

AQIA
QUÍMICA INOVATIVA

ESG
REPORT
2024



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**LET'S
CREATE THIS
FUTURE TOGETHER**

A photograph of three scientists in white lab coats working in a laboratory. They are gathered around a table, looking at a tablet held by one of the women. The background shows laboratory equipment and windows. The image has a blue tint and a semi-transparent dark blue overlay.

01. Introduction & Executive Summary



Let's create this future together

Since its founding, AQiA Química Inovativa has been committed to furthering the science of well-being.

As a chemical and pharmaceutical company, we are committed to achieving the best results for our customers. We strive to provide agile, knowledgeable, and transparent service. We are committed to innovation and sustainability in all that we do.

Over the years, we have expanded our operations and expertise, strengthening our market presence while continuously investing in technology and research. In 2021, we took a significant step forward by opening our Research and Technology Center. This milestone reinforces our ability to develop innovative, sustainable solutions that fulfill the sector's current and future needs.

We believe sustainable growth must be based on responsibility and innovation. That is why we take a strategic approach, integrating environmental, social, and governance practices into our daily operations. We are committed to minimizing our environmental impact, cultivating well-being, and ensuring ethical and transparent business relationships.

We are committed to sustainability, and this commitment is reflected in our concrete initiatives, from the efficient management of natural resources to the development of environmentally friendly ingredients and processes. Additionally, we invest in our employees' development and in promoting diversity and inclusion to create a safe and welcoming work environment.

This ESG Report presents our journey, our progress, challenges and commitments, highlighting our ongoing efforts to integrate sustainability into our business strategy. It reflects not only what we have already achieved, but also our vision for the future, reaffirming our commitment to building a more balanced and responsible world.

We remain firm in our purpose of evolving and positively impacting society, developing innovative solutions that contribute to a more sustainable future for everyone.

Message - **Alaor Lino**

Building a Tomorrow with Respect and Conscience

I enjoy observing how times and societal habits change. Clearly, there has been a significant evolution in industrial and commercial practices, as well as in human behavior.

We recall that we have previously encountered situations that discouraged us from pursuing certain paths. However, these experiences have provided us with valuable guidance on how to achieve the best results based on best practices.

The presentation of this report is a testament to our determination. While we are satisfied with it, it also gives us the comfort and conviction to continue promoting good practices to preserve the environment, respect people, and encourage development that generates meaningful results for society as a whole.

When it comes to innovation, we see that it is possible when it respects sustainable processes and controls combined with solid governance. There are no losses; rather, there are gains for everyone.

Therefore, by presenting this report, we reaffirm our commitment to working toward our main goal of ensuring the best for society with respect and responsibility toward everyone.



ALAOR LINO

Managing Partner AQiA Química Inovativa

Message - Rubens Parra

I have always been aware that a successful company is not built solely through efficient economic and financial management. It is clear to me that a company must act responsibly and ethically, not out of obligation but out of commitment to the planet. This commitment involves preserving natural resources by adopting sustainable practices and principles in search of a better future.

It is important that the entire organization is aware of the impact of its operations on the environment and is committed to reducing these impacts.

The success of ESG implementation is directly linked to the board's commitment to establishing clear rules. To achieve this, it is essential to have a training and awareness program that educates employees about the importance of ESG. The organizational culture needs to be constantly encouraged and adapted to incorporate these principles.

Implementing ESG was a huge challenge for all of us. From our commitment as board members to the consolidation of the ESG culture in the company, many changes have occurred, and today they are already integrated into our daily lives. Seeing the results achieved, I feel proud to be part of an organization that is aligned with other companies in pursuing the purpose of leaving a better world for future generations.

I understand that this commitment to the environment should not be the sole responsibility of companies. It is up to them, as agents of change, to encourage their employees to take these attitudes home with them. Certainly, in this ripple effect, the planet will see significant environmental gains.

"Do it out of commitment, not obligation."



RUBENS PARRA

Managing Partner AQiA Química Inovativa

The advances and challenges of the **ESG journey.**



I officially took over as ESG leader at AQiA in 2024. Previously, I was solely responsible for the Quality Management System (QMS), though I had been a member of the ESG committee since 2023. When I received this new challenge, I was apprehensive but also deeply motivated to explore this new universe.

I began this journey by immersing myself in ESG studies. I have always been interested in the environment and management systems, and now I have had the opportunity to deepen my knowledge in other areas as well. My goal was to learn how to incorporate this agenda into our company's daily activities in a practical and meaningful way.

At AQiA, ESG is not just a trend; it's an integral part of our vision for the future and our business model. We believe that committing to sustainability, ethics, and social responsibility is key to creating long-term value for the company, society, and the planet.

The first major challenge was restructuring the committee and designating focal representatives for each of the three pillars. We knew that ESG was, above all, a cultural issue. As a leader, I knew I couldn't do this alone. That is why we assembled a dedicated team to move forward together.

In this collaborative spirit, we strengthened our ESG governance, reinforcing the importance of this agenda throughout the organization.

With our restructured committee, we started our materiality study. We listened carefully to our stakeholders and identified the most relevant topics for our business. Based on these insights, we defined our commitments and took action. We set up a schedule of specific initiatives for each pillar and started tracking their progress.

Today, I can already see the excellent results of the committee's work, as well as the growing recognition of the progress made in 2024.

With each step, we realize that ESG is gaining ground and connecting more solidly to our strategy and organizational culture.

I am very grateful to AQiA for always believing in me and entrusting me with such important processes!

– both in Quality and ESG. I would also like to express my sincere gratitude to the ESG committee for their partnership, dedication, and joint efforts.

NATASHA NEGRI

ESG Committee Leader
AQiA Química Inovativa

We are **AQia Química Inovativa**

AQia Química Inovativa is a Brazilian company that, since 1984, has been dedicated to developing the science of well-being for society.

With decades of experience in the chemical market, we have become a benchmark in the development of high-performance ingredients that drive the evolution of the Personal Care, Nutritional, Veterinary, Magistral, and Pharmaceutical industries.

Throughout its history, AQia has received notable recognition by becoming a B Corp® Certified company and being named a Great Place to Work®(GPTW). These achievements demonstrate the company's commitment to sustainable practices and excellence in the workplace.

Today, we are present in more than 20 countries, offering a comprehensive portfolio of products, services, concepts and innovations.



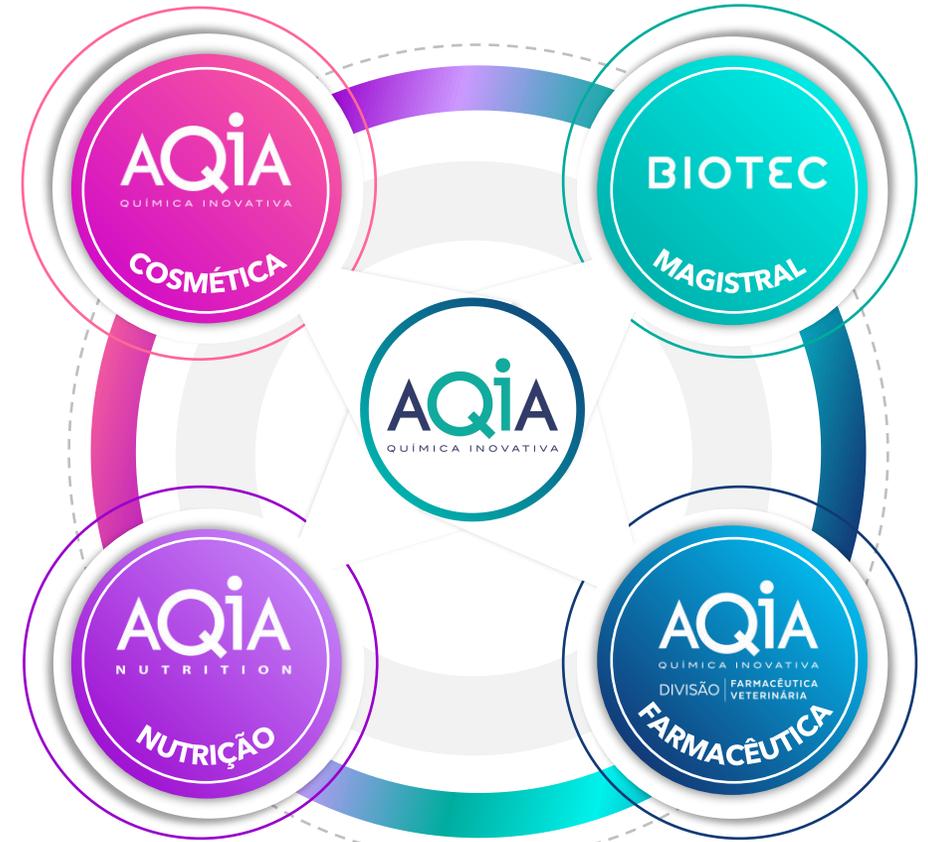
We value agility, knowledge and transparency in customer service, always seeking the best results and shared successes.

AQia's mission is to advance the science of well-being for society. The company believes in human potential, the use of technology, and respect for sustainability. With its vision for 2030, AQia seeks to innovate, produce responsibly, democratize opportunities, and ensure high-quality personal care ingredients, pharmaceuticals, and nutritional supplements in the global market.

With an integrated and dedicated team, AQia is committed to offering more sustainable solutions and competitive results, contributing to a healthier and more balanced future for everyone.

We operate in more than **20 countries** through a robust network of distributors for Personal Care.

Our Brands



We develop the science of well-being for society

We are a company on the move —We combine tradition and innovation to build a more conscious and sustainable future for people and future generations.



Our industrial park is located in Guarulhos (SP), has a multipurpose plant equipped with versatile technologies. To ensure the robustness of our operations, we have Process Engineering, Microbiology and Quality Control departments to ensure standardization and technical precision at every stage of production.

At AQiA, we are always looking toward the future. Our Research and Technology Center (CPT) was designed to expand our scientific, technological, and human capital. There, we investigate, test, and improve high-performance assets, structural additives, and functional ingredients using analytical, sensory, and in vitro efficacy methods.

This robust industrial and scientific structure guarantees the quality and competitiveness of our ingredients and reflects AQiA's commitment to a sustainable, innovative, and responsible business model. By integrating technology, research, and social and environmental awareness, we reinforce our commitment to **developing the science of well-being for society** every day while respecting the environment, people, and future generations.



