

Grendene®

SUSTAINABILITY **REPORT** | 2024



melissa

CARTAGO

Grendene® kids

GRENDA

Ipanema

PEGA FORTÉ

rider

ZAXY

INSTITUTIONAL MESSAGE

GRI 2-22

I’m inspired by the millions of people whose diverse and authentic journeys we follow. Their paths guide our purpose: **to make fashion accessible, sustainable, and creative, always valuing the relationships that define us.**

In 2024, we stand firm in this mission, driven by the power of **collaboration**—a value woven into every milestone we achieve together. This spirit has carried us through challenging economic and environmental times, fueling responsible innovation and deepening the trust of our employees, customers, investors, partners, and communities.

Our products travel to every corner of the world, delivering more than style and comfort—they reflect our **commitment to caring for people and the planet. We’ve strengthened a culture of sustainability** across our supply chain, prioritizing efficiency and transparency in all we do.

We have reduced our carbon footprint over the past three years, reaching emissions of just **253.86 gCO2e** per pair. This result represents an **18% reduction** in GRI 2-22 compared to 2022, achieved through logistics optimization and continuous improvement in eco-efficiency across our internal processes.



Our excellence is affirmed by renewing the **ABVTEX Gold Seal and the Sustainable Origin Diamond Seal.**

These are some of the recognitions that reaffirm we’re on the right path. Being **“the best choice”** is not just a market position—it’s a daily, collaborative building process made of conscious choices, genuine connections, and steps taken together.

Thank you for being with us on this shared journey.

Rudimar Dall’Onder
President of Grendene S.A.



OUR VALUE GENERATION IN 2024

ECONOMIC PERFORMANCE

R\$3.2 BILLION
SALES,
A 7.5% INCREASE

R\$796.5 MILLION
RECURRING NET INCOME

MARKET PRESENCE

65,000
POINTS OF SALE IN BRAZIL

45,000
POINTS OF SALE ABROAD

OVER 25 MILLION
PAIRS EXPORTED

PEOPLE

OVER R\$5 MILLION
INVESTED IN EMPLOYEE TRAINING

6.700
HOURS OF TRAINING
PROVIDED

100%
**IN-HOUSE
PRODUCTION**

CIRCULARITY

OVER 14,000 PAIRS RECYCLED
SINCE 2017 THROUGH REVERSE LOGISTICS

30% OF FOOTWEAR MADE
FROM RECYCLED MATERIALS

ECO-EFFICIENCY

CARBON FOOTPRINT
253.86 gCO₂e
PER PAIR

WATER USAGE:
1,49 LITERS
PER PAIR

100%
RENEWABLE ENERGY

100% WATER REUSE IN
ALL MANUFACTURING UNITS

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2024 SUSTAINABILITY REPORT

GRI 2-2, 2-3

Grendene S.A. is proud to present the sixth edition of its Sustainability Report, reflecting our commitment to transparency and effective communication of our performance. This report adheres to the Global Reporting Initiative (GRI) guidelines and covers the period from January 1 to December 31, 2024, aligning with the company's fiscal year. It incorporates sector-specific indicators from the Sustainability Accounting Standards Board (SASB) for the consumer goods sector, including clothing, accessories, and footwear, and follows the Integrated Reporting guidelines of the International Integrated Reporting Council (IIRC).

Developed in accordance with GRI principles, this report is guided by materiality, stakeholder inclusivity, completeness, and sustainability context. We validated all information through a rigorous process and reviewed at various organizational levels, with the final version approved by the Sustainability Development Superintendency. The report encompasses all company units, consistent with audited financial statements.

SINCE
2019

Global Reporting Initiative (GRI)

- GRI XXX-X symbols alongside chapter titles and subtitles
- GRI content index on page 81

SINCE
2019

Sustainable Development Goals (SDG)

- Identification of SDGs related to company actions
- SDG map on page 8

SINCE
2021

Integrated Report

- Guidelines followed and capitals map on page 6
- Content linked to value generation across capitals

SINCE
2021

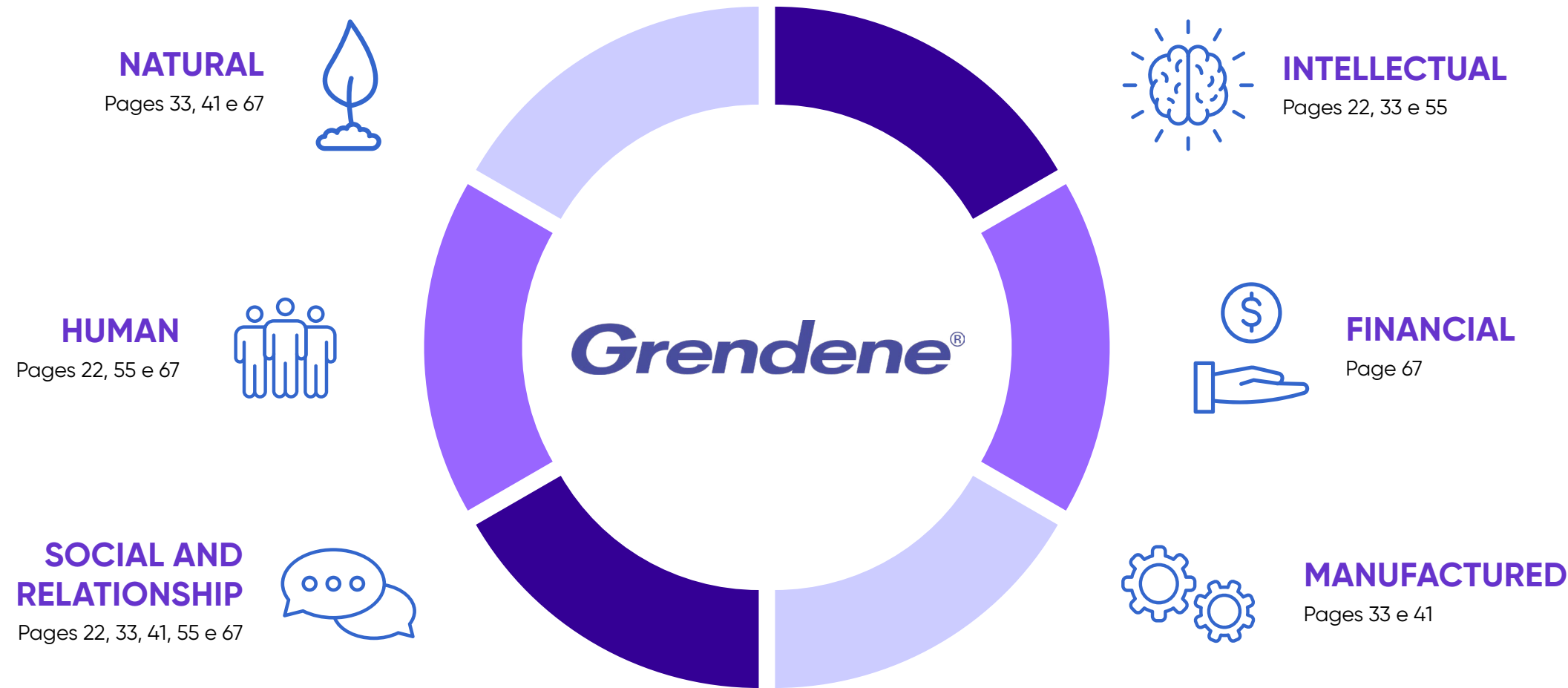
Sustainability Accounting Standards Board (SASB)

- SASB-CG-AA-xxx identifiers throughout the report
- SASB content index on page 81

For further details about the report's content, please contact by email at:

desenvolvimento.sustentavel@grendene.com.br

CAPITALS MAP



MATERIALITY

GRI 3-1, GRI 3-2, GRI 3-3, GRI 2-29

Defining material topics is essential to align Grendene’s practices with stakeholder expectations and the organization’s sustainability commitments. The materiality matrix identifies the issues of greatest impact and relevance to Grendene, playing a strategic role in decision-making by considering their economic, environmental, and social implications.




Between December 2023 and March 2024, Grendene conducted a double materiality assessment to strengthen its sustainability strategy. Financial materiality was determined through analysis of the SASB framework, ESG ratings, consultations with board members and executives, and interviews with Grendene’s leadership. Impact materiality was assessed by analyzing the effects of operations, drawing on references such as industry benchmarking, the Sustainable Development Goals (SDGs), and interviews with executives and an international distributor.

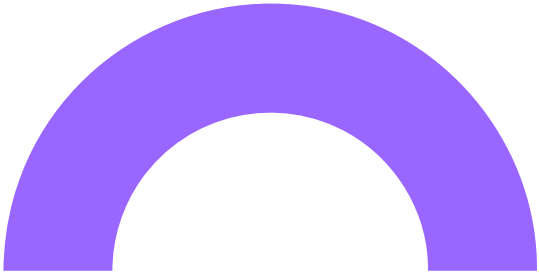
The double materiality process incorporates financial impacts, providing a critical foundation for compliance with the International Financial Reporting Standards (IFRS) Foundation’s IFRS S1 and S2 standards. These standards ensure consistent, comprehensive, comparable, and verifiable sustainability and climate-related financial disclosures².

² The double materiality assessment is detailed in Grendene S.A.’s 2023 Sustainability Report
















MATERIAL TOPICS

GOVERNANCE AND TRANSPARENCY









MATERIAL TOPIC	SDG	IMPACT ACTIONS
Corporate Risk Management		Grendene adopts a Risk Management and Internal Controls Policy aligned with international guidelines, such as those from the Committee of Sponsoring Organizations of the Treadway Commission (COSO). Risk management is embedded across the company’s business processes, identifying, assessing, and mitigating risks that could impact organizational longevity and transparency.
Ethics and Transparency		Grendene’s Code of Conduct guides all relationships and reinforces integrity as a core value. The company maintains an independent Ethics Channel for receiving reports, ensuring confidentiality and anonymity. With a structured Ethics Committee, Grendene strengthens its commitment to ethics, transparency, and accountability in its operations.
Cybersecurity, Privacy, and Data Protection		Attentive to digitalization and data protection, Grendene has a cybersecurity governance framework aligned with Brazil’s LGPD (General Data Protection Law). This includes specific corporate policies, an incident response plan, and internal guidance materials. The company fosters a culture of awareness through ongoing training, onboarding for new employees, and initiatives that reinforce its commitment to privacy, innovation, and continuous learning.



EFFICIENT PRODUCTION WITH MINIMAL IMPACT

MATERIAL TOPIC	SDG	IMPACT ACTIONS
Innovation in Materials, Products, and Processes	 	Grendene continuously invests in the research and development of low-impact materials, such as PVC and EVA, which are sourced from renewable materials, driving industrial innovation and sustainable usage. Additionally, Grendene employs increasingly digitized and eco-efficient processes to optimize resources, reduce waste, and promote continuous improvement.
Sustainable Supply Chain	 	The Supplier and Service Provider Manual of Grendene provides a set of guidelines for the selection, approval, and monitoring of commercial partners. These guidelines ensure that partners comply with occupational safety, social responsibility, environmental standards, ethics, and transparency. Grendene favors local suppliers to support regional development and reduce the carbon footprint resulting from material transportation.
Sustainable Raw Materials	  	Grendene uses PVC, a fully recyclable material, as a primary raw material. To reduce reliance on virgin resources and minimize environmental impact, the company incorporates recycled materials and biomaterials, such as rice husks and coconut fibers. This reinforces Grendene's commitment to sustainable economic development and responsible consumption and production patterns.
Circularity and Product Life Cycle	   	Grendene's key investment priorities include using eco-efficient materials and reducing the environmental impact of products. Our designs prioritize sustainable materials and production processes that minimize waste. We have also established a Reverse Logistics Program.
Emissions, Climate Risks, and Opportunities	  	Grendene uses 100% renewable energy for all its operations, a strategic measure that significantly reduces greenhouse gas emissions. The company participates in the Public Emissions Registry and reports its emissions to the Carbon Disclosure Project (CDP) annually, thereby enhancing transparency and governance. In 2024, Grendene's carbon footprint was 253.86 grams of CO ₂ equivalent per pair of shoes produced.
Water and Effluent Management		Grendene employs practices that promote the efficient and responsible use of water across all operational units. These efforts include monitoring, reuse, loss reduction, and effluent treatment. These initiatives minimize the company's impact on water resources, reflecting its commitment to eco-efficiency and resource preservation.

VALUING AND RESPECTING PEOPLE

MATERIAL TOPIC	SDG	IMPACT ACTIONS
Protection of Human Rights	 	Grendene upholds an unwavering commitment to protecting human rights. The company ensures formal and fair hiring practices, providing appropriate working conditions for all employees. Regular training on ethics and human rights is conducted for employees and contractors, reinforcing violation prevention. Audits are performed to ensure the entire production chain complies with international human rights standards.
People Management		Grendene's people management approach focuses on nurturing internal talent, offering professional development opportunities through Grendene University and leadership training programs. The company fosters inclusive and productive economic growth, creating a workplace that promotes innovation and employee well-being.
Diversity, Inclusion, and Anti-Discrimination	  	The Grendene+ Program promotes diversity and inclusion through affirmative initiatives, with 37 actions implemented and over 20,000 people impacted, fostering an inclusive culture across the organization.
Health, Safety, and Worker Well-Being	 	Grendene prioritizes employee safety and well-being. Continuous monitoring and training ensure a safe workplace. Specific programs for ergonomics, occupational health, and psychosocial support are provided to enhance employee well-being.

GRENDENE S.A.



Zoxy

WHO WE ARE: GRENDENE

GRI 2-1, 2-6



Ipanema

Founded in 1971, Grendene is a global leader in footwear, with an annual production capacity of **250 million pairs** and a presence in over 100 countries.

The company operates a **fully integrated business model, with 100% in-house production across four industrial units.** These include **11 shoe factories** located in Ceará—six in Sobral, two in Fortaleza, and two in Crato—and one in Farroupilha, Rio Grande do Sul. Additionally, Grendene operates a PVC factory and two distribution centers in Sobral and Fortaleza, Ceará, as well as its headquarters in Farroupilha, Rio Grande do Sul.

Grendene’s distribution network reaches retailers and distributors worldwide, with **65,000 points of sale in Brazil and 45,000 abroad.** The company also operates two concept stores—Galeria Melissa and Rider Spaces—in São Paulo, alongside a network of Melissa franchises.



Melissa

MAJOR BRANDS

In 2024, Grendene continues to strengthen its position as a leading footwear company¹, offering a diverse brand portfolio that aligns with evolving market trends.



melissa

Since 1979, Melissa has transformed plastic into an icon, turning the ordinary into the extraordinary. Born with the Melissa Aranha, inspired by the fishermen's sandals of the French Riviera, the brand achieved instant success and became a cultural icon in Brazil. Beyond selling footwear, Melissa expresses a vision shaped by a purpose in constant evolution. Fashion, art, and design are our driving pillars. For Melissa, fashion is conscious, innovative, and irreverent; art is inclusive, expressive, and inspiring; and design is sustainable, original, and surprising.



ZAXY

Since 2008, Zaxy has been a vibrant brand dedicated to celebrating the diverse facets of a woman's personality through eclectic and spontaneous fashion. With a focus on urban creativity, our portfolio includes slides, peep-toes, flats, platforms, and sandals for various occasions, aligning with fashion trends and promoting self-confidence.



Grendene kids

Grendene Kids is an ecosystem of over 30 licensed brands, creating footwear inspired by beloved children's characters. Recognizing imagination as one of childhood's greatest treasures, we strive to deliver a playful, safe, and comfortable world for children.



rider

Launched in 1986, Rider has gained global recognition for its innovative design. With nearly 40 years of history, the brand connects with diverse generations and the most relevant contemporary movements. Rider reimagines futures, encouraging creative attitudes and strengthening cultural connections and expressions through design and fashion.



GRENDHA

With over 30 years of history, Grendha supports women as the authors of their own stories, celebrating their strength and leadership. Our practical and versatile products combine beauty, safety, and affordability, designed to accompany women at every moment of their day.



CARTAGO

Founded in 2009, Cartago inspires connection and well-being through relationships. By combining comfort with socio-environmental responsibility, the brand develops high-quality casual footwear designed to enhance the lives of its wearers.



Ipanema

Launched in 2001, Ipanema embodies a beach-inspired, cosmopolitan spirit, adapting to diverse lifestyles. Rooted in fashion, music, art, and well-being, the brand celebrates diversity and accompanies women throughout their journey.



PEGA FORTE

Launched in 1978, Pega Forte targets workers who need durable, comfortable footwear for their tasks. With advanced technology, the brand strengthens Grendene's presence in the functional men's footwear segment.

¹ Based on the [Brazilian Footwear Industry Sector Report \(2024\)](#), published by Abicalçados in 2025.

MELISSA INNOVATIONS



MELISSA DRIP BOOT + VIBRAM

Melissa DripBoot + Vibram, a boot in which both the sole and upper contain a portion of recycled material in their composition. In addition, the model features 3D SMARTEC® textile technology, a triple-layered insole, and Lycra® fabric for a perfect fit around the ankle.

MELISSA X

Inspired by the manifesto “Everything changes all the time, except the drive to create the extraordinary,” Melissa launched the **Melissa X** sneaker line in 2024, marking its bold entry into the sneaker market with a focus on comfort, style, and sustainability.

This line expanded Melissa’s portfolio, reinforcing its innovation strategy and global repositioning. These efforts strengthened Grendene’s international presence, cementing Melissa as an icon of innovation and connection with its target audiences.



MELISSA COLLABS

GRI 2-29



MINI MELISSA POSSESSION + PLAY-DOH

The Mini Melissa and Play-Doh (a Hasbro brand) collab celebrated the playful, creative essence of childhood, uniting two iconic brands that ignite children's imagination. This collab reinforced Mini Melissa's position as a brand that goes beyond footwear, connecting with the children's universe through **storytelling, experiences, and emotionally resonant partnerships.**

MARC JACOBS

In 2024, Melissa renewed its collab with North American designer Marc Jacobs, unveiling two exclusive footwear models. The collab merged Melissa's plastic aesthetic with Marc Jacobs' minimalist, contemporary, and futuristic vibe, accentuated by bold logomania.

Select models feature insoles made with EVA partially derived from sugarcane, enhancing sustainability. All pieces are crafted from Melflex®, Grendene's patented recyclable and vegan material.



STEAL THE LOOK

We united Melissa's creativity and innovation with Steal The Look, a fashion, beauty, and lifestyle platform, and produced an exclusive collection. Fueled by the creative synergy between the brands, this collab embraced the businesscore trend, blending corporate attire with a fresh, modern twist.

RIDER + YOUR ID REVIVING ASIAN TRADITIONS

In 2024, Rider’s collab with Your ID drew inspiration from Japanese amulets, infusing Asian traditions into a streetwear aesthetic. Distinctive details, including a lenticular effect on the central strap, lurex thread embroidery, and an exclusive print, make this collab uniquely special.



RIDER UNVEILED AN EXCLUSIVE COLLABORATION WITH GUADALUPE AND PINACOTECA DE SÃO PAULO, INSPIRED BY THE ICONIC MUSEUM'S NEW BUILDING

Inspired by the architectural vision of Pina Contemporânea, the new building of São Paulo’s Pinacoteca, Rider’s collab with Guadalupe and the Pinacoteca reimagined the classic Rider SLX model. This design reflects the cultural vibrancy and influences of São Paulo’s central neighborhoods, embodying the connection between fashion and the dynamic artistic environment.



INNOVATIONS

RIDER R BOLD

The Rider R Bold reimagines iconic 1990s models with modernized R-SYSTEM technology, designed for a bold urban lifestyle. Crafted to stand out with distinctive soles and unique finishes, these updated versions emphasize innovation. The R-SYSTEM technology, validated by IBTeC testing, ensures enhanced comfort and a striking visual identity.

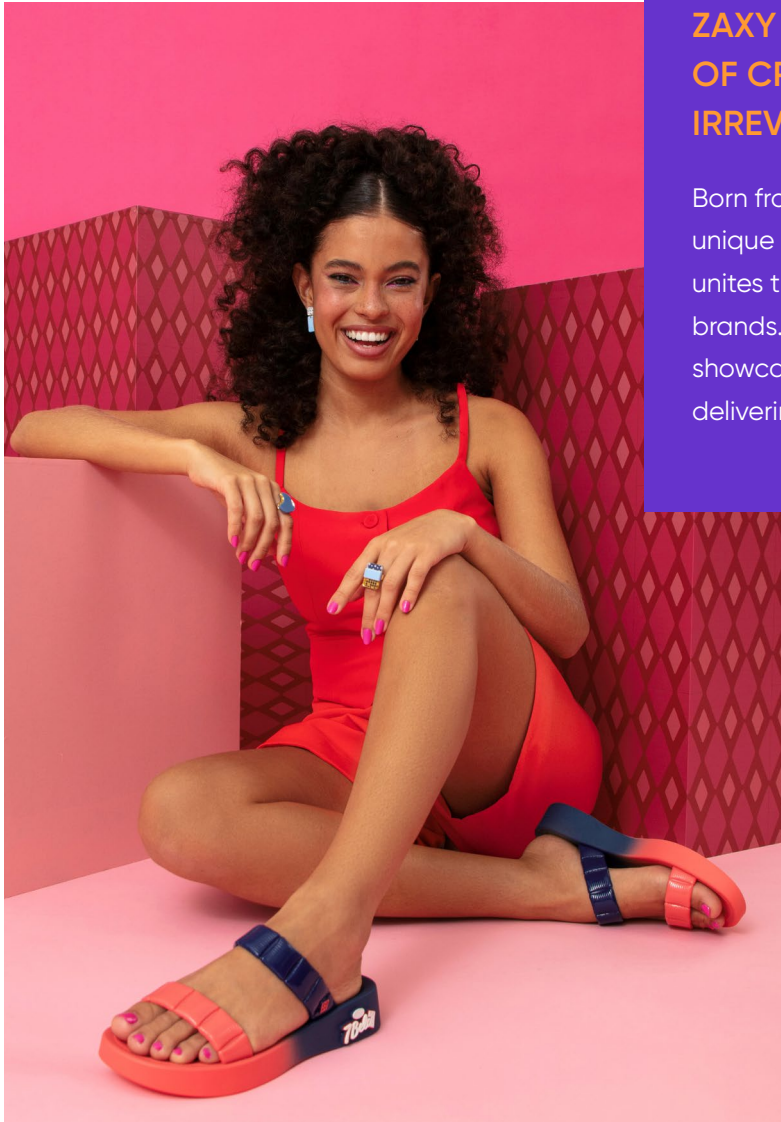


RIDER R POWER

Featuring the R-CHARGER technology for superior cushioning and comfort, the Rider R Power combines a rugged tractor sole with robustness and lightweight design. To launch this model, Rider collaborated with artists in an event celebrating the timelessness of urban fashion and culture, highlighting a style that transcends eras, much like artistic influence.



