

20
25

Sus taina bility



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Learn about our history

- GRI 2-1 | GRI 2-6 | SDG 9

WANA: Trajectory, Profile and Perspectives

WANA is a 100% Brazilian industry specialized in chemical additives and the national leader in the production of thickeners and rheology modifiers. The company has been growing and strengthening its presence in several markets, including paints and coatings, cleaning products, textiles, construction, ceramics, paper, agriculture, and others.

Founded in 2001, the company initially operated as a commercial representative for other businesses in the decorative paint segment. In 2009, it began its journey as a chemical manufacturer with the

construction of its first industrial facility, covering 6,615 m² of production area in Jacareí (SP), which also houses the Innovation and Technology Center.

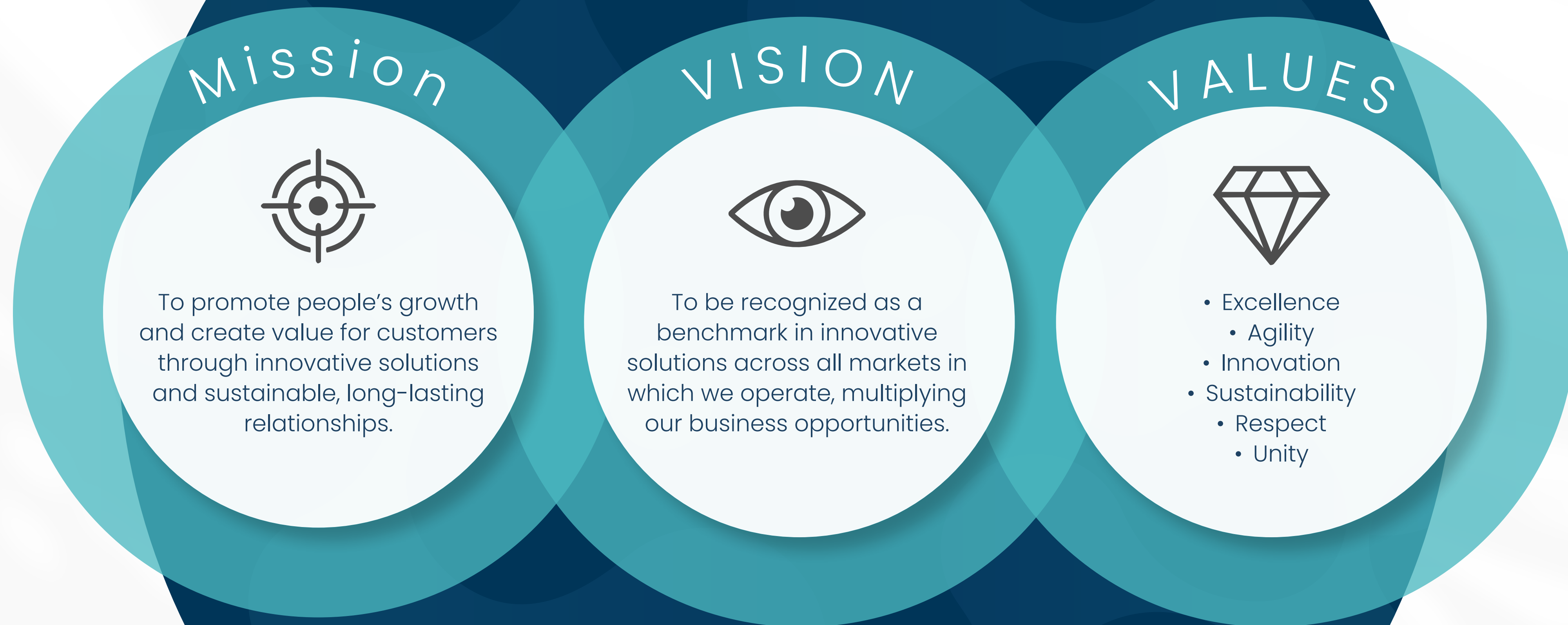
Between 2018 and 2023, new facilities were inaugurated in Goiânia (GO), with 2,000 m²; Juazeirinho (PB), with 4,300 m²; and Guaiúba (CE), with 10,000 m². Together, these facilities have an installed production capacity of more than 59,000 tons per year, employ approximately 200 direct employees, and develop a broad portfolio of innovative chemical additive solutions.

Seeking expansion, WANA has extended its operations across South America through a partnership with Pochteca South America, a chemical distributor operating in Argentina, Chile, Colombia, Ecuador, and Peru.

The pursuit of excellence is the fuel that drives us. Excellence, agility, innovation, sustainability, respect, and unity are the foundations of our journey toward achieving our goals.

Our Facilities







Our Markets

Specialized in the production of chemical additives, WANA is a 100% Brazilian industry and national leader in thickeners and rheology modifiers. We develop intelligent solutions for the following markets, with a focus on quality and customer satisfaction:



Paints and Coatings



Home & personal care



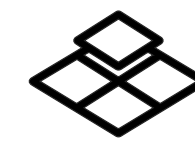
Agriculture



Paper



Textile



Ceramics



Road Marking



Adhesives





Leadership Message

GRI 2-22 | SDG 8 e 12

It is with great satisfaction that we present the second edition of WANA's Sustainability Report. This document represents more than an exercise in transparency. It reaffirms our ongoing commitment to building an ethical, innovative business aligned with the needs of our time. Since our first publication in 2024, sustainability has become even more firmly established as a strategic pillar of our operations. We continue to advance our environmental, social, and governance practices with a long-term vision focused on creating value for all stakeholders. Among our achievements are the expansion of social projects, including initiatives in our branch locations, continuous improvements in greenhouse gas (GHG) emissions monitoring, strengthened governance, and greater engagement with communities and local partners. This progress is the result of the genuine commitment of our teams, the active participation of the ESG Committee, the support of our stakeholders, and our conviction that business

success must go hand in hand with social development and environmental responsibility. We recognize that significant challenges remain. Therefore, we maintain our commitment to active listening, continuous improvement, and responsible management. We also reinforce our belief that dialogue, innovation, and collaboration are the pillars that support the future we want to build. We thank everyone who joins us on this journey and invite our employees, customers, suppliers, and society to learn about the progress described in this report and continue working alongside us to build a fairer, more balanced, and sustainable future.

Sincerely,

Walmir Antônio Lopes – CEO



2025 **Overview**



Environment

Beginning of
SCOPE 3
emissions inventory

59,91
tons of recycled
material (circular
economy)

iREC
Certified

10%
of employees
participate in the
Environmental
Multipliers Program

-15,5%
reduction in waste
generation in 2025

100%
of the energy used
at Headquarters
(Jacareí/SP) comes
from renewable
sources

- 8,25%
reduction in water
consumption from
2024 to 2025



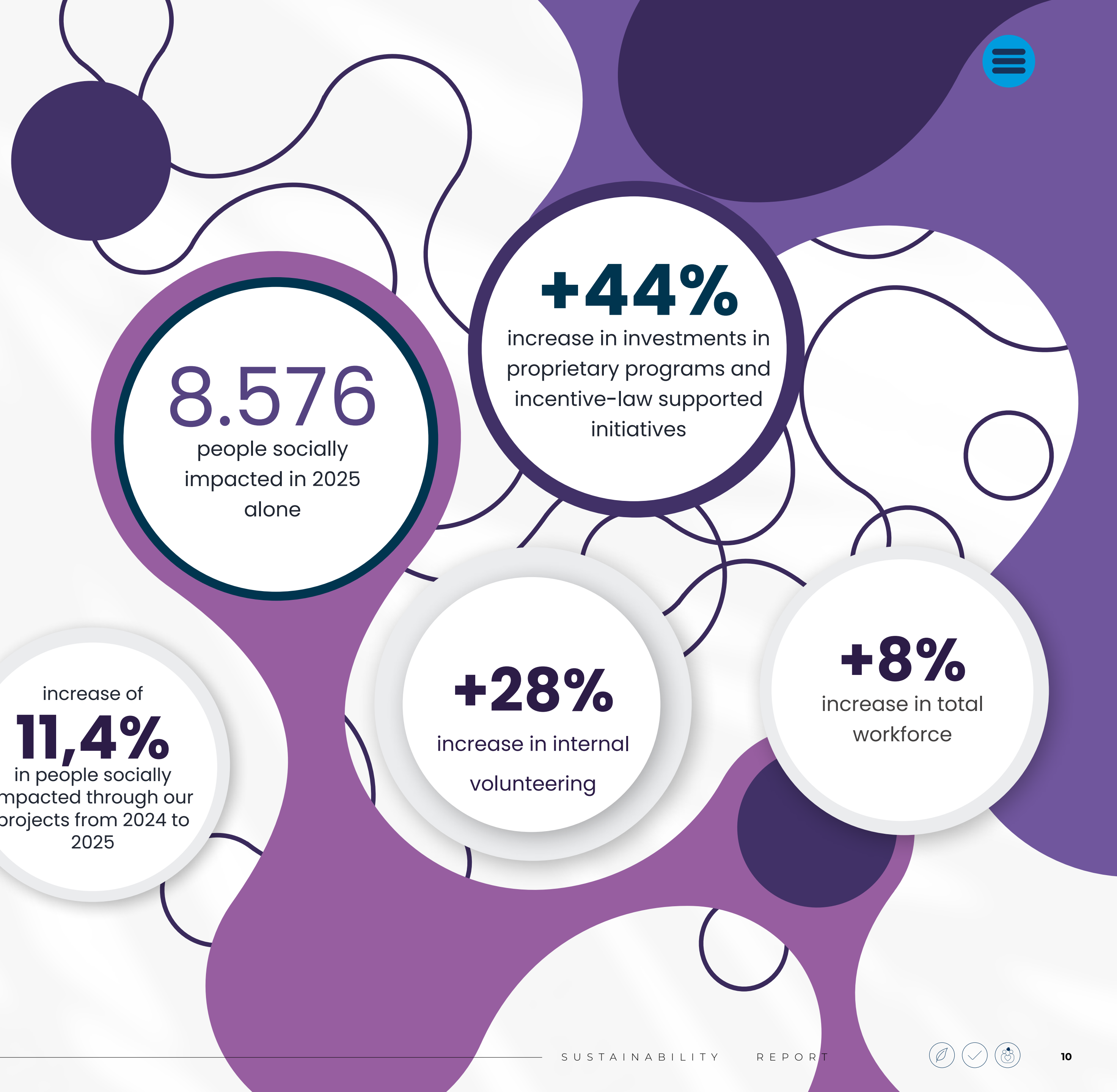
Social

221 employees

65% men and
35% women

**18% of
employees
are aged 50+**

**38% of
leadership
positions are held
by women**





Governance

ISO
9001:2015
RECERTIFICATION

11th
consecutive year
Elected the **Best Thickener
Supplier**– Paint & Pintura
Award

12 policies
new and/or revised
implemented in 2025

38,000
tons produced across
all WANA facilities.

73%
of leadership trained in
Ethics and Compliance

The only
chemical industry
company
participating in the
Sustainable Development
Commission of Jacaré/SP.

**New Ethics
Hotline platform**
(operated by an
independent company)



Commitment to Sustainability



We understand sustainability as meeting the current needs of society and businesses without compromising the ability of future generations to meet their own needs. Sustainability therefore encompasses environmental, economic, and social dimensions, ensuring the long-term viability of WANA, its business, projects, and products. We are committed to building a sustainable future, recognizing the importance of integrating ESG principles into our operations and business strategies to ensure balance and well-being on the planet. Our commitment is expressed through a variety of initiatives designed to minimize environmental

impacts, promote social inclusion, and ensure ethical and transparent governance. We continuously improve our practices to achieve positive and lasting results. We value people, respect and protect the environment, and believe education is the pathway to social development and innovation. Through a strategic sustainability plan, we define goals and indicators that allow us to monitor and measure our progress in ESG performance. We strive to operate in compliance and to raise awareness among our partners so that our entire community can expand its knowledge and sustainable practices by understanding and adopting initiatives that promote a balanced relationship between the economy, society, and the environment. We reaffirm our commitment to corporate responsibility and our ambition to become a benchmark for best practices in the business landscape, where sustainability and social responsibility are fundamental to our long-term success.





WANA Strategic Vision

We take a long-term view of our challenges, anticipating risks and opportunities and developing ambitious strategies that contribute to growth and value creation through sustainable practices.

Through our Annual Strategic Planning process, we develop and monitor numerous managerial and operational performance indicators. In 2025, we implemented the Integrated Business Planning (IBP) methodology, further strengthening management and governance practices.

Indicators are updated, analyzed, and discussed monthly, serving as a basis for executive decision-making and guiding managers and teams at all levels. Strategic committees hold periodic meetings to monitor company performance and support efficient growth and adaptation to economic changes. As part of our mission, we develop sustainability projects focused on environmental preservation, citizenship, diversity, and economic and social development.

Pillars of Sustainable Growth:

Business Management

People

Environment

Safety and Innovation

Corporate Social Responsibility

To support our decision-making process, we rely on Strategic Committees that hold periodic meetings to monitor the company's performance indicators. This governance structure enables us to grow efficiently and maintain the flexibility needed to adapt to changes in the economic environment.