24.000 tons/year
36 reactors in operation



410m² CPT facility
8 integrated labs



2024

AQIA LABS



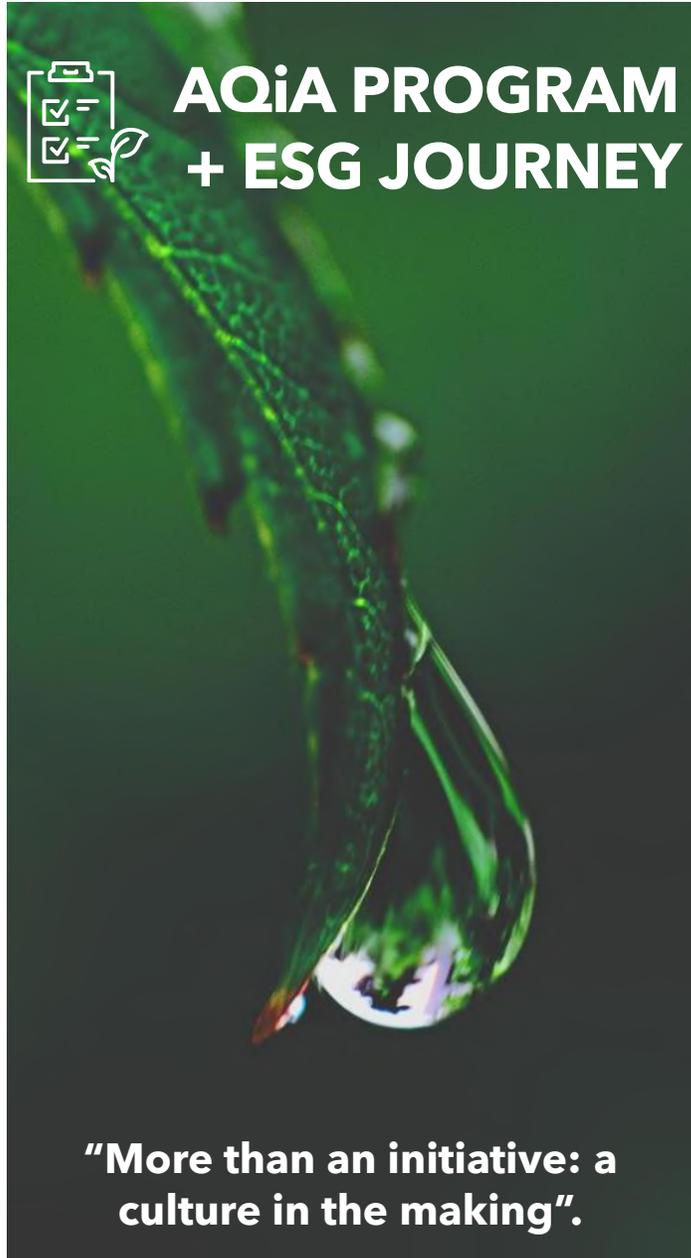
2024

AQIA LABS



2024

AQIA COLLABORATORS || IN-COSMETICS LATIN AMERICA FAIR



In 2024, AQiA reaffirmed its commitment to sustainability by launching the **AQiA+ ESG Journey Program**. Inspired by the UN Sustainable Development Goals (SDGs), the program was developed with the active participation of our ESG Committee and based on input from our stakeholders. Contributions received through surveys helped define clear, expectations-aligned goals.

Although environmental and social principles have always been part of AQiA's core values, 2024 marked a significant milestone in strengthening the ESG culture. Highlights included increased internal engagement, a broad employee participation and the consolidation of sustainable practices throughout the organization.

Material Themes

Identifying material issues is an essential step in our ESG strategy, as it allows us to gain an in-depth understanding of the impacts of our actions and guide the definition of commitments and goals that are truly important for our business and for society.

As a starting point, we structured a committee based on our corporate strategy and internally consolidated guidelines. This committee is responsible for identifying relevant macro-themes within the environmental, social, and governance pillars. This initial step ensured the materiality process aligned with our values, policies, and strategic direction.

From this point on, we took the time understand our stakeholders by administering a structured questionnaire to employees, customers, suppliers, and other relevant audiences. Our goal was to understand their perceptions and expectations regarding the most significant topics in terms of impact and relevance.

Based on the analysis of the contributions received, we consolidated the list of material themes that guide our ESG activities and support the content of this report.



Our COMMITMENTS

Making Sustainability a key part of “what we do”.

At AQiA, we understand that sustainability is not a destination, but an ongoing commitment that grows stronger with every choice, every innovation, every dialogue. Inspired by our purpose of developing the science of well-being for society, we incorporate ESG principles as a fundamental part of our way of thinking, acting and the evolution of our company.

Guided by the United Nations' Sustainable Development Goals (SDGs), we seek to integrate environmental, social, and governance dimensions into our business model in a practical, transparent, and consistent manner that aligns with our values. We understand that creating a more sustainable future requires consistency, active listening, and the courage to transform. It is with this mindset that we have structured our actions.

More than just declaring intentions, we have worked to consolidate practices that reflect our commitments in a true and relevant way. We know there will always be room to learn and improve, and accomplish more. This mindset strengthens our endeavor.

Our vision for 2030 reinforces our commitment to innovating responsibly, expanding access to opportunities, ensuring the quality of our ingredients, and contributing positively to the ecosystems in which we operate. We believe the conscious use of technology, respect for diversity, and appreciation of human potential are essential to achieving this vision.

Integrating the ESG agenda into AQiA's strategy is an ongoing process built on dedication, collaboration, and purpose. We move forward by staying true to our values, being mindful of our impact, and committing to creating lasting value for society, the environment, and all our business relationships.

“Transforming the present with an eye on the future”





COMMITMENTS	INDICATOR	GOAL	RESULT 2024
CLIMATE CHANGE  	GHG Inventory	Reduction of scope 2 GHG emissions through the use of renewable energy, compared to 2022 levels, to be achieved by 2026.	0%  100%
BIODIVERSITY   	Master Study Plan	Increase the number of alternative methods for testing our products to 8 by 2030.	0%  62,5% 100%
	GHG Inventory GHG Control	Contribute to the conservation of Brazil's Biodiversity with 5 thousand plants and trees by 2028.	0%  100%
WATER AND EFFLUENT MANAGEMENT 	Water performance indicators	Reduce water consumption by 15% in our production operations by 2024.	0%  100%
	Water performance indicators	Reduce water intensity (volume of water consumed per unit produced) in our production operations by 25% between 2023 and 2030.	0%  14,3% 100%
INNOVATION AND PRODUCT DEVELOPMENT   	Sustainable solutions indicator	30% increase in the catalog of sustainable solutions by 2030.	0%  100%

COMMITMENTS	INDICATOR	GOAL	RESULT 2024
WASTE MANAGEMENT			
	Waste Indicators	Aim to send zero kilograms of waste to landfills by 2030.	0%  100%
DIVERSITY, EQUITY AND INCLUSION			
 	D&I Indicator	Maintain campaigns and training to raise awareness and educate employees about the challenges of the LGBTQIAPN+ community, ensuring inclusive practices in all areas by 2030.	0%  100%
	D&I Indicator	Increase the percentage of black people in our administrative sectors by 30% by 2030.	0%  100%
	D&I Indicator	Ensure equal representation of women in leadership by 2030.	0%  100%
SOLIDARITY			
 	D&I Indicator	In partnership with fraternal institutions, implement actions to support vulnerable people, immigrants, and refugees. This includes donations, awareness campaigns for employees and the creation of jobs by 2030.	0%  100%
	D&I Indicator	Take action within the community to support indigenous villages by raising awareness and collecting donations, with the aim of increasing awareness among employees by 2030.	0%  100%
	D&I Indicator	Work with the Diversity & Inclusion group to maintain the annual schedule of social activities, with the aim of reducing poverty and improving the quality of education.	0%  100%

COMMITMENTS

INDICATOR

GOAL

RESULT 2024

HEALTH AND WELL-BEING



D&I Indicator

Maintain partnerships with health and wellness platforms, such as Total Pass, as well as educational institutions that facilitate access to education at various levels. Benefits are extended to family members and dependents through partnerships with SESC, SESI, Total Pass, various educational institutions and health plans (medical and dental). In addition, we offer programs such as AQiA Baby, AQiA Cuida and AQiA Saúde da Mulher.



SUPPLIER MANAGEMENT



Regulatory Control

100% traceability of raw materials by 2030.



Sustainability Matrix

100% supplier performance assessment on sustainability by 2030.



Highlights 2024

16 Audits 
Between Certifications and Standards, SMETA and customers

18.252.000 Kg 
Made in 2024

231 People 
In Social Projects

296 Hours 
audited

1001 Trees 
planted
Through *Tree Nation*

42% 
Women on staff

5 Certifications 

20,5 tCO₂ 
compensated

54% 
Women In leadership

2 Acknowledgements 
sustainable
ECOVADIS Bronze and GPTW

11.983 Hours 
Training courses taught
Umentor + AQiA Programs

In 2024, we will take concrete action through initiatives spanning production, governance, the environment, and social impact to consolidate our performance in line with our values and purpose.

Our numbers represent our collective achievements and reflect our ongoing evolution, achieved through engagement, awareness and intention.

TIMELINE



2021

- ISO 14001 Environmental Management System Certification



2020

- Start of implementation of the principles of Solidarity and Diversity, Equity and Inclusion
- Start of internal educational programs
- Creation of the Environmental Management System
- Start of implementation of ISO 14001 - Environmental Management System
- Launch of the AQiA Cuida Program
- Start of the certification process as a B[®] Company
- Implementation of the Code of Conduct



2022

- Implementation of the Compliance Program
- Recognition by the seal
- Great Place to Work[®] (GPTW)
- Achievement of the São Paulo Diversity Seal

TIMELINE



2023

- Inclusion of ESG principles in AQiA's business strategy
- Official certification as a B[®] Corporation
- Creation of the ESG Committee and launch of the AQiA+ ESG Journey Program
- Recognition with the Bronze Medal by EcoVadis



2025

- Goal of obtaining ISO 45001 certification - Occupational Health and Safety Management System



2024

- Start of implementation of ISO 45001 certification - Occupational Health and Safety Management System

Recognized commitment to excellence and responsibility

The certifications and recognitions we have achieved over the years reflect our ongoing pursuit of excellence, the integrity of our processes, and our commitment to environmental, social, and governance responsibilities.

These quality seals are a testament to the trust our partners, customers and employees place in us. They also serve to validate that we are following a path aligned with the best market practices, as certified by independent institutions. They also serve as guides that drive us to constantly evolve, integrating ESG principles into our culture, strategy and operations in a genuine and responsible manner.

More than institutional milestones, these recognitions represent the engagement of an entire team committed to building a positive impact – today and for future generations.



We are in the top 35% of companies with an EcoVadis Bronze Seal. This global platform evaluates companies' sustainability performance based on environmental, social, ethical and responsible purchasing criteria. In 2023, we exceeded our target of 50 points, achieving 57 points instead. For 2024, our goal was to achieve 66 points (a silver medal), and we reached 61. Although we remained in the bronze category, we improved our score, demonstrating our ongoing commitment to sustainable practices.