GRI 2-29



**ZAXY + 7BELO: EXPLOSION
OF CREATIVITY AND
IRREVERENCE IN FASHION**

Born from a shared passion for unique experiences, this collab unites the creative universes of both brands. The sandals are designed to showcase 7Belo's bold visual identity, delivering style, comfort, and quality.

**VIZZELA AND ZAXY TEAMED UP
AGAIN FOR A COLLAB BLENDING
FASHION AND BEAUTY**

Zaxy and Vizzela, both 100% Brazilian and vegan brands, teamed up again for a second collab that perfectly blends fashion and beauty. This partnership introduced stylish sandals paired with ultra-hydrating lip balms, combining the best of both worlds to create a seamless fusion of trendsetting design and personal care. ►



MARKET PRESENCE

GRI 2-1, 2-6



2
CONCEPT STORES:
GALERIA MELISSA
AND RIDER SPACES
(SÃO PAULO)



422
MELISSA STORES
IN BRAZIL



190
EXCLUSIVE MELISSA
STORES WORLDWIDE



1
ADMINISTRATIVE HEADQUARTERS IN
FARROUPILHA, RIO GRANDE DO SUL



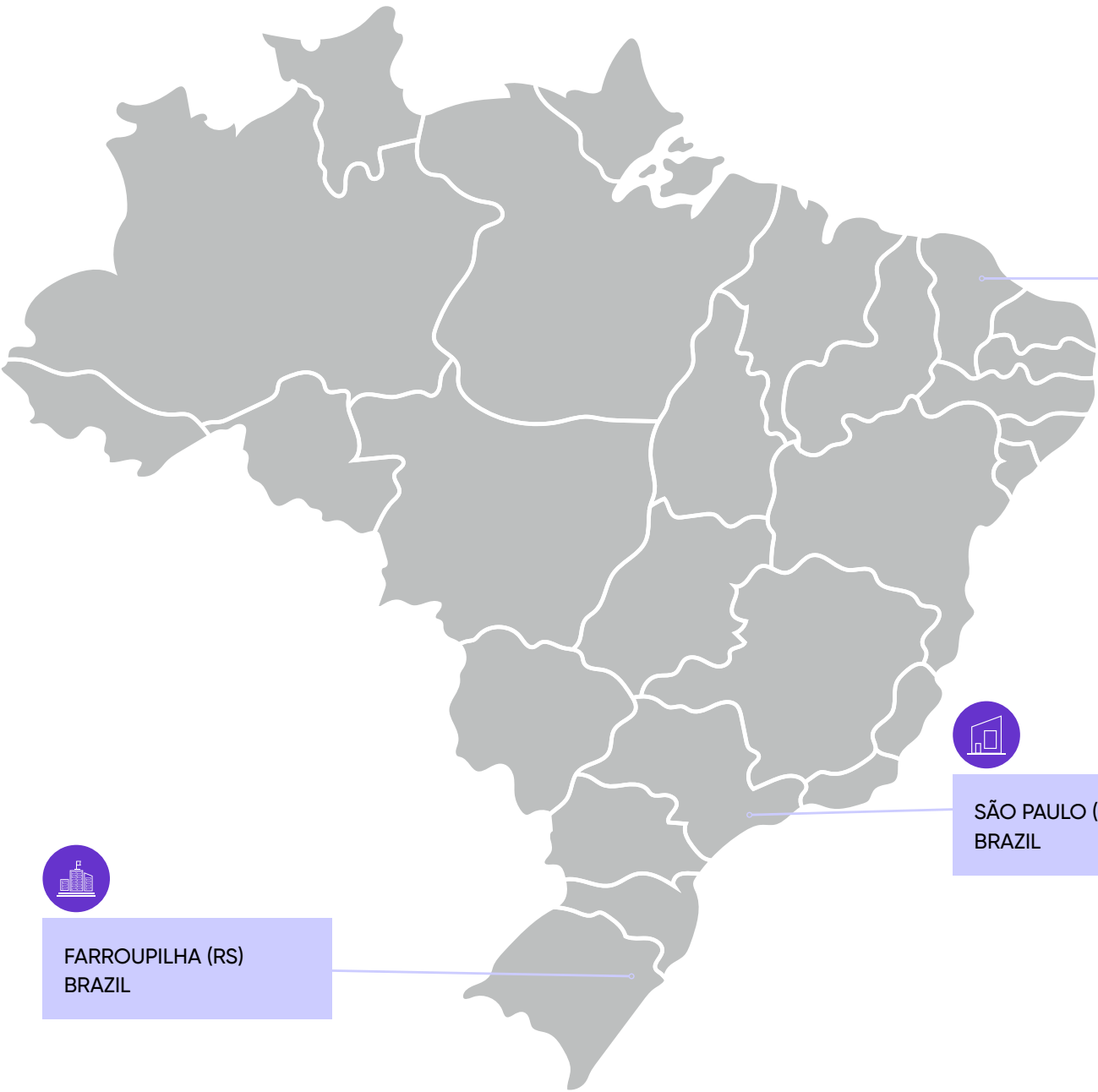
4
OPERATIONAL UNITS IN BRAZIL:
CRATO, FORTALEZA, AND SOBRAL
(CEARÁ), AND FARROUPILHA
(RIO GRANDE DO SUL)



2
DISTRIBUTION
CENTERS



3 E-COMMERCE PLATFORMS
AND 1 MOBILE APPLICATION



SOBRAL, FORTALEZA
E CRATO (CE)
BRAZIL



SÃO PAULO (SP)
BRAZIL



FARROUPILHA (RS)
BRAZIL

RECOGNITION: CERTIFICATIONS AND AWARDS

Throughout its journey, Grendene has been recognized for its commitment to sustainability through national and international awards, rankings, and certifications. These accolades not only validate the company's progress but also enhance the credibility of its practices, reinforcing our dedication to best-in-class market standards and global sustainability benchmarks.

CERTIFICATIONS



VEGAN SOCIETY REGISTRATION:

All Grendene footwear is free of animal-derived components, and the company adheres to a strict no-animal-testing policy, earning registration with the Vegan Society.



FSC®-CERTIFIED PACKAGING (FOREST STEWARDSHIP COUNCIL®): Our paper packaging is certified by the FSC®, ensuring materials come from responsibly managed forests that promote environmental, social, and economic benefits.



GOLD SEAL GHG PROTOCOL:

Grendene received the Gold Seal from the GHG Protocol, the highest level of recognition for companies demonstrating transparency in their independently audited greenhouse gas (GHG) emissions inventory.



ABVTEX GOLD SEAL: The Brazilian Textile Retail Association (ABVTEX) awarded Grendene the Gold Seal, recognizing exemplary practices across the company's entire production chain.



SMETA CERTIFICATION: Grendene is audited under the Sedex Members Ethical Trade Audit (SMETA) criteria, acknowledging our robust socio-environmental management in global operations.



ORIGEM SUSTENTÁVEL DIAMOND LEVEL: Grendene holds the Diamond Level, the highest qualification in the Origem Sustentável Program, promoted by Abicalçados and Assintecal. This is the only sustainability certification specifically for footwear and component manufacturers in the industry.

AWARDS

2024 IEL TALENT AWARD

Grendene secured 1st place in the Large Innovative Company category in Ceará, recognizing our commitment to nurturing new talent through internship programs. This award highlights Grendene's dedication to training young professionals in research, development, and innovation, essential for sustainable growth.

2024 100 OPEN STARTUPS RANKING

For the third consecutive year, Grendene ranked 2nd in the Fashion Industry and Retail category of the 100 Open Startups Ranking. This recognition underscores our leadership in open innovation, showcasing our ability to collaborate with startups and implement innovative solutions in the market.



BRAZIL FASHION TRANSPARENCY INDEX

In the 2024 comparative edition, analyzing performance from 2018 to 2023, Grendene's Ipanema and Melissa brands ranked among the top performers in advancing transparency within Brazil's fashion industry.



2024 IBEVAR-FIA RANKING

Grendene achieved 3rd place in the 2024 IBEVAR-FIA Ranking with the Ipanema Algae Edition project, which transformed excess marine algae into pigments for sandals, demonstrating environmental innovation.

PLÁSTICO SUL AWARD

Grendene received the Gold Award in the Clean Production category at the 5th Plástico Sul Innovation and Sustainability Award, recognizing our commitment to environmental efficiency.

DISNEY'S BEST LICENSEE AT D23

Grendene was honored as Disney's Best Licensee at D23, Disney's premier event, held for the first time in Latin America. This award reflects Grendene's excellence in developing licensed products and our strong partnership with Disney, reinforcing our strategic position in the licensing segment.



Grendene Kids

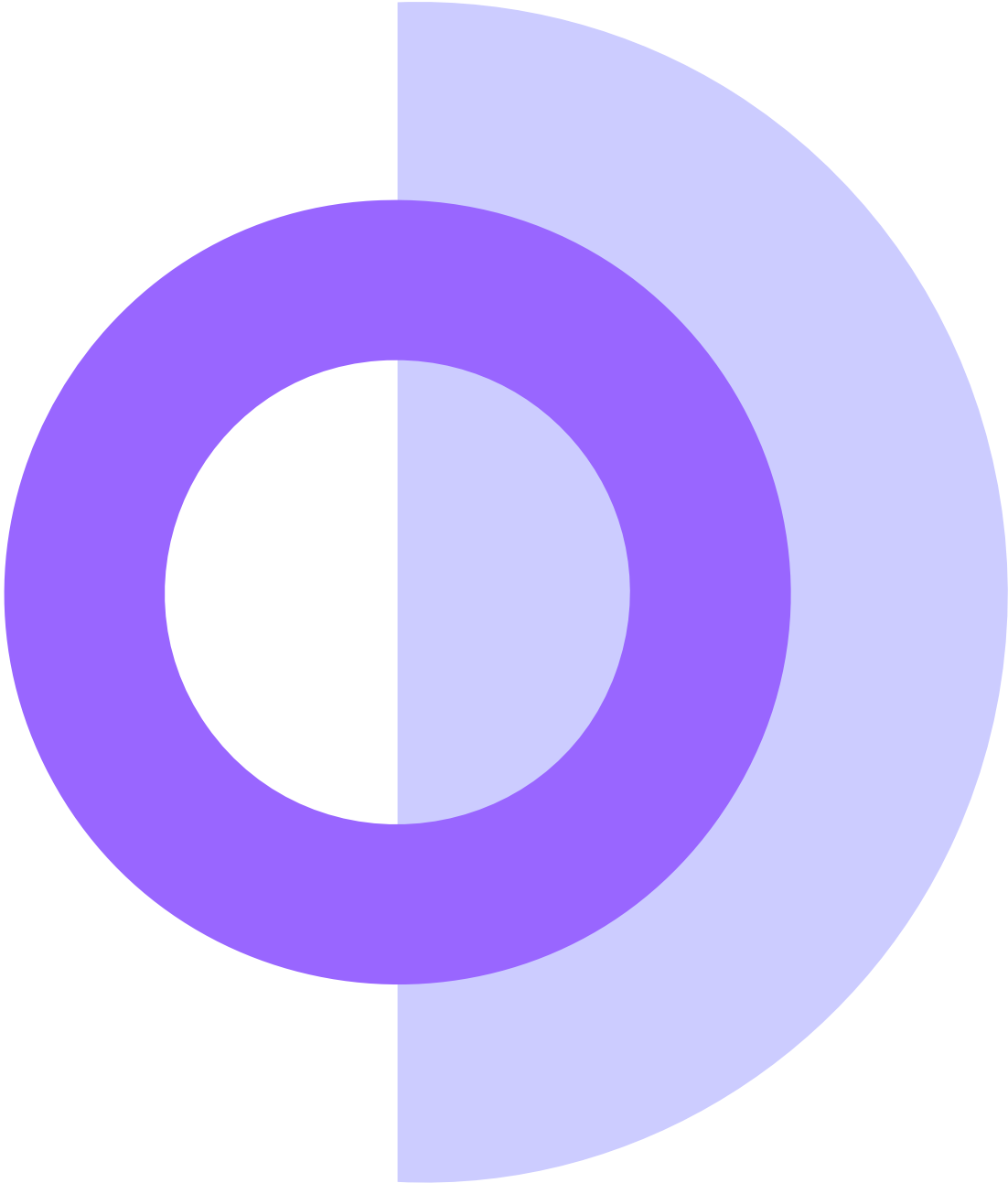
"COMPLETE COMPANY, INCLUSIVE COMPANY" SEAL

Grendene was awarded the "Complete Company, Inclusive Company" Seal by the Ceará State Government, recognizing our commitment to inclusive practices and social responsibility. This initiative fosters positive societal impact and promotes a diverse, respectful, and inclusive corporate environment, reflecting our core values.

GRENDENE'S RESILIENCE:

OVERCOMING CHALLENGES WITH RESPONSIBILITY AND SOCIAL COMMITMENT

Grendene's journey is defined by its ability to adapt responsibly to diverse challenges, always placing people at the heart of its decisions. In times of crisis—whether during the COVID-19 pandemic or the recent devastating floods in Rio Grande do Sul—the company has reaffirmed its unwavering commitment to life, solidarity, and collective rebuilding. Guided by its core value of collaboration and with people as a strategic pillar, Grendene mobilized coordinated efforts to support employees, communities, and partners affected by the floods. Emergency actions included distributing water, clothing, and footwear, providing logistical support for donations, and granting paid leave to volunteers. The Human Resources team played a key role in monitoring and supporting impacted employees. Additionally, Grendene reinforces its purpose of valuing relationships by fostering institutional partnerships and working alongside public and private entities. This approach reflects a corporate culture rooted in empathy, care, and social responsibility. Grendene's resilience extends far beyond business continuity; it is grounded in strong values, respect for the communities it serves, and a conviction that unity and cooperation pave the way for a fairer, more sustainable future for all.



GRENDENE'S SUSTAINABILITY JOURNEY

HISTORY AND EVOLUTION

Sustainability is a core commitment at Grendene. We continuously seek innovative solutions to reduce our environmental footprint and create positive societal impact, **integrating socio-environmental responsibility into our business strategy**. This journey has established us as leaders in the footwear industry, recognized not only for product quality but also for excellence in corporate governance and sustainable development.

Our purpose is clear: **"To make fashion accessible and sustainable in a creative way, valuing relationships"**. This commitment is guided by our core values—integrity, learning, ownership, collaboration, and simplicity—which shape our decisions and are reflected in our strategic pillars: profitability, consumer focus, people development, sustainability, and innovation.

The strength of our brands, innovative capacity, dynamic marketing model, unique production processes, and proprietary technology keep us at the forefront of the industry. Supported by professional management and a talented team dedicated to interpreting trends, creating, and launching high-quality, responsible fashion, we ensure sustainability is embedded across all operations.



Our actions are guided by [Grendene's Sustainable Development Policy](#). Supported by three core pillars – valuing and respecting people, eco-efficient operations and low-impact products – this policy underpins everything we do. We uphold these principles in all our activities, reflecting our commitment to sustainability in every area of the company.

HISTORY AND EVOLUTION





GOVERNANCE

Related capital:

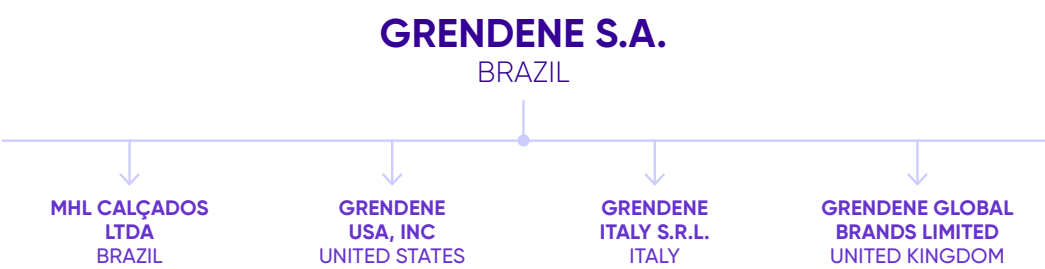


Ipanema

GOVERNANCE STRUCTURE

GRI 3-3

Grendene S.A. has been a publicly traded company since 2004. Its shares are listed on the Novo Mercado of Brazil's B3 stock exchange, and it has registered operations in the United States, Italy, and the United Kingdom.



Grendene's governance structure comprises a Board of Directors with members who have expertise in various strategic domains. Notably, Mailson Ferreira da Nóbrega and Walter Janssen Neto bring specialized sustainability knowledge developed throughout their professional careers. The company also maintains specialized committees to ensure that corporate risks are effectively overseen and managed. [GRI 2-9](#)

The seven-member Board of Directors is all male, with two independent members. The governance framework includes executive directorates that comply with current legislation and Grendene's bylaws.

BOARD OF DIRECTORS

GRI 2-11

NOME	POSIÇÃO	TEMPO DE MANDATO
Alexandre Grendene Bartelle	Chairman of the Board of Directors	April/2024 – April/2026
Pedro Grendene Bartelle	Vice-Chairman of the Board of Directors	April/2024 – April/2026
Mailson Ferreira da Nóbrega	Director	April/2024 – April/2026
Oswaldo de Assis Filho	Director	April/2024 – April/2026
Renato Ochman	Director	April/2024 – April/2026
Walter Janssen Neto	Independent Director	April/2024 – April/2026
Bruno Alexandre Licarião Rocha	Independent Director	April/2024 – April/2026

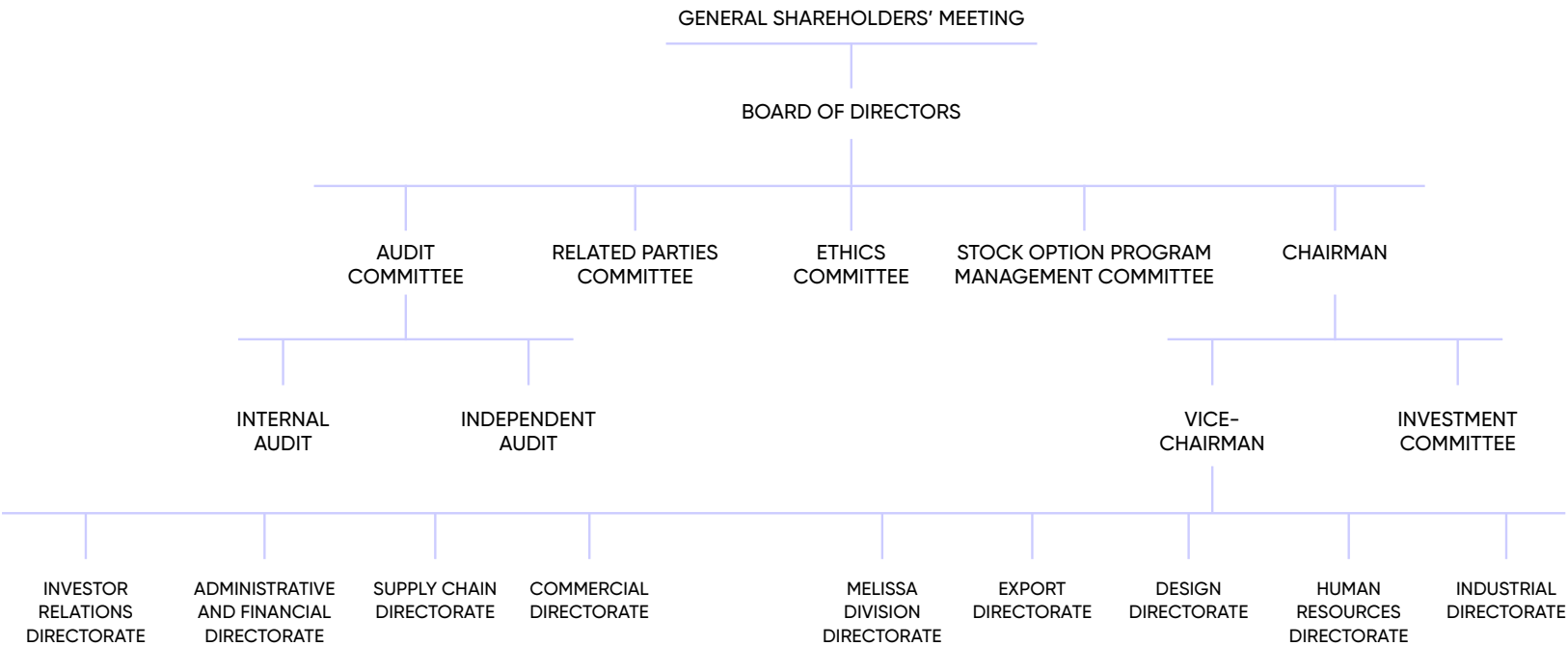
100% male, with 17% aged between 30 and 50 years and 83% aged over 50 years.

