	-6.99	13,857.87	388.72

OTHER FINANCIAL INDICATORS (MILLION R$)	2019	2020	2021	2022
NET REVENUE – ACRYLICS	1,527.00	1,560.33	2,786.30	2,153.01
NET REVENUE – STYRENICS	1,796.00	1,672.91	3,096.11	3,402.65
NET REVENUE – AGRO	-	-	1,985.83	4,421.77
NET REVENUE – ELIMINATIONS	-	-	-217.38	-236.64
NET REVENUE – TOTAL	3,323.00	3,233.24	7,650.87	9,740.80

3

Sustainability management

[GRI 2-22 | 2-23 | 2-24]

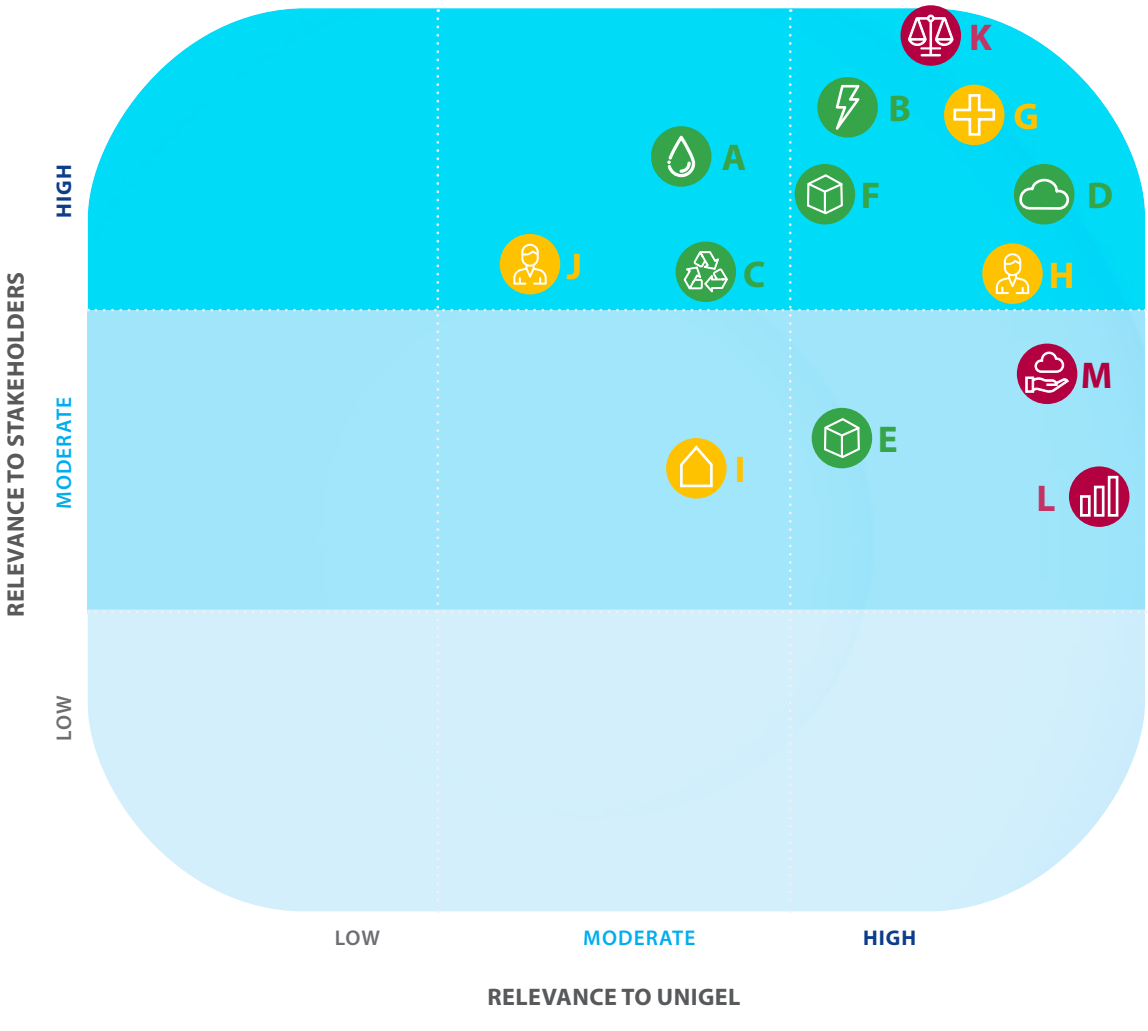
Our sustainability management approach connects our beliefs and values with global needs and changes, directing our efforts and resources to address relevant challenges.

Unigel's commitment to sustainability is based on providing chemical solutions that contribute to people's lives, always considering the environment in which we operate, aiming for the longevity of future generations and our businesses by taking environmental, social, and governance aspects into account.

With over 55 years of market experience, we work with efficient technologies and processes, reusing energy and water, conducting chemical recycling, and reducing the generation of waste and atmospheric emissions. We understand that our business success hinges on people. Safety, qualification, and social responsibility are therefore priority issues for Unigel, encompassing not only our employees but also the surrounding communities through social projects that nurture education and the economy.

Climate change is a major challenge for the planet. It is precisely because we believe in a low-carbon economy that we are announcing and implementing different projects based on this premise, including the production of Green Hydrogen (read more on page 40), uptake of electricity from renewable sources, and increase in the participation of clean sources of thermal energy in our energy matrix, contributing to our ambition for a GHG-neutral future. Our materiality matrix is presented below.

MATERIALITY [GRI 3-2]



Environment

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

Social

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

Governance

- **K** Ethics & Transparency
- **L** Economic Performance
- **M** Environmental Compliance

3.1 ESG AGENDA 2030

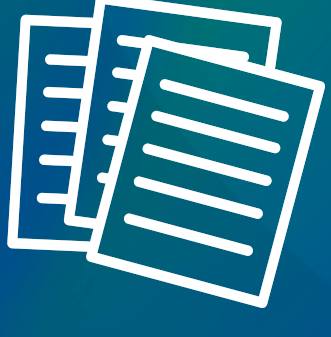
[GRI 2-23 | 2-24 | 3-1]

The journey to develop Unigel's ESG Agenda began in 2019, shortly after the creation of our Sustainability department. The first step was to identify material topics with the support of a specialized consultancy. Through this process, we identified the most relevant socio-environmental topics based on interviews with company executives, relevant criteria for listing on [B]^3, and benchmarking within the chemical industry.

The priority levels of different socio-environmental topics were defined during a workshop with our leadership, considering the relevance of these topics to the company. And so, we built the first version of Unigel's Materiality Matrix.

The second version, presented in sequence, was developed through a review process involving a specialized consultancy and company executives in 2021.

Our ESG agenda was designed to align sustainability topics with Unigel's strategy, and it aims to clearly and transparently define the socio-environmental and economic goals and targets covered in our Sustainability Program. Guided by the material topics distributed across six pillars (see below), this initiative seeks a broader perspective on conducting our business, reconciling the interests of shareholders with the long-term viability of our operations while considering the interests of all stakeholders. Consequently, we worked to establish indicators, targets, guidelines, and short-, medium-, and long-term actions for each of our material topics, to support the company's socially and environmentally responsible performance in each of these areas.



Our sustainability management approach connects our beliefs and values with global needs and changes, directing our efforts and resources to address relevant challenges. Below, we present our ESG Agenda 2030, which establishes a series of commitments and targets for the coming years.

OUR PILLARS AT UNIGEL

USING NATURAL RESOURCES IN A SUSTAINABLE MANNER (U PILLAR)

GOAL To manage natural resources sustainably, avoiding waste and seeking alternatives for increasingly conscious consumption of water and other raw materials.

MATERIAL TOPICS ADDRESSED Water; Waste Management; Environmental Compliance.

NEW BUSINESS AND ECONOMIC PERFORMANCE (N PILLAR)

GOAL To promote long-term-oriented economic and financial management, preserving the scalability and diversification of our business model and seeking an appropriate capital structure and satisfactory returns.

MATERIAL TOPICS ADDRESSED Economic Performance.

INNOVATION, CIRCULAR ECONOMY, AND VALUE CHAIN (I PILLAR)

GOAL To be an innovative company that invests in developing more sustainable products, promoting the circular economy, and developing the value chain.

MATERIAL TOPICS ADDRESSED Circular Economy and Value Chain; Innovation and Sustainable Products.

GOVERNANCE, ETHICS, AND TRANSPARENCY (G PILLAR)

GOAL To foster ethics, transparency, and anticorruption practices internally, in addition to responsibility, integrity, and a sense of prevention when implementing actions with socio-environmental impact.

MATERIAL TOPICS ADDRESSED Ethics and Transparency.

EMISSIONS AND CLIMATE RISK (E PILLAR)

GOAL To monitor climate risks and act preventively by mitigating emissions from our operations and promoting conscientious energy consumption.

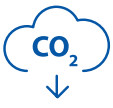
MATERIAL TOPICS ADDRESSED Emissions and Climate Change; Energy.

LEADERSHIP AND VALUING OUR PEOPLE (L PILLAR)

GOAL To promote diversity and inclusion and ensure training and safety for our employees and the communities where we operate.

MATERIAL TOPICS ADDRESSED Employees; Local Communities; Diversity and Inclusion.

ESG AGENDA 2030 TARGETS*



Reduce Scope 1 and 2 emissions from Acrylics and Styrenics plants by 25% by 2030.

Reduce Scope 1 and 2 emissions intensity per tonne produced by 35% by 2030.

Strive for carbon neutrality by 2050.

Increase the use of renewable electricity and renewable thermal energy in our operations from 7% to 40% by 2030.

Source 100% of our electricity from renewable sources by 2030.

Promote projects to reduce and reuse water in industrial facilities.

Reduce the percentage of waste sent to landfills or incineration from 63% to 30% by 2030, continuously striving for zero landfill in our operations.

Implement an industrial-scale production process for Green Hydrogen and Green Ammonia.

Become a reference for workplace safety in the chemical industry, aiming for continuous advancement toward zero incidents.

Maintain and continue to expand the educational initiatives promoted by Unigel that support the development of local communities.

Develop a diversity and inclusion program, establishing quantitative plans and targets.

* For more information about our sustainability strategy, please contact: sustentabilidade@unigel.com.br

The projects announced and/or already implemented, discussed throughout this document, demonstrate the company's commitment to addressing these commitments. Our progress in meeting these commitments will be presented at each cycle of the Sustainability Report, allowing for transparent monitoring and opportunities for continuous improvement.


LGE

3.2 STAKEHOLDER ENGAGEMENT [GRI 2-29]

Unigel's stakeholders were identified during the development of documentation to support the organization's context within the Integrated Management System, which was verified during the auditing process for our ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and Responsible Care® certifications. Our main stakeholders and key engagement initiatives are listed below:

STAKEHOLDERS	INITIATIVES
Employee	Email communications on various topics, including Management Messages, Sustainability, Compliance, HR, EHSQ, IT, Unigel in the Media, New Products, New Hires, Monthly Calendar, Birthdays, and other topics like Audit Dates, Certifications, and others. Uniweb: Weekly/monthly posts, according to company demand. Uniweb is an in-house social network platform at Unigel, with posts on events organized by or participated in by the company, as well as job openings, information on events at other operating sites, campaigns, Unigel's media presence, and other topics. Events throughout the year: Campaigns are carried out for commemorative dates including Mother's Day, Father's Day, Children's Day, Pink October (Breast Cancer Awareness Month), Blue November (Men's Health Awareness Month), birthday celebrations for employees of the month, recognition for employees reaching company anniversaries (10, 15, 20, 25, 30, 35, and 40 years), and the year-end celebration including leadership speeches on the year's challenges and results, expressing gratitude to the entire team for their dedicated efforts, among others.
Local Community	Advisory Community Councils (ACCs): We participate in ACCs where our operating sites are located. Meetings are usually held monthly with the objective of listening to the local community and understanding whether our operations are having any negative impact or if we can contribute in any way. In addition, we support schools in Candeias, an Acrylics Workshop, and a Fishermen's Colony, and we annually organize a Solidarity Tree. We also have the Ver de Dentro (Inside View) program that offers guided tours of our facilities to the local community and educational institutions. We make donations according to the community's needs and prioritize hiring professionals from the regions where our plants are located.

