

# Unipar

## Sustainability Report

# 2024



Luis Renato, Sivaldo Xavier, Ismael Moreira, Santo André plant





Paloma Canovas, Catalina Chasco, Silvio Redolfi and Patrick Rosadio, Buenos Aires office

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Jefferson Beltramdt Pereira, Santo André plant

# Foreword

Related SDGs



# 2024 at a glance



## Unipar

### Strategic expansion

through the launch of Unipar's new plant at the Camaçari Petrochemical Complex (Bahia). This site is fully powered by renewable energy sourced from the Tucano Wind Farm, also in Bahia – Brazil

### Tech upgrade

through the project to replace outdated mercury and diaphragm-based technologies with modern membrane technology – a more efficient and sustainable method for chlorine and caustic soda production – Brazil

### Monthly record in November with 69%

of energy consumption coming from self-generated renewable wind and solar sources - Brazil



## Investors & institutions

### R\$ 948 million

in Ebitda, with a 17% margin - Brazil and Argentina

### R\$ 448 million

in dividends paid in 2024 – Brazil

### Financial structure strengthened

with the 9<sup>th</sup> debentures issuance (R\$ 750 million)

### 1<sup>st</sup> green financing secured,

through the Climate Fund Program and BNDES Finem Financing and Projects, for the technological upgrade of the Cubatão plant (R\$ 673 million), and financing from Banco do Nordeste (BNB) for the Camaçari plant (R\$ 203 million), based on social and environmental criteria

### Shareholder base with over 100,000 individuals,

companies and institutional investors, demonstrating the company's attractiveness and credibility



## Customers

### The new Customer Portal is

now consolidated and strengthens customer relationships, offering a better commercial experience – Brazil and Argentina

### Our people

### 62,519 hours

of training for our teams throughout the year, including ESG content



## Suppliers

### 64%

of suppliers were accredited, including sustainability requirements – Brazil and Argentina



## Community and society

### 3.9 million people were impacted

by the social projects Unipar and Unipar Institute sponsor and carry out

### 75 projects

carried out, focusing on human development across education, culture, sports, social and environmental initiatives, and sanitation – Brazil and Argentina

### More than 4,600

visitors participated in the Open Factory program throughout 2024 – Brazil and Argentina

### Donation of 7,000

seedlings from 50 tree species to around 5,000 families in Bahía Blanca, in support of the city's reconstruction efforts after an extreme weather event



# Awards and recognitions



**For the third consecutive year**, our employees rated us as a great place to work, according to the criteria of the **Great Place to Work (GPTW) ranking**. In a new milestone, we earned our first 2-star Great People Mental Health (GPMH) badge, highlighting our commitment to the emotional well-being and mental health of the entire team.



## Brazil

### Unipar's MSCI ESG

rating upgraded from BB to BBB

### Suzano Valoriza Award

awarded to Unipar, as best supplier in the ESG Management category

### Valor 1000 ranking -

Chemical and Petrochemical sector:

- 1st in EBITDA Margin and, for the third year in a row, 3<sup>rd</sup> in Profitability

### Exame magazine -

Biggest and Best for the Oil and Chemical sector:

- 2<sup>nd</sup>, with a score of 7.12

### Época Negócios 360° Yearbook -

Chemical and Petrochemical sector:

- 3<sup>rd</sup> place in the ESG/ Socioenvironmental Challenge
- 3<sup>rd</sup> place in the People Challenge



## Argentina

### Sustainable Company 2023 and 2024

– Honor granted for the second consecutive year by the NGO Plataforma Sustentabilidad Integral

**Eikon Award 2024** – in the Social Sustainability category for its impactful efforts in rebuilding Bahía Blanca after the devastating storms in December 2023

### Emprendedor Solidario award

from the Ecumenical Social Forum, in recognition of its community-focused programs that enhance quality of life and foster a culture of solidarity

**Conciencia Award**, honorable mention awarded to Vivero Unipar for its responsible production practices, fully aligned with the Sustainable Development Goals (SDGs 11, 13 and 15)

# About this report

GRI 2-1, 2-2, 2-3

We aim to fulfill our purpose of being trustworthy and creating value in all our relationships with society. We are therefore pleased to present the 2024 Unipar Sustainability Report. This annual publication provides information and data related to the company across social, environmental, governance, financial and business fronts, for the period from January 01 to December 31, 2024. We also include a number of highlights from the first half of 2025.

This report covers all businesses of Unipar Carbocloro S.A., Unipar Indupa S.A.I.C. (a direct subsidiary), Unipar Indupa do Brasil S.A. (an indirect subsidiary) and Unipar Participaciones SAU. The consolidated financial information includes investments

accounted for using the equity method in the following entities: Tucano Holdings III (an indirect joint operation), Usinas de Energia Fotovoltaica Lar do Sol I, II, and III (direct subsidiaries, all corporations), Veleiros Holdings S.A. (indirect subsidiary), and Solalban Energía S.A. (indirect joint operation).

The financial information is adjusted for NCI in Unipar Indupa S.A.I.C., representing 96.2% as of December 31, 2024. The report was developed in accordance with the 2021 Global Reporting Initiative (GRI) Standards and was published on July 31, 2025.



**Queries or any requests for information regarding this material should be sent to [sustentabilidade@unipar.com](mailto:sustentabilidade@unipar.com)**

César Banhara, Santo André plant





# Message from the Board of Directors

GRI 2-22

It is with great satisfaction that we present Unipar's 2024 Sustainability Report, in the year we celebrate 55 years of existence. For over more than half a century, we have established ourselves as a benchmark in the chemical and petrochemical industries – strategic sectors for the Brazilian and Argentine economies.

We supply essential inputs to a wide range of sectors such as sanitation, hygiene and cleaning, pulp and paper, pharmaceuticals, food and many others. I like the idea that we are the "industry of industries". It is important to emphasize that these activities not only have the power to drive the economy but also directly impact the quality of life of millions of people.

To keep creating a positive impact across society, we have underpinned Unipar's strategy with a long-term vision and a commitment to building a future that balances business growth with a focus on results, social development and sustainability.

The achievements of 2024 reflect not only our Company's operational progress, resilience and efficiency but also this long-term strategic direction. Despite facing a downturn in the petrochemical sector, coupled with a complex global scenario of currency volatility and rising inflation, we continued to invest in structural projects that strengthen our business competitiveness and sustainability.

Elsewhere, we proactively managed our capital structure by diversifying our funding sources, lowering the borrowing cost and extending our debt profile. Alongside this, we reviewed our organizational structure and began to adjust our internal processes, taking another step toward organized and structured growth for the Company.

In terms of governance, the professionals who took on senior leadership roles in 2024 remain committed to best practices, guided by the principles of ethics, transparency and responsible action. We firmly believe

that effective management driven by these principles is essential to ensure business longevity and to meet stakeholder expectations.

Guided by these values and initiatives, we reaffirm our ambition to remain a benchmark company, especially in terms of reliability and safety. That is our core purpose, and it runs through the heart of our organizational culture. Unipar is made of people, and the unity of our talents, efforts and values is what makes us unique.

I would like to thank our controlling shareholder, other shareholders, employees, customers and partners for their trust and support. You were fundamental in building a legacy we are proud of, and you remain essential to keep us motivated to shape a future together that is even more promising and sustainable.



**Bruno Soares Uchino**  
Chairman of the Unipar  
Board of Directors

# Thoughts from our CEO

GRI 2-22

2024 was a milestone year. We celebrated Unipar's 55<sup>th</sup> anniversary—a remarkable story of entrepreneurship and a legacy of success. It was also a year marked by internal and external challenges. The petrochemical sector remained sluggish, affected by the economic downturn in Argentina and ongoing currency volatility. In Brazil, competitiveness made little headway, with persistently high gas prices, soaring interest rates and intense competition from imports.

In light of this, we focused on efficient management and operational excellence. We achieved solid results, including record sales in the chemical segment in Brazil and high capacity utilization. We reaped the rewards of our investments in renewable energy, a key lever of Unipar's competitiveness. We pushed our resilience to the limit and the results were highly satisfying.

Notably, revenue rose 11% compared to 2023, adjusted Ebitda reached R\$ 1.1 billion and net income totaled R\$ 557 million. At the end of 2024, we marked 19 consecutive quarters of profit, enabling record investments and the distribution of R\$ 448 million in dividends to shareholders.

Our plants operated efficiently and were the focus of major projects. In December, we launched operations at the Camaçari plant, ramping up production to support the sanitation and cleaning industries in Brazil's Northeast. We advanced the modernization of our Cubatão plant, replacing mercury and diaphragm technologies with membrane technology to increase efficiency and competitiveness while reducing greenhouse gas emissions. In Santo André, we announced the expansion of emulsion PVC production with an investment of R\$ 57 million, supported by the Special Arrangement for the Chemical Industry (Reiq). In Bahía Blanca, Argentina, we increased our hydrochloric acid supply.

This report presents detailed updates on the projects developed at each of our industrial plants. These projects span technological advancements, capacity expansions, a greenfield unit, industrial process improvements, emissions reductions, energy transition and social and environmental initiatives. We worked to meet market demands while forging even closer relationships with our clients. Our purpose—to be trustworthy in all our relationships—guided every initiative.

Our team made the difference by seeking new market opportunities and ensuring strategic deliveries. We supported their work through investments in development, organizational structure reviews and by strengthening Unipar's culture. We focused on expanding training, refining role profiles, redesigning departments, prioritizing safety and ensuring the well-being of our people. Knowledge-sharing was a highlight of our initiatives, enhancing team integration.



**Rodrigo Cannaval**  
CEO, Unipar



We also extended our focus to surrounding communities. We developed projects supporting education, culture, sports and social and environmental causes. Of particular importance was the revitalization of the Chemistry Lab at the Catavento Museum. Our commitment is to remain close to the communities we serve and to drive human development and basic sanitation.

In addition, we strengthened our capital structure by securing improved financing terms and gaining approval for new credit facilities aimed at lengthening the average maturity of the Company’s debt. Unipar believes it has a debt profile well aligned with its goal of sustainable growth. A key milestone that crowned this effort was the approval of a financing line linked to BNDES’s Climate Fund—supporting projects aimed at reducing greenhouse gas emissions and adapting to climate change. In addition to offering favorable terms, this financing also represents recognition of Unipar’s sustainable practices. Today, we have a solid financial position that places us strategically to continue growing sustainably.

“Our team made the difference by seeking new market opportunities and ensuring strategic deliveries”

In 2025, global challenges will persist. We anticipate a continuation of the chemical industry’s downturn, along with ongoing inflationary pressure and exchange rate volatility. An important variable to monitor will be the potential impact of protectionist policies. We will continue to pursue the best possible results with resilience—and always with safety as our priority.

Our team will remain united, making chemistry happen.

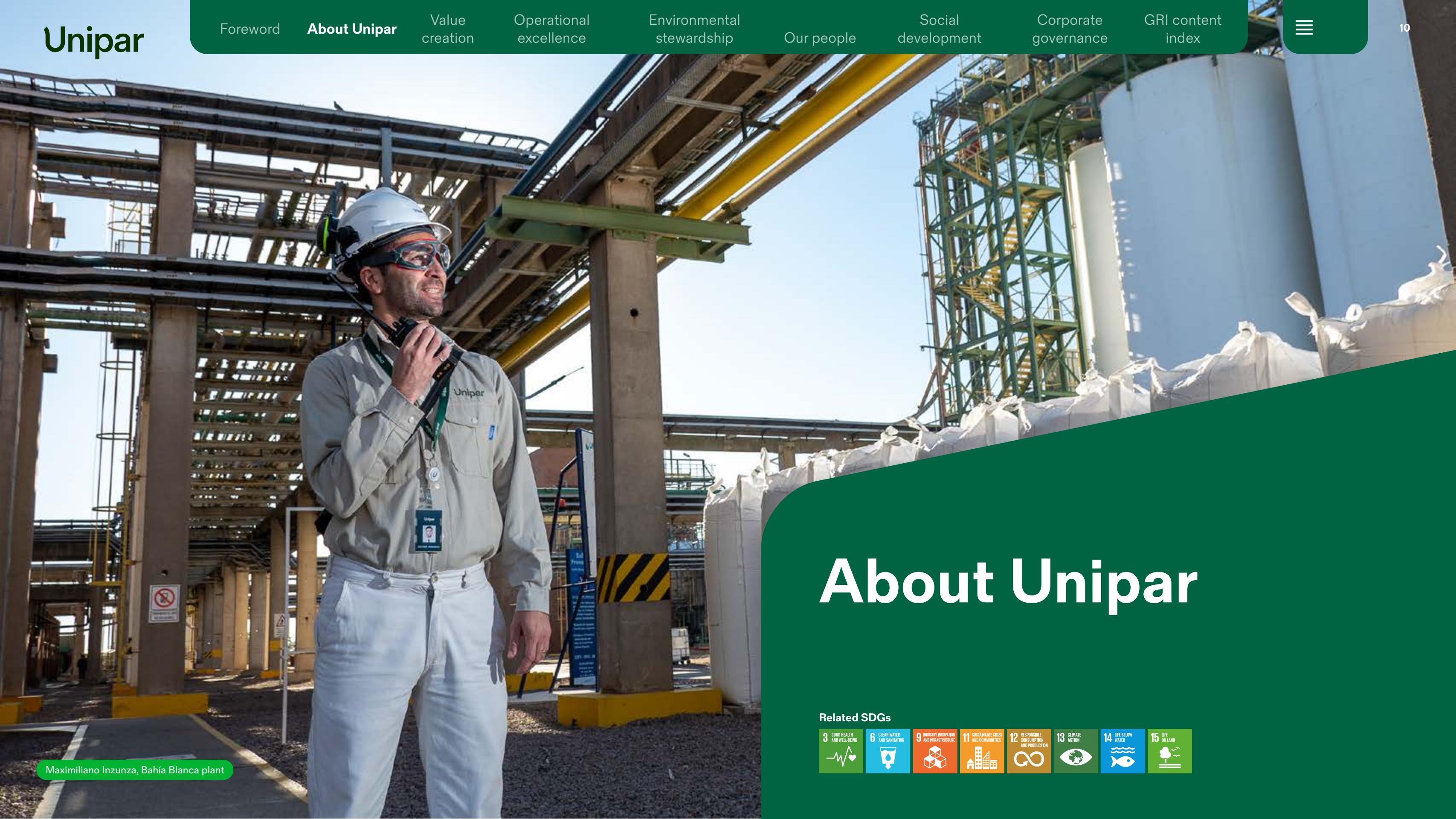
We hope you enjoy the report.

**Rodrigo Cannaval**  
CEO, Unipar



Aerial shot, Cubatão plant





Maximiliano Inzunza, Bahía Blanca plant

# About Unipar

Related SDGs

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# Where Chemistry Happens

GRI 2-1, 2-6

Founded in 1969, Unipar (Unipar Carbocloro S.A.) is a publicly traded corporation and a leading producer of chlorine and caustic soda. It is also the second-largest producer of PVC in South America. As a chemical and petrochemical company, Unipar provides essential raw materials for water and sewage treatment in the sanitation sector, and foundational inputs for various other industries including mining and steel, pulp and paper, construction, healthcare, food, automotive and household goods.

Our industrial operations are spread across four locations: Cubatão and Santo André in São Paulo state (Brazil), Camaçari in Bahia state (Brazil) and Bahía Blanca in Argentina. This geographic structure enables agility and efficiency in meeting the demands of markets in Brazil, Argentina and other South American countries.

In addition to our strong footprint in the chemical and petrochemical segments, we also hold stakes in several companies in the energy generation sector. Among these investments is Solalban Energia S.A. (“Solalban”), located in Argentina. In Brazil, we hold interests in Tucano Holdings III S.A. (“Tucano Holdings”) and Veleiros Holdings S.A. (“Veleiros Holdings”),

focused on self-generation of wind power, and a group of solar plants under the names Usina de Energia Fotovoltaica Lar do Sol I S.A., Lar do Sol II S.A. and Lar do Sol III S.A. (collectively referred to as “Lar do Sol”), which operate in solar energy self-generation.

Across all sectors, our purpose is to be a trusted partner in every relationship we build, adding value to society as a whole. This is only possible because we pursue operational excellence through substantial investments in modernizing our production processes and optimizing input usage, always focused on continuous improvement. We are also deeply committed to social and environmental responsibility. We cherish our 1,470 employees and actively support our local communities by backing projects aimed at human development and basic sanitation. **GRI 2-7**

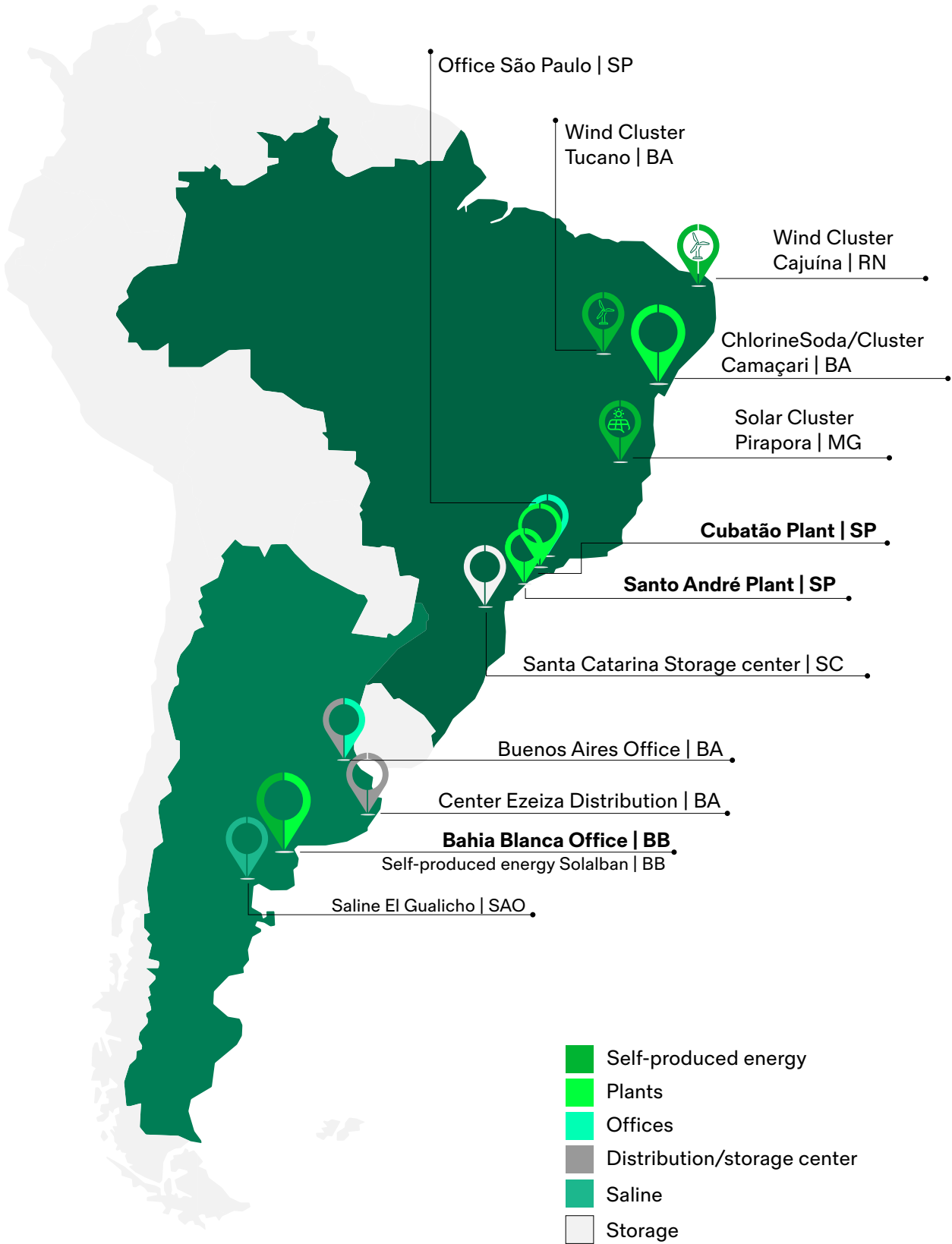


Paula Soares, Bahía Blanca plant

**Across all sectors,  
our purpose is to be  
a trusted partner in  
every relationship we  
build, adding value  
to society as a whole**