GRI 405-1

The Policy for the Nomination of Members of the Board of Directors, its Advisory Committees, and Statutory Directorate is [available here](#).

COMMITTEES

Investment Committee	07 members	100% male
Related Parties Committee	03 members	100% male
Stock Option Program Management Committee	03 members	100% male
Audit Committee	03 members	100% male
Ethics Committee	07 members	85% male, 15% female



NOMINATION AND SELECTION OF THE BOARD OF DIRECTORS

GRI 2-10

The nomination and selection process for members of Grendene's Board of Directors follows the principles outlined in the [Policy for the Nomination of Members of the Board of Directors, Advisory Committees and Statutory Directorate](#).

This process is governed by the internal regulations of the Board of Directors and its Advisory Committees, the Novo Mercado Regulation of B3 S.A. – Brasil, Bolsa, Balcão (“Novo Mercado Regulation”), Law No. 6.404 of December 15, 1976, as amended (“Brazilian Corporate Law”), and other applicable laws and regulations.

Candidates nominated for the Board of Directors, Advisory Committees, or Directorate must possess the necessary qualifications, including strong technical, professional, or academic experience. They must also align with the company's values and culture. Nominations are evaluated based on criteria such as additional areas of expertise, academic background, and availability to fulfill the responsibilities of the role.

According to the Novo Mercado Regulation, at least two members, or 20% of the total board, whichever is greater, must be independent directors. The Nomination Policy is available for review [here](#).

BOARD OF DIRECTORS
PERFORMANCE EVALUATION

GRI 2-18

To continuously enhance the effectiveness of the company’s governance bodies, the Board of Directors conducts a performance evaluation at least once during its term. This process enables directors to critically assess their contributions and establish action plans aimed at ongoing improvement. The evaluation encompasses the Board as a collective body and its respective Advisory Committees. Additionally, the Board of Directors evaluates the performance of the Executive Directors.

The responsibility for overseeing the evaluation process of the Board of Directors and the Directorate lies with the Chairman of the Board. The consolidated results of the evaluations are shared with all Board members.

The evaluation process is structured to consider the specific characteristics and responsibilities of the Board of Directors and its committees, aiming to achieve a high level of specialization in the analysis. If deemed necessary, an external consultancy may be engaged to support the evaluation process, although the company has not yet utilized external advisory services for this purpose.



Grendha

REMUNERATION POLICIES AND PROCESSES

GRI 2-19, GRI 2-20

Grendene’s Remuneration Policy for Administrators, approved by the Board of Directors on February 24, 2022, sets out clear guidelines for compensating and providing benefits to statutory directors, Board members, the Fiscal Council (when active), and members of the company’s committees, collectively referred to as Executives.

The policy aims to: (i) attract, reward, and retain Executives, motivating them to manage the business sustainably, within appropriate risk boundaries, and in alignment with shareholder interests; (ii) link compensation to performance metrics, recognizing and valuing individual contributions; and (iii) Ensure compensation given to Executives reflects the responsibilities of each role, remains competitive in the labor market, and follows transparent criteria for determining remuneration and benefits.

Grendene recognizes the importance of a structured remuneration model to drive effective and sustainable business practices. The variable compensation component accounts for associated risks, encouraging Executives to pursue outcomes that deliver benefits in the short, medium, and long term. This approach aligns the interests of administrators, the company, and shareholders, fostering balanced and strategic business success and continuity.

The full Remuneration Policy is available for consultation [here](#).

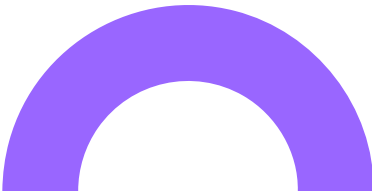
OVERSIGHT AND DEFINITION
OF SUSTAINABILITY GUIDELINES

GRI 2-12, GRI 2-17

At Grendene, the Board of Directors, as the highest governance body, plays a pivotal role in overseeing and approving policies related to the sustainability agenda, including the formal adoption of the Sustainable Development Policy. The Executive Directorate, reporting to the Board, is tasked with developing, implementing, and evaluating the outcomes of these guidelines, reflecting the company’s commitment to embedding sustainability into its business strategy.

A specialized sustainability team, operating cross-functionally and reporting directly to the Executive Directorate, strengthens this expertise. The Sustainable Development Division, formally under the Supply Chain Directorate, collaborates directly with the Industrial and Human Resources Directorates to ensure ongoing alignment with material topics.

All directorates report to the company’s Presidency, which, in turn, is accountable to the Board of Directors. This structure ensures that strategic sustainability knowledge is embedded across key hierarchical and decision-making levels, driving effective integration of sustainability into risk management, value creation, and corporate performance.



Rider

CONFLICT OF INTEREST
MANAGEMENT

GRI 2-15

Grendene upholds best practices in corporate governance, ensuring that all operations, particularly those involving related parties, are subject to the approval of the relevant governance bodies as outlined in the company’s bylaws and the Related-Party Transactions Policy. Approved in 2020 and updated in 2024, this policy provides clear guidelines and establishes procedures for the company and its administrators to follow. It ensures that decisions involving related parties and potential conflicts of interest are made with complete independence and transparency, always prioritizing the interests of the company and its shareholders.

In accordance with the Brazilian Corporate Law, any Board of Directors member is prohibited from voting in General Meetings or Board meetings, or participating in transactions or operations, where their interests conflict with those of the company. Related-party transactions are conducted in line with market standards and supported by prior assessments that confirm their viability and alignment with the company’s legitimate interests.

CORPORATE RISK MANAGEMENT

GRI 3-3, GRI 205-1, GRI 2-13

To manage sustainability-related impacts, Grendene has a Sustainable Development Division that, together with the Governance, Risk, and Compliance area and other company departments, maps and monitors risks related to sustainability. This management is conducted through a Corporate Risk Management Policy that follows international guidelines, such as those established by the Committee of Sponsoring Organizations of the Treadway Commission (COSO).

Risk management is embedded in the company's business processes, identifying, assessing, and mitigating risks that could compromise the company's continuity and transparency.

Each department of the company is responsible for managing the risks involved in its processes, both in daily activities and in decision-making. This risk management is supported by the Governance, Risk, and Compliance area and is periodically supervised by senior management (Executive Board, Audit Committee, and Board of Directors).

Our business, financial situation, and operating results may be adversely and materially affected by any of the risks listed here, as well as by other risks that we may not currently foresee.



Governance, Risk and Compliance team

THE MAIN RISK FACTORS ARE:

- 01 Fluctuation/volatility in the price of raw materials;
- 02 The Brazilian economic scenario and the reduction in the population's purchasing power;
- 03 Unanticipated changes in consumer preferences;
- 04 Exchange rate variations between the U.S. dollar and the Brazilian real;
- 05 Risks related to cybersecurity, privacy, data protection, and intellectual property;
- 06 Risks related to social, environmental, and climate issues.

On a quarterly basis, the Board of Directors receives a report from the Audit Committee highlighting the main Risk Management actions for discussion and approval of new action plans. The Corporate Risk Matrix covers the company's major areas, including risks related to sustainability and anti-corruption efforts.

Corporate Risk Management Policy

FISCAL STRATEGY

GRI 207-1, 207-2



Natália Souza Ferreira

Grendene's fiscal strategy aligns with its corporate objectives and ethical values, undergoing formal review and approval by the Board of Directors³ annually as part of the company's governance process. The Chief Financial Officer (CFO), reporting directly to the Board, oversees compliance with this strategy, ensuring all fiscal activities adhere to established policies and guidelines.

Tax considerations are embedded across all levels of the company, from strategic business planning to operational execution. The Controllship team collaborates closely with other functional areas to integrate fiscal considerations into all business decisions. Fiscal risks are identified through ongoing assessments conducted by the tax department in partnership with specialized external consultants. These risks are managed through robust internal controls, regularly monitored via periodic internal audits and external reviews by independent auditors. These evaluations ensure full compliance with fiscal policies and procedures. No significant changes were made to the fiscal approach in 2024 compared to 2023, with transparency, compliance, and accountability remaining core priorities in all fiscal operations.

Grendene's fully in-house production process gives the company complete control over labour and environmental conditions, thereby demonstrating its commitment to ethical and socio-environmental responsibility. This commitment is reflected in policies and practices

geared towards compliance, prevention and monitoring. Furthermore, Grendene has an excellent track record of ethical and fair business practices, and has never been subject to legal action for unfair competition, which highlights its credibility and dedication to a fair market.



Matheus Fernandes Almeida

³ The fiscal strategy is not available to the public.

ETHICS AND TRANSPARENCY

GRI 2-16, GRI 2-23, GRI 2-24, GRI 3-3

Grendene established its Governance, Risk, and Compliance department in 2021 , which works alongside the Audit and Ethics Committees. The goal is to promote transparency and integrity throughout the company's operations. To ensure that its financial statements align with applicable standards, the company undergoes independent audits.

Established in 2022, the Audit Committee ensures the independence of auditors and oversees internal audit activities, risk management, internal controls, and compliance efforts.



Cintia Nunes Vettorazzi, Vagner Maffei and Marta Siqueira Alves

CODE OF CONDUCT

Grendene first adopted a Code of Conduct on December 1, 2008. It was most recently revised and approved by the Board of Directors on May 11, 2023. This latest version outlines the ethical principles and conduct standards that govern the company's internal and external relationships. All employees must adhere to these guidelines, regardless of their roles or responsibilities.

In 2022, the Board of Directors approved the Whistleblowing and Consequences Policy. This policy establishes a framework for reporting and investigating potential violations of the Code of Conduct, as well as internal or external regulations and applicable laws. The policy also governs the application of appropriate measures and preventive actions.



Human Resources team

In 2024, Grendene conducted Code of Conduct training and awareness programs, reaching 12,907 employees—72.36% of the workforce. This represents a 36% increase in the number of employees trained compared to 2023.

ETHICS CHANNEL

GRI 2-25, GRI 2-26

All Grendene employees are responsible for promptly reporting any violations of the Code of Conduct, company policies, or applicable laws and regulations. Reports can be submitted anonymously through the **Ethics Channel**, which is accessible to both internal and external stakeholders.

The Ethics Channel is confidential and managed by an independent external consultancy. Administrators, employees, interns, apprentices, and affiliates and subsidiaries in Brazil and abroad have access to this channel.

The Governance, Risk and Compliance department, in collaboration with the Ethics Committee, reviews and investigates all reports received. A quarterly report is presented to the Board of Directors ensuring that administrators are aware of any issues that could significantly impact the company's image, reputation, or credibility.

The Ethics Committee meets monthly on a regular basis, and extraordinarily when necessary, to review and deliberate on reports received through the Ethics Channel.

The Ethics Channel is managed by an independent external company and is available 24/7 via email at Grendene@linhaetica.com.br, by phone at 0800-208-0048 or through P.O. Box 79518, ZIP Code 0411-904, São Paulo/SP.



Zaxy

ANTI-FRAUD AND ANTI-CORRUPTION
POLICY

205-2

In October 2022, Grendene implemented a policy to combat fraud and corruption. Since then, the company has oriented 100% of its employees and governance bodies on the anti-corruption procedures. The policy is available to the public on Grendene’s Investor Relations website. It is applicable to administrators, employees, interns, apprentices, public agents, suppliers, service providers, and third parties doing business with Grendene in Brazil and abroad.

In the Northeast, 12,018 employees (76.09%) received training, and in the South, 889 employees (44.45%) received training, totaling 72.36% of employees⁴ trained in 2024.

⁴ Supervisors, specialists, and coordinators, as well as personnel from the production sectors.



CYBERSECURITY, PRIVACY, AND DATA PROTECTION

GRI 3-3

In response to the growing digitalization of its B2B and B2C operations and the subsequent increase in customer, employee, and partner data, Grendene continues to invest in a reliable cybersecurity and data protection governance framework. The framework adheres to industry best practices and applicable regulations, including the Brazilian General Data Protection Law (LGPD).

GOVERNANCE AND COMPLIANCE STRUCTURE

Grendene takes an integrated approach to information security and data protection. This approach is supported by the following key instruments:

- Corporate Information Security Policy, which provides guidelines for protecting company information and directs employees on proper data handling.
- Corporate Privacy and Personal Data Protection Policy, which formalizes the company's commitment to privacy and data protection in accordance with constitutional principles and the LGPD.
- Cyber Incident Response Plan, which outlines protocols for risk mitigation, responsibilities, and communication in the event of a security breach.
- Corporate Information Security Guide and Policy Acknowledgment Form, which reinforce internal awareness and employee commitment to these principles.

TRAINING AND ORGANIZATIONAL CULTURE

Grendene maintains a continuous awareness program on information security and personal data privacy to empower a secure digital culture. The program is structured in four annual thematic cycles. Each cycle includes five microlearning sessions and two phishing simulations that generate key performance indicators (KPIs) to measure engagement and identify inappropriate behaviors.

New employees undergo onboarding training on information security through the Grendene University Learning Management System (LMS). In the first half of 2024, Digital Transformation Week, held in partnership with Grendene University and external partners, highlighted the company's dedication to ongoing education. Topics covered included generative AI, data-driven culture, and an agile mindset. All lectures have been made available on Grendene University's virtual platform.



Information Technology Team

CONSUMER TRANSPARENCY

GRI 418-1

Grendene's three e-commerce platforms and mobile application champion transparency by providing publicly accessible Privacy and Cookie Management Policies, clearly outlining how data is collected and used. In 2024, the company recorded no substantiated complaints regarding breaches of customer privacy or loss of customer data.

LOWER IMPACT PRODUCTS

Related capital:



Bruno Souza de Menezes

DRIVING SUSTAINABLE INNOVATION IN DESIGN

GRI 3-3



"At GD, sustainable awareness lies at the heart of everything we do. Alongside our dynamic design vision, we strive to develop products with the lowest possible environmental and circular impact, while staying aligned with the company's business sustainability strategy."

Schana Cenci, Grendene Design Director

Beyond the inherent sustainability features of our products Vegan® certification, 100% recyclable composition, non-toxic materials, and absence of hazardous or restricted substances⁵—Grendene integrates several key principles into product creation:

SINGLE-MATERIAL DESIGN

By prioritizing footwear and accessories made from a single material, Grendene streamlines the recycling process, eliminating the need for disassembly. This approach enhances recycling efficiency, promoting circularity and supporting a sustainable economy.

INTERLOCKING COMPONENTS

By adopting interlocking designs instead of adhesives and stitching, Grendene minimizes the use of glues, reducing emissions of volatile organic compounds (VOCs) and other potentially toxic chemicals. This shift also simplifies product disassembly, further facilitating recycling and advancing environmental responsibility.

WATER-BASED ADHESIVES

For products where interlocking designs are not feasible, Grendene pioneers the use of water-based adhesives. This shift significantly reduces emissions of volatile organic compounds (VOCs) and other pollutants, minimizing the product's environmental footprint. Additionally, these solvent-free materials are less toxic, fostering a safer and healthier workplace for employees.

LASER TEXTURING

Grendene uses advanced laser cutting and engraving technology to create precise, unique patterns. This process provides multiple sustainability and design benefits, including:

- 1. Precision and Detail;
- 2. Customized Design;
- 3. Production Efficiency;
- 4. Reduced Material Waste;
- 5. Durability and Strength;
- 6. Flawless Finish;
- 7. Enhanced Aesthetic Appeal;
- 8. Versatile Material Applications;
- 9. Innovation and Differentiation. Compared to conventional texturing methods like stitching or paint, laser technology offers a more sustainable approach, reducing environmental impact while maintaining exceptional quality.

ADAPTABLE SOLES FOR VERSATILE DESIGN

Grendene's multi-pipette system revolutionizes sole production by using a single mold, unlocking design versatility and flexibility. This approach allows the same sole to pair with various uppers, boosting production efficiency. By maximizing mold utilization, the system minimizes waste, reducing the need for new molds and eliminating material losses from prototyping and adjustments.



Christian Vinicius da Silva

RENEWABLE MATERIALS

Grendene's mission is centered on sustainability and innovation, as evidenced by its commitment to exploring renewable materials. By investing in the research and development of new raw materials, Grendene is reducing its reliance on fossil fuels and mitigating environmental impacts across the entire production chain. By incorporating renewable materials into its product line, Grendene lowers greenhouse gas emissions and promotes circularity while catering to the demands of increasingly conscious consumers who prioritize the origin and environmental impact of their products. Current renewable materials include compounds derived from sugarcane, rice husk pigments, and coconut fiber. These materials enable designers to infuse products with natural elements and a unique look, encouraging originality in developing collections and exploring creative solutions.

RECYCLING AND UPCYCLING | DESIGNING WITH HIGHER RECYCLED CONTENT

Grendene champions a circular economy through the use of recycled materials and upcycling practices, which substantially reduces the environmental impact of production. Innovative and creative design breathes new life into remnants from previous collections, such as fabrics, pigments, ribbons, and other components. This approach prevents material waste, reduces the demand for virgin resources, fosters originality, strengthens the unique identity of each collection, and enhances the products' aesthetic and symbolic value.


SURFACE OPTIMIZATION

Grendene is actively exploring ways to reduce the amount of ink and screens used in screen printing. These efforts minimize solvent use and cut emissions of volatile organic compounds (VOCs), which in turn lowers greenhouse gas emissions.

OPTIMIZED MATERIAL USE

Strategic design solutions that balance aesthetics, form, and size allow for the optimal use of raw materials and reduce the consumption of natural resources.

LOW-IMPACT PRODUCTS LAUNCHED IN 2024

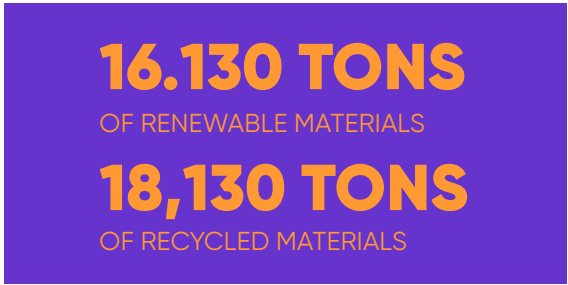
MODEL		BRAND	DESCRIPTION	LOW-IMPACT ATTRIBUTES
	KICK OFF SANDAL	melissa	A lightweight, comfortable sandal featuring an EVA sole, showcasing bold design and authentic style.	Water-based EVA ink and coverline with recycled PET.
	MELISSA MID-CALF BOOT	melissa	A modern take on a classic mid-calf boot with lace-up closure and a cushioned insole for all-day comfort.	Sole pigmented with rice husk
	BABUCHE TURMA DO CHICO BENTO	Grendene kids	A babuche featuring a classic Brazilian comic character with side appliqué and screen-printed rear straps, evoking rural charm and ensuring a secure fit.	Children's educational comic book that promotes environmental awareness. The product is made with a portion of pre-consumer recycled material.
	PAPETE FREE STYLE	rider	A versatile papete in multiple colors with a flexible insole and dual-adjustment straps, offering style and comfort for any occasion.	80% pre-consumer recycled material in the sole; 35% in the straps.
	PAPETE 2STRAPS	rider	A practical, versatile model with adjustable straps for comfort and stability, incorporating textile-like elements crafted in PVC.	80% pre-consumer recycled material

LOWER IMPACT MATERIALS

GRI 3-3

Grendene is dedicated to promoting sustainable sourcing across its production chain, prioritizing raw materials with minimal environmental impact. In 2024, the company utilized a significant volume of materials, including approximately **16,130 tons of renewable materials and 18,130 tons of recycled materials**. This milestone marks a significant step toward reducing reliance on non-renewable resources.

Building on this achievement, Grendene continues to expand the use of key low-impact materials—components that are both recycled and renewable. This approach aligns with the company's broader strategy to cultivate a circular economy, reduce waste, encourage resource reuse, and elevate the role of renewable inputs across its operations.



Despite these advances, non-renewable resources still accounted for approximately **57,100 tons** of the production mix. To address this challenge, Grendene drives sustainable innovation through ongoing research and development of sustainable alternatives, forging strategic partnerships with suppliers to enhance formulations that lower the carbon footprint and optimize resource efficiency.

Key low-impact materials include:

RENEWABLE EVA

With at least 25% renewable carbon in its composition and partially produced from sugarcane, this material delivers comfort while reducing CO₂-equivalent emissions, minimizing the environmental footprint of products.

RECYCLED PET

By transforming post-consumer PET bottles into textiles and straps, Grendene significantly reduces plastic waste into the environment, championing material reuse in a circular economy.

PRE-CONSUMER RECYCLED PVC

Production scraps are ground and reincorporated into products, replacing virgin materials. This practice lowers the carbon footprint by requiring less energy than producing new materials.

NATURAL PIGMENTS

Coconut fiber and rice husk serve as pigments, reducing reliance on fossil-based or synthetic resources. This approach transforms waste into raw materials, enhancing circularity and delivering innovative, naturally aesthetic designs that elevate product originality.