We have been certified by the Roundtable on Sustainable Palm Oil (RSPO) since 2018, which reinforces our commitment to responsible palm oil production and use. In 2023, we became an official member of the organization and now submit our data annually via the Annual Communication of Progress (ACOP).



In 2023, we achieved B Corp® certification, an internationally recognized accreditation granted to companies that meet high standards of social and environmental performance, transparency, and responsibility. We began the certification process in 2020 with a review of our internal practices, the definition of our goals, and the integration of positive impact criteria into our operations. This recognition reinforces our commitment to responsible action, seeking to generate economic, social and environmental value.



Since 2022, we have been recognized by Great Place to Work® (GPTW) as one of the best companies to work for. This seal is granted based on employees' perception of the work environment, management practices, organizational culture, and internal climate. Receiving this recognition repeatedly reinforces our commitment to a healthy, inclusive, and collaborative environment for all teams.

CERTIFICATIONS & RECOGNITIONS



COSMOS APPROVED

20 products with **COSMOS APPROVED** certification, which recognizes formulations with natural ingredients, following safety, sustainability and good manufacturing practices criteria. This declaration reinforces our commitment to more responsible products that are aligned with the demands of conscious consumers.



AQiA has integrated the **ISO 9001** (Quality Management), **ISO 14001** (Environmental Management) and **ISO 22716** (Good Manufacturing Practices for Cosmetic Products) certifications into its management system. These certifications demonstrate our commitment to quality, sustainability and best practices in the manufacturing of our products, ensuring that we meet the highest international management and operational standards.



2025

CULTURE CAMPAIGN IS WHAT WE DO EVERY DAY

PRÊMIOS



Gold award at the 28th Boticário Group Partners Meeting



Supplier Qualification Program 2023/2024 - ABIHPEC



02. ENVIRONMENTAL PERFORMANCE

“We believe that every choice matters. That’s why we remain firm in our commitment to making sustainability a concrete practice integrated into AQiA’s routine, contributing to a more balanced future for everyone.”

ENVIRONMENTAL MANAGEMENT SYSTEM

Since 2020, with the our Environmental Management System structuring and the implementation of the requirements of the ISO 14001 standard, AQiA has been continuously advancing in the consolidation of a culture of environmental responsibility. This movement strengthens our dedication to sustainable development and to minimizing the impacts of our operations on the environment.

ISO 14001 certification was an important milestone in our journey, recognizing that our system complies with international standards and driving consistent improvements. Building on this, we have implemented structural changes, such as installing selective collection buffers, monitoring waste and effluents. We have also run internal environmental education campaigns to reinforce employee engagement.

We would also like to mention the elimination of plastic cups in administrative areas. This encourages more environmentally friendly practices to become part of the company's daily routine.

All environmental licenses are kept up to date with the help of technical support and continuous monitoring.

Our environmental indicators are monitored regularly, allowing for efficient and transparent management. We monitor data related to:

- Generation and disposal of waste (recyclable, hazardous, and non-recyclable)
- Water and electricity consumption
- Volume of effluents generated and treated.

These practices reinforce our commitment to an increasingly efficient, ethical operation aligned with ESG principles.

In 2024, and with goals already defined for 2025, we expanded our focus on projects aimed at the sustainability of products and processes, prioritizing innovations that promote greater environmental efficiency and reduce impact throughout the production cycle.

We continue to invest in the development of our operational controls, in the technical training of our teams and in the continuous improvement of environmental data management – essential tools for more strategic and responsible decision-making.

Waste Management

GRI 306-1-2-3-4-5

In 2024, we took concrete steps towards our goal of achieving zero landfill by 2030, marking a new phase in AQiA's waste management strategy. Throughout the year, we implemented significant improvements to internal segregation, including continuous training, more efficient infrastructure, and updated registration systems. These changes increased control and safety, and most importantly ensured the correct disposal of waste generated at our industrial plant.

The results of this journey are significant: we recorded a 19.3% increase in the average amount of recycled waste produced per ton compared to 2023. This increase is the result of consolidating circular economy practices and strengthening local partnerships that specialize in reusing industrial waste.

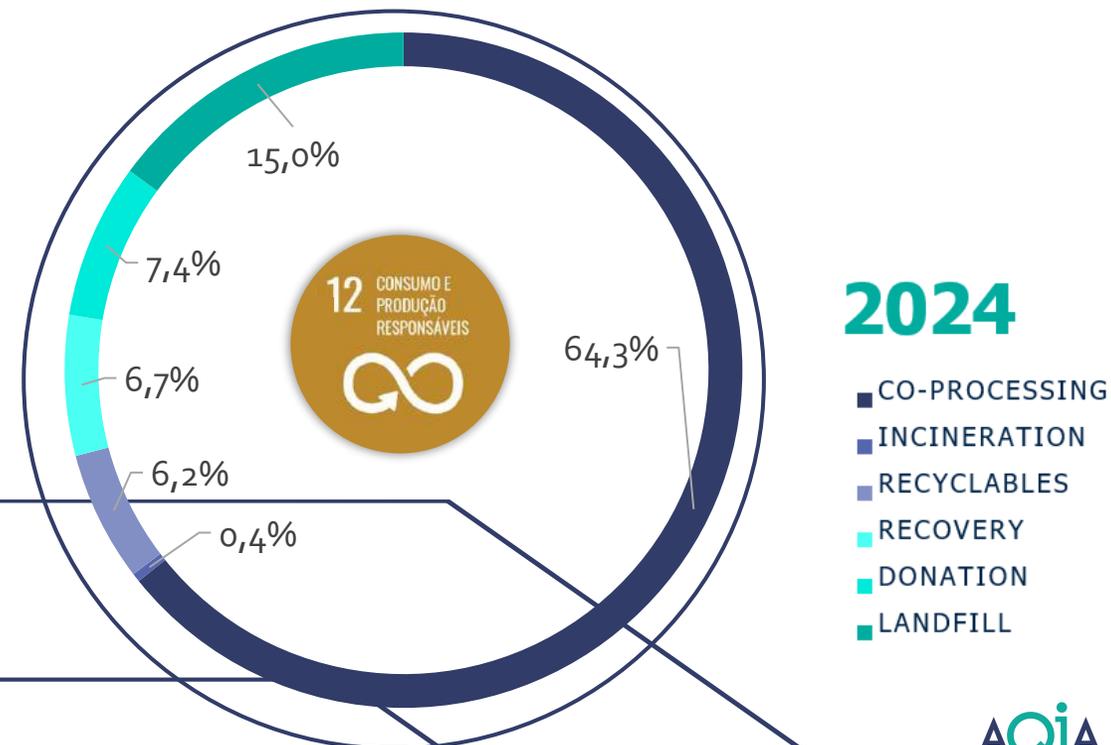
Continuous improvement in waste disposal has led us to a noteworthy statistic: only 15% of waste generated was sent to landfills in 2024 – a reduction of 1.2 percentage points compared to the previous year. This milestone reinforces our commitment to sustainable solutions with less environmental impact.

2024 Key Figures



Each of these achievements strengthens our ongoing movement toward a cleaner, more efficient production model aligned with our vision of a sustainable future. We are firmly on track to **eliminate the need to send waste to landfills by 2030**.

Waste Generated	2022	2023	2024
Hazardous Waste for Co-processing (ton)	1.174,55	1.165,60	1.152,31
Hazardous Waste for Incineration (ton)	2,81	6,41	7,34
Hazardous Waste for Recovery (ton)	60,74	122,50	160,91
Waste for Recycling (tons)	86,74	93,64	111,75
Waste for Donation (tons)	108,89	146,92	132,81
Waste to Landfill (tons)	312,60	295,80	268,20
Total Waste Generated (tons)	1.745,74	1.830,97	1.833,32



Water & Effluent Management

GRI - 303 - 2-3-4-5

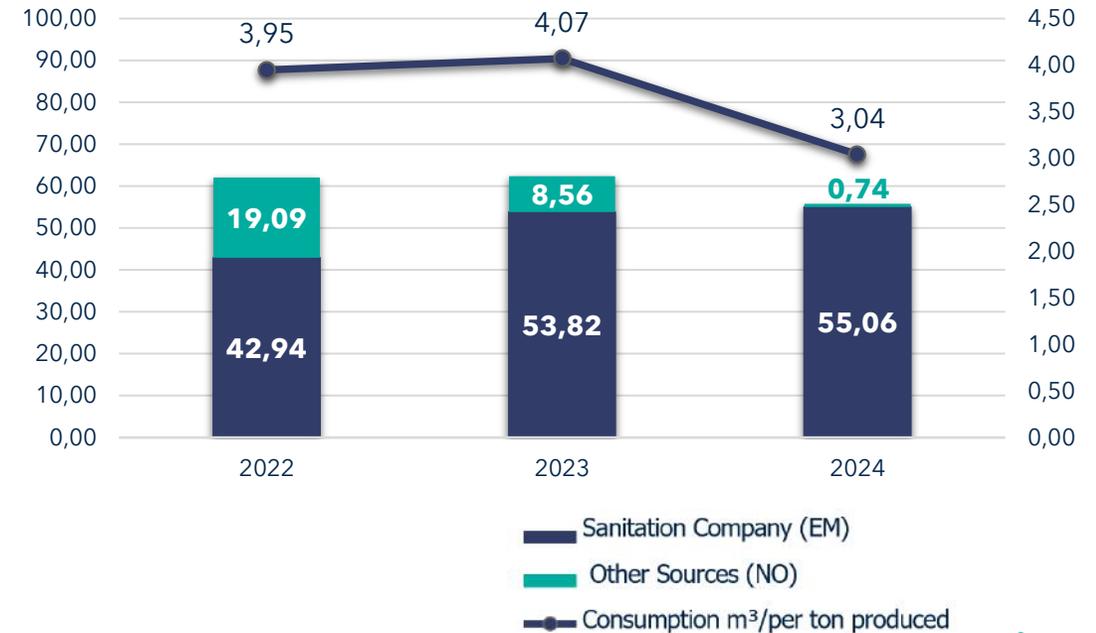
At AQiA, we recognize that the science of well-being depends on the preservation of natural resources – and water, essential to life, plays a central role in this commitment. As a chemical company, we are fully understand of our responsibility to ensure the availability and quality of water, adopting practices that balance production efficiency and environmental protection.

Since 2023, we have been improving the plant’s infrastructure focusing on water efficiency. We have modernized the closed water circuit system, making it more efficient for the plant’s growth, and implemented a real-time monitoring system, which increases control and enables rapid leak detections. These improvements have reduced waste and reinforced our commitment to the smart water usage.



Collection & consumption of water resources

Water collection by source	2022	2023	2024
Sanitation Company (m³)	42.940	53.824	55.058
Other sources (m³)	19.089	8560	735
Rainwater or reuse (m³)	0	0	0
Total volume captured (m³)	62.029	62.384	55.793
Water consumption	2022	2023	2024
Consumption per ton produced (m³/ton)	3,95	4,07	3,04



In 2024, the total water consumption was 55,058 m³, which is a 2.3% increase compared to 2023. This increase accompanied the 17.9% growth in production during the same period.