# Our presence







Viviane Gonsalez, Santo André plant

Our products

- **Chlorinated products**  
(liquid chlorine, hydrochloric acid and sodium hypochlorite)
- **Caustic soda**  
(liquid and anhydrous)
- **PVC**  
(emulsion and suspension)

Our plants make



Brazil

- **Cubatão**
  - Chlorinated products
  - Caustic soda
- **Santo André**
  - Chlorinated products
  - Caustic soda
  - PVC
- **Camaçari**
  - Chlorinated products
  - Caustic soda

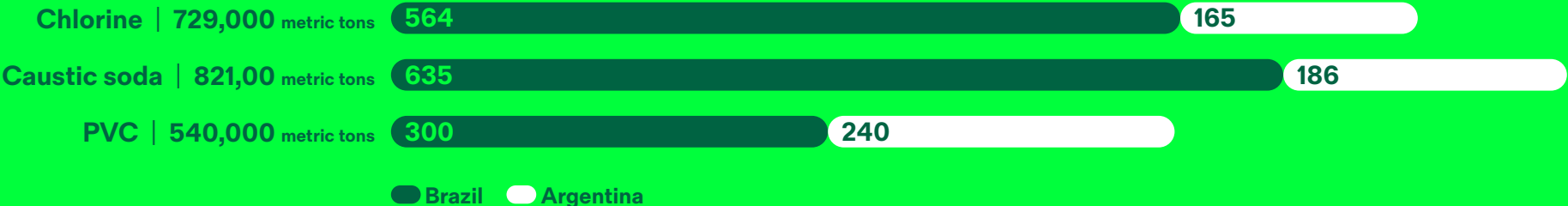


Argentina

- **Bahía Blanca**
  - Chlorinated products
  - Caustic soda
  - PVC

729,000 t  
of chlorine is produced  
at our facilities in both  
Brazil and Argentina

Production capacity  
of 1,000 tons a year



Segments served

- Building & Construction
- Sanitation
- Household items
- Pulp & Paper
- Mining and Steelmaking
- Health
- Food Products
- Automobiles
- Hygiene and Cleaning
- Chemical and Petrochemical
- Aluminum
- Films and Laminates
- Smelting

# Purpose, mission, vision



## Purpose

To be trustworthy and create value in all our relationships with society.



## Mission

Making chemistry happen to create sustainable value for people, shareholders, customers, employees and society through products that enhance quality of life.



## Vision

To be a globally leading player in our industry, driving growth with accountability and responsibility.



Alexandre Petrone, Rafael de Moraes and Marcello Amorim, Cubatão plant



# Strategic pillars





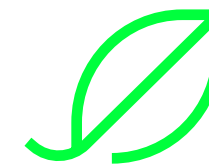


Tatianne Carvalho and Reginaldo Santos, Cubatão plant

## Sustainability as a Strategic Lever

Unipar's goal is to implement initiatives that create value for its business while ensuring long-term continuity.

To select investment projects, we apply clear criteria that include: significant impact on both socio-environmental and governance fronts; alignment with our long-term objectives; and financial return, ensuring financial sustainability and delivering positive impact for our stakeholders.



**Our guideline is to make Unipar an agent of transformation for a more sustainable world**

## Commitments

Our core sustainability guideline is to make Unipar an agent of transformation for a more sustainable world. This purpose reflects our commitment to driving change within the organization and throughout our ecosystem—which includes customers, investors, suppliers, local communities and society at large.

We reaffirm our goal to lead initiatives that create shared value, contributing to a sustainable transition in the markets where we operate. As part of this commitment, the company has set targets to reduce its CO<sub>2</sub> equivalent emissions (Scopes 1 and 2): a 10% reduction by 2025 and 30% by 2030, with the ultimate goal of reaching net zero emissions by 2050. We have also committed to eliminating mercury use in our operations, in line with the Minamata Convention, and continue to invest in energy efficiency and clean energy.



## Modernization and Expansion Projects

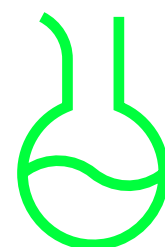
The year 2024 was pivotal for the consolidation of structural projects. Modernization and expansion highlights include progress on the unification of production processes at the Cubatão plant using membrane technology. This project qualified for Unipar's first green financing through the BNDES Climate Fund Program, which supports initiatives targeting greenhouse gas emissions and climate change adaptation, and through BNDES's Finem – Environment line, focused on sustainability investments.

In addition to complying with the Minamata Convention—a treaty signed by Brazil that restricts mercury use—the project also phases out diaphragm technology. It results in an annual reduction of more than 70,000 tons of CO<sub>2</sub> emissions compared to the 2020 baseline.

At the Santo André plant, a new gas scrubber was installed in the PVC 3 unit. This technology places the facility among those with the highest environmental standards, as it minimizes operational impact by helping to control emissions and releasing purified air into the atmosphere (see more on [page 23](#)).

Another highlight was the inauguration of the new plant at the Camaçari Petrochemical Complex (Bahia), which began operations in December 2024. This facility expands the production of chlorine, caustic soda and sodium hypochlorite, aiming to meet the growing local demand driven by Brazil's Sanitation Legal Framework (see more on [page 25](#)).

Other major projects are described throughout this report.



### The inauguration of the new plant in Camaçari (BA) expands chlorine, caustic soda and sodium hypochlorite production, to meet rising local demand





# Public commitments

## Global Compact

Since 2023, we have been signatories of the United Nations (UN) Global Compact in Brazil—the world’s largest corporate sustainability initiative. With this, we have pledged to align our operations and business strategy with the “Ten Universal Principles” that address human rights, labor, the environment, water and anti-corruption. We are also committed to the 17 Sustainable Development Goals (SDGs), embedding these values into our strategy and organizational culture.

## +Water Movement

In 2023, we also joined the +Water Movement, an initiative of the UN Global Compact in Brazil. The initiative urges companies to work together to help advance SDG 6—Clean Water and Sanitation. The Movement aims to impact 100 million people through improved access to sanitation and water security. In Brazil, participating companies have committed to supporting the goal of collecting and treating 90% of the country’s sewage by 2033.

## Corporate Citizenship Pact

In 2024, Unipar signed up to the Citizen Company Pact, and from that year onward began offering extended maternity leave of six months and paternity leave of 20 days. This initiative allows mothers and fathers to spend more time with their newborns.



Aerial shot, Santo André plant



# Materiality

**Unipar's sustainability strategy is based on a Materiality Matrix, which identifies the most relevant environmental, social and governance topics for the company and its stakeholders.**

This matrix serves as a guide for setting goals and selecting disclosures, which are regularly monitored and disclosed. It was created in 2021 following a consultation process involving over 200 representatives from our stakeholders, identifying the topics that most influence Unipar's operations. It covers eight key topics considered essential, listed below. The stakeholder groups consulted included investors, suppliers, PVC and chemical customers, local communities, government entities, the media and other institutions that deal with the Company.

With the support of specialized consultants, we are currently working on a study to implement double materiality—a concept that embraces both impact materiality and financial materiality—giving us a more comprehensive view of our impacts and opportunities.

## Material topics GRI 3-1, 3-2

### 1 Business integrity and ethics

Integrity, reliability, and ethics are core values at Unipar, shaping our actions and ensuring our operational continuity and longevity. Unipar is committed to upholding high standards of governance, with a focus on ethics and building institutional relationships.

### 2 Waste management

We have practices in place to reduce waste generation in our processes and work to increase material reuse while taking a responsible approach to waste management.

### 3 Health and safety

The health and safety of our employees, operations, customers, and communities are non-negotiable priorities for Unipar. We relentlessly pursue operational excellence and safe logistics for our products.

### 4 Climate change, energy and emissions

Our production processes require significant amounts of energy. Unipar is committed to energy efficiency and is transitioning to renewable energy sources, investing in self-generated solar and wind power. We have also committed to reducing greenhouse gas emissions, aiming to reach Net Zero by 2050.

### 5 Community engagement

Unipar is committed to promoting community development in areas such as education, culture, sports, and social and environmental initiatives, with a particular emphasis on sanitation in the local communities where we operate in Brazil and Argentina.

### 6 Risk management

We strive to be recognized for excellence in risk management and mitigation to safeguard our operations and long-term viability. This topic holds a high priority among our practices.

### 7 Water and sanitation

As our products are used in water treatment, our role in providing access to clean water and sanitation in the countries where we operate, and responsibly using water in our activities, are key topics.

### 8 Inclusion and diversity

We aim to create an inclusive environment where individuals feel respected and a sense of belonging.



# Unipar Commitments

## Unipar



60% of electricity requirement generated from renewable sources.

TIME FRAME  
2025



Reduce scope 1 and 2 CO<sub>2</sub> emissions by 10% (2020 baseline).

TIME FRAME  
2025



Reduce scope 1 and 2 CO<sub>2</sub> emissions by 30% (2020 baseline).

TIME FRAME  
2030



Eliminate the use of mercury in our operations.

TIME FRAME  
2030



Reduce water intensity by 15% and achieve 15% reuse (2021 baseline).

TIME FRAME  
2030



Strive for zero accidents and operational incidents.

TIME FRAME  
Recurring

## Customers



Achieve 65% of products manufactured with renewable electricity.

TIME FRAME  
2025



Develop sustainable solutions in the areas of energy and emissions.

TIME FRAME  
2030



Manufacture 80% of our hydrochloric acid with green hydrogen.

TIME FRAME  
2030

## Suppliers



Have 100% of suppliers screened against sustainability criteria

TIME FRAME  
2025

## Community and society



Impact 2 million people with community development programs and projects.

TIME FRAME  
2025










## Investors & institutions



Publish Sustainability Reports and be included in governance and sustainability rankings and surveys

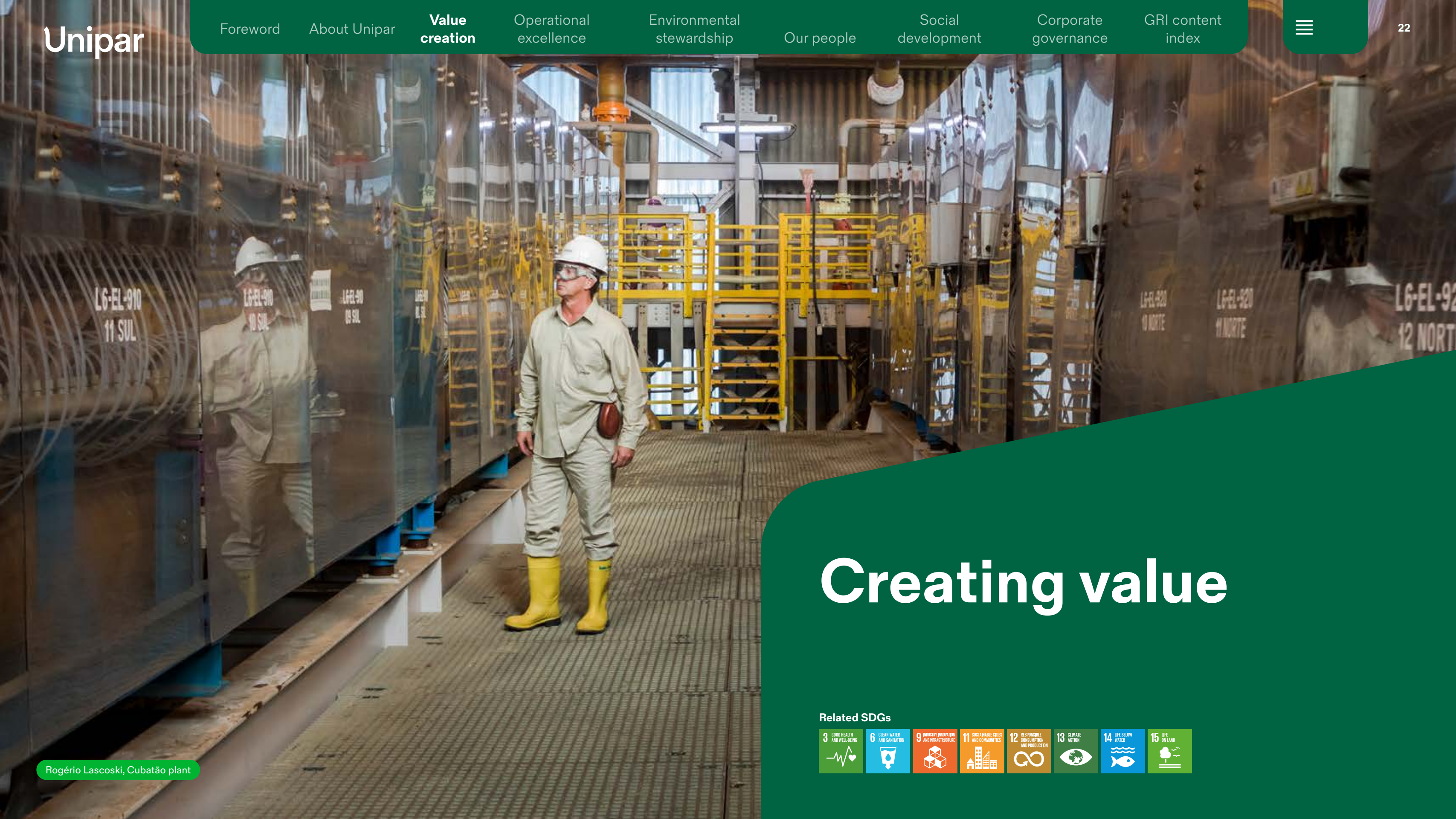
TIME FRAME  
Recurring

# 2050 Ambition

Unipar	Customers	Suppliers	Community and society	Investors & institutions
<div><div></div><div></div></div> <div><p>Achieve Net Zero</p><p>Strive for zero accidents and operational incidents.</p></div>	<div><div></div><div></div></div> <div><p>Expand the portfolio of sustainable solutions in sanitation, energy, emissions, and affordable housing. Deliver CO<sub>2</sub> emissions avoided for our customers.</p></div>	<div><div></div><div></div></div> <div><p>Communicate Unipar’s commitments across the supply chain.</p></div>	<div><div></div><div></div></div> <div><p>Accelerate access to clean water and sanitation, increasing the number of people served through our direct initiatives and expanding impact on community development.</p></div>	<div><div></div><div></div></div> <div><p>Achieve recognition as a leader for sustainability in the chemical industry, by being named to the leading governance and sustainability rankings.</p></div>

We have pledged to help achieve the 17 Sustainable Development Goals (SDGs)





# Creating value

Rogério Lascoski, Cubatão plant

Related SDGs

3 GOOD HEALTH AND WELL-BEING

6 CLEAN WATER AND SANITATION

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND



# Strategic direction

In line with the trend observed in 2023, the petrochemical sector remained in a rut in 2024.

Brazil’s competitiveness strategy showed little progress, with natural gas prices and interest rates remaining high and intense competition from imported products. The situation was further complicated by Argentina’s ongoing economic contraction, which caused a sharp drop in PVC demand and heightened currency volatility.

Unipar responded with disciplined resource management and a strong focus on operational excellence. The results were highly satisfactory, with record chemical sales in Brazil and consistently high levels of installed capacity utilization.

Even amid a challenging environment, we maintained resilience and preserved both our operational and financial strength—demonstrating our adaptive flexibility in the face of obstacles, which made the year extremely fruitful thanks to steady progress in our strategic plan.

We continued on our path of sustainable development and focused on structural investments. Key achievements included capacity expansion and strategic initiatives launched in Santo André (Brazil), technological upgrades in Cubatão and the start-up of operations at the new Camaçari plant (Brazil), along with the doubling of HCl production capacity in Bahía Blanca (Argentina). These actions represent the successful delivery of our multi-year investment plan.



**In 2024, we preserved our operational and financial strength**



Maitê Pereira and Beatriz Peres, Santo André plant

## New Equipment in Santo André Reduces Pollutant Emissions

In 2024, we completed the installation of a modern gas scrubber in PVC 3 at our Santo André facility—part of our ongoing push to enhance production efficiency while strengthening our environmental commitment. This equipment captures gas emissions and subjects them to a water-washing process that removes PVC residues from the production cycle. This technology means the facility

meets the highest environmental standards, minimizing operational impact on the ecosystem through emissions control and the capture and reuse of waste.

The project also stood out in terms of safety. Over 24 months of execution and with 80 professionals involved in high-risk activities, not a single accident was recorded.



## Modernization of Cubatão Sets New Industry Standards

In November, Unipar announced that its project to modernize and unify the production processes at the Cubatão plant using membrane technology had qualified for BNDES financing focused on energy efficiency and low-carbon technology transition. This approval led to a R\$ 673 million loan for a transformative project that sets new benchmarks for the industrial sector. The funding comes from the Climate Fund Program—which supports initiatives related to greenhouse gas reduction and climate adaptation—and from the Finem – Environment (Energy Efficiency) line, both operated by BNDES.

The project aligns with the Minamata Convention—an international treaty signed by Brazil, which restricts the use of mercury due to its environmental and health hazards. The initiative also phases out diaphragm technology, known for its poor energy efficiency. This complete shift from outdated mercury and diaphragm-based systems to membrane-only production of chlorine and caustic soda marks a major step forward in Unipar’s sustainability journey.

Upon completion of the construction and equipment upgrades, expected by the end of 2025, the Cubatão plant will reduce its annual CO<sub>2</sub> emissions by over 70,000 tons (compared to 2020 levels). The facility will also begin producing hydrochloric acid using green hydrogen, thanks to the use of

renewable energy—80% of which will be self-generated through Unipar’s wind and solar farms. Additionally, the modernization of Cubatão will trigger an 18% reduction in energy consumption (steam and electricity), equivalent to the residential consumption of approximately 340,000 people.

The project’s implementation involves installing about 32 kilometers of foundation piles, using roughly 2,000 tons of steel structures and 4,500 cubic meters of structural concrete. As a result, the use of wood and waste generation during the construction phase will be significantly reduced. Other environmental benefits observed during implementation include water reuse in the “Root Piles” process, enabling a considerable reduction in water consumption at this stage.

Another important factor is the creation of more than 1,200 direct and indirect jobs, contributing to local economic development during the project's construction and assembly phases. Once completed, the project will allow Cubatão to reduce industrial waste generation by approximately 150 tons annually, improve occupational hygiene conditions for employees, increase the plant’s operational reliability and optimize processes, logistics and spare parts.

Through this initiative, the company aims to maintain its competitive market position and advance technologically to make its operations increasingly efficient and sustainable—fully prepared to meet global market demands and reinforce its commitment to trust and value creation in all relationships.