Part of our mission is to contribute to the community through sustainable and long-lasting relationships. To achieve this objective, we develop sustainability-focused projects aimed at environmental preservation, the promotion of citizenship and diversity, and economic and social development. Through these initiatives, actions, and programs, we strengthen our integration with both social and productive sectors, contributing to broader economic and social progress.

By establishing strategic partnerships with non-governmental organizations, public agencies and authorities, private companies, and civil society, we seek to work collaboratively in addressing social, environmental, and economic demands that contribute to the development of the communities where we operate.

A large group of diverse employees posing for a photo in a modern office space. They are all smiling and waving at the camera. The office has a high ceiling with exposed pipes and greenery hanging from it. In the background, a sign for 'INDORAMA' is visible.

Our Certifications



Our Certifications and Recognitions

Throughout our journey, we have achieved important quality recognitions, which serve as an indicator that we are on the right path, guided by continuous improvement and sustainable development. Our commitment to quality extends across all areas of our operations and is reflected in everything we deliver. This commitment is demonstrated through our certifications, which ensure that our products, production processes, and management systems comply with applicable standards.

We hold **ISO 9001 certification**, an international standard that specifies the requirements for a **Quality Management System (QMS)** and guides, supports, and ensures our quality management framework through a systematic approach. It applies to our products and processes and ensures our capability and efficiency in consistently providing products and services that meet both regulatory requirements and customer expectations. This certification strengthens our strategic performance from organizational, market, and social perspectives.

Reinforcing our commitment to sustainability policies, actions, and results, whether in customer service, relationships with our key stakeholders, or the continuous improvement of our own management practices, the **EcoVadis Seal** highlights our performance based on principles such as social and environmental responsibility. Its focus includes ensuring good labor practices, protecting human rights, promoting sustainable procurement, and mitigating ethical, environmental, and social risks throughout our operations. This commitment drives the continuous improvement of our practices, both as a supplier and as a purchaser.

Through quality, our purpose is to provide solutions that contribute increasingly positively to the market and to society, transforming innovation into sustainable growth across multiple sectors and areas of activity.





Recognition



Best Supplier



NATIONAL

11 times winner in the category

Thickeners



NORTH / NORTHEAST

8 times winner in the category

Additives and Thickeners



SOUTH

2nd place in the Southern Region category

Thickeners





Our Transparency

On our journey toward sustainability, collaboration and engagement with our stakeholders are essential. Through a robust governance structure, we ensure that all decisions and actions are aligned with our values and sustainability objectives. Here, we highlight the key stakeholder groups that, together, contribute to our company's success and social responsibility.

Our governance structure includes a dedicated ESG Committee, composed of senior management members and representatives from various areas of the company. This committee is responsible for defining strategies, monitoring performance, and ensuring the implementation of sustainable initiatives across all operations.

We have developed clear policies and guidelines

that direct our sustainability practices. These policies are reviewed regularly to ensure they remain up to date and aligned with global best practices.

We maintain a high level of transparency in our operations, regularly communicating our progress and challenges through our Sustainability Report. Stakeholder engagement is fundamental to the success of our sustainability strategy. We recognize that collaboration and ongoing dialogue with our stakeholders are essential for identifying opportunities, mitigating risks, and creating shared value.

We promote open and continuous dialogue with our stakeholders through various communication channels, listening to their concerns, suggestions,

and expectations. This feedback is crucial for improving our practices and aligning our actions with the needs and expectations of our partners.

We establish strategic partnerships with organizations that share our values and sustainability goals. These partnerships enable us to expand our positive impact and develop innovative solutions to environmental and social challenges.

We invest in community engagement by working closely with the communities where we operate to promote local development and improve quality of life. Our community projects are designed based on the specific needs of each community, ensuring that our actions are both relevant and

effective.

We believe that capacity building and education are fundamental to promoting sustainability. We offer training and development programs for our employees and partners, encouraging the adoption of sustainable practices across all areas of operation.



Meeting of industries with the Jacareí Municipal Department of Economic Development.



Meeting of industries with the Jacareí Municipal Department of Economic Development.



WANA volunteers participating in an environmental action in the Pagador Andrade neighborhood.



Commercial team visiting customers in Southern Brazil



Partnerships That Make a Difference

On the path toward sustainability, collaboration and engagement with our stakeholders are essential. Through a robust governance structure, we ensure that all decisions and actions are aligned with our values and sustainability objectives. Here, we highlight the main stakeholder groups that, together, contribute to the success and social responsibility of our company.

Our governance structure includes a dedicated **Sustainability Committee**, composed of senior management members and representatives from different areas of the company. This committee is responsible for defining strategies, monitoring performance, and ensuring the implementation of sustainable initiatives across all operations.

We have developed clear policies and guidelines that govern our sustainability practices. These policies are reviewed regularly to ensure they remain current and aligned with global best practices.

We maintain a high level of transparency in our operations, regularly communicating our progress and challenges through our Sustainability Report.

Stakeholder engagement is fundamental to the success of our sustainability strategy. We recognize that collaboration and continuous dialogue with our stakeholders are essential for identifying opportunities, mitigating risks, and creating shared

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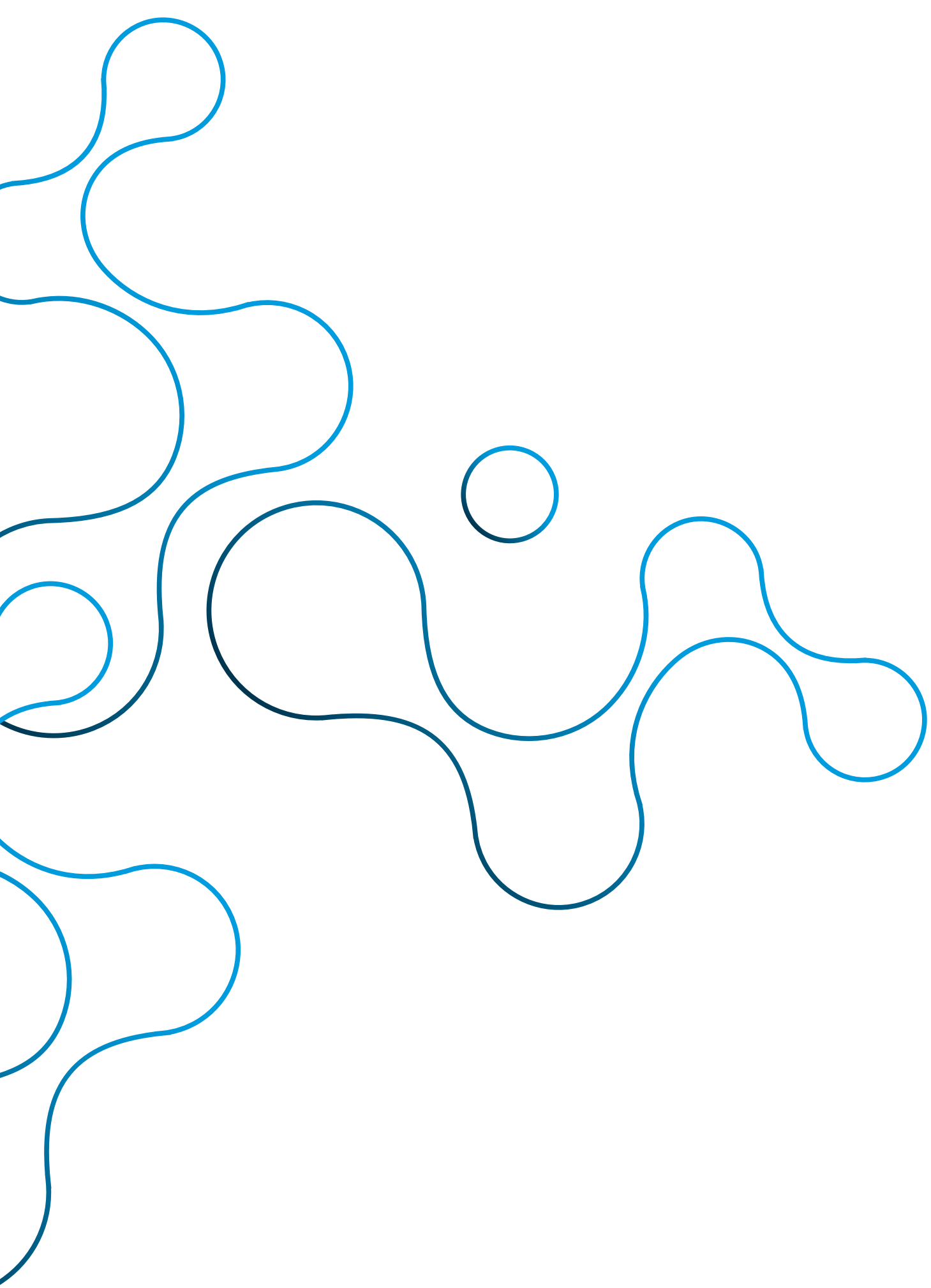
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We believe that training and education are fundamental to promoting sustainability. We offer training and development programs for our employees and partners, encouraging the adoption of sustainable practices across all areas of operation.

Our Stakeholders





6 About This Report

WANA's 2025 Annual Report presents socio-environmental, economic-financial, and operational information covering the period from **June 2024 to December 2025**.

This year, in addition to ESG principles and **ABNT PR 2030:2022**, we also included **GRI Standards** as a reference.

ESG Principles Considered:

Environmental (preservation of the environment and natural resources, reducing pollution, degradation, and environmental impacts).

Social (promotion of equality, respect for human rights, workplace health and safety, and active engagement with local communities.).

Governance (continuous action, responsibility, and management connecting stakeholders such as employees, suppliers, shareholders, partners, and communities).



PILLAR

ENVIRONMENTAL



Climate Change

Greenhouse Gas (GHG) Mitigation

GRI 102-50, 102-51, 102-52

We currently conduct an inventory of Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, generating a report that is shared with stakeholders and made available for download on the company's website and on the EcoVadis

Track our performance:

YEAR	2023	2024	2025	2026	2027	2028	2029	2030
Target tons	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000
Actual tons	160,227	77,204	88,136					

platform. The purpose of this assessment is to identify the main sources of GHG emissions and seek ways to mitigate these emissions.

Scope 1 - recorded a **14% increase in emissions from 2024 to 2025**. We continue implementing initiatives aimed at reducing emissions.

GHG REDUCTION (SCOPE 1) (GRI 305-1)

Target: Maximum of 120 tons of CO₂ emissions per year under Scope 1 by 2030

Scope 1 represents the total amount of CO₂ emissions generated directly by the company. It includes the measurement of fuel consumption from the corporate fleet (ethanol and gasoline), briquette consumption, diesel consumption, LPG consumption from forklifts, fugitive emissions from fire extinguishers, waste sent for disposal, and wastewater sent for treatment, with all quantities converted into their equivalent CO₂ emissions.

Scope 2 – emissions are 100% offset, with electricity supplied from solar energy sources (certified I-REC); **GHG REDUCTION (SCOPE 2)** (GRI 305-2)

TARGET: Maximum of 58 tons of CO₂ emissions per year under Scope 2 by 2030.

Track our performance:

YEAR	2023	2024	2025	2026	2027	2028	2029	2030
Target tons	58,000	58,000	58,000	58,000	58,000	58,000	58,000	58,000
Actual tons	48,012	44,819	67,257					

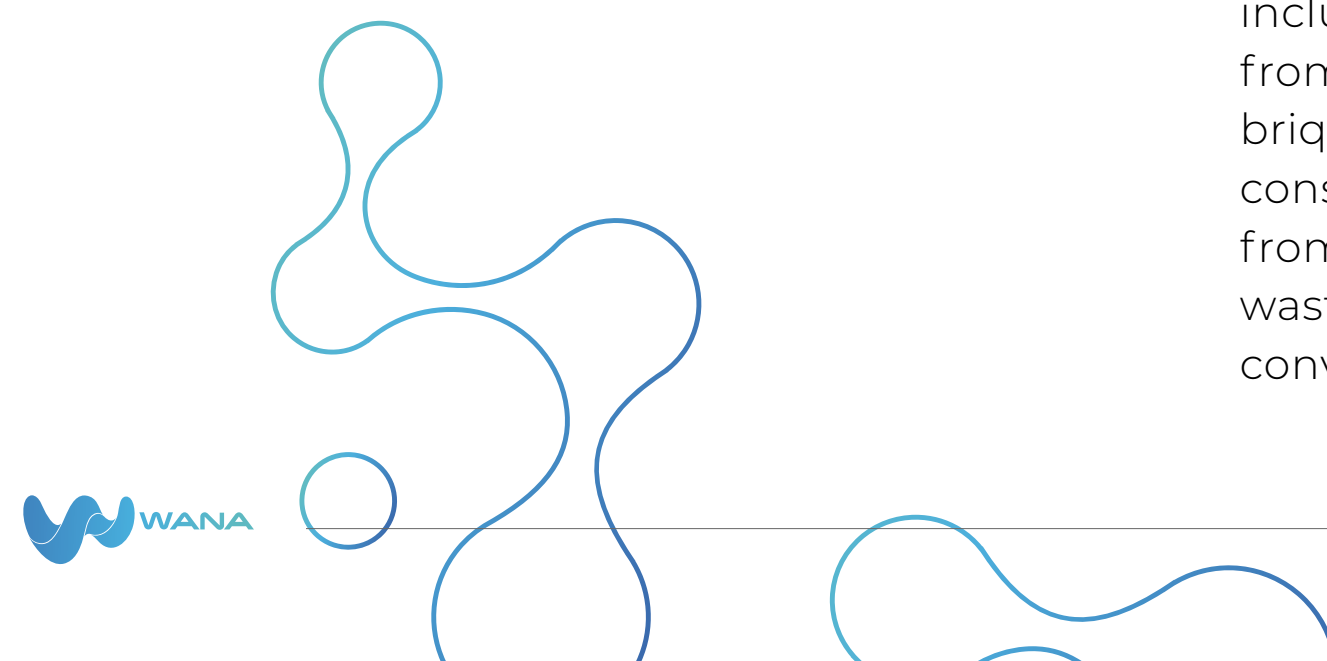
Note: Scope 2 considers electricity consumption measured in kilowatt-hours (kWh), converted into tons of CO₂ emissions. The 2025 results correspond to emissions generated in 2024.