STAKEHOLDERS	INITIATIVES
Customer	Satisfaction survey – Every 2 years. Technical visit to customer – Monthly. Technical complaint follow-up – Monthly. Technical training on customer premises – Annual or upon request. Development of new projects with customers - Upon request. Meetings to communicate new projects/actions etc. – Monthly. Certification under internationally recognized standards (ISO 9001/ ISO 14001/ISO 45001/Responsible Care®/ETI Code) – Annual audits and reports. Audits conducted by customers at our facilities for the purpose of approving our processes and products – Periodic. Reporting hotline and email: communication channels available 24/7.
Suppliers	Supplier monitoring (per Excellent, Good, Regular, Poor, and Inadequate criteria): The Procurement department sends monitoring questionnaires to different departments, to be completed annually. Supplier qualification and/or requalification in terms of Quality, Sustainability, and Social Responsibility: Every three years, the Procurement department sends monitoring questionnaires to suppliers after technical validation of materials and/or services identified as quality critical.
Logistics Carriers	Monthly meetings for alignment and feedback. Annual performance evaluation.
Associations and Committees	Participation in Associations and Committees: Participation is usually monthly. Various departments at Unigel participate in meetings with other companies to understand what is happening across the industry and how we can contribute to working groups.
General Public	**LinkedIn** – Weekly/monthly posts according to company demand. Channel used to announce new job openings, information about new products and company achievements, news about Unigel in the press on relevant topics such as new acquisitions and interviews, among others. **Instagram:** Weekly/monthly posts according to company demand. Information about new products and company achievements, news about Unigel in the press on relevant topics such as new acquisitions and interviews, among others. **Magazines, Newspapers, Interviews:** As needed to address relevant topics (weekly/monthly/annual). These are usually strategic topics for the business.

3.3 IMPACT MANAGEMENT

[GRI 3-3 | 2-25]

Unigel has internal tools in place to measure the impacts of its activities, including the "Assessment of aspects and impacts, hazards and damages, and risk evaluation," among others. Whenever a negative impact is identified, whether through internal tools or third-party reports (e.g., from environmental agencies), the company seeks to rectify and/or mitigate it.

The company provides a direct and anonymous communication channel where compliments, whistleblowing reports, and complaints can be submitted. The Canal Aberto hotline is available on our website, and reported cases are directed to the Ethics Committee. Users can track the progress of their case on the website itself. We publish the status and quantity of received complaints annually in our Sustainability Report. (See on page 52)

PROMOTING RENEWABLE ENERGY

Electricity is the essential raw material for the chemical industry, and finding renewable energy sources is a major global challenge for the sector. Therefore, Unigel has been investing in renewable energy generation projects in recent years as part of the company's policy to adopt sustainable practices across its production chain, including input procurement.

In 2021, we signed a long-term agreement with *Casa dos Ventos* for the supply of over R$1 billion in wind energy. Unigel may also become a self-generating partner in the *Babilônia Sul* Wind Farm Complex, which is currently undergoing implementation in the state of Bahia. The complex will have a total installed output capacity of 360 MW and will supply power to multiple companies.

The agreement with *Casa dos Ventos* stipulates the supply of energy for 20 years starting in 2024. This partnership will enable us to avoid emissions of almost 200,000 tonnes of CO_2 per year, equivalent to planting over 1 million trees.

The project will also generate over 500 direct and indirect jobs. The two-decade partnership contributes to the construction of Unigel's new wind farm, and the contract duration demonstrates the companies' commitment to decarbonizing chemical production and expanding the renewable energy matrix. The projected start date for using this energy is 2024.

Renewable Energy Certification

In 2022, we consumed more energy from renewable sources as a result of an investment made the previous year in one million Recfy renewable energy certificates from Eletrobras. This initiative allowed us to offset approximately 10,000 tonnes of CO_2 equivalent emissions related to the electricity used in our operations in Brazil. This certification is a statement of our commitment to investing in sustainable solutions and fostering new alternatives for the neutralization of CO_2 emissions from our production plants.

Energy From Waste

There are many ways to approach sustainability. For Unigel, an important strategy is to reflect on and understand the entire life cycle of our products, as we believe this is the only possible approach to establish long-term foundations for the future of our business.

At our Polystyrene plant in São José dos Campos (SP), for example, part of the material that is not converted into final product is directed to our Guarujá (SP) Polystyrene plant, where all the unconverted material is reused as thermal energy for the plant's furnace, reducing the consumption of diesel oil to power the process and generating less hazardous waste.

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

YEAR	2018	2019	2020	2021	2022
AMOUNT OF WASTE (UNCONVERTED MATERIAL) TRANSFERRED FROM SJC TO GJA	25.15	95.43	60.57	160.77	151.78
AMOUNT OF TRANSFERRED MATERIAL CONVERTED INTO POLYSTYRENE	17.00	64.51	40.95	64.31	92.72
THE PROCESS GENERATES AN ADDITIONAL PRODUCT, CALLED RECYCLATE, WHICH IS LATER RECYCLED INTO THE PROCESS	7.65	29.01	18.41	93.25	56.04
AMOUNT OF TRANSFERRED MATERIAL THAT IS NOT CONVERTED INTO PS AND IS USED AS FURNACE FUEL	0.50	1.91	1.21	3.21	3.02

WIDESPEC ZERO

In 2022, Unigel's Polystyrene operation in Guarujá initiated a project aimed at reducing the production of off-specification products, which were previously sold as scrap. As a result, we increased our production of prime products that go directly to customers, thus avoiding waste and unnecessary consumption of raw materials. This is yet another continuous improvement project within our operations, focused on reducing the use of natural resources through more efficient processes and enhancing the value of our Polystyrene product line.

SUPPORTING THE CIRCULAR ECONOMY – PARTNERSHIP WITH SANTA LUZIA

To promote the development of a circular economy by reintroducing waste into the production process chain, we have maintained a partnership with the Santa Luzia company for the past four years. The project consists in sending the plastic waste generated by Polystyrene production at our Guarujá (SP) and São José dos Campos (SP) sites 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. In 2022, approximately 394 tonnes of plastic waste were processed (Guarujá: 92.5 tonnes; São José dos Campos: 301.9 tonnes).

ZERO PELLET PROGRAM®

The Zero Pellet® program arises from Unigel's environmental commitments. As a company that produces plastic resin in pellet form, we understand the importance of developing standards to avoid environmental impact. The 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.

The program is developed by the Plastic Industry Forum, and its actions are based on the international Operation Clean Sweep (OCS®) initiative, with the necessary adjustments for Brazilian reality. Our Term of Commitment was signed in 2020 and involves our production sites in São José dos Campos (SP) and Guarujá (SP).

DISPOSABLE CUP RECYCLING PROGRAM

In 2022, Unigel maintained its support for the initiative conducted by Braskem and *Dinâmica Ambiental,* which aims to promote the circular economy and encourage adequate disposal of post-consumer plastic. The project started in 2019 and is already active in the states of São Paulo, Rio de Janeiro, Minas Gerais, and Bahia. The program is structured around collecting disposable cups at no cost to the participating companies, sorting and recycling them, and training personnel on the proper disposal and storage of materials.

RECICLA GUARUJÁ PROJECT

In 2022, Unigel began supporting the Recicla Guarujá project in São Paulo, coordinated by the non-governmental organization (NGO) Espaço Urbano, sponsored by the Plastic Circular Economy Network and supported by the City of Guarujá through the Municipal Department for the Environment.

The initiative aims to create a cleaner and more conscious city through actions that seek to:

- develop and expand selective waste collection in cities through partnerships with local governments and companies, providing training for cooperatives and other involved parties;

- increase consumer awareness through impactful social and environmental initiatives;

- increase the amount of recyclable material sent to recycling cooperatives.

The collected recyclable plastic materials are exchanged for essential items such as non-perishable food, school supplies, toys, cleaning products, personal hygiene items, and fishing equipment, using a Social Currency system.

ISOPOR® AMIGO PROJECT

The Isopor Amigo Project aims to preserve nature and promote a circular economy by encouraging the proper disposal of expanded polystyrene (EPS) foam (separating and cleaning trays and packaging) at voluntary collection points for recycling.

Since the project's inception in 2020, over 3.5 tonnes of product have already been collected. In 2022, 2.28 tonnes were collected, and 2.24 tonnes were sent for recycling, i.e., over 98% of all EPS foam collected throughout the year was reused.

The project is a partnership among industries, plastic industry entities, the community, and the government. For more information, visit www.isoporamigo.com.br.

ECOGEL®

ECOGEL® is our sustainable product brand. Created in 2020, it has two fronts: Ecoplastic and Biobased (see more information below). Based on this concept, the company aims to produce Polystyrene resin from post-consumer materials, reintroducing it as new resin for use in durable goods.

The brand adds value to the items already produced within the company and promotes the circularity of Polystyrene in our supply chain, minimizing the impacts of improper disposal onto the environment. The project involves an integration of various departments

across Unigel, as well as partnerships with customers, recyclers, and cooperatives.

ECOGEL® ECOPLASTIC – POLYSTYRENE

Ecoplastic – Polystyrene is a sustainable innovation developed by Unigel that allows the production of Polystyrene resins using post-consumer materials. Launched in 2020, the initiative aims to incorporate 30% recycled material into the composition of the new product, promoting circular economy practices and reducing environmental impact.

Through ECOGEL® Ecoplastic – Polystyrene, we partnered with customers in 2022 to test and validate the efficiency of the new resin. This collaboration resulted in the recycling of approximately 10 tonnes of post-consumer plastic (PCR). Our company has also partnered with various institutions that encourage the proper disposal and recycling of plastic, further strengthening our commitment to environmental preservation. During the year, we sold 40 tonnes of ECOGEL® Ecoplastic – Polystyrene.

A successful partnership example involves Unigel, Electrolux, and Termotécnica in the production of components for Electrolux refrigerators, creating a circular economy solution with ECOGEL® Ecoplastic – Polystyrene at its strategic core. Together, these companies transform post-consumer EPS packaging into durable components for Electrolux refrigerators, using REPOR, a recycled material produced by Termotécnica, as a raw material for ECOGEL® Ecoplastic – Polystyrene. This collaboration demonstrates how plastic recycling can be sustainably achieved in line with the principles of a circular economy.

ECOGEL® BIOBASED – EMA

ECOGEL® Biobased - EMA emerged from an initiative to enhance the value and study the use of sugarcane ethanol, one of the main raw materials used in the production of Unigel's EMA. Produced in Candeias, our Biobased EMA utilizes sugarcane ethanol, an important ally in minimizing carbon dioxide in the atmosphere, and exhibits high energy generation efficiency per hectare (GJ/ha). The byproducts of sugar and ethanol production (straw, bagasse, vinasse, and filter cake) are also used as natural agricultural fertilizers, as well as to produce biogas and pellets and generate electricity for use or sale.

In 2022, Unigel continued investing in studies to add value to the product compared to other market players.

Product advantages:

- Sugarcane ethanol emissions: 19.6 – 20.9 gCO_2e/MJ
- American corn ethanol emissions: 43.4 – 61.9 gCO_2e/MJ (Note: 66% lower emissions in comparison to American corn ethanol)
- Beetroot ethanol emissions: 40 – 50 gCO_2e/MJ (Note: 58% lower emissions in comparison to beetroot ethanol)

See more information about the brand.

CHEMICAL RECYCLING: TRANSFORMING ACRYLIC SHEETS INTO METHYL METHACRYLATE (MMA)

The technology for manufacturing acrylic sheets using 100% recycled raw materials has been implemented in Mexico since 2015. At that time, we initiated the process for converting acrylic waste into Methyl Methacrylate (MMA) via chemical recycling, which is a highly efficient process allowing the breakdown of polymers into monomers that can be used to create other products.

The materials used in this process come from our own plants. We also acquire waste materials from our customers, in addition to working with specialized waste collection companies to provide reverse logistics and reinsert materials into our production process.

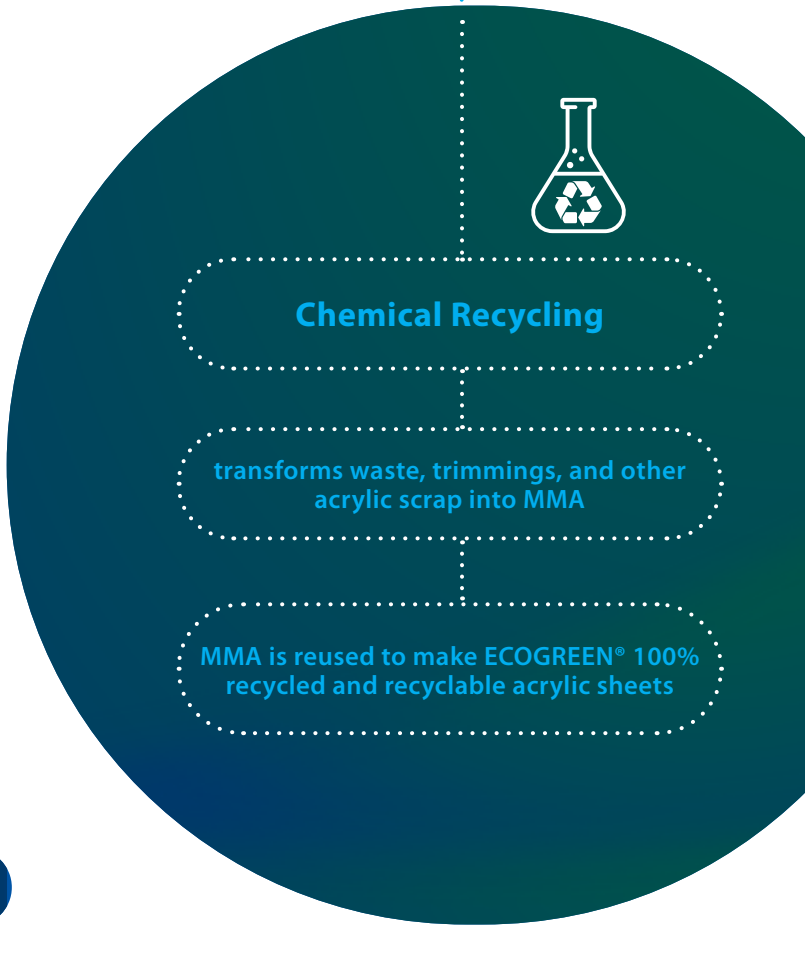
AMOUNT OF RECYCLED MATERIAL USED (TONNES)	2019	2020	2021	2022
UNIGEL OPERATIONS	517	68	569	631
CUSTOMERS	1,367	922	1,334	1,275
THIRD PARTIES	663	750	660	552
TOTAL	2,547	2,300	2,563	2,458

	2019	2020	2021	2022
AMOUNT OF MMA PRODUCED (TONNES)	1,683	1,940	2,023	2,284

ECOGREEN®

ECOGREEN® is our brand of environmentally friendly acrylic sheets, produced entirely from 100% recycled Methyl Methacrylate (MMA). Our mission is to utilize and convert solid acrylic waste into high-performance acrylic sheets, adding environmental value to our products and providing new possibilities for consumers.