Despite the higher volume, we significantly increased water efficiency by reducing consumption per ton produced by 25.3%, from 4.07 m³/ton in 2023 to 3.04 m³/ton in 2024. This achievement reflects our progress in process optimization and our dedication to sustainable water usage.

We understand our responsibility in treating and disposing of industrial effluents. Our Effluent Treatment Plant (ETP) ensures that all liquid waste complies with environmental standards. We not only comply with legislation but also constantly invest in technologies to improve treatment efficiency and effluent quality. This commitment reflects our long-term vision to protect water resources and ecosystems.



Responsible Use of WATER

We increased our production by **+17,9%** and reduced consumption per ton produced by **-25,3%** in 2024.

“Every advance we make strengthens our dedication to a sustainable future where the science of well-being is based on responsible water use and ongoing innovation.”

Climate Changes

Greenhouse Gas Emissions Inventory Report

GRI 305-1-2-4

In 2024, we made significant progress in our climate management strategy by joining the Brazilian GHG Protocol Program – one of the leading international frameworks for quantifying and managing greenhouse gas (GHG) emissions. This initiative further demonstrates our commitment to transparency and environmental responsibility in our operations.

This year, we completed our first Scope 1 and 2 emissions inventory by strictly following the GHG Protocol guidelines:

- Scope 1: direct emissions from our operational activities;
- Scope 2: indirect emissions associated with purchased and consumed electrical energy.

The diagnosis enabled us to precisely map the primary emission sources and pinpoint specific opportunities for reduction.

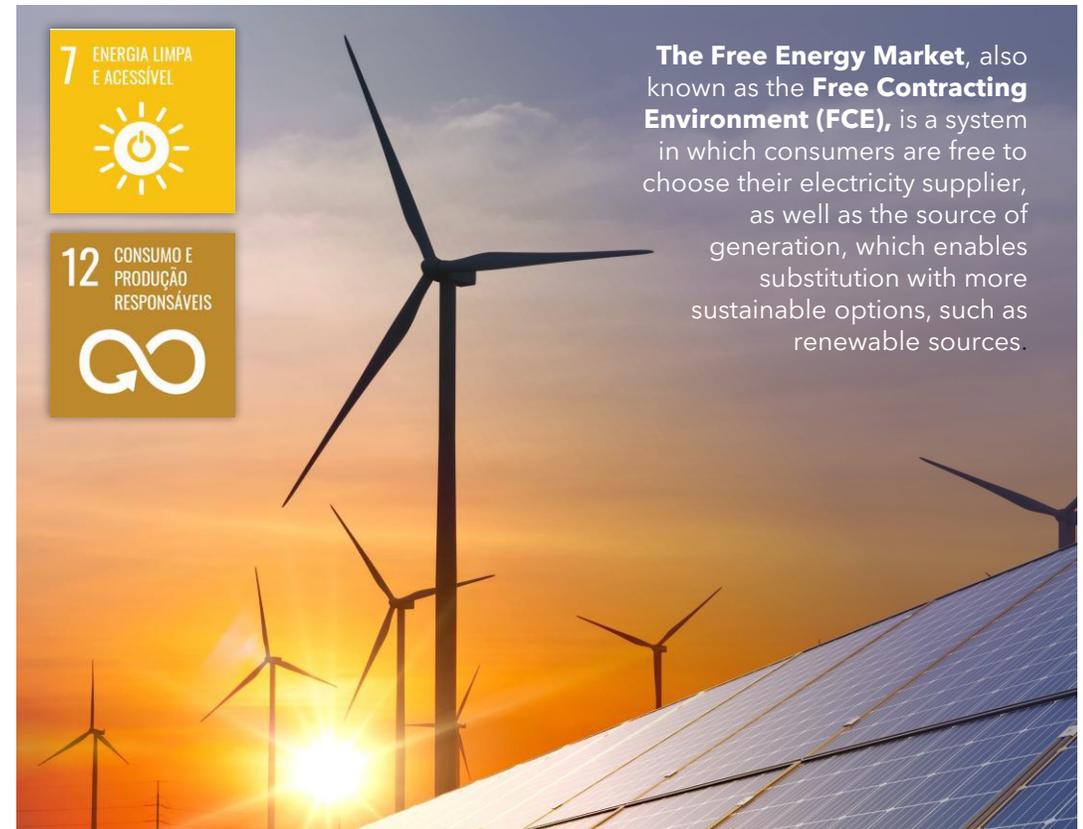
A climate leap driven by renewable energy and strategic decisions reduced emissions from 5,458 to 165 tons of CO₂e.

Notably, we have significantly reduced our Scope 2 emissions, from 5,458.14 tons of CO₂e in 2022 to 165.23 tons in 2024, by migrating to the free energy market and purchasing energy from renewable sources.

Based on this inventory, we are developing more assertive strategies to continuously reduce and eventually offset emissions. We are also beginning to quantify Scope 3 emissions, which cover indirect impacts throughout our value chain. Thus, we reaffirm our active role in building a more efficient and innovative chemical sector that is aligned with the challenges of the global climate agenda



The Brazilian GHG Protocol Program (PBGHG) is an initiative that has adapted the international GHG Protocol method to the Brazilian reality, with the aim of promoting a culture of greenhouse gas (GHG) emissions inventory in companies.



The Free Energy Market, also known as the **Free Contracting Environment (FCE)**, is a system in which consumers are free to choose their electricity supplier, as well as the source of generation, which enables substitution with more sustainable options, such as renewable sources.

GREENHOUSE GAS EMISSIONS
GRI 305-1-2-4

Between 2022 and 2024, AQiA reduced its Scope 2 indirect emissions (Scope 2) by **97%** through its transition to the Free Energy Market and its commitment to renewable energy sources.

7 ENERGIA LIMPA E ACESSÍVEL

12 CONSUMO E PRODUÇÃO RESPONSÁVEIS

Programa Brasileiro GHG Protocol
PRATA 2024
INVENTÁRIO COMPLETO

GHG emissions (tCO ₂ e)	2022	2023	2024
Scope 1	2.459,89	2.356,71	2.223,75
Scope 2	5.458,14	811,60	165,23
Scope 3	101,07	99,40	97,06
TOTAL	8.019,10	3.267,70	2.455,04
Emissions Scope 1 (tCO ₂ e)	tCO ₂ e	tCO ₂ e	tCO ₂ e
Stationary Combustion	2.350,61	2.320,32	2.193,46
Mobile combustion	114,05	30,77	24,96
Fugitive Emissions	5,62	5,62	5,33
Biogenic CO ₂ emissions	0,30	21,90	24,05
Emissions Scope 2 (tCO ₂ e)			
Electricity by location	129,18	121,60	165,23
Retail electricity choice	5.328,96	689,99	-
Emissions Scope 3 (tCO ₂ e)			
Emissions Hom-work fleet	101,07	99,41	97,06
Biogenic CO ₂ emissions	10,33	11,88	14,12
GHG intensity (tCO ₂ e /Ton produced)	2022	2023	2024
Scope 1	0,16	0,15	0,12
Scope 2	0,35	0,05	0,01
TOTAL	0,50	0,20	0,13

Energy Efficiency

GRI - 302-1-3-4

At AQiA, our commitment to innovation and environmental responsibility drives us to manage energy resources more efficiently. This is essential for the sustainability of operations and the preservation of the environment. As a chemical company that produces raw materials for various industries, we have the responsibility to promote the rational and strategic use of energy.

Since 2023, we have invested significantly in modernizing the factory's energy infrastructure. One of our main focuses has been updating the energy management system, which was previously limited by the plant's expansion and the need for more robust planning.

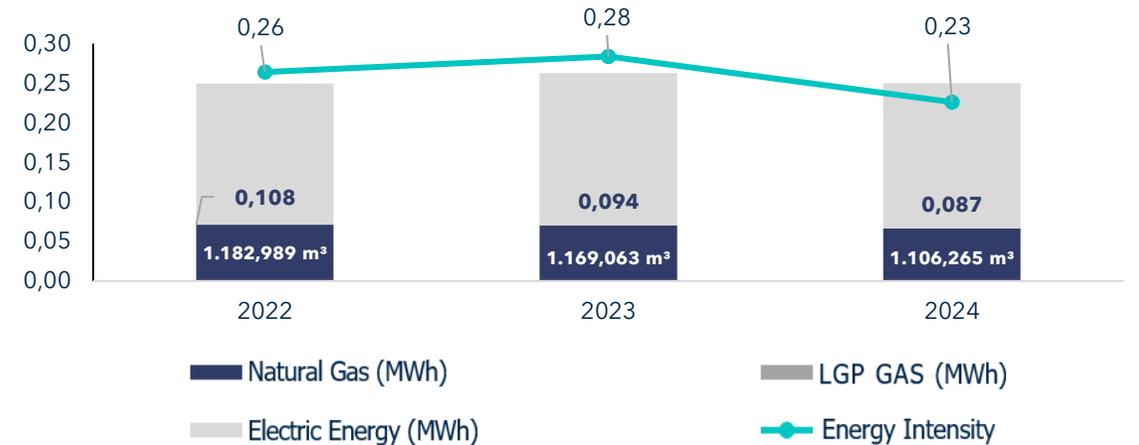
The improvements implemented have expanded monitoring and control capabilities, reduced losses, and reinforced our commitment to using natural resources efficiently.

The effectiveness of the improvements is proven by energy performance data: In 2024, even with a 17.9% increase in production, we reduced total energy consumption by 4.60% compared to 2023. There was also a 17.9% improvement in energy efficiency per ton produced – from 0.28 to 0.23 MWh/ton. These results confirm the effectiveness of our actions and our commitment to conscious energy use.



Energy capture by source	2022	2023	2024
Electric Energy (MWh)	2.977,570	3.210,287	3.062,523
Natural Gas (MWh)	1.182,990	1.169,063	1.106,265
LPG Gas (MWh)	0,108	0,094	0,087

Energy Intensity	2022	2023	2024
MWh per Ton Produced	0,26	0,28	0,23



By reducing our energy consumption and increasing the efficiency of our processes, we also contribute to mitigating greenhouse gas emissions. This is an essential part of our strategy to combat climate change.

Biodiversity

Conservation & Reforestation

In 2024, AQiA purchased 1,001 trees through the Tree Nation organization, contributing to the estimated capture of 20.05 tons of CO₂. The seedlings were destined for the Senegal Forest Garden Program, an initiative focused on reforestation and carbon sequestration in areas vulnerable to desertification.