Scope 3 – In 2025, we began compiling Scope 3 emissions data, including transportation, waste management, and wastewater treatment conducted by third-party service providers.

TARGET: Maximum of 200 tons of CO₂ emissions per year under Scope 3 by 2030.

YEAR	2023	2024	2025	2026	2027	2028	2029	2030
Target tons	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000
Actual tons	-	-	227,964					

Note: Scope 3 emissions are calculated based on fuel consumption from outsourced transportation services, as well as waste and wastewater treatment carried out by third parties. These values are converted into tons of CO₂ equivalent. The 2025 results correspond to emissions generated in 2024.





Climate Change Adaptation

GRI 305-1, 305-2

We have conducted risk and vulnerability assessments for our facilities, established a climate change adaptation plan, and implemented risk management processes

focused on energy efficiency, water management, and climate risks that may affect operations. Preventive actions have been identified to mitigate potential climate-related effects.

To help reduce climate impacts, we operate photovoltaic solar panels for local energy generation, implement water conservation projects, monitor atmospheric emissions, and maintain waste controls to prevent soil contamination.



WANA volunteers participating in an environmental initiative in the community.

Solar Plant Unit Juazeirinho / PB



RENEWABLE ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GRI 302-1)

TARGET: Maximum of 4,500,000 megajoules generated annually from renewable sources by 2030.

YEAR	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Target tons	4.500,000	4.500,000	4.500,000	4.500,000	4.500,000	4.500,000	4.500,000	4.500,000	4.500,000	4.500,000
Actual tons	4.044.067,69	3.708.148,80	4.213.061,17	4.450.276,20	4.446.907,87					

Note: Renewable energy consumption is calculated by converting briquette and electricity consumption into megajoules and then adding the resulting values.



Energy Efficiency

GRI 302-1 a 5

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GRI 302-1)

REDUCTION OF ENERGY CONSUMPTION (GRI 302-4)

TARGET: Maximum annual consumption of 1,400,000 kWh by 2030.

YEAR	-	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Target kWh	1.4000.000	1.4000.000	1.4000.000	1.4000.000	1.4000.000	1.4000.000	1.4000.000	1.4000.000	1.4000.000	1.4000.000	1.4000.000
Actual kWh	1.122.730	1.029.397	1.113.262	1.169.729	1.235.506	1.234.536					

Note: Total energy consumption is measured through utility provider (EDP) records.



Water Resources

Use of Water GRI 303-1 a 6

In addition to conducting internal anti-waste campaigns with employees throughout the year, which are intensified during specific periods such as World Water Day Week (March 22) and World Environment Day (June 5), we monitor a water KPI, through which we evaluate opportunities for process improvement.

Within the community, we recognize the impact of our operations and, with the participation of the ESG Committee and in partnership with Associação Fênix, a nonprofit organization that supports more than 500 families in the Rio Comprido and Pagador de Andrade neighborhoods in Jacareí and São José dos Campos, as well as with the municipal government through the Department of Education, we develop environmental education initiatives.

Our total water consumption in 2025 was 28,125 m³, and through the actions implemented, we aim to reduce water consumption by 10% by 2030.

In partnership with the ESG Committee, Associação Fênix, and public authorities, we also promote environmental education initiatives within the local community. Our total water consumption in 2025 was 28,125 m³, and our goal is to reduce water consumption by 10% by 2030.

WATER CONSUMPTION (OVERALL) GRI 303-5

TARGET: Maximum of 45,000 m³ per year by 2030.

YEAR	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Target m³	45.000	45.000	45.000	45.000	45.000	45.000	45.000	45.000	45.000	45.000	45.000
Actual m³	33.706	25.241	24.919	25.230	30.653,00	28.125,00					

Note 1: Total annual water consumption is measured using readings from both the public water supply network (SAAE) and the artesian well. These values are then combined to determine the organization’s total water consumption.

Note 2: Considering an annual organic production growth rate of 10.0%

WATER USED IN OPERATIONS

GRI 303-2

In 2025, the company achieved a 12.2% reduction in water consumption used in production compared to 2024, reflecting improvements in production process efficiency and a more rational use of water resources. This result demonstrates the strengthening of practices focused on operational eco-efficiency and the reduction of environmental impacts associated with water use.

TARGET: Maximum of 1.20 m³ of water consumed per ton produced per year by 2030.

YEAR	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Target m³	1,20	1,20	1,20	1,20	1,20	1,20	1,20	1,20	1,20	1,20	1,20
Actual m³	1,23	1,14	1,12	1,05	1,15	1,01					

Note: The total volume of water consumed during the year and the total annual production are measured. Water consumption is then divided by total production to determine the amount of water consumed (m³) per ton produced.



Wastewater Management GRI 306-1 a 6

Our facilities do not discharge wastewater generated by production processes directly into water bodies. All wastewater generated is sent to licensed and approved service providers for proper treatment in compliance with applicable regulations.

In partnership with the community, we promote awareness and pollution prevention initiatives through communication and education campaigns during key dates such as World Water Week, Environment Week, and Paraíba do Sul River Day, among other opportunities for engagement.

In 2025, our total wastewater generation was 3,698.10 tons. Through the implementation of strategic actions in production and process management, we aim to achieve a 10% reduction in wastewater generation by 2030.

WASTEWATER GENERATED (GRI 303-4)

TARGET: Maximum of 4,500 tons of wastewater generated per year by 2030.

YEAR	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Target tons	4.500	4.500	4.500	4.500	4.500	4.500	4.500	4.500	4.500	4.500	4.500
Actual tons	3.001	2.688	2.706	3.073	3.524,28	3.698,10					

Note: Total wastewater generation is calculated by summing the volumes of wastewater sent to specialized companies responsible for final treatment.



Biodiversity and Ecosystem Services

We continually address this topic and promote awareness among both employees and the community through internal campaigns, partnerships with public authorities, and non-governmental organizations. These initiatives focus on responsible water use and environmental damage prevention programs, including tree planting and other environmental actions carried out during Environment Week and SIPATMA (Internal Week for Safety and Environment). We maintain Permanent Preservation Areas (APPs) in two of our facilities, totaling approximately 45,000 m² of protected biodiversity. These areas

include native and fruit-bearing trees, a lake with fish, and, at our Juazeirinho Unit, preserved Caatinga vegetation, a biome unique to Brazil.

Additionally, all WANA facilities maintain green areas that facilitate rainwater infiltration, and all operational units hold valid environmental licenses and comply with applicable environmental regulations.

Circular Economy and Waste Management

Circular Economy GRI 306-2

We are strongly committed to achieving the goals of our Zero Landfill Project by prioritizing the procurement of products with recycled content and putting the principles of the 5Rs of sustainability into practice. We seek to reduce the use of disposable materials, promote the adoption of returnable packaging to minimize solid waste generation, and encourage proper waste disposal and recycling in our daily operations and within the community, thereby contributing to the circularity of the waste value chain.

Waste Management GRI 306-2

We use a Strategic Planning indicator to evaluate opportunities for waste reduction across our operations and to monitor progress toward our Zero Landfill goal. WANA has been continuously enhancing internal initiatives aimed at eliminating waste sent to landfill, including the composting of organic waste generated by the cafeteria at our Jacareí (SP) Headquarters Unit, as well as providing training and guidance to employees and service providers on the proper segregation and disposal of waste generated at the facility. These efforts help prevent the mixing of waste streams, ensure appropriate destination through qualified partner companies, and contribute to diverting waste from landfill disposal.

In 2025, the company recorded a 15.5% reduction in waste generation compared to 2024, demonstrating the effectiveness of our waste management initiatives and source reduction efforts.

WASTE MANAGEMENT GRI 306-1 -

TARGET: Maximum of 260 tons of waste generated per year by 2030

YEAR	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Target tons	260,000	260,000	260,000	260,000	260,000	260,000	260,000	260,000	260,000	260,000
Actual tons	210,510	207,660	242,830	219,960	185,910					

Following the implementation of the **Zero Landfill Project** in May 2024, we have already prevented **25,506 kg of waste** from being sent to landfill.

SIGNIFICANT WASTE IMPACT MANAGEMENT GRI 306-2

In 2025, the company recorded a significant 64.4% reduction in the amount of waste sent to landfill compared to 2024, considering the total volume in tons. This result demonstrates substantial progress in waste management practices, with a focus on source reduction, proper waste segregation, and more environmentally responsible disposal methods.

TARGET: Maximum of 80 tons of waste sent to landfill per year by 2030.

YEAR	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Target tons	80,00	80,00	80,00	80,00	80,00	80,00	80,00	80,00	80,00	80,00	80,00
Actual tons	57,66	91,56	81,41	131,23	55,20	19,66					

Note: Landfilled waste consists primarily of general sanitary waste and landscaping waste.

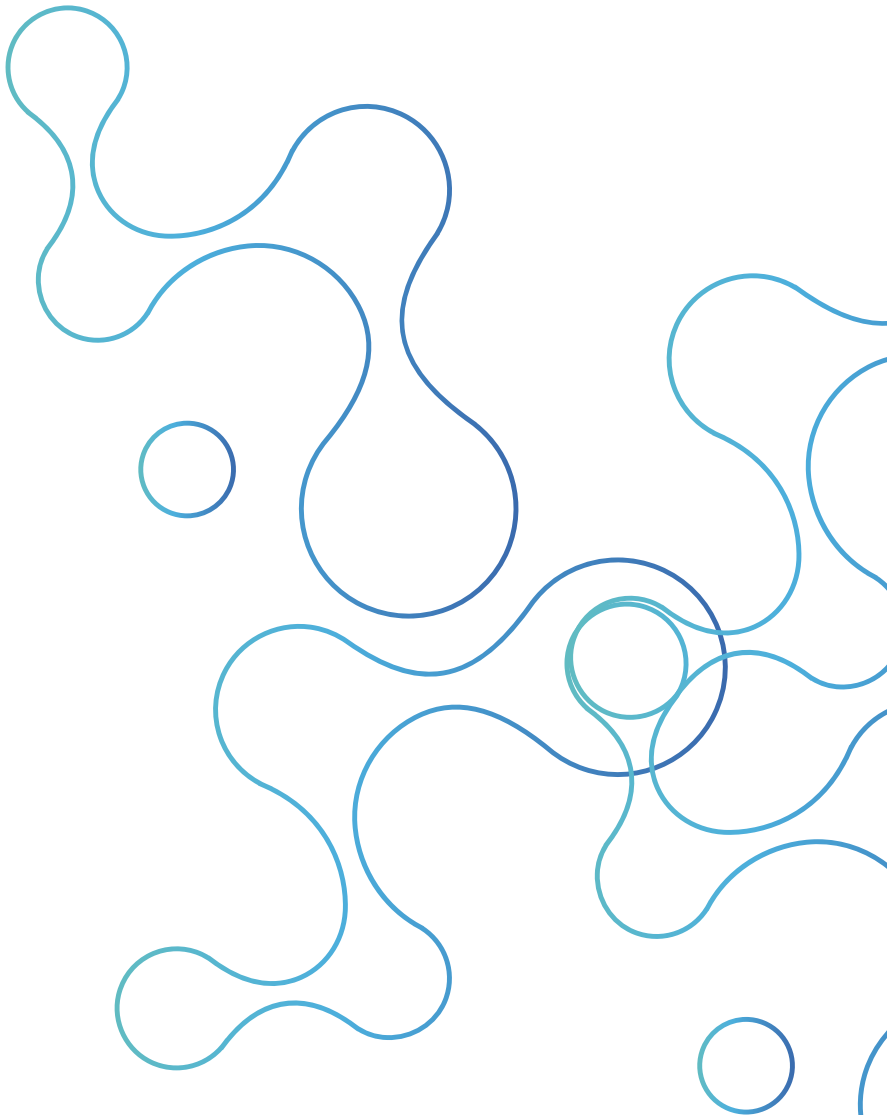
RECYCLED OR REUSED WASTE GRI 306-5

TARGET: 50 tons of recycled waste per year by 2030.