We have developed a technology that enables the efficient recovery of monomers from post-consumer acrylic waste and unused acrylic sheets, benefiting the planet, our customers, manufacturers, and distributors. In 2022, we sold 270 tonnes of ECOGREEN® products in domestic and international markets.



See more information about the brand and recycling process

Recycling Process in Mexico

- In 2022, we recycled over 2,400 tonnes of acrylic waste, transforming it into MMA.
- Over 70% of the material used in the chemical recycling of MMA came from customers and cooperatives, meaning that by reintegrating them into our process, we prevented these materials from being released into the environment as waste.
- 1.25 tonne of recycled material is needed to produce 1 tonne of ECOGREEN®.
- We manufactured 270 tonnes of ECOGREEN® Acrylic Sheets, which are 100% recycled and recyclable.
- The first in Latin America to have an EPD (Environmental Product Declaration) certificate.
- The production of ECOGREEN® PLASTIGLAS® uses less water and generates less CO_2 than cell-cast acrylic sheets produced with synthetic monomer (MMA), resulting in up to 80% energy savings when producing recycled MMA and also reducing its carbon footprint.

ECOGREEN® TRIMMINGS AND SCRAPS:

ECOGREEN® sheets are 100% recycled and recyclable, so all the trimmings from the manufacturing process are reverted into the chemical recycling of MMA.

ECOGREEN® PRODUCTION:

After the chemical recycling of MMA, the product undergoes pre-polymerization, followed by the manufacture of ECOGREEN® acrylic sheets.

REUSE PRODUCTION WASTE:

Off-spec products, waste acrylic, and trimmings from Unigel's acrylic sheet production.

BUY WASTE FROM CUSTOMERS:

Waste, trimmings, and scraps from acrylic sheets consumed across the supply chain

BUY WASTE FROM CO-OPS:

We procure acrylic waste from specialized waste collection companies.

MMA CHEMICAL RECYCLING PROCESS:

To transform waste into products, we start by gathering up materials (acrylic waste from Unigel's own process or materials from customers and cooperatives).

After this step, the material undergoes sorting, cleaning, grinding, and pyrolysis, followed by decontamination and distillation to create MMA.

WATER RECOVERY PROJECT IN MEXICO

In 2022, we initiated our water recovery project at the Ocoyoacac Plant in Mexico, aiming for the responsible utilization of natural resources in the polymerization process for our products. Unlike in Brazil, the water supply in Mexico is not as abundant, and the regulatory agency determines the volumes to be extracted and the associated costs, based on availability and granted permits.

The main drivers of the project include legal compliance (availability zone agreements, General Circular Economy Law); expenses related to water and natural gas consumption; and environmental conservation, among others.

With an investment of US$700,000, the project has the potential to recover approximately 44,000 m^3/year of water, while reusing up to 94% of the water used in acrylic sheet polymerization (Lines I, II, and III) through the installation of water recovery equipment. Only 6% of this water will be discarded as wastewater. An additional benefit is a reduction in natural gas usage, as the process uses heated water. The water will enter the closed-loop boiler system, reducing natural gas consumption and its associated emissions.

The project has been divided into two phases: the first phase involves Line I, which consumes more water and is set to begin in March 2023. In the second phase, scheduled for implementation throughout 2023, we will focus on Lines II and III, the most modern ones. Around 30 employees are involved in this project and are undergoing training to operate the automated system.

Some benefits of the project include:

- reduction of water footprint
- less water discarded
- reduction of natural gas consumption and associated emissions
- promotes employee awareness of environmental projects
- shortens the acrylic sheet polymerization cycle

4

Commitment to **our people and the environment**

We think of sustainable solutions today to help create a better tomorrow.

4.1 PEOPLE DEVELOPMENT [GRI 3-3]

We think of sustainable solutions today to help create a better tomorrow. Caring for people is our mission; they are the ones who motivate us to move forward. We believe that the commitment of our team of professionals sustains business growth, which is why we strive to promote a welcoming, safe, respectful, and inclusive work environment that encourages personal and professional development, providing everyone with a rich experience full of opportunities.

We are involved in the entire selection process, actively seeking out the best talent and implementing various initiatives to promote personal and professional development. This is achieved through performance and competency management, development programs, organizational climate monitoring, and fostering a culture of continuous feedback.

Once selected, new employees are welcomed through our Onboarding Program, which aims to create an inclusive organizational climate and effectively integrate them into Unigel. From there, they are directed toward a range of technical training and professional development activities, guided by competency-based management and a mentorship program. This approach ensures a better cultural fit and increased practicality, productivity, and engagement.

We have an Internal Recruitment policy that emphasizes the recognition and advancement of our existing employees, driving continuous growth within our business. This strengthens their sense of ownership and belonging to Unigel, aspects that are reflected in our daily routines, results, and organizational climate.

All employees are expected to align with our practices, values, and organizational culture. When assuming their roles, they commit, alongside Unigel, to propose actions that can improve the future of our entire value chain, as well as create positive transformations in the areas where we operate and society as a whole.

To facilitate this, we structured our Strategic People Management department in recent years. This department is responsible for implementing a competency-based management model that standardizes performance criteria. In addition, it conducts talent mapping, organizational structure planning, succession planning, and individual employee development plans in line with professional growth processes.

In 2021, we conducted performance evaluations for our leaders and engineers (238 assessments in total) aiming to identify underperforming talents and employees for monitoring and feedback purposes. In 2022, we adopted a global competency-based performance management model by mapping the potential of all Unigel employees. With this systematic approach, we identify and monitor performance patterns to meet expectations for expansion, evolution, and lasting results.

To identify and retain the best talents through organizational structure planning, our Strategic People Management department establishes succession plans, aligns processes, and identifies prospects for professional growth, nurturing a learning- and development-friendly environment.

In Mexico, we conducted a salary survey in 2022 to enhance our bonus agreement and increase employee retention at the San Luis Potosí Plant. We also restructured our pay grade categories with the same objective.

For 2023, our Strategic People Management department plans to implement a Diversity

and Inclusion Program, recognizing this as an important topic to be addressed across all sectors of the company.

IN BRAZIL [GRI 3-3]

Unigel uses a competency-based methodology to evaluate performance. This tool makes it possible to apply our organizational guidelines strategically, driving continuous improvement and professional development.

In 2022, we employed 2,004 people, an 8.7% increase compared to the previous year. All our direct employees are governed by Brazil's Consolidated Labor Laws (CLT) and, in 2022, 95.9% were covered by collective bargaining agreements.

All our employees work full-time except for interns and youth apprentices, who are required by law to work shorter hours. In 2020, our full-time direct employees accounted for approximately 97% of our workforce. In 2021, this number rose to 98%, and in 2022, it slightly decreased to 97.3%.

In addition to our direct employees, we also rely on over 1,467 service providers that perform necessary activities to support our operations.

During the same year, we hired 308 new employees, of which 34.7% were women and 65.3% were men, resulting in an overall new hire rate of 21%. The age group below 30 years old had the highest new hire rate, at 36.7%, while the group above 50 years old had the lowest rate, at 7.3%. In the same period, 186 employees left the company, of which 31.2% were women and 68.8% were men; based on our hiring figures, the highest turnover was found in the age group younger than 30 (36.4%), and the lowest was among workers older than 50 (7.3%). The total turnover rate was 16.9%. In terms of salary equality, at Unigel, all positions have equal pay regardless of gender.

Our commitments include local hiring, trainee programs, youth apprenticeships, and first-job opportunities, particularly in the regions where the company operates.

Young Talents

Unigel contributes to the entry and development of young professionals in the job market through the Industry of Talents Program. We also offer a Trainee Operator Qualification Program, in partnership with SENAI, which allows technically trained professionals to carry out work activities, develop their skills, and navigate different work situations. This program not only provides us with qualified workers but also aligns them with our company culture.

IN MEXICO [GRI 3-3]

In Mexico, we use a talent attraction system that applies digital tools in our recruitment process. Our main drivers of talent attraction in Mexico are a good working environment, respect, equal treatment for all employees, and competitive wages and benefits in relation to the market.

In 2022, we strengthened our talent attraction and selection process through partnerships with recruitment agencies to hire unionized employees, due to high employment demand in the region. We also conducted a salary survey in 2022 to enhance our bonus agreement and increase employee retention at the San Luis Potosí Plant. We also restructured our pay grade categories with the same objective.

We use an automated payroll system that includes a database and employee information management tools. Most of the information is generated through reports from the personnel management module.

We ensure compliance with the clauses of collective and individual labor contracts in accordance with the Federal Labor Law in Mexico, as well as compliance with the Internal Labor Regulations. In 2022, both of our collective labor contracts for unionized employees were legitimized with approval rates of 93.09% in Ocoyoacac and 80.37% in SLP. We also seek to align our individual employment contracts for non-unionized employees with the Federal Labor Law, including the elimination of outsourcing as of September 1, 2021 as stipulated by the referred law.

TRAINING [GRI 3-3 | 404-2]

Unigel maintains a competency management system that tracks the knowledge, skills, and attitudes of employees at all hierarchical levels. 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.

Training management is based on the EHSQ Training Matrix and the Annual Training Plan (ATP). We also promote certification and professional development activities to maintain process standardization and service quality.

In 2022, we conducted the second edition of our Leadership Development Program (LDP), which included 10 sessions and the participation of all coordinators and managers hired throughout the year, making up a total of 66 individuals. We subsequently conducted an internal climate survey based on the Great Place to Work® model, with 1,600 participants and approximately 750 responses. The results revealed that 95% of the respondents answered "always" or "almost always" when asked if they felt proud of Unigel (the options "never," "rarely," and "sometimes" were also available).

In addition to the LDP and the ATP, we offer Safety Standards training, a workshop on risk and opportunities for improvement, Computer Science courses, and Internal Auditor Certifications.

In Mexico, 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.

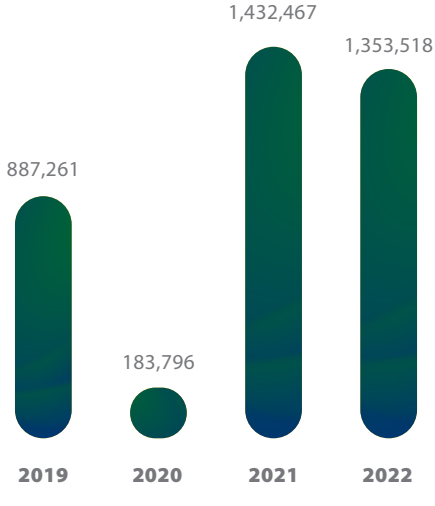
We also rely on our Terms and Procedures for Personnel Qualification and Development, as well as our Personnel Development Criteria Procedure.

AVERAGE HOURS OF TRAINING, PER DIRECT EMPLOYEE [GRI 404-1]

GENDER	2019	2020	2021	2022
FEMALE	10.6	4.0	16.9	18.4
MALE	26.1	11.3	27.4	34.0
EMPLOYEE CATEGORY	**2019**	**2020**	**2021**	**2022**
EXECUTIVE OFFICER	0.5	0.8	8.2	3.3
MANAGER	3.6	1.5	10.2	7.8
COORDINATOR	9.0	2.9	12.7	10.2
SUPERVISOR	26.7	15.2	26.7	34.2
OPERATIONAL	28.6	11.4	26.2	33.7
ADMINISTRATIVE	6.8	3.6	34.2	34.2
APPRENTICE	3.4	6.9	10.9	25.4
INTERN	2.3	2.1	3.3	0.3

Note In Mexico, we also provide training for service providers. In 2022, the average training time per service provider was 3 hours.