**1,200**  
jobs were  
created through the  
modernization of  
the Cubatão plant



Cubatão plant



# 20,000

metric tons of chlorine  
can be produced at the  
new plant in Camaçari

# 22,000

metric tons of caustic  
soda and 23,000 tons of  
hydrochloric acid can be  
produced at the new plant



Aerial shot, Camaçari plant

## Unipar Strengthens Sanitation Strategy with New Plant in Brazil's Northeast

In December 2024, Unipar opened a new chapter in its history with the start-up of its plant in the Camaçari Petrochemical Complex, in Bahia. This new facility marks Unipar's first fully greenfield project—designed, planned and executed entirely by the company. From inception, the facility has reflected our firm commitment to safety and eco-efficiency, having been designed to maximize efficiency in the use of natural resources such as water, gas and other key inputs, while minimizing environmental impact.

Located in a major industrial hub, the plant has the capacity to produce 20,000 tons of chlorine, 22,000 tons of caustic soda, 23,000 tons of hydrochloric acid and 160 tons of sodium hypochlorite annually. This enables Unipar to meet market demands in a sustainable and efficient way. Strategically, this project strengthens Unipar's presence in Brazil's Northeast—a region expected to see the highest growth in the sanitation sector over the next decade.

This major advancement was only made possible through the commitment and excellence of our employees, who demonstrated exceptional dedication throughout the entire preparation process. The first team members of the Camaçari plant arrived in March 2024. Under the leadership of a production coordinator, they began the journey of bringing this new operation

to life. They underwent training, immersed themselves in Unipar's values and received technical preparation to operate the plant to the highest standards of quality. By September 2024, with an expanded team in place, we hosted the Unipar Family Day, bringing together employees of the new plant and their families for a special visit to the Bahia Museum of Contemporary Art in Salvador. This initiative included a variety of recreational and interactive activities for all ages, aiming to foster connections and celebrate the shared future we are building.



**The progress of our  
operations in the  
region only became  
a reality thanks to  
the commitment of  
our employees**





Unipar

Hace que la química suceda

# Operational excellence

Related SDGs



Leandro Heredia, Bahía Blanca plant





Adilson Cucchi, Santo André plant

# Operational reliability

The pursuit of operational excellence is one of Unipar's strategic cornerstones. Our commitment is grounded in the principle of delivering reliability across our operations through continuous process refinement. To bring this vision to life, in February 2024 we hosted a meeting with the Technology teams from Brazil and Argentina to present the results of the Strategic Technology Planning developed by leadership in January and to discuss perspectives, expectations and challenges for the Tech function throughout

## AI has been used to boost the performance of pyrolysis furnaces and to predict unplanned shutdowns at the electrolysis plant

2024. In addition, the Santo André plant held the "Start 2024" event, which brought together the Business teams from Brazil and Argentina to align around the challenges faced by the Sales, Marketing, Growth, Innovation and Technical Market Development departments.

Our journey toward digital transformation, focused on operational efficiency, continues to progress steadily with the adoption of artificial intelligence solutions—consolidating our advancement, accountability and sustainable practices. Among the applications already incorporated into our operations are AI-driven tools that enhance the performance of pyrolysis furnaces, increasing productivity in the PVC chain, and predictive systems to prevent unplanned shutdowns in the electrolysis plant.

Our approach—rooted in safety and operational reliability—is driven by ongoing investments in team qualification across all industrial sites. A major milestone in our Continuous Improvement Program was the certification of the first group of Agile Coaches and Design Thinking leaders, completed in June 2024. These newly certified leaders underwent theoretical and hands-on training that sharpened their skills in innovative solutions

and agile methodologies. All these initiatives work in unison to deliver significant gains in productivity and fixed cost efficiency, aligning our practices with cutting-edge sustainability and performance solutions.

Meanwhile, we have continued investing in equipment that minimizes the environmental impact of our operations. In March 2024, we installed new gas effluent treatment systems in one of the PVC production lines at the Santo André plant in Brazil. The chosen solution triggered a significant improvement in particulate retention, with emission levels reaching 9.74 mg/Nm<sup>3</sup> - well below the regulatory limit of 70 mg/Nm<sup>3</sup> set by the environmental authority.

We also made inroads on the project to replace refrigeration equipment at the CQM plant in Santo André. The current chillers, which use freon R-22 (HCFC), will be replaced with propylene-based systems, which have minimal impact on global warming (GWP = 3). Scheduled for completion in 2026, this initiative will pave the way for full compliance with the Montreal Protocol, which mandates the gradual phase-out of HCFCs by 2030 to protect the ozone layer.

# Customer-Centric Solutions

For Unipar, proximity, solution-building and new business development are key levers for sustainable growth and for cementing our reputation as a reliable partner

Our approach embeds ESG practices and is built around three main pillars designed to enhance productivity, efficiency and safety throughout our value chain. These are:

## 1 Operational improvements

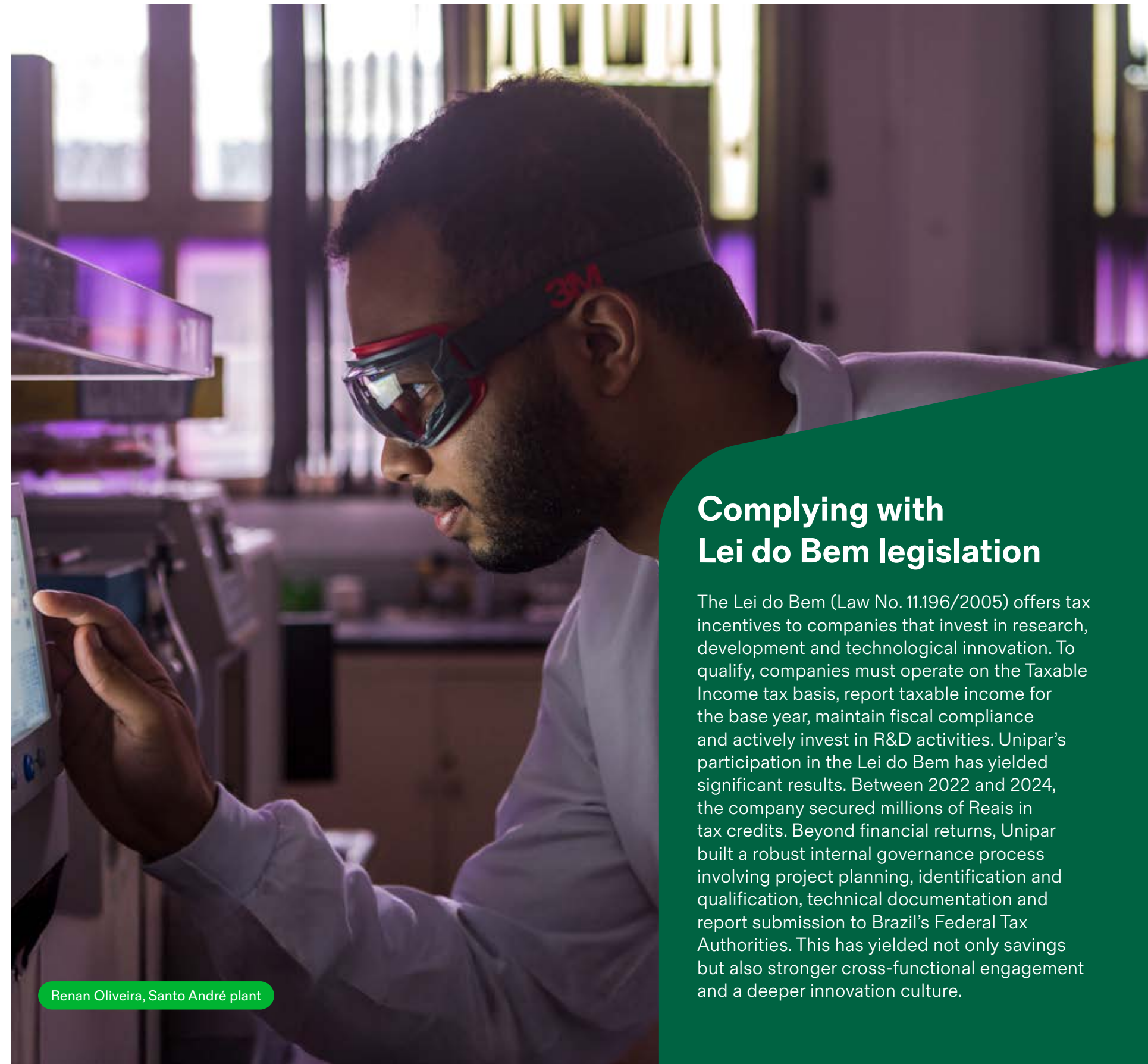
Focused on identifying new applications to improve performance across production units.

## 2 New product development

Aimed at expanding the portfolio of solutions offered to clients.

## 3 Process digitization

Involving the adoption of IT tools, artificial intelligence and big data.



Renan Oliveira, Santo André plant

## Complying with Lei do Bem legislation

The Lei do Bem (Law No. 11.196/2005) offers tax incentives to companies that invest in research, development and technological innovation. To qualify, companies must operate on the Taxable Income tax basis, report taxable income for the base year, maintain fiscal compliance and actively invest in R&D activities. Unipar's participation in the Lei do Bem has yielded significant results. Between 2022 and 2024, the company secured millions of Reais in tax credits. Beyond financial returns, Unipar built a robust internal governance process involving project planning, identification and qualification, technical documentation and report submission to Brazil's Federal Tax Authorities. This has yielded not only savings but also stronger cross-functional engagement and a deeper innovation culture.





Wind Farm, Tucano

# Renewable energy matrix

Climate challenges and fluctuations in rainfall patterns pose risks to energy supply continuity, underscoring the need for robust strategies to ensure uninterrupted access to this vital resource. In response to these challenges—and aligned with increasing global demands for industrial decarbonization—companies worldwide are increasingly shifting toward renewable energy sources. According to the International Energy Agency (IEA), Brazil stands out as one of the countries with the highest share of renewables in its energy mix. Approximately 45% of the country's total primary energy demand is met by renewable sources, far above the global average of around 14%.

For Unipar, electricity is a critical raw material in production processes, especially during electrolysis—a core phase in manufacturing our products. The shift to more sustainable energy alternatives is therefore a strategic priority. Unipar is a pioneer in acquiring renewable energy in Brazil's open market and has implemented strategic initiatives for self-generation from renewable sources. We reached a monthly record in Brazil, with 69% of average energy consumption coming from self-generated renewable sources.

For 2025, our goal is to operate with 100% renewable energy at our Brazilian facilities—80% sourced through self-generation and 20% through long-term contracts. We have chosen not to rely entirely on self-generation because we believe there is still room for technological advancements in these facilities. Each year, we see improvements in the performance of wind clusters, more efficient construction systems and ongoing evolution in photovoltaic panels.

To mitigate energy-related risks and ensure greater cost predictability, we invested—through joint ventures—in two wind clusters, Cajuína (Rio Grande do Norte) and Tucano (Bahia), and a solar farm in Pirapora (Minas Gerais). The combined installed capacity of these three farms is 485 MW, of which 159 average megawatts are allocated to Unipar's operations in Brazil. These facilities, which are already operational and undergoing optimization (learning curve phase), currently supply around 80% of our energy demand for Brazilian operations.



# Investments in renewable energy

Total consumption of fuels within the organization from non-renewable sources\*  
GRI 302-1

Category	Megajoules (MJ)
Natural gas	4,670,512,838.00
LPG	1,406,654.00
Diesel fuel	1,758,697.00
Total	4,673,726,066.00

\*Disclosure reported to ensure the completeness of the material topic of climate change. There are no comparative data from previous years.

Total consumption of fuels within the organization from renewable sources  
GRI 302-1

Category	Megajoules (MJ)
Renewable fuels	422,651,952.00

This item considered all the hydrogen fuel used at the sites, multiplied by the percentage of renewable electricity at each site: CB: Cons H2 x 74.6%; SA: Cons. H2 x 25.4%; BB: Con. H2 x 23.6%. For BB, renewable energy accounts for MEN 38%, which corresponds to 23.6% of the total.

## Energy consumed within the organization

GRI 302-1

Category	Megajoules (MJ)
Steam consumption*	5,923,392,329.00
Electricity consumption**	4,673,726,066.00
Total	10,597,118,395.00

\*Consumption of NG + H<sub>2</sub> + Petroleum Steam (CB)  
\*\*Electricity consumption includes power used in electrolysis production, operational needs (including cooling systems), and administrative functions within the sites.

## Energy sold inside the organization

GRI 302-1

Category	Megajoules (MJ)
Electricity sold	17,356,428.00

Sale includes Atlas (CB) + SIN Energy Exposure (CB+CA+SA)

Throughout 2024, our three farms in Brazil reached their contracted production capacity



### CAJUÍNA WIND CLUSTER - Rio Grande do Norte

LOCATION:  
Lajes, Pedro Avelino, Angicos and Fernando Pedroza  
ENERGY: Wind  
**Unipar joint venture:**  
91 MW  
Unipar PPA\*  
**CONTRACT POWER SUPPLY:**  
41 MW (average)  
**TERM:** 20 years  
**STATUS:**  
In operation since October 2024



### TUCANO WIND CLUSTER - Bahia

LOCATION:  
Tucano, Araci and Biritinga  
ENERGY: Wind  
**Unipar joint venture:**  
155 MW  
Unipar PPA\*  
**CONTRACT POWER SUPPLY:**  
69 MW (average)  
**TERM:** 20 years  
**STATUS:**  
In operation since October 2023



### LAR DO SOL CLUSTER - Minas Gerais

LOCATION:  
Pirapora (MG)  
ENERGY: Solar  
**Unipar joint venture:**  
239 MW  
Unipar PPA\*  
**CONTRACT POWER SUPPLY:**  
49 MW (average)  
**TERM:** 20 years  
**STATUS:**  
In operation since January 2024

\*In Brazil, Power Purchase Agreements (PPA) are long-term agreements for the supply of renewable electricity.





Paula Soares, Bahía Blanca plant

# Environmental responsibility

## Related SDGs







Tatianne Carvalho and Reginaldo Santos, Cubatão plant

# Commitment to the environment

Unipar's corporate culture is centered on environmental responsibility, with a strong focus on preventing negative environmental impacts in our geographies. This core principle is embedded in all operational aspects—from specific projects to day-to-day routines—with the consistent goal of minimizing our environmental footprint.

From carefully selecting suppliers based on rigorous social and environmental standards to integrating sustainable practices into our industrial processes, we embed sustainability throughout our production cycle.

Our environmental initiatives are wide-ranging, including water conservation and reuse programs, substantial investments in renewable energy for industrial operations and efficient waste management systems. These actions are complemented by the preservation of extensive native vegetation surrounding our facilities, actively protecting the region's biodiversity.

The safety and reliability of our industrial processes are maintained through strict operational standards that protect our employees, neighboring communities and the environment. Our facilities undergo regular internationally recognized certifications, ensuring alignment with the industry's best practices.

**Our portfolio of environmental initiatives includes water conservation and reuse programs, investments in renewable energy and comprehensive waste management systems**



Our sites in Santo André, Cubatão and São Paulo (Brazil), and Bahía Blanca and Buenos Aires (Argentina), are ISO 9001, ISO 14001 and ISO 45001 certified. We are also part of the Responsible Care Program—an international initiative represented in Brazil by the Brazilian Chemical Industry Association (Abiquim)—which includes our Santo André and Cubatão plants. In Argentina, we participate in the *Programa de Cuidado Responsable del Medio Ambiente* led by the Cámara de la Industria Química y Petroquímica (CIQyP), which applies to our Bahía Blanca site. Camaçari began operations in December 2024 and is currently undergoing certification processes.

The sustainable performance of our operations is evaluated annually using the EcoVadis methodology, which requires completing an extensive questionnaire of approximately 400 items, along with the submission of evidence proving our responsible management practices. EcoVadis awarded our Santo André plant a Silver Medal, Cubatão a Bronze and Bahía Blanca has earned the sustainability commitment badge.



In compliance with the Minamata Convention on Mercury—an international agreement aimed at restricting the use of mercury—we will complete the elimination of mercury and diaphragm technologies at our Cubatão site in 2025, shifting our production entirely to membrane technology.

**Circular Economy: Post-Consumer Material and PVC Packaging Reuse**

The full recyclability of PVC is one of its most valuable properties, and it drives our initiatives in the circular economy field. Our team is currently developing a new product line made from post-consumer materials, while assessing the feasibility of implementing a circular system for the packaging we supply to our clients.



Recycling program, Bahía Blanca plant



# Climate change

GRI 3-3

Global climate challenges are increasingly evident through extreme weather events such as floods, prolonged droughts, heatwaves and hurricanes, whose unpredictability adds complexity to supply chains.

As a key player in the chemical and petrochemical sector, Unipar has taken a proactive stance in building a more sustainable world. Our response to these challenges is rooted in robust planning and projects designed to reduce our emissions and contribute to a low-carbon economy.

As a company with high electricity consumption, we recognize the strategic importance of transitioning to renewable energy sources in Brazil—particularly wind and solar—and we invest in innovative solutions that enhance efficiency and minimize environmental impacts. Our greenhouse gas emissions inventory follows the GHG Protocol methodology and is independently assured to guarantee transparency and reliability. Calculations incorporate emission factors from the IPCC (Intergovernmental Panel on Climate Change) and local data related

to electricity generation, energy use and industrial processes.

In 2024, the Argentina plant was impacted by an extreme weather event in Bahía Blanca, marked by storms and strong winds. No incidents were reported among our employees, although some of their homes were affected. Health and safety protocols were activated immediately, and all relevant company personnel were promptly informed. The plant’s operations were paused during the storms, and

we assisted employees’ families, extending support to the wider community.

In response to this situation, we have been investing through solid planning and advancing projects that feature technological innovation (see more on [page 24](#)), aimed at mitigating the impact of our emissions and delivering on our commitment to reduce Scope 1 and 2 emissions by 10% by 2025, based on 2020 levels.

## Greenhouse gas emissions\* GRI 305-1

	2022	2023	2024
Type of emissions	Total emissions (tCO <sub>2</sub> e)	Total emissions (tCO <sub>2</sub> e)	Total emissions (tCO <sub>2</sub> e)
Total direct emissions (Scope 1)	341,309.37	298,104.37	301,818.70
Biogenic emissions	43.45	28.99	97.16

\* The emission factors and global warming potentials (GWP) used are those specified in the 2024 version of the Brazilian GHG Protocol Program calculation tool. Exceptions to the PB GHG Protocol tool include: 1. The emission factor for the industrial chemical processes category was developed using the carbon mass balance of the incinerator at the CQM plant in Santo André (Brazil); 2. The emission factor for mobile combustion, which considers the Argentine blend percentages of biofuels in gasoline and diesel, differ from the Brazilian values. Consolidation approach adopted for emissions reporting: Operational control.

## Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions (in t) 2024 GRI 305-7

Significant air emissions (metric tons)	2022	2023	2024
NOx	235.91*	199.72	147.82
SOx**	6.00*	12.58	16.08
Persistent organic pollutants (POP)***	0.000000003	0.000000005	0.000000007
Volatile organic compounds (VOCs)****	405.52	720.53	825.95
Particulate matter (PM)	26.70	27.53	41.43

\*The values for previous years have been updated for better compliance with the standard. **GRI 2-4**  
\*\* Argentine natural gas contains negligible amounts of sulfur compounds; therefore, SOx emissions are reported only for the Cubatão and Santo André sites in Brazil.  
\*\*\* POPs included in the report: dioxins and furans.  
\*\*\*\* Variations in plant load negatively affect specific ethylene consumption, leading to higher VOC emissions. At the Santo André site (Brazil), VOCs are not measured; instead, Destruction and Removal Efficiency (DRE) is tracked for four chlorinated tracers.