YEAR	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Target tons	50,00	50,00	50,00	50,00	50,00	50,00	50,00	50,00	50,00	50,00	50,00
Actual tons	29,140	29,140	28,590	26,400	69,400	59,910					

Note: Recycled waste includes paper, plastic, glass, metals, and construction waste.

In 2025, the amount of recycled waste totaled 59.9 tons, representing a 13.7% decrease compared to 2024. This variation is associated with the reduction in overall waste generation during the period, reinforcing the effectiveness of source reduction initiatives and process improvement efforts.





Environmental Management GRI 303-1

We promote and replicate good environmental practices across our teams, measuring environmental aspects and impacts as part of our ongoing journey toward ISO 14001 certification. The certification process is currently underway.

In partnership with Associação Fênix and the Environmental Education Center (NEA) of the Jacareí Municipal Department of Environment, we support projects, actions, and community events focused on environmental awareness, particularly among students in local schools.



[Click here to view our Environmental Management](#)

Noise Pollution Prevention GRI 305-1

Following applicable laws and standards, we regularly measure noise and vibration levels generated by our equipment and production processes to ensure safe and healthy conditions. We also conduct periodic environmental noise

assessments around our facilities to minimize impacts on neighboring communities and remain compliant with legal limits.

Air Quality GRI 305-4

We maintain an atmospheric emissions management program that monitors the emission of pollutants from passenger and freight vehicles, diesel-powered equipment, and stationary sources. Our fleet of electric forklifts contributes to the reduction of pollutant emissions during operational activities.

We also conduct sample-based smoke opacity testing using the Ringelmann scale on third-party vehicles that provide services to the company.

In addition, we monitor particulate matter emissions from our boiler, demonstrating the organization's commitment to responsible environmental management, air pollution prevention, and regulatory compliance. This practice provides several benefits that contribute to the sustainable performance of the business, including:

Environmental Impact Control and Reduction

The measurement of particulate emissions enables the assessment of the amount of pollutants released into the atmosphere, allowing the implementation of corrective and preventive actions to reduce impacts on air quality and ecosystems.

Compliance with Environmental Regulations

Emissions monitoring supports compliance with environmental laws and regulatory requirements, minimizing the risk of non-compliance, penalties, and environmental liabilities.

Protection of Human Health

Controlling particulate emissions reduces potential health risks to employees, neighboring communities, and other stakeholders, reinforcing the company's social responsibility.

Continuous Process Improvement

Os resultados obtidos servem como base para The results obtained serve as a basis for optimizing boiler operations, improving fuel combustion efficiency, and enhancing the environmental performance of production processes.

ESG Transparency and Credibility

This practice strengthens environmental governance, increases the transparency of disclosed information, and contributes positively to ESG indicators, sustainability reports, and external evaluations, including customer assessments, audits, and certifications.

Support for Decision-Making and Investments

Reliable emissions data help define priorities, guide investments in emission control technologies, and support the planning of medium- and long-term environmental goals.





Contaminated Site Management GRI 306-3

To prevent soil contamination risks, we maintain a waste management program that ensures control over soil and water impacts. We also work exclusively with licensed waste disposal providers, helping to protect natural resources and maintain environmental compliance.

Hazardous Products

GRI 305-1

Hazardous materials are stored in controlled areas equipped with containment systems and restricted access. Waste classified as hazardous is also disposed of responsibly through environmentally appropriate treatment and disposal methods.

Recognizing our responsibility regarding hazardous product management, we work with a qualified network of licensed and approved stakeholders to ensure proper handling and prevent environmental contamination.

Our employees receive regular training on the handling of hazardous products, ensuring the safety of people and the environment. In the coming year, these training initiatives will be expanded to employees from technical and operational areas who do not necessarily work directly with hazardous materials.



Training Session: Waste Segregation

PILLAR

social





Social Dialogue and Social Development

Private Social Investment GRI 413-1

More than 15,000 people were impacted in the community during 2024 and 2025 through social and cultural campaigns and projects. In 2025 alone, our social reach exceeded 8,500 people, benefiting more than 22 different institutions.

More than R\$270,000 was invested in social responsibility initiatives through incentive laws and company resources during 2024 and 2025. These investments supported projects such as taekwondo and capoeira workshops for approximately 60 children and young people aged 4 to 16 in the Pagador Andrade community in Jacareí (SP), in partnership with Associação Fênix. Participants receive more than 100 hours of annual instruction outside school hours and are monitored throughout the year to track their development and progress.

Through its headquarters in Jacareí (SP), WANA demonstrates a strong commitment to local community development. As the center of our operations, this unit serves as a hub for strategic initiatives that promote education, sports, culture, and social sustainability. Our activities in Jacareí reflect our core values of unity, respect, and social impact, reinforcing a model of growth that seeks a more sustainable future for the region where our history began.

Partners for Sustainability

PARTNER	STATE
Cearc Guiauba	CE
Associação Judô Kan (Guaúba)	CE
Idear - Instituto para o desenvolvimento tecnológico e social	CE
Vila São Cottolengo	GO
Creche Sagrada Família	GO
Instituto dos Raros Christiane Toledo	GO
Abrigo de Idosos São Vicente De Paulo	GO
Associação Pestalozzi de Goiás	GO
Solutech	SP
Municipal Government of Jacareí	SP
NEA - Environmental Education Center	SP
Municipal Department of Environment of Jacareí	SP
Associação Fênix	SP
Associação Guadalupe	SP
Jacarí Rugby	SP
Senai Jacareí	SP
Cepac	SP
Faculdade Anhanguera De Jacareí	SP
Pagador Andrade Residents Association	SP
Lagoa Azul Residents Association	SP
Hospital São Francisco De Assis	SP

15.290 PEOPLE IMPACTED

Through our initiatives during 2024 and 2025



Photo: Jacareí Rugby.

Development and Education

Capoeira Workshops and Ongoing Development

- Aligned with our long-term commitment to the future, we sponsor capoeira workshops for children and young people aged 4 to 16 in the Pagador Andrade neighborhood of Jacareí (SP), where our headquarters office and manufacturing facility are located. In partnership with Associação Fênix, a social assistance civil society organization (CSO) that operates in the region and provides social integration and relationship-building services for children and adolescents in situations of social vulnerability through cultural and sports activities,

this initiative offers more than 100 hours of training per year during after-school hours. The project monitors the performance and development of approximately 40 enrolled students on a monthly basis, representing a direct investment in the future of these young participants. In addition, we support the maintenance of the organization through donations and a fixed monthly contribution that helps cover the workshop's main operational needs, including instructors, educational materials, and snacks.

Sports Education Program and Support for Jacareí Rugby - Through Brazil's Sports Incentive Law, we sponsor Associação Jacareí Rugby, which uses sport as a tool to foster the development of children and young people aged 6 to 18, in both female and male categories. The program serves approximately 900 people annually through enrollment, the promotion of physical activity, and regular training sessions. It also includes intermunicipal and interstate competitions, training programs, and the maintenance of sports education centers in approximately 10 municipal public schools in Jacareí, reinforcing our commitment to unity, discipline, and the social development of young people in the community.

Partnership with Instituto Alpha Lumen - As a way of demonstrating our commitment to and support for education and the future, we opened the doors of our Jacareí (SP) Headquarters to the

Advanced Technology School (EAT) project, a program that provides technological immersion experiences for students from public and private schools affiliated with Instituto Alpha Lumen. Based in São José dos Campos (SP), the institute operates throughout the region and focuses on talented young people in situations of social vulnerability, seeking to transform their futures through educational initiatives and social impact projects.

The technical visit provided an enriching experience for more than 30 high school students from various states across Brazil, giving them the opportunity to learn firsthand about our history, production processes, and Innovation and Technology Center. This partnership, which also engaged volunteer employees as mentors and guides for the project, reflects our commitment to transformative education and positive social impact.



Visit of EAT students from Instituto Alpha Lumen to WANA Headquarters



WANA volunteers during Easter celebrations in the Pagador Andrade community.

Sustainability and Community Engagement

Sustainable Uniform Donation Program - We demonstrated our commitment to sustainability by giving a meaningful and sustainable destination to a large volume of old uniforms bearing the company's previous logo. In partnership with Roupas Descoladas, a project developed by Instituto Alpha Lumen, we supported a sustainable fashion initiative that promotes awareness of responsible consumption and environmental preservation through the exchange and affordable sale of clothing in good condition. The project encourages the reuse of garments, allowing these items to be reintegrated into the community in various ways

without WANA's institutional branding, thereby fostering conscious consumption and reducing waste.

Sustainable Mission in the Community: Easter and Earth Day - Bringing together the celebrations of Easter and Earth Day, we carried out a special initiative in the Pagador Andrade community in Jacareí (SP). In partnership with Associação Fênix, the initiative promoted environmental awareness among students

enrolled in WANA-sponsored workshops through an educational quiz focused on recycling and selective waste collection. In addition to the traditional distribution of Easter chocolates, volunteer employees, known as "Wanlunteers," donated and delivered labeled waste bins for use at the organization's facilities to support proper waste disposal practices, combining joy, knowledge, and the encouragement of sustainable behaviors.



DESAPEGA Campaign: Solidarity and Volunteering - WANA's winter clothing donation campaign, known as DESAPEGA, aims to collect warm clothing while creating a spirit of healthy competition among employees, who are organized into teams and encouraged to donate as many

items as possible. The 2025 edition, held at the company's headquarters and manufacturing facility in Jacareí (SP), exceeded expectations by collecting more than 2,000 items of clothing and blankets. In partnership with the Lagoa Azul Residents' Association, located in an area classified as a Special Zone of Social Interest, the donated items were distributed to approximately 200 families in vulnerable situations. The initiative relied on the participation of volunteer employees, who donated their time and demonstrated the power of unity and solidarity.

Support for CEPAC's Annual Fundraising Dinner - In alignment with our values of respect and social impact, we sponsored the traditional annual fundraising dinner organized by CEPAC (Special Children Association of Companion Parents), a nonprofit organization based in Jacareí (SP) that serves nearly 300 individuals with multiple disabilities and their families through social assistance, special education, and clinical rehabilitation services. The event raised funds to support the continuity and maintenance of CEPAC's programs and services, demonstrating our commitment to some of the most important social causes within our community.



Colaboradores WANA participantes da Campanha Desapega 2025



Community Connection and Local Culture

We reinforced our commitment to innovation and the development of the local ecosystem by sponsoring the first edition of TEDx Jacareí, an independent regional event licensed by TED and an important meeting point for businesses, institutions, and the community. The event promoted the exchange of ideas and inspiration through a free program open to the general public, directly impacting more than 100 participants. Organized in partnership with the Jacareí Cultural Foundation and supported by several public and private sector partners, the event was held at Sala Mário Lago, a cultural venue located in the historic downtown area of Jacareí. The program featured nationally and regionally recognized speakers addressing topics such as sustainability, economics, entrepreneurship, and health.

Under the theme “Today. Tomorrow. Maybe.”, the event encouraged reflection on how present-day decisions can shape the future. Through this partnership, we demonstrated our support for initiatives that foster knowledge sharing, innovation, and cultural development in the Jacareí region.



Health and Well-Being Promotion

Sponsorship of the 4th HSFA Health Walk & Run - As part of our commitment to promoting health and well-being within the community, we sponsored the 4th HSFA Health Walk & Run, organized by Hospital São Francisco de Assis (HSFA), a high-tech philanthropic hospital located in Jacareí (SP). In addition to serving the city of Jacareí, the hospital also provides care to municipalities throughout the Paraíba Valley Metropolitan Region and the Northern Coast of

São Paulo State.

Beyond our financial contribution, we also subsidized registration fees for employees interested in participating in the event, encouraging participation while reinforcing the importance of sports, health, and quality of life. The initiative brought together approximately 1,400 participants and contributes to ensuring that patients battling cancer can receive treatment with efficiency and dignity, demonstrating our commitment to healthcare-related causes in our region.

Environmental Education and Sustainability

Environmental Education and Innovation - We promote the value of sustainability through education and environmental awareness initiatives. In partnership with SENAI Jacareí (SP), a technical and vocational education institution that is part of one of the world's five largest professional education networks and the largest in Latin America, we delivered a lecture entitled “Eco-Inspiration” to approximately 250 students enrolled in various technical programs. The presentation addressed important topics related to a sustainable future.

Sustainable Education

Through the IMPROVE Program (APERFEIÇOAR), we provide training on a variety of behavioral and technical topics, including environmental management, to all employees and service providers, with the objective of encouraging the adoption of sustainable behaviors.