Investment in training (R$)



PERFORMANCE EVALUATION, BY GENDER AND EMPLOYEE CATEGORY [GRI 404-3]

	FEMALE	%	MALE	%
EXECUTIVE OFFICER	3	100	25	96
MANAGER	12	100	42	100
COORDINATOR	30	86	80	98
SUPERVISOR	15	94	104	94
OPERATIONAL	127	56	1,104	89
ADMINISTRATIVE	167	217	164	216
TOTAL	354	87	1,519	95

DIVERSITY [GRI 3-3]

We are committed to undertaking approaches and practices that ensure respect and fair, transparent, and equal opportunities for all while emphasizing our leadership's responsibility toward Diversity. Unigel's social initiatives and practices strengthen our company and our team, and they also promote respect for differences, employee satisfaction, and a sense of belonging and engagement, which are reflected in our daily routines and results.

We are a company with strong values of respect, honesty, transparency, and ethics. These fundamental values guided the development of our Code of Ethics and Conduct, in which Diversity is addressed. Periodically, we carry out actions to disseminate knowledge and promote respect for Diversity and Inclusion within the company.

In 2022, Unigel had 2,004 employees, of which 80% were men and 20% women. Of these, 21% were in the age group up to 30 years old, 57% between 30 and 50 years old, and 22% above 50 years old. In terms of our governance bodies, Unigel had three members, all of whom were men. The company employed 25 people with disabilities, of which 60% were men and 40% women. This is a 32% increase compared to 2021. [GRI 405-1]

Going above and beyond the applicable protocols, laws, and regulations, our Code of Ethics and Conduct establishes respect for the subjectivity of human beings and human relationships across all areas of Unigel's operations. Our company believes in the importance of Diversity and invests in the careers of women in strategic positions and leadership roles. We also recognize the relevance of a more diverse and inclusive corporate culture, providing opportunities for those seeking their first job, recent graduates,

individuals aged 60 and above, and all others interested in joining our team.

We maintain initiatives that promote fair compensation and the fulfillment of employee rights, such as salary ranges in line with the chemical industry, compliance with collective labor agreements, and attractive and differentiated benefits. The table below presents the pay ratios between men and women during the reported period. All employees , both in Brazil and Mexico, receive the following benefits:

- Medical plan
- Dental plan
- Life insurance
- Private pension plan
- Paid vacation time
- Food benefits

In Brazil, we offer chartered transportation and a Gympass to all employees and also the following, in compliance with the collective labor agreement: childcare allowance, education allowance, assistance for special needs children, and vacation benefits with differentiated additional payments and annual regulatory raises. [GRI 401-2]

GENDER PAY RATIO [GRI 405-2]

EMPLOYEE CATEGORY	BRAZIL		MEXICO	
	FEMALE	MALE	FEMALE	MALE
EXECUTIVE OFFICER	0.69	1.05	0.00	1.00
MANAGER	1.06	0.80	0.90	1.02
COORDINATOR	1.03	0.93	0.90	1.04
SUPERVISOR	1.01	0.72	1.00	1.00
OPERATIONAL	1.11	0.88	0.96	1.01
ADMINISTRATIVE	1.08	0.93	1.35	0.97
APPRENTICE	1.01	1.00	-	-
INTERN	1.03	0.95	1.00	1.00

HUMAN RESOURCES INDICATORS

EMPLOYEES [GRI 2-7 | 405-1]

	2019	2020	2021	2022				
DIRECT EMPLOYEES	1,395	1,750	1,897	2,004				
		2019		2020		2021		2022
BY CONTRACT TYPE AND GENDER	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
FIXED TERM	0	0	1	10	0	0	0	0
INDEFINITE TERM	254	1,141	318	1,421	353	1,544	406	1,598
TOTAL	254	1,141	319	1,431	353	1,544	406	1,598
BY EMPLOYMENT TYPE AND GENDER	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
FULL TIME	222	1,112	284	1,417	324	1,532	368	1,582
PART TIME (HALF DAY)	31	30	35	14	29	12	38	16
TOTAL	253	1,142	319	1,431	353	1,544	406	1,598
BY EMPLOYEE CATEGORY AND GENDER	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
EXECUTIVE OFFICER	0	17	0	20	3	22	3	26
MANAGER	8	28	8	34	6	41	12	42
COORDINATOR	23	46	24	50	26	71	35	82
SUPERVISOR	4	66	6	85	11	105	16	111
OPERATIONAL	113	883	153	1,142	191	1,208	225	1,245
ADMINISTRATIVE	74	72	93	86	87	85	77	76
APPRENTICE	16	17	21	4	21	4	27	9
INTERN	15	13	14	10	8	8	11	7
TOTAL	253	1,142	319	1,431	353	1,544	406	1,598

	2019			2020			2021			2022		
BY EMPLOYEE CATEGORY AND AGE GROUP	YOUNGER THAN 30	AGES 30 TO 50	OVER 50	YOUNGER THAN 30	AGES 30 TO 50	OVER 50	YOUNGER THAN 30	AGES 30 TO 50	OVER 50	YOUNGER THAN 30	AGES 30 TO 50	OVER 50
EXECUTIVE OFFICER	0	7	10	0	8	12	0	11	14	0	9	20
MANAGER	0	21	15	0	23	19	0	25	22	0	34	20
COORDINATOR	2	44	23	1	49	24	1	63	33	2	81	34
SUPERVISOR	3	32	35	4	45	42	4	56	56	11	56	60
OPERATIONAL	257	573	171	280	784	231	313	836	250	313	884	273
ADMINISTRATIVE	45	85	20	49	107	22	44	103	25	41	84	28
APPRENTICE	25	0	0	26	0	0	25	0	0	36	0	0
INTERN	27	0	0	24	0	0	16	0	0	18	0	0
TOTAL	359	762	274	384	1,016	350	403	1,094	400	421	1,148	435

SERVICE PROVIDERS, BY GENDER [GRI 2-8]

	2019	2020	2021	2022
FEMALE	63	62	639	169
MALE	464	371	447	1,328
TOTAL	527	433	1,086	1,497

HIRING AND TURNOVER [GRI 401-1]

HIRING

	2019		2020		2021		2022	
GENDER	Nº	%	Nº	%	Nº	%	Nº	%
FEMALE	49	19.9	104	33.4	114	32.7	153	37.7
MALE	217	19.1	510	35.8	362	23.6	300	18.8
AGE GROUP	No.	%	No.	%	No.	%	No.	%
YOUNGER THAN 30	141	42.5	164	46.5	182	46.4	211	50.1
AGES 30 TO 50	119	15.7	374	36.7	224	20.5	216	18.8
OVER 50	6	2.1	76	20.9	70	17.5	26	6.0
TOTAL	266	19.3	614	35.4	476	25.3	453	22.6

TURNOVER

	2019		2020		2021		2022	
GENDER	Nº	%	Nº	%	Nº	%	Nº	%
FEMALE	54	22.0	40	12.9	67	19.2	100	24.6
MALE	166	14.6	196	13.8	264	17.2	242	15.1
AGE GROUP	Nº	%	Nº	%	Nº	%	Nº	%
YOUNGER THAN 30	84	25.3	76	21.5	117	29.8	132	31.4
AGES 30 TO 50	112	14.8	123	12.1	174	15.9	176	15.3
OVER 50	24	8.2	37	10.2	40	10.0	34	7.8
TOTAL	220	15.9	236	13.6	331	17.6	342	17.1

DIRECT EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS [GRI 2-30]

	2019	2020	2021	2022
EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	1,208	1,603	1,724	1,818
TOTAL EMPLOYEES	1,381	1,736	1,885	2,004
PERCENTAGE	87.5%	92.3%	91.5%	90.7%

MATERNITY AND PATERNITY LEAVE [GRI 401-3]

	2022	
MATERNITY AND PATERNITY LEAVE	FEMALE	MALE
NUMBER OF ELIGIBLE EMPLOYEES	406	1,598
NUMBER OF EMPLOYEES WHO TOOK LEAVE	14	34
NUMBER OF EMPLOYEES WHO RETURNED TO WORK AFTER TAKING LEAVE	13	34
RATE OF RETURN TO WORK	93%	100%
NUMBER OF EMPLOYEES WHO HAVE COMPLETED 12 MONTHS SINCE RETURNING FROM LEAVE	13	32
RETENTION RATE	144%	76%


UNIGEL

4.2 OCCUPATIONAL HEALTH AND SAFETY

[GRI 3-3 | SASB RT-CH-320a.2]

Health and safety are fundamental values within our organization, and we are committed to ensuring the well-being of all our employees, service providers, and the communities we engage with. We have a framework in place to raise awareness, act preventively, and respond to emergencies for proper intervention and containment of each scenario with a view to restoring normal operations.

We have a Corporate Policy for Environment, Health, Safety, and Quality (EHSQ) that directs our targets and goals related to reducing the rates of occupational incidents and ensuring compliance with legal requirements, among other guidance. [GRI 403-7]

In 2022, we made investments to improve our occupational safety statistics. Our focus was on improving data compilation by utilizing internal statistical controls, as well as our own norms and standards, to inform our decision-making processes. The following initiatives stood out during the year:

- Implementation of a work plan to review the risk analysis of processes across all company sites, with a designated schedule in place until 2024.

- Engagement of the Corporate Safety Committee with our top leadership to conduct critical analysis and assess the scope of process safety events and occupational injuries.

- Consolidation of occupational health and hygiene practices and procedures.

- Advancements in compliance with the Brazilian government program known as e-Social.

- Activities of the Health Committee, composed of medical and nursing specialists, focusing on promoting good health among our employees and service providers.

- Maintenance of the applicable certifications for our Integrated Management System, including internal and external audits for ISO 9001:2015, 14001:2015, and 45001:2018, Responsible Care®, the Polo Award, and the Cyanide Code.

- Implementation of the Process Safety Management (PSM) Program.

HEALTH AND SAFETY MANAGEMENT

[GRI 403-1 | 403-4 | 403-5 | 403-6]

We have a Health and Safety Management System that, in addition to complying with all legal requirements, is also based on Brazilian and international reference standards, including ISO 45001:2018, the International Cyanide Management Code, the Responsible Care® Program, and the Polo Award for Environment, Health, and Safety.

We have been ISO:14001 and ISO:45001 certified since 2021 for our Acrylics and Styrenics plants in Candeias and Camaçari. 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.

Our 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 housekeeping system, working procedures, and an emergency plan.

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.

In 2022, the percentage of direct employees and service providers covered by the occupational health and safety management system was 100%. Everyone working at our sites benefited from training, policies, standards, procedures, work instructions, and manuals. [GRI 403-5]

To promote the health of our employees, we provide access to in-person or remote consultations, regular clinical examinations, and vaccination campaigns. We also have on-site healthcare professionals prepared to provide first aid at our facilities. We also provide outpatient clinics with dedicated rooms to ensure confidentiality.

Throughout the year, we conduct health campaigns to raise awareness among all employees. [GRI 403-6]

Unigel has occupational physicians and nursing technicians on its EHS team responsible for managing the occupational health of our employees. Our operating sites have medical clinics equipped to perform clinical and periodic examinations in private rooms to safeguard employee medical confidentiality. All spaces adhere to the Occupational Health Medical Control Program (PCMSO), which organizes the management of activities related to occupational health and includes necessary examinations based on the risks and activities present at the industrial sites, as identified in the Risk Management Program (RMP). [GRI 403-3]

We also have a Health Committee in place with professionals 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.

The Internal Commission for Accident Prevention (CIPA) and internal committees serve as channels for employee participation and consultation regarding the integrated management system. The trade union, which also represents the employees, annually inspects the company's facilities, conducts audits based on applicable Regulatory Standards for the Chemical Industry, proposes improvement recommendations, and follows up during subsequent visits.

Social responsibility, environment, health, and safety audits are also carried out through the Together for Sustainability industry initiative and the Responsible Business Alliance (RBA) Code, including preparation and regular follow-up of action plans to address any raised concerns.

Information on campaigns, healthy habits, well-being, mental health, and physical activity is periodically shared by Unigel via email, intranet, and physical displays. The company also organizes activities at all its sites to disseminate knowledge and raise awareness about non-occupational health topics, such as Suicide Prevention (Yellow September), Breast Cancer Awareness (Pink October), and Men's Health Awareness (Blue November). In Mexico, health management involves annual campaigns, communication programs, and a technical team similar to that in Brazil. The medical service administers government-provided vaccines for treatments or seasonal situations. The diagnoses made during medical exams are also reviewed and the proper strategy is applied to address more severe cases. [GRI 403-6]

Risk Assessment [GRI 403-2 | SASB RT-CH-320a.2]

Unigel has proprietary procedures in place to identify impacts, hazards, and damages, which are periodically reviewed to ensure that all topics are addressed by appropriate control measures. All operations 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 analyses.

Non-routine activities are assessed through safe work authorizations, an example of the organization's various corporate procedures. Employees receive regular training, considering the complexity of the operation.

For each identified risk, we establish control and mitigation measures against accidents and incidents, which are monitored using tools that record their occurrence. Audits, critical analysis meetings, and sessions of the Internal Committee for Accident Prevention are conducted periodically.

In addition to risk identification, each incident undergoes analytical investigation to identify the root cause. This is carried out by a multidisciplinary team that determines necessary corrective and preventive actions based on the factor responsible for the incident.

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 incident investigation reports.