## Energy indirect (Scope 2) GHG emissions GRI 305-2

	2022	2023*	2024
Scope 2 (energy indirect) tCO <sub>2</sub> e	501,774.40	360,581.79	331,294.44

\*In 2023, the thermal energy emission calculation methodology for the Cubatão site (Brazil) was revised. Together with the supplier, we recalculated the amount of thermal energy purchased by the site and the fossil fuel used on an occasional basis (shale oil). Until 2022, petroleum coke was the emission factor used for this category, and 100% of the steam purchased from the supplier was included in the emissions report. The emission factors and global warming potentials (GWP) used source the 2024 version of the Brazilian GHG Protocol Program tool, which references key emissions literature, such as guidelines published by the IPCC, Brazil’s National Energy Balance (BEN) by the Ministry of Mines and Energy and others. The exceptions are the emission factor for Argentina’s national electric system, provided by Cammesa (Compañía Administradora del Mercado Mayorista Eléctrico S.A.), and the fraction of electricity purchased from Solalban, whose emissions are calculated following the stationary combustion methodology. Consolidation approach adopted for emissions reporting: Operational control.



# Water management

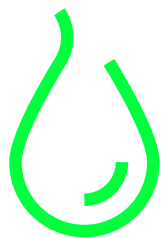
GRI 3-3, 303-1, 303-3, 303-4, 303-5

As part of our sustainability commitments to ease water stress in our geographies—especially in Santo André and Bahía Blanca—we have set targets to reduce water use intensity by 15% and achieve 15% reuse by 2030, using 2021 as the baseline year. Since 2022, we have implemented detailed water balances across all three of our production sites, conducting water-saving studies and formulating action plans based on identified opportunities.

In Santo André (SP), we implemented the Water Resource Management Track, which focuses on adopting best practices in water management. The initiative aims to assess the company’s maturity level on this topic and prepare leadership to address challenges related to water security. This project was driven by our global goals of reducing the volume of water withdrawn and increasing reuse. In 2024, we completed our water diagnosis and conducted the maturity assessment.

Not only in Santo André, but across all sites, water is primarily used for cooling, steam generation and as an input in production processes, with consumption and discharge monitored using instruments and always in compliance with environmental permits.

Water withdrawal is continuously tracked through measurement and control systems to ensure that usage does not compromise its availability for other users or the local ecosystem. In 2024, water consumption varied in our operations in proportion to total output: 4.5% in Santo André and a decrease of 5% in Bahía Blanca. In Cubatão, consumption changes were related to the replacement works for the mercury and diaphragm electrolysis technologies.



**We strive to ensure that water use does not compromise its availability for the local ecosystem**



Aquário Unipar (Carboquárium), Cubatão plant

## Water Supply Sources

### Brazil

- **Santo André:** Water is mainly sourced from local surface rivers, with up to 5% coming from underground aquifers.
- **Cubatão:** Most of the water is drawn from surface rivers in the region, with 1% supplied by the local utility's treatment plant.
- **Camaçari:** Water is supplied by a utility serving the entire industrial complex.

### Argentina

- **Bahía Blanca:** Water is mainly provided through the municipal distribution network, with up to 9% coming from underground aquifers.

Our facilities do not have significant water storage capacity in relation to total consumption, reinforcing the need for efficient and responsible water management.



Effluent management and monitoring

GRI 303-2

We manage our effluents under strict discharge standards, in compliance with the specific regulations of each country, ensuring both environmental protection and the safety of our operations. In Brazil, these standards follow both federal and state legislation, with the more restrictive rules always taking precedence. At the federal level, we comply with Conama Resolution No. 430/11 and its updates. At the state level, the plants in São Paulo follow Articles 18 and 19A of Law No. 997/76, established by State Decree No. 8.468/76 and its amendments. The Camaçari plant adheres to the standards outlined in the Operating License of the Camaçari Industrial Complex (Ordinance No. 16.507 of July 2018, Annex II). In Argentina, the quality standards for effluent discharge are regulated by Resolution 336/03 of the Water Authority.

All effluents undergo treatment before being discharged into water bodies or sent to external treatment facilities. We conduct daily monitoring of effluent quality through online systems that measure key parameters such as temperature and pH. This control is further supported by monthly audits conducted by local environmental authorities.

Treated Effluent Disposal:

- **Cubatão (Brazil) and Bahía Blanca (Argentina):** Treated effluents are discharged into surface water bodies, in full compliance with legal standards.
- **Santo André and Camaçari (Brazil):** Effluents are sent for additional treatment at wastewater facilities operated by the local sanitation utility.

Water withdrawal, discharge and consumption

GRI 303-3, 303-4, 303-5

	2022	2023	2024
Cubatão Plant (Brazil)***			
Total water withdrawal (ML) in all areas	5,484.00	5,837.87	5,822.56
Total volume of water discharge (ML) to all areas	1,934.00	1,979.76	2,421.26
Water consumption (ML) in all areas	3,550.00	3,858.11	3,401.30
Santo André Plant (Brazil)****			
Total water withdrawal (ML) in all areas	3,776.54	4,223.89	4,639.74
Total volume of water discharge (ML) to all areas	1,646.38	1,666.62	1,720.59
Water consumption (ML) in all areas	2,130.21	2,557.72	2,919.16
Total water withdrawal (ML) in areas with water stress	3,776.54	4,223.89	4,639.74
Water consumption (ML) in areas with water stress	2,130.21	2,557.72	4,639.74

	2022	2023	2024
Bahia Blanca Plant (Argentina)**			
Total water withdrawal (ML) in all areas	3,417.22	3,402.94	3,208.06
Total volume of water discharge (ML) to all areas	1,839.60	1,930.41	1,785.36
Water consumption (ML) in all areas	1,577.62	1,472.53	1,422.70
Total water withdrawal (ML) in areas with water stress	3,169.59	3,171.90	2,968.51
Water consumption (ML) in areas with water stress	3,169.59	3,171.90	2,968.51
Camaçari Plant (Brazil)*****			
Total water withdrawal (ML) in all areas	-	-	8.76
Total volume of water discharge (ML) to all areas	-	-	0.06
Water consumption (ML) in all areas	-	-	8.70
Total water withdrawal (ML) in areas with water stress	-	-	8.76
Water consumption (ML) in areas with water stress	-	-	8.76

	2022		2023		2024	
	Total water consumption in all areas. (ML)**	Total water consumption in areas with water stress. (ML)	Total water consumption in all areas. (ML)	Total water consumption in areas with water stress. (ML)*	Total water consumption in all areas. (ML)	Total water consumption in areas with water stress. (ML)
Total withdrawal*	12,677.76	6,946.13	13,464.70	7,395.79	13,679.12	7,617.02
Total disposal	5,239.93	0.00	5,577.95	0.00	5,927.27	0.00
Water consumption	7,437.83	6,946.13	7,886.75	7,395.79	7,751.85	7,617.02

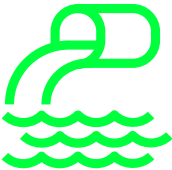
\*The reported water intake data was primarily obtained through direct measurement using flow meters installed at the withdrawal and usage points across all of Unipar’s industrial sites. In certain cases, such as supply by utility companies, data is sourced from consumption invoices (for potable water). All facilities comply with the requirements established in their respective water use permits issued by environmental authorities, which also mandate regular consumption monitoring. Water use from administrative offices is excluded from the data due to its negligible impact compared to industrial operations.

\*\* At our Bahía Blanca plant, 90% of the water is sourced from the public ABSA network and 10% from underground aquifers. After treatment, effluents are discharged into the estuary.

\*\*\*Water at the Cubatão plant comes from the Perequê River and 1% from the Sabesp public network. Treated effluents are discharged into the Cubatão River, a brackish body of water that flows into the sea.

\*\*\*\*The Santo André facility draws water from the Rio Grande and less than 5% from deep cased wells. Its treated effluents are sent to a wastewater treatment plant operated by Sabesp.

\*\*\*\*\*In Camaçari, water is supplied by Cetrel in three streams: potable, clarified, and firefighting water. Liquid effluents from this site are also sent to Cetrel for treatment. No data is available for previous years.



We monitor effluent quality daily through online systems that assess key parameters such as temperature and pH



# Waste management

GRI 3-3, 306-1, 306-2

We sell most of our products in liquid form, transporting them by road, river, and rail. Only a small portion is sold as solids, packaged in recyclable materials.

Our production process generates waste primarily during brine treatment (in clarification and filtration stages), during vinyl chloride monomer (VCM) production, and during maintenance activities. We categorize these materials as either hazardous or non-hazardous based on their harmful components, and apply specific treatments for each category. Handling of this waste - including collection, transportation, treatment, and final disposal - is managed by licensed specialists with the required environmental permits.

The main waste-related impacts stem from our operational activities rather than our value chain, and we continuously work to minimize them through strategic waste management. We continuously strive to minimize these impacts through a waste management approach aligned with our strategic guidelines. Our waste reduction strategy includes:

- **Enhancing production processes** to reduce the amount of waste generated
- **Selecting higher-quality raw materials**, particularly salt
- **Implementing programs to maximize** the recycling of various materials such as paper, cardboard, PET, plastics, polypropylene raffia, metals, glass and wood.

## Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste GRI 306-3

	2022	2023	2024
Non-hazardous waste	6,316.43	6,847.03	6,728.23
Hazardous waste	17,989.74	15,654.45	15,852.23
<b>Total weight of waste generated in metric tons</b>	<b>24,306.17</b>	<b>22,501.48</b>	<b>22,580.46</b>

In both Brazil and Argentina, waste is classified and disposed of in accordance with the current regulations and legislation of each country (NBR 10.004 in Brazil and Provincial Law 11.720 in Argentina).

## Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations GRI 306-4

Non-hazardous waste diverted from disposal			
	2022	2023	2024
Recycling	1,302.81	1,514.70	1,245.56
Preparation for reuse	31.00	10.47	40.50
<b>Total</b>	<b>1,333.81</b>	<b>1,525.27</b>	<b>1,286.06</b>
Hazardous waste diverted from disposal			
Recycling*	75.42	78.07	360.24
Other recovery operations**	1.50	6.04	4.00
<b>Total</b>	<b>76.92</b>	<b>84.11</b>	<b>364.24</b>

\*The waste reported in this category is Class I waste (NBR 10.004): used lubricating oil, lamps, batteries, unwashed plastic drums and unwashed IBCs. Disposal methods include re-refining and recycling. The organization does not generate hazardous waste prepared for reuse.

\*\*Under other recovery operations, we report the quantity of lead recovered from batteries in the special waste stream at the Bahía Blanca plant (Argentina).

## Total weight of hazardous and non-hazardous waste diverted from offsite disposal GRI 306-4

	2022	2023	2024
Non-hazardous waste	1,333.81	1,525.17	1,286.06
Hazardous waste	76.92	84.11	364.25
<b>Total</b>	<b>1,410.73</b>	<b>1,609.28</b>	<b>1,650.31</b>

All operations in this item—recycling, recovery and reuse—are carried out off-site. In previous years, there was an error in the allocation of waste incinerated internally at Unipar’s facilities, which explains the reporting discrepancy for this category in 2021 and 2022. These quantities have been corrected and are now reported under item 306-5. **GRI 2-4** In both Brazil and Argentina, waste is classified and disposed of in accordance with each country’s regulations (NBR 10004 and Ley Provincial 11.720). In 2023, we increased the volume of non-hazardous waste recycled in Brazil, including paper/cardboard, plastic, rubber, glass, ferrous and non-ferrous metals, electronics, refractory/ceramic materials, polypropylene big bags, wooden pallets, Bertrams plastic bags and LED lamps.

## Waste that does good

Part of the proceeds from Unipar’s recycling efforts is reinvested in upgrading the Aduc club, a leisure facility maintained by the company for its employees. In Bahía Blanca (Argentina), recyclables are sent to the company Reciclados de Bahía, with the revenue donated to local charities supporting leukemia patients (Ayuda-le) and individuals with visual impairments (Luis Braille).



Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste. GRI 306-5

	2022	2023	2024
Non-hazardous waste	5,013.98	5,321.86*	5,339.77
Hazardous waste	17,890.28	15,570.37	15,590.39
Total	22,904.26***	20892.23**	20,930.16

\*Household waste – 291.89 t + Others – 5,029.97 tons.  
\*\*Total weight of waste from the three plants directed to incineration, landfilling, physical-chemical and biological treatment, co-processing and sterilization. Recyclable waste was reported in a separate item. In previous years, there was an error in the allocation of waste incinerated internally at Unipar’s facilities, which explains the reporting discrepancy for this category in 2021 and 2022. **GRI 2-4 GRI 306-4**  
\*\*\*The data for 2021 and 2022 were revised following a methodological review. **GRI 2-4**

Total weight of hazardous waste directed to disposal in metric tons GRI 306-5

	2022	2023	2024
Incineration (with energy recovery)*	12,462.87	10,107.78	9,415.06
Incineration (without energy recovery)**	239.17	139.23	1,050.85
Landfilling***	4,568.95	4,468.28	4,781.54
Other disposal operations****	619.29	855.08	342.94
Total	17,890.27	15,570.37	15,590.39

\*This category includes hazardous waste sent for co-processing and incineration, both within and outside the organization.  
\*\*This category covers waste incinerated either internally or externally, including equipment and channel cleaning residues, expired lab reagents and others.  
\*\*\*The waste reported in this category includes those sent to Class I landfills in Brazil and to special waste landfills in Argentina.  
\*\*\*\*The waste reported in this category includes that sent for incineration (both within and outside the organization), as well as for physical-chemical treatment, organic processing and sterilization.

Total weight of non-hazardous waste directed to disposal in metric tons GRI 306-5

	2022	2023	2024
Incineration (with energy recovery)*	288.62	143.69	127.36
Incineration (without energy recovery)	n/av	0.00	0.00
Landfilling**	4,725.36	5,165.32	4,682.86
Other disposal operations***	n/av	12.85	529.55
Total	5,013.98	5,321.86	5,339.77

\*The waste reported in this category includes non-hazardous materials sent for incineration (wood remnants as biomass). In previous years, there was an error in the allocation of waste incinerated internally at Unipar’s facilities, which explains the reporting discrepancy for this category in 2021 and 2022. **GRI 2-4**  
\*\*The waste reported in this category includes non-hazardous materials sent to Class II (A and B) landfills in Brazil and to non-special waste landfills in Argentina.  
\*\*\*The waste reported in this category includes non-hazardous materials (Class IIA – grease trap and septic tank cleanings) sent for organic treatment.

Total weight of hazardous and non-hazardous waste directed to disposal in metric tons GRI 306-5

	2022	2023	2024
Total onsite	12,444.90	10,084.40*	9,067.25
Total offsite	10,459.37	10807.83**	11,862.91
Total	22,904.26	20,892.23	20,930.16

\*Hazardous/special waste sent to the incinerators at CQM (Santo André – Brazil), CVM (Bahia Blanca – Argentina) and Cubatão (Brazil): 10,084.40 t.  
\*\*In both Brazil and Argentina, waste is classified and disposed of in accordance with each country’s regulations (NBR 10004 and Ley Provincial 11.720). Undisposed waste in this context includes materials sent to landfills, incineration, and physical-chemical or biological treatment. For on-site disposal, Unipar considers liquid and gaseous waste fed into the incinerators at its three plants. Off-site disposal includes waste sent to landfills, biomass cogeneration, co-processing, sterilization, incineration, and physical-chemical treatments. In previous years, there was an error in the allocation of waste incinerated internally at Unipar’s facilities, which explains the reporting discrepancy for this category in 2021 and 2022. **GRI 2-4**



Ponto Limpo, Bahía Blanca plant



# Biodiversity

Unipar establishes its operations within regions of significant natural wealth, integrating biodiversity into its daily business practices. Our work encompasses both the preservation of ecosystems in the areas where we operate and the implementation of projects that strengthen environmental conservation in these regions.

## Environmental Conservation in Brazilian Operations

**Santo André:** At our Santo André facility, we preserve approximately 10million square meters of native vegetation-an area four times the size of our industrial complex. This preserved expanse includes legally protected reserves and plays a crucial role in maintaining regional biodiversity and ecological balance.

**Cubatão Plant:** We maintain 650,000 square meters of green space, including a Private Natural Heritage Reserve (RPPN) spanning 7,000 square meters. Originally established under permission from Ibama, this reserve is now managed by the São Paulo State Environment Department.

### Reforestation in Argentina

We carried out reforestation initiatives at our Bahía Blanca plant, led by our Unipar Nursery, engaging the community in environmental restoration.

Opened in May 2023, the nursery is the only one located within a chemical and petrochemical facility in Argentina. Covering 2,400m² and capable of producing 150,000 seedlings, it features greenhouses, shaded areas and vermicompost beds-supporting sustainable growth with high-quality organic fertilizer. It also includes a space dedicated to academic activities, encouraging scientific research and environmental awareness among students.

In 2024, we donated 20,000 seedlings to the municipal Reverdecer Bahía program, responding to devastating environmental damage in December 2023, when storms with 180km/h winds felled over 14,000 trees.

Our contribution began with 8,000 seedlings across 50+ species, distributed to approximately 5,000 families for planting in front of their homes. The plan includes donating another 6,000 seedlings in 2025 and 6,000 more between 2026 and 2027, making Unipar the largest contributor to the local



Aerial shot, Cubatão plant

flora restoration project, with a total of 20,000 trees donated.

Unipar delivered the first batch of seedlings—adult trees 1.8m to 2.5m tall, with developed trunks and well-established roots to enhance adaptation. The distribution followed the Urban Afforestation Master Plan guidelines, with municipal authorities determining planting locations based on tree coverage needs across the city.

This initiative is part of our commitment to rebuilding Bahía Blanca, combining short-, medium- and long-term actions, and forging connections among employees, neighboring communities and educational institutions-merging well-being, education and sustainability in a single project.





Manuela Casanave, Bahía Blanca plant

# Our people

Related SDGs

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# Unipar Culture

We ended 2024 with 1,470 professionals, reaffirming our commitment to fostering an inclusive, inspiring workplace focused on growth. We invest in well-being, development and recognition programs, believing that satisfied people drive efficiency and sustainability. At Unipar, the convergence of talent, meritocracy, fairness and shared values makes us unique.

These principles are embodied through initiatives coordinated by our Culture Committee, composed of 30 members from various functions and levels, working across four pillars: integration, recognition, sustainability and development. A significant milestone in people management was the 3<sup>rd</sup> Unipar Culture Day, held simultaneously across all sites in Brazil and Argentina. The 2024 edition brought together over 700 participants, including employees, interns and contractors. The program featured five interactive activities: live expert talks on organizational culture, dialog circles and panel discussions. Games were held throughout the day to encourage idea exchange and reinforce company values in a relaxed atmosphere. Activities focused

on two core values: Sustainability and Excellence and Quality to be the customer's first choice. Our leaders emphasized the importance of team engagement with our publicly stated sustainability targets for 2025. A central message highlighted employees as transformation agents in our local communities. Internal communication was enhanced through the Conecta system—an integrated platform fostering information sharing, dialog and engagement via multiple channels: intranet portal, corporate TV, newsletters, email announcements, WhatsApp groups for leaders, factory noticeboards and face-to-face sessions with leadership. We also launched targeted campaigns to strengthen organizational climate, culture and internal marketing, reaching all levels of the organization.