Through the WANA SOCIAL Program and the

participation of volunteer employees who are members of the Environmental Multipliers Program, we engage with members of civil society, including school-age children and youth, as well as teachers, tutors, and educators from public and private schools located near WANA facilities. Through educational outreach activities, we address environmental topics such as waste management and natural resource conservation.

- In celebration of Earth Day (April 22), a date established to encourage reflection on how human actions affect life on our planet, we brought together volunteer members of our Environmental Multipliers Team to share knowledge with local students and WANA employees in Jacareí (SP). The initiative highlighted the urgency of protecting natural resources and balancing our interactions with nature, emphasizing the importance of recycling, ecosystem conservation, and pollution reduction.

- We also mobilized members of the Environmental Multipliers Team to conduct environmental education volunteer activities in partnership with the Pagador Andrade Elementary and High School, located near WANA's headquarters in Jacareí (SP). Through practical, interactive, and educational question-and-answer games, approximately 130 students learned about environmental topics, with a focus on positive behaviors related to electricity consumption, water conservation, and recycling. Divided into teams and phases involving both group and individual challenges, the activity sought to increase environmental awareness and encourage children and young people to identify opportunities to adopt responsible consumption practices both at school and at home with their families



SENAI Ideas Challenge: Connecting Industry to the Future - We were one of the supporting companies of the SENAI Ideas Challenge, an initiative designed to stimulate creativity, innovation, and entrepreneurship among students in Jacareí (SP). Representing the industrial sector, we presented real-world challenges to six student teams, who had the opportunity to visit our facilities and gain a firsthand understanding of our operations. This experience enabled them to collaboratively develop innovative solutions to specific challenges proposed by WANA. Our employees acted as mentors throughout the program, closely supporting the teams and providing technical guidance during the challenge period. At the conclusion of the project, the team with the best idea, as evaluated according to the institution's regulations and by a judging panel composed of representatives from both SENAI and WANA, received an award in recognition of their effort, creativity, and achievement.

Sustainability Workshops - Additionally, in partnership with Associação Fênix and the Environmental Education Center (NEA) of



Alunos participantes do Desafio de Ideias do SENAI em visita à WANA

Jacareí, a municipal department responsible for implementing environmental education policies and promoting sustainability, we organized sustainability workshops in the Pagador Andrade community, located near WANA's facilities. The Earth Paint (Geotinta) and Recycled Paper workshops provided approximately eight hours of

training for local children, encouraging learning about proper waste disposal and material reuse practices. Through education and hands-on activities, these initiatives generated a positive social impact by fostering environmental awareness and sustainability knowledge among participants.

Support for Local Communities and Corporate Volunteering in Goiás

The presence of the WANA Goiânia Unit is a strategic pillar of our operations, positioning the company at the heart of Brazil's agribusiness sector. As a center for production, innovation, and industrial sustainability, the unit contributes directly to the local economy by generating jobs and strengthening the regional value chain. Beyond this, our presence in one of the country's most dynamic regions enables us to create shared value and strengthen our ties with society, reaffirming our role as an agent of social and economic transformation.

Local Impact - Aligned with our commitment to promoting social impact and fostering unity within the communities where we operate in Goiânia and the surrounding region, we carried out a significant cleaning products donation campaign. We recognize the vital role played by local institutions that provide support and dignity to vulnerable groups, and this initiative was designed to strengthen the ongoing work of these organizations.

In volunteer initiatives that exemplify our value of respect, we donated approximately 800 liters of detergent to several partner institutions in Goiânia and the surrounding region. The donations benefited the Goiás State Association of People with Physical Disabilities, the São Paulo Apóstolo Rehabilitation Center, the Goiás Association of Women with



Hearing Disabilities and Deaf Women, the Copiosa Redenção Sisters Convent, the Archdiocese of Goiânia (Pastoral Ministry of Welcoming), the Congregation of the Most Holy Redeemer, the Riviera Evangelical Christian Church, and CEVAM (Center for the Empowerment of Women).

Part of our team actively participated in delivering the donated materials, gaining firsthand insight into the work carried out by each organization. Through volunteering, they had the opportunity to support institutions serving people with physical and hearing disabilities, rehabilitation centers, religious congregations, and social assistance organizations. This experience strengthened our connection with the community while fostering a greater sense of purpose and unity among team members.

The donation of essential cleaning products directly benefited approximately 1,000 people, helping to maintain health, hygiene, and well-being within the supported institutions. Through the involvement of our employees, we reinforced our role as an agent of social transformation, demonstrating that sustainability extends beyond our internal processes to include the support and care we provide to the communities in which we operate.

Incentive for Arts and Culture: Arte e Movimento Project - We believe in the transformative power of culture and the arts as tools for inclusion and human development, and this belief is reflected in our support for initiatives that value talent and promote new experiences for local young talents. We supported the cultural project Arte e Movimento, with the objective of encouraging the participation of artists from Goiás. Our financial support was directed toward covering the accommodation expenses of participants

from Goiânia in Florianópolis (SC), enabling them to take part in an exchange experience focused on learning and artistic expression. The initiative allowed local talents to connect with a broader network of artists and cultural projects, expanding their horizons and strengthening Goiânia's cultural scene. This initiative reinforces our commitment to community and cultural development through the promotion of local art.



Supporting Vila São Cottolengo: Social Sustainability and Unity in Action - Through our AGROWAN brand, which represents WANA's agribusiness operations and is produced at the Goiânia Unit, we reinforced our commitment to the community of Goiás by supporting Vila São Cottolengo during the traditional Romaria do Divino Pai Eterno pilgrimage in Trindade. The event, which annually gathers millions of devotees, provides an opportunity to demonstrate our support for one of the most important philanthropic institutions in the state.

For the second consecutive year, we supported the Vila São Cottolengo booth. The institution

performs highly relevant social work, providing long-term housing and care for approximately 300 patients with multiple disabilities. Our strategic support was directed toward strengthening the "Nossa Providência é Você 2025" campaign, which is essential for raising funds to maintain and continue the services provided by the institution. This partnership exemplifies the collaboration between the corporate sector and nonprofit organizations, demonstrating how cooperation can generate significant and sustainable social impact. By associating the AGROWAN brand with such an important cause, we reinforce our values and contribute to improving the quality of life of hundreds of people, showing that corporate sustainability is translated into concrete actions of solidarity.

Presence and Social Impact of the WANA Guaiúba Unit (CE) - Being part of the Guaiúba community in Ceará through our production unit strategically located in the city's Industrial Chemical Complex reinforces our commitment to local development through initiatives that combine education, culture, and professional training for sustainable growth.

Encouraging Education and Future Generations: Partnership with ETEC José Ivanilton Nocrato - Guided by respect and a commitment to a sustainable future, we participated in the Course Fair at ETEC José Ivanilton Nocrato in Guaiúba (CE). The initiative sought to connect students' theoretical knowledge, particularly those enrolled in the Chemistry program, with the realities of the labor market. Through a practical approach, our professionals demonstrated how academic concepts are applied in the daily operations of industry, inspiring students and reinforcing the

importance of technical education for regional development.

Professional Development for the Future: Conexão Jovem Program in Partnership with CEARC - We believe that investing in knowledge is the foundation of development and community unity. For this reason, in partnership with the Educational Center for Arts and Culture (CEARC), we supported the training program "Conexão Jovem: Entrepreneurial Minds." Aiming to transform and strengthen our community, the initiative provided nearly 100 hours of in-person training, focusing on entrepreneurship, leadership, and professional skills.

The participation of our employees as volunteers, sharing their extensive experience in management and industry, was essential in enriching the program and providing young participants with practical and direct insights into the corporate world. The initiative reinforces our commitment to social impact and our role as agents of transformation through education.

Support for Culture and Community Unity: Sponsorship of Guaiúba Junino 2025 - We demonstrated our respect for local culture and our commitment to community unity by supporting Guaiúba Junino 2025, one of the city's most important cultural events. In partnership with the Department of Culture and Youth of the Municipality of Guaiúba, we provided support for the structure and operation of the event. Our sponsorship optimized the event's organizational resources and contributed to the success of an event that attracted approximately 6,000 people



in just two days. This initiative reinforces our belief in the power of culture as a tool for social integration and demonstrates our commitment to supporting the sustainable development of the community.

Technological and Social Tea (Partnership with Instituto Idear): Citizenship and Quality of Life for Older Adults - We recognize that respect for older adults involves promoting autonomy and social reintegration. Therefore, in 2024 and 2025, WANA supported the “Technological and Social Tea” project, carried out by Instituto Idear in partnership with municipal and state councils. The project offered an innovative methodology that was completely free of charge for participants aged 60 and over.

Participants receive a complete kit including a tablet, internet access, and adapted educational materials. Through online classes and live sessions, they learn everything from



the basic use of smartphones and service applications (such as banking, transportation, and shopping apps) to courses focused on cognitive development and new skills, including digital photography and financial education. With WANA's support through tax incentive legislation, the project helped benefit approximately 1,100 people. The initiative has already reached 22 municipalities in the state of Ceará, promoting social interaction and helping combat digital isolation among older adults

Programming and Learning (Partnership with Instituto Idear): Education and Training for the Future - Sustainability is directly linked to preparing future generations. Through the “Programming and Learning” project, we invest in the development of young people aged 8 to 17 who are in situations of social vulnerability, connecting them with

the skills demanded by today's labor market. Aligned with Brazil's National Common Curricular Base (BNCC), the program offers courses in Programming Logic, Robotics, Game Development, and Application Development. In addition to technical content, the project addresses essential topics such as Digital Ethics, Environmental Awareness, and Future Careers. It represents the integration of technical knowledge with human development.

Implemented through tax incentive mechanisms, the project reached approximately 819 young people at the municipal level and 429 at the state level over the last two years, expanding to municipalities such as Maracanaú, Fortaleza, and Itapipoca. By supporting this initiative, we fulfill our role in encouraging student leadership and preparing talented young people to become the innovators of tomorrow.





Presence and Social Impact of the WANA Juazeirinho Unit (PB) - The WANA Unit in Juazeirinho, Paraíba, reinforces our commitment to regional development, particularly in strategic areas such as technology and education. Our objective is to connect industry with academia and the local community in order to generate shared value and promote sustainable growth.

Support for Innovation and the Oil & Gas Sector: Sponsorship of ENAHPE 2025 - We reaffirmed our expertise and commitment to scientific and technological development by supporting ENAHPE (National Meeting on Oil and Gas Well Construction). Held at the Federal University of Campina Grande, this biennial event serves as an important meeting point for researchers, professors, and industry professionals. Our participation in ENAHPE is strategic and demonstrates our commitment to knowledge and innovation, strengthening ties with the academic community and exploring market opportunities in a region where our Juazeirinho Unit already operates.

Connecting Education with Industrial Practice: Opening Our Doors to UEPB -In celebration of Education Week (April 28), we welcomed students and professors from the Industrial Chemistry program of the State University of Paraíba (UEPB) to our facility. The objective was to strengthen the connection between academic theory and industrial practice. This experience provided valuable exchanges of knowledge and allowed students to connect classroom learning with the realities of industry. With excellence and transparency, we reaffirmed our commitment to social impact through knowledge sharing, contributing to the education of a new generation of professionals.

Encouraging Sports and Youth Leadership in Juazeirinho - Aligned with our commitment to respect and community engagement, we believe that sports are a powerful tool for education and development. For this reason, we supported the 2025 School Games in partnership with the Juazeirinho Department of Education. Our sponsorship made it possible to produce uniforms for the event's organizing team, including teachers, coordinators, volunteers, and members of the technical committee.

This support contributed to the promotion of student leadership and participation in sports, intellectual, and digital activities, including checkers, futsal, boleada, running, long jump, and digital games. By supporting the School Games, we contributed to the development of young athletes and students, promoting values such as teamwork, discipline, and leadership. We serve as an agent of social impact by investing in a more engaged and healthier generation in Juazeirinho.



UEPB visit to WANA Juazeirinho.





Dialogue and Engagement with Stakeholders

GRI 102-43

The company maintains a structured process of dialogue and engagement with its stakeholders, based on a strategic corporate communication plan developed from the organization's strategic planning and business pillars. This plan is discussed, validated, and updated annually through an integrated effort involving the Communication, ESG, Human Resources, Quality, Environment, Health, and Safety departments, ensuring alignment between strategy, corporate priorities, and the expectations of both internal and external audiences.

Some of our communication channels with internal and external stakeholders include:

- Internal communication (intranet, e-mail, bulletin boards)
- Employee climate surveys
- Customer satisfaction surveys
- Supplier meetings and workshops
- SIPATMA and educational campaigns
- Ethics Hotline and Ombudsman Channel
- Social projects and community initiatives

Communication activities are carried out systematically and continuously through both internal and external channels, focusing on transparency, clarity of information, and strengthening stakeholder relationships. Topics covered include social initiatives, personnel changes, organizational culture, business-related campaigns, institutional announcements, newsletters, and other relevant matters for stakeholders.

This engagement model contributes to building trust, aligning expectations, and incorporating stakeholder perceptions into the continuous improvement of organizational practices.