In 2022, Unigel established a dedicated Process and Emergency Safety department focused on ensuring safety in activities and for individuals. In addition, the company's certifications also assess risks and the implemented safety procedures. To allow employees to report risks and hazardous situations related to work, Unigel conducts daily safety meetings (DDS - Daily Safety Dialogue) and meetings with managers, as well as providing official communication channels including email, company phones, landlines, and communication software.

All employees at Unigel have the right to refuse any task that involves certain risk, as established by the pertinent collective labor agreements. Ensuring health and safety in our operations is an absolute requirement outlined in the Code of Ethics and Conduct. During the job clearance process, safe work permits are only issued after obtaining consent from the individuals involved. If all of the aspects involved in assuring safe work are not addressed, workers may refuse the work and request a review.

During this period, we had another year with zero fatalities, deaths resulting from work-related illnesses, or reportable occupational illnesses. [GRI 403-9 | 403-10]

Regarding the total number of incidents at our operations in Brazil and Mexico, which includes both major and minor incidents, we recorded 68 incidents involving our direct employees in 2022, a 48% increase (22 incidents) compared to 2021. There were also 11 incidents involving service providers, corresponding to a 2% decrease (1 incident) compared to 2021.

WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM [GRI 403-8]*

	2019		2020		2021		2022	
	Direct employees	Service providers	Direct employees	Service providers	Direct employees	Service providers	Direct employees	Service providers
Number of employees covered by the occupational health and safety management system	1,258	582	1,299	481	1,853	1,119	2,723	1,529
Total number of employees	1,336	582	1,387	481	1,853	1,119	2,723	1,529
Percentage of employees covered by the occupational health and safety management system	94%	100%	94%	100%	100%	100%	100%	100%

* Note: Data only includes operating sites in Brazil

WORK-RELATED INCIDENTS [GRI 403-9 | SASB RT-CH-320a.1]

	2019		2020		2021		2022	
	Direct employees	Service providers	Direct employees	Service providers	Direct employees	Service providers	Direct employees	Service providers
Incidents								
Total hours worked in year	2,836,398	1,323,529	3,086,426	1,087,771	4,099,067	4,154,087	4,435,811	4,591,731
Fatal incidents	0	0	0	0	0	0	0	0
Fatality rate**	0	0	0	0	0	0	0	0
Major incidents / With leave of absence (excluding fatalities)	6	0	9	3	10	2	14	2
Frequency rate — Major incidents (excluding fatalities)**	2.12	0.00	2.92	2.76	2.44	0.48	3.16	0.44
Minor/No-lost-time incidents	50	2	25	2	36	10	54	9
Frequency rate — Minor incidents**	17.63	1.51	8.10	1.84	8.78	2.41	12.17	1.96
Total number of incidents	56	2	34	5	46	12	68	11
Total frequency rate	19.74	1.51	11.02	4.60	11.22	2.89	15.33	2.40
Severity rate								
Total days lost due to incidents or injuries	346	0	352	19	228	30	226	21
Total hours worked in year	2,836,398	1,323,529	3,086,426	1,087,771	4,099,067	4,154,087	4,072,006	4,591,731
Severity rate**	121.99	0.00	114.05	17.47	55.62	7.22	55.50	4.57

** Rates were calculated on the basis of 1,000,000 hours worked.

Regarding the severity rate, which measures the severity of incidents resulting in absence from work, we recorded a total of 55.5 for direct employees – a 0.2% decrease compared to 2021 – and 4.6 for service providers – a 37% decrease from the previous period.

However, it's worth noting that the total number of hours worked during the year (4,435,811) was 8% higher than in 2021 for our direct employees and 11% higher for service providers (4,591,731 hours). In addition, our Brazilian operations successfully reduced the number of reportable incidents and incident frequency rates, both with and without lost time, in 2022.

POLO AWARD

Excellence Category

A triumph for everyone at Unigel. A source of pride, especially for the recognition of our environmental, social, and governance practices.

We were honored with the Polo Award for Environment, Health, and Safety (EHS) in 2022, in the Excellence category, the highest distinction. Presented by the Camaçari Industrial Development Committee (COFIC), this recognition follows a methodology that assesses over a thousand requirements spread across 19 elements, encompassing actions aimed at environmental preservation, health promotion, safety, and the well-being of industry workers. With dedication and effort to meet these requirements, we were among the few companies at Camaçari Industrial Complex to achieve this category in the year.

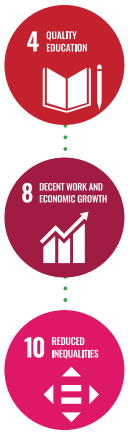
The participation of our employees in the auditing process was instrumental in achieving this accolade. Our first Polo Award certification came in 2012 when we won the Bronze category. Ten years later, we secured the Silver, 4-Star Gold, and 5-Star Gold categories. Over these 10 years, we have invested in production processes that deliver innovative solutions in the Brazilian chemical market, which earned us the highest category of accreditation. The categories are differentiated by the number of audited requirements – to achieve the highest category, over 90% of all evaluation requirements must be met. The evaluation committee is composed of qualified professionals and trained by COFIC, which evaluates the EHSQ team and other areas of the company, including Human Resources, Maintenance, Integrity, Logistics, and Production. In addition to the Polo Award for Health, our accreditations include ISO 14001, ISO 45001, and Responsible Care®, which recognizes both internal and external safety aspects.

We have an integrated management system in place that monitors various aspects of the company's safety processes, and we treat this topic as a priority in our business strategy. Elevating our standards for health, safety, and the environment has been a key challenge embraced by the company in recent years. These values are fundamental at Unigel and directly related to our ESG Agenda. Our efforts are expressed through investments and technology, as well as behavioral actions aimed at nurturing a safety culture within our company.

Unigel at the Polo Award ceremony held at FIEB headquarters.

4.3 COMMUNITY RELATIONS

[GRI 3-3 | 413-1 | SASB RT-CH-210a.1]



Unigel's innovative solutions aimed at a better future for society are in line with the interests of the communities where the company operates. Understanding their needs, engaging in dialogue with this audience, and reflecting on current conditions are among our primary objectives, as we are accountable for direct and indirect economic impacts related to these stakeholders. Therefore, we invest in evergreen education initiatives, and we support social projects within the communities surrounding our operations. All community relations actions are based on our Code of Ethics and Conduct and the Responsible Care® Program.

To enhance our connection with the community, we participate in Community Advisory Councils and the Community Defense Center (NUDEC). In partnership with the Camaçari Industrial Development Committee (COFIC) – a private association representing approximately 90 companies at Camaçari Industrial Complex – NUDEC analyzes residents' needs and collects financial contributions from the region's companies based on the actions set out for the year.

To better understand our role within these communities and envision a better future for all who are part of them, we reaffirm our commitment to conducting a risk assessment study by 2023 to formally evaluate potential societal impacts.

SOCIAL AND ENVIRONMENTAL IMPACTS

[GRI 413-1]

To mitigate potential impacts from our operations, we use a tool that helps create control plans and strategies, among other initiatives. It allows us to do the following:

- Identify proactive and ongoing hazards, as well as risks to the health and safety of individuals;
- Analyze risks related to activities, processes, and products;
- Identify workplace conditions and factors that affect or may affect the well-being of employees, contractors, partners, suppliers, visitors, the community, or other stakeholders; and
- Determine the acceptability levels for identified impacts and damages.

In our efforts to foster closer ties with the community, we maintain an open communication channel and allow complaints to be lodged directly at our factory gates.

We engage in partnerships for the use of renewable energy, energy efficiency projects, and programs for waste reduction and/or recycling. In 2022, we initiated a partnership with the Institute of Technology and Innovation Research (IPTI) in Sergipe to redirect discarded polypropylene waste for furniture manufacturing using a low-cost and easily manageable technology that can be implemented in collaboration with waste picker associations and communities surrounding our sites. This project is currently undergoing testing, with plans for implementation in 2023.

SUPPORT FOR EDUCATION AND RESEARCH

[GRI 3-3 | 203-2 | 413-1]

Unigel believes in the transformative power of education, which serves as the foundation for Brazil's social and economic development. We drive employment and income in the areas where we operate and have an internal policy that prioritizes hiring local professionals. We invest heavily in social projects involving basic education and offer trade school programs to train young people who aspire to enter the

job market. In 2023, we plan to extend our education-focused social projects to São Paulo, where we also operate production sites.

These are some of our initiatives focusing on education and research:

Centro de Educação Gisella Tygel

For the past 18 years, we have been investing in the Gisella Tygel Education Center in partnership with the City of Candeias (BA). The facility serves over 800 students, aged 2 to 11, providing early childhood and elementary education from grades 1 to 5. We offer pedagogical and psychological support and strive to deliver quality education, as confirmed by the Basic Education Development Index (IDEB).

With 16 classrooms, a playground, a laboratory, a library, and a cafeteria, the Center has served approximately 2,300 children over the years. The institution offers lessons in music, musical instruments, singing, and choir, and also serves children with special needs (PSNs) and provides support from a psychologist hired by Unigel, in addition to the professional care hired by the municipality. Its mission is to identify students' social and emotional challenges, providing support and guidance and mediating the existing relationships between students, families, and teaching institutions, with the goal of human development and a teaching-learning process.

The school was renovated and received maintenance materials for reopening after the pandemic, with expanded rooms and improved natural ventilation. In 2022, among other activities, we supported a renovation and expansion at the institution, including the construction of a new and spacious kitchen and cafeteria, as well as changing rooms for the sports area. We also installed security cameras for monitoring and conducted electrical maintenance in compliance with NR10 regulations. In addition, we provided donations of food baskets and toys.

Escola 14 de Agosto

In an effort to further support the community and the development of children and teens, we formalized a new partnership with the City of Candeias and the Bahia State Government in 2013 to support the 14 de Agosto School, offering Grade 6-9 and Vocational High School education to approximately 650 students, ages 11 to 21.

We also offer internships to students enrolled in the school's Chemistry and Occupational Safety trade school program. Over the course of nearly 10 years, we have carried out renovations, maintenance, and improvements to the main building and the multi-sports court, including the construction of classrooms, a chemistry laboratory, a cafeteria, and a multimedia room. Recently, we renovated the bathrooms and the entrance of the building to make the school accessible to wheelchair users.

Roughly 1,000 students have attended the school since the start of this partnership. The first cohorts of the trade school courses graduated in 2021 in a ceremony held at the Candeias City Council, and some students are currently undergoing training at SENAI to compete for job opportunities at Unigel.

The school also has a Fanfare Band, supported by the City of Candeias and also sponsored by Unigel, which helps with travel expenses for performances at other locations. In 2021, the company supported 37 participating students with emergency food baskets. The Fanfare Band often performs at company events, including the inauguration of Agro Bahia.

Acrylic Workshop

In line with our focus on sustainability, we support a recycling project for Acrylic materials. The project repurposes the waste generated during Unigel's production process and transforms it into various objects.

Ver de Dentro Program (Inside View)

Offered to the communities in Bahia and São Paulo where we operate, the program provides guided tours of our facilities. The rationale is that local communities and schoolchildren

should get to know the day-to-day activities of our employees. The group is guided by our employees, who present the main processes related to production and safety at our sites.

Fishermen's Colony

The Z54 Fishermen's 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 Fishermen's Colony, which monitors the quality of water in the São Paulo River for Unigel on a biweekly basis. All payment for this work is reverted back to the colony.

We also participate in a Community Defense Center with the communities of Camaçari and Dias D'Ávila (BA) and promote events with unemployment support associations in Cubatão (SP) and Candeias (BA).

Emergency Donations to Families Impacted by Rains

Unigel donated R$100,000.00 in food baskets and a thousand stoves to families impacted by heavy rains in the south of the state of Bahia.

Centro de Atenção Integral à Criança e ao Adolescente (CAIC)

In partnership with the City of Laranjeiras in Sergipe, Unigel invested in the restoration and expansion of a school near our plant to serve vulnerable communities. The large, previously abandoned building will accommodate over a thousand students from early childhood education to trade school. Following the model of our schools in Bahia, Unigel sponsors the institution, which is part of the municipal public education network and, at the trade school level, will be included in the state public education system (for this purpose, Unigel will seek to partner with the State Education Department).

The initial phase of the project includes remodeling and expanding the early childhood education wing, which is almost complete and is expected to serve 360 children ages 0 to 5 on a full-day or half-day basis (morning or afternoon).

To prioritize the quality of education at the CAIC, throughout 2023 Unigel is also offering training courses to all educators and administrators at the institution in partnership with the Institute of Technology and Innovation Research (IPTI) and

the Paramitas Institute. In addition, we provide complementary preventive health training, conducted by a physician from Hospital Pequeno Príncipe – an institution we also support.

Support for the Federal University of Sergipe (UFS)

In 2022, Unigel supported a scientific event for projects that combine research and practical application of knowledge in society.

Dance Workshop in *Laranjeiras (SE)*

We made a direct contribution of R$2,000 to support a workshop for dance groups in the city of Laranjeiras, promoting local culture.

Gesto Group in São Paulo

In 2021, we became supporters of the Gesto Group, an NGO that supports women with breast cancer in the city of São José dos Campos (SP), to which we donate Polystyrene for the manufacture of external breast prostheses. In 2022, we donated furniture and equipment, including office desks, filing cabinets, and printers. We have also supported campaigns to collect personal hygiene items for the NGO at our facilities.