Grendha

These materials embody Grendene's commitment to sustainability, ensuring products are crafted to minimize environmental impact and promote responsible practices throughout the production chain.



RECYCLABILITY AND REUSE

GRI 3-3



Paulo Ricardo Souza Oliveira

30%
OF THE FOOTWEAR IS
MADE FROM RECYCLED
MATERIAL

Grendene is committed to investing in the eco-efficiency of its materials and minimizing the environmental impact of its products.

Our circular strategy offers solutions that maximize raw material use, prevent waste, and enhance the reintegration of materials into the production cycle through reverse logistics.

Our fully in-house production process gives us complete control over waste generation. Our primary raw material, polyvinyl chloride (PVC), is 100% recyclable. We reincorporate all PVC waste generated during production into new footwear. This reduces the need for virgin raw materials and conserves natural resources. In 2024, we continued using recycled EVA from injection process scraps, which reinforces our commitment to the circular economy and sustainability.

Since 2017, we have used Life Cycle Assessments (LCAs) to evaluate the environmental impact of our production process and improve product circularity. LCAs evaluate the environmental impacts of raw material extraction.

SUSTAINABILITY IS CONSIDERED IN THE MAIN PRODUCT CREATION STEPS

- SELECTING THE MOST SUSTAINABLE RAW MATERIALS
- ECO-EFFICIENT PRODUCTION
- DESIGN WITH LESS IMPACT
- RESPONSIBLE PACKAGING
- CORRECT DISPOSAL OF UNWEARABLE FOOTWEAR

REVERSE LOGISTICS PROGRAM

GRI 3-3

OVER 14,000
PAIRS RECYCLED THROUGH
REVERSE LOGISTICS

Circularity is the way to turn plastic into a truly sustainable solution!

Polyvinyl chloride (PVC), our primary raw material, is a durable, long-lasting plastic. While our products enjoy an extended lifespan, they eventually reach the end of their use. To address this, we design our footwear with recyclability in mind, ensuring materials can be repurposed into new products once their lifecycle is complete.

Since 2017, our Reverse Logistics Program has enabled the responsible disposal of worn-out footwear, allowing products to be returned to our factories for reintegration into the production process. When reuse is not feasible, materials are directed to environmentally responsible disposal, ensuring efficient waste management.

We have established collection points across Brazil, expanding from 10 initial collectors at Clube Melissa stores to **over 400 collection points** today, spanning all Melissa stores, Melissa Galleries, and Rider Spaces Copan. Collected footwear is disassembled and recycled. In 2024, the program collected 1,862 pairs, contributing to a total of over 14,000 pairs since its inception.

Ipanema



COMMITMENT TO PRODUCT SAFETY

GRI 417-1, GRI 2-29

Clients need accessible and appropriate information about the possible impacts related to products, including information on their safe use and the origin of their components. Therefore, Grendene adopts transparency actions to ensure that consumers and other stakeholders receive clear, reliable, and relevant information.

All products manufactured by Grendene are evaluated in accordance with the company’s Restricted Substances List (RSL), which includes criteria from international legislation that ensure the safety of those who use our footwear, including the absence of phthalates, reinforcing our commitment to health and regulatory compliance.

For accessories and school supplies that accompany children’s footwear, we follow the guidelines of Ordinance No. 302 (Technical Regulation of Quality and Conformity Assessment Requirements for Toys) and Ordinance No. 423 (Conformity Assessment Requirements for School Supplies), ensuring safety and quality.

Transparency also extends to certifications and materials used. Grendene is registered with the Vegan Society, which ensures that we do not use raw materials of animal origin nor conduct animal testing on any of our products. Our packaging is produced exclusively with paper certified by the FSC and includes instructions on proper use and disposal of the products. Through a QR Code printed on the boxes, consumers can access additional information about sustainability and the Reverse Logistics Program, increasing transparency regarding the product life cycle and encouraging circular economy practices.

The company maintains continuous dialogue with consumers, regulatory agencies, suppliers, and industry organizations, which helps improve message clarity, align communication with social expectations and legal requirements, and go beyond a mere legal obligation. For Grendene, labeling is a strategic tool for transparency, engagement, and strengthening trust—reaffirming our commitment to offering products with lower impact and contributing to an increasingly responsible and sustainable value chain.



Grendene Kids



ECO-EFFICIENT PRODUCTION

Related capital:



SUPPLY CHAIN

GRI 3-3



98,9%
OF SUPPLIERS
ARE LOCAL

Grendene maintains an unwavering dedication to sustainability throughout its supply chain, advocating for sustainable collaborations by ensuring business partners adhere to stringent socio-environmental responsibility standards. **Transparent criteria guide the selection and monitoring of suppliers, exemplifying our commitment to ethical and sustainable practices.**

SUPPLIER SELECTION AND MONITORING CRITERIA

All new raw material suppliers undergo a thorough evaluation of their environmental and social performance. In 2023 and 2024, Grendene ensured 100% of new suppliers were assessed against established criteria as part of its rigorous selection process. This process guarantees that the materials used in our operations are responsibly sourced, consistent with our sustainability principles.

COMMITMENT TO TRACEABILITY

Transparency is a pillar of Grendene's supplier management strategy, ensuring that partners adhere to environmental and social standards through continuous monitoring. This proactive approach cultivates continuous improvement in our business partners' practices, reinforcing ethical and sustainable operations. In 2023 and 2024, we monitored all 237 of our raw material suppliers.

SASB CG-AA-430b.1

In 2022, we initiated the framework for our **Supplier Audit Program**, laying the foundation for audits of domestic raw material suppliers, accounting for 4.83% of our total supplier base, commencing in 2023. An expert external partner conducts these audits.

Through our supplier evaluation process, we verify compliance with wastewater discharge permits and contractual agreements by reviewing operating licenses. We validate the collected data during supplier approval audits.

As of July 1, 2024, the supplier approval methodology outlined in the **National Raw Material Suppliers and Service Providers Manual**, became mandatory for new suppliers. From November 11, 2021, to July 1, 2024, we were in a transition phase to adopt these new methodologies. Existing Grendene suppliers were considered approved as of July 1, 2024, provided they completed the new approval process within 48 months.

CG-AA-430a.1

Grendene operates a fully vertically integrated production process at the Tier 1 supply level, encompassing PVC formulation, component injection, surface treatment, sewing, assembly, and packaging. This integrated approach ensures we maintain full control over environmental practices. By not outsourcing raw material processing, we eliminate Tier 2 transformation or processing suppliers.

All production units comply with current environmental legislation, ensuring adherence to legal requirements related to water and effluent management. The facilities undergo annual audits based on socio-environmental criteria, including SMETA (Sedex Members Ethical Trade Audit) and ABVTEX (Brazilian Textile Retail Association), for which we hold the Gold Seal. In addition, in 2024, we achieved Diamond level in the Origem Sustentável audit, the only sustainability certification focused on footwear manufacturers.

As outlined in Grendene's Supplier Manual, Tier 3 raw material suppliers undergo thorough socio-environmental evaluations. The manual establishes clear guidelines to encourage responsible practices throughout the supply chain. In 2023, we began conducting on-site visits and audits to evaluate water and effluent management. As of April 10, 2024, we have evaluated 15 raw material suppliers, none of which have had any recorded non-compliances or significant negative impacts.

100%
INTERNAL PRODUCTION



Murilo Rocha Pereira

GRI 308-1, GRI 308-2, GRI 414-1, GRI 414-2

All raw material suppliers and service providers operating at Grendene's facilities—100% of this group—undergo comprehensive evaluations covering social and environmental aspects, including human rights. This process involved 4.83% of our total suppliers, which include companies providing raw materials, miscellaneous materials, intermediates, and merchandise for resale, totaling 4,576 suppliers.

For more details on the results of our supplier monitoring, visit the supplier area on our website, available in the [report](#).

RESPONSIBLE PARTNERSHIPS
AND SUSTAINABLE DEVELOPMENT

GRI 2-29

We believe that our partnerships with suppliers committed to sustainability strengthen our production processes and our entire industry's value chain. Therefore, we strive to continuously refine our policies and oversight mechanisms to ensure a positive environmental and societal impact.

We are committed to maintaining a transparent and responsible supply chain that aligns with the best global sustainability practices. This reaffirms our mission to lead the way toward a more sustainable future.



Ipanema

QUALITY ASSESSMENTS AND RESTRICTED
SUBSTANCES CONTROL

GRI 2-29

Grendene is dedicated to safeguarding consumer health, safety, and privacy. To that end, the company implements rigorous control and compliance processes that align with applicable regulations. Every product undergoes extensive quality and safety testing to meet the highest industry standards, with meticulous assessments of impacts across the entire lifecycle, from design to market.

All suppliers are required to adhere to our **Restricted Substances List (RSL)**, which is regularly updated based on national and international regulations, including REACH, AFIRM Group, and

California Proposition 65. Compliance is verified through technical reports and external laboratory analyses, ensuring adherence to these standards.

Prior to adopting any new chemical, Grendene conducts a thorough evaluation involving our Sustainable Development and Occupational Safety teams to assess technical, environmental, and occupational health criteria.



This process underscores our commitment to promoting quality, safety, and regulatory compliance across the entire production chain.

All Grendene suppliers must be aware of, agree to, comply with, and ensure that supplied materials meet the criteria outlined in our Restricted Substances List (RSL).

ENSURING COMPLIANCE WITH RESTRICTED SUBSTANCES REGULATIONS

As outlined in our Supplier and Service Provider Manual, Grendene enforces the **Grendene Restricted Substances Program** to regulate substances used by our direct material suppliers. All suppliers must understand, agree to, and ensure that their materials comply with the criteria set forth in the company's Restricted Substances List (RSL).

The RSL is developed and periodically updated based on national and international guidelines for footwear, accessories, and packaging production. These guidelines include regulations such as **REACH, AFIRM Group, California Proposition 65**, and client requirements in the countries where Grendene operates.

Our Restricted Substances List (RSL) comprises seven detailed guides, each providing specific requirements and tailored guidelines for a distinct supplier group. The following groups are outlined as follows:

Group 1	Upper Construction	Synthetic laminates (PVC, PU, TPU, and blends with or without textile backing), fabrics, knits, foams, resins, and inputs (PVC, EVA, PU, TPU, ABS, Nylon, and others)
Group 2	Lower Construction	Soles, heels, insoles, midsoles, resins, and inputs (PVC, EVA, PU, TPU, ABS, Nylon, and others)
Group 3	Chemicals	
Group 4	Ornaments	
Group 5	Fasteners	
Group 6	Packaging	
Group 7	Toys and Accessories	



Industrial production team

HISTORY

In 2021, we initiated a program to educate suppliers about restricted substances, subsequently releasing our Restricted Substances List (RSL) guides in 2022.

By January 2025, all guides had been updated to reflect the latest standards. Following the launch, suppliers were required to submit compliance reports and declarations to verify adherence to the RSL, with ongoing monitoring by Grendene.

Grendene strictly prohibits the intentional use of restricted chemicals in the production of raw materials and sets strict limits on impurities in supplied chemical formulations. We remain committed to regularly updating the RSL and conducting lifecycle assessments to evaluate the environmental impact and risks associated with new materials, technologies, and products before adoption.



Francisco Michel Nascimento and Denismara de Aquino Lima

CG-AA-250A.2

CHEMICAL RISK AND HAZARD ASSESSMENT AND MANAGEMENT

GRI 403-7

Every new chemical substance is subject to a rigorous review process. First, we verify that it meets the technical specifications and, when used in Grendene products, complies with our quality standards. Concurrently, we request Safety Data Sheets (SDS) and supplier declarations to analyze the chemical's composition. Our Sustainable Development team will then collaborate with us to check for restricted substances and confirm vegan origins. In addition, our Occupational Safety team is involved in evaluating the risks associated with the chemical's handling and application.



Cartago

EMISSIONS, CLIMATE RISKS, AND OPPORTUNITIES

GRI 3-3



As a member of the Brazilian GHG Protocol Program since 2020, we achieved Gold Category status in 2021, with our inventory rigorously audited by an independent third party.



For the fifth consecutive year, we responded to CDP questionnaires, earning a D rating for Climate Change, a C for Water Security, and a C for Forests.



Since 2021, **100% of our operations' electricity consumption has come from renewable sources**, a practice certified by the I-REC (International Renewable Energy Certificate) traceability seal.

*Código de verificação: 34828825

USE OF RENEWABLE ENERGY SOURCES

GRI 302-1, 302-3, 302-4

We operate three solar power plants (Sobral and Crato in Ceará, and Farroupilha in Rio Grande do Sul) with an installed capacity of 3.27 MWp. In the past year, we generated 4.25 GWh, which corresponds to the annual electricity consumption of 2,360 low-income households. Additionally, we avoided the emission of 1,899.87 tCO₂.

In 2024, we entered a preliminary Power Purchase Agreement (PPA) with Comerc, a Vibra-controlled company, for solar energy self-production. The solar plant in Várzea da Palma, Minas Gerais, set to begin operations in 2024, will supply 10 MWm to Grendene.

In 2024, we continued to advance energy efficiency projects across our manufacturing units.

Our focus was on process optimization and equipment upgrades—including compressor management, refrigeration temperature reprogramming, and replacing obsolete equipment—as well as operational management through compressed air audit routines.



GREENHOUSE GAS EMISSIONS

GRI 3-3, GRI 305-1, 305-2, 305-3

In 2024, we observed an 8% increase in absolute Scope 1 emissions, primarily driven by higher stationary combustion, effluent management, and fugitive emissions. The largest increase occurred in the category of fugitive emissions, due to the consumption of refrigerant gases required for certain processes.



For Scope 2, emissions calculated based on location rose by 47% compared to 2023. This increase was largely influenced by an external factor: the national energy grid’s composition. In 2024, Brazil saw increased electricity imports and reduced injection of self-produced energy into the national grid, elevating the emission factor of the National Interconnected System (SIN).

Regarding Scope 3, absolute emissions grew by 20%, significantly driven by the inclusion of downstream transportation and distribution data related to raw material imports and footwear exports. This reflects our ongoing commitment to enhancing transparency and accuracy in measuring greenhouse gas emissions.

In 2024, **we prevented 1,899.97 tCO₂e in emissions through photovoltaic solar self-generation, a key initiative to mitigate greenhouse gas (GHG) emissions.** Additionally, we made substantial investments to reduce reliance on non-renewable energy sources, including the **adoption of hybrid injection molding machines** that are approximately 27% more energy-efficient , significantly lowering Scope 2 emissions.

These efforts reinforce our steadfast commitment to sustainability and contribute to reducing the carbon footprint in our industry.

DIRECT EMISSIONS
OUR OPERATION



- Mobile Combustion
- Stationary Combustion
- Effluents
- Fugitive Emissions



- Location-based approach
- Market-based method

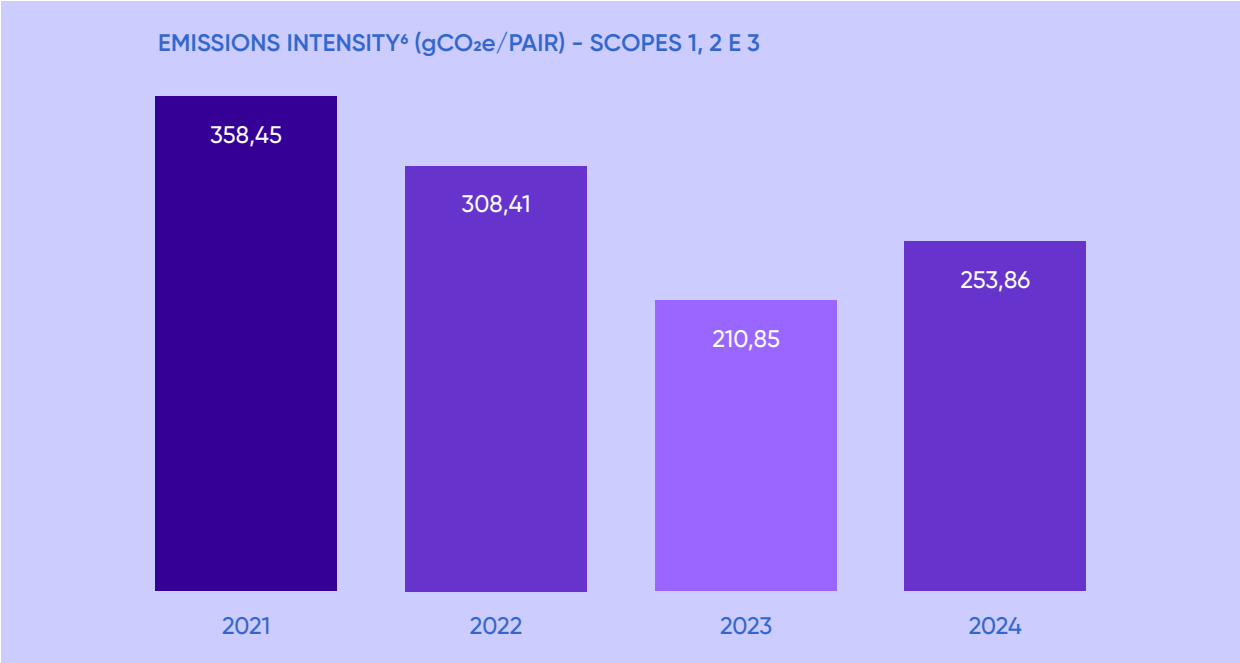
INDIRECT EMISSIONS
VALUE CHAIN



- Upstream transportation and distribution
- Waste
- Business travel
- Work-from-home emissions
- Downstream distribution transportation

EMISSIONS INTENSITY⁶ (gCO₂e/PAIR)

GRI 305-4



For direct process emissions (Scope 1) and indirect energy consumption emissions (Scope 2), we recorded **58.92 gCO₂e/pair**.

For detailed emissions data by scope and category, refer to our [Indicators Report](#).
Access Grendene’s public emissions record in the Brazilian GHG Protocol Program, [here](#).



⁶ The carbon footprint takes into account the total emissions from Scope 1, Scope 2, and Scope 3 (categories 4. Transportation and distribution – upstream, 5. Waste generated, 6. Business travel, 7. Employee commuting, and 9. Transportation and distribution – downstream). If we consider only Scope 1 and 2 emissions, we emitted 58.91 gCO₂e/pair.

WATER AND EFFLUENT MANAGEMENT

GRI 3-3

Grendene prioritizes a strategic and sustainable approach to water management, ensuring efficient consumption and responsible effluent disposal.

In 2024, we achieved a water consumption intensity of 1.49 liters per pair produced, reflecting a 6% reduction compared to the previous year. With 139 wireless monitoring points across all our facilities, we continuously track water usage, enabling swift detection and correction of leaks. This technology-driven approach promotes the rational and efficient use of water.



Gilson da Silva Oliveira

WATER WITHDRAWAL AND CONSUMPTION SOURCES

GRI 303-3

Grendene actively monitors and manages its water withdrawal sources to minimize environmental impact and ensure the sustainability of water resources. In 2024, we utilized **343.88** megaliters (ML) of water, sourced as follow:

1 - MUNICIPAL/STATE UTILITY (TREATED WATER)

Sobral, Fortaleza (Ceará), and Farroupilha (Rio Grande do Sul) units, sourced from reservoirs, treated, and distributed by utilities, accounting for 44% of total consumption.

2 - GROUNDWATER WELLS

Fortaleza, Crato (Ceará), and Farroupilha (Rio Grande do Sul) units, representing 16.37% of total consumption.

3 - INTERNAL REUSE

Sobral, Crato, Fortaleza (Ceará), and Farroupilha (Rio Grande do Sul) units, contributing 39.28% of total consumption.

4 - RAINWATER HARVESTING

Crato (Ceará) and Farroupilha (Rio Grande do Sul) units, comprising 0.35% of total consumption.

Our Fortaleza Branch 05, located in a high water stress region, underscores the critical need for strategically managed sustainable practices to ensure water security and reduce environmental impact.

STRATEGIES FOR REDUCING WATER CONSUMPTION

GRI 303-1, 303-5

Grendene actively invests in cutting-edge technologies and processes to optimize water use, strongly enhancing water efficiency across all operations. Our key initiatives include:

- Implementing water recirculation systems in industrial processes to minimize waste.
- Continuously monitoring consumption to identify and capitalize on conservation opportunities.
- Treating and reusing effluents to reduce reliance on new water sources.

1.49

LITERS OF WATER PER PAIR, A 6% REDUCTION IN COMPARISON TO 2023

EFFLUENT MANAGEMENT AND DISPOSAL

GRI 303-2, 303-4

Grendene ensures that all effluents generated in our industrial processes are treated before final disposal, maintaining rigorous compliance with current environmental regulations, including CONAMA Resolution 430/2011. Our advanced treatment system efficiently removes contaminants, ensuring that water returned to the environment meets stringent quality standards.

Internal water reuse accounts for 39.28% of our total water consumption, significantly reducing the need for new water sources. We continuously monitor the quality of discharged water, ensuring all parameters align with regulatory requirements, reinforcing our commitment to sustainable water management.