Our stakeholders:

- Employees
- Shareholders
- Civil Society Organizations (CSOs)
- Regulatory Bodies
- Public Authorities
- Customers
- Partners
- Suppliers
- Communities

Social Impact

GRI 413-2

We encourage employees to participate in social programs within local communities through an institutional volunteering program that creates opportunities to strengthen the relationship between the company and the community while engaging our teams in socio-environmental causes and projects relevant to the areas where we operate.

In 2024, 32 employees (13% of our workforce) participated as volunteers in social initiatives organized by the company, representing a 15% increase. In 2025, the number of volunteers rose to 41 employees, representing an increase of nearly 28% compared to the previous year.



WANA volunteers during the Christmas community initiative in the Pagador Andrade neighborhood.



Human Rights

Respect for Human Rights

GRI 410-1

Through the IMPROVE Program (APERFEIÇOAR), the company promotes annual training sessions for employees at all levels and functions, addressing key topics related to human rights, employer-employee relations, and the prevention and combat of moral and sexual harassment. These initiatives aim to raise awareness, provide continuous training, and reinforce employee knowledge, often taking place during SIPATMA (Internal Week for Accident Prevention and Environment).

In addition to these training initiatives, WANA has established Human Rights and Human Resources Policies, as well as a Health, Safety, and Quality of Life Policy, which guide practices aimed at promoting a safe, respectful, inclusive, and healthy work environment. These policies reinforce the company's commitment to human dignity, equitable relationships, and employee well-being.

During 2025, 77.3% of leadership personnel participated in specific training sessions focused on the prevention and management of moral and sexual harassment, strengthening the role of leaders in promoting ethical behavior and preventing social risks in the workplace.

Leadership team participating in the Performance Evaluation Workshop.



2025, 77,3% of leadership participated in specific training programs

Additionally, through SIPATMA, 53% of employees received training in 2025 on topics related to harassment prevention, human rights, and ethical conduct, expanding awareness and reinforcing good internal practices.

The company also supports and encourages initiatives that promote attitudes and behaviors aligned with respect for human rights, applying these principles continuously in its institutional and business relationships, including interactions with suppliers, always guided by the Supplier Code of Ethics and Conduct and the Sustainable Procurement Policy.

Combating Forced or Compulsory Labor and Child Labor

GRI 408-1

Our supply chain management is aligned with our Code of Ethics and Conduct, reinforcing commitments related to social and environmental responsibility, integrity, and risk prevention. For all suppliers, we communicate and provide the Supplier Code of Ethics together with every purchase order issued, reinforcing clauses related to ethics, safety, social responsibility, and ESG criteria (Environmental, Social, and Governance).

We periodically conduct audits of our suppliers to verify the accuracy of the information they provide, particularly regarding ESG impacts. In

2024 and 2025, a total of 12 supplier audits were conducted, already incorporating sustainability-related impacts into the evaluation process.

Through these measures, we seek to prevent risks such as child labor, modern slavery, unsafe working conditions, and other non-compliant practices. In addition, we maintain a Sustainable Procurement Policy that guides our activities in this area and ensures that all employees involved receive appropriate training.

To further strengthen our responsible approach to supply chain management, we have implemented an Ethics Hotline on our website, enabling third parties and suppliers, as well as employees, to report inappropriate or suspicious practices.



[Click here to access the WANA Ethics Hotline.](#)



Diversity, Equity and Inclusion

Diversity, Equity and Inclusion Policies and Practices

GRI 405-2 GRI 405-1

We establish, communicate, encourage, implement, and uphold diversity and equity policies and practices, and we actively work to build and maintain a culture of inclusion. This effort is supported by the work of the ESG Committee, which is responsible for ensuring that these principles are observed across all areas of the company's relationships and operations.

Workforce Profile WANA Group 2025:

221 people



65%
men



35%
women

Average
tenure in 2025:
6 years

18% of our
employees are
aged 50+

38% of
leadership
positions are
held by women

1,84% of
employees are
people with
disabilities



Gender Distribution (2024 x 2025)

Gender	% IN 2024	Qty. 2024	% IN 2025	Qty. 2025
	31%	63	35%	78
	69%	140	65%	143
Total	100%	203	100%	221

Analysis of Gender Distribution – 2024 x 2025

- Between 2024 and 2025, the total workforce increased from 203 to 221 employees, representing growth of 8.9% during the period. This growth was accompanied by a significant change in the gender composition of the workforce, with a substantial increase in female representation.

In 2024, women represented 31% of employees, totaling 63 employees, while men represented 69%, totaling 140 employees. In 2025, women's participation increased to 35%, reaching 78 employees, while men's participation decreased proportionally to 65%, despite increasing in absolute numbers to 143 employees.

The most significant result was the 23.8% increase in the number of women employees, considerably higher than the 2.1% growth among men. This indicates that most of the workforce expansion was driven by the hiring of women, reflecting consistent progress toward a more balanced gender composition.

Generational Distribution (2024 x 2025)

Generation	Qty. 2024	% IN 2024	Qty. 2025	% IN 2025
Baby Boomers	2	1,00%	2	0,90%
Generation X	49	24,40%	46	20,90%
Generation Y	107	53,20%	115	52,30%
Generation Z	43	21,40%	57	25,90%
Total	201	100%	220	100%

Analysis of Generational Distribution – 2024 x 2025

- Between 2024 and 2025, the workforce increased from 201 to 220 employees, representing a total growth of 9.5% during the period, accompanied by a significant change in the organization's generational profile.

In 2024, the workforce was predominantly composed of Generation Y, which accounted for 53.2% of the total workforce (107 employees), followed by Generation X, representing 24.4% (49 employees), and Generation Z, representing 21.4% (43 employees). Baby Boomers accounted for 1.0% of the workforce (2 employees).

In 2025, Generation Y maintained its position as the largest group, representing 52.3% of the workforce (115 employees). Although its proportional participation declined slightly by 0.9 percentage points, the group still recorded an absolute increase of 7.5% in headcount. Generation Z increased its share to 25.9% of the workforce (57 employees), becoming the group with the highest growth during the period, both in absolute terms (+14 employees) and relative terms (+32.6%).

In contrast, Generation X experienced the largest decline, with a 6.1% reduction in headcount (from 49 to 46 employees) and a significant decrease of 3.5 percentage points in overall workforce participation, falling from 24.4% in 2024 to 20.9% in 2025. Baby Boomers remained stable in absolute terms, with 2 employees in both years; however, their proportional participation decreased slightly from 1.0% to 0.9% due to the overall growth of the workforce.



Labor Relations and Practices

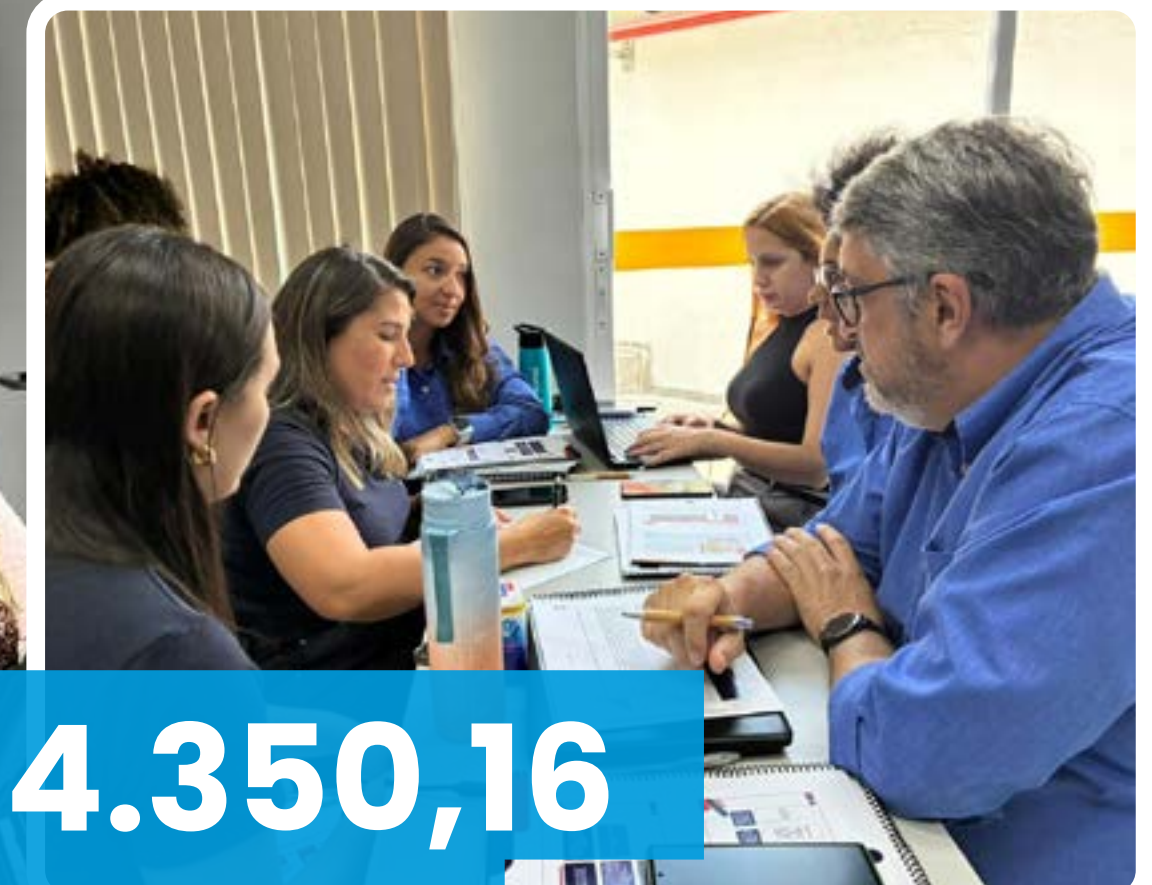
Professional Development GRI 404-1

Through the **POTENCIALIZE** Program, we develop and implement training and development initiatives focused on behavioral competencies, particularly people management, to support the personal and professional growth of the company's entire leadership team. We also implement, communicate, train, and monitor the **PERFORMANCE** Program, which regularly evaluates managers' performance, as well as the Performance Evaluation process aimed at the holistic development of all employees.

During 2025, three leadership-focused training programs were conducted, achieving an average participation rate of 63.7%. Considering unique participation per employee, 78.6% of leaders received training at least once throughout the year.

We encourage continuous development and education through the educational assistance benefit offered under the WANTAGENS Program,

in accordance with the standard procedures established by the Human Resources department. In addition, in 2025, we created a specific Educational Subsidy Policy to professionalize and strengthen our governance practices. We also engage with communities in the locations where WANA operates through actions and initiatives designed to develop skills and prepare individuals for entry into the labor market.



4.350,16
Training
Hours in
2025





Occupational Health and Safety

GRI 404-1

The Health, Safety, and Quality of Life Policy guides the company, ensuring an occupational health and safety management system based on nationally and internationally recognized standards. We maintain risk management practices that enable us to anticipate and respond to emergencies and crises, as well as health and safety committees and forums such as the Internal Commission for Accident and Harassment Prevention (CIPAA) and SIPATMA (Internal Week for Workplace Accident Prevention and Environment).

We follow a training plan that includes employees performing high-risk activities, ensuring qualification through specific training programs in accordance with the applicable Regulatory Standards (NRs). We also require third parties to provide evidence of mandatory training for activities involving specific requirements, such as working at heights and in confined spaces.

We monitor the acquisition and availability of Personal Protective Equipment (PPE) and require its use in accordance with established regulations. WANA also monitors the safety practices of service providers, ensuring compliance with legal requirements, PPE usage, and contracting criteria.

During 2024 and 2025, a total of six low-severity occupational accidents resulting in leave were recorded. None of these accidents resulted in permanent disability or loss of work capacity.

Quality of Life

GRI 404-1

In addition to maintaining a Health, Safety, and Quality of Life Policy, we offer a variety of benefits aimed at promoting employee health and well-being. In 2025 alone, 19 initiatives focused on health, well-being, and quality of life were carried out.

Mental Health and Quality of Life Benefits:

► Internal Psychological Support: Services provided by the company psychologist (in person at headquarters and online for other units), available for listening, support, and referrals when necessary.

► Referral for External Care: Employees may schedule an appointment with the company psychologist and, when appropriate, be referred for psychological or psychiatric care through the company health insurance plan.

► Online Psychological Support through the Health Plan: Through the Conexa and Psicologia Viva platforms, employees have access to specialized psychologists in a secure, flexible, and fully online format.

► WELLHUB: Access to gyms, fitness studios, meditation applications, relaxation techniques, and physical activities that help reduce stress and improve well-being.

► Workplace Exercise Program: Weekly active breaks that contribute to relaxation, improved concentration, and prevention of physical strain, implemented across all company areas.