Throughout the year, we celebrated key dates, including Unipar's 55<sup>th</sup> anniversary, Unipar Culture Day, Integrity Day, Health, Safety and Environment Week, Family Day and First Day of Safety, Culture and Integrity—which took place on October 18 at the Camaçari plant (Brazil). In Argentina, we marked 60 years of operations and celebrated Petrochemical Industry Day.



Thomas Benevides and Danilo de Brito na Sala Equilibre, Cubatão plant



## GPTW and GPMH Certifications

In 2024, our organizational culture earned significant accolades affirming our commitment to employee well-being. We received the Great Place to Work (GPTW) seal for the third consecutive year and were awarded the Great People Mental Health (GPMH) certification-an acknowledgment of emotionally healthy corporate environments. Granted by a specialized consultancy firm, the GPMH certification combines advanced medical science and artificial intelligence to help companies enhance their culture and create workplaces that prevent mental health issues.

We maintained our GPTW certification for the third year running, achieving an average score of 75 points across Unipar, consistent with our performance the previous year. This result reinforces our belief that caring for people is essential to building a strong, human-centered and inclusive organizational culture.

### Total number of employees by gender GRI 2-7

Gender	2022	2023	2024
Men	1,181	1,191	1,221
Women	203	217	249
Total	1,384	1,408	1,470

### Total number of employees by region GRI 2-7

Region	2022	2023	2024
Brazil	853	841	905
Argentina	531	567	565
Total	1,384	1,408	1,470

### Total number of employees by employment type GRI 2-7

Unipar	2022	2023	2024
Permanent*	1,384	1,408	1,470
Total	1,384	1,408	1,470

\* All employees have permanent employment contracts. Temporary employees may be hired from contractors to cover for employees on vacation, parental leave, sick leave, or in response to heightened demand in a given period.

### Total fixed-term employees by gender and region\* GRI 2-7

Region	Men	Women	Total
Brazil	11	0	11
Argentina	21	6	27
Total	32	6	38

\*In this item, we include employees with fixed-term contracts directly hired by Unipar. We have no non-guaranteed hours employees. There is no data for previous years.

### Total number of employees by type of work schedule GRI 2-7

Unipar	2022	2023	2024
Full-time	1,384	1,408	1,470
Total	1,384	1,408	1,470

There are no part-time employees.

### Workers who are not employees\* GRI 2-8

UNIPAR	2022	2023	2024
Brazil	1,471	1,665	3,234
Argentina	-	1,302	560
Total	1,471	2,967	3,794

\*Workers' roles are not related to assisting in operational and administrative activities. We had no trainee program in 2022 and 2023. Brazil: We saw an increase due to the Phase-Out project in Cubatão. Argentina: There was a 56% reduction in contractors due to project realignment and adjustments in outsourced labor.

### Total number and rate of new employee hires GRI 401-1

Age group	2022*		2023*		2024	
	New hires	Rate	New hires	Rate	New hires	Rate
Under 30	43	0.31	79	0.65	68	0.44
30 to 50	93	0.66	80	0.09	110	0.12
Over 50	4	0.33	2	0.01	8	0.02
Total	140	0.10	161	0.11	186	0.13
Gender						
Men	94	0.08	104	0.09	130	0.11
Women	56	0.27	57	0.26	56	0.22
Total	190	0.13	161	0.11	186	0.13
Region						
Brazil	46	0.05	116	0.14	159	0.18
Argentina	94	0.18	45	0.08	27	0.05
Total	140	0.10	161	0.11	186	0.13

\* Data for 2022 and 2023 has been revised and updated for changes in the calculation method.  
GRI 2-4

We were  
GPTW-certified  
for the third  
consecutive year



We also received the  
Great People Mental  
Health (GPMH)  
certification,  
awarded to  
emotionally healthy  
workplaces



Total number and rate of employee turnover during the reporting\* GRI 401-1

Age group	2022*		2023*		2024	
	Terminations	Rate	Terminations	Rate	Terminations	Rate
Under 30	13	0.11	43	0.35	13	0.08
30 to 50	61	0.53	43	0.05	87	0.09
Over 50	42	0.36	21	0.05	47	0.12
Total	116	0.08	107	0.08	147	0.10
Gender						
Men	91	0.78	76	0.06	119	0.10
Women	25	0.12	31	0.14	28	0.11
Total	116	0.08	107	0.08	147	0.10
Region						
Brazil	40	0.05	84	0.10	94	0.10
Argentina	76	0.14	23	0.04	53	0.09
Total	116	0.08	107	0.08	147	0.10

\* Data for 2022 and 2023 has been revised and updated for changes in the calculation method.  
GRI 2-4

Parental leave\* GRI 401-3

	Brazil	Argentina	Brazil	Argentina
	2023		2024	
Total number of employees that were entitled to parental leave, by gender.				
Men	708	517	712	509
Women	194	56	193	56
Total employees who took parental leave during the current year				
Men	19	14	13	5
Women	11	3	10	2
Total employees who returned to work after parental leave ended				
Men	19	14	13	5
Women	11	3	10	2
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work				
Men	19	14	10	5
Women	11	3	10	0
Rate of return				
Men	100%	100%	76.93%	100%
Women	100%	100%	100%	0%
Retention rate				
Men	100%	100%	100%	100%
Women	100%	100%	100%	100%

\*There is no data available for 2022. The leave period was adjusted in 2024 for better alignment.



Rogério Lascoski, Cubatão plant



## Remuneration GRI 2-20, 2-21

Unipar’s compensation strategy aims to attract, retain, and engage talent that adds long-term value and drives consistent, sustainable results. We use a salary structure based on market benchmark surveys. All positions are evaluated using the HAY point-factor method, placing each role within a salary band aligned with market practices.

For compensating the members of the Board of Directors and the Statutory Officers, we follow a Management Compensation Policy. This policy sets out to apply consistent criteria and ethical principles to ensure pay standards align with the weighty responsibilities of these roles. Guided by this framework and supported by annual market surveys conducted with specialized consulting firms, the Board of Directors determines executive compensation within the total compensation cap approved each year by the Annual General Meeting of Shareholders.

Board members receive a fixed monthly salary, and the chair of the board also benefits from medical coverage. Certain members of the Board are also allowed to receive stock-based compensation. The Company does not currently include social, environmental or governance performance indicators in the compensation structure for its Board of Directors or advisory committees.

In addition to a fixed monthly salary, Statutory Officers are eligible for the Variable Compensation Program, which includes short-term incentives (based on the achievement

of individual goals indexed to both financial and non-financial performance indicators) and long-term incentives. These individual goals may be indexed to social, environmental and governance issues in alignment with the Company’s sustainability strategy. Officers also receive benefits such as private pension plans, medical assistance and group life insurance, and in some cases may be granted stock-based compensation.

As for members of the Oversight Board, their compensation is determined by the General Meeting and is set at a minimum of 10% of the average fixed monthly compensation of the Statutory Officers.

The company's positions are evaluated using the HAY point-factor methodology

### Ratio of basic salary of women to men (basic salary + health hazard bonus) GRI 405-2

Employee Category	2022		2023		2024	
	Brazil	Argentina*	Brazil	Argentina	Brazil	Argentina
Officers	-	-	69%	-	67%	0%
Managers	91%	-	90%	81%	85%	95%
Heads/coordinators	86%	-	104%	115%	100%	127%
Administrative	83%	-	86%	84%	87%	85%
Operational	67%	-	58%	93%	75%	94%

\*No data is available for Argentina in 2022. In the base salary ratio, we considered base salary plus hazard pay for Brazil due to the company's salary structure. In the compensation calculation, we included length-of-service bonuses, shift premiums, profit sharing (PLR), bonuses and long-term incentives (LTI).

### Ratio of the percentage increase in annual total compensation for the organization’s highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) GRI 2-21

	2023	2024***
<b>BRAZIL</b>		
Percentage increase in annual total compensation for the organization's highest-paid individual*	-55.88%	-54.02%
Percentage increase in annual total compensation for all the organization's employees (excluding the highest-paid individual)**	-13.06%	9.23%
<b>ARGENTINA</b>		
Percentage increase in annual total compensation for the organization's highest-paid individual	184.47%	80.23%
Percentage increase in annual total compensation for all the organization's employees (excluding the highest-paid individual)	176.35%	147.37%

\*We recorded a 55.88% decrease in the compensation percentage. In 2023, there were no stock-based grants or payments, which resulted in a negative difference.  
\*\*We recorded a 13.06% decrease in the compensation percentage. There was a variation in goal achievement and bonus allocation.  
\*\*\*The ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) was -54.02%, due to the reduction in 2024 resulting from a change in the person holding the position of highest-paid individual in the organization. In Argentina, it was 80.23%, due to monthly inflation-related increases in the country. The highest-paid individual received a smaller raise compared to others, primarily due to the impact of bonus payments.

### Ratio of the annual total compensation for the organization’s highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) GRI 2-21

	2023***	2024**
Brazil	16	24
Argentina*	7	5

\*Wage increases in Argentina, comparing 2023 to 2022, reached 133%. The final amount is higher due to promotions and the inclusion of annual bonuses in the calculation.  
\*\*Reference base as of 12/31/2024 – Brazil: Application of collective bargaining agreement (5.18%) plus merit-based promotions and structural adjustments. Argentina: Monthly adjustments were made due to national inflation. The ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) is 24 to one in Brazil and 5 on Argentina.  
\*\*\*The 2023 data was adjusted due to the new calculation methodology, resulting in a 16-fold increase in Brazil and a 7-fold increase in Argentina. **GRI 2-4**







Bianca Xavier and Lamolise Sanches, São Paulo Office

# Diversity and inclusion

GRI 3-3

Respecting people is among Unipar's values. Diverse teams with varied perspectives enhance problem-solving and contribute directly to organizational performance. A culture grounded in respect and care fosters employee engagement, productivity and a strong sense of belonging—resulting in a healthier workplace, lower turnover and improved talent attraction. That's why, at Unipar, we see this plural approach as a strategic investment in people and the future of our organization.

In 2024, Unipar advanced its people care and management agenda by continuing previously initiated structural actions and launching new initiatives.

Key highlights include: an updated demographic database through a new edition of our Inclusion and Diversity Census, inclusion-focused training and awareness sessions, improvements in recruitment and selection processes, investments in workplace infrastructure and social support. Internal demographic mapping enables us to design specific programs that address the unique needs of all employee groups at Unipar, including considerations around disabilities and educational background.

We also received approval to enroll in Brazil's government-led "Empresa Cidadã" (Citizen Company) program, which offers tax incentives to companies that adopt practices promoting employee well-being and a healthy work-life balance. The program encourages extended parental leave—raising maternity leave from 4 to 6 months and paternity leave from 5 to 20 days.

## We carried out another edition of the Inclusion and Diversity Census



Percentage of individuals in Brazil and Argentina within the organization’s governance bodies in each of the following diversity categories GRI 405-1

Gender	2022	2023	2024
Men	100.00%	100.00%	91.66%
Women	0.00%	0.00%	8.34%
Age group			
Under 30	0.00%	0.00%	0.00%
30 to 50	60.70%	27.27%	33.33%
Over 50	30.25%	72.73%	66.67%

There are no persons with disabilities among our governance members. Alternate board members are not included in this assessment.

Percentage of employees per employee category and gender GRI 405-1

	2022		2023		2024	
Employee Category	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)
Statutory Officers	100	0	100	0	0.27%	0
Executive Board	100	0	90	10	0.41%	0.14%
Middle management	77.50	22.50	73.47	26.53	2.31%	0.82%
Heads/Coordinators	80.00	20.00	83.77	16.23	9.18%	1.56%
Administrative	66.67	33.33	63.24	36.76	19.46%	12.79%
Operational	97.96	2.04	97.75	2.25	51.43%	1.63%
Total	85.33	14.67	84.59	15.41	83.06%	16.94%

Percentage of employees in Brazil and Argentina in each of the following diversity categories GRI 405-1

Gender	2022	2023	2024**
Men	85.33%	84.59%	83.06%
Women	14.67%	15.41%	16.94%
Age group			
Under 30	9.05%	8.74%	10.48%
30 to 50	60.70%	63.78%	63.40%
Over 50	30.25%	27.49%	26.12%
Other categories			
PwDs*	10.00%	2.61%	2.54%

\*Change in the calculation methodology. In 2022, data was based on the 2021 Diversity and Inclusion Census, using self-declarations. In 2023, only cases approved by the health department through medical classification (CID) were considered. **GRI 2-4**

\*\*The percentage refers to Brazil. There is no available data reported for people with disabilities (PwDs) in Argentina in 2024.



Franco Ledo and Pilar Rodríguez, Buenos Aires Office





Bahía Blanca plant

# Employee development

We continuously invest in enhancing corporate education practices and tools to build our employees’ skills. Sharing internal expertise allows our team to work more efficiently day-to-day, while preparing Unipar and its people for future growth opportunities. This increases internal mobility and contributes to a more skilled organizational environment. Meanwhile, we launched initiatives to attract new talent, reinforcing our commitment to renewing our professional workforce.

In recent years, we’ve accelerated efforts to boost engagement and satisfaction by reviewing values and realigning people management strategies. This work has strengthened our organizational culture and our commitment to wellbeing and professional growth.

One of our main initiatives is the Leaders Development Program (PDL). In January 2024, cohorts began the Track 2 – Management Tools. This 24-month program is divided into three modules: Role of the Leader, Leader’s Tools, and Digital Track. The PDL prepares leadership for business growth, aligning leadership concepts with Unipar’s values and offering team management tools.

The program disseminates the concepts and methods of our Performance Cycle across all sites. We provided more than 40 hours of training to more than 150 employees.

For other employees, we offer the Individual Development Plan (PDI), which promotes actions for the development of technical and behavioral skills. In 2024, we structured a plan that creates business tracks on various topics, including predefined “schools” for supply chain, sales and finance. We also launched the Catalyze Program, focused on our engineers.

Complementing these initiatives, the Unipar Academy offers a variety of educational content in several formats: in-person courses, E-learning, Books and Podcasts. The platform provides mandatory and recommended materials based on the individual development plan, while ensuring open access to content for deeper exploration of topics of interest. This entire learning ecosystem is embedded in our performance evaluation and recognition system, which covers 100% of employees, including apprentices and interns.

Average hours of training that the organization’s employees have undertaken during the reporting period, by gender GRI 404-1

Gender	2022	2023	2024*
Men	3.15	2.52	45.41
Women	15.13	2.67	32.85
Total	9.14	2.54	43.29

\* The 2024 data shows a significant difference from the previous year due to a change in the calculation methodology.



# Health, safety and well-being

GRI 3-3, 403-3, 403-4

The health and safety of our employees are among our top priorities. Unipar is the first company in Brazil to be a signatory of the Responsible Care® Program by the Brazilian Chemical Industry Association (Abiquim), which includes occupational health and safety management, among other topics.

To ensure healthy and safe environments, we implemented preventive practices and tools aimed at reducing hazards and risks. Our manufacturing and administrative facilities in Brazil and Argentina have occupational health and safety management systems certified to the ABNT ISO 45001 standard, covering both direct employees and contractors under our supervision. The organization involves workers in the development, implementation, and evaluation of the occupational health and safety management system. **GRI 403-1**

Our production plants are equipped with medical clinics staffed with qualified teams, including nursing technicians, nurses and doctors, all properly registered with their respective professional councils. These clinics serve both employees and contractors, offering emergency support, outpatient care and referrals to hospitals or specialists when necessary.

Our Occupational Health Surveillance Program (PCMSO) monitors employee health with exams scheduled based on workplace risks, and evaluations that help in the early detection of non-occupational diseases such as diabetes and high cholesterol. This data is fundamental for creating educational campaigns and health awareness actions. The confidentiality of personal information is guaranteed, strictly following medical ethics principles and the requirements of the Brazilian General Data Protection Regulation (BR GDPR). The Board of Directors and management reviews the Integrated Management System (SGI) annually, with a view to continuous improvement, legal compliance and organizational performance.

Additionally, in Brazil, we offer employees and their legal dependents a health plan and dental assistance through a network that covers several specialties.



Tatianne Carvalho and Reginaldo Santos, Cubatão plant





Beatriz Peres Maia, Santo André plant

## Mental Health at the Core of Unipar

In 2024, we used the Great People Mental Health Index, a metric based on artificial intelligence that evaluates employees' emotional wellbeing through analysis of open-ended comments in organizational climate surveys. The methodology uses references from cognitive neuroscience and language to classify companies in four stages on a scale from 0 to 100: Elementary (<70), Operational (70–79), Strategic (80–89) and – Integral (>90).

Based on this analysis, the company was classified at the Strategic stage with an overall score of 84 - a strong result that reflects a balance between positive perceptions and areas for improvement. Breaking down the scores by country: Argentina: 85, Brazil: 82, both also classified in the Strategic stage. In both cases, there was evidence of leadership sensitivity to the topic of mental health and a developing environment of trust, with a primary focus on strengthening psychological safety. These data demonstrate that Unipar is steadily and systematically building a culture of emotional wellbeing across its geographies.

## Equilibre Program: Well-being and quality of life GRI 403-6

To systematically meet the needs of our employees, we developed the Equilibre Program, a joint initiative involving Human Resources, Occupational Health, Safety and Communication. Our approach is holistic and considers the human being in full, through four complementary dimensions:

- **Emotional:** We offer support for mental health and psychological balance
- **Physical:** We promote initiatives to encourage healthy habits and physical wellbeing
- **Social:** We include activities that strengthen interpersonal connections at work and in personal life
- **Financial:** We provide education for responsible resource management and financial planning

These dimensions are integrated into a program that aims to harmonize personal and professional life, with actions including preventive health information, psychological support and promotion of culture and physical activity. These initiatives often extend to family members, amplifying their positive impact.

The company also offers a Quality of Life Portal to employees, providing lectures, campaigns and information on health prevention and care. All content remains online and accessible to employees and their families. Additionally, there is a relaxation space at the units, dedicated to leisure and employee wellbeing, such as during lunch breaks.

Highlights from 2024 within the Equilibre Program:

- **Family Day**

In 2024, we held another edition of this event that provides a family-friendly leisure time, in a space with cultural programming and relaxation. In Brazil, the Catavento Museum hosted the event in May, gathering around 400 participants from the Santo André, Cubatão and São Paulo units. In Argentina, we celebrated in June with distinct events: one at LOT Eventos for employees in Bahía Blanca, and another at Colón Fábrica for the Buenos Aires team.

- **Blue November Run and Walk**

The event was part of our awareness campaign on prostate cancer and diabetes. Besides physical activity, participants received guidance on the importance of healthy habits and early diagnosis.

- **Pink October**

We also conducted initiatives focused on women's health awareness.



Occupational safety

GRI 3-3, 403-2, 403-5

We are committed to pursuing a management approach focused on zero accidents and operational incidents. Our top priority is to ensure the safety of our employees and the contractors who provide services in our facilities, by offering safe working conditions and raising awareness among teams about safe behavior.

In 2023, we revised the Hazard Identification and Risk Assessment Procedure, focusing on improving standardization, deepening analyses and proposing even more consistent control measures where applicable. This procedure serves as the basis for identifying hazards and risks and implementing control measures. In 2024, we revised 95% of the matrices using this new methodology.

To disseminate health and safety concepts, policies and documents, we follow the Safety Communication Protocol, using channels such as: safety bulletin, toolbox talks and meetings. We also offer training defined based on updated needs, organizational climate, and system implementation. These are identified by function managers in collaboration with the Occupational Safety and HR teams.