As part of our commitment to environmental conservation and the promotion of biodiversity, we aim to acquire an additional 5,000 trees between 2025 and 2028. These seedlings will be used for native ecosystem restoration projects in Brazil, with a focusing on recovering local biodiversity.



Scientific Innovation combined with alternative methods

AQiA **does not conduct or support animal testing.** Our commitment to ethics, science, and welfare is reflected in our continued investment in developing **alternative methods** to assess the safety and efficacy of our ingredients.

As part of our responsible innovation strategy, we have set a goal of expanding to **eight** alternative methods of animal use by 2030. Below, we highlight some of the key scientific advances in this area:

Recognized for its strong performance in the hair cosmetics market, AQiA has been investing in the development of In Vitro cultivated hair follicular structures. This technology allows the effects of active ingredients to be studied directly on the hair follicle, replacing the use of animal testing.

Developed at AQiA's In Vitro Safety and Efficacy Laboratory, the model has generated valuable data on hair progenesis and morphogenesis. The model also enables the evaluation of complex aspects, such as immune modulation and vascularization induction. This helps ensure follicle health and vitality.

In partnership with the University of São Paulo, our laboratory has developed In Vitro methods using animal cell cultures to evaluate and predict the potential of chemicals as endocrine disruptors.

This initiative strengthens our commitment to advancing science for product safety and public health. It promotes greater transparency and socio-environmental responsibility in the cosmetics value chain.

In 2024, AQiA's In Vitro Safety and Efficacy Laboratory was recognized in Good Laboratory Practices (GLP) by INMETRO, ensuring compliance with OECD, ISO, and WHO standards. Thanks to this recognition, the data generated in our tests are accepted internationally via the OECD Mutual Acceptance of Data (MAD) system. This allows for regulatory agility, cost reduction for partners and governments, and consolidates AQiA as a benchmark in safety and responsible innovation.



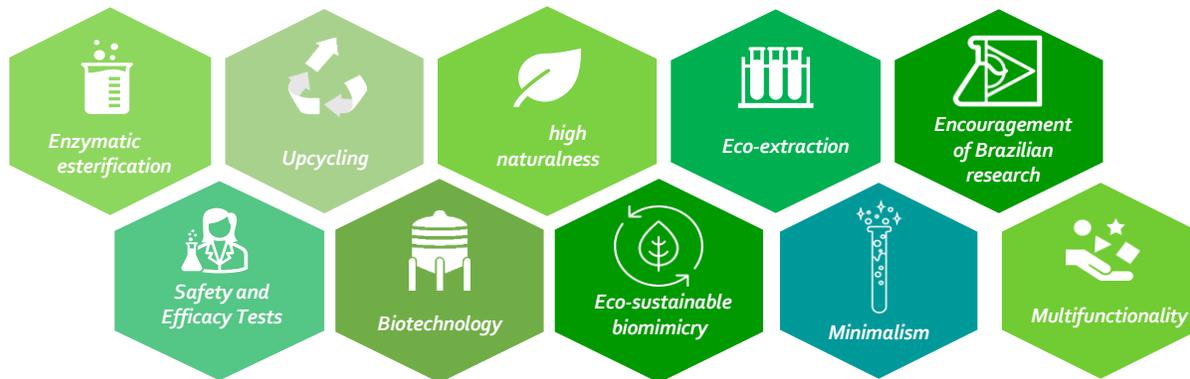
AQiA APPLICATION LABORATORY

Innovation and Product Development

Sustainable Solutions Innovation with Purpose

At AQiA, **innovation is a strategic pillar** that shapes solutions designed to generate positive environmental, social, and economic impacts for our partners. We are dedicated to developing technologies and processes that bolster the sustainability of the cosmetics industry. Therefore, we have set a goal to expand our portfolio of sustainable solutions by 30% by 2030.

We present the **main drivers of sustainable** innovation that guide the development of our ingredients:



- *Enzymatic esterification*: replaces traditional chemical reactions with enzyme processes. These processes operate at lower temperatures and do not require toxic solvents, saving water and energy.
- *Upcycling*: reusing industrial waste to create new ingredients with added value, strengthening the circular economy.
- *High Naturalness*: development of active ingredients with a high natural origin index and low degree of processing.
- *Eco-extraction*: use of clean and efficient technologies to obtain natural assets, with less environmental impact.
- *Encouragement for Brazilian Research*: support for national science for the development of solutions tailored to local needs.
- *In Vitro Testing* (without the use of animals): scientific validation of the safety and efficacy of products using alternative methods, with less environmental impact.
- *Biotechnology*: application of biological systems to generate effective and sustainable ingredients.
- *Eco-sustainable biomimicry*: inspiration from natural processes to create more efficient and environmentally conscious solutions
- *Minimalism*: creation of simple and multifunctional formulas that optimize resources and avoid waste.
- *Multifunctionality*: ingredients that offer multiple benefits in a single active ingredient, reducing the need for new products and resources.



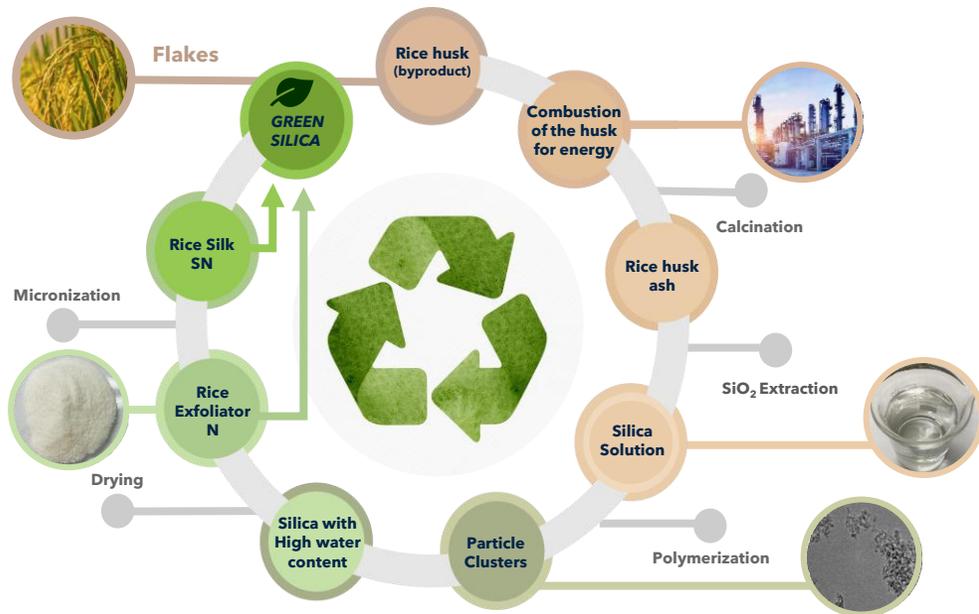
APPLICATION LAB - AQiA

Sustainable Innovation Highlights

Brazil is the world's tenth largest rice producer, generating by-products with potential for sustainable reuse. For every 30 kg of processed rice, 6.5 kg of husks are generated, which, when burned, produce 1.15 kg of ash. This ash can be transformed into green silica, adding value to the waste and avoiding environmental impacts.

AQIA transforms this waste into a line of high added value cosmetic ingredients, the RICE line.

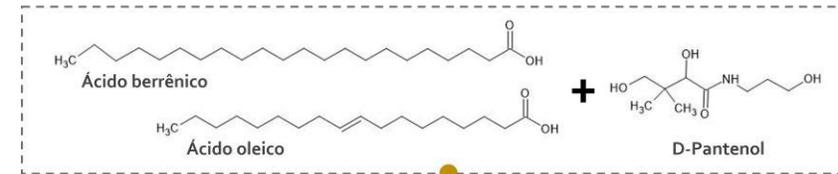
Developed from rice husk ash, promoting the reinsertion of industrial waste into the production chain, which is a clear example of the application of circular economy principles.



Enzymatic esterification, used in the production of Epinutrix, is an innovative and sustainable alternative to traditional chemical processes. Its main benefits are:

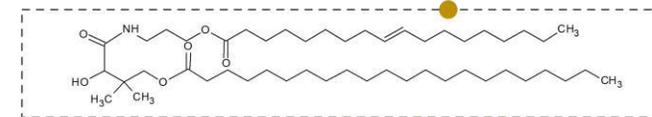
Energy efficiency: Reactions occur at low temperatures, resulting in lower energy consumption. Zero use of toxic solvents: The process is safer and cleaner. Water savings: There is no need for water washing steps.

This technology reduces our carbon footprint, minimizes toxic waste, and optimizes natural resources, reaffirming our commitment to the science of well-being and environmental responsibility.



Catálise Enzimática

- ✓ Enzima recuperada no final da síntese, possibilitando a reutilização
- ✓ Único subproduto é a água



Estrutura semelhante à ceramida NP

EPINUTRIX
Composto Lipídico
Biomimético Patenteado



- ✓ Clean process
- ✓ Condições brandas de processamento
- ✓ Enzimas catalisam o processo
- ✓ Sem uso de solventes



<p>9 INDÚSTRIA, INOVAÇÃO E INFRAESTRUTURA</p>	<p>14 VIDA NA ÁGUA</p>	<p>15 VIDA TERRESTRE</p>
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Highlights

Vegan Portfolio

In recent years, our company has made consistent advances in researching and developing vegan and sustainable cosmetic ingredients. We have expanded our portfolio to include high-performance solutions that have a lower environmental impact.

Our efforts are focused on replacing animal-based ingredients with high-performance vegan alternatives while maintaining the functionality, sensory properties, and effectiveness of our formulations. This approach reflects our commitment to conscious innovation, combining biotechnology and cutting-edge science with respect for biodiversity.

In 2024, 38 new vegan ingredients were developed using advanced technological processes, such as biotechnology. One of the most recent highlights is cysteine obtained from plant sources through biotechnology. This alternative to cysteine derived from animals maintains the expected performance in hair formulations, such as hair reconstruction and strengthening (e.g. Bio.Restore® Complex).



In addition, we have invested in biomimetic technologies that replicate the structures and functions of natural, animal-based ingredients without using them. This approach enables sophisticated sensory and functional delivery and expands the possibilities for brands committed to sustainability, ethics and innovation.

- **20** products with *COSMOS APPROVED* certification, which guarantees sustainable practices and high-quality natural ingredients;
- **38** vegan product alternatives, free from ingredients of animal origin and not tested on animals;
- **44** paraben-free products, with safer formulations for consumers and less environmental impact.



Applied Biotechnology: Innovation with Purpose

Since 2021, AQiA has invested in an exclusive sector within its Research and Development Laboratory, focused on advancing biotechnological processes.

This investment aims to develop innovative biotechnological solutions for use in the cosmetics, pharmaceuticals and nutrition sectors. Following four years of intensive research, we launched our first bioproduct in 2024. This product has multifunctional properties and is highly effective for cosmetic applications.