Casa de Emaús Project

We provided approximately R$100,000 in support to the Casa de Emaús in Cubatão, São Paulo. In 2022, the organization developed a free educational project for 40 students from the municipal school system, focusing on socio-emotional education.

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). Collections are conducted at our facilities, where we share the names and ages of different children, and employees choose whom they wish to donate to. Unigel tops up the donations to ensure that all children involved in the initiative receive gifts. The items are distributed to beneficiaries at the Gisella Tygel Education Center in Bahia and the early childhood education school at CAIC in Sergipe.

PROJECTS SUPPORTED BY INCENTIVE LAWS

Unigel supports various projects through the Rouanet Act. Incentive laws are tax exemption mechanisms available at the federal, state, and municipal levels. Through these laws, a portion of taxes owed by individuals and corporations can be invested in social, cultural, and sports projects, either as donations or sponsorships. Among the country's main incentive laws, we can highlight the Federal Law for Cultural Incentive (Law 8313/91), also known as the Rouanet Act, and the Sports Incentive Act (Law 11438/2006). Learn about these projects below:

OSESP Foundation: Osesp Academy – Contribution in 2022, implementation in 2023

Contribution: R$150,000.00

As the premier symphony orchestra in Brazil, recognized internationally as the most important orchestra in Latin America, OSESP also carries out educational activities such as the OSESP Academy, which trains young musicians of excellence.

I FECPAR (Folk Culture and Kings' Art Festival) – Contribution in 2022, implementation in January 2023

Contribution: R$682,560.00

The festival took place in January 2023 in Laranjeiras (SE) in partnership with the municipal government, as part of the *Encontro Cultural* – the city's main cultural event, which has been held annually for half a century.

Parassinfônica São Paulo Symphony Orchestra (OPESP) – Implementation in 2022 and 2023

Contribution: R$300,000.00

OPESP is a project for musicians with disabilities, aiming to contribute toward building a society free from stigmas and prejudices. Founded in 2022, the orchestra conducted a selection

process for musicians with disabilities, who worked for ten months under the guidance of musicians from OSESP to perform a debut concert at *Sala São Paulo*.

Cultura Artística – Contribution in 2022, implementation in 2023
Contribution: R$300,000.00
This institution promotes classical music in the state of São Paulo with a series of concerts planned for 2023. It also provides scholarships to young high-performing musicians for studies in Brazil and abroad. Construction of the Teatro Cultura Artística is also set to be resumed.

Teatro do Kaos: Festkaos – Contribution in 2022, implementation in 2023
Contribution: R$100,000.00
Unigel was once again a supporter of FESTKAOS, a theater festival promoted by a traditional theater company in Cubatão. The festival features a contest among the plays shown at the event, with free admission and 20% of the tickets being donated to students and teachers from public schools.

São José dos Campos Folklore Museum – Contribution in 2022, implementation in 2023
Contribution: R$87,533.84
We supported the first phase of restoration of the São José dos Campos Folklore Museum, which is located in a protected region of the city and in one of its main historical landmarks: Parque da Cidade, the former site of operation of the Parahyba Textile Mill.

FLIP (Paraty International Literary Festival) – Implementation in 2022
Contribution: R$200,000.00

Sergipe People's Museum: Sergipe/ Laranjeiras Cultural Catalogue – Contribution in 2022, implementation in 2023
Contribution: R$200,000.00

Cubatão Sinfonia – Contribution in 2022, implementation in 2023
Contribution: R$150,000.00

Tamar Cultural – Contribution in 2022, implementation in 2023
Contribution: R$150,000.00

CHILDREN AND TEENS FUND *(FUNDO PARA A INFÂNCIA E ADOLESCÊNCIA)*

Hospital Pequeno Príncipe (Curitiba) – Contribution in 2022, implementation in 2023
Contribution: R$150,000.00

Institute of Technology and Innovation Research (IPTI): Arte Naturalista – Contribution in 2022, implementation in 2023
Contribution: R$220,000.00

Hospital Martagão Gesteira (Salvador) – Contribution in 2022, implementation in 2023
Contribution: R$200,000.00

SPORTS ACT (LEI DO ESPORTE)

Escolinha de Triathlon Laranjeiras – Contribution in January 2023, implementation in 2023
Contribution: R$350,000.00

Sylvio Magalhães Padilha (SYMAP) NGO – Contribution in 2022, implementation in 2023
Contribution: R$200,000.00

SENIOR CITIZENS' FUND *(FUNDO DO IDOSO)*

Lar dos Velhinhos – Contribution in 2022, implementation in 2023
Contribution: R$200,000.00

Hospital do Amor – Contribution in 2022, implementation in 2023
Contribution: R$300,000.00

4.4 ENVIRONMENTAL MANAGEMENT

We are committed to environmental responsibility and promoting sustainable development throughout our value chain, following the pillars of our ESG Agenda, which aims to implement effective initiatives for environmental quality and conservation. We have a Corporate Policy for Environment, Health, Safety, and Quality in place. Our Environmental Management System is based on the ISO 14001:2015 standard and chemical industry accreditation initiatives such as the Responsible Care® Program and the Polo Award for EHS. We also apply a matrix of environmental impacts, hazards, and health and safety risks according to each activity. Through our management system, we establish operational controls for prevention, which are assessed during audits and revised whenever improvement opportunities are identified.

We participate in external initiatives focusing on economic, environmental, and social performance, including:

- *Together for Sustainability (EcoVadis)*
- *The Global Reporting Initiative (GRI)*
- *Carbon Disclosure Project (CDP)*

Climate Change Action

[GRI 3-3 | SASB RT-CH-110a.2]

The term "climate change" refers to changes in the planet's climate caused by natural or human activities. In recent years, studies have shown that human activities are contributing to the advancement of global warming, primarily due to the intensification of the greenhouse effect caused by increased concentrations of certain gases in the atmosphere, with carbon dioxide (CO_2) being the main contributor.

Global warming negatively impacts the environment by giving rise to extreme weather events such as heatwaves, severe droughts, heavy rainfall, and more. It can also adversely affect people's lives and the sustainability of various businesses, especially those highly dependent on resources like water, energy, and agricultural inputs. Carbon pricing may also impact the final prices of products and raw materials.

Recognizing the importance of this issue for global sustainable development, Unigel is committed to fighting climate change through systematic actions in our operations. This includes reducing greenhouse gas emissions and energy consumption, increasing the use of renewable energy sources, and assessing and managing the key climate risks we face.

To achieve these goals, we rely on our ESG Agenda, which supports the development of Unigel's Climate Strategy, aiming to meet emission reduction objectives and targets (learn more on page 60). In addition, with the support of a specialized climate strategy consultancy, we are developing corporate emission inventories that are verified by a third party; conducting climate risk assessments; and performing a 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.

Climate Risks

[GRI 201-2 | SASB RT-CH-110a.2]

Industrial operations and business involve climate-related risks. Through participation in industry forums and studies, we have identified the key risks related to regulatory and physical scenarios.

Regarding regulatory risks, our operations are subject to the likelihood or stringency

of regulatory instruments and carbon market mechanisms where we operate. As for physical risks, climate change can lead to shortages of vital resources such as water and energy, as well as scenarios of flooding and strong winds that can impact industrial facilities.

Unigel continues to conduct studies and participate in forums of common interest to the Chemical Industry to manage these risks effectively.

Greenhouse Gas Emissions (GHG)

[GRI 3-3 | SASB RT-CH-110a.2]

Every year, we prepare an Inventory of GHG Emissions based on the methodology issued by the Brazil GHG Protocol Program, which is then submitted to state-level oversight agencies and included in reports on the chemical industry. 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 analysis of results includes a comparison of indicators for the current year (2022) with those from the previous year (2021). The variation shown in the emission results is attributed to a change in production volume, which increased by 23% in 2022 compared to the same period in 2021. However, we maintained a consistent greenhouse gas emission intensity index of 0.55 (tCO_2e/t produced), representing only a 10% variation from 2021.

Accordingly, we continue two take action on emissions reduction, such as purchasing RECFY certificates that prove the traceability of renewable electricity sources, building a Sulfuric Acid plant that will provide emission-free steam to our operating sites in Northeast Brazil, partnering with Casa dos Ventos to supply wind power to our operations, producing carbon-neutral Green Hydrogen, and fulfilling the commitments outlined in our ESG Agenda through 2030.

The following table presents a consolidated inventory of Unigel's emissions in the past 4 years.

GREENHOUSE GAS EMISSIONS [GRI 305-1| 305-2 | 305-4 | SASB RT-CH-110a.1]

		2019	2020	2021	2022
SCOPE 1 – DIRECT EMISSIONS (tCO_2e)					
STATIONARY COMBUSTION	A	160,700	181,649	686,734	1,026,189
MOBILE COMBUSTION	B	445	514	876	760
WASTEWATER	C	266	205	3,665	6,246
FUGITIVE EMISSIONS	D	4,281	3,457	6,476	6,162
INDUSTRIAL PROCESSES	E	19,191	10,787	141,954	203,066
TOTAL SCOPE 1 (TCO_2E)	F = (A+ B+C+D+E)	184,883	196,612	839,705	1,242,423
BIOGENIC EMISSIONS	G	291	387	447	403
SCOPE 2 – INDIRECT EMISSIONS (tCO_2e)					
PROCURED ELECTRICITY AND STEAM (LOCATION)	H	125,485	102,091	202,125	169,132
PROCURED ELECTRICITY AND STEAM (PURCHASE CHOICE)	I	-	-	147,658	146,264
TOTAL SCOPES 1 & 2 (TCO_2E)					
TOTAL SCOPES 1 AND 2 (LOCATION)	J = (F+H)	310,368	298,703	1,041,830	1,411,555
TOTAL SCOPES 1 AND 2 (PURCHASE CHOICE)*	K = (F+I)	-	-	987,363	1,388,687
EMISSION INTENSITY					
TOTAL COMPANY-WIDE PRODUCTION (T)	L	1,147,060	1,075,823	2,104,278	2,587,833
INTENSITY OF GREENHOUSE GAS EMISSIONS, BY LOCATION (TCO_2E/T PRODUCED)	M = (J/L)	0.27	0.28	0.50	0.55
INTENSITY OF GREENHOUSE GAS EMISSIONS, BY PURCHASE CHOICE (tCO_2e/T PRODUCED)	N = (I/L)	-	-	0.47	0.54

* The Recfy certificates were acquired in 2021.

In 2022, we conducted the first accredited third-party verification of our corporate greenhouse gas (GHG) inventory for our Brazilian operations, following the GHG Protocol. During this verification, we also reviewed the inventories from previous years.

ENERGY [GRI 3-3]

Unigel is committed to directly reducing energy consumption and promoting energy reuse by eliminating sources of waste, investing in modern technology equipment, and optimizing processes. The company focuses on developing preventive and predictive maintenance plans for its assets, to ensure optimal efficiency, availability, and reliability, in compliance with relevant regulations such as NR 10 and NR 13. We also procure energy on the market with the best cost-benefit ratio for our business, considering legal and environmental aspects.

The company aims to utilize resources sustainably and, to achieve that, we conduct studies and projects focusing on the use of renewable sources with less impact on natural and financial resources. We continuously strive to improve our indicators related to energy consumption per tonne of production, through innovation, maintenance, and sustainable energy practices.

Unigel's main objectives include:

- reducing production costs to promote business sustainability;
- preserving natural resources through consumption management and waste reduction
- protecting the environment by minimizing gas emissions into the atmosphere.

We strive to reduce energy-related production costs, as the more energy we use per tonne produced, the higher the product's cost. Environmental concerns also drive us: Unigel is conscious of the energy consumed at its production sites and aims to identify opportunities for reduction without compromising process and facility safety.

In 2022, we consumed 23.36 million GJ of energy (+38% vs. 2021), and our energy intensity was 10.19 (+12% vs. 2021).

As mentioned earlier, our AGRO sites operated for a longer period in 2022, after having gradually resumed operations throughout 2021. Also, in 2022, we leased and operated the TermoElétrica Plant to meet the thermal energy demands of our Nitrogen Fertilizer plant in Camaçari.

TOTAL ENERGY CONSUMED (IN GJ) [GRI 302-1 | SASB RT-CH-130a.1]

		2019	2020	2021	2022
FUELS FROM RENEWABLE SOURCES (BIODIESEL AND ETHANOL)	A	4,179	5,109	6,042	5,450
FUELS FROM NON-RENEWABLE SOURCES	B	2,786,754	2,617,654	12,153,248	18,339,950
ENERGY CONSUMED (ELECTRICAL AND STEAM)	C	2,724,517	2,449,444	4,481,736	4,751,289
ENERGY PRODUCED (PRODUCTION PROCESS REACTION)	D	2,394,197	3,457,029	2,685,577	3,329,930
ENERGY SOLD (EXCESS PROCESS STEAM)	E	175,080	137,556	167,881	65,833
TOTAL	F= (A+B+C+D)-E	7,734,567	8,391,681	19,158,723	26,360,786

ENERGY INTENSITY [GRI 302-3]

		2019	2020	2021	2022
TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)	F	7,734,567	8,391,681	19,158,723	26,360,786
TOTAL COMPANY-WIDE PRODUCTION (T)	G	1,147,060	1,075,823	2,104,278	2,588,128
ENERGY INTENSITY (GJ/T PRODUCED)	H= F/G	6.74	7.80	9.10	10.19

WATER RESOURCE MANAGEMENT

[GRI 3-3 | 303-1 | 303-2 | SASB RT-CH-140a.3]

Water is an indispensable asset in our operations. The water stress resulting from increased economic and population demands has made water a priority for the company. Therefore, we are committed to controlling waste and pollution by changing our production processes in strict compliance with current environmental laws and regulations.