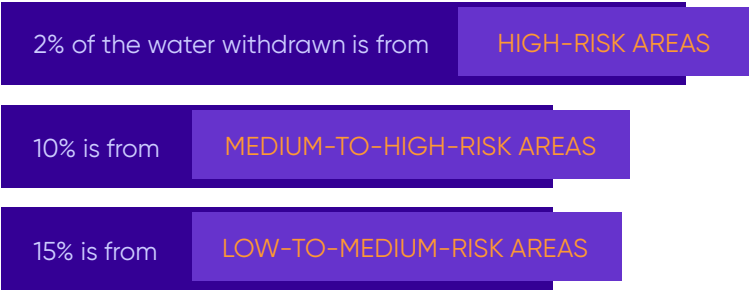
PHYSICAL IMPACTS OF WATER QUANTITY AND WATER STRESS RISKS

GRI 3-3

Grendene directly sources 28% of its water consumption from deep tubular wells at our Fortaleza (Branch 05), Crato (Branch 06), and Farroupilha (Branch 01) units. This withdrawal is rigorously regulated through permits issued by competent state authorities, who assess impacts via flow tests and technical analyses to ensure both quantitative and qualitative control of water use.

These permits establish flow limits to prevent impacts such as water stress and geological risks. According to the WRI Aqueduct Water Risk Atlas, groundwater depletion in the regions where Grendene operates is classified as negligible (1990–2014).

WATER STRESS RISK IN DIRECT WITHDRAWAL AREAS:



GROUNDWATER CONTAMINATION RISKS

- **STORMWATER CONTACT:**
Minimized through well protection measures.

• **CHEMICAL AND AGROCHEMICAL USE:**
Non-existent, as these substances are not used.
- **EFFLUENT DISCHARGE INTO SOIL:**
Minimized through proper effluent treatment; reused water for irrigation meets legal quality standards

ACTIONS TO MINIMIZE RISKS RELATED TO WATER CONSUMPTION AND DISPOSAL

GRI 303-2

Grendene implements a range of eco-efficient initiatives and projects to mitigate risks associated with water consumption, reinforcing our commitment to sustainable water management. Key actions include: reusing water to reduce demand for new sources, harvesting rainwater to supplement water needs, utilizing high-efficiency sanitary equipment to conserve water and monitoring daily flow and volume of extracted water to ensure optimal use.

For the reuse of water from treated sanitary effluents, we adhere to the standards set by **COEMA Resolution Nº. 02 (February 2, 2017)**, which outlines requirements for the discharge of liquid effluents from polluting sources.

For effluent disposal, we comply with the following regulations:

- CONAMA RESOLUTION Nº. 357/2005:** Establishes water body classifications, environmental guidelines for their categorization, and conditions for effluent discharge.
- CONAMA RESOLUTION Nº. 430/2011:** Complements and amends Resolution No. 357/2005, detailing conditions and standards for effluent discharge.
- SEMACE ORDINANCE Nº. 151/2002:** Regulates technical and administrative standards for monitoring industrial liquid effluents in Ceará.
- COEMA RESOLUTION Nº. 2/2017:** Defines standards and conditions for the discharge of liquid effluents from polluting sources in Ceará.
- CONSEMA RESOLUTION Nº. 355/2017 (JULY 13, 2017):** Establishes criteria and emission standards for liquid effluents discharged into surface waters in Rio Grande do Sul.

These regulations ensure rigorous compliance with the necessary conditions for proper treatment and disposal of liquid effluents, safeguarding water resources and meeting stringent environmental requirements.

WASTE MANAGEMENT

GRI 306-1, 306-2

Grendene adopts a systemic approach to waste management, based on its **Solid Waste Management Program**, implemented in all its manufacturing units. This plan provides standardized guidance for all stages of the process, from generation to final disposal of waste, in compliance with applicable environmental laws and with the principles of the waste hierarchy.

All generated waste is identified and coded with an **internal traceability code** and managed through a computerized inventory management system. Waste is collected, weighed, and recorded daily with information such as date, weight, description, and generating process, ensuring real-time control and traceability.

After temporary storage in its own facilities, the waste is sent to duly licensed environmental service providers, registered with the competent agencies, including IBAMA, and to the **National Information System on Solid Waste Management (SINIR)**, in compliance with health, safety, and environmental standards.

Destination providers are selected through an evaluation process that includes verifying documentation and environmental compliance. Once contracted, providers are periodically monitored by Grendene’s internal team to ensure compliance with current legislation and the company’s quality standards.

WASTE GENERATION INDICATOR (G/PAIR)

YEAR	2023	2024
Grams/Pair	12.69	12.94

Starting in 2024, the company began managing raw materials and waste based on **material mass balance**, with the goal of identifying opportunities to improve efficiency in raw material use and to reduce the generation of byproducts and waste throughout production processes. This strategic approach led to significant advances, notably a 28% reduction in waste generation in the injected EVA process—reflecting greater operational stability and the efficiency of internal recycling technologies.

Through continuous monitoring and performance indicators for each production process, we constantly seek **eco-efficiency** opportunities in our processes and products, aiming to reduce waste generation at the source. We adhere to the **zero-landfill goal** for hazardous waste, prioritizing prevention, reduction, reuse, recycling, and energy recovery before final disposal.

In 2024, **96% of the generated waste was classified as non-hazardous according to ABNT NBR 10004:2004, and 91% of the waste was recycled, reused, or used for energy recovery**, reinforcing our commitment to circularity and to minimizing the environmental and social impacts of our activities.

Through complete traceability of waste by type, class, and destination, Grendene promotes transparency and strengthens its contribution to the circular economy, engaging employees, suppliers, and society in support of our purpose.

THE FORKLIFT THAT TRANSPORTS OUR WASTE IS ELECTRIC AND OPERATES ON RENEWABLE ENERGY, AVOIDING THE CONSUMPTION OF FOSSIL FUELS.



José Carlos Davi do Nascimento

PROCESS INNOVATION

GRI 3-3

Beyond innovating in raw material research and sourcing, we drive continuous innovation across our manufacturing facilities. Our dedicated industrial innovation team, with over 100 professionals, focuses on modernizing and transforming operations to optimize processes and achieve sustainable business gains.



Innovation Management Team

In 2024, we invested 8 million BRL in expanding Factory 2 in Crato, Ceará, our most advanced facility. Equipped with solar energy generation, it powers approximately 30% of the unit’s operations.

- Precision PVC gravimetric dosers enable accurate material dosing, minimize waste, and prevent PVC spillage. Ultimately, the result is a cleaner, safer workplace and significantly reduced waste generation.

Additionally, automated dosers reduce the need for manual container handling, easing physical strain on employees and enhancing workplace ergonomics and safety.

- Advanced texturing machines eliminate the use of nitric acid, reducing chemical consumption and boosting employee safety while minimizing environmental impact. They also deliver productivity gains and precision-engineered surfaces with superior detail quality.

- Industry 4.0 Integration: We embrace Industry 4.0 by integrating advanced digital technologies with industrial production processes. Through smart automation, real-time data, and machine interconnectivity, we optimize manufacturing efficiency.

- The installation of a new robotic painting system improves the precision and efficiency of paint application, reduces material waste, minimizes employee exposure to chemicals and occupational hazards, and improves workplace safety.



Isaac Guimarães Camilo Parente

At Grendene, we **pioneered a cutting-edge project to modernize steam generation**. We **replaced conventional boilers fueled by wood or briquettes with electric heating generators** that boast over 98% energy efficiency, precise temperature control, and fully automated operation.

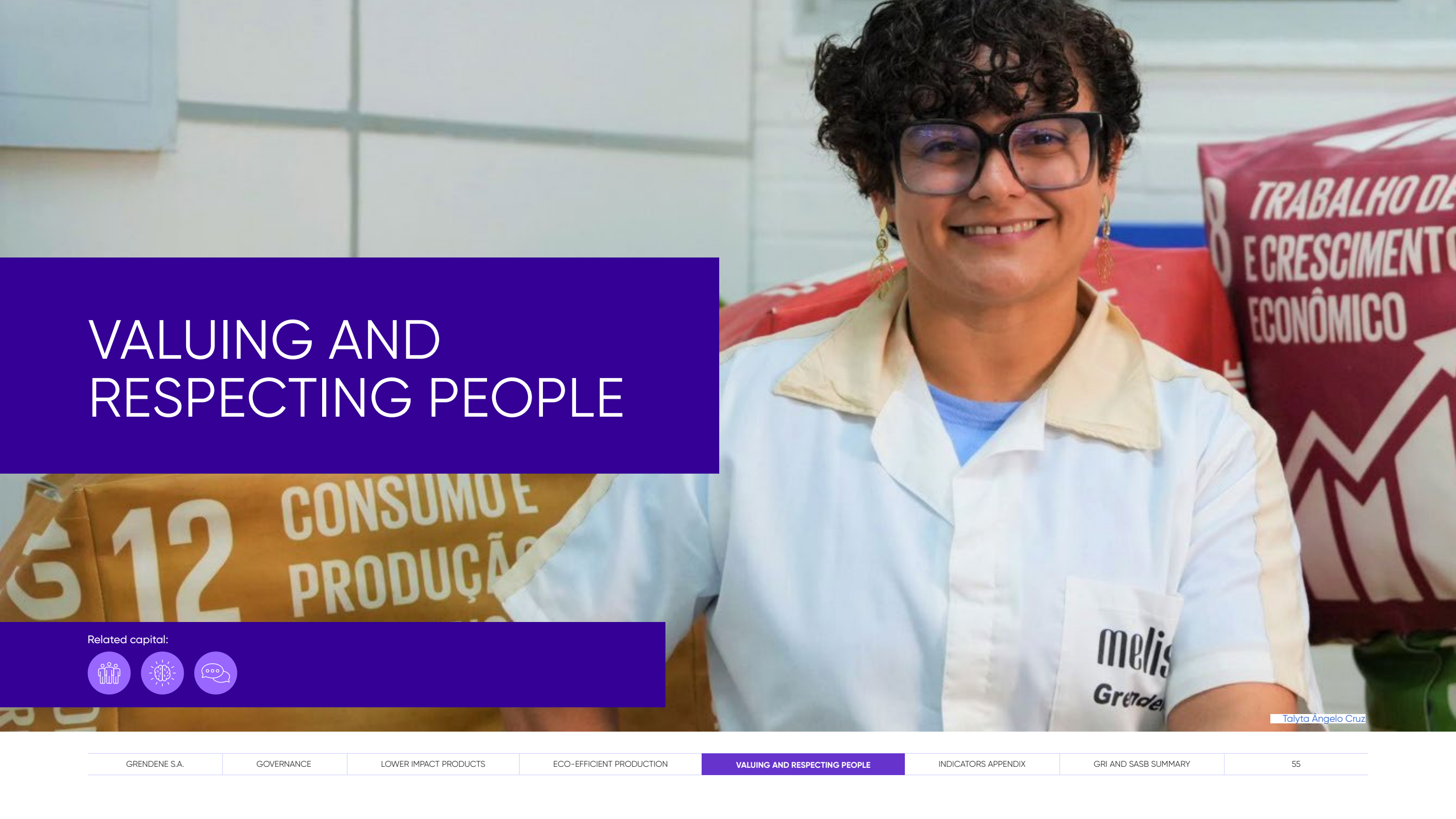
This solution stabilizes production, cuts maintenance costs, and enables **on-demand steam generation, reducing direct water consumption by 30%**.

The new system eliminates socio-environmental risks associated with air pollution, waste production, and resource extraction, thereby mitigating environmental impact.



Part of the team involved in the innovation project.

-30%
IN DIRECT WATER CONSUMPTION



VALUING AND RESPECTING PEOPLE

Related capital:



Talyta Ângelo Cruz

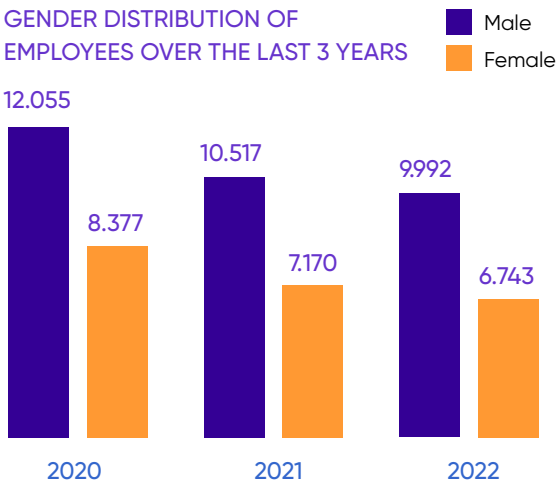
OUR PEOPLE MANAGEMENT

GRI 3-3, GRI 2-29

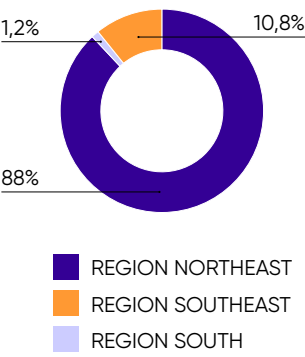
At Grendene, respect for human rights, diversity, and employee well-being is at the core of our people-centric approach. We uphold best-in-class labor practices, ensure safe working environments, and promote ongoing team development.

Our workforce of 18,781 employees are the cornerstone of Grendene's success. This dynamic workforce drives our operations daily with dedication and excellence.

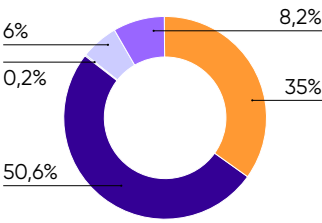
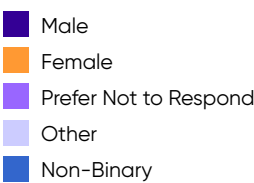
GENDER DISTRIBUTION OF EMPLOYEES OVER THE LAST 3 YEARS



REGIONAL DISTRIBUTION OF EMPLOYEES.



2024						
Region	F	M	Non-Binary	Other	Prefer Not to Respond	Total by Region
Northeast	5.636	8.572	29	1.263	1.038	16.538 (88%)
Southeast	198	10	1	12	2	223 (1,20%)
South	782	907	2	259	70	2.020 (10,80%)
Total	6.616 (35%)	9.489 (50,60%)	32 (0,20%)	1.534 (8,20%)	1.110 (6%)	18.781



Neillyana Oliveira de Azevedo



Marilene Simonetto



Young apprentices at the Crato unit

TRAINING AND DEVELOPMENT

GRI 404-1

Investing in our employees’ professional growth is a cornerstone of Grendene’s strategy. We promote robust training and development programs, delivering an average annual training hours segmented by gender and job category. These initiatives reinforce our commitment to valuing human capital, fostering a more inclusive, safe, and vibrant workplace for all.

GRENDENE UNIVERSITY



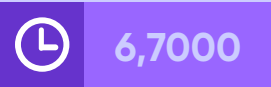
André Rocha Laurindo

R\$ 5 MILLION +
IN EMPLOYEE TRAINING AND SKILL
DEVELOPMENT PROGRAMS

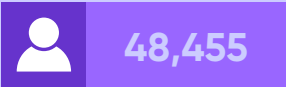
Since **2017**, **Grendene University**, our transformative corporate learning platform, has empowered employees across all our facilities.

With 104 diverse courses, the program covers critical areas such as personal development, diversity, innovation and creativity, business, leadership and management, sustainability, productivity, technology, and data. It also includes mandatory training in topics like occupational health and safety, as well as our code of ethics.

SKILL DEVELOPMENT PROGRAM
HOURS GENERATED

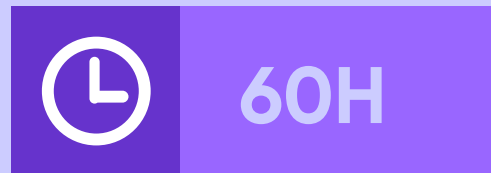


PARTICIPATIONS



DIVERSITY AND INCLUSION

TRAINING HOURS GENERATED



PARTICIPANTS



5.18% STRATEGIC
54.44% TACTICAL
40.36% OPERATIONAL

EDUCATION FOR SUSTAINABILITY

TRAINING HOURS GENERATED



PARTICIPANTS



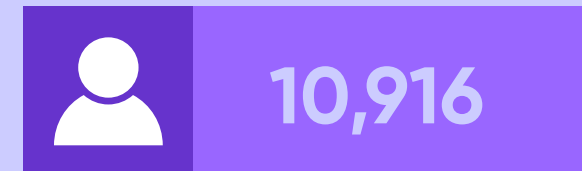
8.95% STRATEGIC
67.55% TACTICAL
23.5% OPERATIONAL

INDUSTRIAL CORE BUSINESS

TRAINING HOURS GENERATED



PARTICIPANTS



2% TACTICAL
98% OPERATIONAL
10,205 PEOPLE IMPACTED

WOMEN'S TALENT PROGRAM

In 2024, Grendene launched the Women's Talent Program through Grendene University, strategically designed to advance women's careers within the company. This initiative featured a tailored development track on the Grendene University platform, sessions with expert Taty Nascimento, practical development tools, a keynote lecture, and an e-book.



Livia Nayane de Sousa Matias

Through Grendene University and the Grendene+ Program, we have promoted dynamic lectures and engaging discussions. Examples include the Career and Motherhood Roundtable, the lecture "The Power of Diversity and Inclusion in Business," a Disability Awareness Month session, and a Black Consciousness Month lecture and exhibition. These efforts are driven by the goal of promoting education, combating all types of discrimination, and highlighting the importance of diversity as a competitive advantage for the company.



EMPLOYEE HEALTH, SAFETY, AND WELL-BEING

HEALTH AND WELL-BEING

GRI 3-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 404-2

Grendene prioritizes a rigorous occupational health and safety (OHS) system, thoughtfully designed to comply with stringent regulatory standards. This system, built to prevent accidents and promote a secure workplace, covers all workers, including direct employees and contractors, ensuring meticulous oversight of workplace conditions.

We promote a culture of comprehensive health and safety integration for every employee. Upon joining, new hires participate in regular training sessions, such as our empowering Safe Talks, led by leadership or OHS experts. Tailored training specific to job roles equips employees further, streamlining their daily routines for clarity and safety, and reinforcing our dedication to a vibrant, protected work environment.

During risk assessments conducted by our Occupational Health and Safety Service (SESMT), we engage workers to share insights on workplace hazards and risks they observe. Employees also contribute to quantitative evaluations, using measurement tools to assess the intensity or concentration of risk factors, in line with current legislation and occupational hygiene standards.

Through the Internal Accident Prevention Commission (CIPA), fire brigade, and ergonomics committee, our employees actively drive risk mapping, reporting their observations to SESMT. These insights fuel targeted actions to mitigate and control identified hazards and risks.

For a deeper dive into our health, safety, and well-being programs and initiatives, refer to our [indicators report](#).



Workplace Safety team.



Nicholas Kauan

GRI 3-3

HAZARD IDENTIFICATION, RISK ASSESSMENT,
AND INCIDENT INVESTIGATION

GRI 403-1, 403-2, 403-3, GRI 403-7

Grendene maintains specialized Occupational Health and Safety (OHS) Services, centrally coordinated to uphold our OHS Policy and drive proactive prevention through our Internal Management System (IMS). We conduct regular assessments to identify and mitigate risks, including thorough investigations of incidents and accidents. Key Occupational Health and Safety (OHS) performance metrics, such as accident rates and safe behavior indices, guide our evaluation of company-wide performance and pinpoint opportunities for improvement. These metrics are reviewed in our corporate OHS forum and with managers, fostering continuous enhancement of our safety practices.

When risks arise, employees must halt activities and inform their supervisors. Grendene maintains an Internal Accident and Harassment Prevention Commission, composed of employee and employer representatives, to address workplace safety and conduct concerns. Our Ethics Channel provides a confidential platform for reporting risk-related issues.

Grendene prohibits activities involving imminent risks, requiring immediate cessation until risks are mitigated. Our safe behavior manual empowers employees to refuse tasks they deem hazardous. A dedicated Occupational Health and Safety Service (SESMT) team ensures compliance with our OHS Policy, investigates accidents, and implements controls to prevent recurrence.



Cláudia Maria de Sousa

The SESMT comprises 7 Safety Engineers, 10 Occupational Physicians, 30 Safety Technicians, 1 Occupational Nurse, and 9 Occupational Nursing Technicians. Additionally, our corporate OHS team includes a Health and Safety Coordinator, a Safety Engineer, and an Ergonomist, as mandated by Brazilian legislation (NR 4).

WORKER PARTICIPATION, CONSULTATION, COMMUNICATION, AND TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

GRI 403-2, 403-5

Grendene promotes comprehensive health and safety integration for all employees by offering regular training programs. Employees receive role-specific training to ensure they can perform their daily tasks safely and confidently. During risk assessments conducted by the Occupational Health and Safety Service (SESMT), workers actively participate in identifying perceived hazards and contribute to quantitative evaluations. They use measurement tools to assess the intensity of risk factors, ensuring compliance with legal standards and occupational hygiene regulations. Through the Internal Accident Prevention Commission (CIPA), employees play a vital role in identifying risks and developing targeted control measures.

We have dedicated health and safety committees, including the CIPA, the Ergonomics Committee, and the Fire Brigade. These committees are composed of worker representatives to promote a collaborative and secure workplace.



Nilse Maria Troes Calabria

VALUING RELATIONSHIPS

GRI 2-29

Engaging with stakeholders is vital to our operations and business continuity. By fostering transparent and ongoing dialogue with customers, suppliers, employees, communities, and investors, Grendene strengthens its brands, anticipates risks, and identifies opportunities for improvement.

This constructive engagement aligns expectations, promotes ethical and responsible practices, and drives innovation and customer loyalty. In a competitive market, active stakeholder involvement is a strategic advantage that contributes to long-term growth and creates value for all parties⁸.