This milestone reinforces our commitment to providing effective, biocompatible ingredients with low or no toxicity that are environmentally responsible, which is in full alignment with AQiA's Environmental, Social, and Governance (ESG) pillars.

"We continue to drive sustainable innovation through biotechnology, expanding our portfolio with solutions that meet consumer expectations and address today's and tomorrow's environmental challenges."

AQIA
QUÍMICA INOVATIVA

Cultura é
O QUE FAZEMOS
todos os dias!

03. Social Performance



Social Action

Employee well-being is one of the central pillars of our organizational strategy. We are dedicated to fostering a healthy, inspiring, and inclusive work environment where every individual feels valued and supported in their professional development.

In 2024, AQiA continued its evolution trajectory, strengthening its market presence and solidifying its position as a leader. Our team consists of 372 professionals, including 351 permanent employees, 17 temporary employees, 31 outsourced employees, and four legal service providers, and is based in our manufacturing plant in Guarulhos, São Paulo, and our administrative office in São Paulo.



Career Management

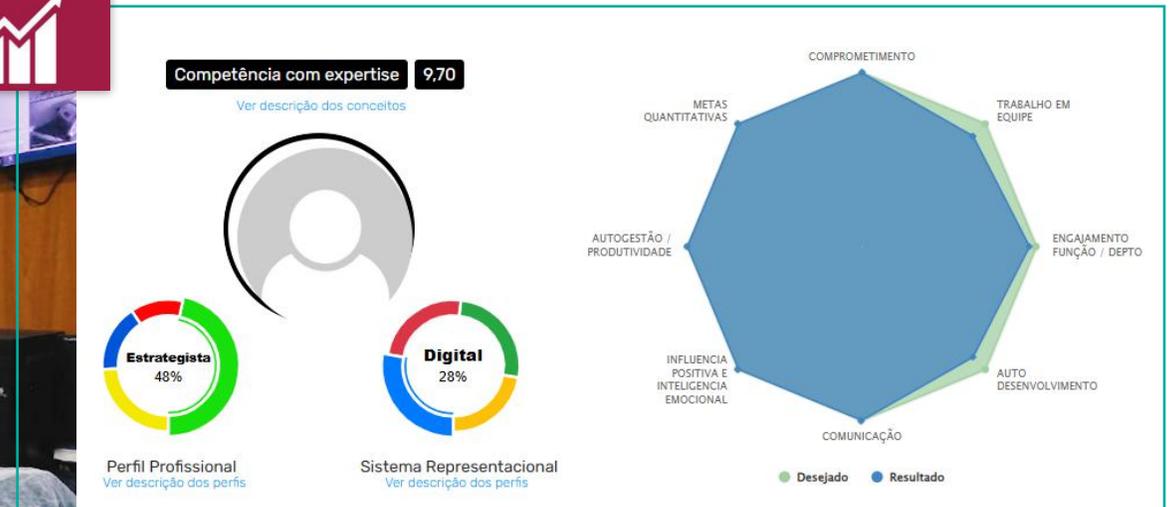
All of our employees have access to the Development, Knowledge, and Performance Program, which is an initiative focused on continuous professional growth.

We believe that personal development is essential for collective success. That is why we offer technical support and structured resources that contribute to the improvement of skills and abilities, reinforcing our commitment to joint growth.



Professional development is monitored through continuous *feedback* and an annual performance review. The review covers eight main criteria: commitment, teamwork, engagement with the role, self-development, communication, positive influence/emotional intelligence, self-management/productivity, and achievement of quantitative goals.

Based on the assessment results, managers and employees work together to define recommended courses through the Umentor platform, as well as specific goals and actions for the Individual Development Plan (IDP). This ensures clear guidance for professional growth and alignment with organizational objectives.



AQIA University

We believe that knowledge is an essential pillar for personal, professional, and organizational growth. That is why we continuously invest in initiatives that encourage our employees training, thereby strengthening a culture of constant learning that aligns with our values and the company's strategic challenges.

Our main tool in this process is the **AQIA University**, a robust corporate education program that, with the support of the **Umentor** platform, offers learning paths accessible to all levels of the organization. Training covers everything from technical to behavioral skills, as well as topics such as leadership, safety, the environment, quality, innovation, and internal procedures.

In addition to on-demand training, we develop customized programs for different audiences, with specific tracks according to the profile and objectives of each group.

These initiatives reflect our commitment to developing people and valuing internal talent. More than just offering training, we seek to promote the leadership of each employee in their professional career.



Category	Total Training Hours	N° Contributors	Average Hours Per Employee
Operational	5.029	174	28,90
Administrative	5.487	162	33,87
Total	10.516	336	31

In 2024, we recorded 1,467 hours of training, distributed among various programs.

TRAINING AND PROFESSIONAL DEVELOPMENT PROGRAMS

Young Talents - Average of 10 hours per employee
Focus: operational routines, professional attitude and introduction to the industrial environment for young apprentices.

Young Leaders - Average of 6 hours per employee
Focus: development of leadership skills at the operational level

Manager - Average of 10 hours per employee
Focus: strategic leadership, people management, and decision-making for managerial positions.

Sales Academy - Average of 9 hours per employee
Focus: sales techniques, negotiation and customer relations.

Operation - Average of 10 hours per employee
Focus: technical and regulatory training for the operational team.

Specialist - Average of 14 hours per employee
Focus: advanced technical training in specific areas



Young Talents

Preparing tomorrow's professionals today

Creating opportunities is one of the most powerful ways to transform lives. Since 2020, the **Young Talents** program has been one of the pillars of our social action, offering young apprentices a complete experience of technical, human, and citizenship development.

In partnership with training institutions, the program combines practical experience in the corporate environment with theoretical training to prepare participants for the challenges of the job market. The program promotes leadership, autonomy, and social responsibility.

Since its inception, the program has maintained an average **placement rate of 98%** at the end of each cycle. This demonstrates the program's positive impact on the lives of young people and the results of the participating companies. Each cycle concludes with a graduation ceremony recognizing the participants' growth and celebrating those who have been hired.

We are committed to more than just complying with legislation; we aim to transform trajectories by offering experiences that add real value to young people's résumés, whether they choose to grow with us or stand out in the job market.



2024

FORMANDOS JOVENS TALENTOS



During the learning cycle, young people develop essential skills such as:

- Professional attitude and self-management
- Career planning and post-program planning
- Interpersonal relationships and communication
- Diversity, Equity and Inclusion
- Presentation techniques, work tools and improvement proposals.

An Inspiring History...



In 2021, students from Cadmus College toured our factory. This experience sparked their interest in AQiA. In 2024, one of them was hired as an apprentice. He demonstrated such performance and technical mastery in just five months that he was hired permanently in April 2025. He is now part of our team, demonstrating how the program can transform lives.



Young talents

Preparing tomorrow's professionals today



GPTW Recognition 2023

Valuing New Talent and Promoting Equity

We believe that investing in new generations is investing in the future of innovation and sustainability. In April 2024, AQiA was recognized with the GPTW Young Potentials seal, a recognition granted to companies that stand out for offering an attractive and inspiring work environment for young talents.

This seal, which refers to our performance in 2023, reinforces our commitment to training professionals who are prepared for the challenges of the job market. The award is based on criteria such as organizational climate, development opportunities, inclusion practices, and how young people perceive the company.

This recognition reflects our organizational culture, which values young people's potential, promotes continuous training, and fosters an environment of belonging, innovation, and growth. We are committed to creating opportunities that awaken talent and shape the leaders of tomorrow.



Young Leaders Development Program

Transforming New Talent into Extraordinary Leaders

At AQiA, we believe that great leaders don't just inspire – they build the future.

In 2023, we launched the **Young Leaders Development Program**, with the aim of empowering employees who have recently taken on leadership positions, preparing them to lead with confidence, vision, and impact.

The program was structured with a practical and strategic focus, training our talents in essential skills for modern leadership:



- **Impactful communication:** participants learn to communicate clearly, assertively, and inspiringly, creating collaborative and engaging environments.
- **Team assessment and performance:** skills are developed to provide constructive feedback and assessments that drive individual and collective growth.
- **Human development:** with a focus on coaching and mentoring, leaders learn how to support the continuous growth of their teams.
- **Budget and resource management:** the program includes solid notions of financial planning and management, essential for decision-making
- **High-impact project management:** training involves the use of agile methodologies, ensuring quality deliveries, deadlines, and cost control.
- **Insight tools for strategic decisions:** participants are trained in data analysis, promoting more evidence-based leadership.
- **The 7Ps of management:** Policy, Process, Procedure, Planning, Performance Projects, and People – pillars that offer a holistic view of team management and results.



“Leadership is action, not position” Donald H. Mc. Gannon

More than just training managers, the program prepares leaders capable of turning challenges into opportunities and teams into high-performance teams.

AQIA believes that investing in leadership means investing in the building of a stronger, more innovative and sustainable future.

Young Leaders Development Program

Transforming New Talent into Extraordinary Leaders



2024

YOUNG LEADERS MEETING

Benefits that Care



Caring for people is an essential part of our culture. We believe that healthy, fulfilled, and motivated employees are the driving force behind an innovative and sustainable organization.

That's why we offer a benefits package that goes beyond the basics—promoting physical, emotional, social, and professional well-being.

Our commitment to well-being translates into a wide range of benefits, which include:

- Health plan, with coverage for spouses and children
- Dental plan
- Private pension plan
- Transportation and/or chartered transportation, depending on the region
- Food vouchers
- Life insurance
- On-site cafeteria
- Access to TotalPass, a physical well-being program
- Flexible hours and the possibility of working remotely (when applicable)
- AQiA University: structured development, knowledge and performance programs
- Daycare allowance
- Profit sharing
- Free annual flu vaccination
- AQiA Cares Program: actions focused on health and quality of life
- Agreements with educational institutions

As part of our commitment to quality of life and adaptation to new work dynamics, we have implemented different operating models that meet the needs of employees and the company. Currently, the workforce is distributed as follows:

Modality	% Employees (2024)
In person	54,57%
Hybrid	35,43%
Remote Office (100%)	10,00%

The diversity of models reinforces our commitment to inclusion, mental health, and work-life balance, respecting the specificities of each role and employee.

We continue to invest in care and recognition policies, listening to our teams and expanding the benefits we offer. We believe that healthy and respectful environments are fundamental to the collective and sustainable growth of AQiA.

Safety Culture

At AQiA, employee safety and well-being are strategic priorities. Our preventive and continuous approach aims to ensure safe, healthy, and suitable work environments for everyone, regardless of their work arrangement—in-person, hybrid, or remote. This guideline is part of our commitment to socially responsible practices and valuing life.