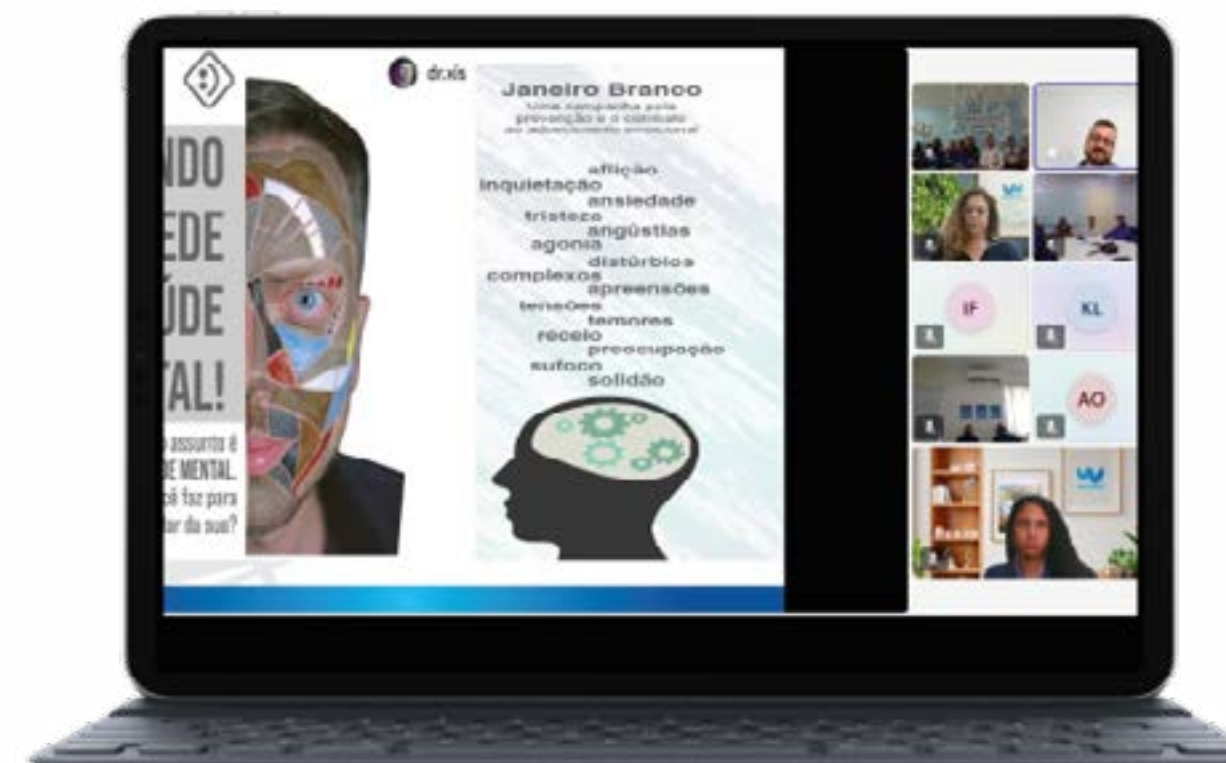
Lecture on the "Blue November" campaign.



Health Mapping Program for WANA employees.



Health and well-being initiatives in production areas.



White January campaign lectures with participation from all units.



Internal dengue prevention campaign with repellent distribution.

► Health Dialogues: Discussion circles and lectures addressing emotional health, self-care, and work-life balance.

► Quality of Life Program: A set of ongoing initiatives aimed at maintaining a healthy, safe, and welcoming work environment. Activities include healthy eating initiatives, awareness campaigns such as White January, Yellow September, Pink October, and Blue November, and actions focused on movement, balance, self-care, and healthy habits.

► SESI Partnership: WANA maintains a partnership with SESI, providing employees and their families access to facilities and services such as clubs and fitness centers, supporting the WANA Health and Well-Being Program.

Freedom of Association - GRI 407-1

We promote and support meetings and collective bargaining agreements and maintain union representation among employees through the Chemical Workers Union headquartered in São José dos Campos. Employees are free to join and participate in union activities.

Compensation and Benefits Policy - GRI 405-3

We adopt equitable compensation and benefits practices for all professionals, with salary structures aligned with career progression plans. To remain updated with market trends, we conduct benchmarking using recognized platforms such as Glassdoor, Catho, and Salário BR.

Additional Benefits

- Profit Sharing (PLR): Annual recognition based on company results and team performance.
- Salary Bonus: Recognition for dedication, commitment, and quality of work delivered.
- Emergency Brigade Bonus: Additional compensation for members of the emergency response brigade.
- Meal Allowance: Healthy eating is essential for the health and productivity of our teams. For this reason, we provide on-site meals through our partnership with SAPORE, as well as the CAJU meal allowance card (with no payroll deduction), which can be used at a wide network of establishments.
- Company-Provided Transportation: Transportation by chartered van, with no payroll deduction, is one of the benefits designed to improve employees' daily routines by facilitating their commute and reflecting our commitment to the well-being of our teams.
- Multi-Benefit Card: A credit card with direct payroll deduction and a broad accredited network. It provides employees with an excellent opportunity to manage their expenses more effectively while

taking advantage of additional benefits.

- Christmas Card: As the end of the year approaches, this benefit is intended to help cover expenses related to holiday celebrations.
- Toy Card: A benefit granted to employees' children up to 12 years of age, designed to provide moments of joy and fun during the Christmas season.
- Birthday Day Off: We grant all employees an additional day off on their birthday.
- Life Insurance: As part of our commitment to everyone's well-being, this benefit, which is 100% funded by the company, aims to provide greater security and peace of mind for employees and their families by covering a variety of unforeseen situations.
- Health Insurance: All employees, including apprentices and interns, have access to a medical insurance plan with no payroll deduction, paying only the applicable co-payment. This benefit is essential to ensuring that our employees and their families have the support they need to take care of their health.
- Dental Insurance: Access to consultations, preventive care, and treatments delivered by qualified professionals, ensuring oral health for employees and their families.
- Childcare Assistance: This benefit helps cover daycare and preschool expenses, providing better conditions for employees' children while their parents are at work.
- Educational Subsidy and Partnerships with Educational Institutions: WANA maintains an Educational Subsidy Policy available to all

employees, under which the company may cover up to 70% of tuition costs. In addition, we maintain partnerships with several higher education institutions, language schools, and vocational training institutions focused on industry, including SENAI.



Promotion of Responsibility

Relationships with Consumers, Customers and Suppliers

GRI 416 GRI-204-1

We provide direct communication channels for our customers, publicized through the company's external communication platforms. Customers can contact us through sales representatives, an exclusive WhatsApp number, the commercial team's email, the corporate website, and WANA's social media profiles.

Customer Satisfaction Survey

To assess customer satisfaction with our products and after-sales services and to provide insight for improvement initiatives, WANA conducts an annual survey among its active customer base. The survey uses a qualitative and quantitative methodology, combined with a personalized and proactive approach through telephone calls, WhatsApp, and email, segmenting customers by size and region.

With the primary objective of understanding how customers perceive the brand, identifying strengths and areas for improvement, and gaining insights into how to increase customer satisfaction,

since 2022 the survey has been structured around two key pillars: NPS (Net Promoter Score) and Favorability.

NPS is a tool used to measure customer satisfaction and loyalty. Through the question: "How likely are you to recommend WANA to others?" we seek to evaluate brand awareness and customer perception of our attributes. Respondents assign a score on a scale from 0 to 10, where: (0 would never recommend and 10 would definitely recommend), based on the rating they consider most appropriate.

Customers are then classified into three categories:

1. Scores of 0 to 6 – Detractors: Critical customers who may share negative opinions about the company, potentially impacting the brand's reputation.

2. Scores of 7 to 8 – Passives: Customers who are satisfied but not sufficiently enthusiastic to recommend the company. Their loyalty is less stable, and they can be easily attracted by competitors.

3. Scores of 9 to 10 – Promoters: Enthusiastic customers who actively recommend the company to friends and colleagues, contributing to WANA's growth and positive reputation.

Excellence Zone (75 to 100): The highest level of performance, reflecting outstanding customer service and the ability to convert and retain customers as promoters of the brand.

Quality Zone (51 to 75): A comfortable performance range indicating a solid level of customer satisfaction.

Improvement Zone (0 to 50): A transitional range that indicates opportunities for improvement and development.

Critical Zone (-100 to 0): An urgent situation that may result in customer loss and negative word-of-mouth among customers.

Favorability

Favorability is calculated based on the proportion of favorable responses and is measured using a five-level rating scale.

In 2024 and 2025, WANA remained in the Excellence Zone, maintaining its customer evaluation scores for products and services delivered in the previous year under both methodologies and measurement approaches used.

This initiative is part of a broader program designed to promote the continuous improvement of our processes and products, while also supporting the strengthening of the WANA brand and enhancing our relationship with customers.

Relationship with Suppliers GRI 416 GRI-204-1

We develop, establish, communicate, and comply with supplier relationship policies designed to facilitate engagement among stakeholders. The Supplier Code of Ethics and Conduct is available on the company's website and is also provided to all suppliers together with each purchase order issued by the company.



[Click here to access our Policies and Guidelines Center.](#)





PILLAR

GOVERNANCE





Corporate Governance



Executive Leadership Team during the 2025 Strategic Planning Session.

Over the past year, we made significant progress in strengthening our Corporate Governance structure through the review and restructuring of its composition, as well as updating the organizational chart to ensure greater clarity regarding roles, responsibilities, and decision-making processes. We also initiated the implementation of an Advisory Board, a project that remains in progress. We continued reviewing and improving the WANA Code of Ethics and Conduct, promoting awareness initiatives among all employees to reinforce behaviors aligned with our values, ethical principles, and institutional guidelines. In 2025, 73% of employees received training on the Code of Ethics and Conduct. Within the Governance Committee, we held regular meetings between shareholders and senior leadership, focusing on preserving sound management practices, ensuring compliance with

In 2025, **73%** of employees were trained on the **Code of Ethics and Conduct**

internal policies, and incorporating sustainability criteria into projects and strategic decisions. We also reviewed, structured, and implemented policies, guidelines, practices, and formal procedures, accompanied by communication and training actions designed to consistently disseminate our organizational culture and business model. As part of our commitment to integrity and legal compliance, we maintain the WANA Ethics Hotline, operated in partnership with Contato Seguro, in accordance with Law No. 14,457/22. The technological solution adopted ensures confidentiality, integrated case management, and alignment with the organization's needs. To ensure the continuous improvement of processes, controls, and deliverables, we rely on external and independent consulting and auditing firms, which contribute technical analyses, recommendations, and risk assessments. Information and results derived from audit and governance processes are reported through this Sustainability Report, including relevant data, goals, and indicators related to the company's ESG performance and impacts.

Purpose and Strategy Regarding Sustainability GRI 102-14, 102-15

In 2025, 73% of employees were trained on the Code of Ethics and Conduct.

Sustainability is integrated across the organization's strategic planning process, guiding decisions, priorities, and the management of risks and opportunities. In this context, we identify and analyze risks considering both the internal environment and external stakeholders through tools such as SWOT analysis, risk and opportunity assessments, and contextual analysis.

The principles of sustainability are embedded in the organization's mission, vision, and values, reinforcing our commitment to generating long-term value and conducting business responsibly. As a reference framework for identifying, integrating, and monitoring material topics, we adopt the United Nations Sustainable Development Goals (SDGs) and the 2030 Agenda. These frameworks guide our strategic actions, support priority-setting, and assist in monitoring environmental, social, and governance impacts, ensuring alignment between corporate strategy, operational practices, and stakeholder expectations.

SDGs Addressed by WANA





Business Conduct

Compliance and Integrity Program Related to Sustainability

GRI205-2

Ethics Hotline - The company provides an independent Ethics Hotline, available 24 hours a day, seven days a week, and accessible to employees, third parties, customers, community members, and other stakeholders. This channel is an integral part of our strategy to strengthen ethics, transparency, and continuous dialogue. We maintain an open communication policy, systematically reinforced through training programs and internal initiatives, encouraging questions, requests for guidance, and potential concerns to be addressed in a responsible and secure manner. We have a complaint management procedure that is reviewed and updated whenever necessary, thereby ensuring the integrity of the program.

In 2025, a total of 36 reports were received and addressed, originating from different departments and operating units of the company, demonstrating the trust, credibility, and effectiveness of this mechanism. Cases deemed relevant are reported to the Ethics Committee, External Legal Counsel, and the Executive Board. This monitoring process is carried out through periodic reports and the disclosure of Compliance indicators, ensuring



traceability, transparency, and informed decision-making.

The Ethics Committee is responsible for analyzing and investigating reported cases in conjunction with Legal Counsel, always in accordance with the guidelines established in the Code of Ethics and Conduct. Consolidated information regarding complaints and reports is regularly presented to the company's governance bodies, reinforcing our commitment to corporate integrity.

REPORT CLASSIFICATION

Of the 36 reports received through the Ethics Hotline in 2025:

- **56%** were considered not applicable to the hotline
- **8%** were classified as unfounded
- **6%** had inconclusive results.
- **28%** were concluded as substantiated
- **3%** were still under investigation at year-end

We launched our new Ethics Hotline platform in July 2024, and as a result of the implementation period, only two reports were received that year, of which one was deemed not applicable to the hotline and one was concluded to be unsubstantiated.