⁸Stakeholder engagement takes place in many ways. Whenever we are discussing stakeholder engagement actions, we have listed GRI disclosure 2-29 throughout this Report.

MELISSA FRIZZANTE

During Milan Design Week, we launched the Melissa Frizzante campaign, creating an immersive space filled with transparent bubbles. Visitors were treated to three complimentary Italian sodas, each infused with a bubblegum flavor inspired by Melissa’s signature tutti-frutti scent. The iconic Melissa Possession debuted in three exclusive, limited-edition colors, each of which served as inspiration for the three Italian soda flavors: Don’t Worry Be Berry, Jelly Spritz, and Watermelon Haze.

During the Olympics, the campaign expanded to Paris’s Marais district, featuring an immersive setup and a 3D outdoor display at Galeries Lafayette. It then reached Brazil across three cities: Cubo JK in São Paulo, Morro da Urca in Rio de Janeiro, and Casa Quadrado in Trancoso. These locations showcased vibrant, sensory-driven brand experiences.



BRAND ENGAGEMENT

In 2024, Grendene amplified its engagement and global presence, with a spotlight on the Melissa brand, through initiatives focused on enhancing competitiveness and elevating its international reputation.



MELISSA BRAND 45TH ANNIVERSARY

Celebrating 45 years, the Melissa brand unveiled exciting updates for its franchise network. Stores will now operate solely under the “Melissa” name, phasing out “Club” to deepen connections with audiences. Alongside this rebranding, stores will feature a refreshed architectural concept and updated visual identity, incorporating immersive spaces, curved lines, and varied textures inspired by the woven patterns of the iconic Melissa Possession sandal.





ENCONTRO DAS PRETAS

Zaxy made a vibrant impact at a black women’s empowerment summit, Encontro das Pretas, hosting an exclusive event at the Bahia State Central Library. The fully branded space reflected Zaxy’s visual identity, offering makeup and hairstyling services, along with giftable product samples and giveaways at the event entrance. This initiative enabled participants and speakers to engage with Zaxy products during the event, creating a deeply immersive experience.

The Encontro das Pretas summit celebrates the leadership of Black women, fostering connections, knowledge-sharing, and collective empowerment through an Afrocentric perspective.

ZAXY AT PERIFACON’S “WOMEN IN CONTENT CREATION” PANEL

PerifaCon, São Paulo’s largest peripheral nerd convention, launched in 2019 to democratize access to geek culture.

Zaxy hosted a dynamic panel, moderated by Andreza Delgado, featuring digital influencers Mayra Sigwalt, Erica Imenes, Bruna Rosa, and Marina Viabone. The discussion explored the challenges women face in content creation, addressing critical issues like the impact of mass production on quality and creators’ mental health. It emphasized the importance of balancing authenticity with innovation and underscored the need to prioritize personal well-being and integrity in the digital landscape.



SOCIAL ENGAGEMENT

GRI 2-29

Grendene's commitment to sustainability drives us to implement robust social and environmental practices, ensuring our operations align with the expectations and needs of the communities we serve. We maintain an open channel of communication with stakeholders, reinforcing our dedication to transparency by regularly sharing updates on initiatives and actions that support local development.

In 2024, Grendene strengthened its commitment to the community by launching significant social initiatives for children. These initiatives included donating 37,160 toys to local institutions such as schools, daycare centers, and social projects. The company also organized Children's Day celebrations in Fortaleza and Sobral, offering recreational and educational activities, as well as toy distributions. These celebrations benefited approximately 660 children and their families. Additionally, Grendene hosted the traditional "Dream Christmas" event for the children of employees, featuring performances, inflatable toys, and opportunities for community bonding.

Other initiatives flourished in 2024. The Cartago brand offered free interactive videos and e-books, amassing over 10,000 views, to promote children's education. Grendene partnered with environmental agencies to sustain the "Food for Seedlings Exchange" project, which combines tree planting with food donations. The "Waste Villains" project continued promoting environmental education and the principles of the circular economy in schools and among employees. The Grendha brand supported the "Think Pink" initiative, which facilitated mammograms for vulnerable women to promote health and breast cancer prevention.



Antônia Meyrilene Caetano

PARTNERSHIP WITH INSTITUTO ITI

Since 2021, Grendene has partnered with the Itabira Technology Institute (ITI), a non-governmental organization based in Itabira, Minas Gerais, that focuses on fostering the creative economy, autonomy, and professional qualifications for vulnerable individuals. In 2024, Grendene donated 2,570 kilograms of textile materials to support technical training courses in sewing, fashion, and crafts, emphasizing upcycling. This initiative contributes to the social and economic empowerment of the local community.

PARTNERSHIP WITH REMES

Since 2018, Grendene has partnered with REMES (Rede de Mulheres Empreendedoras Sustentável), an NGO based in Fortaleza, Ceará. REMES promotes the socioeconomic development of women in vulnerable situations. In 2024, Grendene continued its support by donating textile materials used to produce items such as rugs, blankets, and bags. This fosters income generation and values artisanal craftsmanship.



IN PARTNERSHIP WITH THE NBA, RIDER IS BRINGING NEW LIFE TO THE COURT

GRI 2-29

In partnership with the NBA, Rider launched the "Seja o Jogador Mais Valioso" campaign, which translates to "Become an MVP," to celebrate the connection between street basketball, urban culture, and sports. The campaign elevates basketball courts as platforms for self-expression and community, transcending the game itself. Rapper MV Bill was present to inaugurate a renovated basketball court in Morro do Fallet-Fogueteiro in Rio de Janeiro as part of the campaign. It also featured Jonathan Azevedo, an actor involved with the NGO Basquete na Cruzada, which uses sports to promote social inclusion.

This partnership showcases Rider and the NBA's commitment to promoting basketball culture, the urban lifestyle, and social initiatives that harness the transformative power of sports.

GRENDENE THINKS PINK

GRI 2-29

Grendene has partnered with the nonprofit organization,ONG Orienta Vida, for the past seven years. ONG Orienta Vida is dedicated to breast cancer prevention and awareness initiatives. In 2023, we started providing preventive screenings to female employees at our facilities in the Northeast, and this effort has continued into 2024.

In addition to offering screenings, we hosted a press conference in 2024 with Industrial Director José Nelson Rossi and an organization representative. They shared valuable insights with women at our Crato, Fortaleza, and Sobral units. We also organized an online lecture with a healthcare professional that was accessible to all units and released an exclusive new product in support of the Pink October Campaign.

INDICATORS APPENDIX



Related capital:



INDICATORS APPENDIX

GOVERNANCE

Institutional Policies and Transparency . [GRI 2-23](#)

Grendene establishes and upholds its institutional commitments through a set of Corporate Policies, which are developed, reviewed, and formally approved by its Board of Directors. These guiding documents are disclosed and made available to all stakeholders—including shareholders, employees, business partners, customers, and the general public—ensuring transparency, accountability, and alignment with best corporate governance practices.

Bylaws

Updated on April 22, 2024

The protection and promotion of human rights are fundamental pillars of our corporate practices, as outlined in several of the company's normative instruments. Key among these policies are the Human Resources Policy, which guides internal conduct in alignment with ethical values and respect for human dignity in all labor relations; the Sustainable Development Policy, which integrates principles of equity, social justice, and environmental responsibility; and the Supplier Manual, which establishes clear guidelines for business partners regarding respect for these rights.

For detailed information, visit our [Investor Relations](#) website.

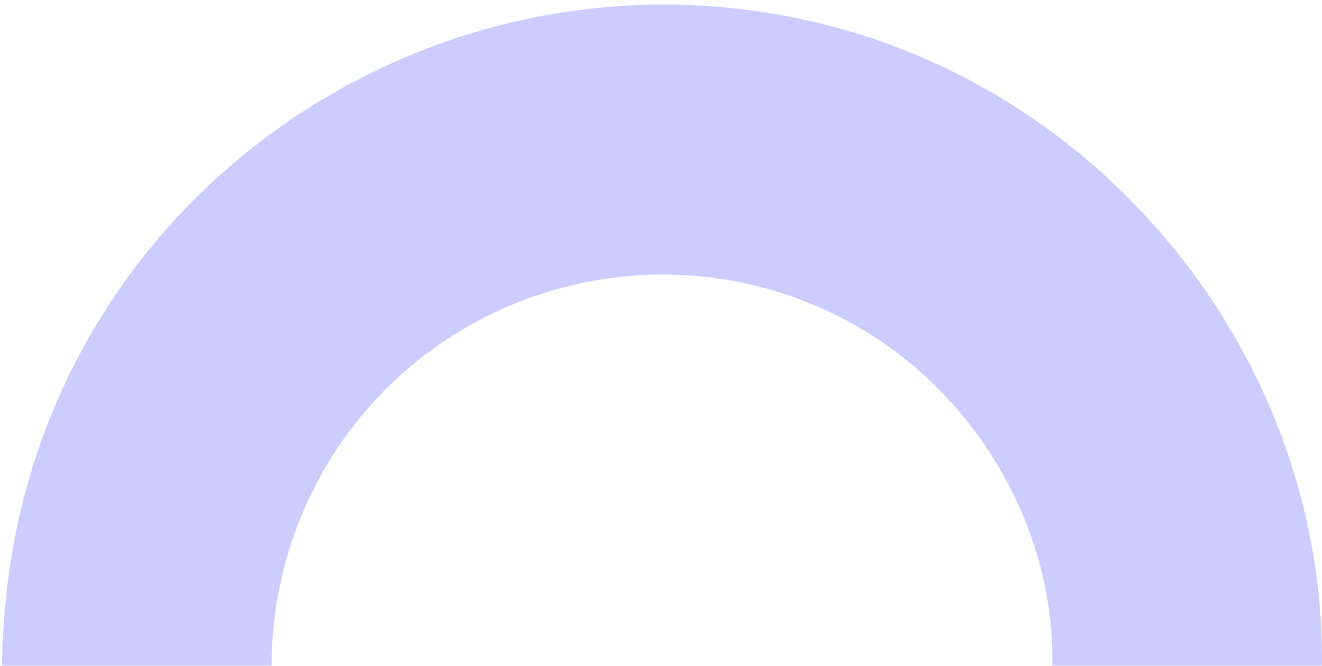
INTERNAL POLICIES AND STAKEHOLDER ENGAGEMENT
RELATED-PARTY TRANSACTIONS POLICY
THIRD-PARTY CONTRACTING POLICY
ANTI-FRAUD AND CORRUPTION POLICY
CORPORATE RISK MANAGEMENT POLICY
WHISTLEBLOWING AND CONSEQUENCES MANAGEMENT POLICY
EXECUTIVE COMPENSATION POLICY
FINANCIAL INVESTMENTS POLICY
DIVIDEND POLICY
SUPPLIER MANUAL
HUMAN RESOURCES POLICY
SUSTAINABLE DEVELOPMENT POLICY
CODE OF CONDUCT
DONATIONS AND SPONSORSHIPS POLICY
GIFTS, PRESENTS, AND HOSPITALITY POLICY
BOARD OF DIRECTORS, ADVISORY COMMITTEES, AND STATUTORY BOARD NOMINATION POLICY

REGULATIONS
AUDIT COMMITTEE INTERNAL REGULATIONS
GOVERNANCE, RISK, AND COMPLIANCE COMMITTEE INTERNAL REGULATIONS
INTERNAL AUDIT REGULATIONS
BOARD OF DIRECTORS INTERNAL REGULATIONS
INVESTMENT COMMITTEE INTERNAL REGULATIONS
ETHICS COMMITTEE INTERNAL REGULATIONS

INDICATORS APPENDIX

Economic Performance . GRI 201-1

ECONOMIC VALUE GENERATED AND DISTRIBUTED	2023	2024
Direct Economic Value Generated (Revenues)	3.159.587	3.426.831
Economic Value Distributed	2.728.379	3.124.721
Economic Value Retained ("Direct Economic Value Generated" minus "Economic Value Distributed")	431.208	302.110



LOWER-IMPACT PRODUCTS MATERIALS

Materials Used, Broken Down by Weight or Volume . GRI 301-1

Non-Renewable Materials Used	Unit	Quantity	
		2023	2024
PVC Compound	Kg	57.755.474,10	59.316.260,00
EVA (Ethylene Vinyl Acetate)	Kg	2.873.499,00	3.921.476,00
PP (Polypropylene)	Kg	1.089.709,17	1.018.150,73
PE (Polyethylene)	Kg	197.129,33	263.374,73
PA (Nylon Polyamide)	Kg	-	202.667,77
PU (Polyurethane)	Kg	77.485,81	95.381,66
ABS (Acrylonitrile Butadiene Styrene)	Kg	61.880,21	24.888,09
TPU (Thermoplastic Polyurethane)	Kg	29.145,75	20.722,08
Water-Based Adhesive	Kg	27.875,91	27.267,10
PC (Polycarbonate)	Kg	13.923,50	18.746,12
TPE (Thermoplastic Elastomer)	Kg	471,77	291,63
Paint	L	1.046.929,53	1.904.628,23
Solvent	L	385.227,96	414.980,84
Water-Based Paint	L	1.163,61	2.014,02
Fabric (Synthetic Fiber)	m	287.981,55	215.591,57
Synthetic Laminate	m	222.802,91	233.399,67
Cord (Synthetic Fiber)	m	98.056,19	110.992,70
Lace (Synthetic Fiber)	Unit	1.235.330,00	1.422.960,00
Adhesive	Kg	23	27.3311

¹In 2023, the reported adhesive was only that used as an indirect material. In 2024, the scope was expanded to include adhesive used for sole bonding, which is applied directly to the product.

² In 2024, in addition to reporting data on sponge paper used, information on cardboard boxes was included, which explains the increase in volume.

INDICATORS APPENDIX

Renewable Materials Used	Unit	Quantity	
		2023	2024
Soybean Oil	Kg	5.750.832,90	5.282.714,00
Paper	Kg	436.593,75	10.797.000,002
Vegetable Plasticizer	Kg	34.842,00	40.361,00
EVA (Renewable Sources)	Kg	34.693,00	6.947,00
Cotton Flakes	Kg	954,44	-
Rice Husk	Kg	-	609,89
Coconut Fiber	Kg	-	7994

Percentage of Recycled Raw Materials Used . GRI 301-2

Recycled Materials	Unit	Quantity		Percentage	
		2023	2024	2023	2024
Ground PVC	Kg	14.624.671,00	25%	16.765.352,0	28%
Ground EVA	-	-	-	650.874,00	17%
Polypropylene	Kg	594.317,36	55%	474.713,25	47%
Lace	Unidade	333.691,00	27%	65.510,00	5%
Coverline	m	222.802,91	100%	169.890,43	100%
Cord	m	262,57	0,27%	1.711,28	1,54%
Fabric	m	972,24	0,34%	1.969,49	0,91%



INDICATORS APPENDIX

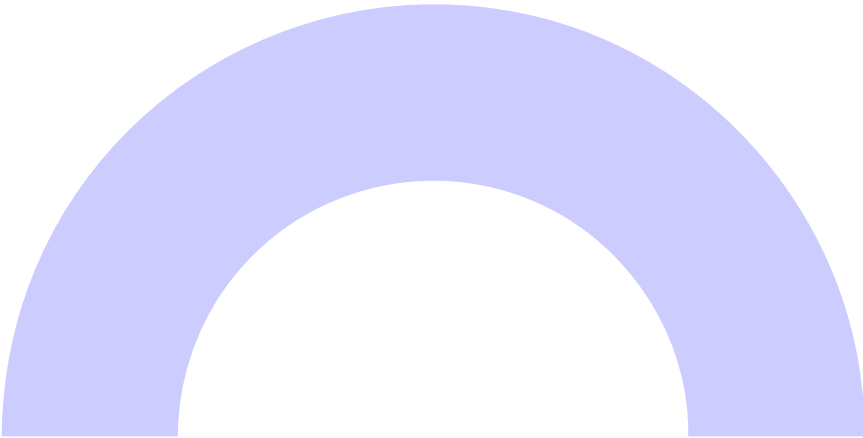
ECO-EFFICIENT PRODUCTION

WATER

In 2024, water consumption across the Company's facilities totaled **343.88 million liters (ML)**, with 249.41 ML in areas without water stress and 94.47 ML in areas with water stress.

Current Water Sources:

- 1 - Municipal/State Utility (Treated Water) – Sobral, Fortaleza (CE), and Farroupilha (RS) facilities: Water is sourced from reservoirs, treated, and distributed by utilities, accounting for 44% of total consumption.
- 2 - Groundwater Wells – Fortaleza, Crato (CE), and Farroupilha (RS) facilities: Accounts for 16.37% of total consumption.
- 3 - Internal Reuse – Sobral, Crato, Fortaleza (CE), and Farroupilha (RS) facilities: Accounts for 39.28% of total consumption.
- 4 - Rainwater Harvesting – Crato (CE) and Farroupilha (RS) facilities: Accounts for 0.35% of total consumption.



Total Water Withdrawal and Consumption in All Areas (in Megaliters), Broken Down by Source . [GRI 303-3, 303-5](#)

	2023	2024
Sources	Total (ML)	Total (ML)
Groundwater	58,35	56,35
Produced Water ¹	134,43	135,22
Third-Party Water	158,28	151,47
Rainwater Harvesting	0,75	0,84
TOTAL	351,80	343,88
Captação total de água em todas as áreas com estresse hídrico em megalitros, discriminado por fonte		
Sources	Total (ML)	Total (ML)
Groundwater	42,66	41,25
Produced Water ²	48,84	45,89
Third-Party Water	6,70	6,71
Rainwater Harvesting	0,62	0,62
TOTAL	98,82	94,47
TOTAL CONSUMPTION (ML)	351,80	343,88
Total Consumption (excluding reused water)	217,38	208,66
Pairs Produced	136.439.471	139.248.548
Liters/Pair ³	1,59	1,49
Breakdown of Total Water Withdrawal		
Categories	Total (ML)	Total (ML)
Freshwater (Total dissolved Solids ≤1,000 mg/L)	100%	100%
Other Water Types (Total Dissolved Solids >1,000 mg/L)	0%	0%

¹ Reused water resulting from the treatment of sanitary and industrial effluents, used for landscape irrigation, toilet flushing, and urinals.

² Reused water treated at the Crato and Fortaleza facilities.

Calculation methodology: Groundwater withdrawal (from aquifers) considers the total volume extracted from wells, measured by installed water meters at withdrawal points.

All withdrawn water is considered consumed (GRI 303-4).

³ Total consumption includes areas with and without water stress, reflecting the total consumed by the Company.

⁴ Water consumption per pair of footwear produced excludes reused water.

INDICATORS APPENDIX

ENERGY . GRI 302-1

Non-Renewable Fuels (GJ)	2023	2024
Diesel	2.857,87	2.879,12
LPG (Liquefied Petroleum Gas)	2.610,93	2.703,56
Regular Gasoline	766,06	629,31
Aviation Gasoline	565,78	466,41
CNG (Compressed Natural Gas)	3,61	0,00
TOTAL	6.804,25	6.678,40

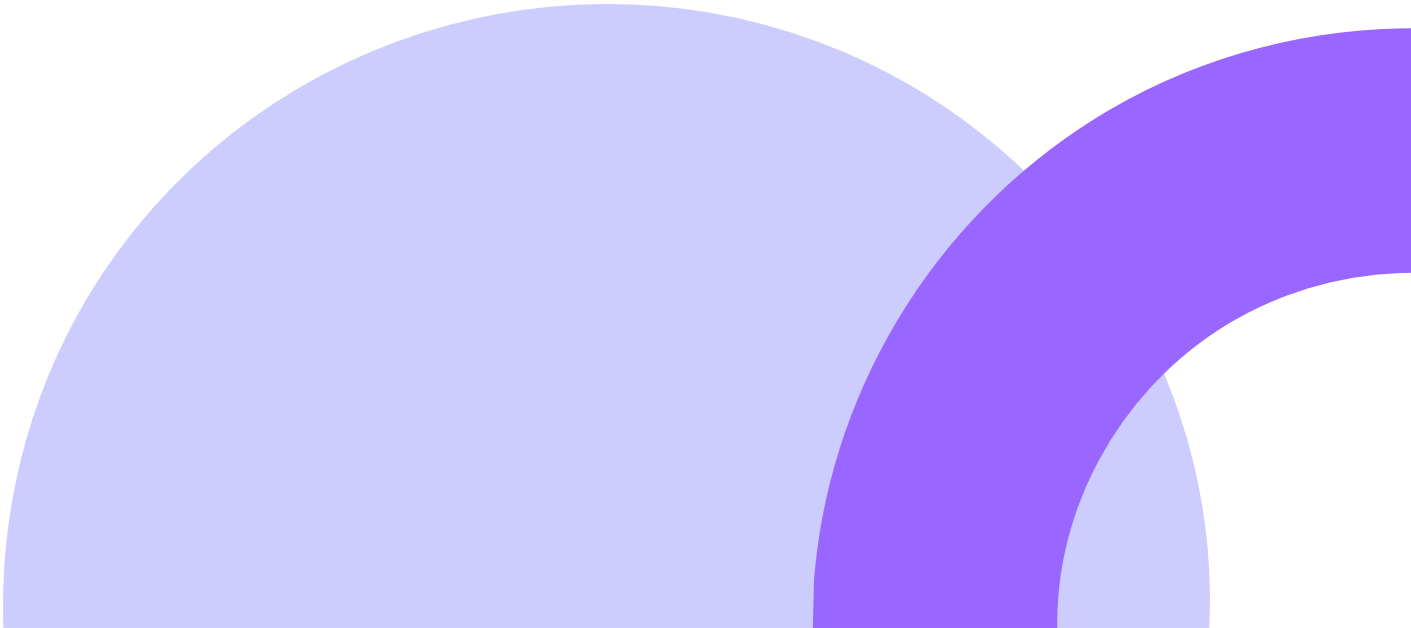
Renewable Fuels (GJ)	2023	2024
Firewood	8.172,15	0,00
Briquette	1.566,00	2.540,4
TOTAL	16.542,40	2.540,4

Other Energy Sources (GJ)	2023	2024
Electricity (Renewable)	364.167,03	386.530,72
Electricity (Non-Renewable)	0,00	0,00
TOTAL	364.167,03	386.530,72

TOTAL Energy Consumed (GJ)	2023	2024
Renewable	373.905,18	389.071,12
Non-Renewable	6.804,25	6.678,40

Energy Intensity . GRI 302-3	2023	2024
Total Energy Consumed	380.709,43	395.749,52
Pairs Produced	136.439.471	139.248.548
GJ/Pair	0,0028	0,0028

- Calculations use online data compilation tools, and conversions are based on the National Energy Balance. Data is collected through a computerized system.
- Data refers to the four operational facilities located in Sobral, Crato, Fortaleza (Ceará), and Farroupilha (Rio Grande do Sul).