We have adopted robust safety practices that focus on risk prevention and strengthening an organizational culture that prioritizes care. In 2024, we invested over 200 hours in training based on regulatory standards (RS), as well as in training activities on essential occupational safety topics:

- Integration of new employees
- Standard Operating Procedures (SOP)
- Work Instructions
- DDS - Daily Safety Dialogue
- SIPATMA - Internal Week for the Prevention of Accidents at Work and the Environment.

The active participation of employees is fundamental to our results. Therefore, we encourage everyone to engage in risk assessment routines through actions led by managers, Internal Commission for Accident Prevention(ICAP), the Fire Department, and internal communication. This collective action allows us to effectively identify and mitigate risks, ensuring the integrity and safety of everyone.

To further raise the standard of our practices, we have begun implementing the Occupational Health and Safety Management System (ISO 45001:2018), with the goal of certification by 2025. This initiative reinforces our commitment to international standards of excellence, consolidating an increasingly safe and healthy work environment.



Healthcare Program - AQiA

Well-being in focus

Our goal is to promote a culture of comprehensive healthcare for our employees, not just prevent accidents. Our corporate program, AQiA Cuida, focuses on physical, emotional, and social health. It emphasizes prevention, care support, and promoting quality of life in the workplace.



1. AQiA Cuida Program

A series of campaigns and actions carried out throughout the year, focusing on health education and the promotion of healthy habits. Among the highlights of 2024 were:

- Mental Health
- Prevention of seasonal diseases (Summer and pre-Carnival diseases)
- Pink October & Blue November
- Healthy eating
- Flu vaccination campaign
- Other awareness and prevention actions.



2. AQiA Baby Program

Aimed at employees and their spouses who are pregnant or have children up to one year old. The program offers support and guidance, promoting a sensitive response to the needs of this very important moment in the lives of families.



3. Women's Health Program

Recognizing that women's health goes beyond traditional medical care, this program provides an environment that is sensitive to women's specific needs, with actions focused on the physical, emotional, and mental well-being of our female employees.

Diversity, Equality e Inclusion

Since 2020, AQiA has had Diversity, Equity, and Inclusion as one of its strategic pillars. In 2024, we reaffirm this commitment by intensifying our actions to promote a more diverse, inclusive, and equitable work environment. We believe that diversity—in all its dimensions, such as gender, race, ethnicity, sexual orientation, gender identity, age group, people with disabilities, among others—is essential to drive innovation, strengthen empathy, and develop sustainable solutions.

This year, we officially launched our Diversity and Inclusion Policy, which consolidates the guidelines that guide our actions throughout the organization.

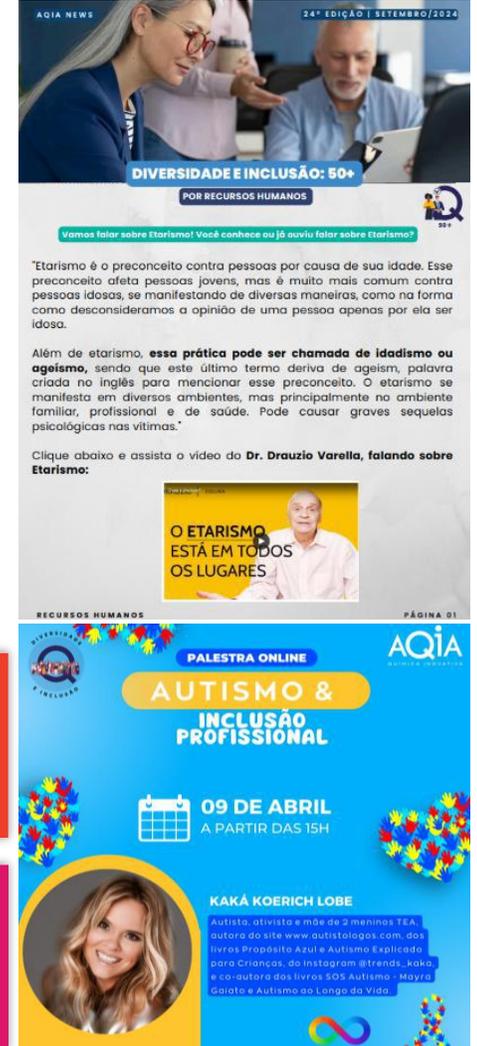
As part of our Diversity, Equity, and Inclusion program, we have developed an annual calendar of actions focused on priority issues for AQiA, such as the valorization of Black people, LGBTQIAPN+ individuals, people over 50, women, and people with disabilities.

Our goal is to cultivate a culture of comprehensive healthcare for our employees, going beyond accident prevention. Our corporate program, AQiA Cuida, focuses on physical, emotional, and social health. It emphasizes prevention, care support, and improving quality of life in the workplace.

We believe in creating a workplace that values differences and promotes real opportunities for the professional development of all people. Currently, 2.15% of our workforce is made up of people with disabilities, totaling 8 people – data referring to 2024. This representation reinforces our commitment to equity and compliance with the Quota Law (Law No. 8,213/91), in addition to fostering a more accessible and diverse environment.

We also continue to strengthen our Young Talent program, which plays a key role in integrating teenagers and young people into the job market. During the year, we had nine apprentices integrated into the company's routines, with practical monitoring and access to theoretical training, in partnership with training institutions. This initiative contributes not only to the development of new skills, but also to the exercise of citizenship and autonomy.

[GRI 405-1, 401-1, 404-2]



Opportunities AQiA

We believe that a diverse environment is richer in ideas, experiences, and perspectives.

That is why we follow a structured recruitment and selection process, aligned with our internal policy, ensuring that all opportunities—internal and external—are offered based on the principle of equality.

Hiring decisions are guided exclusively by performance and competence criteria, with total rejection of any form of discrimination. We value the uniqueness of each person and seek to build, on a daily basis, an inclusive, respectful, and open environment.

DIVERSITY is being invited to the dance, INCLUSION is being invited to dance!"



Percentage of Equity Age Group GRI 405-1

	2024					
	Below 30		Between 30 a 50		Above de 50	
Operational	21	5,65%	111	29,84%	14	3,76%
Administrative	76	20,43%	93	25,00%	7	1,88%
Leadership	1	0,27%	25	6,72%	2	0,54%
Management	0	0,00%	10	2,69%	2	0,54%
Board of Directors	0	0,00%	5	1,34%	5	1,34%

Percentage of Color Ethnicity Equity- GRI 405-1

	2023						2024					
	Black & Multiracial		Indigenous		Immigrants		Black & Multiracial		Indigenous		Immigrants	
Operational	95	26%	0	0%	0	0%	87	24%	0	0%	1	0%
Administrative	82	23%	0	0%	0	0%	80	22%	0	0%	0	0%
Leadership Management Board of Directors	11	3%	0	0%	0	0%	11	3%	0	0%	0	0%

Women

We are committed to promoting gender equality by empowering women and ensuring they can fully develop their professional potential. We continuously work to build a safe, respectful, and welcoming work environment where all employees feel valued and have an active voice.

We are committed to promoting gender equality by empowering women and ensuring they can fully develop their professional potential. We continuously work to build a safe, respectful, and welcoming work environment where all employees feel valued and have an active voice.

In 2024, we also expanded female participation in operational areas, creating new opportunities with the aim of strengthening gender equality throughout the organization. We remain committed to building an inclusive, diverse, and egalitarian culture.



GPTW Women 2023 Recognition: Na Important Step Toward Equality



In April 2024, we were honored to receive the GPTW Women award, which celebrates the best workplace practices for inclusion and appreciation of women.

This achievement, referring to the year 2023, reinforces our commitment to promoting gender equality, respect, and building a fairer, safer, and more welcoming environment for all people.

This recognition is the result of the collective effort of our teams and the concrete actions we have implemented to increase female representation in different areas and levels of the organization. We remain steadfast in our journey toward greater diversity, inclusion, and real opportunities for all.

In accordance with GRI principles, we guarantee equal pay for men and women within our organization. Our 100% equality index reflects our commitment to gender equality and the fair treatment of all employees, regardless of gender

Gender Equity Percentage - GRI 405-1

Categories	2023				2024			
	Women		Men		Women		Men	
	QTD	%	QTD	%	QTD	%	QTD	%
Operational	9	2%	136	37%	17	5%	129	35%
Administrative	115	32%	51	14%	113	30%	63	17%
Leadership	16	4%	14	4%	16	4%	12	3%
Management	7	2%	5	1%	7	2%	5	1%
Directors	5	1%	6	2%	4	1%	6	2%

Pay Equality Between Men and Women - GRI 405-2

Value Indicator	Value
Equal Pay for men and Women	100% Equal



Women



2024



WOMEN'S MEETING - AQIA



Solidarity Ambassadors

At AQiA, we demonstrate our commitment to solidarity through concrete actions. Over the years, we have developed several social projects focused on promoting well-being and social inclusion to expand our positive impact on the community.

These initiatives demonstrate our commitment to fostering an ethical and collaborative work environment that addresses the social needs of our community. The Solidarity Ambassadors team leads these actions and is directly linked to the social pillar of our ESG Committee.

We count on the active participation of our employees in donation and social mobilization campaigns, strengthening the culture of solidarity in our organization.



2024 Highlights

During 2024, we focused on some project fronts that we consider essential for our organization, with emphasis on the following initiatives:

Batuíra Center

Since 2023, AQiA has partnered with Batuíra Service Center, a nonprofit organization that promotes family values through social projects and initiatives for children, adults, and the elderly.

In 2024, we made donations to various campaigns organized by the institution:

- Easter: donation of 233 boxes of chocolates and 42 Easter eggs.
- Children's Day: donation of 189 units of Toddynho, 100 yogurts, 29 backpacks and 65 backpacks with school kits.
- Halloween: delivery of 66 themed souvenirs.
- Christmas: Adoption of 15 letters, with the donation of clothes and toys to give to children.

Winter Campaign

Since 2020, we have been delivering lunch boxes to people in the central region of Guarulhos. In 2024, we will increase our efforts during the winter by distributing 100 lunch boxes and 50 blankets to people in vulnerable situations.

Rio Grande do Sul

In 2024, we were also able to contribute donations to the victims of the tragedy in Rio Grande do Sul, joining forces to bring support and solidarity to the affected families. In total, 121 boxes containing food, animal food, clothing, shoes, towels, cleaning products, personal hygiene items, and water were donated.



EMBAIXADORES DA SOLIDARIEDADE

Solidarity Ambassadors

The Company in the Classroom

The "Empresa na Escola" (Company at School) project was launched in 2024 with the aim of contributing to the development of human potential, with a focus on young people in public high schools. We believe education is one of the most effective paths to social transformation.

The program discusses essential topics for young people's development, preparing them for the challenges of the job market with relevant content and practical experiences.