Our sites receive most of their water supply from third-party companies, with a small portion being sourced from wells and rivers. Some of our plants already have a rainwater catchment system in place and others have already started the implementation process.

We use water in industrial utility processes, cooling towers for temperature control, and steam production. Water is also used for administrative activities and human consumption. Occasionally, it is also used in construction projects and to clean floors or certain types of parts during mechanical maintenance.

Wastewater pre-treatment is an extremely important process for the company. Ensuring that wastewater meets the parameters set by regulatory and environmental oversight agencies allows for their safe return to the environment with minimal impact. In addition, reducing contaminants and wastewater volumes results in lower costs for the treatment services provided by a third-party company.

We completed all the necessary steps for adequate withdrawal, treatment, consumption, and disposal of this resource. All Unigel sites treat their wastewater, either through internal processes or by engaging specialized companies contracted for this purpose, which serve the industrial complexes where some of our operations are located. It is worth noting that wastewater is sampled and analyzed to meet legal standards before release into receiving water bodies, without causing harm to them.

Unigel's main objectives include:

- implementing projects focusing on water reuse and the reduction of consumption;

- consuming water within established benchmarks (water/tonne of production) and directly reducing consumption by eliminating sources of waste.

The company records its daily water consumption volumes and calculates the related technical indices to ensure appropriate consumption and determine corrective actions when necessary. The company's primary target is also related to meeting production indices (consumption/tonne produced), so we encourage responsible consumption and water reuse.

We also evaluate points of water loss or contamination during daily inspection routines carried out by maintenance, production, and process teams, ensuring compliance with the consumption and disposal requirements set by regulatory agencies.

In 2022, total water consumption by Unigel's operations was 6.6 million m^3, a 9% increase attributed to the extended operating period of our AGRO sites in Bahia and Sergipe. However, our water intensity indicator was 2.6 m^3 per tonne produced, a 10% decrease compared to 2021. This shows an improvement in consumption efficiency considering the volume produced during the period, which grew by 22% (463,300 additional tonnes).

Unigel has not yet conducted a formal water risk assessment for its production sites; however, such a study is planned for 2023.

TOTAL WATER WITHDRAWAL IN M³ [GRI 303-3 | SASB RT-CH-140a.1]

	2019	2020	2021	2022
SURFACE WATER	251,461	212,064	2,454,682	3,942,362
RENEWABLE GROUNDWATER	391,606	136,138	347,465	249,263
NON-RENEWABLE GROUNDWATER	165,017	173,596	236,820	3,021,459
WATER PRODUCED	347,005	314,782	353,163	353,526
WATER FROM THIRD PARTIES	3,343,350	3,108,041	4,643,780	3,468,900
RAINWATER	19,079	21,567	22,506	27,547
WATER USED AS RAW MATERIAL	-	-	397,934	-
TOTAL WATER WITHDRAWAL (M³)	4,517,517	3,966,188	8,456,351	11,063,057

TOTAL WATER DISPOSAL, IN M³ [GRI 303-4]

	2019	2020	2021	2022
SURFACE WATER	19,783	26,526	32,947	33,478
SEAWATER	248,487	241,016	1,048,002	1,666,632
WATER FROM THIRD PARTIES AND TOTAL VOLUME SENT FOR USE BY OTHER ORGANIZATIONS, IF APPLICABLE	792,218	735,431	1,335,055	2,753,328
TOTAL WATER DISPOSAL (M³)	1,060,488	1,002,972	2,416,004	4,453,437

TOTAL WATER CONSUMPTION, IN M³ [GRI 303-5]

	2019	2020	2021	2022
TOTAL WATER WITHDRAWAL (m³)	4,517,517	3,966,188	8,456,351	11,063,057
TOTAL WATER DISPOSAL (m³)	1,060,488	1,002,972	2,416,004	4,453,437
TOTAL WATER CONSUMPTION WITHIN THE ORGANIZATION (m³)	3,457,029	2,963,215	6,040,347	6,609,619
TOTAL COMPANY-WIDE PRODUCTION (ton)	1,147,060	1,075,823	2,104,278	2,588,128
WATER INTENSITY (m³/ton PRODUCED)	3.01	2.75	2.87	2.55

WASTE [GRI 3-3 | 306-1 | 306-2]

As a company generating hazardous and non-hazardous waste, Unigel invests in responsible management of these materials, aiming for environmentally aligned disposal in accordance with legislation and regulatory bodies. We also reuse, reduce, recycle, and upcycle certain materials generated by our processes.

Our waste management is guided by recognized standards, from environmental legislation to the standards that constitute our Integrated Management System, including ISO 14001:2015, the Responsible Care® Program, and the Polo Award for Environment, Health, and Safety, among others. In addition, our procedures for responsible environmental management are governed by our Corporate Policy for Environment, Health, Safety, and Quality (EHSQ) and our Code of Ethics and Conduct.

We invest in monitoring, control, and constant study of alternatives for waste reduction, reuse, and treatment. Annually, we prepare reports and implement management and reduction plans, subject to monitoring and approval by government agencies.

In Mexico, the Total Responsibility Management System (*Sistema de Administración de Responsabilidad Integral*® – SARI) covers multiple objectives in line with our waste management records.

Our waste management is driven by opportunities for improvement, taking into account the reason why 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 reducing the amount of waste generated should be a factor at every stage of the development and implementation of new industrial projects.

All generated waste is correctly stored, controlled, and disposed of when the possibilities for reuse or recycling are exhausted. This waste is sent to disposal facilities, generating the associated documentation regarding logistics and waste destruction in compliance with the applicable legislation.

Focus on Continuous Improvement

Unigel's operations adhere to technical criteria established by various legal provisions, intending to minimize waste production and provide safe and efficient handling of the generated waste, ensuring worker safety,

public health preservation, and the protection of natural resources and the environment.

Through criteria set by internal standards, the company identifies and analyzes the environmental aspects of its activities. In 2022, the assessment of aspects and impacts, as well as existing control measures, were updated and verified during internal and external audits for the standards and programs in which we are certified.

We have industrial waste management procedures in place, clearly outlining the actions for handling, collection, and transfer of waste generated at our industrial sites.

For waste collection, transportation, and environmentally appropriate disposal, we contract licensed or legally authorized specialized companies. The choice of waste treatment technology preferably considers a) lowest present and future environmental impact; b) energy recovery from the waste; c) results of conducted audits; and d) the company's compliance with environmental permits.

In addition to control measures, we provide training and environmental awareness programs at all our sites.

The company's commitments include reducing the amount of solid waste sent to landfill.

MEXICO HIGHLIGHT: The waste generated by our processes is handled by a third party, except for acrylic waste. In 2022, we implemented a number of circular economy projects in Mexico.

1. Reintegration of 13 to 25 tonnes per month of acrylic sawdust from the manufacture of acrylic sheet. It is reintegrated into the manufacturing process, reducing waste and waste generation.

2. Selling waste for recycling, avoiding other forms of disposal.

3. Establishment of a Recycling Centre for the collection of acrylic sheets and their waste.

BRAZIL HIGHLIGHTS: In 2022, we conducted a study on reducing the amount of waste sent to landfills. At the same time, we sought new partners to implement composting, co-processing, and debris-crushing techniques to reduce costs and improve environmental suitability. We also implemented an Internal Waste Manifest at our sites in Northeast Brazil, where all waste generated at our production plants and sent to waste yards is recorded. The data is archived, providing a means of monitoring the waste generated by each area of the company.

During the year, 72% of the waste generated by our operations, both hazardous and non-hazardous, was diverted from disposal through recycling, reuse, or other forms of recovery. Of this total, 25% was recycled. Finally, only 28% of all waste generated during the period was sent for final disposal by incineration or landfilling.

WASTE GENERATED [GRI 306-3 | SASB RT-CH-150a.1]

WASTE GENERATED	2019	2020	2021	2022
HAZARDOUS WASTE (CLASS I)	3,076	3,235	3,997	3,910
NON-HAZARDOUS WASTE (CLASS II)	2,251	1,886	9,606	11,866
TOTAL	5,327	5,120	13,602	15,776

WASTE DIVERTED FROM DISPOSAL [GRI 306-4 | SASB RT-CH-150a.1]

WASTE DIVERTED FROM DISPOSAL	2019	2020	2021	2022
CLASS I - HAZARDOUS WASTE				
PREPARATION FOR REUSE	1,539	1,627	2,686	2,539
RECYCLING	442	612	591	745
OTHER RECOVERY OPERATIONS	0	0	0	0
TOTAL HAZARDOUS WASTE (CLASS I) DIVERTED FROM DISPOSAL	1,981	2,238	3,277	3,284
CLASS II - NON-HAZARDOUS WASTE				
PREPARATION FOR REUSE	34	84	449	5,925
RECYCLING	821	556	1,329	2,114
OTHER RECOVERY OPERATIONS	0	20	0	0
TOTAL NON-HAZARDOUS WASTE (CLASS II) DIVERTED FROM DISPOSAL	855	661	1,777	8,039
TOTAL	2,837	2,900	5,054	11,323

WASTE DIRECTED TO DISPOSAL [GRI 306-5]

WASTE DIRECTED TO DISPOSAL (OR DISCARDED)	2019	2020	2021	2022
CLASS I - HAZARDOUS WASTE				
INCINERATION	1,090	942	677	578
LANDFILLING	3	50	40	45
OTHER DISPOSAL OPERATIONS	3	4	3	2
TOTAL HAZARDOUS WASTE (CLASS I) DIRECTED TO DISPOSAL (OR DISCARDED)	1,095	996	720	626
CLASS II - NON-HAZARDOUS WASTE				
INCINERATION	0	0	37	0
LANDFILLING	1,395	1,225	7,549	3,781
OTHER DISPOSAL OPERATIONS	1	0	243	46
TOTAL NON-HAZARDOUS WASTE (CLASS II) DIRECTED TO DISPOSAL (OR DISCARDED)	1.396	1.225	7.828	3.827
TOTAL	2.491	2.221	8.548	4.453


UNIGEL

5

GRI Summary | **SASB and TCFD** Tables

DECLARATION OF USE | GRI STANDARD 1 USED | INDUSTRY-SPECIFIC GRI STANDARD(S) APPLIED

DECLARATION OF USE Unigel reported the information cited in this GRI disclosure summary for the period from January 1 to December 31, 2022 a

GRI 1 STANDARD USED GRI 1 FOUNDATION 20211

INDUSTRY-SPECIFIC GRI STANDARD(S) APPLIED NOT APPLICABLE

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT RESPONSE
GRI 2 General Disclosures 2021		
The organization and its reporting practices	2-1 Organizational details	Page 78
	2-2 Entities included in the organization's sustainability reporting	Page 4
	2-3 Reporting period, frequency, and contact point	Page 4
	2-4 Restatements of information	Restatements related to indicators 303-4 and 303-5: In 2021, the São Jose dos Campos site had to remove its wastewater measurement equipment for maintenance. For this reason, no information is available regarding disposal during that period, which affects the third-party water data in comparison to the data stated in the previous report.
	2-5 External assurance	Not collected.
Activities and workers	2-6 Activities, value chain and other business relationships	Page 14, 18, 34 e 78..
	2-7 Employees	Page 84
	2-8 Workers who are not employees	Page 85
Governance	2-9 Governance structure and composition	Page 48
	2-10 Nomination and selection of the highest governance body	The Board of Directors is composed of at least three (3) and at most seven (7) members, all elected and dismissable by a General Shareholders' Meeting and exercising a unified term of two (2) years, with possibility of reelection, as provided in the Articles of Incorporation: https://ri.unigel.com. br/governanca-corporativa/estatuto-politicas-e-codigos/.
	2-11 Chair of the highest governance body	Page 48
	2-12 Role of highest governance body in overseeing the management of impacts	Page 48
	2-13 Delegation of responsibility for managing impacts	Page 48
	2-14 Role of highest governance body in sustainability reporting	Roberto Noronha Santos, Unigel's CEO and a member of its board of Executive Officers, is responsible for approving the publication of this Report.
	2-15 Conflicts of interest	Page 51
	2-16 Communication of critical concerns	Page 48
	2-17 Collective knowledge of the highest governance body	Unigel has no formal process in place to advance the collective knowledge of the highest governance body on sustainable development.
	2-18 Evaluation of the performance of the highest governance body	Unigel has no formal process in place to evaluate the performance of the Board of Directors.