INDICATORS APPENDIX

GREENHOUSE GAS (GHG) EMISSIONS

GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4

Scope 1 ¹ (T)	2023	2024
Mobile Combustion	443,59	416,13
Stationary Combustion	14,19	14,72
Effluents	1.244,50	1.425,73
Fugitive Emissions	696,78	731,43
TOTAL	2.339,06	2.588,01

Scope 2 ² (T)	2023	2024
Location-Based Approach	3.827,80	5.616,29
Market-Based Approach	0,00	0,00
TOTAL	3.827,80	5.616,29

Scope 3 ³ (T)	2023	2024
Upstream Transportation and Distribution	17.465,39	16.181,23
Waste Generated	463,74	490,73
Business Travel	668,11	754,72
Employee Commuting (Home-Work)	3.944,60	4.177,15
Downstream Transportation and Distribution		5.541,49
TOTAL	22.541,84	27.145,32

Emission Intensity	2023	2024
Total Emissions (Scopes 1, 2, and 3)	28.768,70	35.349,61
Pairs Produced	136.439.471	139.248.548
gCO2e/Pair	210,85	253,86

Biogenic Emissions	2023	2024
Scope 1 and 3	3.395,56	3.027,89

¹ Gases included: CO₂, CH₄, N₂O e HFCs

² Gas included: CO₂

³ Gases included: CO₂, CH₄ e N₂O

Base Year: 2024

The methodology aligns with the Brazilian GHG Protocol Program and its guidelines. The main methodological assumptions follow the standards of the Global Reporting Initiative (GRI 305), the IPCC Guidelines for National Greenhouse Gas Inventories, and the Fifth Assessment Report: Climate Change.

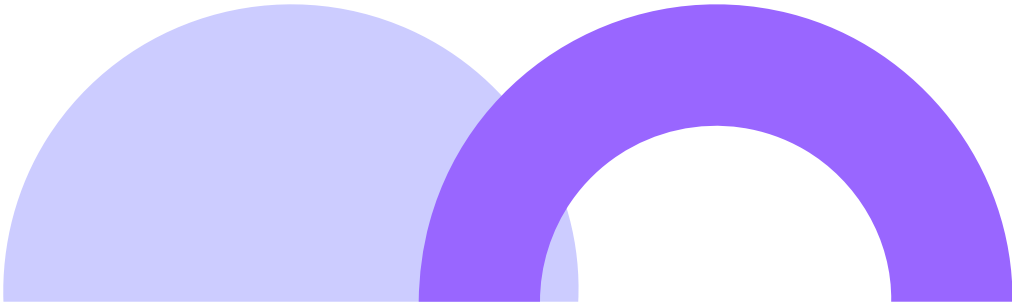
For emissions calculations:

- Scope 1: Emission factors from the National Energy Balance, Energy Research Company (EPE), and Ministry of Mines and Energy (MME) are used.
- Scope 2: Uses the average emission factor of the National Interconnected System (SIN), per the methodology of the Ministry of Science, Technology, and Innovation.
- Scope 3: Factors are sourced from DEFRA (UK Government conversion factors), MME, ANP (National Agency for Petroleum, Natural Gas, and Biofuels), EPE, and the National Energy Balance.

INDICATORS APPENDIX

WASTE GENERATED . GRI 306-3

Total Weight of Waste Generated (Metric Tons)		
Hazardous Waste	2023	2024
Miscellaneous Contaminated Solid Waste	277,47	301,04
Paint and Varnish Removal Waste Containing Organic Solvents or Other Hazardous Substances	175,82	184,98
Aqueous Liquid Waste Containing Hazardous Substances	168,02	206,77
Fluorescent, Sodium Vapor, Mercury, and Mixed-Light Lamps	154,04	-
Paints, Adhesives, Glues, and Resins Containing Hazardous Substances	85,85	129,28
Oils and Greases	81,89	120,61
Solid Waste from Gas Treatment	40,22	15,25
Packaging Contaminated by Hazardous Substances	32,96	34,44
Septic Tank Sludge	17	71,76
Out-of-Use Electronic Products and Components	4,86	8,00
Healthcare Waste	0,45	0,43
Construction and Demolition Waste Mixture	0,09	0,00
Batteries and Accumulators	0,02	0,08



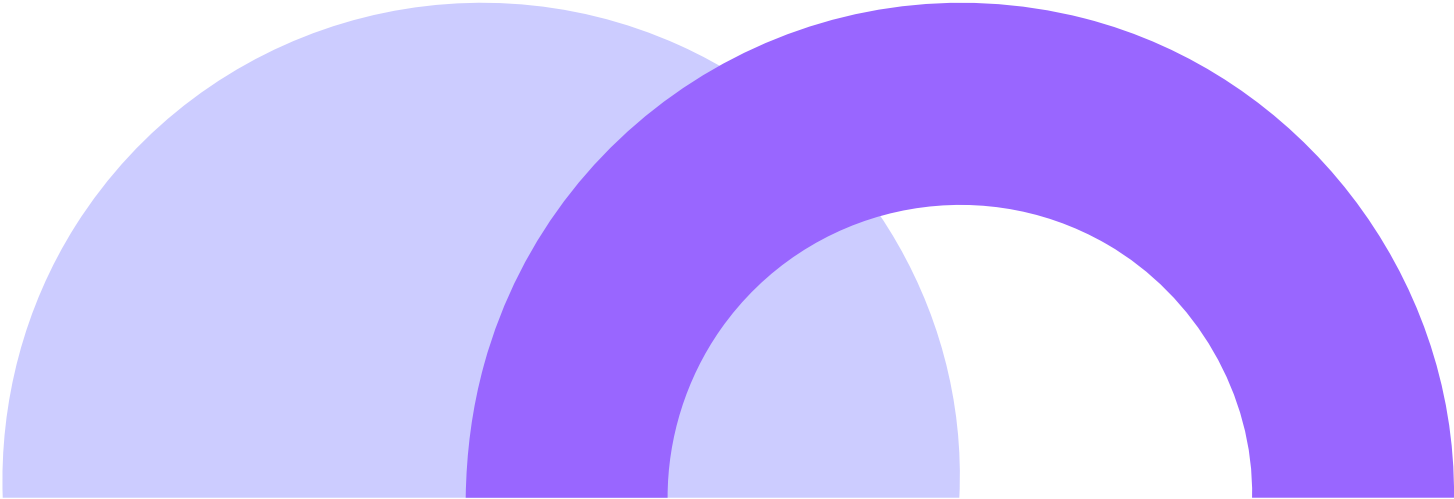
Total Weight of Waste Generated (Metric Tons)		
Non-Hazardous Waste	2023	2024
Plastic polymer scraps	17.620,81	18.781,07
Ferrous and non-ferrous metal scrap and shavings	2.030,30	1.568,17
Construction waste	1.228,54	1.046,68
Non-recyclable common waste	594,07	756,06
Paper and cardboard	462,75	533,71
Wood	428,2	352,93
Plastic waste and scrap	223,2	174,60
Textile waste	83,96	121,13
Mixtures of fats and oils from water/oil separation, containing only food-grade oils and fats	44,72	76,88
Non-hazardous ash, slag, and boiler dust	18,92	14,00
Detergents	14,36	-
Biodegradable waste from kitchens and cafeterias	13,66	48,84
Non-hazardous paints, adhesives, glues, and resins	10,93	8,44
Sludge from other non-hazardous industrial effluent treatments	20,38	238,39
Waste removed from screening stage	4,5	20,84
Non-hazardous absorbents, filter materials, cleaning cloths, and protective clothing	3,29	2,16
Glass	2	4,11
Non-hazardous bituminous mixtures	1,51	-
Fluidized bed sands	1,5	3,39
Non-reusable/used automotive tires	1,28	2,49
Polishing material waste	1,04	1,38
End-of-life electrical and electronic products and components	0,54	15,99
Paper packaging waste with resin	0,02	-

INDICATORS APPENDIX

GRI 306-4

Waste Not Directed to Final Disposal		
Total Weight of Waste Not Directed to Final Disposal (Metric Tons)		
Waste	2023	2024
Plastic polymer scraps	17.620,81	18.778,02
Non-ferrous metal scraps and shavings	2.007,10	1.560,11
Paper and cardboard	532,04	612,844
Wood	332,41	225,3015
Plastic waste and scrap	220,28	181,2681
Waste from paint and varnish removal containing organic solvents or other hazardous substances	417,6	418,75
Fluorescent, sodium vapor, mercury vapor, and mixed light bulbs	54,04	-
Water with oily emulsion, oily sludge, and hydraulic oil sludge	138,02	206,375
Paints, adhesives, glues, and resins containing hazardous substances	97,38	137,73
Textile waste	94,96	121,348
Absorbents, filter materials, cleaning cloths, and protective clothing contaminated with hazardous substances	89,3	81,601
Oils and grease	81,89	128,6134
Solid waste from gas treatment	40,22	17,723
Packaging of any of the above types containing or contaminated with residues of hazardous substances	32,96	34,4438
Septic tank sludge	17	-
Detergents	14,36	-
Street sweeping and cleaning waste	5,78	
Sludge from other industrial effluent treatments	51,88	11,905

Waste Not Directed to Final Disposal		
Total Weight of Waste Not Directed to Final Disposal (Metric Tons)		
Waste	2023	2024
End-of-life electrical and electronic products and components	5,4	24,2768
Glass	3,03	3,8
Non-reusable/used automotive tires	1,28	2,487
Biodegradable waste from kitchens and cafeterias	46,01	36,07
Polishing material waste	2,55	1,382
Construction waste	8,82	37,676
Batteries and accumulators	0,02	0,083



INDICATORS APPENDIX

GRI 306-4

Total Weight of Hazardous Waste Not Directed to Final Disposal by Recovery Type (Metric Tons)		
Type	2023	2024
Preparation for Reuse	193,85	2,77
Recycling	435,08	503,68
Other Recovery Operations	408,52	494,008

Total Weight of Non-Hazardous Waste Not Directed to Final Disposal by Recovery Type (Metric Tons)		
Type	2023	2024
Preparation for Reuse	152,26	0
Recycling	19.882,08	20.567,53
Other Recovery Operations	911,82	1.067,69

GRI 306-5

Waste Directed to Final Disposal		
Total Weight of Waste Directed to Final Disposal (Metric Tons) and Breakdown by Composition		
Hazardous Waste	2023	2024
Healthcare Waste	0,45	0,43

Waste sent for final disposal		
Total weight in tons of waste sent for disposal, with a breakdown of the total by waste composition		
Non-hazardous waste	2023	2024
Non-hazardous organic waste (grease trap / pruning)	329,39	522,73
Non-recyclable urban waste (sweeping, screening, etc.)	307,82	365,1473
Biological Treatment Plant waste		170,36
Inert / Construction waste	1219,96	1010,15
Inert / thermal process (ash)	18,92	14
Sludge from hydrated water-based paint from the exhaust system	0	125,42

Total Weight of Hazardous Waste Directed to Final Disposal by Disposal Operation (Metric Tons)		
Type	2023	2024
Incineration (Without Energy Recovery)	0,45	0,4344
Landfill	0,03	0

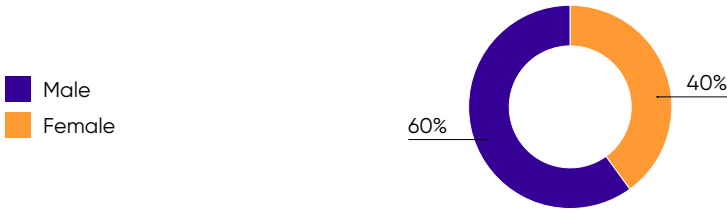
Total Weight of Non-Hazardous Waste Directed to Final Disposal by Disposal Operation (Metric Tons)		
Type	2023	2024
Incineration (Without Energy Recovery)	9,83	12,05
Landfill	1.866,25	1811,25
Outras operações de disposição	0	384,5

INDICATORS APPENDIX

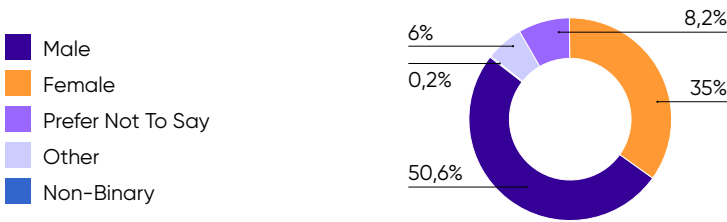
VALUING AND RESPECTING PEOPLE

Number of Employees, Broken Down by Gender and Region . GRI 2-7

2023		
Region	F	M
Northeast	6.060	9.021
Southeast	28	9
South	903	1.068
TOTAL	6.991 (40%)	10.098 (60%)



2024						
Region	F	M	Non-Binary	Other	Prefer Not to Say	Total by Region
Northeast	5.636	8.572	29	1.263	1.038	16.538 (88%)
Southeast	198	10	1	12	2	223 (1,20%)
South	782	907	2	259	70	2.020 (10,80%)
TOTAL	6.616 (35%)	9.489 (50,60%)	32 (0,20%)	1.534 (8,20%)	1.110 (6%)	18.781



All employees are permanent and work full-time

Non-Employee Workers . GRI 2-8

	NORTHEAST	SOUTH
Apprentices	417	26
Board Members	0	7
Statutory Directors	0	3
Interns	93	47
Fixed Third-Party Workers*	200	23

*Fixed third-party workers are those working in cafeterias and armed security at Grendene's facilities. Grendene does not have non-employee workers in the Southeast region.

Maternity and Paternity Leave . GRI 401-3

WOMEN		
	2023	2024
Total Number of Employees Eligible for Leave	6.991	9.489
Total Number of Employees Who Took Leave	272	239
Total Number of Employees Expected to Return to Work in the Year	195	171
Total Number of Employees Who Returned to Work After Maternity Leave	195	171
Return Rate ⁴	100%	100%
Employees Who Returned to Work After Leave and Remained Employed 12 Months Later	178	143
Retention Rate ⁵	76,19%	55,21%

INDICATORS APPENDIX

MEN		
	2023	2024
Total Number of Employees Eligible for Leave	10.098	9.437
Total Number of Employees Who Took Leave	125	250
Total Number of Employees Expected to Return to Work in the Year	125	244
Total Number of Employees Who Returned to Work After Paternity Leave	125	244
Return Rate	100%	98,78%
Employees Who Returned to Work After Leave and Remained Employed 12 Months Later	149	105
Retention Rate - %	94,44%	83,33%

Hiring | Total Number and Rate . GRI 401-1

	2023			2024		
	Northeast	South	Southeast	Northeast	South	Southeast
Female	1.518 (3,99%)	236 (3,83%)	17 (1,65%)	1.868 (3,37%)	363 (2,59%)	18 (1,28%)
Male	1.900 (4,75%)	183 (5,84%)	08 (1,13%)	2.525 (3,74%)	306 (3,42%)	9 (1,44%)
Total	3.418 (4,41%)	419 (4,70%)	25 (1,48%)	4.393 (3,58 %)	669 (2,97%)	27 (1,33%)

Hiring by Age Group | Total Number and Rate . GRI 401-1

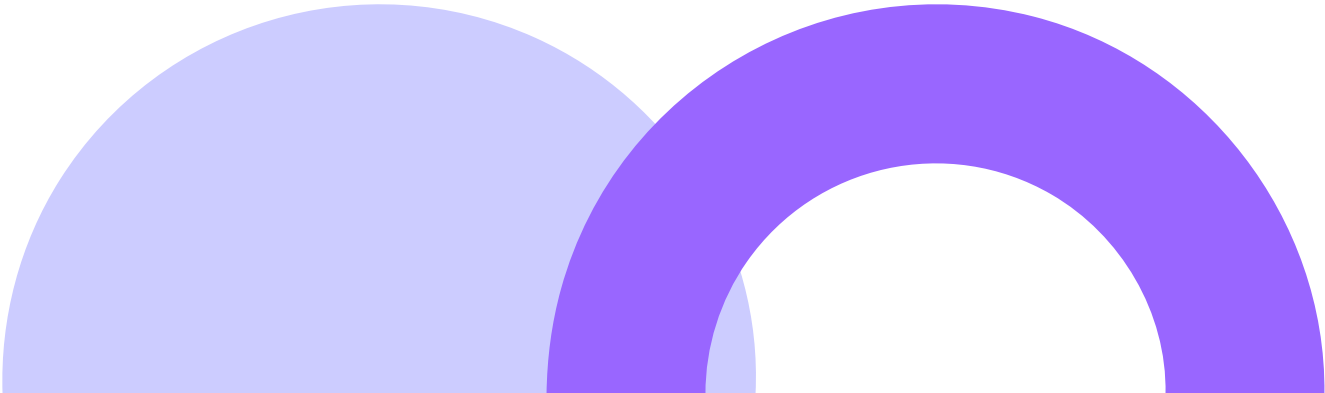
	2023	2024
Under 30 Years	3.087 (2,44%)	3.905 (1,85%)
30–50 Years	750 (11,13%)	1.148 (7,36%)
Over 50 Years	25 (48,68%)	36 (38,08%)

Turnover | Total Number and Rate . GRI 401-1

	2023			2024		
	Northeast	South	Southeast	Northeast	South	Southeast
Total Employees	15.081	1.971	37	16.538	2.020	223
Female	1.262 (23,97%)	264 (26,94%)	04 (210%)	1236 (25,61%)	307 (37,10%)	17 (62,50%)
Male	1.744 (20,57%)	244 (18,93%)	04 (40%)	1708 (23,46%)	315 (29,07%)	3 (66,67%)
Total	3.006 (43,82%)	508 (22,54%)	08 (82,50%)	2944 (24,33%)	622 (32,75%)	20 (63,51%)

Turnover by Age Group | Total Number and Rate . GRI 401-1

Total da companhia	2023	2024
Under 30 Years	2.198 (36,93%)	2.305 (44,46%)
30–50 Years	1.193 (11,50%)	1.172 (13,05%)
Over 50 Years	131 (6,87%)	109 (5,96%)



INDICATORS APPENDIX

Ratio of Base Salary and Remuneration Received by Women to Men . GRI 405-2

2023					2024			
	Ceará			Rio Grande do Sul	Ceará			Rio Grande do Sul
Categoria	Sobral	Crato	Fortaleza	Farroupilha	Sobral	Crato	Fortaleza	Farroupilha
Division Manager	-	-	-	1,01	-	-	-	1,00
Department Manager	-	-	-	0,93	-	-	-	0,99
Coordinator	0,73	-	-	0,86	0,72	-	-	0,88
Specialist	0,93	-	-	0,90	0,87	-	-	0,9
Supervisor	0,87	1,09	0,85	0,98	0,85	0,96	0,76	0,99
Analyst	0,96	1,17	0,75	0,92	1	1,15	0,75	0,91
Technician	0,97	0,99	0,96	0,87	0,85	0,8	0,75	0,86
Assistant	1,02	1,07	1,06	1,06	1,04	1,33	1,2	1,05
Preparer	1,02	0,98	1,01	1,15	1,01	0,98	1,01	1,04
Operational	1,00	0,99	1,02	0,93	0,99	0,99	1	0,93
OVERALL AVERAGE	0,94	1,05	0,94	0,96	0,92	1,04	0,91	0,96

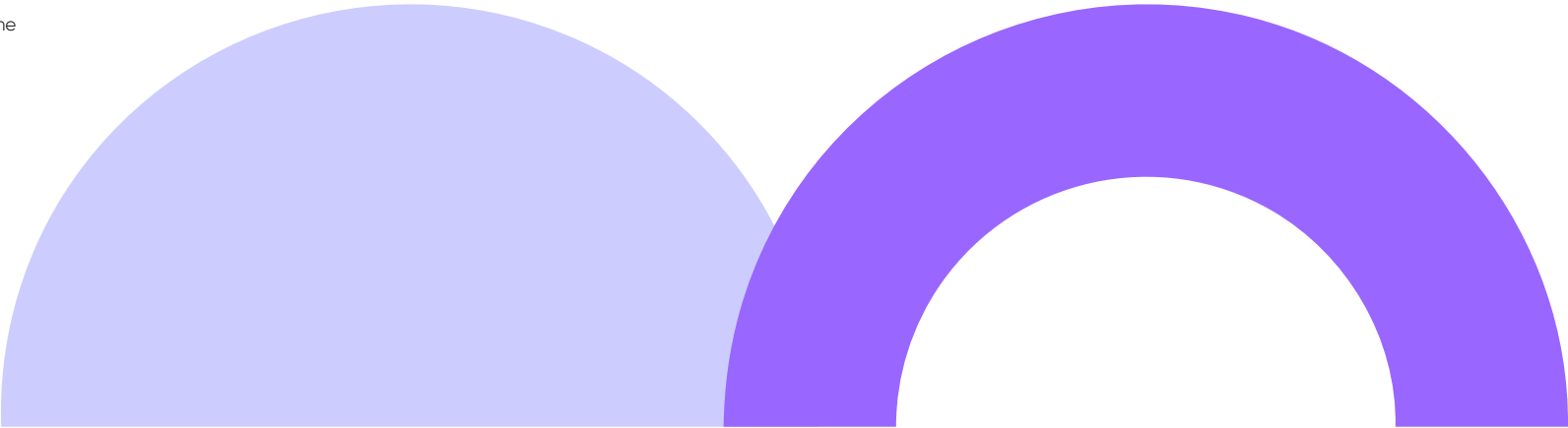
The table provides information on all Grendene's operational facilities. All salary equality information is publicly shared on the Company's website. [Access here.](#)

HEALTH, SAFETY, AND WELL-BEING

Workplace Accidents . GRI 403-9

	2023		2024	
	Absolute Number	Frequency	Absolute Number	Frequency
Total Accidents	99	3,95%	98	3,44%
Total Reportable Accidents	99	3,95%	98	3,44%
Total Severe Accidents ²	14	0,56%	13	0,46%
Work-Related Fatalities	0	0	0	0
Number of Hours Worked	25.074.569,45		28.506.328,10	

¹Frequency calculated based on 1,000,000 hours worked, per NBR 14.280 – Workplace Accident Registry.
²Severe accidents are those requiring leave through the National Social Security Institute (INSS). Most severe accidents occurred in the maintenance sector, primarily due to behavioral deviations and non-compliance with established standards, leading to awareness campaigns and disciplinary measures.