In 2024, the first edition was held at João Luiz de Godoy Moreira State School, with the participation of 40 students. The modules applied were:

- Professional Attitude
- Career Plan
- Financial Education
- Communication
- Getting to Know



Donations to the 'Fazendo Acontecer' Institute

In 2024, we renewed our dedication to social transformation through education and youth entrepreneurship by donating R\$30,000.00 to the 'Fazendo Acontecer' Institute.

The partnership aims to support projects aimed at developing socio-emotional skills and including young people in situations of social vulnerability, contributing to the construction of a fairer, more diverse future with more opportunities.

Solidarity and Sustainability: Support for the KIBÔ NO IÊ Association
In an initiative that combines environmental responsibility and social solidarity, we support the KIBÔ NO IÊ Association by donating plastic bottle caps.

In the institution's therapeutic workshops, residents separate the bottle caps by color, engaging in activities that stimulate learning, motor coordination, and social interaction.

The materials are then sold for recycling, and the funds raised are returned to the institution to support its activities.

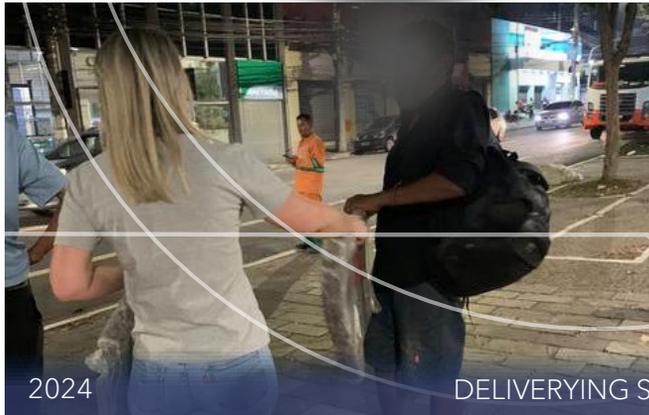
In 2024, AQiA employees and their families donated 400 kg of plastic bottle caps in a joint effort. This initiative demonstrates how small actions can have a significant social and environmental impact.



2024

BOTTLE CAP COLLECTION - AQiA

Solidarity Ambassadors



2024

FACTORY TOUR | SCHOOL AT THE COMPANY



2024

FACTORY TOUR | SCHOOL AT THE COMPANY



Solidarity Ambassadors



Campanha de Inverno

Recebemos a doação de 30 cobertores do time comercial para contribuir na ação de inverno, participe você também, contribua para uma noite mais quente de quem precisa.

Precisamos completar 50 cobertores e contamos com sua ajuda, a empresa investirá na doação de:

- 100 MARMITAS
- 50 COBERTORES

As doações serão destinadas para pessoas em situação de rua.

RH | RECEPÇÃO

AGRADECEMOS TODAS DOAÇÕES!

AS ARRECADAÇÕES FORAM FINALIZADAS E DESTINADAS PARA INSTITUIÇÕES DE APOIO

No total arrecadamos:

121 caixas contendo:

- Alimentos não perecíveis
- Ração para Pets
- Roupas e calçados
- Cobertores
- Toalhas
- Produtos de limpeza

Água:

- 5 galões de 5l, 9 fardos (AQIA)
- 1128 garrafas (Biotec)

**** 34 caixas das recebidas em doações que possuíam roupas e calçados, foram doadas para o Núcleo Bатуira, devido a restrição das instituições do Rio Grande do Sul não estarem mais aceitando Roupas e Calçados.**



04. Governance

Compliance and Ethics

At AQiA, ethical governance is the foundation of all corporate relationships and decisions. We believe that integrity, transparency, and accountability are non-negotiable values that guide both our employees and our business partners.

Code of Conduct

AQiA adopts a Code of Conduct that guides the ethical behavior of its employees and suppliers, ensuring that all of the company's relationships are based on integrity, transparency, and respect.

Internally, the Code acts as a guide for **employees**, providing clear guidelines for professional conduct, responsible decision-making, and coexistence based on mutual respect. Topics covered include social and environmental responsibility, prevention of conflicts of interest, and legal compliance, with ongoing training to strengthen the organization's ethical culture.

In terms of **supplier** relationships, the Code serves as a reference to ensure fair and sustainable business practices. AQiA establishes strict criteria for partnerships, requiring compliance with current legislation, the adoption of responsible environmental practices, and respect for human rights. This conduct is essential to maintaining business relationships based on mutual trust and aligned values.

The Code of Conduct is publicly available on the company's website, reinforcing AQiA's commitment to transparency and governance based on sound principles.

Ethics Channel

To ensure compliance with its Code of Conduct and strengthen an organizational culture based on ethics, AQiA provides an Ethics Channel dedicated to receiving reports of conduct that may violate institutional principles, applicable laws, or internal rules.

The channel is accessible to all audiences—employees, suppliers, partners, and other stakeholders—and is available continuously, 24 hours a day. Reports can be made anonymously or identified, ensuring freedom and security for those who report.

The Ethics Channel is managed by an independent company, which ensures impartiality, confidentiality of information, and appropriate handling of each report. Reports received follow a structured investigation process, conducted with seriousness and respect for the integrity of the parties involved.

The Ethics Channel plays a strategic role in contributing to the strengthening of corporate governance and trust in AQiA's institutional relations.

Conflict of Interest and Anti-Corruption Practices

AQiA reaffirms its commitment to ethics, legality, and responsible governance through robust mechanisms aimed at preventing conflicts of interest, corruption, and bribery, which are integrated into the Code of Conduct.

The Code of Conduct provides guidance on how to identify and address potential conflicts of interest, ensuring that personal interests do not interfere with professional decisions. All employees undergo regular training that reinforces the importance of ethical conduct and integrity in the corporate environment.

The Internal Policy for the Prevention of Corruption and Bribery defines objective criteria for accepting gifts, presents, hospitality, donations, and sponsorships, with clear guidelines that ensure compliance with legislation and institutional values.

AQiA also adopts continuous control and monitoring mechanisms, including practical guidelines and reporting channels.

Through these practices, AQiA strengthens an organizational culture based on integrity, promoting business relationships sustained by transparency, legality, and mutual respect.

Privacy and Data Security

AQiA reaffirms its commitment to the privacy and security of its employees', customers', and partners' information. Our Privacy Policy ensures that all personal data collected is handled responsibly, in accordance with the General Data Protection Law (GDPL).

The entire data lifecycle, from collection to disposal, follows strict internal procedures based on the principles of minimization, necessity, and purpose. Data processing is carried out based on the explicit consent of data subjects to ensure transparency and compliance with current legislation.

To strengthen data governance, all AQiA employees receive ongoing training on the GDPL, Privacy Policy, and Information Security Policy (ISP). These policies are reinforced in training sessions on the Code of Conduct and Ethics, which promote an organizational culture committed to the ethical and secure use of information.

The company also invests in technological tools, team training, and monitoring processes to ensure the pillars of information security—confidentiality, integrity, and availability (CIA)—in all its operations.

In 2024, AQiA did not record any incidents or complaints relating to data leaks. This demonstrates the effectiveness of the adopted practices and the organization's commitment to protecting the information in its care.



Supply Chain

Sustainable Qualification and Assessment

Our approach to ensuring a responsible supply chain is based on two main pillars. The first is the supplier qualification process, which is carried out every two years to ensure compliance with legal, quality, safety and environmental requirements. The second pillar is an annual sustainability assessment that monitors employees' social, environmental and health and safety practices.

By combining these two processes, we can select suppliers that share our values and are dedicated to creating a more sustainable future. We believe that this approach strengthens our supply chain and contributes to creating a more responsible and conscientious market.

In addition, our service providers undergo specific legal training, focusing on compliance with legal obligations and respect for workers' rights.

To reinforce our ethical commitment throughout the chain, we have made our Supplier Code of Conduct publicly available on the AQiA website.

The document establishes clear guidelines regarding expected practices in terms of integrity, human rights, safety, and sustainability, promoting a business environment that is ethical and aligned with our principles.

Risk Analysis

To analyze and classify suppliers as strategic or regular, AQiA uses a risk matrix based on the social and environmental impacts generated by its partners' activities. This approach allows for more accurate identification of risks associated with the supply chain, as well as guiding the prioritization of sustainability assessments and corrective and continuous improvement actions.

In 2024, we had 475 active suppliers, all of whom underwent a biennial qualification process, in accordance with our policy. This qualification ensures that suppliers comply with legal, quality, environmental, occupational safety, and social responsibility criteria, reflecting AQiA's values.

Among active suppliers, 181 (38.1%) are classified as strategic in the sustainability pillar. These partners are monitored more closely, with a specific focus on social and environmental practices, and undergo annual sustainability assessments. We are currently conducting this assessment process to validate their practices and ensure that they are aligned with our ethical and sustainable performance standards.

In 2024, there were 475 active suppliers, 181 of which (38.1%) were classified as strategic in the sustainability pillar.



Raw Material Traceability

AQiA is committed to ensuring that all raw materials used in our production are sourced responsibly and sustainably. To this end, we are tracking each one of them, monitoring their origin, and verifying that they come from sources that respect the environment.

We seek suppliers who adopt responsible management and production practices, prioritizing those with recognized environmental certifications. This allows us to ensure that the natural resources used do not cause damage to biodiversity. In addition, we are conducting environmental impact assessments to ensure that the extraction of raw materials does not harm the environment. This process involves verifying the extraction of resources and the adherence to best environmental practices during production.

We also adopt the principles of the circular economy, seeking to reuse materials wherever possible in order to reduce waste. This way, we are able to reduce pressure on natural resources and contribute to the preservation of ecosystems.

By doing so, we are able to reduce pressure on natural resources and contribute to preserving ecosystems.

These actions, we reinforce our commitment to minimizing the environmental impacts of our operations and supporting sustainability throughout our supply chain.



12 CONSUMO E PRODUÇÃO RESPONSÁVEIS

Acknowledgements

We would like to express our sincere gratitude to all AQiA employees, whose commitment, dedication and passion have made our achievements possible. Every one of you plays a vital role in our success, and we are extremely grateful for your contributions to our company's growth and development, with a constant focus on sustainability and social responsibility.

To our stakeholders, we express our gratitude for your continued trust and support. Everyone's collaboration is vital to building a more sustainable future, and we deeply value the partnerships that help us achieve our long-term goals.

Finally, we would like to thank the ESG Committee for its hard work and commitment to implementing policies and actions that reflect our values. The exemplary performance of this committee has been crucial to strengthening our sustainability strategy, and its contributions are fundamental to AQiA's continued success.

Thank you all very much! Together, we are moving toward a more responsible and sustainable future.

Preparation and Review

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- Ricardo Nobrega - IT Manager
- Samantha Rodrigues - MKT Analyst

Graphic Design

- Caroline Bianchini - Designer

LET'S
CREATE THIS
FUTURE
TOGETHER



AQia

QUÍMICA INOVATIVA

ACCESS OUR SOCIAL MEDIA!



WWW.AQIA.NET