All Unipar plants have committees composed of representatives appointed by both workers and the employer to address health and safety issues. The composition and frequency of meetings vary according to applicable legislation. We guarantee every employee the right to refuse to perform any activity that does not meet proper safety standards.

In the event of an accident or incident, we follow a specific and standardized procedure, which includes guidelines for notification, investigation and cause identification, management and effectiveness evaluation of the corrective action plan, dissemination of results. All employees are responsible for identifying and reporting occurrences. Investigations are carried out by multidisciplinary teams, adjusted according to the severity of the event, and include analysis to prevent recurrence. Actions and lessons learned are recorded and disseminated across all company sites.



Alejandro Paul, Fernando Kessler, Agustin Susca and Mariano Cabrera, Bahía Blanca plant



## Integrated Safety, Health and Environment Week

Our fourth Integrated Week of Safety, Health and Environment took place in October 2024 at all plants. The event aims to promote knowledge and engagement in safe behaviors at work and in personal life, in addition to encouraging environmentally responsible practices. This year’s edition included in-person and remote participation from 2,000 people, focusing on the theme “Active Care+,” a Unipar program addressing the pillars of Health, Safety and Environment. Its principles are: care for yourself, care for others, allow yourself to be cared for and care for the environment and the community.

2,000 people participated in the Integrated Safety, Health and Environment Week



Unipar has committees composed of representatives from both workers and the employer to address health and safety topics

### Work-related injuries\* GRI 403-9

Sector	2022		2023		2024	
	Employees	Workers who are not employees (contractors)	Employees	Workers who are not employees (contractors)	Employees	Workers who are not employees (contractors)
Number of hours worked	2,357,864	3,028,608	2,447,945	2,530,361	2,737,283	3,593,691
Number of deaths resulting from work-related injuries	0	0	0	0	0	0
Rate of fatalities as a result of work-related injury	0%	0%	0%	0%	0%	0%
Number of recordable work-related injuries (including fatalities)	22	13	10	21	15	32
Rate of recorded work-related injuries (including fatalities)	3.82%	4.62%	4.09%	8.31%	5.48%	8.90%

\*Based on hours worked: 1000000.

### Workers covered by an occupational health and safety management system GRI 403-8

UNIPAR	2022		2023		2024*	
	Employees	Workers who are not employees	Employees	Workers who are not employees	Employees	Workers who are not employees
Total number of individuals	1,384	1,471	1,408	1,374	1,470	3,794
Individuals covered by an internally audited occupational health and safety management system, based on recognized legal requirements and/or standards.	1,384	1,471	1,408	1,374	1,406	3,659
Coverage (%) based on legal requirements/recognized standards	100%	100%	100%	100%	99%	96%
Covered by a system that has been audited or certified by an external party	1,384	1,471	1,408	1,374	1,406	3,659
Audited/external coverage (%)	100%	100%	100%	100%	99%	96%

\*We implemented an occupational health and safety management system based on legal requirements and regulatory standards. Considering that the Camaçari plant, which began operating in Dec/24, is not yet certified, the percentage of workers covered by an occupational health and safety management system is 99% for employees and 96% for contractors.





Rodrigo Cannaval during the Pescar project, Santo André plant

# Social Development

Related SDGs

3

GOOD HEALTH AND WELL-BEING

6

CLEAN WATER AND SANITATION

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

11

SUSTAINABLE CITIES AND COMMUNITIES

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

13

CLIMATE ACTION

14

LIFE BELOW WATER

15

LIFE ON LAND





Social Action Day in Cubatão

# Operations with local community engagement

GRI 3-3, 203-1, 413-1

Unipar and Unipar Institute supported and promoted 75 projects carried out in 2024. These initiatives were related to education, culture, sports, social, environmental and sanitation initiatives, all executed throughout the year. This portfolio of projects aligns with the company's commitment to impact 2 million people between 2022 and 2025, through initiatives focused on human development and sanitation. This goal is outlined in the company's sustainability guideline and adheres to its Social Responsibility Policy.

One key factor in project selection is proximity to the company's operational sites, in order to generate a positive local impact. Another is the allocation of resources to cultural institutions and nationally recognized museums, and books focused on educational programs and the preservation of history, memory and science.

Our starting point is to be a socially responsible company, one that is also close to the communities surrounding our plants. We aim to understand local realities and needs to contribute to tangible improvements that foster people development and sanitation

advancement. Another key focus is the promotion of education, culture and the preservation of legacy, science, history and heritage—reflected in our sponsorship of cultural centers, museums and books.

Our commitment aims to strengthen trust-based relationships with the communities neighboring our operations. Over the years, Unipar has developed structured processes for ongoing, meaningful dialog with society, always aiming to create value for all stakeholders while respecting local specificities.

Each year, the company conducts surveys with surrounding communities to identify strengths and vulnerabilities, used to inform joint action plans with residents. In 2024, a research firm interviewed 1,248 people, including Opinion Leaders, from the regions of Cubatão, Rio Grande da Serra, Bahía Blanca and Camaçari. The survey included questions on the company's public image and community interests related to education, culture, sports, environmental, social and other issues. The goal is to ascertain the community's opinion about Unipar and its actions, and to understand



local needs. This process is designed to foster local development and continuously improve community relations. This model also allows the company to identify new needs in the surroundings of its plants, by mapping gaps through surveys, direct observation or active dialog with community members via the Community Advisory Council (CCC), formed by volunteers, and the Open Plant Program, which organizes visits to the facilities.

The company also offers a public call for proposals to attract and identify potential new partners and new projects. The company believes it has the tools to select projects that truly contribute to human development and sanitation. It is important to highlight that, throughout the year, Unipar may act alongside communities near its plants to identify urgent needs, such as donations of warm clothing, food supplies or responses to emergency situations-such as during the pandemic or floods, for example.

In 2024, we invested north of R\$ 10 million to sponsor and run 75 projects that impacted around 3.9 million people.

We consider as impacted all people who had any experience with the projects we sponsored and supported through donations-whether by participating in workshops, training sessions, classes, visiting cultural venues and exhibitions, or through social actions that provided services, and recipients of donations such as clothing, food baskets, hygiene products and books, for example. The basis for this information comes from reports submitted by the projects to Unipar.

Water and sanitation GRI 3-3

The sanitation sector is one of Unipar’s priorities-not only from a business perspective, but also because of its potential to generate social and environmental benefits. We recognize the importance of our role in this sector and seek to contribute responsibly to improving community quality of life and protecting natural resources.

Our approach is strengthened by accumulated experience, allowing us to develop social projects focused on: wastewater treatment, expanding access to clean water, promoting the conscientious use of water resources. We place special emphasis on populations living in more challenging conditions.

To identify local needs, we use social diagnostics that help map opportunities for action aligned with the realities in our geographies. We also promote partnerships with organizations and initiatives that share this commitment, enabling basic sanitation projects and educational projects focused on sustainable water management.

Among the highlights are projects in: Jardim Encantado (Rio Grande da Serra) and Jardim Planteucal (Ribeirão Pires), These initiatives implement sewage systems that benefit communities near Santo André and contribute to improving the water quality of the Billings Reservoir.



Sanitation project in Jardim Planteucal, Ribeirão Pires





Open Plant Visit, Cubatão plant

## Open Plant Program Welcomes Over 132,000 Visitors

In 2024, Unipar surpassed 132,000 visits in its industrial tourism program, Open Plant—an initiative that allows registered participants to tour the company’s facilities through guided visits. In 2024 alone, 4,600 people visited the program in Brazil and Argentina. A pioneer in the sector, the program was launched in Cubatão (SP) in November 1985, demonstrating that it is possible to operate in harmony with the environment. It brought innovation at a time when the industry was seeking new ways to engage with society.

Initially established in Cubatão, the program expanded to the Santo André (SP) and Bahía Blanca (Argentina) plants, becoming

a benchmark for similar initiatives in other industries. During the visits—open to individuals over 15 years old and scheduled in advance via the company website—participants explore production areas, laboratories and control rooms to understand how Unipar’s products are present in everyday life.

The program stands out for both its educational value and its social commitment. Visitors are accompanied by trained guides, including retired former employees, who share knowledge about industrial processes and the company’s history. Open Plant regularly welcomes local communities, students of all levels, researchers, teachers, clients, suppliers, investors and industry professionals, showcasing how the company operates with environmental protection measures and prioritizes the health and safety of employees and neighbors.

## Community Advisory Council (CCC) celebrates 20 years in Cubatão

Unipar’s Community Advisory Council (CCC) serves as a vital communication channel between the company and local communities. Composed of volunteers, this mechanism fosters transparent dialog to identify local needs and share information about industrial processes and their potential effects. The group meets regularly to discuss projects and develops actions focused on health, safety, the environment and community development.

The first CCC—created in Cubatão—celebrated its 20<sup>th</sup> anniversary on May 28, 2024, coinciding with Unipar’s 55<sup>th</sup> anniversary. In 2019, the initiative was expanded to the Santo André (SP) and Bahía Blanca (Argentina) sites.

Part of the Community Dialog pillar of the Responsible Care® Program, the councils are made up of residents from neighborhoods adjacent to the plants and representatives from various municipal sectors. In Cubatão, the CCC has 32 members, in Santo André, 23 members and in Bahía Blanca, 18. In all sites, the Communication departments coordinate the councils, with active participation from the Safety, Environment and plant management teams.

In 2024 alone, the activities organized by the CCCs in Brazil and Argentina positively impacted 11,960 people. Among the initiatives was the “Bate-Papo” project at Brazilian

sites, organizing meetings with public school students and community members to discuss topics such as sustainable development and facility safety. The program included council member visits via Open Plant, as part of actions aimed at promoting active listening to address local needs. The annual agenda also featured workshops, an environmental contest, community roundtables, emergency drills for children, health campaigns and winter clothing drives.

**In 2024, the activities organized by the CCCs in Brazil and Argentina positively impacted 11,960 people**





Visitors at the Catavento Museum

## Donations

- In Brazil: over 120 metric tons of hypochlorite and caustic soda were donated for public emergencies and sanitation of public spaces.
- In Argentina: more than 100,000 liters of sodium hypochlorite were provided for maintaining water in recreational pools and for sanitation in municipal hospitals.

## Human development programs

Unipar maintains its commitment to sustainable development in its geographies. We implement projects focused on education, culture, sports, social and environmental actions, in addition to sanitation. Project selection is carried out in partnership with Unipar Institute (founded in 2022), prioritizing proposals aligned with the company's sustainability pillars and that directly benefit neighboring communities, as well as nationally scoped projects.

**Around  
3.5 million**  
people impacted by  
the cultural equipment

**Around  
400,000**  
people impacted by  
local projects

## Highlights of high-impact projects in Brazil

**Project Name:** MAM, Masp, Osesp, SP-Arte, Museu Catavento, Museu da Imagem e do Som, Pinacoteca and São Paulo Biennial

**MAM:** in addition to its exhibition halls, the Museum of Modern Art includes a studio, library, auditorium, restaurant and gift shop. Its spaces are visually integrated with the Sculpture Garden, designed in 1993 by Roberto Burle Marx to house pieces from the collection. All facilities are accessible to people with disabilities.

**Masp:** a diverse, inclusive and plural museum, the São Paulo Museum of Art's mission is to critically and creatively establish dialogs between past and present, cultures and territories, through visual arts. To fulfill this mission, the museum aims to expand, preserve, research and promote its collection and to foster encounters between the public and art through transformative and welcoming experiences.

**Osesp:** the São Paulo State Symphony Orchestra is internationally recognized as the most important Latin American orchestra and the leading symphonic music orchestra in Brazil. Thierry Fischer is its music director and principal conductor, and Marin Alsop is its conductor laureate.

**SP-Arte:** Through both in-person and online activities, SP-Arte develops the Brazilian art market, working in partnership with galleries and institutions to: broaden access to art and knowledge, expand and educate audiences, – grow the art business sector and strengthen galleries, promote artists and their work

and encourage international exchange and integrate Brazil into the global art circuit.

**Museu Catavento:** Created with the mission of bringing children, youth and adults closer to the world of science, the museum aims to spark curiosity and transmit basic knowledge and social values through interactive and engaging exhibitions, using simple and accessible language. Unipar features two proprietary exhibits at the museum, with themes related to the company's business.

**Image and Sound Museum:** One of Brazil's leading cultural centers dedicated to the preservation and dissemination of image and sound in their various forms. Founded in 1970, the museum boasts a collection of over 200,000 items, including photographs, films, videos, records, posters and documents related to audiovisual culture.

**Pinacoteca:** One of the most important art museums in Brazil, primarily dedicated to Brazilian art from the colonial period to contemporary times. Founded in 1905, it is the oldest art museum in São Paulo and also manages Pina Estação and Pina Contemporânea.

**São Paulo Biennial:** The São Paulo Art Biennial is one of the most significant contemporary art exhibitions in the world, held since 1951. Founded by Ciccillo Matarazzo, it takes place at the Biennial Pavilion in Ibirapuera Park and is organized by the Fundação Bienal de São Paulo. Held every two years, the event brings together artists from various countries to foster cultural exchange, critical reflection and the promotion of contemporary art in Brazil and globally.



## Water supply and sanitation

### Water Element Exhibition at Museu Catavento

Exclusively sponsored by Unipar, this educational initiative raises awareness among thousands of visitors about the water cycle and the importance of sanitation for quality of life. The museum received approximately 631,264 visitors over the course of 2024.

### Jardim Planteucal Project (Ribeirão Pires, SP)

In 2023, Unipar implemented a low-cost, easy-to-install sanitation system that benefited 30 families in the Jardim Planteucal community. This project was carried out with support from Tigre, the local municipality, and the NGO Biosaneamento. The new system treats wastewater to 90% purity, helping to revitalize the local stream and improve the population's quality of life.

### Jardim Encantado Project (Rio Grande da Serra, SP)

Following a diagnostic study, in 2023 Unipar began implementing infrastructure to bring basic sanitation to the Jardim Encantado community in Rio Grande da Serra (SP). The project aims to provide access to sewage treatment for the area and will benefit approximately 150 families, or about 500 people.

## Education

### Projeto Pescar

The 6<sup>th</sup> cohort of the Unipar Pescar Project concluded in December 2024, with the certification ceremony held at the Boel Auditorium in the Santo André plant. This initiative offers training to socially vulnerable youth aged 16 to 19 who live near the factory. Throughout the program, participants develop both technical-professional and socioemotional skills, through topics such as self-awareness, health and interpersonal relationships. Sponsored by Unipar and several other companies, the Pescar Project has already benefited over 36,000 young people since its inception.

### Unipar te leva

Throughout the year, Unipar facilitated access for around 4,000 public school students and educators to cultural institutions, offering immersive experiences in the worlds of art and science.

## Culture

### Locomotive Orchestra

The Locomotive Orchestra offers free music classes to children, teenagers and older adults, combining social inclusion and human development through music. Young people can attend classes during after-school hours, promoting discipline, self-esteem and opportunities for artistic growth. The Orchestra Master 60+, focused on older adults, provides not only instrument and music theory classes, but also transportation, musical instruments and medical, psychological and physiotherapy support, strengthening social bonds and combating isolation.

### Cubatão Sinfonia Orchestra

The Cubatão Sinfonia Program is a socio-cultural initiative offering free music and dance classes to young people aged 7 to 18, aiming to foster social inclusion and artistic development within communities.

## Sports

### Mempodera Project

An initiative aimed at empowering girls and women through wrestling classes and English lessons. It also fosters reflection on important social issues, such as period poverty, and organizes the distribution of reusable menstrual pads to girls and community members.

### Sementinhas do Esporte

A mobile initiative that implements three sports and education centers, partnering with public schools to enhance students' holistic education. The project strengthens students' connections with their school environment and keeps them out of harm's way by promoting healthy habits, academic support and positive engagement with school.



**Unipar provided access for around 4,000 public school students and educators to cultural institutions**



## Environmental and Social Initiatives

### TO em movimento

The project promotes active aging among older adults, through initiatives focused on health care, prevention and biopsychosocial wellbeing. It encourages social inclusion, cultural preservation and implements sports and leisure activities to strengthen and create social bonds, enhance quality of life and stimulate the productivity of older individuals.

In 2024, in partnership with Projeto Mempoera, the initiative produced sustainable menstrual pads to be distributed in the community. The goal was to raise awareness about period poverty and promote local sustainability.



Workshop on sustainable sanitary pad production

## Leading high-impact projects in Argentina

### Unipar Nursery

In 2024, the nursery played a key role in reforesting the city after a climate emergency, becoming the main donor for the Reverdecer Bahía municipal plan. In addition, other actions were carried out in partnership with social organizations and local residents.

Unipar donated more than 14,000 seedlings, benefiting multiple institutions. It also contributed with technical guidance, garden bed installation and planting, helping to create production and learning spaces tailored to the needs of each served institution.



Seedling Nursery, Bahía Blanca

### Textile Factory

This initiative trains local residents to produce essential textile items for the community, such as blankets, warm clothing and disposable hospital materials. The project fulfills a dual social role: it creates opportunities for paid employment and promotes economic inclusion for participants.

### Fruit and Vegetable Dehydration Factory

We supported the revitalization of the fruit and vegetable dehydration factory operated by the Nutrirnos Más Civil Association. This facility processes and preserves food products that nutritionally enhance meals distributed monthly to approximately 7,000 people facing food insecurity.

### Retrofit of the Los Principitos Cultural Center Headquarters

We funded the construction of a multipurpose space at the Los Principitos Cultural Center, located in the Cabré Moré neighborhood. This new facility allows children from 100 socially vulnerable families to receive support through cultural programming and food assistance, expanding the institution's social impact within the community.

### Awareness campaigns

We developed informational campaigns on summer health care and heart disease prevention, distributing guidance through Community Advisory Council (CCC) members within their respective organizations. In the Boulevard neighborhood, we implemented an environmental awareness project that included the installation of 11 waste bins on residential façades and the planting of seedlings along the main avenue. In the Ingeniero White community, we provided digital materials on waste management and environmental preservation, complemented by cultural activities and artistic interventions aimed at children and adolescents. During Pink October, we carried out awareness campaigns on breast cancer prevention, with outreach staff distributing informational materials about the importance of preventive exams along one of Ingeniero White's main streets.

### Winter Break

We organized a diverse cultural program at the Ingeniero White Theater, featuring musical performances, artistic interventions and film screenings, reaching an audience of over 1,000 spectators.

### Children's Day

We hosted a day filled with playful activities, performances, inflatable games and gifts for more than 200 children from the El Saladero neighborhood.





Fernando Sicarelli and Mariana Peruggini, Bahía Blanca plant

# Corporate governance

Related SDGs

3

GOOD HEALTH AND WELL-BEING

6

CLEAN WATER AND SANITATION

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

11

SUSTAINABLE CITIES AND COMMUNITIES

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

13

CLIMATE ACTION

14

LIFE BELOW WATER

15

LIFE ON LAND



# Responsible Business Conduct

Unipar's corporate governance is based on the principles of ethics, transparency and integrity. This model is designed to foster environmental preservation, people care and the pursuit of consistent operational and financial results. As a publicly traded company, we voluntarily adhere to the best practices recommended by B3, ensuring security and transparency for our over 100,000 investors.

In 2024, Unipar completed its team of Statutory Officers with the arrival of Ricardo Congro in June, appointed as COO. He joined the three other executives who had taken office in April: Rodrigo Cannaval, CEO, Alexandre Jerussalmy, CFO and Investor Relations Officer, and Alexandre de Castro, Commercial Officer. Senior leadership remains focused on working collaboratively with all leaders and employees to continue executing Unipar's strategy, which aims to grow sustainably and be trustworthy in everything we do.