INDICATORS APPENDIX

List of Priority Raw Materials², Identification of Socio-Environmental Risk Factors, Impact Analysis on Business, and Management Strategies.

CG-AA-440a.3

Priority Raw Materials	Environmental and/or Social Factors	Risks and/or Opportunities	Management Strategy
Resins (PVC, EVA, PU) 27% ¹ - 2023 25% - 2024	Factors related to suppliers' production processes and raw material sourcing are carefully controlled. We maintain strict monitoring to ensure no restricted substances are used in any materials. Although resins, plasticizers, paints, and pigments are not from renewable sources, PVC, our main raw material, is 100% recyclable, representing a positive environmental impact. All our raw materials are vegan.	In 2024, Grendene began mapping potential social and environmental risks and impacts in its supply chain through audits. As of April 10, 2024, 15 suppliers were evaluated, with no negative impacts identified. The Company continuously seeks new raw materials and production processes to promote sustainable gains.	In collaboration with the Governance, Risk, and Compliance area, Grendene implemented the Supplier Manual, which guides supplier approval and evaluation of key risk factors, including social, environmental, and material-related risks, such as restricted substance control. In 2023, on-site supplier audits for raw materials began.
Plasticizers 20,55% - 2023 13% - 2024			
Paints 5,63% - 2023 1% - 2024			
Pigments 5,48% - 2023 3% - 2024			

Percentage of Raw Materials Certified by Third Parties with an Environmental and/or Social Sustainability Standard

CG-AA-440a.4

Priority Raw Materials	Quantity Acquired 2023	Quantity Acquired 2024	Certification	Certified Quantity 2023	Certified Quantity 2024
Resins (PVC, EVA, PU)	25.300 t	23.951 t	USDA Certified Biobased Product	0,14% (EVA)	0%
Plasticizers	11.550 t	12.650 t	USDA Certified Biobased Product	0,30%	0,33%
Paints	1.600 t	1.198 t	No Certification	N/A ³	N/A
Pigments	2.500 t	2.599 t	No Certification	N/A	N/A

¹Percentage of total raw material volume consumed
²Priority raw materials are those representing more than 10% of total raw material consumption, associated with supply risks, or identified as opportunities related to their use.
³N/A: Not applicable



GRI AND SASB SUMMARY

GRI AND SASB SUMMARY

GRI STANDARDS	CONTENT	PAGE, DIRECT RESPONSE OR REASONS FOR OMISSION
GENERAL CONTENT		
GRI 1: GENERAL DISCLOSURES 2021		
STATEMENT OF USE		
GRENDENE S.A. HAS REPORTED IN ACCORDANCE WITH THE GLOBAL REPORTING INITIATIVE (GRI) STANDARDS FOR THE PERIOD FROM JANUARY 1 TO DECEMBER 31, 2024.		
GRI 2: General Disclosures 2021	2-1 Organizational details	Pages 10, 16, 94
	2-2 Entities included in the organization’s sustainability reporting	The Grendene S.A. Sustainability Report includes data and information related exclusively to operations conducted in Brazil. The activities of Grendene USA, Inc., Grendene Global Brands Limited, and Grendene Italy S.R.L. are reflected in the consolidated financial statements. However, as these operations focus on commercial, strategic, and brand/image management activities, they are not covered in this report. Page 5
	2-3 Reporting period, frequency and contact point	Page 5
	2-4 Restatements of information	No information has been restated.
	2-5 External assurance	This report has not been externally verified.
	2-6 Activities, value chain and other business relationships	Page 10, 16
	2-7 Employees	Indicators Appendix 77
	2-8 Workers who are not employees	Indicators Appendix 77
	2-9 Governance structure and composition	Page 23. Click here to access the board member’s cv’s.
	2-10 Nomination and selection of the highest governance body	Page 24
	2-11 Chair of the highest governance body	Page 23
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 26
	2-13 Delegation of responsibility for managing impacts	Page 27

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GRI STANDARDS	CONTENT	PAGE, DIRECT RESPONSE OR REASONS FOR OMISSION
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	The Board of Directors is responsible for establishing the general business policies, including the long-term strategy. The Board has delegated to the Executive Management the responsibility for reviewing and approving the Sustainability Report.
	2-15 Conflicts of interest	Page 26
	2-16 Communication of critical concerns	Page 29
	2-17 Collective knowledge of the highest governance body	Page 26
	2-18 Evaluation of the performance of the highest governance body	Page 25
	2-19 Remuneration policies	Page 25
	2-20 Process to determine remuneration	Page 25
	2-21 Annual total compensation ratio	Information considered confidential due to the company's strategic stance.
	2-22 Statement on sustainable development strategy	Page 2
	2-23 Policy commitments	Indicators Appendix 68 Page 29
	2-24 Embedding policy commitments	Page 29
	2-25 Processes to remediate negative impacts	Page 30
	2-26 Mechanisms for seeking advice and raising concerns	Page 30
	2-27 Compliance with laws and regulations	Grendene did not receive any significant monetary or non-monetary sanctions in the past year. The company considers a sanction significant if it impacts its reputation among society, consumers, or the community in which it operates, or if it involves a financial penalty exceeding BRL 50,000.00 (fifty thousand Brazilian reais).

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GRI STANDARDS	CONTENT	PAGE, DIRECT RESPONSE OR REASONS FOR OMISSION
GRI 2: General Disclosures2021	2-28 Membership associations	Brazilian PVC Institute (IBPVC): Carlos André Carvalho, our Sustainable Development Division Manager, is a founder and currently serves as a Board Member and Director of Circular Economy.
		Amcham Brazil (American Chamber of Commerce for Brazil): Carlos André Carvalho serves as President of the Strategic Sustainability Committee and as a Board Member.
		Brazilian Footwear Industries Association (Abicalçados): Claudio Chies (Grendene's Regional Sales Department Manager) serves as a Board Member.
		Brazilian Association of Leather, Footwear, and Components Companies (Assintecal).
		Sítio Fundão State Park Association in Crato, Ceará.
		Brazilian Institute of Leather, Footwear, and Artifacts Technology (IBTeC).
		Footwear, Bags, Belts, Gloves, and Occupational Safety and Health Equipment Industry Union (Sincal) in Sobral, Ceará.
	2-29 Approach to stakeholder engagement	Pages 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 63, 65, 66
	2-30 Collective bargaining agreements	100% of Grendene S.A.'s employees are covered by collective bargaining agreements.
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 7
	3-2 List of material topics	Page 7

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GRI STANDARDS	CONTENT	PAGE, DIRECT RESPONSE OR REASONS FOR OMISSION
CORPORATE RISK MANAGEMENT		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 20, 23, 27
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Indicators Appendix 69
	201-4 Financial assistance received from government	In 2024, the company recognized BRL 285.2 million in tax benefits, in accordance with applicable legislation. These tax benefits comprised: a) Government subsidies for investments, including ICMS tax incentives (Proade) related to operational activities in the state of Ceará; b) 75% income tax benefits on profits from operations located in the state of Ceará, calculated based on operating profits; and c) Incentives for technological innovation aimed at promoting research, development, and innovation (R&D) activities.
GRI 202: Market Presence 2016	202 – 1 Ratios of standard entry level wage by gender compared to local minimum wage	Rio Grande do Sul: 1.25 (base salary, identical for men and women):
		Ceará: 1.03 (base salary, identical for men and women):
		All operational units were included in the report.
	GRI 204: Procurement Practices 2016	Ceará: 0% Rio Grande do Sul: 29% of CLT directors (under Brazil's Labor Laws Consolidation) and 33.33% of statutory directors. Definition of directors: CLT directors (under Brazil's Labor Laws Consolidation) and statutory directors. Definition of local: Born in the municipality where the operational unit is located.
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	98.86% of suppliers are local, and 91.11% of the amount spent was with local suppliers. We consider local suppliers to be national suppliers across all our operations.
GRI 207: Tax 2019	207-1 Approach to tax	Pages 28
	207-2 Tax governance, control, and risk management	Pages 28

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GRI STANDARDS	CONTENT	PAGE, DIRECT RESPONSE OR REASONS FOR OMISSION
ETHICS AND TRANSPARENCY		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 29
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 27
	205-2 Communication and training about anti-corruption policies and procedures	Page 31
	205-3 Confirmed incidents of corruption and actions taken	The company identified no cases of corruption.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no actions related to unfair competition or violations of antitrust and anti-monopoly laws.
GRI 415: Public Policy 2016	415-1 Political contributions	Grendene S.A. does not make any political contributions.
WATER AND EFFLUENTS		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 8, 50, 51
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 50
	303-2 Management of water discharge-related impacts	Pages 50, 51
	303-3 Water withdrawal	Indicators Appendix 71 Page 50
	303-4 Water discharge	Page 50
	303-5 Water consumption	Indicators Appendix 70 Page 50

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GRI STANDARDS	CONTENT	PAGE, DIRECT RESPONSE OR REASONS FOR OMISSION
CLIMATE EMISSIONS, RISKS AND OPPORTUNITIES		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 8, 47, 48
GRI 302: Energy 2016	302-1 Energy consumption outside of the organization	Indicators Appendix 71 Page 47
	302-3 Energy intensity	Indicators Appendix 47
	302-4 Reduction of energy consumption	Indicators Appendix 72 Page 47
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Indicators Appendix 73 Page 48
	305-2 Energy indirect (Scope 2) GHG emissions	Indicators Appendix 73 Page 48
	305-3 Other indirect (Scope 3) GHG emissions	Indicators Appendix 73 Page 48
	305-4 GHG emissions intensity	Indicators Appendix 73 Page 48
	305-6 Emissions of ozone-depleting substances (ODS)	HCFC (hydrochlorofluorocarbon): 1,246.08 tCO ₂ e
SUSTAINABLE RAW MATERIAL		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 8, 33, 34
GRI 301: Materials 2016	301-1 Materials used, broken down by weight or volume	Indicators Appendix 69
	301-2 Recycled raw materials or materials used	Indicators Appendix 70
	301-3 Products and their packaging reused	The amount of recovered packaging is calculated based on the total volume of pairs sold by Brazilian state and the weight of each package. Thirty percent of the total volume is recovered through packaging compensation.

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GRI STANDARDS	CONTENT	PAGE, DIRECT RESPONSE OR REASONS FOR OMISSION
SASB	CG-AA-250a.1 Description of processes to maintain compliance with restricted substances regulations	Page 45
Management of Chemicals in Products	CG-AA-250a.2 Description of processes to assess and manage risks and/or hazards associated with chemicals in products	Page 46
SASB	CG-AA-440a.3 List of priority raw materials; for each priority raw material: environmental and/or social factor(s) most likely to pose threats, discussion of business risks and/or opportunities associated with environmental and/or social factors, and management strategies to address business risks and opportunities	Indicators Appendix 80
Raw Materials Sourcing	CG-AA-440a.4 Amount of priority raw materials sourced, by material, and amount of each priority raw material certified to third-party environmental and/or social standards.	Indicators Appendix 80
CIRCULARITY AND THE PRODUCT LIFE CYCLE		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 8, 39, 40
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 52
	306-2 Management of significant waste-related impacts	Page 52
	306-3 Waste generated	Indicators Appendix 74
	306-4 Waste diverted from disposal	Indicators Appendix 75, 76
	306-5 Waste directed to disposal	Indicators Appendix 76

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GRI STANDARDS	CONTENT	PAGE, DIRECT RESPONSE OR REASONS FOR OMISSION
SUSTAINABLE SUPPLY CHAIN		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 8, 43
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 43
	308-2 Negative environmental impacts in the supply chain and actions taken	During the supplier approval process, we assess the risk of actual and/or potential impacts, following the guidelines in the Supplier Manual. The assessment includes environmental aspects aligned with the Company's Sustainable Development Policy, such as waste management and compliance with applicable environmental legislation. In the current mapped scenario, no significant environmental risks or impacts requiring additional corrective actions were identified. More information on page 43.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 43
	414-2 Negative social impacts in the supply chain and actions taken	During the supplier approval process, we assess the risk of actual and/or potential impacts, following the guidelines in the Supplier Manual. The assessment includes verification of labor documentation, such as proof of compliance with labor and social security regulations, as well as checks on best practices related to human rights, working conditions, and occupational health and safety. This enables us to determine whether suppliers align with the Company's ethical and social values, adhering to our Code of Conduct, mitigating risks related to irregular practices or violations of fundamental rights. In the current mapped scenario, no significant social risks or impacts requiring additional corrective actions were identified. More information on page 43.
SASB Environmental Impacts in the Supply Chain	CG-AA-430a.1 Percentage of supplier facilities in compliance with wastewater discharge permits and/or contractual agreements	Page 43
	CG-AA-430a.2 Percentage of suppliers that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Due to our vertically integrated production model, we do not conduct Higg FEM assessments for our own operations. For Tier 3 suppliers (raw materials), we do not apply the Higg FEM; instead, environmental and social assessments are conducted per the guidelines in Grendene's Supplier Manual. This process includes document analysis, technical criteria, and, since late 2023, on-site audits and evaluations.

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GRI STANDARDS	CONTENT	PAGE, DIRECT RESPONSE OR REASONS FOR OMISSION
SASB Labor Conditions in the Supply Chain	CG-AA-430b.1 Percentage of supplier facilities audited for compliance with a labor code of conduct and percentage of total audits conducted by a third-party auditor	Page 43
	CG-AA-430b.3 Description of labor and environmental risks	We are mapping potential social and environmental risks and impacts in our supply chain. We conduct environmental and social assessments of suppliers, following the guidelines in Grendene's Supplier Manual. This process includes document analysis covering compliance with labor regulations, human rights, working conditions, water resource management, effluent treatment and disposal, waste management, and other environmental aspects. The assessment process also allows for the identification of non-conformities, enabling the establishment of corrective action plans, follow-ups, or, if minimum required standards are not met, discontinuation of the business relationship.
PEOPLE MANAGEMENT		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 8, 56
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Indicators Appendix 78
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	At Grendene, we offer benefits including a basic food package, healthcare services (nursing, physiotherapy, dentistry), psychosocial services, Grendene University, Grendene Club (an e-commerce platform for Grendene brand products, exclusive to employees), and discount agreements (health plans, clinical laboratories, ophthalmology clinics, pharmacies, opticians, drivers' education, universities, IT schools, and language schools).
	401-3 Parental leave	Indicators Appendix 77
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Grendene adopts a transparent communication policy with employees regarding operational changes that may impact their activities. The minimum notice period for changes follows standards established in collective bargaining agreements, ensuring predictability and security for employees.

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GRI STANDARDS	CONTENT	PAGE, DIRECT RESPONSE OR REASONS FOR OMISSION
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 57
	404-2 Programs for upgrading employee skills and transition assistance programs	Item A. Page 60 Item B. We do not have specific programs for career transition or retirement assistance.
	404-3 Percentage of employees receiving regular performance and career development reviews	The company does not have a formal employee performance evaluation program.
WORKERS' HEALTH, SAFETY AND WELL-BEING		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 8, 60, 61
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 61
	403-2 Hazard identification, risk assessment, and incident investigation	Pages 61, 62
	403-3 Occupational health services	The computerized management system tracks the schedule of occupational health exams, monitored daily by the nursing team and weekly by the Lead Physician. The corporate Occupational Health and Safety (OHS) team coordinates and oversees the execution of OHS routines established in the action calendar, together with the OHS teams at each company unit. Page 61
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 60
	403-5 Worker training on occupational health and safety	Pages 60, 61
	403-6 Promotion of worker health	Page 60
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 46, 61
	403-8 Workers covered by an occupational health and safety management system	100% of Grendene's employees (18,781) and non-employee workers (GRI 2-8) (106) involved in our operations are covered by an internally audited occupational health and safety management system. External audits are conducted at our operations in Ceará, which account for 88% of employees and are concentrated in the municipalities of Sobral, Crato, and Fortaleza.
	403-9 Work-related injuries	Indicators Appendix 79
	403-10 Work-related ill health	No work-related illnesses were identified.

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GRI STANDARDS	CONTENT	PAGE, DIRECT RESPONSE OR REASONS FOR OMISSION
DIVERSITY, INCLUSION AND COMBATING DISCRIMINATION		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 8, 56
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 23
	405-2 Ratio of basic salary and remuneration of women to men	Indicators Appendix 79
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	In 2024, three cases of discrimination were reported, partially deemed valid. These cases were received through the company's ethics channel, which conducted a preliminary analysis, investigated the complaints, and applied corrective and preventive measures with support from the Governance, Risk, and Compliance (GRC) team, in accordance with Grendene's Complaint and Consequence Management Policy. 100% of cases were analyzed, with remediation plans implemented and finalized.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our operations are evaluated through audits (SMETA, ABVTEX, Origem Sustentável programs, and client-specific audits), which include this requirement, and no risks related to freedom of association or collective bargaining were identified. Our suppliers of raw materials, inputs, and services undergo documentation assessments, and for raw material suppliers, we initiated on-site audits. To date, no risks have been identified.
PROTECTING HUMAN RIGHTS		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 8, 42, 56
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Grendene S.A.'s production is 100% internal , ensuring full control over the production process and eliminating the risk of child labor, forced labor, or slave-like conditions. For supplier operations, due to audits and ongoing documentation monitoring, we also believe there are no real risks. Additionally, our Code of Ethics addresses these issues, and all contracts include clauses prohibiting child labor and forced or slave-like labor, with termination of supply as a consequence for non-compliance. More details on our actions to protect human rights are available in our chapters on ethics and transparency (page 29) and sustainable supply chain and raw materials (page 41).
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	

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GRI STANDARDS	CONTENT	PAGE, DIRECT RESPONSE OR REASONS FOR OMISSION
MATERIALS, PRODUCTS AND PROCESSES INNOVATION		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 8, 34, 53
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	100% of products are evaluated and monitored during development, undergoing specific tests to ensure quality, focusing on comfort, durability, and functionality. Products classified as toys, school supplies, or safety footwear produced by Grendene undergo additional safety evaluations to comply with specific legislation. All major material groups used in our products undergo dermal irritability tests.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	In 2024, as in previous years, there were no cases of non-compliance related to the health and safety impacts of our products.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	All products are labeled as "Made in Brazil" or "Brazilian Industry," indicating the manufacturer's and distributor's origin. Our products do not contain substances that could cause environmental or social harm. We identify all products with Vegan certification, the use of recycled materials, and packaging material details, including FSC® certification. For specific legal requirements, such as toys, information on exchanges and product care is included. Page 40
	417-2 Incidents of non-compliance concerning product and service information and labeling	In 2024, there were no cases of non-compliance related to product information and labeling.
CYBER SECURITY, PRIVACY, AND DATA PROTECTION		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 8, 32
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	To date, we have received no complaints regarding breaches of customer privacy or loss of customer data. Detailed information on customer privacy and data management is available on page 32.

CREDITS

GRENDENE S.A.

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Grendene Sustainability Development Division

EDITORIAL PROJECT AND CONTENT WRITING

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Grendene Sustainability Development Division

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FOR MORE INFORMATION

OFFICIAL WEBSITE

FINANCIAL STATEMENTS

SUSTAINABLE DEVELOPMENT

DETAILED RESULTS

[Financial Statements](#)

OVERVIEW ON RELEVANT BUSINESS ASPECTS:

[Annual Management Report](#)

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