The performance of the Whistleblowing Channel in 2025 demonstrates significant progress in **corporate governance**, with the strengthening of the **ethical culture**, increased **trust among internal stakeholders**, and greater adherence to compliance and human rights best practices. This indicator reinforces the company's commitment to transparency, risk prevention, and the continuous improvement of internal processes.

Practices to Combat Unfair Competition (Antitrust)

(GRI 206-1)

The company adopts practices based on free competition, ethical business conduct, and compliance with applicable legislation, rejecting any form of anti-competitive behavior, unfair competition, or monopolistic practices. These principles are formalized in the Code of Ethics and Conduct, applicable to all employees and leaders, as well as in the Supplier and Business Partner Code of Ethics and Conduct and other internal policies that guide responsible and transparent conduct in institutional and commercial relationships.



[Click here to access our POLICIES AND GUIDELINES CENTER](#)

As part of risk prevention and mitigation efforts, the company conducts awareness and training activities focused on ethics, compliance, and fair competition practices. It also provides an Ethics Hotline for receiving reports, ensuring anonymity, confidentiality, and appropriate investigation of all cases. During the reporting period, there were no legal actions, administrative proceedings, or sanctions related to anti-competitive, antitrust, or monopoly practices.



Stakeholder Engagement

GRI 102-40, 102-42, 102-43

The company maintains a structured process of dialogue and engagement with its stakeholders based on a strategic corporate communication plan derived from its strategic planning process and business pillars. This plan is discussed, validated, and updated annually in an integrated manner by the Communication, ESG, Human Resources, Quality, Environment, Health, and Safety departments, ensuring alignment between strategy, corporate priorities, and stakeholder expectations.

Some of Our Communication Channels with

Internal and External Stakeholders:

- Internal communication (intranet, email, bulletin boards))
- Employee climate surveys
- Customer satisfaction surveys
- Supplier meetings and workshops
- SIPATMA and educational campaigns
- Ethics Hotline and Ombudsman Channel
- Social projects and community initiatives

Communication activities are conducted systematically and continuously through

both internal and external channels, focusing on transparency, clarity of information, and strengthening stakeholder relationships. Topics addressed include social initiatives, personnel movements, organizational culture, business-related campaigns, institutional communications, newsletters, and other matters relevant to stakeholders. This engagement model contributes to building trust, aligning expectations, and incorporating stakeholder perceptions into the continuous improvement of organizational practices.

Our Stakeholders:

- Employees
- Shareholders
- Civil Society Organizations (CSOs)
- Regulatory Bodies
- Public Authorities
- Customers
- Partners
- Suppliers
- Communities



Visit of UEPB Students to WANA Juazeirinho



TV Câmara of São José dos Campos



Dengue Prevention Campaign in Partnership with NEA Institute – Jacarei



Guided Visit



Management Practices and Controls

Business Risk Management

GRI 102-30

The company establishes and maintains a risk and opportunity matrix based on assessments conducted by leadership levels, supported by internal policies, structured criteria, and governance guidelines. Risks are identified, analyzed, and prioritized according to probability, impact, and strategic relevance and are then classified according to ESG categories (Environmental, Social, and Governance). This process contributes to risk anticipation, impact mitigation, opportunity capture, business resilience, and informed decision-making.

Internal Controls

GRI 102-11

We establish processes, objectives, targets, opportunities, and risks that are periodically monitored through SWOT analyses, risk management activities, and performance indicators. The controls implemented are reassessed annually through audits or whenever changes occur that may impact the business.

In 2025, we completed the implementation of IBP (Integrated Business Planning), a structured process that aligns strategy, operational plans, and financial results, promoting integrated and data-driven decision-making. In addition to maintaining monthly S&OP (Sales & Operations Planning) meetings, we also hold monthly accounting closing and results/performance review meetings.



Management Review Meeting



Presentation of the 2025 External Audit Closing Results

Internal and External Audits

GRI 102-56

We maintain an annual schedule of internal and external audits conducted in partnership with independent third-party organizations to assess and verify the continuous improvement of existing processes and controls.

Since 2024, WANA has also conducted annual first-party audits through an independent company to evaluate its management system against the recommendations of ABNT PR 2030:2022. These audits assess processes, information, employee knowledge, infrastructure, and other topics through interviews, observations, document reviews, testing, and record analysis.

The objectives of this assessment are to:

a) Confirm the organization's compliance with the

applicable reference requirements;

b) Confirm the effective implementation of those requirements;

c) Confirm the organization's ability to maintain an adequate level of sustainability compliance.

Following the audit process, the independent auditing firm certifies the extent to which the organization's practices comply with the established requirements.

The audit also demonstrates WANA's commitment to environmental sustainability and its willingness to adopt responsible business practices, positively influencing both its partners and the communities in which it operates.



Legal and Regulatory Environment GRI 307-1

We identify and manage legal requirements through the Âmbito platform (covering environmental, safety, and product quality matters), and these legal requirements are periodically updated and reassessed as needed. We also maintain independent legal counsel for regulatory matters related to labor and environmental issues.

- We regularly update operating systems and antivirus tools.
- We manage password complexity requirements and expiration periods.
- We maintain automated backup routines for files and information.
- We monitor physical access control to our data center facilities.
- We communicate and apply our Security Policy to suppliers and third parties, execute confidentiality agreements, and conduct onboarding processes with business partners.

Information Security Management

GRI 418-1

63% of leadership completed Digital Security and Cybersecurity training in 2025.

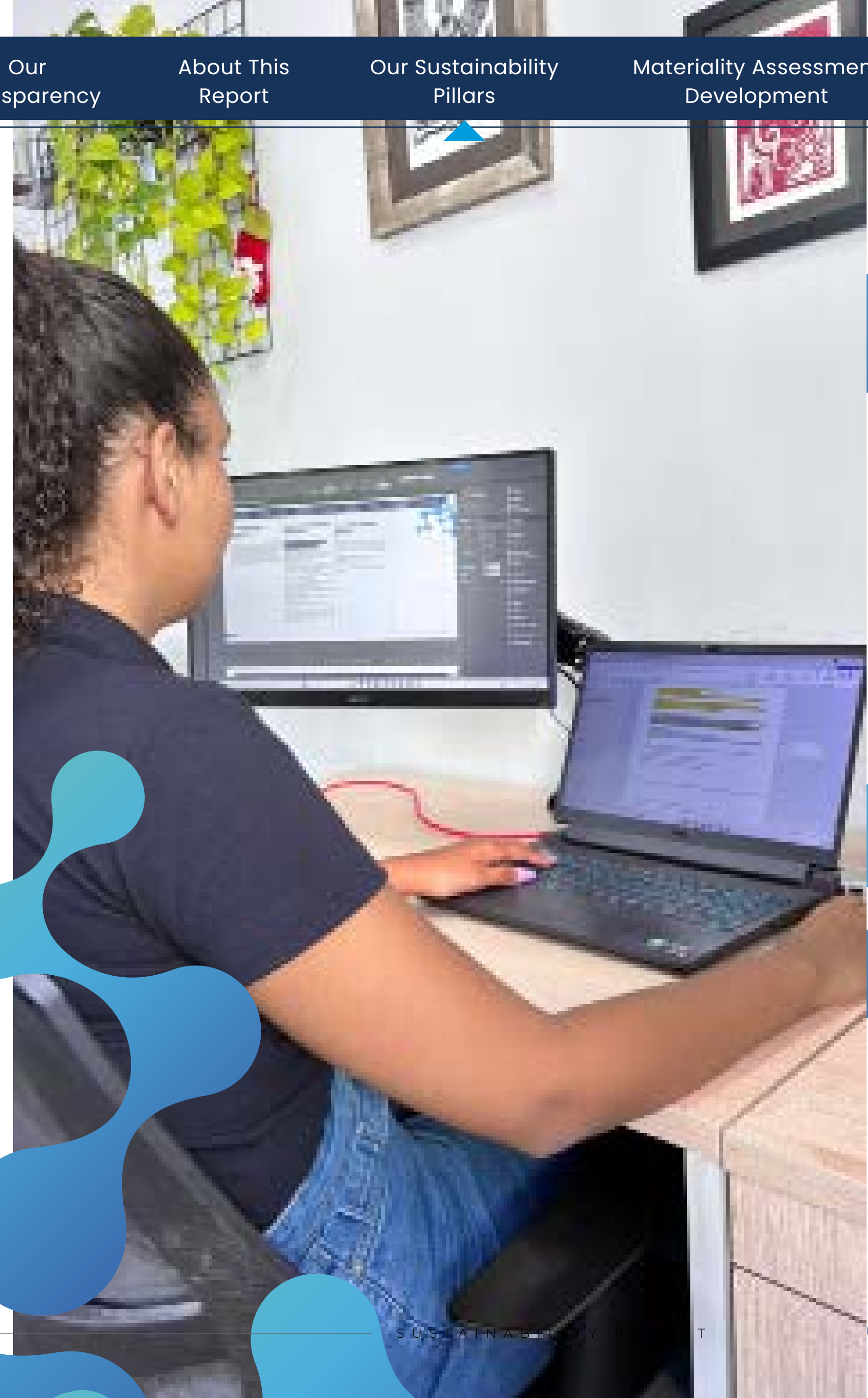
2026 GOAL: ACHIEVE 100% LEADERSHIP TRAINING IN INFORMATION SECURITY AND CYBERSECURITY (DIGITAL SECURITY).

- We have developed, implemented, and maintain an Information Security Policy applicable to all activities involving project, company, and personal data.
- We ensure controlled and restricted access to network directories and internet resources.

Personal Data Privacy

GRI 418-1

- We have a Data Protection Officer (DPO) and a Personal Data Privacy Policy.
- We provide LGPD (General Data Protection Law) training for all teams and employees.
- We maintain and apply cookie/privacy policies on our website, as well as contractual clauses for suppliers that process personal data.
- We communicate and promote the channel for contacting our DPO.





Management Transparency

Accountability (Disclosure and Reporting)

We develop and publicly disclose our annual Sustainability Report, which demonstrates our performance and compliance with Environmental, Social, and Governance (ESG) criteria.

We maintain our corporate website, www.wana.ind.br, open to the public, providing information about the company, its product portfolio, news and business updates, the Ethics and Conduct Hotline, sustainability and social responsibility initiatives, as well as relevant contact channels through online forms, email, and corporate WhatsApp for a wide range of needs.

We also have a press relations service managed by the Communication and Marketing team, which acts as an intermediary between regulatory authorities and other stakeholders with ethics, agility, and transparency. Its purpose is to ensure effective management of information circulating through both digital and traditional media channels, maintaining leadership over corporate communications, mitigating the risk of misinformation, and preventing potential institutional crises.



ESG, Sustainability, and/or Integrated Reporting

We annually collect information, review and publish our internal report, and disclose our sustainability data to stakeholders. We also develop and implement external communication strategies and initiatives aimed at society whenever applicable.



Building Materiality

(GRI 3-1 | GRI 3-2 | SDG 12 e 17)

To effectively develop WANA’s Materiality Matrix, we considered the identification of stakeholders, including employees, customers, suppliers, communities, and public authorities, and conducted a survey to assess the relevance of the topics considered most important from their perspective.

Based on this information, we analyzed the impact and importance of each topic for the organization and established priorities within the Materiality Matrix, defining strategic objectives and actions.

Every two years, the Materiality Matrix is reviewed to identify new topics to be prioritized over the following two-year period.

The material topics to be addressed in 2025 and 2026 are organized according to the ESG pillars as follows:

PILLAR	PRIORITIZED MATERIAL TOPIC (2025 AND 2026)	OBJECTIVE ESG	SDGS ADDRESSED
Governance	Corporate Governance Structure and Composition - GRI 102-18	Establish and strengthen the organization’s corporate governance structure while ensuring business continuity	
	Compliance and Integrity Program Related to Sustainability - GRI 205-2	Ensure the integrity and effectiveness of the Ethics Hotline	
	Business Risk Management - GRI 102-30	Strengthen the company’s risk management culture and mindset.	
Environmental	Greenhouse Gas (GHG) Mitigation - GRI 102-50, 102-51, 102-52	Improve greenhouse gas emissions management and mitigate their impacts.	 
	Wastewater Management - GRI 306-1 a 6	Ensure effective management of wastewater generated by operations while minimizing environmental impacts.	 
	Hazardous Products - GRI 306-4	Strengthen compliance and emergency response capabilities related to hazardous products.	
social	Professional Development - GRI 404-1	Promote the continuous development of technical and behavioral competencies while ensuring equal opportunities	
	Quality of Life - GRI 401-2	Promote the physical, emotional, and social well-being of employees through initiatives that value people in the workplace.	
	Relationships with Consumers and Customers - GRI 416	Foster engagement through sustainable practices and strengthen long-term customer relationships.	



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management and initiatives.**

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