## Internal Controls

Through the work of the Internal Audit, Internal Controls, Risk and Compliance teams, we made significant progress in strengthening the company's internal controls. Throughout the year, action plans were implemented to address audit findings, improving the internal control environment. Additionally, Internal Audit mapped various operational processes, developing information flows and identifying controls and risks. The goal is to expand our digital library, enabling employees to quickly access controls, processes and subprocesses.

We also advanced in automating the Internal Audit function, developing automated monitors to track and detect potential deviations in our operational and administrative processes. These monitors use bots (commands that execute predefined tasks based on internal policies and procedures) and identify exceptions and unusual activities. The Internal Audit team performs qualitative assessments of detected exceptions to enable proper corrections. We also manage SAP user access profiles for monitoring and control, ensuring that each user has the appropriate level of access based on their role.

**In our Internal Audit function, we developed automated monitors to track and detect potential deviations in our operational and administrative processes**



Raphael Umezu Lima and Clayton Vieira Ramos, Santo André plant





Renata Lopes and Micheli Souza, Cubatão plant

# Governance structure

GRI 2-9, 2-10, 2-11, 2-14

The company’s governance structure is composed of the Board of Directors and the Statutory Officers, who voluntarily adhere to the best practices established by B3. In addition, Unipar has an Audit Committee, an Ethics Committee and an Oversight Board, the latter established at the request of shareholders. The Board of Directors is responsible for monitoring the implementation of the company’s strategy- including sustainability- and its commitments, by analyzing and approving projects and initiatives. Board members, including the Chair and Vice Chair, are elected by the shareholders’

meeting for two-year terms, with the possibility of re-election. They do not hold executive roles at Unipar. As part of the selection process, two board members are appointed by noncontrolling shareholders.

The Board of Directors oversees the implementation of our strategy and commitments based on the main points in the sustainability report and by approving projects and initiatives within established limits of authority.

**Unipar’s Investor Relations website presents the résumés of the Board members, Statutory Officers and members of the Oversight Board, Audit Committee and Ethics Committee**

## Board of Directors Composition as of July 2025

- Bruno Soares Uchino**  
Chairman
- Luiz Barsi Filho**  
Deputy Chairman (independent member)
- João Guilherme de Andrade Só Consiglio**  
Director (independent member)
- Sérgio Machado Terra**  
Director
- Vitor Manuel Cavalcanti Mallmann**  
Director (independent member)
- Louise Barsi**  
Director (independent member)

## Oversight Board Composition as of July 2025

- João Cláudio Zola**  
Chairman
- Sílvio de Sousa Pinheiro**  
Director
- Aluizio da Rocha Coelho Neto**  
Director
- Felipe Camera Ruiz**  
Director
- Paulo H. Zukanovich Funchal**  
Director

## Statutory Executive Board Composition as of July 2025

- Rodrigo Cannaval**  
Chief Executive Officer
- Alexandre Jerussalmy**  
CFO and Investor Relations Officer
- Alexandre de Castro**  
Commercial Officer
- Ricardo Congro**  
Industrial Officer



Impact management GRI 2-12, 2-13, 2-17

Our Board of Directors is responsible for managing impacts, with efforts spread across multiple functions of the company. The Board also validates strategy and sustainability commitments, approves projects and initiatives in accordance with the company’s delegation matrix and monitors the development of actions quarterly or as needed, based on new evaluations and developments. The Risk function must report to the Board of Directors twice a year on relevant events related to different types of impacts, as established by the Relevant Events Communication Procedure.

Health, safety and environmental impacts are under the responsibility of the Statutory Officers, supported by the Executive Management of Health, Safety, Environment and Quality (SSMAQ), which operates corporately, and by the plant leadership teams for day-to-day oversight. Every month, the plant directors and the Executive HSEQ Manager report on impact management to the Executive Industrial Director, who escalates key topics to meetings with the CEO and other executive officers, and presents them to the Sustainability Committee. Lastly, the Compliance and People and Management functions oversee the impacts on employees, delivering training on the prevention of all forms of harassment, discrimination, corruption and related issues.

Risk management GRI 3-3

Risk Management at Unipar plays a key role in supporting business leaders in the identification, prioritization, treatment and reporting of corporate and technology-related risks. If a risk is deemed highly relevant, it is presented to the Board of Directors and the Audit Committee, along with the corresponding mitigation plans.

The company follows a structured, cyclical and continuous process to manage risks that could affect its ability to achieve objectives, as outlined in its Risk Management Policy. Risk matrices provide a comprehensive and integrated view and are aligned with Unipar’s value chain. In this context, the company has advanced in the mitigation and management of risks including, but not limited to:

Environmental and Technological Risks

In 2024, we remained vigilant about the need to strengthen operations in order to avoid any environmental risk that could impact human life or surrounding vegetation. Our strategic risk management plan prioritizes the continuous monitoring of the chlorine-soda and PVC chains. Regarding technological risks, we advanced our risk analysis cycle for existing processes and those connected to major projects, including: construction of the Camaçari plant, phase-out of the mercury plant in Cubatão, and refrigerant fluid replacement at the Santo André plant.



Alvacir Vaine Orlandin, Santo André plant





Anderson Rosa and Adilson Cucchi, Santo André plant

## Risk to local communities GRI 413-2

Unipar is committed to mitigating any potential impacts on communities where it operates through rigorous safety and sustainability practices.

To prevent significant negative impacts on local communities, Unipar implements the Process Safety Management Program (in accordance with procedure PR-CO-SP-01), which applies management principles and analytical techniques to ensure the safety of operations and manage technological risks. The program comprises 15 core elements:

- Site map
- Reporting
- Auditing
- Incident investigation
- Emergency response
- Process safety information
- Process risk analysis
- Change management and pre-startup safety review
- Mechanical integrity
- Operational procedures
- Operational training
- Contractor management
- Hot work permission
- Fire protection systems
- Process risk management metrics

This structure enables Unipar to identify, assess and mitigate potential risks, ensuring the safety of operations and minimizing negative impacts on its local communities.

## Information Technology Risks

To manage risks related to information security, Unipar has a dedicated IT function, equipped with the latest tools and technological solutions to safeguard both its operations and its stakeholders' data privacy.

In 2024, training programs were conducted, including sessions such as Digital Transformation: Technology vs People and Processes. The restructuring of the IT infrastructure and migration to an external environment, completed the previous year, enhanced the security and stability of data traffic.

Our internal communication efforts continuously reinforce the importance of: proper use of IT resources, compliance with IT security policies, and protection of confidential data. These efforts aim to raise awareness among employees.

**We implemented  
the Process Safety  
Management Program**



# Ethical practices

GRI 3-3, 2,-13, 2-15, 2-23, 2-24

Ethics and credibility are essential elements in Unipar's corporate formula. The company's strong stance against corruption and fraud, combined with strict compliance with laws and regulations, fuels transparency and integrity across all its operations.

To that end, the company relies on the Unipar Compliance Program, designed to ensure that every decision is based on ethical and legal standards, in full compliance with applicable laws and regulations.

Compliance and Human Resources actively manage internal impact among employees, with a sharp focus on human rights issues such as harassment, discrimination, equal pay and fair working conditions.

**We conduct regular training sessions to ensure responsible conduct among all employees**

When it comes to third parties, the lens shifts to sustainable development. Here, impact management falls under the responsibility of the Executive Committee, which has the final say on suppliers and service providers flagged as high integrity risks after evaluation by Compliance. This evaluation is carried out through an automated platform that scans for data points potentially damaging to the company's reputation and image—such as convictions for forced or compulsory labor, child labor, corruption and other critical violations.

Compliance-related matters are reported monthly in one-on-one meetings with the Chairman of the Board of Directors. Quarterly, updates from the Compliance Program are presented to the Ethics Committee, which then reports to the CEO. Each year, the CEO submits a consolidated overview of the Compliance Program to the Board of Directors. The Ethics Committee also meets every two months and may convene for extraordinary sessions when required. The Audit Committee meets quarterly or whenever convened. According to item 6 of the Material Events Communication Procedure, Risk Management must report semiannually to the Board of Directors on material events that may impact finance, image and reputation, health, safety, the environment and quality, among other key areas.

Unipar runs regular training sessions to ensure that every employee understands and embodies the company's commitments to responsible conduct. Topics include ethics, integrity, human rights and compliance, and these are offered during onboarding for new hires and through ongoing periodic sessions. Mandatory training is also provided to employees and third parties on human rights protections, including prevention of harassment, discrimination and corruption. Specialized training is delivered to high-risk functions and, in certain cases, to strategic partners—ensuring alignment across the entire value chain.

The Unipar Code of Conduct for Employees and Contractors outline both expected and proscribed behaviors. These documents cover fundamental issues such as: Human, labor and social rights, Health, safety and well-being, Harassment, abuse of power and discrimination, Handling of confidential information, Intellectual property, Responsible use of company assets and resources and Relationships with customers, suppliers, investors, shareholders and public entities.



Michele Souza, Cubatão plant





Ana Carolina de Oliveira Calmon, Cubatão plant



## In 2024, Unipar held a compliance day

The program also includes key documents like the Code of Conduct for Contractors, the Compliance Policy, the Conflicts of Interest Policy and the Anti-Corruption Policy. These tools are supported by specific procedures designed to detect potential conflicts of interest. Employees are required to disclose relevant information via formal forms. The goal is to prevent violations of basic principles such as freedom of association, privacy, equal opportunities, and market-based benefits and to eliminate all forms of discrimination.

Unipar also carries out rigorous due diligence processes for suppliers and service providers. These analyses assess potential links to public officials, politically exposed persons and other risk scenarios mapped in the company's compliance risk matrix.

### Commitment to Integrity GRI 2-23, 205-2, 205-3

Unipar reaffirms its unwavering commitment to ethics, integrity and transparency through participation in nationally recognized initiatives. The company is a signatory of the Business Pact for integrity and combating corruption from Instituto Ethos and was recognized as a Pro-Ethics Company 2022-2023 by the Office of the Comptroller General (CGU). In 2024, Unipar became a signatory of the Brazil Pact for Corporate Integrity, also led by the CGU.

As part of its ethical governance approach, Unipar actively promotes and provides ongoing training on its Anti-Corruption Policy, which strictly prohibits any form of corruption. This policy is communicated to all employees and relevant stakeholders through campaigns, in-person and online training, and targeted actions to combat harassment and discrimination.

The company also conducts due diligence on its business partners, ensuring integrity throughout the value chain. In 2024, all Unipar operations\* were screened for corruption-related risks, and no confirmed cases were recorded.

From day one, all employees receive training on the Unipar Code of Conduct, with mandatory refreshers every two years. In 2024, employees—including governance body members—were trained. In addition, all third parties working at production units received specific training on the Code of Conduct for Third Parties.

Unipar's commitment also extends to the communities surrounding its plants, which benefit from social initiatives aligned with its corporate strategy and the sustainability guidelines outlined in its Social Responsibility Policy.

## Integrity Day

In 2024, Unipar held its Integrity Day for the second year in a row—an initiative carried out across its sites in Brazil and Argentina to nurture reflection on ethics and integrity in the corporate environment.

The event featured a range of activities, including a live talk titled “Is Doing the Right Thing Really that Obvious?”, as well as interactive sessions at Unipar's sites. Employees took part in quizzes covering topics such as the whistleblowing hotline, harassment and discrimination, and the Code of Conduct. At the end of the event, participants received giveaways as a way to boost engagement.

All content and recordings from the event were made available on the intranet, allowing employees to access the material anytime and reinforcing the company's ongoing commitment to a culture of integrity.

\* Unipar's operations are considered to include administrative offices and manufacturing plants located in Brazil and Argentina. Joint ventures are not included.



Grievance Hotline GRI 2-16, 2-25, 2-26

Unipar offers Linha Direta, a whistleblowing hotline accessible to all and sundry, including employees, suppliers, service providers and other stakeholders. Available in Portuguese and Spanish, this channel enables people to report misconduct, fraud, violations of laws or internal company policies, and critical issues related to ESG practices.

With guaranteed confidentiality and impartial case analysis, Linha Direta is managed by an independent third-party service provider. All reported cases are forwarded to Compliance, which analyzes and responds to them and, when necessary, conducts investigations, including those that must be escalated to the Board of Directors. The effectiveness of the actions taken is verified through: periodic audits, internal and external reviews, risk assessments and investigations aimed at continuous improvement of internal controls. Moreover, the whistleblowing mechanisms are fully available to all interested parties. Progress toward established goals and objectives is monitored through: the evolution of hotline indicators (considering the type of report and outcomes), audit and risk assessment results, the strengthening of the Compliance Program and commitments made externally.

Unipar also conducts training and communication campaigns to promote awareness of Linha Direta, which can be used free of charge, at any time, on any day of the week. In 2024, a total of 46 reports were received through the Grievance Hotline, all duly analyzed and finalized.

Unipar Grievance Hotline

In Argentina:  
[www.contatoseguro.com.br/es/unipar](http://www.contatoseguro.com.br/es/unipar)  
0800 666 3243  
In Brazil:  
[www.contatoseguro.com.br/unipar](http://www.contatoseguro.com.br/unipar)  
0800 648 6309

Total number and percentage of employees that have received communications and training on anticorruption policies and procedures by region\* GRI 205-2

Brazil	
Total number of employees who have received communications/training	905
Percentage of employees who have received communications/training (%)	100%
Argentina	
Total number of employees who have received communications/training	565
Percentage of employees who have received communications/training (%)	100%

\*Additional information on the frequency and scope of the training programs is described in the “Commitment to Integrity” section. There are no regional data from previous years.



Bruno Silva, Santo André plant



# Stakeholder engagement

GRI 2-29

## Customers

At Unipar, customers are at the center of our decisions. That's why we are constantly working to strengthen this relationship, understanding their needs and driving improvements throughout the service journey. In 2024, we advanced on several fronts focused on service excellence, active listening and shared value creation.

One of the highlights of the year was the launch of the strategic **Customer Experience (CX)** initiative, aimed at mapping and enhancing the journey of different customer profiles. The initiative resulted in **eight structured projects** focused on qualified listening, improving touchpoints and personalizing service.

Among them, the **customer-centric culture** program stands out, promoting the integration of the customer perspective into company decisions and practices, reinforcing our commitment to experience and customer satisfaction.

Additionally, we invested in **continuous training for business teams**, with a focus on sustainability—a strategic theme and competitive edge for Unipar.

In 2024, our employees were instructed how to communicate the company's commitments and initiatives in this area to clients, supported by the **Sustainability Guide**, developed especially for this purpose.

Our specialized teams continue to work with agility and proximity, using channels such as WhatsApp, email and phone to provide efficient and personalized support at every stage of the journey.

## Customer Portal

The Customer Portal offers an agile, intuitive and personalized experience, allowing orders to be placed simply and quickly at any time.

Clients can also access essential documents such as payment slips, certificates of analysis, invoices and technical specifications, and track their order status in real time. In 2024, 65% of orders were placed directly through the platform.

**In 2024, 65% of orders were placed through the Customer Portal, giving clients more autonomy and strengthening their connection with Unipar**



Ariel Rodriguez, Bahía Blanca plant





Marcell Amorim, Cubatão plant

## Safety assessments for new clients GRI 416-1, 417-1

Unipar evaluates health and safety impacts for specific categories of 100% of its products and services, with greater focus on chlorinated products and caustic soda. These assessments are part of risk mitigation actions aimed at ensuring that customers are properly prepared to receive and safely handle these products.

When opening a new customer account, Unipar's technical department conducts a site visit to verify whether tanks and operational processes comply with the necessary safety requirements for receiving chemical products.

The Safety Data Sheet (SDS) is the main reference used for communicating safety information. It also describes the physicochemical properties of the products and provides guidance on storage, safe handling and emergency procedures.

For PVC, which is a chemically inert white powder, health and safety risk assessments are considered less critical compared to chlorinated products and caustic soda, which pose greater risks.

Nevertheless, guidelines for safe handling are provided in the Safety Data Sheets (SDS) and Technical Data Sheets (TDS), both updated to ensure compliance with current regulations. These documents include details on: physicochemical properties, associated risks, storage and transport recommendations and emergency response procedures.



## The Safety Data Sheet (SDS) is the primary reference used to communicate safety information to new clients



Suppliers GRI 308-1 308-2

Unipar maintains an ethical and transparent relationship with its suppliers, following the guidelines of the Third-Party Code of Conduct. We prioritize equal opportunity, free from favoritism, and expect our partners to adopt good practices that value people, society and the environment.

To strengthen this relationship and ensure a supply chain aligned with our values, we continuously invest in processes and tools that provide accurate assessments of our suppliers. Our objective goes beyond mitigating reputational risk—we urge our partners to adopt sustainable practices in their operations.

Since 2022, the Supplier Qualification Platform has been an essential tool in this process, ensuring a detailed evaluation of companies. To date, 1,770 companies have been qualified, representing 64% of the total supplier base. In addition to requiring documentation that proves sustainable practices-such as ISO 9001, ISO 14001, Halal and Kosher-suppliers undergo a comprehensive risk assessment, including environmental, social, financial, compliance and legal factors. We evaluate minimum risks across different levels (low, medium, high and blocked), taking into account essential government lists, such as: Cnep (National Company Block List), Ceis (National Registry of Unfit and Suspended Companies), the list of those convicted of child labor and – the list of those convicted of forced or compulsory labor.

Given the nature of our operations, we work with specialized suppliers for the transport of hazardous chemicals. For these partners, certification in the SASSMAQ (Safety, Health, Environment and Quality Assessment System) is a mandatory requirement. SASSMAQ defines a set of best practices and performance metrics that promote continuous monitoring and improvement, reducing risks in transportation and distribution operations.

Similarly, distributors of hazardous chemicals must hold ISO 14001 certification or Prodir – Responsible Distribution Process, a sector-specific management model for the chemical industry, ensuring responsible practices in quality, health, safety and environmental protection. GRI 403-7

1,770  
companies have  
been approved  
on our supplier  
platform  
since 2022



Product shipping area, Bahía Blanca plant

Unipar maintains commercial relationships with a variety of suppliers, mostly direct, in Brazil and Argentina. These partnerships can vary in duration, ranging from short- to long-term contracts, and are formalized through specific contracts, one-off engagements or project-based agreements. The company offers open and competitive opportunities to suppliers, seeking professional relationships that are free from favoritism and based on ethics and transparency. We reassess our qualified supplier base every two years.

Proportion of spending on local suppliers\* GRI 204-1

	2022	2023	2024
Percentage of the procurement budget that is spent on suppliers – Brazil	81.10%	75.42%	68.62%
Percentage of the procurement budget that is spent on suppliers – Argentina**	74.90%	90.70%	31.38%
Percentage of the procurement budget that is spent on local suppliers	79.80%	80.40%	74.80%

\* Local suppliers are defined as those located in São Paulo state, including the Baixada Santista and ABCD region, for the Cubatão (Brazil) and Santo André (Brazil) plants. Suppliers located in the Buenos Aires province, including the Bahía Blanca Industrial Complex and Ingeniero White, are considered local for the Bahía Blanca (Argentina) plant.  
\*\*Amounts stated in R\$. We used the average monthly exchange rate of ARS/BRL for 2024.



# Geographic Distribution of our Supply Chain

GRI 204-1



## Main supply categories

- Raw materials (ethylene, salt, electricity, natural gas, steam, EDC and water).
- Inputs and packaging, which include all other items required for production.
- Maintenance, repair, and operation materials (MRO).
- Services (maintenance, cleaning, rentals, transportation, storage, engineering, among others).