according to the GRI standards

OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE
OMITTED REQUIREMENT	REASON	EXPLANATION			
			3		
			8, 10		
			16		
			5, 16		
			16		
			5, 16		
			16		

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT RESPONSE
Governance	2-19 Remuneration policies	The Company has a Referral and Compensation Policy that establishes guidelines that should be observed regarding senior management pay. The policy was formally approved by the Board of Directors on August 10, 2021, and is available on our Investor Relations website: https://ri.unigel.com.br/.
	2-20 Process to determine remuneration	The General Shareholders' Meeting determines the overall remuneration of the Board of Directors and Executive Officers, and the Board of Directors determines the monthly remuneration of its members, the Executive Officers, and the members of the Committees. The Company conducts studies within its market to evaluate and determine individual remuneration for its senior management, taking into account its strategic planning and remuneration policy, aiming to ensure alignment with the best governance practices. For more details on this process, see our 2022 Reference Form, pages 316-320, at https://ri.unigel.com.br/informacoes-aos-investidores/arquivamentos-cvm/.
	Annual total compensation ratio	-
Strategy, policies and practices	2-22 Statement on sustainable development strategy	Page 57.
	2-23 Policy commitments	Page 57.
	2-24 Embedding policy commitments	Page 50, 57 e 60.
	2-25 Processes to remediate negative impacts	Page 67.
	2-26 Mechanisms for seeking advice and raising concerns	Page 48.
	2-27 Compliance with laws and regulations	The answer is available in items 4.3 and 4.4 of the Reference Form, which is available at https://ri.unigel.com.br/informacoes-aos-investidores/arquivamentos-cvm/.
	2-28 Membership associations	Page 52.
Stakeholder engagement	2-29 Approach to stakeholder engagement	Page 65.
	2-30 Collective bargaining agreements	Page 86.
GRI 3 Material Topics 2021		
	3-1 Process to determine remuneration	Page 60.
	3-2 List of material topics	Page 59.
MATERIAL TOPICS		
Water		
GRI 3 Material Topics 2021	3-3 Management of the material topic Water	Page 105.
GRI 3 Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 105.
	303-2 Management of water discharge-related impacts	Page 105.
	303-3 Water withdrawal	Page 107.
	303-4 Water disposal	Page 107.
	303-5 Water consumption	Page 107.

OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE
OMITTED REQUIREMENT	REASON	EXPLANATION			
			16		
Complete omission	Confidentiality	The company sees this as confidential information.			
			16		
			8		
			17		
			6, 12		
			6		
			6	7, 8	
			6	8	
			6		

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT RESPONSE
Energy		
GRI 3 Material Topics 2021	3-3 Management of the material topic Energy	Page 104.
GRI 302 Energy 2016	302-1 Energy consumption within the organization	Page 105.
	302-3 Energy intensity	Page 105.
Waste Management		
GRI 3 Material Topics 2021	3-3 Management of the material topic Waste Management	Page 108.
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 108.
	306-2 Management of significant waste-related impacts	Page 108.
	306-3 Waste generated	Page 110.
	306-4 Waste diverted from disposal	Page 110.
	306-5 Waste directed to disposal	Page 110.
Emissions and Climate Change		
GRI 3 Material Topics 2021	3-3 Management of the material topic Emissions and Climate Change	Page 102.
GRI 305 Emissions 201	305-1 Direct (Scope 1) GHG emissions	Page 103.
	305-2 Energy indirect (Scope 2) GHG emissions	Página 103.
	305-4 GHG emissions intensity	Page 103.
Circular Economy & Value Chain		
GRI 3 Material Topics 2021	3-3 Management of the material topic Circular Economy and Value Chain	Pages 68 a 75.
GRI 301 Materials 2016	301-1 Materials used by weight or volume	–
Innovation & Sustainable Products		
GRI 3 Material Topics 2021	3-3 Management of the material topic Innovation and Sustainable Products	Pages 37 a 45.
Health and safety		
GRI 3 Material Topics 2021	3-3 Management of the material topic Health and Safety	Page 88.

OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE
OMITTED REQUIREMENT	REASON	EXPLANATION			
			7, 8, 12, 13	7, 8	
			7, 8, 12, 13	8	
			3, 6, 11, 12		
			3, 6, 8, 11, 12		
			3, 6, 11, 12, 15		
			3, 11, 12		
			3, 6, 11, 12, 15		
			3, 12, 13, 14, 15	7, 8	
			3, 12, 13, 14, 15	7, 8	
			13, 14, 15	8	
Complete omission	Incomplete data	Unigel is working with an external consulting firm to consolidate and assure data for this indicator.	8, 12	7, 8	
		9, 12			

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT RESPONSE
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 88.
	403-2 Hazard identification, risk assessment, and incident investigation	Page 90.
	403-3 Occupational health services	Page 89.
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 88.
	403-5 Worker training on occupational health and safety	Page 88, 89.
	403-6 Promotion of worker health	Page 88, 89 and 90.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 88.
	403-8 Workers covered by an occupational health and safety management system	Page 91.
	403-9 Work-related injuries	Pages 91 and 92.
	403-10 Work-related ill health	Page 91.
Employee Development		
GRI 3 Material Topics 2021	3-3 Management of the material topic Employee Development	Page 78.
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	Page 85.
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	Page 83.
	401-3 Maternity/Paternity leave	Page 88.
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	Page 81.
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 80.
	404-3 Percentage of employees receiving	Page 81.
Local Communities		
GRI 3 Material Topics 2021	3-3 Management of the material topic Employee Development	Page 94.
	203-2 Significant Indirect Economic Impacts	Page 94.
	413-1 Operations with local community engagement, impact assessments, and development programs	Page 94.
Diversity and Inclusion		
GRI 3 Material Topics 2021	3-3 Management of the material topic Diversity and Inclusion	Page 82.

	OMISSION					
	OMITTED REQUIREMENT	REASON	EXPLANATION	SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE
			3, 8, 12			
			3, 8, 12			
			8			
			8, 16			
			8			
			3, 8, 12			
			8			
			8			
			3, 8, 12, 16			
			3, 8, 16			
			9, 12			
			5, 8, 10	6		
			3, 5, 8			
			5, 8	6		
			4, 8	6		
			8			
			5, 8, 10	6		
			3, 8, 10			
				1		

GRI STANDARD	DISCLOSURE	LOCATION/ DIRECT RESPONSE
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 84.
	405-2 Ratio of basic salary and remuneration of women to men	Page 83.
Ethics and Transparency		
GRI 3 Material Topics 2021	3-3 Management of the material topic Ethics and Transparency	Page 50.
	205-1 Operations assessed for risks related to corruption	Page 51.
GRI 205 Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	In 2021, 67% of our employees received training on anti-corruption policies and procedures. In 2022, only 27% of our employees received training, which corresponds to our staff based in Mexico (544 people). Page. 50.
	205-3 Confirmed incidents of corruption and actions taken	One corruption case was reported in Mexico, resulting in severance of the employee involved.
Economic Performance		
GRI 3 Material Topics 2021	3-3 Management of the material topic Economic Performance	Page 53.
	201-1 Direct economic value generated and distributed	Page 55.
	201-2 Financial implications and other risks and opportunities due to climate change	Page 101.
GRI 201 Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	The company currently offers a private pension plan called the UNIGELPREV Benefit Plan, managed by MultiBRA Pension Fund, with voluntary membership. Employees can contribute 0% to 5% of their salary and the company matches 100% of that amount. By the end of 2022, 73% of our Brazilian employees opted into the benefit (1,097 employees).
	201-4 Financial assistance received from government	During the reported period, Unigel received R$382.857 in financial assistance from the Brazilian government, referring to tax benefits and credits.
Environmental Compliance		
GRI 3 Material Topics 2021	3-3 Management of the material topic Environmental Compliance	Page 101.
GRI 2 General Disclosures 2021	2-27 Compliance with laws and regulations	The answer is available in items 4.3 and 4.4 of our Reference Form, which is available at https://ri.unigel.com.br/informacoes-aos-investidores/arquivamentos-cvm/

OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE
OMITTED REQUIREMENT	REASON	EXPLANATION			
		5, 8, 10	6		
		5, 8, 10	6		
		16	10		
Partial omission	Data not available	In 2022, we prioritized the restructuring of our Compliance and Risk department, and so, it was not possible to deliver anti-corruption training to our 1,460 employees based in Brazil. However, the topic is addressed in our Code of Conduct and Ethics.	10		
		16	10		
Partial omission (items a, b, and c)	Not applicable.	The UNIGELPREV Benefit Plan is a defined contribution plan, and so, it does not generate liabilities for the company and consequently does not entail the creation of a fund. Moreover, the Pension Plan of CBE (formerly Acrinor) operates at a surplus, and so, until 2021, the plan did not create a liability and consequently a fund..			
			16		

SASB TABLE

TOPIC	INDICATOR	DISCLOSURE	LOCATION/ DIRECT RESPONSE
Greenhouse gas emissions	RT-CH-110 a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Page 103.
	RT-CH-110 a.2	Discussion of long term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Page 60 - 63, 101 - 102
Energy management	RT-CH-130 a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Page 105.
Water management	RT-CH-140 a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Page 107.
	RT-CH-140 a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	The answer is available in items 4.3 and 4.4 of our Reference Form, which is available at https://ri.unigel.com.br/ informacoes-aos-investidores/ arquivamentos-cvm/.
	RT-CH-140 a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Page 105.

TOPIC	INDICATOR	DISCLOSURE	LOCATION/ DIRECT RESPONSE
Management of hazardous waste	RT-CH-150 a.1	Amount of hazardous waste generated, percentage recycled	Page 110.
Community relations	RT-CH-210 a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	Page 94.
Workforce health and safety	RT-CH-320 a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Page 92.
	RT-CH-320 a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Page 88 e 90.
Genetically modified organisms	RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Not applicable
Operational safety, emergency preparedness and response	RT-CH-540 a.2	Number of transport incidents	In 2022, 15 transport incidents were recorded, which is 7% more than in 2021 (14 incidents).
Activity metrics	RT-CH-000.A	Production by reportable segment	Page 19.

Note In 2022, as not all SASB indicators suggested for our business were reported, this table presents only 13 of 19 indicators.

TCFD TABLE

Topics	TCFD Recommendations
Governance 1	1. Describe the board's oversight of climate-related risks and opportunities.
Governance 2	2. Describe management's role in assessing and managing climate-related risks and opportunities.
Strategy 1	3. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.
Strategy 2	4. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.
Strategy 3	5. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.
Risk management 1	6. Describe the organization's processes for identifying and assessing climate-related risks.
Risk management 2	7. Describe the organization's processes for managing climate-related risks.
Risk management 3	8. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.
Metrics and targets 1	9. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.
Metrics and targets 2	10. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.
Metrics and targets 3	11. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

Reference (page)/direct response

Our sustainability strategy includes an "Emissions and Climate Risk" pillar that currently represents Unigel's commitment to climate change mitigation and adaptation. The strategy sets targets that have been evaluated, approved, and are monitored by the company's senior leadership and Board of Directors.

Our Risk Management and Internal Controls department, which reports to the Audit Committee, continuously assesses all inherent and mapped risks faced by Unigel in order to analyze their impacts and likelihoods of occurrence within the company, and it also identifies the control activities that are in place to mitigate or reduce the possibility of materialization of these risks. For this analysis, the company convenes the Board of Directors to determine what levels of impact and probability will be addressed, establishing internal rules to define the ratios of high, moderate, and low risk that will be applied (learn more at https://ri.unigel.com.br/informacoes-aos-investidores/arquivamentos-cvm/).

The identified risks are described on page 101. The opportunities include: (i) develop new products with recycled content (pages 28 - 29); (ii) develop clean energy generation projects (pages 36 - 45); (iii) increase eco-efficiency through sustainable use of water (page 105) and raw materials (page 34).

Unigel is preparing a climate risk study, together with an external consultancy, as part of the process to build our climate strategy.

We have our ESG Agenda 2030, a sustainability strategy that enhances our resilience against climate change through: development of products with lower environmental impact (ECOGEL® Ecoplastic – Polystyrene and ECOGREEN®, pages 28 - 29), clean energy generation projects (pages 36 - 45, 67), and formal targets for emission reduction (page 63) and increased use of renewable energy sources within our energy consumption matrix (page 104).

Page 101.

Together with an external consultancy, Unigel is preparing a climate risk study as part of the process of building our climate strategy, which will outline our main actions for managing climate-related risks.

Climate risk assessment metrics have not yet been defined. Together with an external consultancy, Unigel is preparing a climate risk study as part of the process of building our climate strategy, which will outline the primary metrics for assessing these risks.

Page 103.

Pages 63, 101 - 105.

GOALS Reduce Scope 1 and 2 emissions at our Acrylic and Styrene plants by 25% by 2030; reduce Scope 1 and Scope 2 emissions per tonne produced by 35% by 2030; strive for carbon-neutrality by 2050; increase the use of electricity and thermal energy from renewable sources in our operations from 7% to 40% by 2030; source 100% of the company's electricity requirement from renewable sources by 2030.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- Paulo Roberto Fonseca
- Kalliane Maia

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