# New suppliers that were screened using environmental criteria in 2024

GRI 308-1

**Brazil**  
Total:  
**1,958**  
Screened: 1,495  
(76%)

**Argentina**  
Total:  
**800**  
Screened: 275  
(34%)

## Suppliers that were screened using environmental impacts

GRI 308-2

- Number of suppliers assessed for environmental impacts: 1,770
- No suppliers were identified as having actual or potential negative environmental impacts.

### New suppliers that were screened using social criteria

GRI 414-1

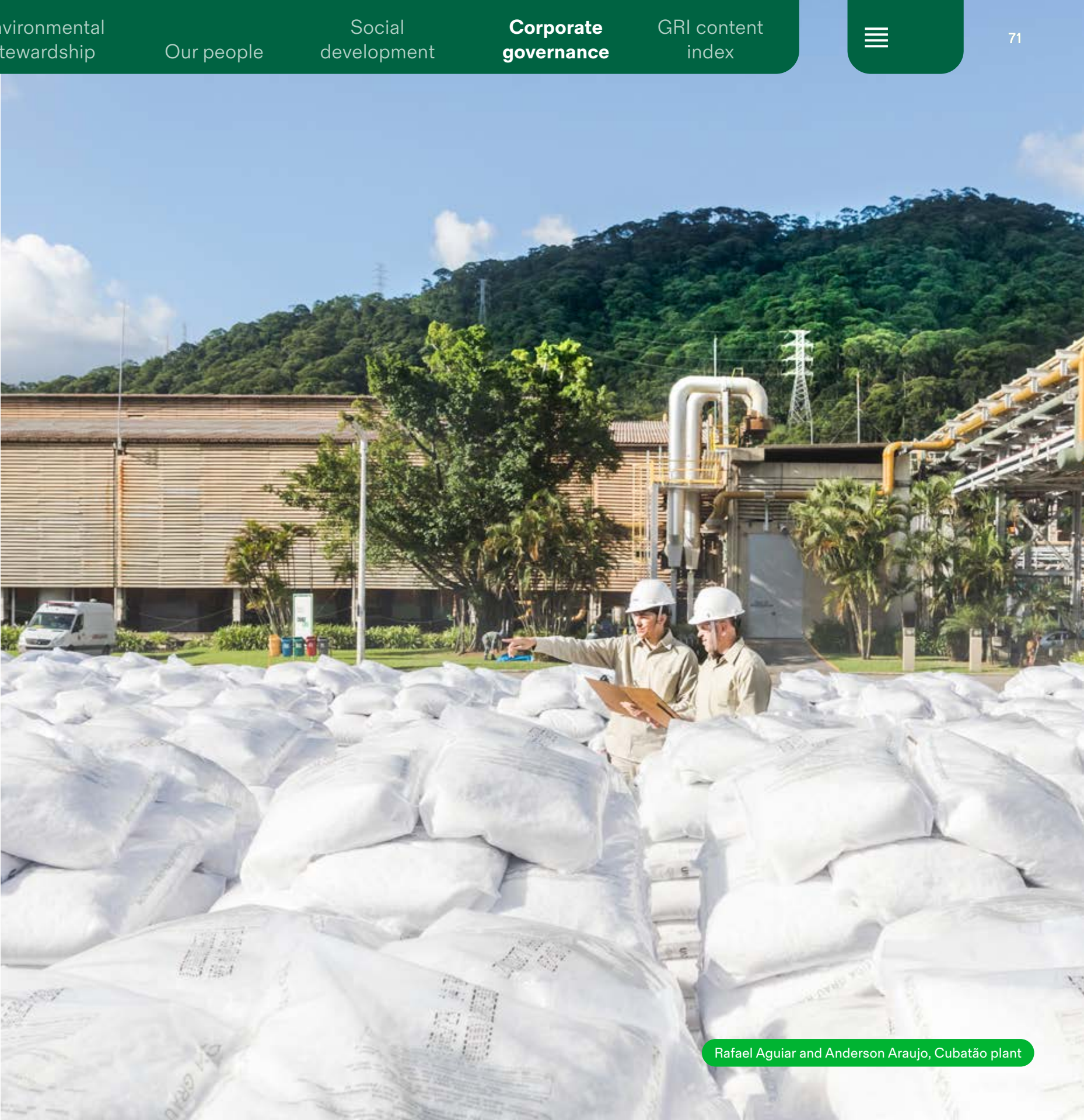
	2022	2023	2024
Total new suppliers considered for onboarding	2,987	2,824	2,758
Total new suppliers that were screened using social criteria	243	1,320*	1,770
Percentage of new suppliers that were screened using social criteria (%)	8.14%	47%	64%

\* Since 2023, the calculation rationale for this item has been modified following the completion of the G-Certifica platform implementation, which began in 2022.

### New suppliers that were screened using environmental criteria

GRI 308-1

	2022	2023	2024
Total new suppliers that were screened using environmental criteria – Unipar	356	1,320	1,770
Total new suppliers that were screened using environmental criteria – Brazil	244	1,210	1,495
Total new suppliers that were screened using environmental criteria – Argentina	112	110	275
Percentage of new suppliers that were screened using environmental criteria (%) – Unipar	12%	47%	64%
Percentage of new suppliers that were screened using environmental criteria (%) – Brasil	12%	61%	76%
Percentage of new suppliers that were screened using environmental criteria (%) – Argentina	13%	13%	34%



Rafael Aguiar and Anderson Araujo, Cubatão plant



Shareholders and investors

Unipar underpins its relationship with shareholders on transparency, maintaining open dialog and ensuring equitable information disclosure through regulatory agencies' communication channels (CVM and B3), Unipar's own platforms and specialized financial market media.

We hold quarterly conference calls with investors to update them on our activities and share our financial results. We also provide a dedicated portal for this audience—ri.unipar.com—where detailed information is available on our business, corporate governance and Unipar's presence in the capital markets.

Other stakeholders

We closely follow policy discussions that may impact our business, as well as regulatory developments relevant to our operations. We maintain transparent dialog with government agencies and regulatory bodies, providing reliable and technical information through direct interactions and participation in chemical sector associations in both Brazil and Argentina.

Regarding the press, Unipar maintains a clear stance of transparency and openness to dialog. To expand public awareness of the Unipar brand, we carry out relationship-building activities, regular media outreach and marketing. Our initiatives span a variety of communication channels.

Always in the Loop

Throughout 2024, Unipar took part in several major events across different profiles and countries.

In Brazil, Unipar's Business team attended the PVC Institute event, which celebrated the organization's 70<sup>th</sup> anniversary in June. During the event, experts and academics emphasized the industry's commitment to continuous and sustainable development. In August, Unipar was present at Interplast – Plastics Technology Integration Fair and Congress, held in Joinville (SC), where it addressed topics such as sustainability and PVC Suspension transformation processes.

In September, Unipar participated in Fenasan 2024, Latin America's largest sanitation event, held in São Paulo. The company showcased its chlorine, caustic soda and PVC production processes, helping attendees understand the critical role these products play in advancing sanitation across the country. That same month, Unipar joined Construsummit 2024, a flagship event in the civil construction sector, also in São Paulo. The company presented its

PVC-Concrete modular construction system-a sustainable and innovative solution developed in partnership with Bazze.

In October, Unipar featured in Futurecom 2024, again in São Paulo, a leading technology and connectivity event, where it discussed its renewable energy self-production projects and sustainability best practices. The company also participated in the Energy Solutions Show, an event connecting energy solution providers and consumers.

In Argentina, Unipar took part in the Petrochemical Conference organized by the Argentine Petrochemical Institute, part of the Argenplás 2024 International Plastics Expo. The company contributed insights into the current state and future of the petrochemical sector. Additionally, Unipar joined the Clorosur 2024 Technical Seminar in Lima, Peru, covering topics such as new electrolysis technologies, membrane systems, process efficiency and safety and sustainability in the chlorine-caustic soda segment.

Membership Associations GRI 2-28

- |  |   |   |   |  |   |   |
|--|---|---|---|--|---|---|
| <ul style="list-style-type: none"><li>• <b>AAPVC</b><br/>Asociación Argentina del PVC</li><li>• <b>Abiclor</b><br/>Brazilian Association of Alkalis, Chlorine, and Derivatives Producers</li></ul> | <ul style="list-style-type: none"><li>• <b>Abiquim</b><br/>Brazilian Chemical Industry Association</li><li>• <b>Abrace Energia</b><br/>Brazilian Association of Wholesale and Free-Market Power Consumers</li></ul> | <ul style="list-style-type: none"><li>• <b>Cide</b><br/>Cubatão Industrial Park Center for Integration and Development</li><li>• <b>Ciesp</b><br/>São Paulo State Industry Center</li></ul> | <ul style="list-style-type: none"><li>• <b>CIQyP</b><br/>Chemical and Petrochemical Industry Chamber</li><li>• <b>Clorosur</b><br/>Latin American Chlorine Industry Association</li></ul> | <ul style="list-style-type: none"><li>• <b>CPCPBB</b><br/>Cámara de Permisarios y Concesionarios de los Puertos de Bahía Blanca</li><li>• <b>CSA</b><br/>Chamber of Corporations</li></ul> | <ul style="list-style-type: none"><li>• <b>Fieb</b><br/>Bahia State Industry Federation</li><li>• <b>Fiesp</b><br/>São Paulo State Industry Federation</li><li>• <b>IBPVC</b><br/>Brazilian PVC Institute</li></ul> | <ul style="list-style-type: none"><li>• <b>Instituto Trata Brasil</b></li><li>• <b>IPA</b><br/>Petrochemical Institute of Argentina</li></ul> |
|--|---|---|---|--|---|---|



# Financial performance

In 2024, the company continued to demonstrate resilience, achieving solid results. Consolidated net revenue reached R\$ 5.4 billion, an 11% increase compared to 2023. Adjusted net revenue (excluding the impact of IAS-29 - hyperinflation adjustment and currency conversion to Brazilian Real at year-end rates) was R\$ 5.1 billion, reflecting an 8% decrease year-over-year.

Consolidated Ebitda stood at R\$ 948 million, down 23% from 2023, while adjusted EBITDA reached R\$ 1.1 billion, a 27% decline. Net income totaled R\$ 557 million, a 30% drop, with net debt at R\$ 721 million.

Despite the lingering low cycle in the petrochemical industry, Unipar maintained a 21% adjusted EBITDA margin for the year and distributed R\$ 448 million in dividends to shareholders, all while preserving a healthy cash position to meet its financial and investment commitments.

Direct economic value generated per year in thousands of Reais GRI 201-1

	2022	2023	2024
Direct economic value generated	7,543,855	5,160,313	5,611,307
Operating expenses	3,832,036	3,059,985	3,656,161
Employee wages and benefits	701,284	549,915	799,417
Payments to providers of capital	1,501,074	499,192	791,740
Payments to government - Brazil	282,812	471,921	135,188
Payments to government – Argentina	224,147	14,743	12,289
Community investments	15,000	17,000	8,200
Total economic value distributed	6,556,354	4,612,756	5,402,995
Economic value retained	987,501	547,557	208,312

The average **ARS/BRL** exchange rate used as of December 31, 2024, was 166.33, with a closing rate of 167.29.



Gustavo Torres, Bahía Blanca plant





Everton da Silva and Cesar Banhara, Santo André plant

# GRI Content Index

Related SDGs

3

GOOD HEALTH AND WELL-BEING

6

CLEAN WATER AND SANITATION

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

11

SUSTAINABLE CITIES AND COMMUNITIES

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

13

CLIMATE ACTION

14

LIFE BELOW WATER

15

LIFE ON LAND



GRI Content Index

Statement of use	Unipar has developed its report in accordance with the GRI Standards for the period January 01 to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
General disclosures							
GRI 2: General Disclosures 2021	2-1 Organizational details	Registered office address: Av. Pres. Juscelino Kubitschek, 1.327 - 22º andar - São Paulo/ SP - CEP: 04543-011					
	2-2 Entities included in the organization’s sustainability reporting	6					
	2-3 Reporting period, frequency and contact point	6					
	2-4 Restatements of information	34, 37, 38, 46, 43, 44					
	2-5 External assurance	The company does not conduct any external assurance					
	2-6 Activities, value chain and other business relationships	11					
	2-7 Employees	11, 42					8, 10
	2-8 Workers who are not employees	42					8
	2-9 Governance structure and composition	61					5, 16
	2-10 Nomination and selection of the highest governance body	61					5, 16
	2-11 Chair of the highest governance body	61					16
	2-12 Role of the highest governance body in overseeing the management of impacts	62					16
	2-13 Delegation of responsibility for managing impacts	62					
	2-14 Role of the highest governance body in sustainability reporting	61					
	2-15 Conflicts of interest	64					16
	2-16 Communication of critical concerns	66					
	2-17 Collective knowledge of the highest governance body	62					
	2-18 Evaluation of the performance of the highest governance body	Unipar does not currently have a formal evaluation process for its governance bodies. However, the Chief Executive Officer is assessed by the Chair of the Board of Directors, while the other Statutory Officers are evaluated by the CEO.					
	2-19 Remuneration policies	Unipar's compensation practices are grounded in market benchmarking and designed to attract and retain talent. Board of Directors and Statutory Officer remuneration follows the company’s Executive Compensation Policy.					
	2-20 Process to determine remuneration	44					



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	The ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) is 24 to one in Brazil and 5 on Argentina. The ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) was -54.02%, due to the reduction in 2024 resulting from a change in the person holding the position of highest-paid individual in the organization. In Argentina, it was 80.23%, due to monthly inflation-related increases in the country. The highest-paid individual received a smaller raise compared to others, primarily due to the impact of bonus payments.					
	2-22 Statement on sustainable development strategy	7					
	2-23 Policy commitments	64, 65				16	
	2-24 Embedding policy commitments	64					
	2-25 Processes to remediate negative impacts	66					
	2-26 Mechanisms for seeking advice and raising concerns	66				16	
	2-27 Compliance with laws and regulations	Bacen fine for late submission of Auxiliary Obligations: R\$ 25.500,00. There were no other significant cases in Brazil or Argentina, and no major fines or sanctions were recorded.					
	2-28 Membership associations	72					
	2-29 Approach to stakeholder engagement	67					
	2-30 Collective bargaining agreements	Brazil: All company employees are covered by Collective Agreements or Bargaining Conventions, with the exception of statutory contracts (901/905 = 99,55%). Argentina: (employees covered by healthcare plan) (350 / 565 = 61.94%).				8	
Material topics							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	19					
	3-2 List of material topics	19					
Water and sanitation							
GRI 3: Material Topics 2021	3-3 Management of material topics	54					
GRI 303: Water and wastewater 2018	303-1 Interactions with water as a shared resource	35				6, 12	
GRI 303: Water and wastewater 2018	303-2 Management of water discharge-related impacts	36				6	
GRI 303: Water and wastewater 2018	303-3 Water withdrawal	35, 36				6	
GRI 303: Water and wastewater 2018	303-4 Water discharge	35, 36				6	



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
GRI 303: Water and wastewater 2018	303-5 Water consumption	35, 36					6
Diversity, equity, and inclusion							
GRI 3: Material Topics 2021	3-3 Management of material topics	45					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	42, 43					4, 5, 8, 10
GRI 401: Employment 2016	401-3 Parental leave	43					5, 8
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	47					4, 5, 8, 10
GRI 404: Training and education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	All employees received regular performance and career development reviews.					5, 8, 10
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	46					5, 8
GRI 405: Diversity and equal opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	44					5, 8, 10
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	During the reporting period, two cases were flagged as potential discrimination situations. However, our investigations could not gather sufficient information to properly assess the facts. As a result, both cases were closed due to "insufficient information". Despite this, the organization proactively carried out training and awareness initiatives to promote understanding of the issue, reinforcing its commitment to preventing and addressing any form of discrimination in the workplace.					5, 8
Waste management							
GRI 3: Material Topics 2021	3-3 Management of material topics	37					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	37					3, 6, 11, 12
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	37					3, 6, 8, 11, 12
GRI 306: Waste 2020	306-3 Waste generated	37					3, 12, 15
GRI 306: Waste 2020	306-4 Waste diverted from disposal	37					3, 11, 12
GRI 306: Waste 2020	306-5 Waste directed to disposal	38					3, 6, 11, 12, 15
Risk management							
GRI 3: Material Topics 2021	3-3 Management of material topics	62					
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	69					
GRI 308: Supplier environmental assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	69					
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	The organization did not have operations or suppliers that posed risks of forced or compulsory labor.					5, 8
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	71					5, 8, 16
GRI 416: Consumer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	67					
GRI 417: Marketing and labeling 2016	417-1 Requirements for product and service information and labeling	67					12



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Business integrity and ethics							
GRI 3: Material Topics 2021	3-3 Management of material topics	64					
GRI 201: Financial performance 2016	201-1 Direct economic value generated and distributed	73					8, 9
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	No employees receive wages indexed to the national minimum wage at the moment. The lowest salary paid by the company is 162% of the national minimum wage.					5, 8
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	69					8
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	The organization assessed its operations for risks related to corruption.					16
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	65					16
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	65					16
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	The organization does not have any pending or concluded legal actions during the reporting period for unfair competition, trust practices or monopoly.					16
Health and safety							
GRI 3: Material Topics 2021	3-3 Management of material topics	48					
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	48					8
GRI 403: Occupational health and safety 2018	403-2 Hazard identification, risk assessment and incident investigation	50					8
GRI 403: Occupational health and safety 2018	403-3 Occupational health services	48					8
GRI 403: Occupational health and safety 2018	403-4 Worker participation, consultation and communication on occupational health and safety	48					8, 16
GRI 403: Occupational health and safety 2018	403-5 Worker training on occupational health and safety	50					9
GRI 403: Occupational health and safety 2018	403-6 Promotion of worker health	49					3
GRI 403: Occupational health and safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	69					8
GRI 403: Occupational health and safety 2018	403-8 Workers covered by an occupational health and safety management system	The company implemented an occupational health and safety management system based on legal requirements and recognized standards. Considering that the Camaçari plant, which began operating in Dec/24, is not yet certified, the percentage of workers covered by an occupational health and safety management system is 99% for employees and 96% for contractors.					8
GRI 403: Occupational health and safety 2018	403-9 Work-related injuries	51					3, 8, 16
GRI 403: Occupational health and safety 2018	403-10 Work-related ill health	No work-related ill health was identified in the period.					3, 8, 16
Community engagement							
GRI 3: Material Topics 2021	3-3 Management of material topics	53					
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	53					5, 9, 11



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	53					
GRI 413: Local communities 2016	413-2 Operations with significant actual or potential negative impacts on local communities	63					1, 2
Climate change, energy and emissions							
GRI 3: Material Topics 2021	3-3 Management of material topics	34					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Indicator reported to ensure the completeness of the material topic of climate change. There are no comparative data from previous years.					7, 8, 12, 13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	34					3, 12, 13, 14, 15
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	34					3, 12, 13, 14, 15
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	Not measured.					3, 12, 13, 14, 15
GRI 305: Emissions 2016	305-7 NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions	34					3, 12, 14, 15



# Credits

## 2024 SUSTAINABILITY REPORT

Coordination

**Unipar**

**Communications & Sustainability**

**Chief Financial & Investor Relations**

Consultancy, Project Management, Content and Design

**Report Group**

Disclosures collection

**Report Group (ESG Center)**

Photos

**Unipar Image Bank**



# Unipar

Makes Chemistry Happen